

# Labor Market Analysis: 1201.00 – Public Health

## Public Health – Associate of Science for Transfer (A.S.-T) Degree

Los Angeles Center of Excellence, May 2024

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

### SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations<sup>1</sup> or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

While there does not initially appear to be a supply gap for these middle-skill public health occupations in the region, the COE recognizes that the supply data is overstated when considering that the TOP and CIP codes in this report train for public health occupations, as well as myriad other entry-level allied health occupations. Since supply data for the specific occupations in this report cannot be reliably isolated from the awards total, the supply is overstated when considering only the middle-skill public health occupations in this report. However, entry-level wages exceed the self-sufficiency standard wage in Los Angeles County, and more than one-third of current workers in the field have completed an associate degree or less education as their highest level of educational attainment.

**Recommendation: Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.**

<sup>1</sup> Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree. 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.

## Key Findings

### Supply Gap

- 756 annual job openings are projected in the region through 2027. This number is less than the three-year average of 1,907 awards conferred by educational institutions in the region.
  - However, **supply for the middle-skill public health occupations in this report is overstated** because the TOP and CIP Codes included in this report train for many entry-level health services/allied health occupations, and not solely the middle-skill public health occupations in this report.
  - Over the past 12 months, there were 2,590 online job postings related to these public health occupations. The highest number of job postings were for community health workers, health educators, lactation consultants, utilization management managers, and certified diabetes educators.

### Living Wage

- Both occupations have entry-level wages **above** Los Angeles County's self-sufficiency standard hourly wage (\$18.10/hour).<sup>2</sup>

### Educational Attainment

- 63% of the annual job openings typically require a high school diploma or equivalent for these middle-skill occupations related to public health in the LA/OC region.
- 38% of workers in the field have completed an associate degree or less education, according to national educational attainment data.

### Community college supply

- 20 community colleges issued awards related to general health and/or public health in the greater LA/OC region.
- 585 awards (degrees and certificates) were conferred on average each year between 2020 and 2023.
  - However, the 1201.00 TOP Code includes two program titles (Health Occupations, General and Public Health) and trains for many entry-level health occupations. Since supply data for the specific occupations in this report cannot be extrapolated from the awards total, **supply is overstated when considering only the two middle-skill public health occupations in this report.**

### Other postsecondary supply

- 7 educational institutions in the LA/OC region offer programs related to public health.
- 1,322 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region.

## TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to two middle-skill occupations and one emerging occupation. Although some of the occupations in this report typically require a bachelor's degree, they are considered middle-skill

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<sup>2</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

because approximately one-third of workers in the field have completed an associate degree or less education. [For full occupation descriptions, please see Appendix.](#)

- **Health Informatics Specialists (15-1211.01)**
- **Health Education Specialists (21-1091)**
- **Community Health Workers (21-1094)**

**OCCUPATIONAL DEMAND**

Exhibit 1 shows the five-year occupational demand projections for these middle-skill public health occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 11% through 2027. There will be nearly 800 job openings per year through 2027 due to job growth and replacements. The majority of jobs in 2022 for these middle-skill public health occupations (78%) were located in Los Angeles County.

**Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties<sup>3</sup>**

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	4,786	5,296	510	11%	590
Orange	1,330	1,480	150	11%	166
<b>Total</b>	<b>6,116</b>	<b>6,776</b>	<b>660</b>	<b>11%</b>	<b>756</b>

**Detailed Occupation Data**

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. The percentage of workers aged 55+ and automation index is included in order visualize upcoming replacement demand for these occupations.

**Exhibit 2: Current employment, projected occupational demand, percentage of workers aged 55+, Los Angeles County<sup>4</sup>**

Occupation	2022 Jobs	2027 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older*	Automation Index**
Health Education Specialists	1,812	1,976	9%	216	23%	75.6
Community Health Workers	2,974	3,320	12%	374	24%	80.6
<b>Total</b>	<b>4,786</b>	<b>5,296</b>	<b>11%</b>	<b>590</b>	<b>-</b>	

\*The average percentage of workers aged 55 and older across all occupations in the greater LA/OC region is 27%. These occupations have a smaller share of older workers, which typically indicates fewer replacements needs to offset the amount of impending retirements.

\*\*The automation index captures an occupation’s risk of being affected by automation with a base of 100. An automation index greater than 100 indicates a higher-than average risk of automation; less than 100 indicates a lower-than-average risk.

<sup>3</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

<sup>4</sup> Ibid.

## WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill public health 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 Los Angeles/Orange County region.

### Los Angeles County

Both occupations have entry-level wages above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$19.26 and \$22.69. (Exhibit 3). Experienced workers can expect to earn wages between \$28.42 and \$49.92.

#### Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Health Education Specialists	\$22.69	\$31.84	\$49.92	\$66,200
Community Health Workers	\$19.26	\$22.89	\$28.42	\$47,600

\*Rounded to the nearest \$100

### Orange County

The majority, 62%, of annual openings for these middle-skill public health 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 \$18.33 and \$21.95 (Exhibit 4).

One occupation has entry-level wages above the self-sufficiency standard wage:

- Health education specialists, \$21.95

Experienced workers can expect to earn wages between \$27.05 and \$48.29, which are higher than the self-sufficiency standard.

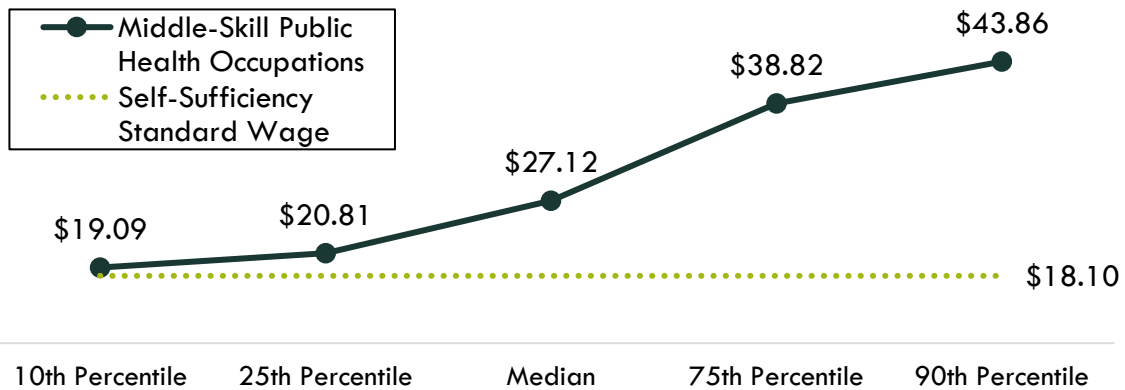
#### Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Health Education Specialists	\$21.95	\$30.76	\$48.29	\$64,000
Community Health Workers	\$18.33	\$21.77	\$27.05	\$45,300

\*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$20.81; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

**Exhibit 5: Average hourly earnings for middle-skill public health occupations, Los Angeles and Orange counties**



**JOB POSTINGS**

There were 2,590 online job postings related to these middle-skill public health occupations listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (43%) were for health education specialists, followed by health informatics specialists (40%) and community health workers (17%).

**Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties**



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

**Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties**

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> <li>Community health workers</li> <li>Health educators</li> <li>Lactation consultants</li> <li>Utilization management managers</li> <li>Certified diabetes educators</li> </ul>	<ul style="list-style-type: none"> <li>Community health</li> <li>Nursing</li> <li>Medical records</li> <li>Auditing</li> <li>Utilization management</li> <li>Health education</li> <li>Public health</li> </ul>	<ul style="list-style-type: none"> <li>University of California</li> <li>Kaiser Permanente</li> <li>Elevance Health</li> <li>Healthcare Staffing Professionals*</li> <li>California Physicians' Service</li> </ul>

\*Staffing company

In the greater Los Angeles/Orange County region, 62% of the middle-skill public health occupations job postings listed a minimum educational requirement. The number and percentage of job postings by educational level appear in exhibit 8.

**Exhibit 8: Education levels requested in job postings for middle-skill occupations related to public health, Los Angeles and Orange counties**

Education Level	Job Postings	% of Job Postings
Bachelor's degree	743	46%
Associate degree	186	12%
High school diploma or vocational training	673	42%

**EDUCATIONAL ATTAINMENT**

In the greater Los Angeles/Orange County region, the majority of annual job openings (63%) typically require a high school diploma or equivalent (Exhibit 9). However, the national-level data indicates 38% of workers in the field have completed an associate degree or less education as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

**Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics**

Occupation	Education Level
Health education specialists	Bachelor's degree
Community health workers	High school diploma or equivalent

**EDUCATIONAL SUPPLY**

**Community College Supply**

Exhibit 10 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 Saddleback, LA City and Pasadena.

It is important to note that the TOP Code supply data for 1201.00 includes two program titles: Health Occupations, General (1201.00) and Public Health (1201.00). These programs train for myriad entry-level health services and allied health occupations, including those related to public health. Since this TOP Code (1201.00) trains for more occupations than the two middle-skill public health-related occupations in this report, the supply data in Exhibit 10 is overstated when considering only middle-skill public health occupations.

The colleges in Exhibit 10 marked with an asterisk have at least one program coded as Public Health (1201.00), while no asterisk indicates all of the 1201.00 programs at that college are coded as Health Occupations, General (1201.00). Some colleges have programs coded in both Health Occupations, General and Public Health; these colleges are denoted with two asterisks.

**Exhibit 10: Regional community college awards (certificates and degrees), 2020-2023**

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1201.00	Health Occupations, General	Cerritos	-	-	1	0
		Citrus*	5	6	1	4
		East LA*	19	44	45	36
		LA City**	65	55	104	75
		LA Mission**	29	20	7	19
		LA Southwest*	2	4	3	3
		LA Trade-Tech**	3	2	14	6
		Long Beach	19	16	15	17
		Mt San Antonio	6	8	11	8
		Pasadena**	32	66	42	47
		Santa Monica*	-	-	22	7
		West LA	5	6	111	41
		<b>LA Subtotal</b>	<b>185</b>	<b>227</b>	<b>376</b>	<b>263</b>
		Cypress*	12	16	6	11
		Irvine*	1	1	3	2
		Orange Coast	1	2	3	2
		Saddleback	235	229	206	223
		Santa Ana*	-	-	3	1
		<b>OC Subtotal</b>	<b>249</b>	<b>248</b>	<b>221</b>	<b>239</b>
		<b>Supply Subtotal/Average</b>			<b>434</b>	<b>475</b>
1261.00	Community Health Care Worker	Cerritos	-	-	1	0
		LA Pierce	1	6	83	30
		LA Valley	-	-	77	26
		Mt San Antonio	51	13	-	21
		Rio Hondo	-	1	-	0
		<b>LA Subtotal</b>	<b>52</b>	<b>20</b>	<b>161</b>	<b>78</b>
		Cypress	-	1	1	1
		Orange Coast	-	7	8	5
		<b>OC Subtotal</b>	<b>-</b>	<b>8</b>	<b>9</b>	<b>6</b>
<b>Supply Subtotal/Average</b>			<b>52</b>	<b>28</b>	<b>170</b>	<b>83</b>
<b>Supply Total/Average</b>			<b>486</b>	<b>503</b>	<b>767</b>	<b>585</b>

\*College has a program(s) coded as Public Health (1201.00)

\*\*College has program(s) coded as Health Occupations, All Other (1201.00) and Public Health (1201.00)

## Other Postsecondary 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 middle-skill public health occupations. Exhibit 11 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2019 to 2022. Between 2019 and 2022, other postsecondary college institutions in the region conferred an average of 1,322 bachelor's and sub-baccalaureate awards. Bachelor's awards are included since one of the occupations in this report typically requires a bachelor's degree. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete. Of the awards listed in Exhibit 11, 96% (1,265 awards) are bachelor's degrees, and 4% (57 awards) are associate degrees or certificates.

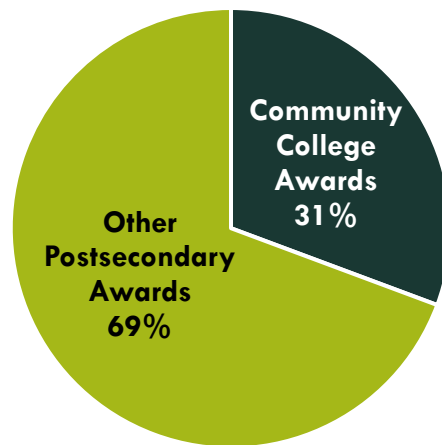
**Exhibit 11: Other regional postsecondary awards, 2019-2022**

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
51.2201	Public Health, General	CSU-Fullerton	99	299	363	254
		CSU-LA	195	197	174	189
		CSU-Northridge	321	338	259	306
		Charles R Drew Univ. of Medicine and Science	-	4	2	2
		Pitzer College	2	1	-	1
		Univ. of the People	43	35	160	79
51.2208	Community Health and Preventive Medicine	Pitzer College	-	1	-	0
51.2299	Public Health, Other	Pitzer College	-	-	3	1
		UC-Irvine	500	496	473	490
<b>Supply Total/Average</b>			<b>1,160</b>	<b>1,371</b>	<b>1,434</b>	<b>1,322</b>

Exhibit 12 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by other institutions in the greater Los Angeles/Orange County region.



**Exhibit 12: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region**



## APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- **Health Informatics Specialists (15-1211.01)** Apply knowledge of nursing and informatics to assist in the design, development, and ongoing modification of computerized health care systems. May educate staff and assist in problem solving to promote the implementation of the health care system.<sup>5</sup>
- **Health Education Specialists (21-1091)** Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Use data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May link health systems, health providers, insurers, and patients to address individual and population health needs. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs.<sup>6</sup>
- **Community Health Workers (21-1094)** Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs.<sup>7</sup>

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<sup>5</sup> [Health Informatics Specialists \(onetonline.org\)](http://onetonline.org)

<sup>6</sup> [Health Education Specialists \(bls.gov\)](http://bls.gov)

<sup>7</sup> [Community Health Workers \(bls.gov\)](http://bls.gov)

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**DATA 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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