

Labor Market Analysis: 1309.00/Gerontology
Aides, Assistants, and Caregivers (Certificate requiring 16 to <30 semester units)
 Los Angeles Center of Excellence, January 2023

Summary

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Living Wage: (Entry-Level, 25th)	Yes <input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Education:	Yes <input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No	<input checked="" type="checkbox"/>

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to two middle-skill occupations:

- **Home Health and Personal Care Aides (31-1128)** This occupation includes the 2018 SOC occupations *Home Health Aides (31-1121)* and *Personal Care Aides (31-1122)*.¹
 - **Home Health Aides (31-1121)** Monitor the health status of an individual with disabilities or illness, and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Provide assistance with routine healthcare tasks or activities of daily living, such as feeding, bathing, toileting, or ambulation. May also help with tasks such as preparing meals, doing light housekeeping, and doing laundry depending on the patient's abilities.
 - **Personal Care Aides (31-1122)** Provide personalized assistance to individuals with disabilities or illness who require help with personal care and activities of daily living support (e.g., feeding, bathing, dressing, grooming, toileting, and ambulation). May also provide help with tasks such as preparing meals, doing light housekeeping, and doing laundry. Work is performed in various settings depending on the needs of the care recipient and may include locations such as their home, place of work, out in the community, or at a daytime nonresidential facility.
- **Nursing Assistants (31-1131)** Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or

¹ [Home Health and Personal Care Aides : Occupational Outlook Handbook: : U.S. Bureau of Labor Statistics \(bls.gov\)](https://www.bls.gov/occupational-outlook-handbook/)

nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants.²

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.³ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for *home health aides*, *personal care aides*, and *nursing assistants* in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of current workers in the field have completed some college or an associate degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, **69,028 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is more than the three-year average of 966 awards conferred** by educational institutions in the region.
- **Living Wage Criteria** – Within Los Angeles County, both occupations have entry-level wages **below** the self-sufficiency standard hourly wage (\$18.10/hour).⁴
- **Educational Criteria** – Within the greater LA/OC region, **91% of the annual job openings** for the occupations in this report **typically require a high school diploma or equivalent.**
 - However, the national-level educational attainment data indicates **between 35% and 44% of workers in the field have completed some college or an associate degree.**

Supply:

- There are **14 community colleges** in the greater LA/OC region that issue awards related to gerontology, conferring an average of **448 awards annually** between 2018 and 2021.
- Between 2017 and 2020, there was an average of **518 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

² [Nursing Assistants and Orderlies : Occupational Outlook Handbook: : U.S. Bureau of Labor Statistics \(bls.gov\)](#)

³ The COE classifies middle-skill jobs as the following:

- 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.

⁴ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the occupations of interest. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 20% through 2026. There will be more than 69,000 job openings per year through 2026 due to job growth and replacements.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁵

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	337,426	405,711	68,285	20%	58,314
Orange	61,432	74,260	12,828	21%	10,714
Total	398,858	479,971	81,113	20%	69,028

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these gerontology-related occupations in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County—Both occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$14.29 and \$15.35. Experienced *nursing assistants* can expect to earn \$20.47, which is higher than the self-sufficiency standard; however, experienced *home health and personal care aides* can expect to earn less than the self-sufficiency standard wage (\$14.44).

Exhibit 2: Hourly Earnings for Occupations in LA County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Home Health and Personal Care Aides (31-1128)	\$14.29	\$14.29	\$14.44
Nursing Assistants (31-1131)	\$15.35	\$17.71	\$20.47

⁵ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

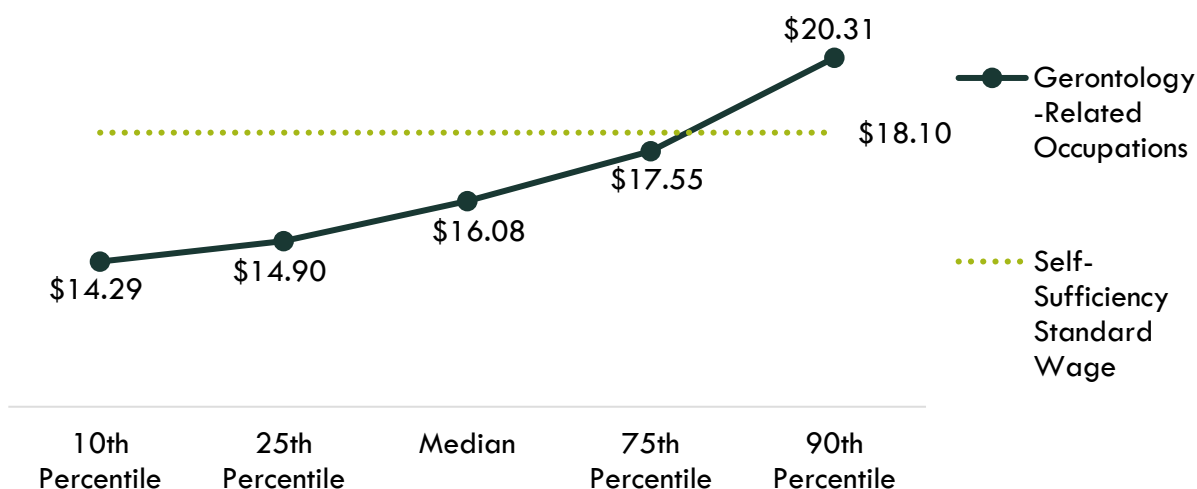
Orange County—Both occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$14.15 and \$16.12. Experienced *nursing assistants* can expect to earn \$21.35, which is higher than the self-sufficiency standard; however, experienced *home health and personal care aides* can expect to earn less than the self-sufficiency standard wage (\$14.36).

Exhibit 3: Hourly Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Home Health and Personal Care Aides (31-1128)	\$14.15	\$14.15	\$14.36
Nursing Assistants (31-1131)	\$16.12	\$18.53	\$21.35

On average, the entry-level earnings for the occupations in this report are \$14.90; this is below the living wage for one single adult in Los Angeles County (\$18.10). Only very experienced workers in these occupations can expect to earn wages above the self-sufficiency standard wage (\$20.31 for workers in the 90th percentile of wage earnings). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

Exhibit 4: Average Hourly Earnings for Gerontology-Related Occupations in LA/OC



Job Postings

There were 38,666 online job postings related to *home health and personal care aides* and *nursing assistants* listed in the past 12 months. Exhibit 5 displays the number of job postings by occupation. The majority of job postings (69%) were for *home health and personal care aides*, followed by *nursing assistants* (31%). The highest number of job postings were for caregivers, certified nursing assistants, special needs caregivers, care caregivers, and direct support professionals. The top skills were caregiving, companionship, meal planning and preparation, home health care, and activities of daily living. The top three employers, by number of job postings, in the region were CareInHomes, PIH Health, and ShiftMed.

Exhibit 5: Job postings by occupation (last 12 months)



Educational Attainment

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations of in this report:

- **Postsecondary non-degree award:** *Home health and personal care aides*
- **High school diploma or equivalent:** *Nursing assistants*

In the greater LA/OC region, the majority of annual job openings (91%) typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates between 35% and 44% of workers in the field have completed some college or an associate degree. Of the 32% of related job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 96% (11,914) requested high school or vocational training, and 4% (546) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 6 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are: LA City, Long Beach, and Santiago Canyon.

Exhibit 6: Regional community college awards (certificates and degrees), 2018-2021

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
1230.00	Nursing	Glendale	14	-	-	5
		Long Beach	95	71	73	80
		LA Subtotal	109	71	73	84
Supply Subtotal/Average			109	71	73	84
1230.30	Certified Nurse Assistant	LA Mission	5	3	3	4
		Mt San Antonio	-	88	52	47
		LA Subtotal	5	91	55	50
		Saddleback	-	-	2	1
		Santa Ana	-	-	62	21
		Santiago Canyon	74	50	52	59
		OC Subtotal	74	50	116	80
Supply Subtotal/Average			79	141	171	130

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
1230.80	Home Health Aide	LA City	-	314	256	190
		LA Pierce	28	11	4	14
		Long Beach	2	1	-	1
		Santa Monica	-	6	5	4
		LA Subtotal	30	332	265	209
Supply Subtotal/Average			30	332	265	209
1309.00	Gerontology	East LA	3	9	4	5
		LA Mission	1	2	2	2
		Pasadena	-	1	6	2
		LA Subtotal	4	12	12	9
		Coastline	5	7	3	5
		Cypress	7	5	2	5
		Saddleback	4	5	8	6
		OC Subtotal	16	17	13	15
Supply Subtotal/Average			20	29	25	25
Supply Total/Average			238	573	534	448

Non-Community College Supply—For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for the health-related occupations of interest. Exhibit 7 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of 518 awards.

Exhibit 7: Regional non-community college awards, 2017-2020

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	Angeles College	25	6	-	10
		East San Gabriel Valley ROP	38	47	-	28
		Hacienda La Puente Adult Education	37	41	27	35
		Healthcare Career College	18	46	7	24
		Medical Allied Career Center	20	10	-	10

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
		Platt College-Anaheim	-	10	41	17
		Platt College-LA	91	53	33	59
		West Coast Ultrasound Institute	37	33	31	34
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other	Annenberg School of Nursing	7	11	-	6
		Concorde Career College-Garden Grove	89	53	71	71
		Concorde Career College-N. Hollywood	95	101	103	100
		Glendale Career College	54	37	-	30
		Integrity College of Health	38	22	8	23
		Premiere Career College	91	36	88	72
Supply Total/Average			640	506	409	518

Exhibit 8 shows the proportion of community college awards conferred in LA/OC compared to the number of non-community college awards for the programs in this report. Nearly half of the awards conferred in these programs are awarded by community colleges in the LA/OC region.

Exhibit 8: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average



Appendix A: Occupational demand and wage data by county

Exhibit 9. Los Angeles County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Home Health and Personal Care Aides (31-1128)	303,223	368,148	64,925	21%	53,296	\$14.29	\$14.29	\$14.44
Nursing Assistants (31-1131)	34,202	37,563	3,361	10%	5,017	\$15.35	\$17.71	\$20.47
Total	337,426	405,711	68,285	20%	58,314	-	-	-

Exhibit 10. Orange County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Home Health and Personal Care Aides (31-1128)	52,628	64,540	11,912	23%	9,414	\$14.15	\$14.15	\$14.36
Nursing Assistants (31-1131)	8,804	9,720	916	10%	1,300	\$16.12	\$18.53	\$21.35
Total	61,432	74,260	12,828	21%	10,714	-	-	-

Exhibit 11. Los Angeles and Orange Counties

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Home Health and Personal Care Aides (31-1128)	355,852	432,688	76,836	22%	62,710	High school diploma or equivalent
Nursing Assistants (31-1131)	43,006	47,283	4,277	10%	6,318	Postsecondary non-degree award
Total	398,858	479,971	81,113	20%	69,028	-

Appendix B: Sources

- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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