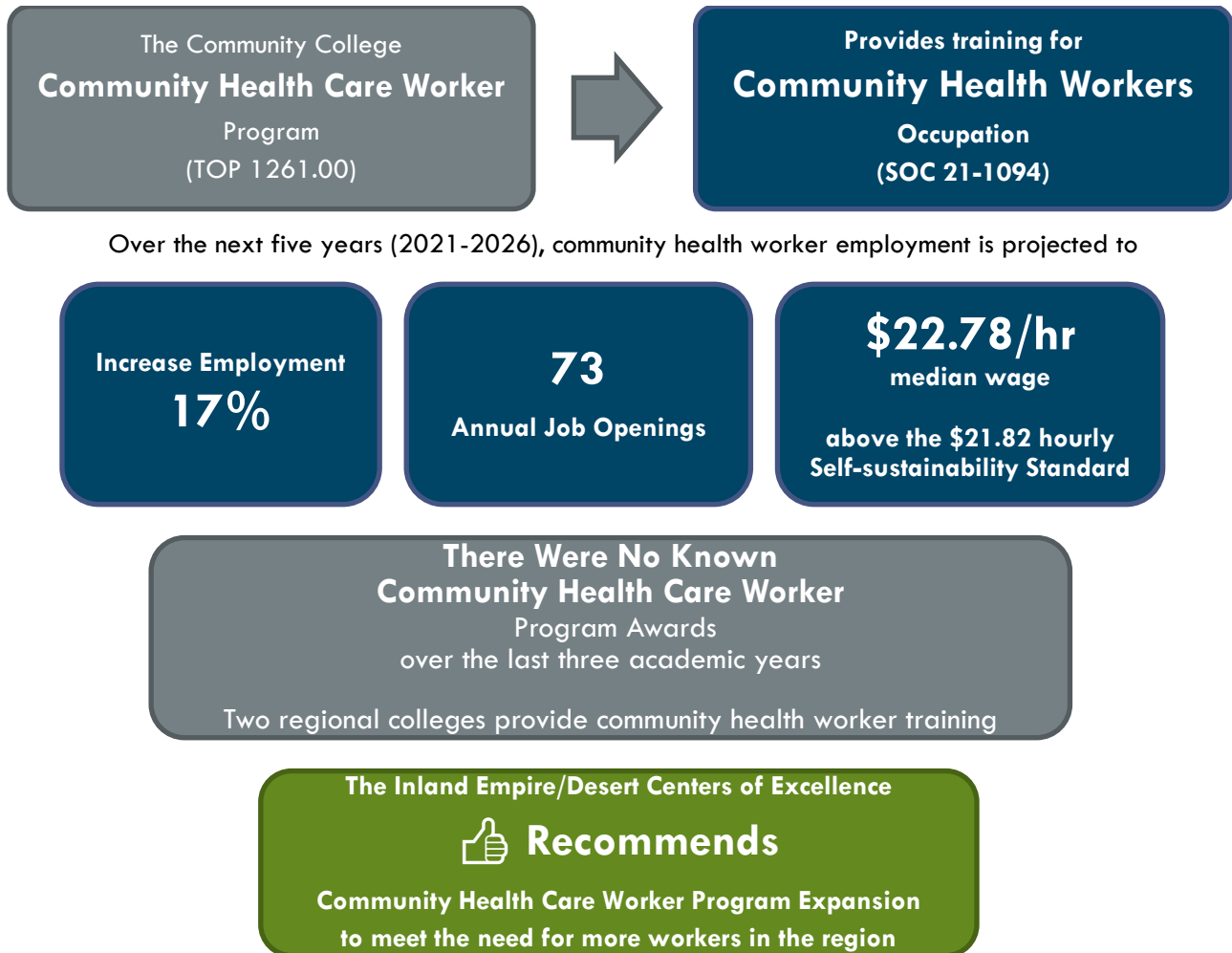


Community Health Worker

Inland Empire/Desert Region (Riverside and San Bernardino counties)

Summary



Introduction

California Community College community health care worker (TOP 1261.00) programs prepare students for employment as facilitators, advocates, and referral workers linking health care and related social services with affected recipient communities (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by community health care worker programs lead to the community health worker occupation.

Community Health Workers Definition (SOC 21-1094)

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.

Sample job titles: Community Health Outreach Worker, Community Health Program Coordinator, Community Health Program Representative (Community Health Program Rep), Community Health Promoter, Community Health Worker (CHW), Community Nutrition Educator.

Entry-Level Educational Requirement: High school diploma or equivalent

Work Experience Required: None

Training Requirement: Less than one-month on-the-job training

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 25%

Job Counts and Projections

In 2021, there were 502 community health worker jobs in the Inland Empire/Desert region. Over the next five years, employment in this occupation is expected to increase by 17% to 589 jobs in 2026. This occupation is projected to have 73 annual job openings due to new job growth and replacement needs, e.g., retirements, workers moving outside of the region, and promotions. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers aged 55 years and older in the region.

Exhibit 1: Community health worker five-year projections, Inland Empire/Desert Region, 2021-2026

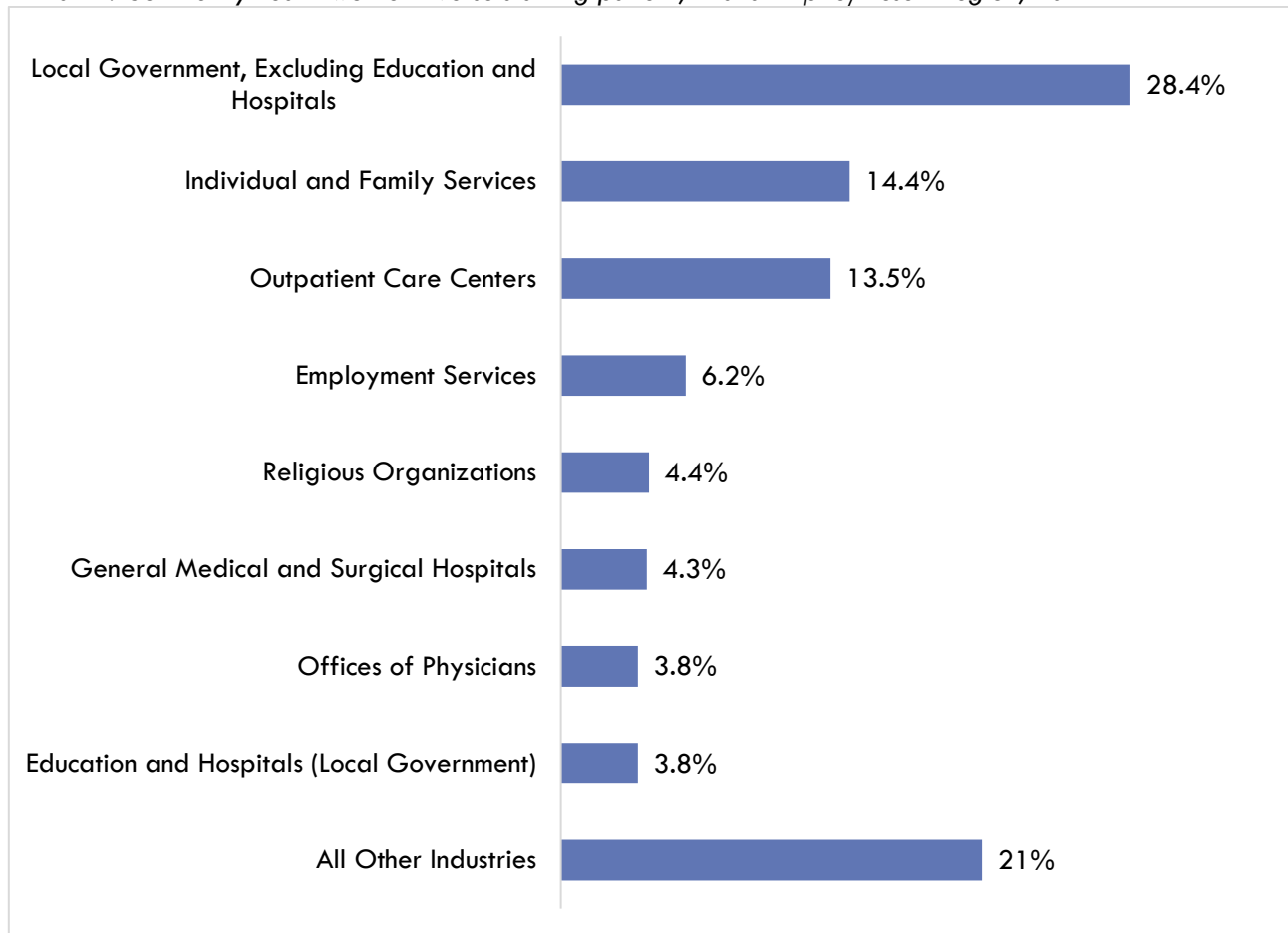
2021 Jobs	2026 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
502	589	17%	367	73	25%

Source: Lightcast 2022.3

Staffing patterns reveal the occupational composition of an industry or the types of workers a business employs based on their industry activity. An inverse staffing pattern reveals the industries that employ a specific occupation, community health workers, for example.

The inverse staffing pattern revealed that approximately 28% of community health workers are employed in local government, excluding education and hospitals, 14% are employed in individual and family services (social assistance to children, the elderly, and persons with disabilities), and another nearly 14% work in outpatient care centers. Exhibit 2 displays the industries that employ the majority of community health workers.

Exhibit 2: Community health worker inverse staffing pattern, Inland Empire/Desert Region, 2021



Source: Lightcast 2022.3

Online Job Advertisements

An online job advertisement search for community health worker jobs was conducted to reveal the details about the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Over the previous 12 months (November 2021 to October 2022), non-staffing company employers posted 15 unique job advertisements for community health workers in the region (Riverside and San Bernardino counties combined). The search for community health worker job advertisements was expanded to include Los Angeles, Orange, and San Diego counties, yielding 235 unique non-staffing company results to ensure that actionable information is provided. This report refers to these five counties combined as Southern California counties.

Exhibit 3 shows the number of job ads posted during the last 12 months in the five Southern California counties and the median time to fill this job. The median duration of community health worker job postings is 33 days.

Exhibit 3: Community Health Worker Unique Job Posting and Median Posting Duration, Southern California Counties, November 2021 to October 2022

Unique Job Posting	Median Posting Duration (Days)
235	33

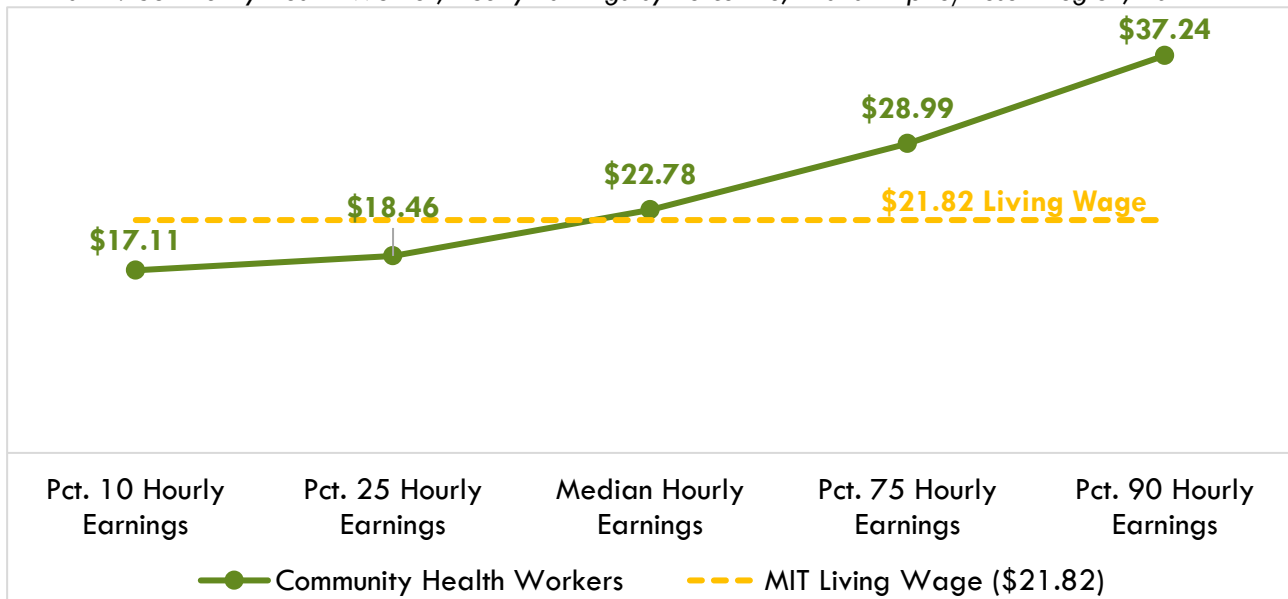
Source: Lightcast 2022.3

Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage upon exiting a career education program. The MIT living wage calculator estimates that an individual must earn at least \$21.82 per hour or \$45,386 annually in California to meet the minimum standard of living. (Glasmeier, 2022). Further information on the cost of living based on typical expenses is available on their website: <https://livingwage.mit.edu/states/06>

The median hourly earnings for community health workers is \$22.78, exceeding the living wage standard of \$21.82 per hour, indicating that at least half of the workers in this occupation earn a living wage. Exhibit 4 displays the hourly earnings for community health workers in the Inland Empire/Desert Region.

Exhibit 4: Community Health Worker, Hourly Earnings by Percentile, Inland Empire/Desert Region, 2021



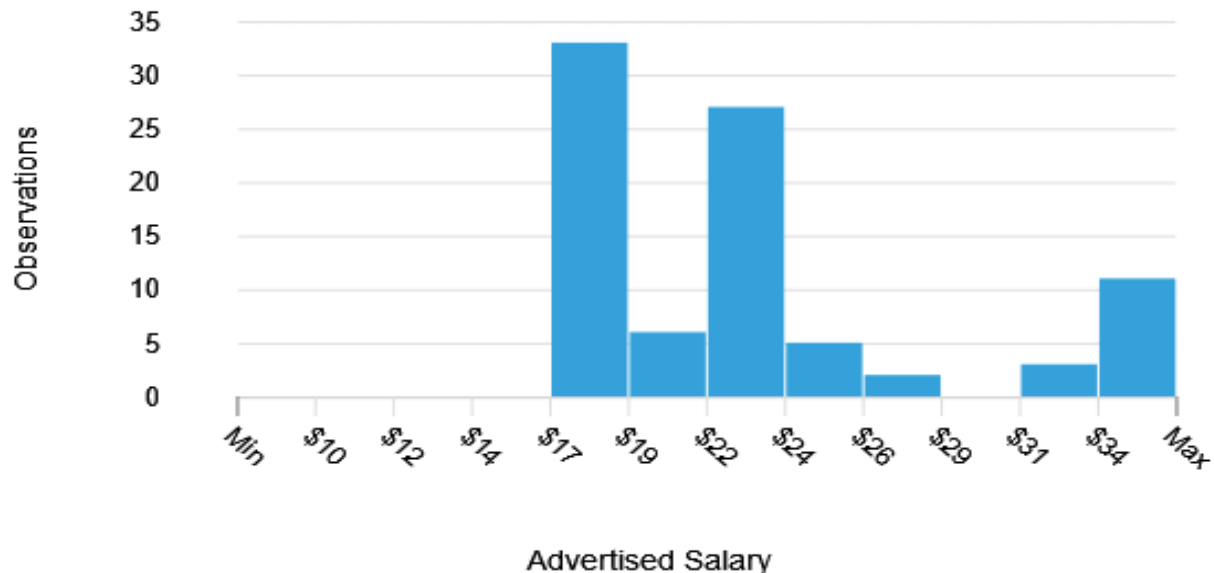
Source: Lightcast 2022.3

Advertised Salary from Online Job Ads

Exhibit 5 displays the online advertised salary distribution for community health workers in five Southern California counties over the last 12 months. Online job ad salary information reveals employers are willing to pay community health workers a median hourly salary of \$22.15, above the living wage of \$21.82 per hour.

Consider the salary information with caution since only 37% (87 out of 235) of online job advertisements for this occupation provided salary information.

Exhibit 5: Community Health Worker, Advertised Salary Distribution, Southern California Counties, November 2021 to October 2022



Source: Lightcast 2022.3

Employers, Skills, Education, and Work Experience

Exhibit 6 displays the employers that posted five or more unique job ads for community health workers in five Southern California counties over the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. Medzed, a mobile medical care provider, posted the most jobs for community health workers over the last 12 months.

Exhibit 6: Employers Online Job Postings for Community Health Workers, Southern California Counties, November 2021 to October 2022

Top Employers (n=238)	Unique Postings
Medzed	21
Family Health Centers of San Diego	12
Optum	12
UnitedHealth Group	10
Providence	9
University of California	8
Integra Service Connect	8
Los Angeles Centers For Alcohol And Drug Abuse	8

Top Employers (n=238)	Unique Postings
Bridges	6
Blue-Shield	5
All other employers	139

Source: Lightcast 2022.3

Exhibit 7 lists the top job skills employers seek when filling community health worker positions. The skills requested in online job ads may be utilized to guide curriculum development. General Microsoft Office skills, including individual software products (Excel, PowerPoint, Outlook, etc.), were requested in nearly 84% of job postings. Other skills employers frequently mentioned were multilingualism, including Spanish language and bilingual (Spanish/English), in about 72% of job postings, and communication skills were requested in nearly 2/3 (64%) of online job postings for community health worker jobs.

Exhibit 7: Skills from Online Job Postings for Community Health Workers, Southern California Counties, November 2021 to October 2022

Skill (n=238)	Unique Postings
Microsoft Office (inc. Excel, PowerPoint Outlook, Word, Access)	199
Multilingualism (inc. Spanish Language and Bilingual (Spanish/English))	172
Communications	152
Advocacy	126
Social Work	75
Valid Driver's License	69
Community Health	69
Writing	67
Health Education	66
Mental Health	65
Coordinating	63
Problem Solving	62
Spanish Language	61

Source: Lightcast 2022.3

Typical Entry-level Education Requirement

Community health workers' typical entry-level education requirement is a high school diploma. According to the American Community Survey and Bureau of Labor Statistics population data, approximately 25% of incumbent workers in this field have a community college-level educational attainment; some college, no degree and an associate degree combined. About 11% of these incumbent workers hold a high school diploma, and 2% have less than a high school diploma. About 61% of workers in this occupation hold a bachelor's degree or higher educational attainment.

Reviewing online job advertisements reveals that most employers (51%) sought community health workers candidates with a high school diploma or GED. About 42% of employers requested a candidate with a bachelor's degree or higher, and 23% were looking for a worker with an associate degree. Exhibit 8 displays the typical entry-level education and minimum advertised education requirements for community health workers.

Exhibit 8: Typical entry-level education and minimum advertised education requirements

Typical Entry-Level Education Requirement	Number of Job Posting	Advertised Education Level*		
		High school or GED	Associate degree	Bachelor's degree or higher
High school diploma or equivalent	235	51%	23%	42%

Source: Lightcast 2022.3

*May not sum to 100% due to job postings containing multiple education levels (e.g., minimum requirements and preferred requirements)

Student Completions and Programs Outcomes

Two regional community colleges offer community health worker training programs. One college codes this program under the community health care worker (TOP 1261.00), and the other utilizes health occupations, general (TOP 1201.00).

Exhibit 9: Colleges offering Community Health Worker Programs

College	TOP6	TOP Title	Local Program Title	Award
Chaffey College	1201.00	Health Occupations, General	Community Health Worker	Certificate
College of the Desert	1261.00	Community Health Care Worker	Community Health Worker: Children and Families	Certificate

Source: 2022-23 College Catalogs, IE/D COE

The California Community College community health care worker (TOP 1261.00) programs prepare students for employment as facilitators, advocates, and referral workers linking health care and related social services with affected recipient communities (Taxonomy of Programs, 2012).

College of the Desert is the only regional community college offering a community health care worker certificate (16< 30-semester units) program under this program titled Community Health Worker: Children and Families (COCI, 2022). Awards from the College of the Desert's program have yet to be recorded because this program was approved in August 2020. The program description for COD's community health care worker program, which may be helpful in program development, is displayed below (College of the Desert, 2022):

The Community Health Worker (CHW): Children and Families Certificate trains students to serve a critical role in the community by supporting mental and physical health for children and families. Students completing the certificate will be qualified to provide appropriate health education and information to help children and families get the mental and physical healthcare they need. Students will be equipped with a community resource file and strategies to provide support and guidance for children and families. They will also be trained to perform basic health care procedures and to advocate for health needs of their clients.

California program outcome data for the community health care worker program may provide helpful insight into the likelihood of success for the proposed program. Outcome information is not available for regional community health care worker programs. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 10. The outcome methodology is available in the appendix section of this report.

Exhibit 10: 1261.00 – Community health care worker strong workforce program outcomes and Strong Workforce Program Metrics

Strong Workforce Program Metrics: 1261.00 – Community Health Care Worker Academic Year 2020-21, unless noted otherwise		California
Unduplicated count of enrolled students		640
Completed 9+ career education units in one year		28%
Students Who Completed a Noncredit CTE or Workforce Preparation Course		59%
Students who earned a degree, certificate, or attained an apprenticeship		154
Job closely related to the field of study (2018-19)		60%
Median annual earnings (all exiters) (2019-20)		\$43,226
Median change in earnings (all exiters) (2019-20)		23%
Attained a living wage (completers and skills-builders) (2019-20)		36%

Sources: LaunchBoard Community College Pipeline

Chaffey College offers a community health worker – certificate of achievement program under health occupations, general TOP 1201.00. The program description for Chaffey’s community health care worker program, which may be helpful in program development, is displayed below (Chaffey College, 2022):

Community Health Workers (CHWs) are frontline health workers who are trusted members of their community. The Community Health Worker program trains students to work in the field of public health, healthcare, and social services. CHWs provide a wide-range of community services including: care coordination, screening, contact tracing, and other care support activities. CHWs may also provide, health education, informal counseling, social support, outreach, and advocacy. CHWs work to address the social determinants of health, and promote health equity and social justice within the community they serve.

The general nature of the health occupations, general (TOP 1201.00) program prevents displaying metrics because the outcomes may be unrelated to community health worker training.

Recommendation

Community college community health care workers programs provide the knowledge, skills, and abilities that lead to the community health worker occupation. Employment for community health workers is expected to increase by 17% through 2026, with 73 job openings projected annually. The median hourly earnings for community health workers is \$22.78 per hour, above the living wage standard of \$21.82 per hour, indicating that at least half of workers in this occupation earn a living wage.

Two regional community colleges to offer community health worker training. It is unknown if these programs have produced awards directly related to community health worker employment.

The Centers of Excellence recommends expanding community health worker programs to meet regional demand for community health workers. Colleges considering this program should partner with applicable employers to document worker demand and the skills necessary for students to earn a living wage after exiting the program.

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Appendix: Methodology

Community college student outcome information is from LaunchBoard and is based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from records provided by California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2022a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS) administered by Santa Rosa Junior College (LaunchBoard, 2022a).

Job advertisement data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job advertisements often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or if they are collecting resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Job Posting Search Criteria

Occupation: Community Health Worker Occupation

Search Areas: Riverside-San Bernardino-Ontario MSA, Los Angeles-Long Beach-Anaheim MSA, San Diego-Chula Vista-Carlsbad MSA

Timeframe: November 2021 to October 2022

Excluded: staffing companies

Table 1. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for community health workers in the Inland Empire/Desert Region (Riverside and San Bernardino counties combined)

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Median Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Community Health Workers (21-1094)	502	87	17%	73	\$17.11 to \$37.24	\$22.78	\$47,400	High school diploma or equivalent & one month	None

Source: Lightcast 2022.3