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# Labor Market Analysis

## Physical Education, Recreation, Health Education



Prepared by Central Valley/Mother Lode Center of Excellence



POWERED BY



# Table of Contents

Summary.....	2
Key Findings.....	2
Recommendation.....	2
Introduction .....	3
Employment.....	4
Wages.....	5
Job Postings .....	6
Top Employers .....	6
Top Job Titles.....	6
Salaries.....	7
Education .....	7
Baseline, Specialized, and Software Skills .....	7
Certifications.....	8
Education, Work Experience, & Training .....	8
Supply.....	9
Student Outcomes .....	10
Recommendation .....	10
Appendix: Methodology & Data Sources.....	11

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# Summary

The Central Valley/Mother Lode Center of Excellence developed this report for Modesto Junior 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 *Physical Education, Recreation, Health Education*:

- Umpires, Referees, and Other Sports Officials (SOC 27-2023)
- Exercise Trainers and Group Fitness Instructors (SOC 39-9031)
- Recreation Workers (SOC 39-9032)

## Key Findings

- **Occupational Demand** — Occupations related to *Physical Education, Recreation, Health Education* have a labor market demand of 924 annual job openings in the North Central Valley/Northern Mother Lode (NCV/NML) subregion. Between 2021 and 2026, *recreation workers* are projected to have the most demand with 531 annual job openings (growth of 26%).
- **Wages** — Collectively, the three occupations studied in this report have an average entry-level hourly wage of \$16.37/hour, which is above the living wage in the NCV/NML subregion – \$12.65/hour for a single adult.<sup>1</sup> *Umpires, referees, and other sports officials* earn the highest entry-level wage, \$19.39/hour.
- **Employers and Job Titles** — Employers in the NCV/NML subregion include In-Shape Solutions, Sensational Swim School, and Arch Healthcare. The most common job title is activities assistant.
- **Skills and Certifications** — The most common baseline skill is communication; the most common specialized skill is lifeguarding; and the most common software skill is Microsoft Office. The most in-demand certification is a Cardiopulmonary Resuscitation (CPR) Certification.
- **Education** — A high school diploma or equivalent is typically required for all three occupations studied in this report
- **Supply and Demand Analysis** — Based on 924 annual openings (i.e., demand) and an average of two (2) postsecondary degrees awarded (i.e., supply), an analysis of supply and demand suggests there is an undersupply of 922 workers in the NCV/NML subregion. In the CVML region, two awards were conferred suggesting an undersupply of 1,500 workers (based on 1,502 annual openings in the CVML region).

## Recommendation

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

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<sup>1</sup> 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 Modesto Junior College with labor market information for *Physical Education, Recreation, Health Education*. The geographical focus for this report is the North Central Valley/Northern Mother Lode (NCV/NML) subregion, but regional supply and demand data has been included for broader applicability and use. Analysis of the program and occupational data related to *Physical Education, Recreation, Health Education* is included in the report. The Standard Occupational Classification (SOC) System codes and occupational titles used in this report are from the Bureau of Labor Statistics and O\*NET OnLine.

## **Umpires, Referees, and Other Sports Officials (SOC 27-2023)**

- **Job Description:** Officiate at competitive athletic or sporting events. Detect infractions of rules and decide penalties according to established regulations. Includes all sporting officials, referees, and competition judges.
- **Knowledge:** English Language
- **Skills:** Speaking, Critical Thinking, Active Listening, Judgment and Decision Making, Monitoring

## **Exercise Trainers and Group Fitness Instructors (SOC 39-9031)**

- **Job Description:** Instruct or coach groups or individuals in exercise activities for the primary purpose of personal fitness. Demonstrate techniques and form, observe participants, and explain to them corrective measures necessary to improve their skills. Develop and implement individualized approaches to exercise.
- **Knowledge:** Customer and Personal Service, English Language, Education and Training, Psychology
- **Skills:** Instructing, Service Orientation, Speaking, Active Listening, Learning Strategies

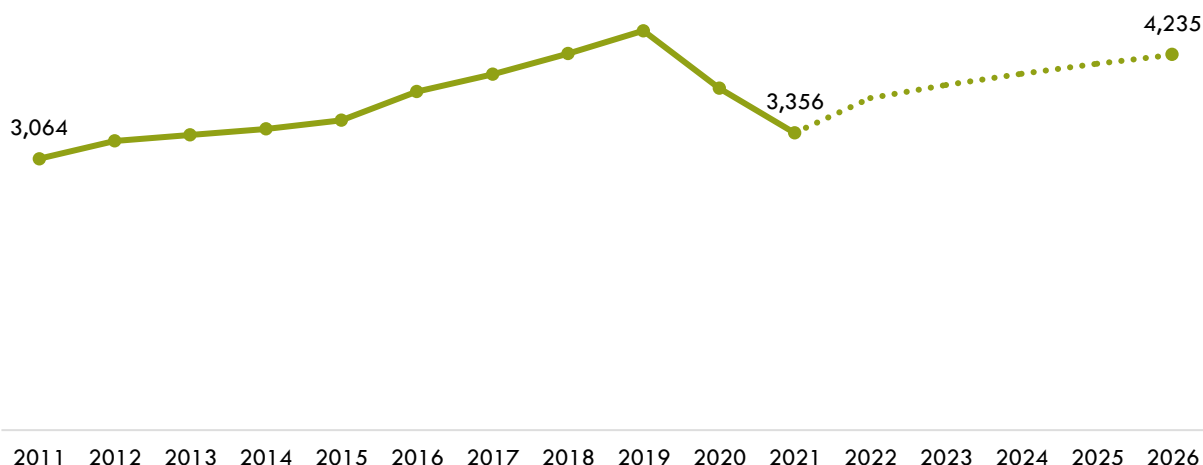
## **Recreation Workers (SOC 39-9032)**

- **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 *Physical Education, Recreation, Health Education* in the NCV/NML subregion. Between 2021 to 2026, the number of jobs for occupations related to *Physical Education, Recreation, Health Education* is projected to increase by 879 (growth of 26%).

**Exhibit 1a. Historical employment and projected occupational demand for occupations related to *Physical Education, Recreation, Health Education* in the NCV/NML subregion, 2011-2026**



Occupations related to *Physical Education, Recreation, Health Education* in the NCV/NML subregion employed 3,356 workers in 2021 (Exhibit 1b). Of the three occupations, *recreation workers* are projected to have the most annual openings (531).

**Exhibit 1b. Current employment and projected occupational demand for occupations related to *Physical Education, Recreation, Health Education* in the NCV/NML subregion, 2021-2026**

Occupation	2021 Jobs	2026 Jobs	5-Year Change	5-Year % Change	Annual Openings
Recreation Workers	1,855	2,346	491	26%	531
Exercise Trainers and Group Fitness Instructors	1,414	1,794	380	27%	367
Umpires, Referees, and Other Sports Officials	87	95	8	9%	26
<b>TOTAL</b>	<b>3,356</b>	<b>4,235</b>	<b>879</b>	<b>26%</b>	<b>924</b>

# Wages

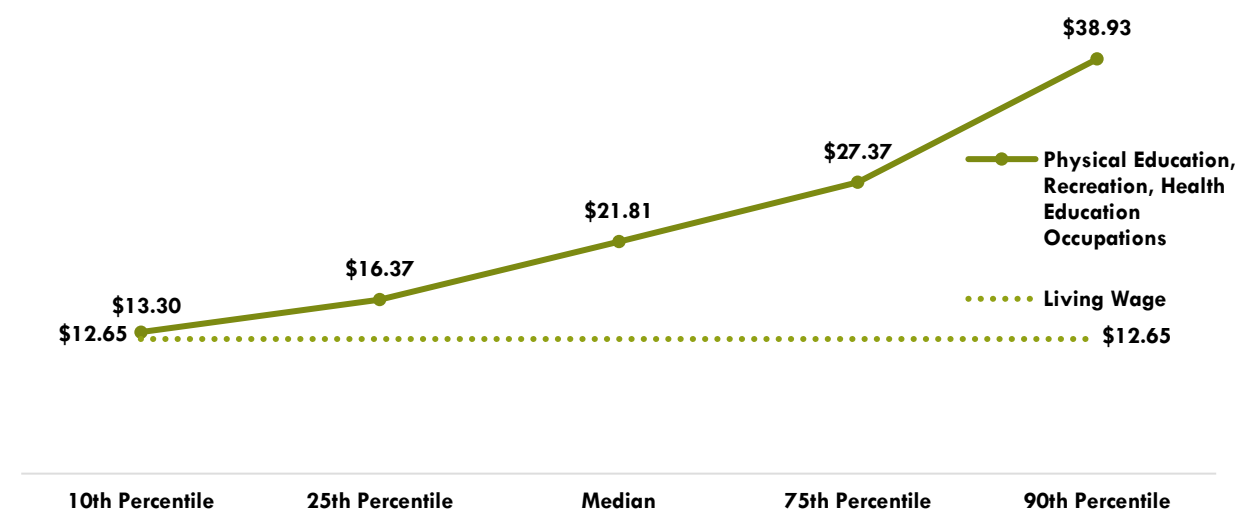
The average living wage for a single adult in the NCV/NML subregion is \$12.65/hour.<sup>2</sup> Exhibit 2a shows the hourly wages for the three occupations of interest. Of the three occupations studied in this report, *umpires, referees, and other sports officials* has the highest entry-level wage, \$19.39/hour.<sup>3</sup>

**Exhibit 2a. Hourly wages for occupations related to *Physical Education, Recreation, Health Education* in the NCV/NML subregion**

Occupation	25 <sup>th</sup> Percentile Hourly Earnings	Median Hourly Earnings	75 <sup>th</sup> Percentile Hourly Earnings
Umpires, Referees, and Other Sports Officials	\$19.39	\$27.57	\$31.93
Exercise Trainers and Group Fitness Instructors	\$14.98	\$22.40	\$33.60
Recreation Workers	\$14.75	\$15.45	\$16.58

Exhibit 2b shows the average hourly wages for *Physical Education, Recreation, Health Education* occupations; all five average hourly wages are above the living wage for the NCV/NML subregion.

**Exhibit 2b. Average hourly wages for occupations related to *Physical Education, Recreation, Health Education* in the NCV/NML subregion**



<sup>2</sup> 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/>.

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

# Job Postings

There were 226 unique job postings for occupations related to *Physical Education, Recreation, Health Education* in the NCV/NML subregion from March 2023 to August 2023.<sup>4</sup>

## Top Employers

The employers with the most job postings are listed in Exhibit 3. The top employers in online job postings were In-Shape Solutions, Sunsational Swim School, and Arch Healthcare.

**Exhibit 3. Top employers of *Physical Education, Recreation, Health Education* jobs**

Employer
In-Shape Solutions
Sunsational Swim School
Arch Healthcare
Delaware North
VineyardAppCamp
In-Shape Health Clubs
Justin's Scuba Time
Main West PostAcute Care
EMH Sports
Arbor Place

## Top Job Titles

Exhibit 4 shows the top job titles for occupations related to *Physical Education, Recreation, Health Education* in the NCV/NML subregion.

**Exhibit 4. Top job titles for *Physical Education, Recreation, Health Education***

Job Title
Activities Assistant
Swim Instructor
Recreation Leader
Recreation Coordinator
Yoga Instructor

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<sup>4</sup> 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.

## Salaries

Exhibit 5 shows the “Market Salaries” for *Physical Education, Recreation, Health Education*. These are calculated by Lightcast using a machine learning model built from millions of job postings every year. This accounts for adjustments based on location, industry, skills, experience, education, among other variables.

**Exhibit 5. Market salaries for *Physical Education, Recreation, Health Education***

Market Salary	Job Postings
\$32,000-\$35,999	66
\$60,000-\$200,000	39
\$36,000-\$39,999	24
\$40,000-\$43,999	18
\$44,000-\$47,999	10

## Education

Of the 226 unique job postings, 128 listed a preferred or minimum educational requirement for the position being filled. Among those, 63% requested a high school or GED, 22% requested a bachelor’s degree, and 9% requested an associate degree (Exhibit 6).

**Exhibit 6. Education levels requested in job postings for *Physical Education, Recreation, Health Education***

Education Level	Job Postings	% of Job Postings
High school or GED	80	63%
Bachelor's degree	28	22%
Associate degree	12	9%
Master's degree	4	3%
Ph.D. or professional degree	4	3%

## Baseline, Specialized, and Software Skills

Exhibit 7 shows the top baseline, specialized, and software skills in job postings. The most common baseline skill is communication. The most common specialized skill is lifeguarding. The most common software skill is Microsoft Office.

**Exhibit 7. In-demand baseline, specialized, and software skills for *Physical Education, Recreation, Health Education***

Baseline Skills	Specialized Skills	Software Skills
Communication	Lifeguarding	Microsoft Office
Teaching	Working with Children	Canva (Software)
Planning	Cardiopulmonary Resuscitation (CPR)	Reliability Availability Maintainability and Safety Software
Customer Service	Safety Standards	
Management	Mental Health	



## Certifications

Of the job postings listing a desired certification, 24% indicated a need for a Cardiopulmonary Resuscitation (CPR) Certification, followed by a First Aid Certification (Exhibit 8).

**Exhibit 8. Top certifications requested in job postings for Physical Education, Recreation, Health Education**

Certifications	% of Job Postings
Cardiopulmonary Resuscitation (CPR) Certification	24%
First Aid Certification	15%
Basic Life Support (BLS) Certification	6%
Automated External Defibrillator (AED) Certification	5%
American Red Cross (ARC) Certification	3%

## Education, Work Experience, & Training

A high school diploma or equivalent is typically required for all three occupations studied in this report (Exhibit 9).

**Exhibit 9. Education, work experience, training, and Current Population Survey results for occupations related to Physical Education, Recreation, Health Education<sup>5</sup>**

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%
Exercise Trainers and Group Fitness Instructors	High school diploma or equivalent	None	Short-term	28%
Umpires, Referees, and Other Sports Officials	High school diploma or equivalent	None	Moderate-term	40%

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

# Supply

An analysis of program data from the Integrated Postsecondary Education Data System (IPEDS) for the last three program years shows that, on average, two awards were conferred in the NCV/NML subregion (Exhibits 10 and 11).

**Exhibit 10. TOP and CIP codes relevant to Physical Education, Recreation, Health Education**

TOP Titles	CIP Titles
0835.20 - Fitness Trainer	31.0507 - Physical Fitness Technician
0835.60 - Coaching	31.0504 - Sport and Fitness Administration/Management
0836.10 - Recreation Assistant	31.0301 - Parks, Recreation and Leisure Facilities Management, General
	31.0101 - Parks, Recreation and Leisure Studies

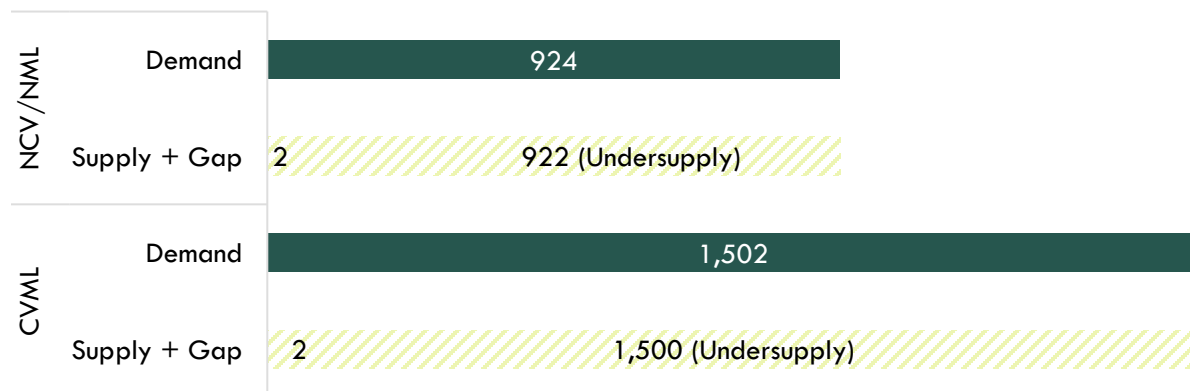
**Exhibit 11. Postsecondary supply data related to Physical Education, Recreation, Health Education**

TOP/ CIP Code- Title	College	Certificate 30 < 60 semester units	Total
0835.20 - Fitness Trainer	San Joaquin Delta*	2	2*
<b>NCV/NML TOTAL</b>		<b>2</b>	<b>2</b>
<b>CVML TOTAL</b>		<b>2</b>	<b>2</b>

\*NCV/NML awards

There is an undersupply of 922 workers in the NCV/NML subregion and an undersupply of 1,500 workers in the CVML region (Exhibit 12).

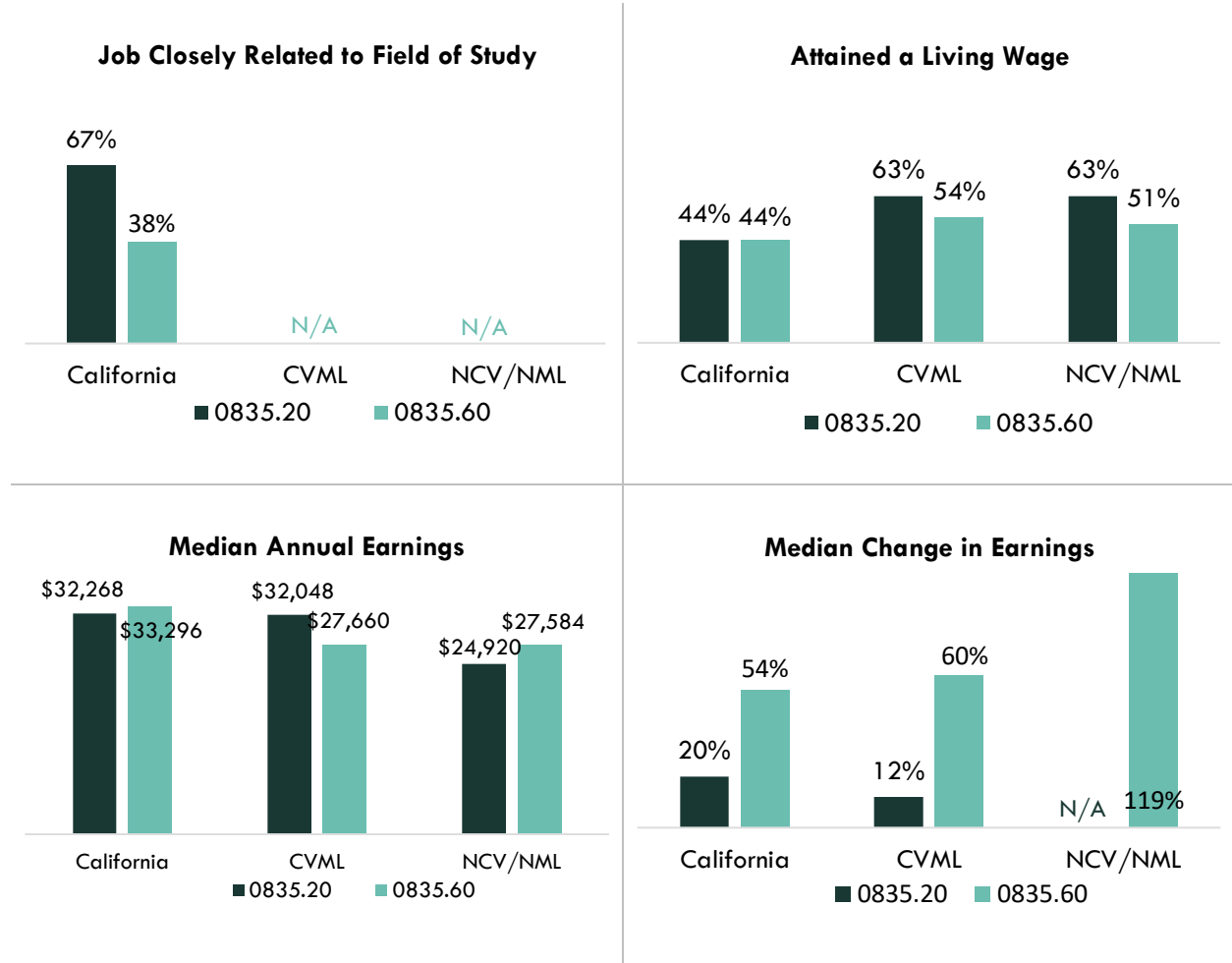
**Exhibit 12. Workforce demand (annual job openings), postsecondary awards (supply), and additional students needed to fill gap in the NCV/NML subregion and CVML region**



# Student Outcomes

Exhibits 13 summarize outcomes from the California Community College Chancellor’s Office LaunchBoard for TOP codes related to *Physical Education, Recreation, Health Education*.

**Exhibit 13. LaunchBoard Metrics for TOP Codes related to *Physical Education, Recreation, Health Education* in California, CVML region, and NCV/NML subregion**



# Recommendation

This report suggests there is a shortage of 922 workers in the NCV/NML subregion and a shortage of 1,500 workers in the CVML region for *Physical Education, Recreation, Health Education* workers. Based on these findings, it is recommended that Modesto Junior College work with the regional directors, the college’s advisory board, and local industry in the development of programs to address the shortage of *Physical Education, Recreation, Health Education* 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: <a href="https://www.bls.gov/emp/tables/educational-attainment.htm">https://www.bls.gov/emp/tables/educational-attainment.htm</a> .
LaunchBoard	Chancellor’s LaunchBoard. <a href="https://www.calpassplus.org/LaunchBoard/SWP.aspx">https://www.calpassplus.org/LaunchBoard/SWP.aspx</a>
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: <a href="http://labormarketinfo.edd.ca.gov">labormarketinfo.edd.ca.gov</a> .
Job Posting and Skills Data	Burning Glass: <a href="http://burning-glass.com/">burning-glass.com/</a> .
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: <a href="http://onetonline.org">onetonline.org</a> .

## 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.