

Home Health Aide

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

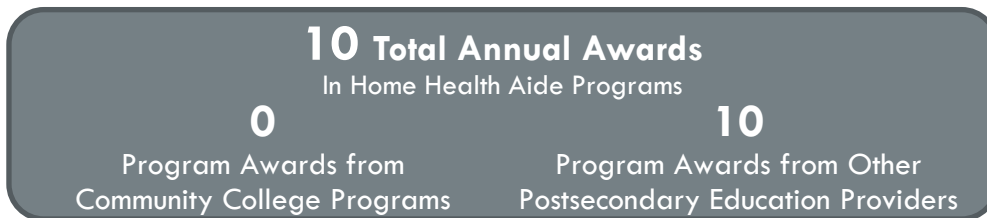
Summary



An online job advertisements search for home health aides (with a Home Health Aide certification) revealed:



Regional postsecondary educational institutions issued:



A green rounded rectangular box. At the top, it says "The Inland Empire/Desert Centers of Excellence". Below that is a thumbs up icon followed by the word "Recommends". At the bottom, it says "home health aide program expansion to meet the need for more workers in the region".

Introduction

California Community College home health aide programs (TOP 1230.80) prepare students for employment through instruction related to the principles and techniques used to assist elderly, convalescent, or disabled patients in their homes by providing for their health care needs (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by home health aide programs lead to employment as home health and personal care aides.

Home health and personal care aide workers provide vital services to our communities and ensure residents in need remain safe and healthy. This occupation requires caregivers to be at least 16 years of age, obtain a criminal records clearance, and complete Home Health Aide state certification (CDPH, 2023).

Home health and personal care aides occupation (SOC 31-1128) is comprised of two occupations that were historically separated, home health aides (31-1121) and personal care aides (31-1122). The Bureau of Labor Statistics (BLS) combined these occupations due to a strong knowledge, skills, and abilities overlap between these job classifications. This report isolates and focuses on home health aide jobs specifically requiring Home Health Aide certification (HHA) through online job advertisement research. Traditional labor market information for these combined occupations is displayed near the end of this report (see Table 1). It may overstate employment demand and understate the hourly earnings potential for workers with an HHA certification.

Online Job Advertisements

An online job ad search was conducted to reveal employer demand for home health aide jobs requiring HHA certification. Over the last 12 months (July 2022 to June 2023), 177 job ads were identified that met this criterion, about 5% of jobs ads for all job ads for home health and personal care aides.

Regional employers kept online job ads for home health and personal care aides open for 31 days, just above the regional average of 29 days for all jobs (see Exhibit 1). This may indicate that employers face similar challenges filling home health aide positions as other jobs.

Exhibit 1. Job ads and posting duration, Inland Empire/Desert Region, July 2022 through June 2023

Occupation	Job Ads	Median Posting Duration (Days)
Home Health Aides -with Home Health Aide certification requirement	177	31

Source: Lightcast 2023.2

Online Advertised Salary

The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually to be self-sufficient in California (Glasmeier, 2023). All postsecondary institutions should strive to ensure their students can obtain the self-sufficiency standard shortly after exiting a career education program.

Exhibit 2 displays the regional online advertised salaries for home health aides, with HHA certification requirements, over the last 12 months. Online job ad salary information reveals that employers are willing to pay this classification of worker \$24.98 per hour (\$51,958 annually), above the region's \$21.82 hourly living wage standard. Regional advertised wages for home health aides alone are much higher than those for the combined occupation, home health and personal care aides, with employers willing to pay these workers \$16.55 an hour or \$34,424 annually.

Exhibit 2. Online advertised salaries for home health aides, Inland Empire/Desert Region, July 2022 through June 2023



Source: Lightcast 2023.2

Online Job Advertisement Job Titles, Employers, Skills, Education, and Work Experience Requirements

Exhibits 3 through 7 display the online job advertisement details for employers seeking home health aide workers with an HHA certification over the last 12 months. Exhibit 3 shows the job titles most frequently used by employers. The region's most commonly requested job title was certified home health aide.

Exhibit 3. Job titles most frequently used in home health aides job ads, Inland Empire/Desert Region, July 2022 through June 2023

Job Titles	Unique Job Ads
Certified Home Health Aides	160
Home Health Aides	17
All other job titles	0
Total	177

Source: Lightcast 2023.2

Exhibit 4 displays the employers posting the most job ads for home health aides during the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. Alaphia Care Home Health Services posted the most job ads for home health aides in the region.

Exhibit 4. Employers posting the most job ads for home health aides, Inland Empire/Desert Region, July 2022 through June 2023

Top Employer	Unique Job Ads
Alaphia Care Home Health Services	28
TARLANI Healthcare	13
Salus Home Care	4
Charter Healthcare	4
Paramount Home Health Services	4
<i>All other employers</i>	124
Total	177

Source: Lightcast 2023.2

Exhibit 5 lists a sample of specialized and employability skills employers list when seeking workers to fill home health aide positions. Specialized skills are occupational-specific skills that employers request for industry or job competency. Common skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

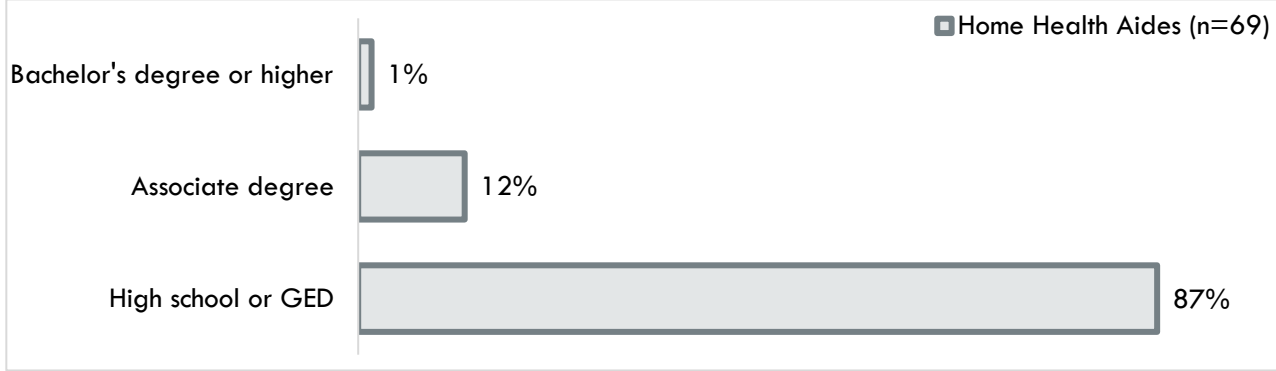
Exhibit 5. Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, July 2022 through June 2023

Specialized skills (n=177)	Common skills
<ul style="list-style-type: none"> • Personal Care • Home Health Care • Patient Assistance • Hospice • Nursing • Oral Hygiene • Vital Sign Measurement • Patient Observation 	<ul style="list-style-type: none"> • Planning • Empathy • First Aid • Tactfulness • Compassion • Communication • Multilingualism • Writing

Source: Lightcast 2023.2

Exhibit 6 displays the minimum advertised education requirements for home health aides. According to the Bureau of Labor Statistics, 35% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Approximately 61% of employers did not include minimum education requirements in job ads for home health aides. Most employers listing a minimum education level requested a candidate with a high school diploma or equivalent.

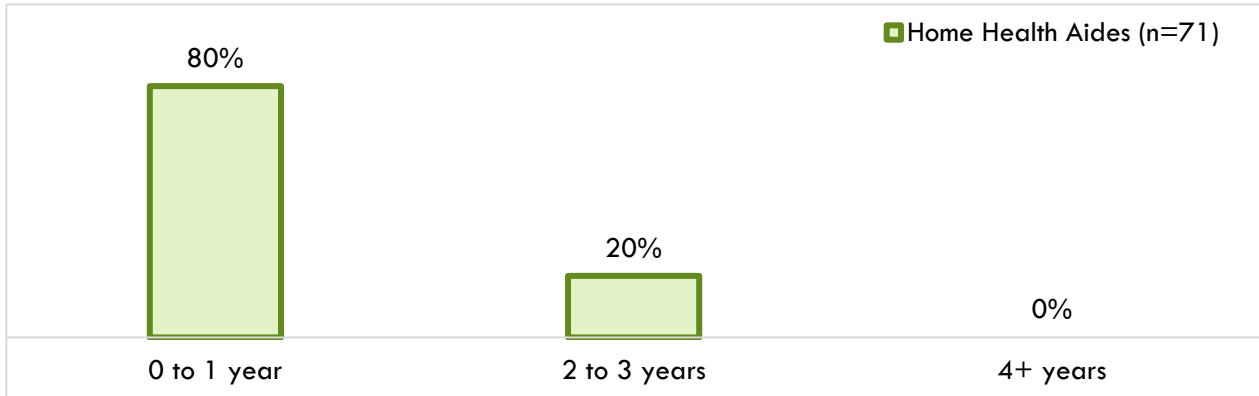
Exhibit 6. Minimum advertised education requirements, Inland Empire/Desert Region, July 2022 through June 2023



Source: Lightcast 2023.2

Exhibit 7 displays the years of work experience employers require in online job ads for home health aides. Most employers did not list experience requirements in ads for home health aides. Of ads with experience requirements, most employers (80%) sought candidates with one year or less of previous work experience.

Exhibit 7. Real-time work experience requirements, Inland Empire/Desert Region, July 2022 through June 2023



Source: Lightcast 2023.2

Certifications

Exhibit 8 displays the most frequently requested certifications by employers in job ads. Since a certification filter was applied to this job search, all job ads sought candidates with an HHA certification. The certified HHA program is administered by the California Department of Public Health (CDPH). It requires that candidates be at least 16 years old, complete a 120-hour training program (40 hours training program for those holding a Certified Nursing Assistant (CNA) certificate), and obtain a criminal record clearance (CDPH, 2023). For more information regarding HHA certification, please visit the CDPH website.

Exhibit 8: Certifications most frequently required by employers, Inland Empire/Desert Region, July 2022 through June 2023

Certification	Jobs Ads
Certified Home Health Aide	177
Driver's License	81
Cardiopulmonary Resuscitation (CPR) Certification	73
Certified Nursing Assistant (CNA)	18

Source: Lightcast 2023.2

Student Completions and Programs Outcomes

Chaffey College and Copper Mountain College are the only regional community colleges offering home health aide (TOP 1230.80) programs. However, over the last three academic years, 2019-2022, these colleges did not issue awards in home health aide programs.

Five other community colleges offer home health aide courses or certificates:

- [College of the Desert](#) – locally approved certificate
- [Crafton Hills College](#) – certificate
- [Mt. San Jacinto College](#) – under certified nursing assistant
- [Palo Verde College](#) – courses: NUR101, NBE101
- Riverside City College – under nursing assistant, course: NNA-81

Exhibit 9 displays awards for other postsecondary education providers reported in home health aide/home attendant (CIP 51.2602) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years. One other regional postsecondary education provider issued ten awards annually over the last three academic years, 2018-2021.

Exhibit 9. Home health aide/home attendant training programs from other educational providers, three-year annual average credentials, Inland Empire/Desert Region, Academic Years 2018-2021

51.2602 – Home Health Aide/Home Attendant	Academic Year 2018-19	Academic Year 2019-20	Academic Year 2020-21	Other Educational Providers Annual Average Credentials, 2018-2021
California Nurses Educational Institute				10
Certificates of less than 1 year	15	13	3	10
Total	15	13	3	10

Source: IPEDS

Please visit the California Department of Public Health's website for a complete listing of certified home health aide training programs: <https://tvl.cdph.ca.gov/>

Summary of Findings

The knowledge, skills, and abilities trained by home health aide (TOP 1230.80) programs prepare students for employment as home health and personal care aides. This report examined online job advertisements for home health aide workers with Home Health Aide certifications. Over the last 12 months, 177 online job advertisements were seeking this worker classification. Advertised hourly wages for home health aides was \$24.98 per hour (\$51.958 annually), above the region's \$21.82 hourly living wage standard.

Two regional community colleges offering home health aide programs (TOP 1230.80). However, over the last three academic years, 2019-2022, these colleges did not issue awards in home health aide programs. Five other community colleges offer home health aide courses or local certificates. One other regional postsecondary education provider issued ten awards annually over the last three academic years, 2018-2021.

The Centers of Excellence recommends expanding home health aide programs due to the employment demand and advertised wages exceeding the living wage. Colleges considering this program should partner with applicable employers to document their specific demand for home health aide workers and the skills and other certifications needed for students to earn a living wage after exiting the program.

Contact

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Appendix: Methodology

Job ad 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 ads 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 collect resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Home Health and Personal Care Aides (31-1128)

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.

Sample job titles: Caregiver, Certified Home Health Aide (CHHA), Certified Medical Aide (CMA), Certified Nurses Aide (CNA), Home Attendant, Home Care Aide, Home Health Aide (HHA), Home Health Provider, Hospice Aide, In Home Caregiver

Entry-Level Educational Requirement: High school diploma or equivalent

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

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 35%

Table 1. 2022 to 2027 job growth, wages, entry-level education, training, and work experience required for home health and personal care aides in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation	2022 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Home Health and Personal Care Aides (31-1128)	79,372	20,199	25%	17,438	\$14.00 to \$14.67	\$14.28	\$30,600	High school diploma or equivalent & Less than one month	None

Source: Lightcast 2023.2