

# Labor Market Analysis for Noncredit Program Recommendation: 1230.80/Home Health Aide

*(Behavioral and Residential Assistant - Certificate)*

Orange County Center of Excellence, September 2023



CENTERS OF EXCELLENCE  
FOR LABOR MARKET RESEARCH

## 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 <b>78,265 annual job openings</b> throughout Los Angeles and Orange counties for <i>home health and personal care aides</i> , which is <b>more than the 247 awards conferred by educational institutions</b> .	
Living Wage: (Entry-Level, 25 <sup>th</sup> )	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> <b>Entry-level wages for home health and personal care aides are \$14.05, which is significantly below the OC living wage of \$20.63.</b>	
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 <b>high school diploma or equivalent. However, more than one-third of workers in the field have completed some college or an associate degree as their highest level of education.</b>	

### 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* and typical education requirements align with a community college education. However, typical entry-level 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: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Home Health and Personal Care Aides (31-1128)	LA: 66,172 OC: 12,093	LA: 247 OC: 0	OC: \$14.05	High school diploma or equivalent	35%
<b>Total</b>	<b>78,265</b>	<b>247</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

### Demand:

- The number of jobs related to *home health and personal care aides* is projected to increase 24% through 2027, equating to 78,265 annual job openings.
- Hourly entry-level wages for *home health and personal care aides* are \$14.05 in Orange County, which is significantly below the living wage of \$20.63.
- There were 17,143 online job postings for *home health and personal care aides* over the past 12 months. The highest number of postings were for caregivers, direct support professionals, in-home caregivers, home health aides, and special needs caregivers.
- The typical entry-level education for *home health and personal care aides* is a high school diploma or equivalent.
- Approximately 35% of workers in the field have completed some college or an associate degree as their highest level of education.

### Supply:

- There was an average of 245 awards conferred by 4 community colleges in Los Angeles County from 2019 to 2022. There were no awards conferred by Orange County community colleges during this period.
- Non-community college institutions conferred an average of 2 awards from 2019 to 2021.
- Currently, no Orange County community colleges offer home health aide programs. Therefore, student outcomes data is not available.

## Demand

### Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for *home health and personal care aides* from 2017 through 2027. Though there was a 7% decline across all occupations from 2019 to 2020 due to the COVID-19 pandemic, employment for *home health and personal care aides* increased 2% in Orange County during the same period. Employment for *home health and personal care aides* is projected to grow at a higher rate for all occupations through 2027.

## Exhibit 2: Annual Percent Change in Jobs for Home Health and Personal Care Aides, 2017-2027

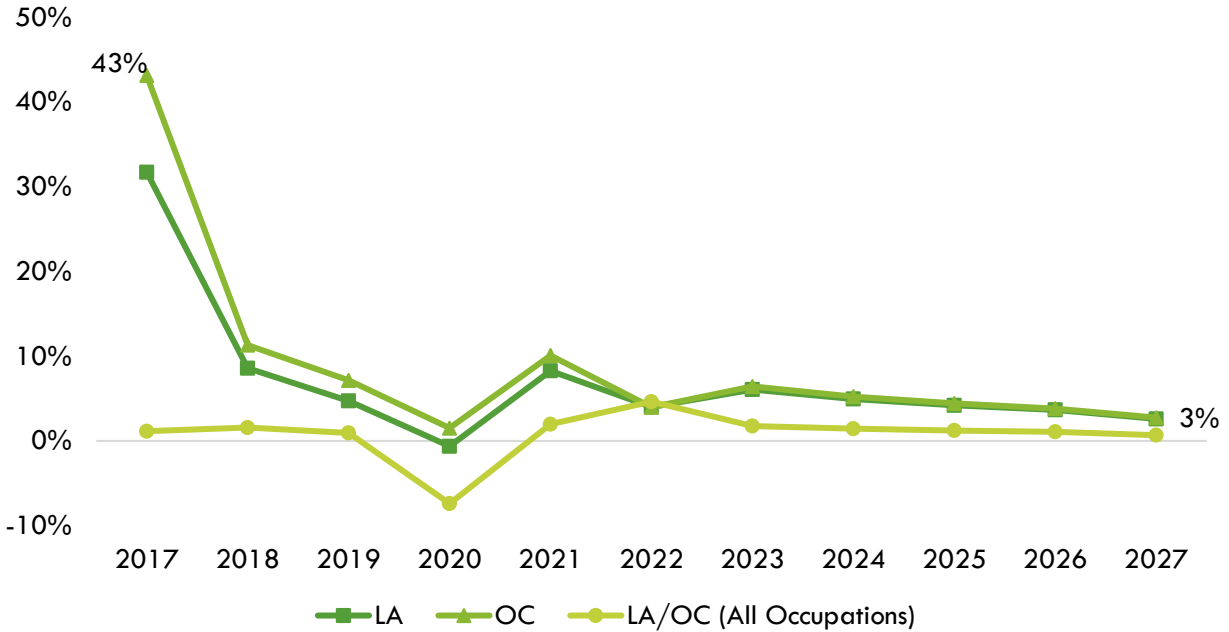


Exhibit 3 shows the five-year occupational demand projections for *home health and personal care aides*. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 24% through 2027. There is projected to be 78,265 jobs available annually.

### Exhibit 3: Occupational Demand in Los Angeles and Orange Counties<sup>1</sup>

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	309,218	381,474	72,256	23%	66,172
Orange	55,559	69,312	13,753	25%	12,093
<b>Total</b>	<b>364,778</b>	<b>450,786</b>	<b>86,009</b>	<b>24%</b>	<b>78,265</b>

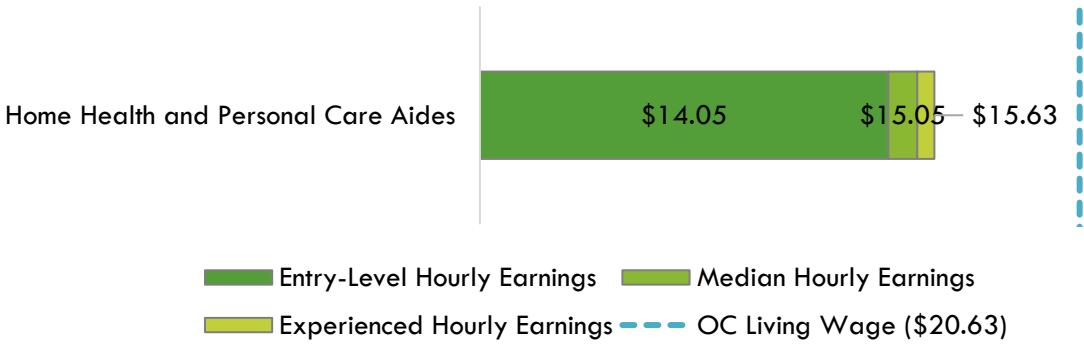
## Wages:

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 \$14.05, which is significantly below the living wage for one adult (\$20.63 in Orange County). Experienced hourly wages range are \$15.63, which is also significantly below the living wage. Orange County's average wages are slightly lower than the average statewide wage of \$15.86 for this occupation. Exhibit 4 shows the wage range for *home health and personal care aides* in Orange County and how it compares to the regional living wage.

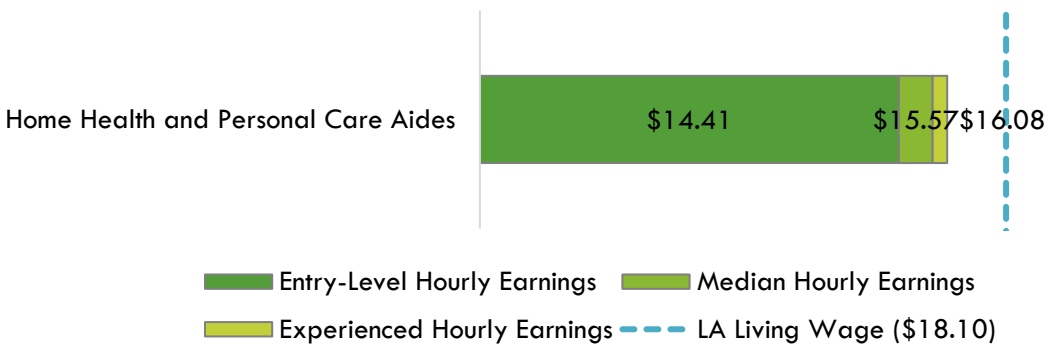
<sup>1</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

## Exhibit 4: Wages by Occupation in Orange County



The typical entry-level hourly wages for *home health and personal care aides* are \$14.41, which is significantly below the living wage for one adult (\$18.10 in Los Angeles County). Experienced hourly wages range are \$16.08, which is also significantly below the living wage. Los Angeles County’s average wages are identical to the average statewide wage of \$15.86 for this occupation. Exhibit 5 shows the wage range for *home health and personal care aides* in Los Angeles County and how it compares to the regional living wage.

## Exhibit 5: Wages by Occupation in Los Angeles County



## Job Postings:

**Important Online Job Postings Data Note:** Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more. Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.<sup>2</sup> For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast’s database.

Additionally, there are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

<sup>2</sup> K. R. Chowdhary, *Fundamentals of Artificial Intelligence* (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

There were 17,473 online job postings related to *home health and personal care aides* listed in the past 12 months, as shown in Exhibit 6.

### Exhibit 6: Number of Job Postings by Occupation (n=17,473)

Occupation	Job Postings	Percentage of Job Postings
Home Health and Personal Care Aides	17,473	100%

The top employers in the region, by number of job postings, are shown in Exhibit 7.

### Exhibit 7: Top Employers by Number of Job Postings (n=17,473)

Employer	Job Postings	Percentage of Job Postings
Home Instead	413	2%
People's Care Behavioral Health	382	2%
Right At Home	371	2%
Maxim Healthcare Services	344	2%
Thekey	315	2%
K.B.Corporation	310	2%
Sunrise Senior Living	284	2%
CareInHomes	259	1%
Comfort Keepers	247	1%
AccentCare	218	1%

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

### Exhibit 8: Top Skills by Number of Job Postings (n=17,473)

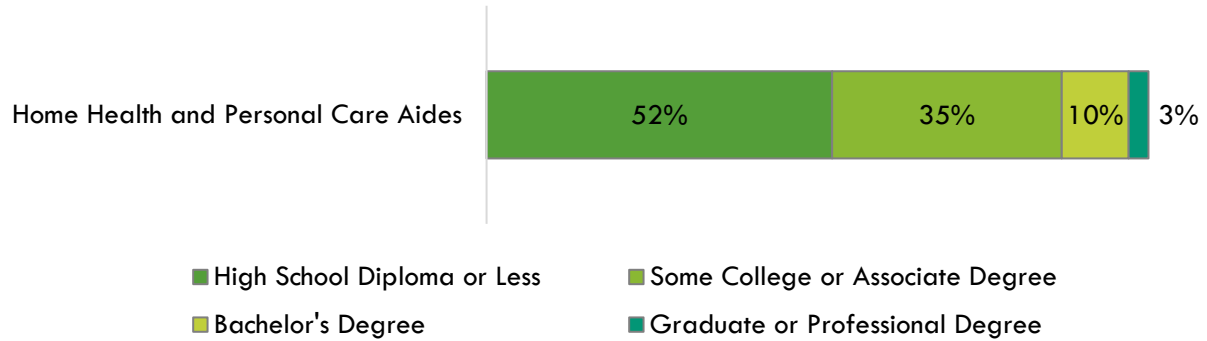
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Caregiving (12,136)	Communications (3,735)	Apple IOS (244)
Personal Care (5,267)	English Language (2,263)	Microsoft Office (129)
Home Health Care (4,915)	Compassion (2,178)	Microsoft Excel (110)
Housekeeping (4,750)	Lifting Ability (1,343)	Microsoft Outlook (97)
Companionship (4,192)	Professionalism (898)	Zoom (Video Conferencing Tool) (65)
Activities Of Daily Living (ADLs) (3,760)	Management (876)	Spreadsheets (34)
Meal Planning and Preparation (3,684)	Problem Solving (874)	Microsoft Word (33)
Toileting (2,707)	Multilingualism (730)	Microsoft PowerPoint (30)
Developmental Disabilities (1,568)	Teamwork (729)	Yardi (Property Management Software) (23)
Nursing (1,280)	Time Management (728)	JavaScript (Programming Language) (18)

## 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 35% of the cumulative job postings for *home health and personal care aides* that listed a minimum education requirement in Los Angeles/Orange County, 96% (5,899) requested a high school diploma or an associate degree and 4% (211) requested a bachelor's, master's, or doctoral degree.

### Exhibit 9: National-level Educational Attainment for Occupations



# Educational Supply

## Community College Supply:

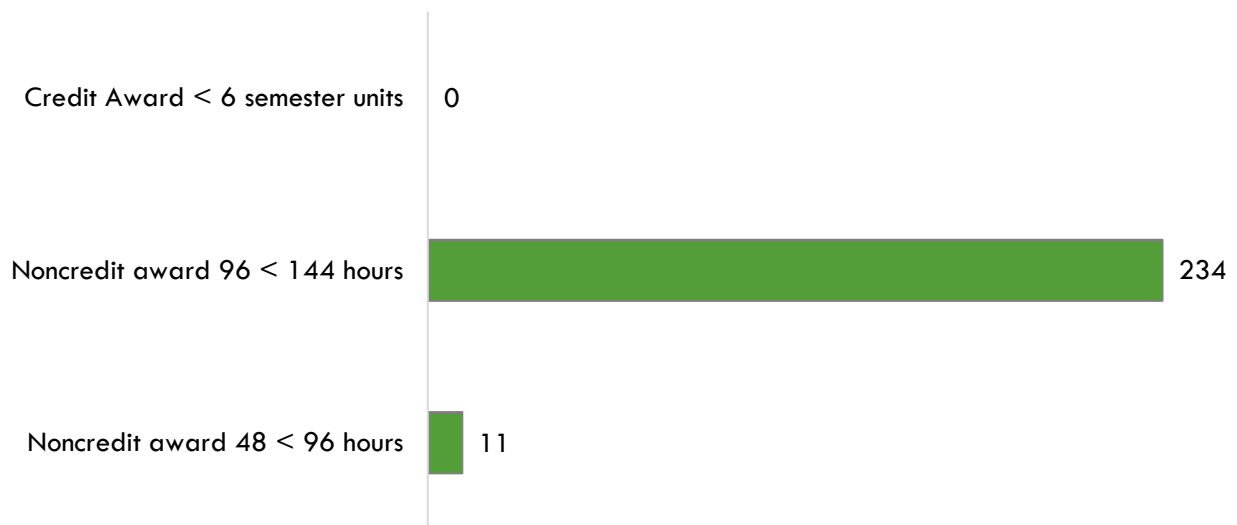
Exhibit 10 shows the three-year average number of awards conferred by community colleges in the related TOP code: Home Health Aide (1230.80). The college with the most completions in the region is LA City. Over the past 12 months, there was one other related program recommendation request from regional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

**Exhibit 10: Regional Community College Awards (Certificates and Degrees), 2019-2022**

TOP Code	Program	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
1230.80	Home Health Aide	LA City	314	256	132	234
		LA Pierce	11	4	2	6
		Long Beach	1	0	0	0
		Santa Monica	6	5	3	5
		<b>LA Subtotal</b>	<b>332</b>	<b>265</b>	<b>137</b>	<b>245</b>
		-	-	-	-	
		<b>OC Subtotal</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Supply Total/Average</b>			<b>332</b>	<b>265</b>	<b>137</b>	<b>245</b>

Exhibit 11 shows the annual average community college awards by type from 2019-20 to 2021-22. Nearly all awards are for noncredit awards between 96 and less than 144 hours.

**Exhibit 11: Annual Average Community College Awards by Type, 2019-2022**



## Community College Student Outcomes:

Exhibit 12 shows the Strong Workforce Program (SWP) metrics for home health aide programs in the California. Currently, no Orange County community college offers a home health aide program. Therefore, metrics for CCCD and the Orange County region are not included.

California students that exited home health aide programs in the 2019-20 academic year had median annual earnings of \$26,442. Additionally, 76% of home health aide students reported they were employed in their field of study and 25% attained the living wage.

### Exhibit 12: Home Health Aide (1230.80) Strong Workforce Program Metrics, 2020-21<sup>3</sup>

SWP Metric	CCCD	OC Region	California
SWP Students	N/A	N/A	708
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	N/A	N/A	7%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	N/A	N/A	91%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	N/A	N/A	462
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2019-20)	N/A	N/A	0
SWP Students with a Job Closely Related to Their Field of Study (2018-19)	N/A	N/A	0%
Median Annual Earnings for SWP Exiting Students (2019-20)	N/A	N/A	\$26,442 (\$12.71)
Median Change in Earnings for SWP Exiting Students (2019-20)	N/A	N/A	9%
SWP Exiting Students Who Attained the Living Wage (2019-20)	N/A	N/A	25%

<sup>3</sup> All SWP metrics are for 2020-21 unless otherwise noted.



## 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: Home Health Aide/Home Attendant (51.2602).

Due to different data collection periods, the most recent two-year period of available data is from 2019 to 2021. Between 2019 and 2021, non-community college institutions in the region conferred an average of 2 awards annually in related training programs.

**Exhibit 13: Regional Non-Community College Awards, 2019-2021**

CIP Code	Program	College	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
51.2602	Home Health Aide/Home Attendant	Healthcare Career College	0	5	2
<b>Supply Total/Average</b>			<b>0</b>	<b>5</b>	<b>2</b>

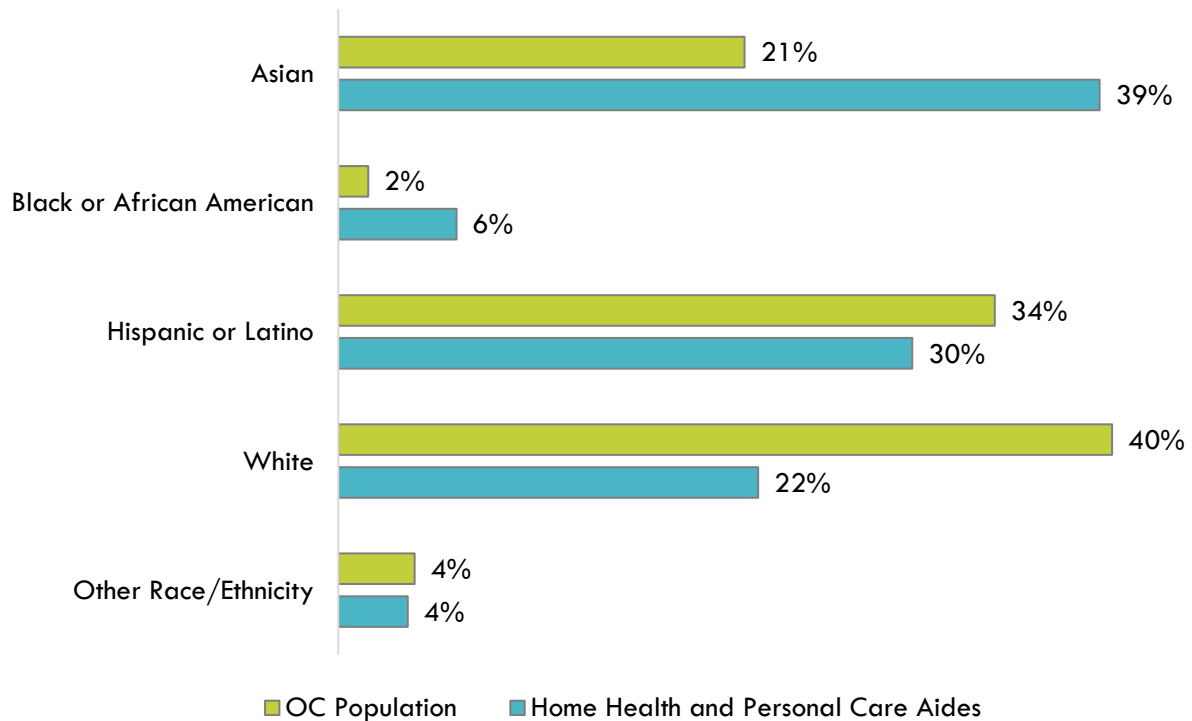
## Regional Demographics

This section analyzes demographic data for the Orange County population, as well occupational data, for the purpose of identifying potential diversity and equity issues that can be addressed by community college programs. Currently, no Orange County community college offers home health aide programs. Therefore, student demographic data is not available.

### Ethnicity:

Exhibit 14 shows the ethnicity of the overall Orange County population, as well as *home health and personal care aides*. Notably, 39% of *home health and personal care aides* are Asian, which is significantly higher than the population (21%). Conversely, 22% of *home health and personal care aides* are white, which is significantly lower than the population (40%).

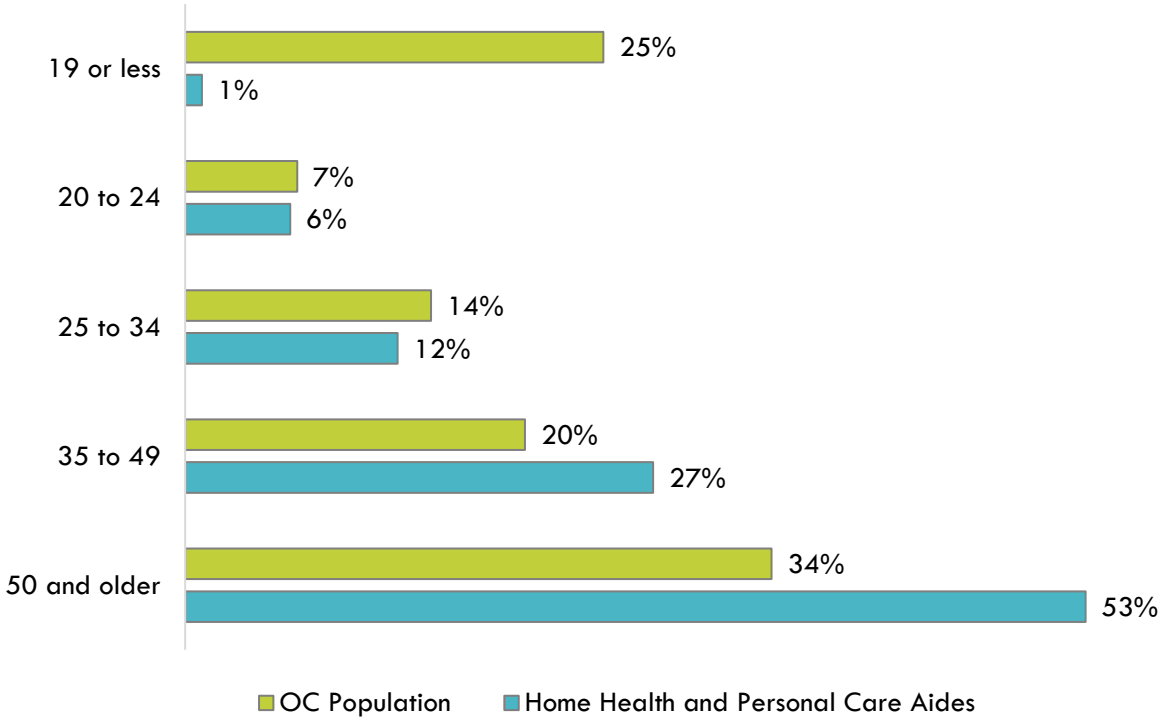
Exhibit 14: Program and County Demographics by Ethnicity



## Age:

Exhibit 15 shows the age of the overall Orange County population, as well as *home health and personal care aides*. Approximately 53% of *home health and personal care aides* are age 50 and older, which is significantly higher than the population (34%).

Exhibit 15: Program and County Demographics by Age

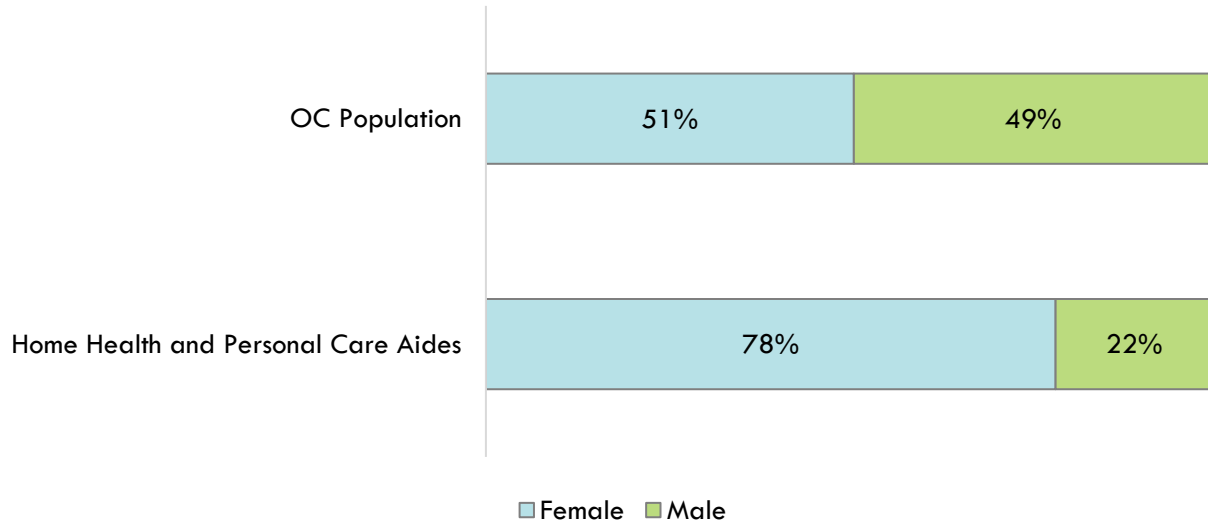


## Sex:

Exhibit 16 shows the sex of the overall Orange County population as well as *home health and personal care aides*.

Though the population is split nearly evenly, the vast majority of *home health and personal care aides* (78%) 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](http://datamart.cccco.edu)) and CIP code data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](http://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 <a href="https://lightcast.io/">https://lightcast.io/</a></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: <a href="https://insightccd.org/family-needs-calculator/">https://insightccd.org/family-needs-calculator/</a></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 <a href="https://www.bls.gov/emp/documentation/education/tech.htm">https://www.bls.gov/emp/documentation/education/tech.htm</a></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 <a href="https://www.onetonline.org/help/online/">https://www.onetonline.org/help/online/</a></p>
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: <a href="https://datamart.cccco.edu">https://datamart.cccco.edu</a></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 <a href="https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions">https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</a></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: <a href="https://www.calpassplus.org/LaunchBoard/Home.aspx">https://www.calpassplus.org/LaunchBoard/Home.aspx</a></p>

Data Type	Source
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: <a href="https://www.census.gov/programs-surveys/acs">https://www.census.gov/programs-surveys/acs</a></p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: <a href="https://usa.ipums.org/usa/about.shtml">https://usa.ipums.org/usa/about.shtml</a></p>

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