Labor Market Analysis for Program Review: 1201.00/Health Occupations, General

CVML Center of Excellence, October 2026

Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met ☐	Endorsed: Some LMI Criteria Met ☐	Not LMI Endorsed ☒

Program LMI Endorsement Criteria

Supply Gap:	Yes ☐	No ☑
	Comments: There are projected to be **33 annual job openings** throughout the NCV/NML subregion for the *miscellaneous community and social service specialists*-related middle-skill occupation, which **are less than the 251 awards conferred by educational institutions in the NCV/NML subregion (CC + Non-CC).** **Note:** Only middle-skill jobs are considered when determining supply gap. Including the above middle-skill job increases the overall annual job openings by 40 to a total of 73.	
Living Wage: (Entry-Level as 25th Percentile):	Yes ☑	No ☐
	Comments: Community Health Workers have an entry-level hourly wage **above the NCV/NML living wage of $16.81.** **Note:** Only middle-skill jobs are considered when determining living wage.	
Education:	Yes ☐	No ☑
	Comments: The typical entry-level education for *Community Health Workers* is a high school diploma or equivalent. Additionally, **26% have completed some college or an associate degree as their highest level of education.** **Note:** Only middle-skill jobs are considered when determining education.	

Emerging Occupation(s)

Yes ☐ No ☑

Comments: N/A

The Central Valley/Mother Lode Center of Excellence for Labor Market Research (CVML COE) prepared this report to determine whether there is a supply gap in the North Central Valley/Northern Mother Lode regional labor market related to the following occupations:

- Middle-Skill
  - Community Health Workers (21-1094)
- Above Middle-Skill - denoted with a caret (^) throughout this report
  - Health Education Specialists (21-1091)^

Middle-skill occupations typically require a community college education while above middle-skill occupations typically require at least a bachelor's degree.

Based on the available data, there does not appear to be a supply gap for the *miscellaneous community and social service specialists*-related middle-skill occupation. In addition to the middle-skill occupation in this report having an entry-level wage above the subregion's living wage, only between 26% of workers in this field have completed some college or an associate degree as their highest level of education. **Therefore, due to the supply gap not being met, the COE does not endorse this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for *miscellaneous community and social service specialists*-related occupations.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Community Health Workers (21-1094)	NCV/NML: 33 SCV/SML: 55	NCV/NML: 251 SCV/SML: 264	NCV/NML: $22.34 SCV/SML: $22.73	High school diploma or equivalent	26%
Middle-Skill Total	**89**	**515**	-	**-**	**-**
Health Education Specialists (21-1091)^	NCV/NML: 40 SCV/SML: 94	NCV/NML: 251 SCV/SML: 264	NCV/NML: $25.05 SCV/SML: $23.43	Bachelor's degree	26%
Above Middle-Skill Total	**134**	**515**	-	**-**	**-**
Total	**222**		-	**-**	**-**

Demand:

- The number of jobs related to the *miscellaneous community and social service specialists*-related middle-skill occupation in this report is projected to increase 15% through 2030. There will be 33 annual job openings in the NCV/NML subregion.
- The *miscellaneous community and social service specialists*-related middle-skill occupation has an entry-level hourly wage above the living wage of $16.81 in the NCV/NML subregion.
- There were 88 online job postings for the *miscellaneous community and social service specialists*-related middle-skill occupation over the past 12 months.
- The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *Community Health Workers*.
- National-level educational attainment data indicates that 26% of middle-skill workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- Between 2022 and 2025, there was an average of 197 awards conferred by community colleges in the NCV/NML subregion.
- Between 2021 and 2024, non-community college institutions in the NCV/NML subregion conferred an average of 54 awards in relevant programs.

Demand

Occupational Projections

Exhibit 2a shows the annual percent change for *Community Health Workers* from 2020 through 2030. The NCV/NML subregion experienced the highest growth in 2024 at 9%, compared to the 1% growth across all CA occupations. The NCV/NML subregion experienced the second highest growth in 2022 at 6%, compared to the 5% growth across all CA occupations. From 2027 to 2030, growth is projected to fluctuate (between 2% and 4%) in the NCV/NML subregion.

Exhibit 2a (Middle-Skill) Annual Percent Change in Jobs for Community Health Workers, 2020-2030

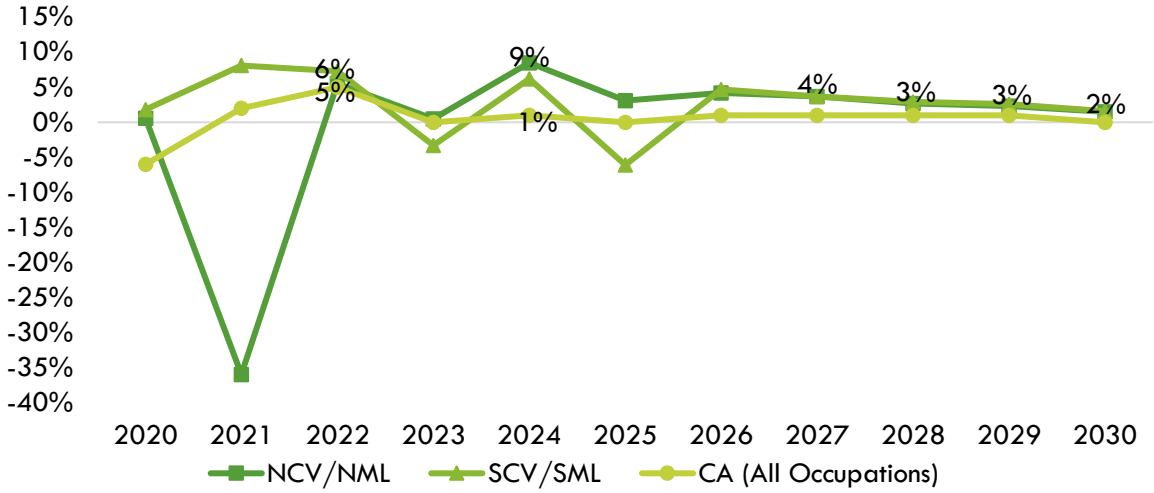


Exhibit 2b shows the annual percent change for *Health Education Specialists* from 2020 through 2030. The NCV/NML subregion experienced the highest growth in 2024 at 13%, compared to the 1% growth across all CA occupations. The NCV/NML subregion experienced the largest decline in 2025 at 11%, compared to the 0% growth across all CA occupations. From 2027 to 2030, growth is projected to remain fairly steady (between 1% and 2%) in the NCV/NML subregion.

Exhibit 2b (Above Middle-Skill) Annual Percent Change in Jobs for Health Education Specialists, 2020-2030

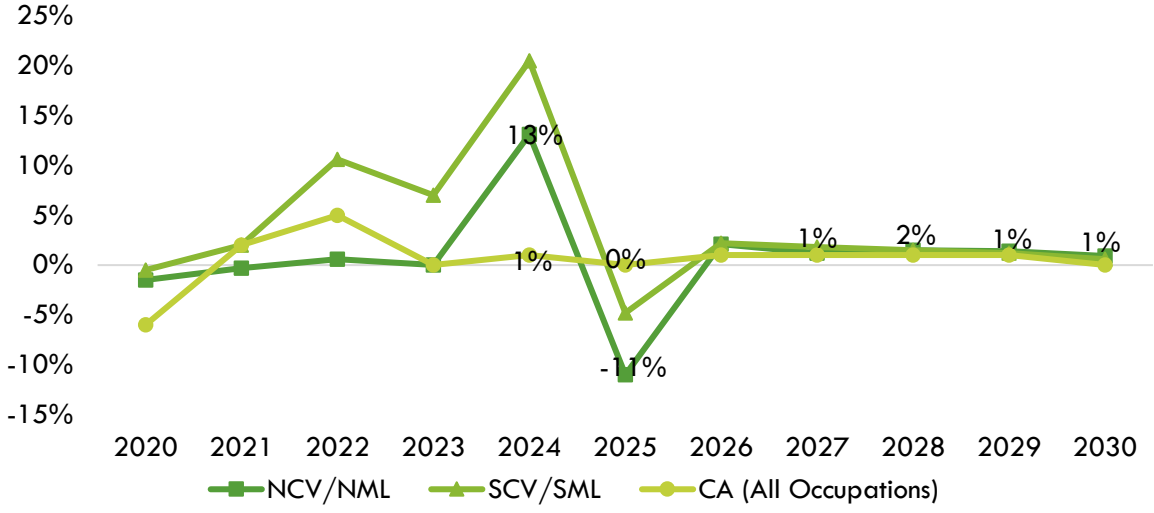


Exhibit 3a shows the five-year occupational demand projections for the *miscellaneous community and social service specialists*-related middle-skill occupation. In the NCV/NML subregion, the number of jobs related to this occupation is projected to increase by 15% through 2030. There are projected to be 33 jobs available annually in the NCV/NML subregion.

Exhibit 3a (Middle-Skill): Occupational Demand in NCV/NML, SCV/SML, and CVML[1]

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
NCV/NML	236	272	36	15%	33
SCV/SML	385	448	63	16%	55
CVML	**621**	**720**	**99**	**16%**	**88**

Exhibit 3b shows the five-year occupational demand projections for the *miscellaneous community and social service specialists*-related above middle-skill occupation. In the NCV/NML subregion, the number of jobs related to this occupation is projected to increase by 7% through 2030. There are projected to be 40 jobs available annually in the NCV/NML subregion.

Exhibit 3b (Above Middle-Skill): Occupational Demand in NCV/NML, SCV/SML, and CVML

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
NCV/NML	331	355	24	7%	40
SCV/SML	767	825	58	8%	94
CVML	**1,098**	**1,180**	**82**	**7%**	**134**

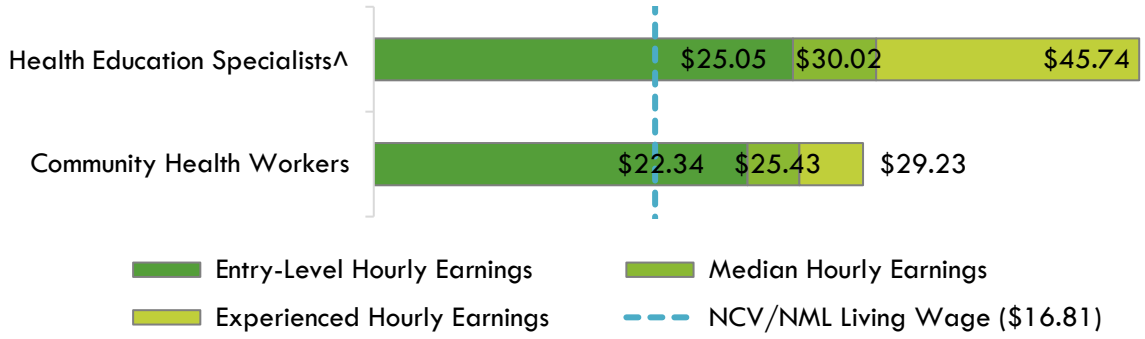
Wages:

The labor market endorsement in this report considers the entry-level hourly wages for the two *miscellaneous community and social service specialists*-related occupations as they relate to the subregions and region's living wage. NCV/NML, SCV/SML, and CVML wages are included below to provide a complete analysis of the region.

Both *miscellaneous community and social service specialists*-related occupations have an entry-level hourly wage above the living wage for one adult in the NCV/NML subregion ($16.81). The NCV/NML subregion average wage for these occupations is $31.82, which is below the average statewide wage of $38.55. Exhibit 4a shows the wage range for *miscellaneous community and social service specialists*-related occupations and how they compare to the NCV/NML subregion's living wage.

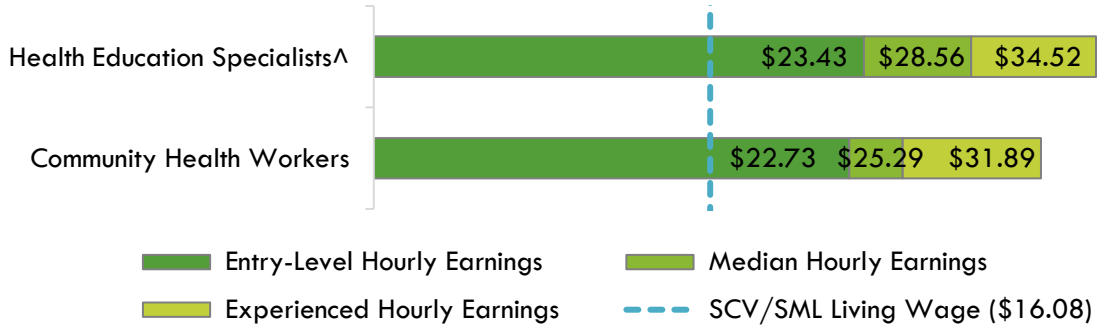
[1]Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Exhibit 4a: Wages by Occupation in NCV/NML



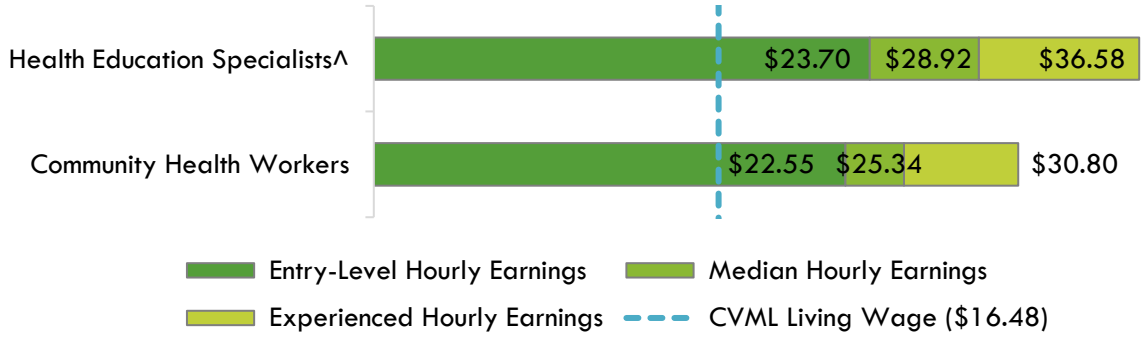
Both *miscellaneous community and social service specialists*-related occupations have an entry-level hourly wage above the living wage for one adult in the SCV/SML subregion ($16.08). The SCV/SML subregion average wage for these occupations is $30.14, which is below the average statewide wage of $38.55. Exhibit 4b shows the wage range for *miscellaneous community and social service specialists*-related occupations and how they compare to the SCV/SML subregion's living wage.

Exhibit 4b: Wages by Occupation in SCV/SML



Both *miscellaneous community and social service specialists*-related occupations have an entry-level hourly wage above the living wage for one adult in the CVML region ($16.48). The CVML region average wage for these occupations is $30.71, which is below the average statewide wage of $38.55. Exhibit 5 shows the wage range for *miscellaneous community and social service specialists*-related occupations and how they compare to the CVML region's living wage.

Exhibit 5: Wages by Occupation in CVML



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.*[2] *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.

There were 88 online job postings related to *Community Health Workers* listed in the past 12 months (Exhibit 6a).

Exhibit 6a (Middle-Skill): Number of Job Postings (n=88)

Occupations	Job Postings	Percentage of Job Postings
Community Health Workers	88	100%

There were 160 online job postings related to *Health Education Specialists* listed in the past 12 months (Exhibit 6b).

Exhibit 6b (Above Middle-Skill): Number of Job Postings (n=160)

Occupations	Job Postings	Percentage of Job Postings
Health Education Specialists	160	100%

The top employers in the region for *Community Health Workers*, by number of job postings, are shown in Exhibit 7a.

Exhibit 7a (Middle-Skill): Top Employers by Number of Job Postings (n=88)

Employers	Job Postings	Percentage of Job Postings
Stanislaus County	5	6%
Wider Circle	5	6%
CommonSpirit Health	5	6%
Sierra Vista Child & Family Services	5	6%
Mercyhealth	4	5%

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

Employers	Job Postings	Percentage of Job Postings
San Joaquin County	3	3%
Central Star Behavioral Health	3	3%
Golden Valley Health Centers Central Valley Pace	2	2%
Choice Healthcare Services	2	2%
Golden Valley Health CTRS	2	2%

The top employers in the region for *Health Education Specialists*, by number of job postings, are shown in Exhibit 7b.

Exhibit 7b (Above Middle-Skill): Top Employers by Number of Job Postings (n=160)

Employers	Job Postings	Percentage of Job Postings
Stanislaus County Office of Education	30	19%
Tracy Unified School District	24	15%
Edjoin.Org	12	8%
Telecare	10	6%
Central Valley Training Center	8	5%
America Usjedu Group	7	4%
Turlock Unified School District	6	4%
Community Medical Centers	5	3%
Sutter Health	5	3%
Yai	3	2%

The top specialized, common, and software skills for *Community Health Workers* are listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8a.

Exhibit 8a (Middle-Skill): Top Skills by Number of Job Postings (n=88)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Community Health (62)	Communication (48)	Google Workspace (12)
Community Outreach (39)	Advocacy (38)	Microsoft Office (8)
Social Work (26)	Multilingualism (32)	Microsoft Excel (7)
Behavioral Health (22)	Spanish Language (31)	Microsoft PowerPoint (5)
Bilingual (Spanish/English) (21)	English Language (20)	Salesforce (5)
Mental Health (21)	Relationship Building (20)	SQL Server Reporting Services (5)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Health Education (17)	Coordinating (20)	Microsoft Outlook (3)
Medical Records (15)	Computer Literacy (18)	Productivity Software (3)
Care Coordination (14)	Customer Service (16)	Epic EMR (2)
Care Management (13)	Empathy (15)	Spreadsheets (2)

The top specialized, common, and software skills for *Health Education Specialists* are listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8b.

Exhibit 8b (Above Middle-Skill): Top Skills by Number of Job Postings (n=160)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Behavioral Health (17)	Communication (50)	Microsoft PowerPoint (16)
Autism Spectrum Disorders (16)	Management (32)	Microsoft Excel (12)
Cardiopulmonary Resuscitation (CPR) (14)	Multilingualism (30)	Microsoft Office (7)
De-escalation Techniques (13)	Time Management (23)	Epic EMR (6)
Good Driving Record (13)	Detail Oriented (19)	Microsoft Word (6)
Lifting Ability (13)	Teaching (18)	Clinic Management Systems (4)
Individualized Education Programs (IEP) (12)	Interpersonal Communications (17)	Email Software (3)
Motivational Interviewing (12)	Microsoft PowerPoint (16)	Microsoft Outlook (3)
Community Health (12)	Leadership (15)	Spreadsheets (2)
Diabetes Mellitus (12)	Customer Service (14)	Presentation Software (2)

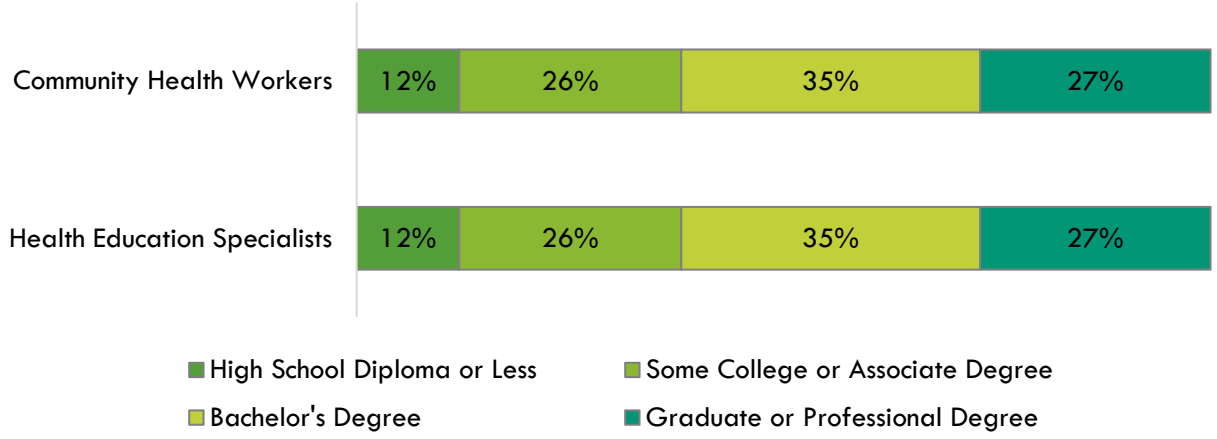
Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *Community Health Workers* and lists a bachelor's degree as the typical entry-level education for *Health Education Specialists*. National-level educational attainment data indicates that 26% of middle-skill 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 the *miscellaneous community and social service specialists*-related occupations.

Of the 88 online job postings for the middle-skill occupation, 68% (equivalent to 60 postings) of cumulative job postings listed a minimum education requirement in the NCV/NML subregion. Of the 60 postings, 77% (46) requested a high school or GED.

Of the 160 online job postings for the above middle-skill occupation, 49% (equivalent to 78 postings) of cumulative job postings listed a minimum education requirement in the NCV/NML subregion. Of the 78 postings, 71% (55) requested a high school or GED.

Exhibit 9: National-level Educational Attainment for Miscellaneous Community and Social Service Specialists-Related Occupations



Educational Supply

Community College Supply:

Exhibits 10a and 10b show the annual and three-year average number of awards conferred by community colleges in the programs that have historically trained for the occupations included in this report. The colleges with the most completions are San Joaquin Delta (North) and Taft (South).

Exhibit 10a: NCV/NML Community College Awards (Certificates and Degrees) 2022-23 through 2024-25

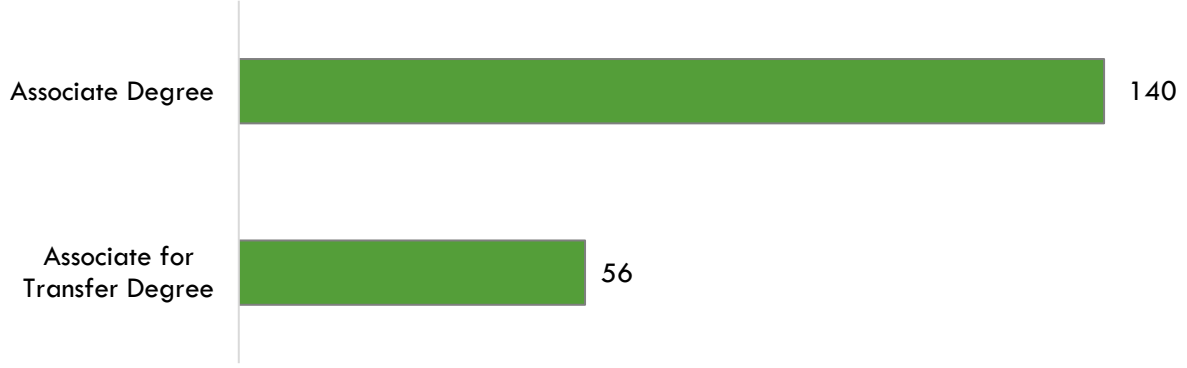
TOP Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
1201.00	Health Occupations, General	Columbia	47	22	38	36
		Modesto	51	55	59	55
		San Joaquin Delta	116	96	106	106
Subtotal/Average			**214**	**173**	**203**	**197**
NCV/NML Supply Grand Total			**214**	**173**	**203**	**197**

Exhibit 10b: SCV/SML Community College Awards (Certificates and Degrees) 2022-23 through 2024-25

TOP Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
1201.00	Health Occupations, General	Bakersfield	16	24	30	23
		Fresno City	35	29	27	30
		Taft	64	66	63	64
Subtotal/Average			**115**	**119**	**120**	**118**
SCV/SML Supply Grand Total			**115**	**119**	**120**	**118**

Exhibit 11 shows the annual average community college awards by type from 2022-23 through 2024-25. Of the 196 awards conferred in the NCV/NML subregion, 100% (196) of these awards were for an associate degree and an associate for transfer degree.

Exhibit 11: Annual Average Community College Awards (NCV/NML) by Type, 2022-2025



Community College Student Outcomes:

Exhibit 12 shows the Strong Workforce Program (SWP) metrics for Health Occupations, General programs in Yosemite Community College District (YCCD), the NCV/NML subregion, the CVML region, and California.

Of the 32,176 health occupations, general program students statewide in the 2024-2025 academic year, 29% (9,218) attended a CVML institution. YCCD students that exited health occupations, general programs in the 2023-2024 academic year had greater median annual earnings ($56,360) compared to all health occupations, general students in NCV/NML subregion ($40,988). Notably, 51% of CVML region health occupations, general students attained a living wage, which is greater than the percentage of students who attained a living wage statewide (39%).

Exhibit 12: Health Occupations, General (1201.00) Strong Workforce Program Metrics

SWP Metric	YCCD	NCV/NML Subregion	CVML Region	California
SWP Students	65	2,981	9,218	32,176
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	20%	17%	17%	19%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	N/A	15%	68%	69%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	149%	7%	3%	8%
SWP Students Who Transferred to a Four-Year Postsecondary Institution	N/A	4%	3%	5%

SWP Metric	YCCD	NCV/NML Subregion	CVML Region	California
SWP Students with a Job Closely Related to Their Field of Study	N/A	67%	70%	67%
Median Annual Earnings for SWP Exiting Students	$56,360 ($27.10)	$40,988 ($19.71)	$35,626 ($17.13)	$37,872 ($18.21)
Median Change in Earnings for SWP Exiting Students	83%	47%	27%	33%
SWP Exiting Students Who Attained the Living Wage	N/A	56%	51%	39%



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 the occupations studied in this report. Exhibits 13a and 13b show the annual and three-year average number of awards conferred by non-community college institutions in programs that have historically trained for the occupations of interest.

Between 2021 and 2024, non-community college institutions in the NCV/NML subregion conferred an average of 54 awards annually in related programs.

Exhibit 13a: NCV/NML Subregional Non-Community College Awards, 2021-2024

CIP Code	Program	Institution	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Award Average
51.0000	Health Services/Allied Health/Health Sciences, General	California State University-Stanislaus	51	33	44	43
Subtotal/Average			**51**	**33**	**44**	**43**
51.0001	Health and Wellness, General	University of the Pacific	-	-	35	12
Subtotal/Average			**-**	**-**	**35**	**12**
NCV/NML Supply Grand Total			**51**	**33**	**79**	**54**

Exhibit 13b: SCV/SML Subregional Non-Community College Awards, 2021-2024

CIP Code	Program	Institution	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Award Average
51.0000	Health Services/Allied Health/Health Sciences, General	California State University-Fresno	148	145	132	142
		San Joaquin Valley College-Visalia	3	2	8	4
Subtotal/Average			**151**	**147**	**140**	**146**
SCV/SML Supply Grand Total			**151**	**147**	**140**	**146**

Appendix A: Methodology

The CVML 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 CVML 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 CVML 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 CVML 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	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/
Living Wage	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, childcare, health care, transportation, and taxes. For more information, see: https://selfsufficiencystandard.org/California/ Wage figures are used by the CCCCO to calculate the percentage of students that attained the regional living wage.
Typical Education and Training Requirements, and Educational Attainment	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
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	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/
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu 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
Student Metrics and Demographics	DataVista, 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://datavista.cccco.edu/
Population and Occupation Demographics	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 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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