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Labor Market Analysis

Community Health Worker



POWERED BY



Prepared by the Central Valley/Mother Lode Center of Excellence

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COVID-19 Statement: This report includes employment projection data by Lightcast. Lightcast’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy during the projection period will be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

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Summary

Please note the COVID-19 statement on page 2 when considering this report's findings.

This study conducted by the Central Valley/Mother Lode Center of Excellence examines labor market demand, wages, skills, and postsecondary supply for Community Health Worker. Two occupations related to Community Health Worker were identified for Fresno City College:

- 21-1093, Social and Human Service Assistants
- 21-1094, Community Health Workers

Key findings:

- **Occupational demand** — There were 3,547 workers employed in jobs related to Community Health Worker in 2021 in the South Central Valley/Southern Mother Lode (SCV/SML) subregion. The largest occupation is social and human service assistants with 3,211 workers, a projected growth rate of 13% over the next five years, and 477 annual openings.
- **Wages** — Community health workers earn the highest entry-level wage, \$17.81/hour in the subregion.
- **Employers** — Employers with the most job postings in the subregion are Anthem Blue Cross, Spacetel, and Westcare Foundation.
- **Occupational titles** — The most common occupational title in job postings in the subregion is Social and Human Service Assistants. The most common job title is Outreach Specialist.
- **Skills and certifications** — The top baseline skill is communication skills, the top specialized skill is case management, and the top software skill is Microsoft Excel. The most in-demand certification is a First Aid Cpr Aed.
- **Education** — A high school diploma or equivalent is typically required for social and human service assistants and community health workers.
- **Supply** — There was no postsecondary completions conferred in the Central Valley/Mother Lode region for the TOP related to Community Health Worker.

Based on a comparison of occupational demand and supply, there is an undersupply of 525 trained workers in the subregion and 809 workers in the region. The Center of Excellence recommends that Fresno City College work with the regional directors, the college's advisory board, and local industry in the development of programs to address the shortage of Community Health Worker workers in the region.

Introduction

The Central Valley/Mother Lode Center of Excellence was asked by Fresno City College to provide labor market information for Community Health Worker. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. The average living wage for a single adult in the SCV/SML subregion is \$11.91/hour.¹ Analysis of the program and occupational data related to Community Health Worker resulted in the identification of applicable occupations. The Standard Occupational Classification (SOC) System codes and titles used in this report are:

- 21-1093, Social and Human Service Assistants
- 21-1094, Community Health Workers

The occupational titles, job descriptions, sample job titles, and knowledge and skills from the Bureau of Labor Statistics and O*NET OnLine are shown below.

Social and Human Service Assistants

Job Description: Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.

Knowledge: Customer and Personal Service, Psychology, Therapy and Counseling, English Language, Administrative

Skills: Active Listening, Social Perceptiveness, Speaking, Service Orientation, Coordination

Community Health Workers

Job Description: Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs.

Knowledge: Customer and Personal Service, English Language, Education and Training, Administration and Management, Medicine and Dentistry

Skills: Active Listening, Social Perceptiveness, Speaking, Writing, Reading Comprehension

Occupational Demand

The SCV/SML subregion employed 3,547 workers in Community Health Worker occupations in 2021 (Exhibit 1). The largest occupation is social and human service assistants with 3,211 workers in 2021. This occupation is projected to grow by 13% over the next five years and has the greatest number of projected annual openings, 477.

¹ The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

Exhibit 1. Community Health Worker employment and occupational projections in the SCV/SML subregion

Occupation	2021 Jobs	2026 Jobs	5-Year Change	5-Year % Change	Annual Openings
Social and Human Service Assistants	3,211	3,635	424	13%	477
Community Health Workers	336	393	57	17%	49
TOTAL	3,547	4,028	481	14%	525

Wages

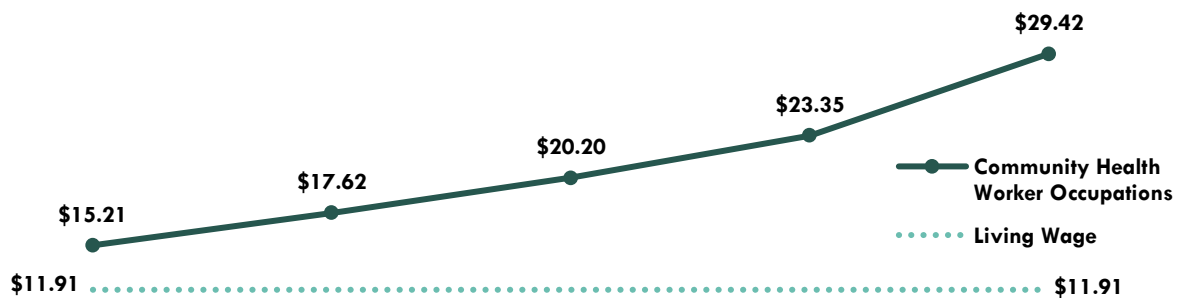
Exhibit 2a shows the hourly wages of the Community Health Worker occupations. Community health workers earn the highest entry-level wage, \$17.81/hour in the subregion². Please note 10th and 25th percentiles are considered entry-level wages while 75th and 90th are considered experienced wages, either by gained by long term employment, received extra training, etc.

Exhibit 2a. Community Health Worker hourly wages in the SCV/SML subregion

Occupation	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Community Health Workers	\$17.81	\$21.47	\$24.02
Social and Human Service Assistants	\$17.42	\$18.93	\$22.68

Exhibit 2b shows the average hourly wages for Community Health Worker occupations, the average entry-level wage exceeds the average living wage for the South Central Valley/Southern Mother Lode SCV/SML subregion.

Exhibit 2b. Community Health Worker average hourly wages in the SCV/SML subregion



10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
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² Entry-level wages are derived from the 25th percentile.

Job Postings

There were 260 job postings for the two occupations in the SCV/SML subregion from March 2022 to August 2022.³ The employers with the most job postings are listed in Exhibit 3.

Exhibit 3. Top employers of Community Health Worker by number of job postings

Employer	Job Postings	% Job Postings
Anthem Blue Cross	10	5%
Spacetel	10	5%
Westcare Foundation	9	4%
Kaweah Health	6	3%
Spacetel Llc Cricket Wireless Ad	6	3%
The Mentor Network	6	3%
Westcare California	6	3%
Family Healthcare Network	5	2%
Kaweah Delta Health Care Dst	5	2%
Kern Health Systems	5	2%

Exhibit 4 shows how job postings for the targeted occupations in the SCV/SML subregion are distributed across two O*NET OnLine occupations. The occupational title Social and Human Service Assistants is listed in 224 job postings. Note how this occupational title dominates the job posting results. Common job titles in postings include Outreach Specialist in 13 job postings, Community Liaison in 11 job postings, and Care Coordinator in 10 job postings.

Exhibit 4. Top occupational titles in job postings for Community Health Worker

Occupational Title	Job Postings	% of Job Postings
Social and Human Service Assistants	224	86%
Community Health Workers	36	14%

Salaries

Exhibit 5 shows the “Market Salaries” for Community Health Worker occupations. These are calculated by Burning Glass using a machine learning model built off of millions of job postings every year. This accounts for adjustments based on locations, industry, skills, experience, education requirements, among other variables.

Exhibit 5. Salaries for Community Health Worker occupations

Market Salary Percentile	Salary Amount
10th Percentile	\$26,968
25th Percentile	\$30,408
50th Percentile	\$34,702
75th Percentile	\$41,687
90th Percentile	\$55,374

³ Other than occupation titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

Education

Of the 260 job postings, 215 listed an education level preferred for the positions being filled. Among those, 57% requested high school or vocational training, 40% requested a bachelor's degree, and 27% requested an associate degree (Exhibit 6). A job posting can indicate more than one education level. Hence, the percentages shown in the chart below may total more than 100%.

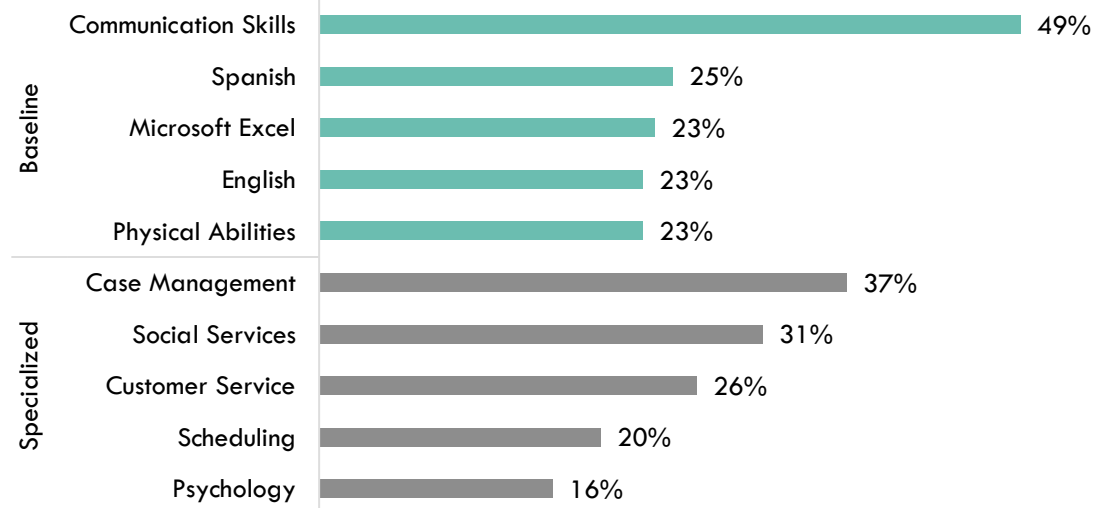
Exhibit 6. Education levels requested in job postings for Community Health Worker

Education Level	Job Postings	% of Job Postings
High school or vocational training	123	57%
Bachelor's degree	86	40%
Associate's degree	57	27%
Master's degree	16	7%

Baseline and Specialized Skills

Exhibit 7 depicts the top baseline and specialized skills for the targeted occupations. The three most important baseline skills are communication skills, 49% of job postings, Spanish, 25%, and Microsoft Excel, 23%. The top three specialized skills are case management, 37% of job postings, social services, 31%, and customer service, 26%.

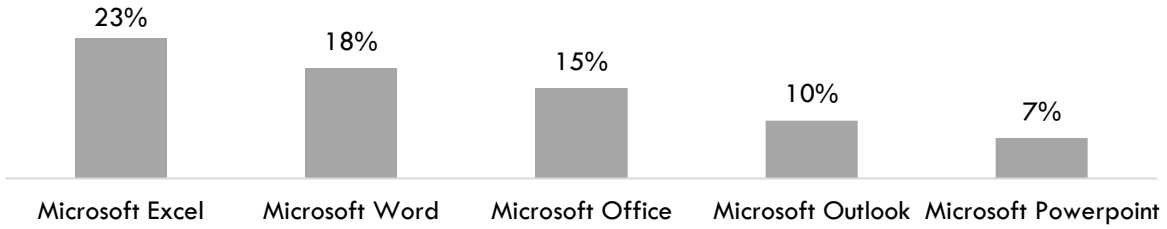
Exhibit 7. In-demand Community Health Worker baseline and specialized skills



Software Skills

Analysis also included the software skills most in demand by employers. Microsoft Excel and Word were the top two software skills identified in job postings (Exhibit 8).

Exhibit 8. In-demand Community Health Worker software skills



Certifications

Of the 260 job postings, 139 contained certification data. Among those, 15% indicated a need for a First Aid Cpr Aed. The next top certifications are certified medical assistant and community health certificate (Exhibit 9).

Exhibit 9. Top Community Health Worker certifications requested in job postings



Education, Work Experience & Training

A high school diploma or equivalent is typically required for social and human service assistants and community health workers (Exhibit 10).

Exhibit 10. Education, work experience, training, and Current Population Survey results for Community Health Worker occupations⁴

Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training	CPS
Social and Human Service Assistants	High school diploma or equivalent	None	Short-term	34.4%
Community Health Workers	High school diploma or equivalent	None	Short-term	26.7%

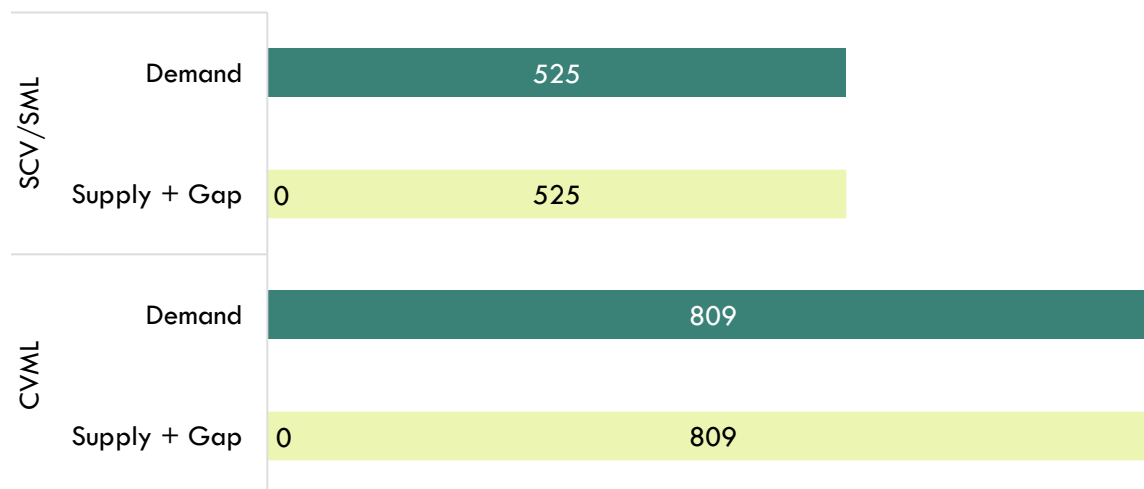
⁴ "Labor Force Statistics from the Current Population Survey," Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

Supply

There was no data from the Integrated Postsecondary Education Data System (IPEDS) data available for TOP code and title: 126100- Community Health Care Worker in the Central Valley/Mother Lode region (Exhibit 11).

There is an undersupply of 525 Community Health Worker workers in the SCV/SML subregion and 809 workers in the region (Exhibit 12).

Exhibit 12. Community Health Worker workforce demand (annual job openings), postsecondary supply of students (awards), and additional students needed to fill gap in the SCV/SML subregion and region



Student Outcomes

There was no employment and wage outcomes data available from the California Community College Chancellor’s Cal-PASS Plus LaunchBoard for the TOP code related to Community Health Worker.

Conclusion

The entry-level wages of the two occupations exceed the SCV/SML subregion’s average living wage. There were 260 job postings in the past six months for occupations related to Community Health Worker in the subregion. Analysis of skills and certification requirements in job postings indicates:

- The top baseline skill is communication skills, and the top specialized skill is case management.
- The top software skill is Microsoft Excel.
- The top certification is a First Aid Cpr Aed.

There is an undersupply of trained workers, a shortage of 525 in the SCV/SML subregion and 809 in the region.

Recommendation

Based on these findings, it is recommended that Fresno City College work with the regional director, the college's advisory board, and local industry in the development of programs to address the shortage of Community Health Worker in the region.

Appendix A: Methodology & Data Sources

Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor’s Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (Lightcast). Lightcast occupational employment data are based on final LIGHTCAST industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Lightcast earnings by industry: economicmodeling.com.
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: https://www.bls.gov/emp/tables/educational-attainment.htm .
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: labormarketinfo.edd.ca.gov .
Job Posting and Skills Data	Burning Glass: burning-glass.com/ .
Additional Education Requirements/ Employer Preferences	The O*NET Job Zone database includes over 900 occupations as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: onetonline.org .

Key Terms and Concepts

Annual Job Openings: Annual openings are calculated by dividing the number of years in the projection period by total job openings.

Education Attainment Level: The highest education attainment level of workers age 25 years or older.

Employment Estimate: The total number of workers currently employed.

Employment Projections: Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (Lightcast) formula that includes historical employment and economic indicators along with national, state and local trends.

Living Wage: The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

Occupation: An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

Percent Change: Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

Replacements: Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

Total Job Openings (New + Replacements): Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

Typical Education Requirement: represents the typical education level most workers need to enter an occupation.

Typical On-The-Job Training: indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.