

January 2024

Labor Market Analysis

Recreation Workers



Prepared by Central Valley/Mother Lode Center of Excellence



POWERED BY



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Summary

The Central Valley/Mother Lode Center of Excellence developed this report for Bakersfield College to determine whether there is demand in the local labor market that is not being met by the supply from postsecondary programs. This report summarizes labor market demand, wages, skills, and postsecondary supply for:

- Recreation Workers (SOC 39-9032)

Key Findings

- **Occupational Demand** — *Recreation Workers* have a labor market demand of 509 annual job openings in the South Central Valley/Southern Mother Lode (SCV/SML) subregion.
- **Wages** — *Recreation Workers* have an average entry-level hourly wage of \$14.75/hour, which is above the living wage in the SCV/SML subregion – \$11.91/hour for a single adult.¹
- **Employers and Job Titles** — Employers in the SCV/SML subregion include Visalia Unified School District, Innovative Integrated Health, and Bakersfield City School District. The most common job title is activities assistant.
- **Skills** — The most common baseline skill is planning; the most common specialized skill is student services; and the most common software skill is Microsoft Office.
- **Education** — A high school diploma or equivalent is typically required for *recreation workers*.
- **Supply and Demand Analysis** — Based on 509 annual openings (i.e., demand) and an average of 37 postsecondary degrees awarded (i.e., supply), an analysis of supply and demand suggests there is an undersupply of 472 workers in the SCV/SML subregion. In the CVML region, 37 awards were conferred suggesting an undersupply of 778 workers (based on 815 annual openings in the CVML region).

Recommendation

Based on a comparison of supply and demand, there is an undersupply of trained workers in the SCV/SML subregion and the CVML region. The Center of Excellence recommends that Bakersfield College work with the regional directors, the college's advisory board, and local industry in the development of programs to address the shortage of Recreation Workers.

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/>.

Introduction

The Central Valley/Mother Lode Center of Excellence developed this report to provide Bakersfield College with labor market information for *Recreation*. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional supply and demand data has been included for broader applicability and use. Analysis of the program and occupational data related to *Recreation* is included in the report. The Standard Occupational Classification (SOC) System code and occupational title used in this report are from the Bureau of Labor Statistics and O*NET OnLine.

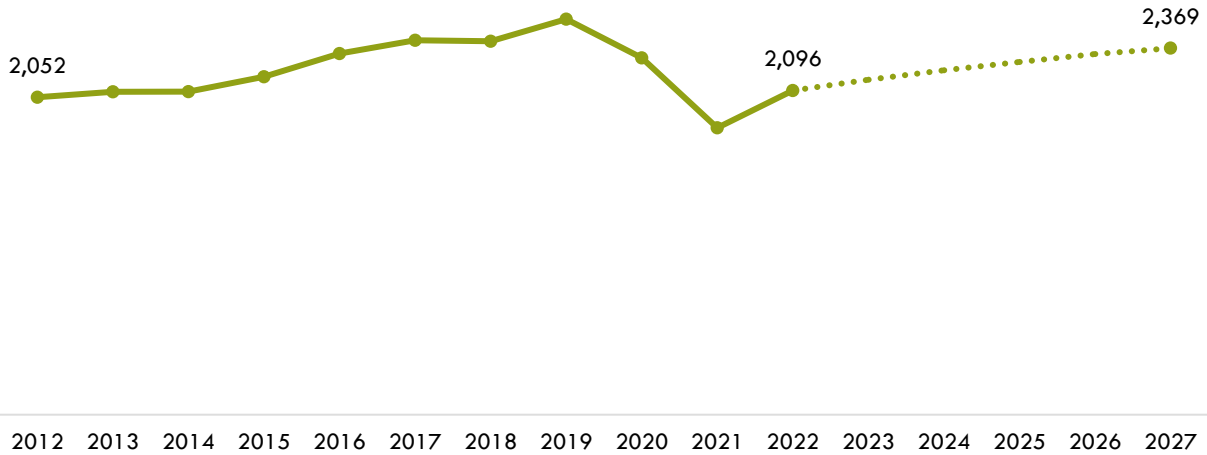
Recreation Workers (SOC 39-9032)

- **Job Description:** Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.
- **Knowledge:** English Language, Public Safety and Security, Customer and Personal Service, Education and Training, Law and Government
- **Skills:** Active Listening, Coordination, Service Orientation, Social Perceptiveness, Speaking

Employment

Exhibit 1a shows employment trends for *Recreation Workers* in the SCV/SML subregion. Between 2022 to 2027, the number of jobs for *Recreation Workers* is projected to increase by 273 (growth of 13%).

Exhibit 1a. Historical employment and projected occupational demand for *Recreation Workers* in the SCV/SML subregion, 2012-2027



In 2022, there were 2,096 *Recreation Workers* employed in the SCV/SML subregion (Exhibit 1b).

Exhibit 1b. Current employment and projected occupational demand for *Recreation Workers* in the SCV/SML subregion, 2022-2027

| Occupation | 2022 Jobs | 2027 Jobs | 5-Year Change | 5-Year % Change | Annual Openings |
|--------------------|--------------|--------------|---------------|-----------------|-----------------|
| Recreation Workers | 2,096 | 2,369 | 273 | 13% | 509 |
| TOTAL | 2,096 | 2,369 | 273 | 13% | 509 |

Wages

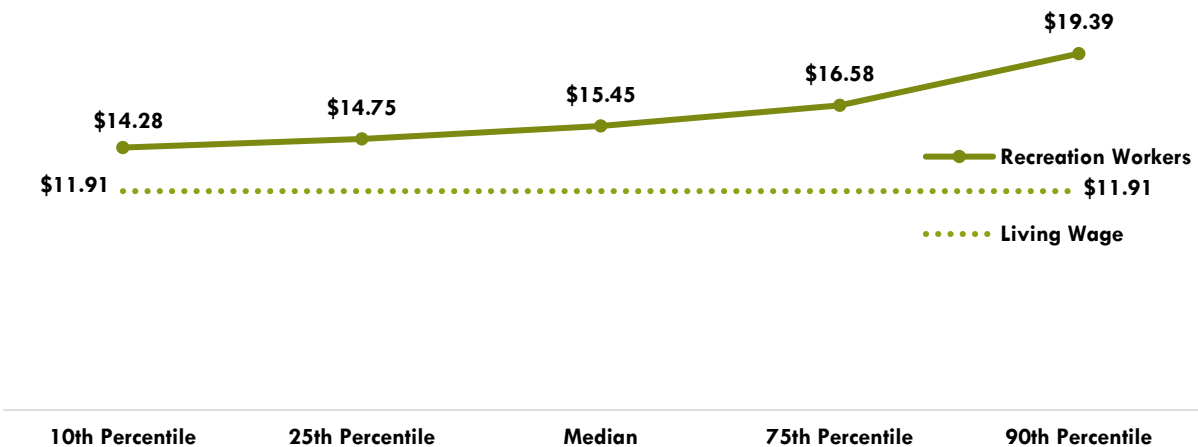
The average living wage for a single adult in the SCV/SML subregion is \$11.91/hour.² Exhibit 2a shows the hourly wages for *recreation workers*.³

Exhibit 2a. Hourly wages for Recreation Workers in the SCV/SML subregion

| Occupation | 25 th Percentile Hourly Earnings | Median Hourly Earnings | 75 th Percentile Hourly Earnings |
|--------------------|---|------------------------|---|
| Recreation Workers | \$14.75 | \$15.45 | \$16.58 |

Exhibit 2b shows the average hourly wages for *Recreation Workers*; all five average hourly wages are above the living wage for the SCV/SML subregion.

Exhibit 2b. Average hourly wages for Recreation Workers in the SCV/SML subregion



² 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/>.

³ Note: 10th and 25th percentiles are considered entry-level wages while 75th and 90th are considered experienced wages, which may be obtained through long-term employment or extra training, etc.

Job Postings

There were 340 unique job postings for *Recreation Workers* in the SCV/SML subregion from January to December 2023.⁴

Top Employers

The employers with the most job postings are listed in Exhibit 3. The top employers in online job postings were Visalia Unified School District, Innovative Integrated Health, and Bakersfield City School District.

Exhibit 3. Top employers of *Recreation Workers*

| Employer |
|--|
| Visalia Unified School District |
| Innovative Integrated Health |
| Bakersfield City School District |
| Prism Behavioral Solutions |
| Wilbur-Ellis |
| Clovis Unified School District |
| San Joaquin River Parkway and Conservation Trust |
| Cilker Orchards Tulare Corp. |
| Grow Public Schools |
| Cutler Orosi Joint Unified |

⁴ Other than occupational 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.

Top Job Titles

Exhibit 4 shows the top job titles for *Recreation Workers* in the SCV/SML subregion.

Exhibit 4. Top job titles for *Recreation Workers*

| Job Title |
|--------------------------|
| Activities Assistants |
| Activities Aides |
| Activities Coordinators |
| Activity Leaders |
| Recreation Leaders |
| After School Leaders |
| Behavioral Aides |
| Campus Aides |
| Field Scouts |
| Youth Program Assistants |

Education

Of the 340 unique job postings, 294 listed a preferred or minimum educational requirement for the position being filled. Among those, 69% requested a high school or GED and 16% requested an associate degree (Exhibit 5).

Exhibit 5. Education levels requested in job postings for Recreation Workers

| Education Level | Job Postings |
|--------------------|--------------|
| High school or GED | 202 |
| Associate degree | 46 |
| Bachelor's degree | 42 |
| Master's degree | 4 |

Baseline, Specialized, and Software Skills

Exhibit 6 shows the top baseline, specialized, and software skills in job postings. The most common baseline skill is planning. The most common specialized skill is student services. The most common software skill is Microsoft Office.

Exhibit 6. In-demand baseline, specialized, and software skills for Recreation Workers

| Baseline Skills | Specialized Skills | Software Skills |
|------------------|-----------------------|----------------------|
| Planning | Student Services | Microsoft Office |
| Communication | Recreational Therapy | Microsoft Excel |
| Leadership | Special Education | Business Software |
| Management | Child Nutrition | Microsoft Outlook |
| Customer Service | Communicable Diseases | Microsoft PowerPoint |

Education, Work Experience, & Training

A high school diploma or equivalent is typically required for *recreation workers* (Exhibit 7).

Exhibit 7. Education, work experience, training, and Current Population Survey results for Recreation Workers⁵

| Occupation | Typical Entry-level Education | Work Experience Required | Typical On-The-Job Training | CPS |
|--------------------|-----------------------------------|--------------------------|-----------------------------|-----|
| Recreation Workers | High school diploma or equivalent | None | Short-term | 36% |

Supply

An analysis of program data from the Integrated Postsecondary Education Data System (IPEDS) for the last three program years shows that, on average, 37 awards were conferred in the SCV/SML subregion (Exhibits 8 and 9).

Exhibit 8. TOP and CIP codes relevant to Recreation

| TOP Titles | CIP Titles |
|--------------------------------|--|
| 0836.10 - Recreation Assistant | 31.0101 - Parks, Recreation and Leisure Studies |
| | 31.0301 - Parks, Recreation and Leisure Facilities Management, General |

Exhibit 9. Postsecondary supply data related to Recreation

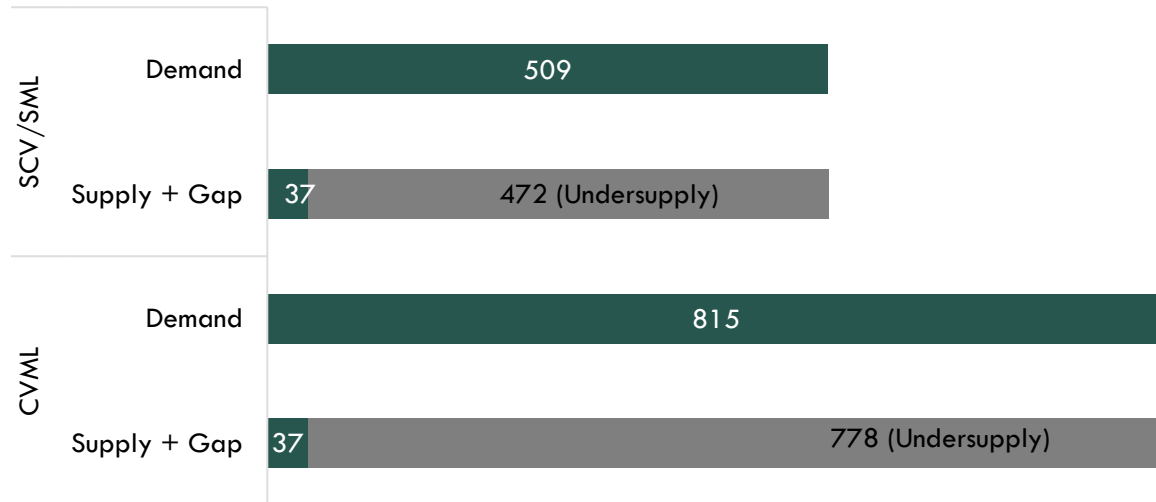
| TOP/ CIP Code- Title | Institution | Bachelor's degree | Total |
|--|--------------------------------------|-------------------|-----------|
| 31.0101 – Parks, Recreation, and Leisure Studies | California State University - Fresno | 37 | 37 |
| SCV/SML TOTAL | | 37 | 37 |
| CVML TOTAL | | 37 | 37 |

*SCV/SML awards

⁵ "Labor Force Statistics from the Current Population Survey," Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

There is an undersupply of 472 workers in the SCV/SML subregion and an undersupply of 778 workers in the CVML region (Exhibit 10).

Exhibit 10. Workforce demand (annual job openings), postsecondary awards (supply), and additional students needed to fill gap in the SCV/SML subregion and CVML region



Recommendation

This report suggests there is a shortage of 472 workers in the SCV/SML subregion and a shortage of 778 workers in the CVML region for *Recreation Workers*. Based on these findings, it is recommended that Bakersfield College work with the regional directors, the college’s advisory board, and local industry in the development of programs to address the shortage of *Recreation Workers* in the region.

Appendix: 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 . |
| LaunchBoard | Chancellor’s LaunchBoard. https://www.calpassplus.org/LaunchBoard/SWP.aspx |
| 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 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.

LaunchBoard (Attained the Living Wage): Among SWP students who exited college and did not transfer to any postsecondary institution, the proportion who attained the district county living wage for a single adult measured immediately following academic year of exit.

LaunchBoard (Median Annual Earnings): Among SWP students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit.

LaunchBoard (Median Change in Earnings): Among SWP students who exited and who did not transfer to any postsecondary institution, median change in earnings between the second quarter prior to the beginning of the academic year of entry and the second quarter after the end of the academic year of exit from the last college attended.

LaunchBoard (Job Closely Related to Field of Study): Among SWP students who responded to the CTE Outcomes Survey and did not transfer to any postsecondary institution, the proportion who reported that they are working in a job very closely or closely related to their field of study.

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.