

Labor Market Analysis for Program Modification: 1309.00/Gerontology (Aging Studies)

Orange County Center of Excellence, December 2022



Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input type="checkbox"/>	Endorsed: Some LMI Criteria Met <input checked="" type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
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Program LMI Endorsement Criteria

	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Supply Gap:	<i>Comments:</i> there is projected to be 62,005 annual job openings throughout Los Angeles and Orange counties for <i>home health and personal care aides</i> , which is more than the 254 awards conferred by educational institutions .	
Living Wage: (Entry-Level, 25 th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> <i>home health and personal care aides</i> have entry-level, median, and experienced wages significantly below the OC living wage of \$20.63 .	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> The typical entry-level education for <i>home health and personal care aides</i> is a high school diploma . However, over one-third of workers in the field have completed some college or an associate degree as their highest level of education .	

Emerging Occupation(s)

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<i>Comments:</i> N/A	

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles/Orange County regional labor market related to one middle-skill occupation:

- Home Health and Personal Care Aides (31-1128)

Based on the available data there appears to be a supply gap for *home health and personal care aides*. Though this occupations typically requires a high school diploma, over one-third of workers in the field have completed a community college education. However, entry-level, median, and experienced wages are significantly below the living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the occupations included in this report.

Exhibit 1: Occupational Demand and Supply in Los Angeles/Orange Counties

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25 th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Home Health and Personal Care Aides (31-1128)	62,005	254	OC: \$14.14	High school diploma or equivalent	35%

Demand:

- The number of jobs related to *home health and personal care aides* are projected to increase 22% through 2026, equating to 62,005 annual job openings.
- Hourly entry-level wages for *home health and personal care aides* are \$14.14 in Orange County, which is significantly below the regional living wage of \$20.63.
- There were 27,434 online job postings for *home health and personal care aides* over the past 12 months. The highest number of postings were for caregivers, special needs caregivers, and direct support professionals.
- The typical entry-level education for *home health and personal care aides* is a high school diploma or equivalent.
- Over one-third (35%) of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply:

- There was an average of 233 awards conferred annually by 10 community colleges in Los Angeles and Orange Counties from 2018 to 2021.
- There was an average of 21 awards conferred by 2 non-community college institutions between 2017 and 2020.
- Orange County community college students that exited gerontology programs in the 2018-2019 academic year had a median annual wage of \$32,930 after exiting the program. There is insufficient data to determine the percentage of students that attained the regional living wage.
- Throughout Orange County, 60% of gerontology students that exited their program in 2017-18 reported that they are working in a job closely related to their field of study. However, only five students responded to the CTE Outcomes Survey (CTEOS).

Demand

Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for *home health and personal care aides* from 2016 through 2026. Employment for *home health and personal care aides* in Orange County increased by over 2% from 2019 to 2020 despite a 7% decline across all occupations in Los Angeles and Orange Counties due to the COVID-19 pandemic, Employment for *home health and personal care aides* is projected to continue through 2026 at a higher rate than all occupations.

Exhibit 2: Annual Percent Change in Jobs for Home Health and Personal Care Aides, 2016-2026

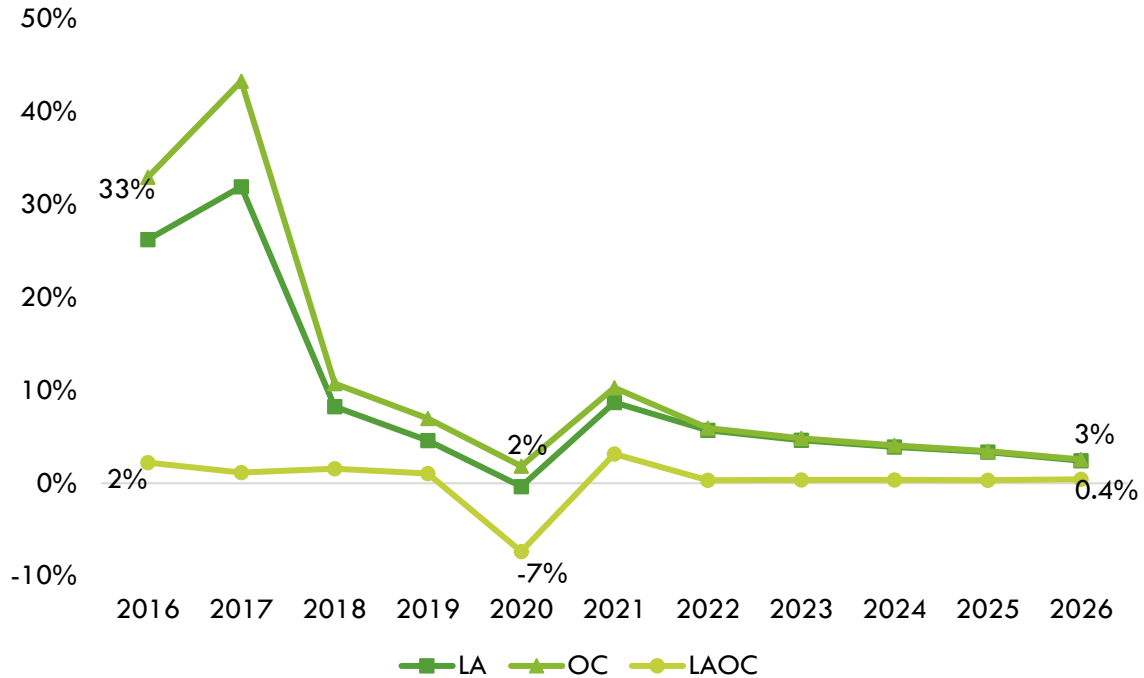


Exhibit 3 shows the five-year occupational demand projections for *home health and personal care aides*. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 22% through 2026. There is projected to be 62,005 jobs available annually.

Exhibit 3: Occupational Demand in Los Angeles and Orange Counties¹

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	297,077	361,548	64,471	22%	52,485
Orange	53,182	65,246	12,064	23%	9,520
Total	350,259	426,794	76,535	22%	62,005

Wages:

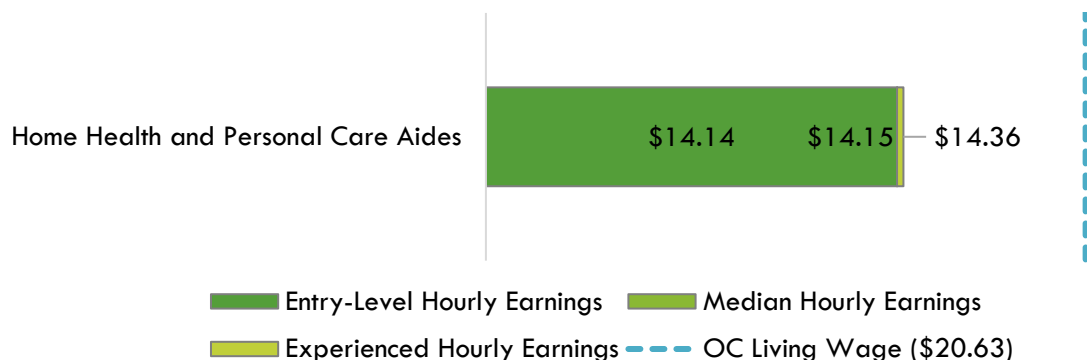
The labor market endorsement in this report considers the entry-level hourly wages for *home health and personal care aides* in Orange County as they relate to the county’s living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region.

The typical entry-level hourly wages for *home health and personal care aides* are \$14.14, which is significantly below the living wage for one adult (\$20.63 in Orange County). Median wages are nearly identical to entry-level wages. Experienced workers can expect to earn \$14.36, which is only slightly higher than entry-level earnings and significantly below the living wage. Orange County’s average wages are lower than the average statewide wage of \$15.34 for this occupation. Exhibit 4 shows the wage

¹ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

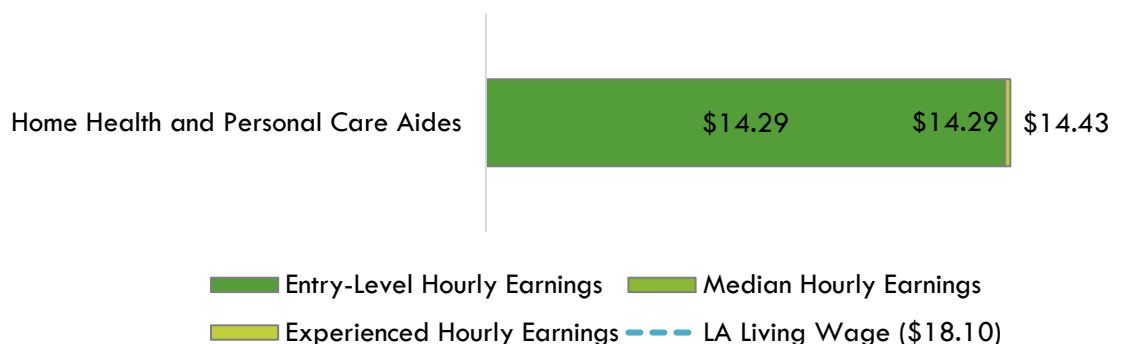
range for *home health and personal care aides* in Orange County and how it relates to the regional living wage.

Exhibit 4: Wages by Occupation in Orange County



The typical entry-level hourly wages for *home health and personal care aides* are \$14.29, which is below the living wage for one adult (\$18.10 in Los Angeles County). Median wages are identical to entry-level wages. Experienced workers can expect to earn \$14.43 which is only slightly higher than entry-level earnings and significantly below the living wage. Los Angeles County’s average wages are lower than the average statewide wage of \$15.34 for this occupation. Exhibit 5 shows the wage range for *home health and personal care aides* in Los Angeles County and how it relates to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Job Postings:

There were 27,434 online job postings related to *home health and personal care aides* listed in the past 12 months.

Exhibit 6: Number of Job Postings by Occupation (n=27,434)

Occupation	Job Postings	Percentage of Job Postings
Home Health and Personal Care Aides	27,434	100%

The top employers in the region, by number of job postings, are shown in Exhibit 7. One employer, CareInHomes, accounted for nearly 21% of all job postings.

Exhibit 7: Top Employers by Number of Job Postings (n=27,434)

Employer	Job Postings	Percentage of Job Postings
CareInHomes	5,745	20.9%
The Mentor Network	672	2.4%
Home Instead	420	1.5%
Maxim Healthcare Services	399	1.5%
Sunrise Senior Living	364	1.3%
Honor	306	1.1%
Amada Senior Care	287	1.0%
BrightStar Care	234	0.9%
K.B.Corporation	208	0.8%
Senior Resource Group	201	0.7%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parens) are shown in Exhibit 8.

Exhibit 8: Top Skills by Number of Job Postings (n=27,434)

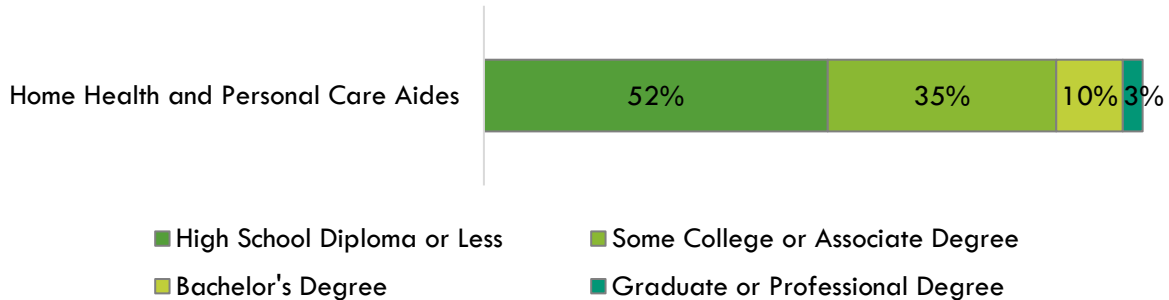
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Caregiving (19,379)	Valid Driver's License (12,278)	Zoom (211)
Meal Planning And Preparation (11,590)	Communications (5,129)	Microsoft Excel (146)
Companionship (11,188)	Compassion (4,049)	Microsoft Office (134)
Home Health Care (6,838)	First Aid (2,468)	Microsoft Outlook (111)
Housekeeping (6,824)	Management (1,495)	eClinicalWorks (ECW) (67)
Personal Care (6,806)	Time Management (1,281)	Software Systems (52)
Activities Of Daily Living (ADLs) (4,646)	Lifting Ability (1,136)	Microsoft Word (51)
Cardiopulmonary Resuscitation (CPR) (4,152)	Customer Service (1,127)	Microsoft PowerPoint (44)
Toileting (3,515)	Teamwork (1,015)	Yardi (25)
Nursing (1,686)	Problem Solving (986)	Project Management Software (16)

Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *home health and personal care aides*. However, the national-level educational attainment data indicates 35% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for *home health and personal care aides*.

Of the 30% of job postings for *home health and personal care aides* that listed a minimum education requirement in Los Angeles/Orange County, 94% (7,692) requested a high school diploma 3% (273) requested a bachelor's degree, and 2% (163) requested an associate degree.

Exhibit 9: National-level Educational Attainment for Occupations



Educational Supply

Community College Supply:

Exhibit 10 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Home Health Aide (1230.80) and Gerontology (1309.00). The colleges with the most completions in the region are LA City and LA Pierce. Over the past 12 months, there was one other related program recommendation request from regional community colleges.

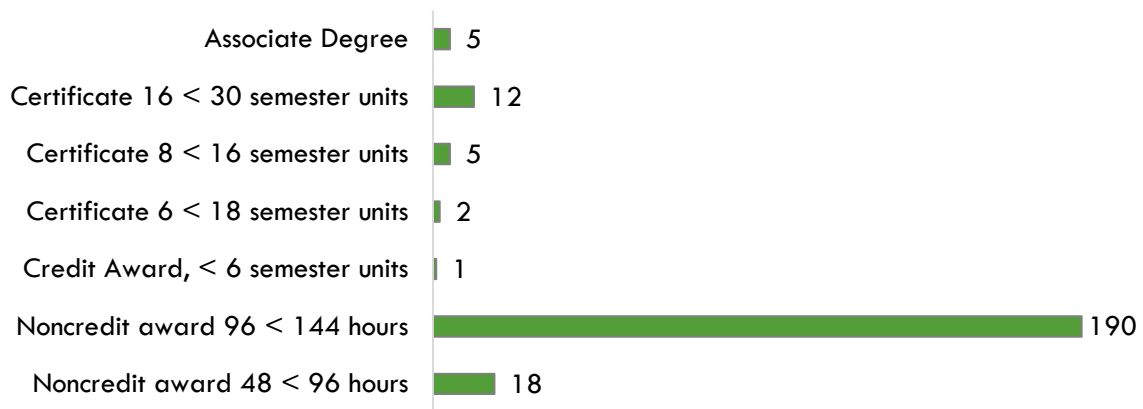
Exhibit 10: Regional Community College Awards (Certificates and Degrees), 2018-2021

TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
1230.80	Home Health Aide	LA City	0	314	256	190
		LA Pierce	28	11	4	14
		Long Beach	2	1	0	1
		Santa Monica	0	6	5	4
		LA Subtotal	30	332	265	209
		-	-	-	-	
		OC Subtotal	-	-	-	-
Supply Subtotal/Average			30	332	265	209
1309.00	Gerontology	East LA	3	9	4	5
		LA Mission	1	2	2	2
		Pasadena	0	1	6	2
		LA Subtotal	4	12	12	9

TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
		Coastline	5	7	3	5
		Cypress	7	5	2	4
		Saddleback	4	5	8	6
		OC Subtotal	16	17	13	15
Supply Subtotal/Average			20	29	25	24
Supply Total/Average			50	361	290	233

Exhibit 11 shows the annual average community college awards by type from 2018-19 through 2020-21. Of the 233 awards, 82% (190) were for a noncredit award of 96 to less than 144 hours, 8% (18) were for a noncredit award of 48 to less than 96 hours, and 5% (16) were for a certificate of 16 to less than 30 semester units.

Exhibit 11: Annual Average Community College Awards by Type, 2017-2020



Community College Student Outcomes:

Exhibit 12, on the following page, shows the Strong Workforce Program (SWP) metrics for gerontology programs in Coast Community College District (CCCD), the Orange County Region, and California. Notably, Coastline is the only CCCD college with active gerontology programs and courses. Only 1% (9) of Orange County gerontology students attended a Coast CCD college. Nearly 40% of gerontology students throughout the state attended an Orange County community college.

Due to the small number of gerontology students enrolled in Coast CCD programs and courses, there is insufficient data for several CCCD metrics. However, 84% of gerontology students throughout the county completed a noncredit CTE or workforce preparation course, which is 15 percentage points higher than the statewide figure (69%).

The median annual earnings for Orange County students that exited gerontology programs were \$32,930, which is slightly higher when compared to the statewide median (\$31,530), but significantly lower than the living wage. Additionally, the median earnings for Orange County gerontology students declined 7% after exiting.

However, it is important to note that 85% (1,757) of Orange County gerontology students attended either Santa Ana College or Santiago Canyon College. According to the Chancellor's Office Curriculum Inventory (COCI 2.0), the only gerontology courses these two colleges offer are specifically for the maintenance and

improvement of motor skills of older adults. These courses are considered courses for older adults and not workforce preparation courses. Therefore, they do not train students to become *home health and personal care aides*.

Exhibit 12: Gerontology (1309.00) Strong Workforce Program Metrics, 2019-20²

SWP Metric	CCCD	OC Region	California
SWP Students	19	2,059	5,175
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	2%	6%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	84%	69%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	0	16	63
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2018-19)	0	16	92
SWP Students with a Job Closely Related to Their Field of Study (2017-18)	Insufficient Data	60%	71%
Median Annual Earnings for SWP Exiting Students (2018-19)	Insufficient Data	\$32,930 (\$15.83)	\$31,530 (\$15.16)
Median Change in Earnings for SWP Exiting Students (2018-19)	Insufficient Data	(7%)	9%
SWP Exiting Students Who Attained the Living Wage (2018-19)	Insufficient Data	Insufficient Data	49%

Non-Community College Supply:

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for *home health and personal care aides*. Exhibit 13 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Gerontology (30.1101). Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, two non-community college institutions in the region conferred an average of 21 awards annually in related training programs.

Exhibit 13: Regional Non-Community College Awards, 2017-2020

CIP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
30.1101	Gerontology	Mount Saint Mary's University	10	5	4	6
		University of Southern California	13	16	15	15
Supply Subtotal/Average			23	21	19	21
Supply Total/Average			23	21	19	21

² All SWP metrics are for 2019-20 unless otherwise noted.

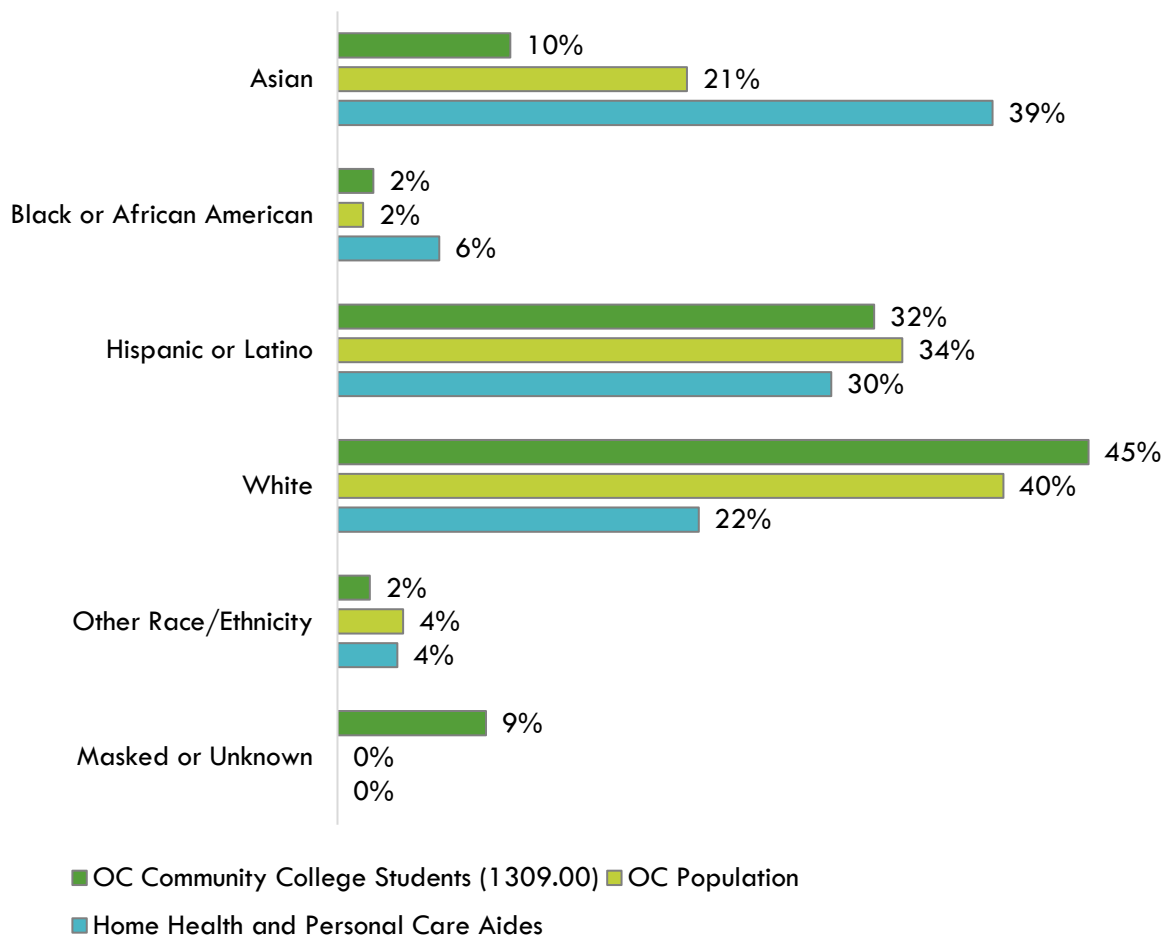
Regional Demographics

This section analyzes demographic data for Orange County community college students enrolled in gerontology programs compared to the OC population, as well occupational data, for the purpose of identifying potential diversity and equity issues that can be addressed by community college programs.

Ethnicity:

Exhibit 14 shows the ethnicity of Orange County community college students enrolled in gerontology programs compared to the overall Orange County population, as well as *home health and personal care aides*. Notably, nearly 40% of *home health and personal care aides* are Asian, which is much higher than both Orange County gerontology students (10%) and the Orange County population (21%). Conversely, 45% of Orange County gerontology students are White, which is slightly higher than the Orange County population (40%), but much higher than workers employed as *home health and personal care aides* (22%). Roughly one-third of each group is Hispanic or Latino.

Exhibit 14: Program and County Demographics by Ethnicity

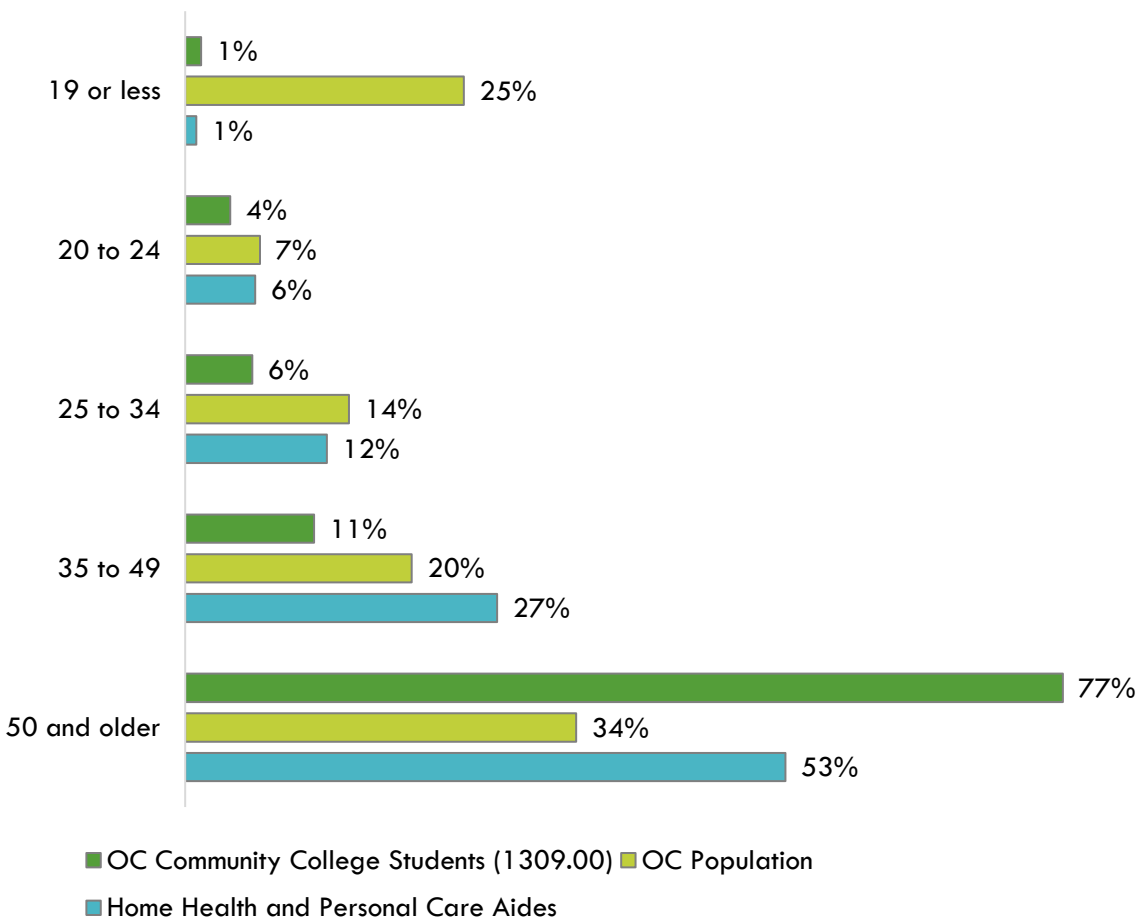


Age:

Exhibit 15 shows the age of Orange County community college students enrolled in gerontology programs compared to the overall Orange County population, as well as *home health and personal care aides*.

Nearly 80% Orange County gerontology students are 50 and older, which is significantly higher than both the Orange County population (34%) and *home health and personal care aides* (53%). However, it is important to note that Santa Ana and Santiago Canyon colleges offer gerontology courses such as “Manipulative Skills for Older Adults” that are specifically for the maintenance and improvement of motor skills of older adults. These courses do not train students to become *home health and personal care aides*. Therefore, the data for Orange County gerontology students is skewed towards the 50 and older age group.

Exhibit 15: Program and County Demographics by Age

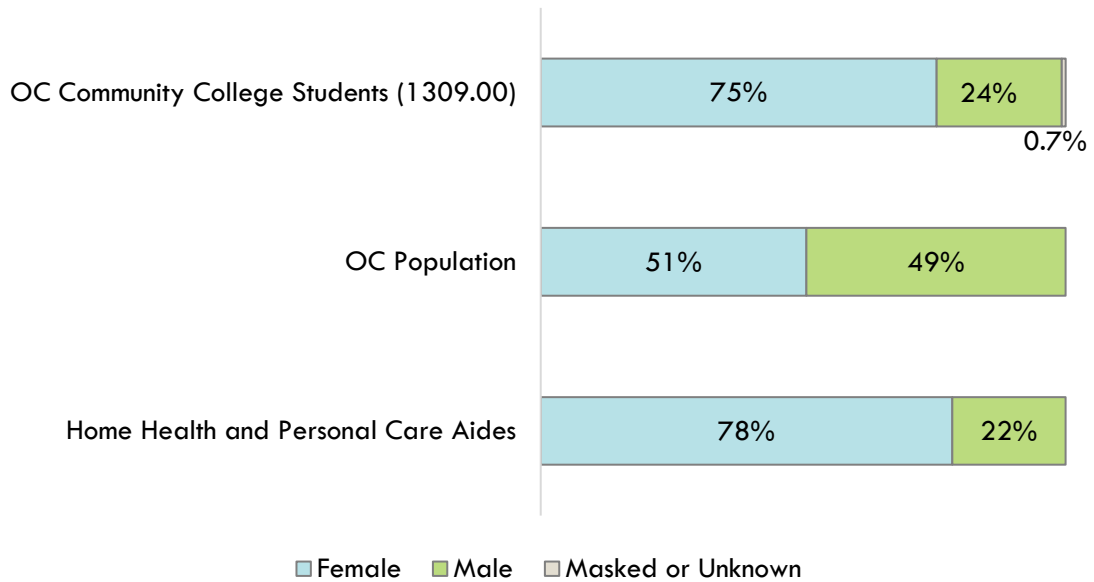


Sex:

Exhibit 16 shows the sex of Orange County community college students enrolled in gerontology programs compared to the overall Orange County population as well as *home health and personal care aides*.

Though the Orange County population is split nearly evenly between men and women, 78% of *home health and personal care aides* and 75% of Orange County gerontology students are women.

Exhibit 16: Program and County Demographics by Sex



Appendix A: Methodology

The OC COE prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

The OC COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a “supply table” with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	<p>Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see https://lightcast.io/</p>
Living Wage	<p>The living wage is derived from the Insight Center’s California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, child care, health care, transportation, and taxes. For more information, see: https://insightccd.org/family-needs-calculator/</p> <p>The living wage for one adult in Orange County is \$20.63 per hour (\$42,910.40 annually). This figure is used by the CCCCCO to calculate the percentage of students that attained the regional living wage.</p>
Typical Education and Training Requirements, and Educational Attainment	<p>The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm</p>
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	<p>The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/</p>
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
Student Metrics and Demographics	<p>LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://www.calpassplus.org/LaunchBoard/Home.aspx</p>
Population and Occupation Demographics	<p>The Census Bureau’s American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs</p>

Data Type	Source
	Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml

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