

Labor Market Analysis for: 1230.80 Home Health Aide

Inland Empire/Desert Center of Excellence, Feb 2025

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Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria		
Supply Gap	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments: There is projected to be 18,674 annual job openings throughout the Inland Empire/Desert region, which is more than the 5 annual average awards conferred by educational institutions over the last 3 years. Supply data includes both community college awards (0) and non-community college awards (5).</i>	
Living Wage	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments: All (100%) of annual job openings for this occupation have entry-level hourly wages below the IE/D living wage of 20.42.¹</i>	
Education	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments: Most job postings for target occupations require a high school diploma or equivalent (92%). See Exhibits 8 and 9 for more details.</i>	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor’s degree)
 - Home Health and Personal Care Aides (31-1128)

Summary of findings

Demand

- The number of jobs related to the middle-skill occupation – is projected to increase 27% through 2028, with 18,674 annual job openings (new and replacement jobs).
- Hourly entry-level wages for all occupations are below living wage at the 25th percentile hourly wage ranging, estimated to be \$15.62 IE/D.
- There were 4,433 online job postings from 579 employers over the past 12 months with the highest postings for caregivers and direct support professionals.
- Most job postings for target occupations require a high school diploma or equivalent (92%), followed by associate degree (3%), bachelor’s degree (3%), and above a bachelor’s degree (1%).

Supply

- On average, there were five annual awards conferred by educational institutions over the last 3 years in related fields: 0 from community colleges and five from other institutions (e.g., 4-year universities, private schools).
- Statewide community college students that exited these programs in the 2021-22 academic year earned a median annual wage of \$32,972 (\$15.85 per hour).
- 42% of California students that exited their program in 2021-22 reported that they are earning a living wage.

¹ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

Introduction

California Community College Home Health Aide (TOP 1230.80) programs prepare students for employment in 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, 2023). The knowledge, skills, and abilities trained by Home Health Aide programs lead to employment in occupations related to home healthcare.

Job Demand

In 2023, there were 85,525 jobs in occupations related to home healthcare in the IE/D region. Regional employment for this occupation group is projected to increase by 27% through 2028 with 18,674 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to home healthcare, IE/D Region, 2023-2028

Occupation	SOC	2023 Jobs	2028 Jobs	2023 - 2028 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Home Health and Personal Care Aides	31-1128	85,525	108,309	27%	93,369	18,674

SOURCE: LIGHTCAST 2025.1

Job Postings

The following analysis for occupations related to home healthcare using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to home healthcare over the last 12 months and the median posting duration. Over the previous 12 months, there were 4,433 unique job postings for occupations related to home healthcare in the region from 579 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Feb 2024 – Jan 2025

Job Title	Job Ads	Median Posting Duration
Home Health and Personal Care Aides	4,433	30 days

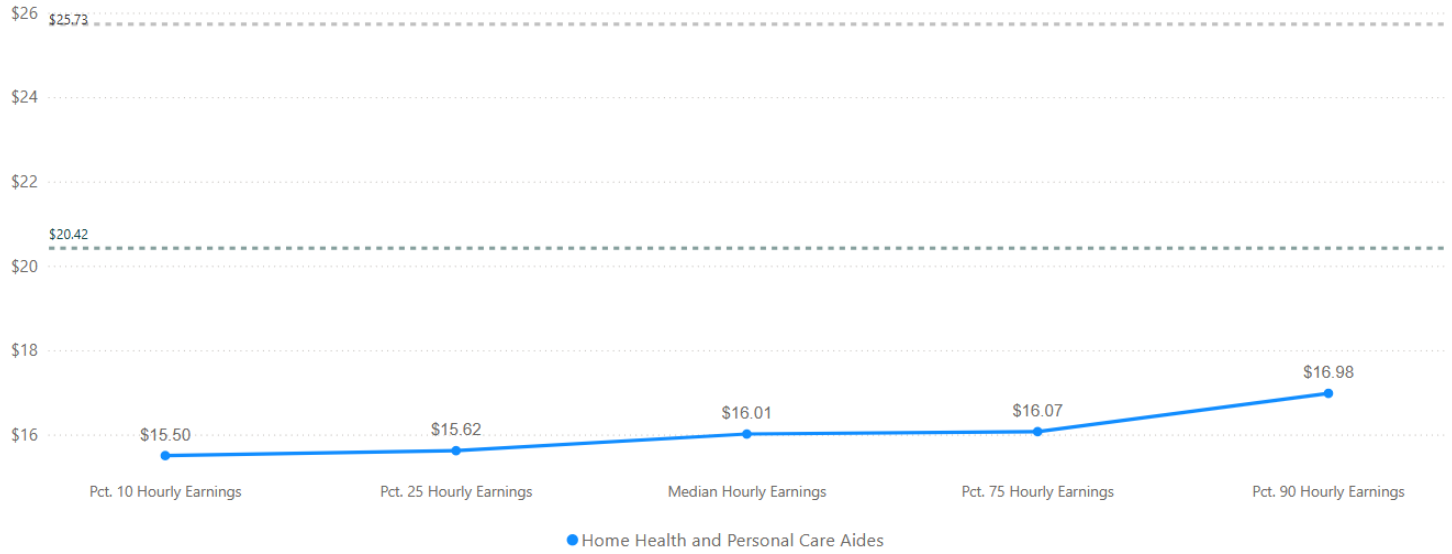
SOURCE: LIGHTCAST 2025.1

² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

Earnings

Exhibit 3 displays the hourly earnings for occupations related to home healthcare compares both to the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$25.73.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2023



SOURCE: 2025.1

All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were below the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). The occupation was also below the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3).

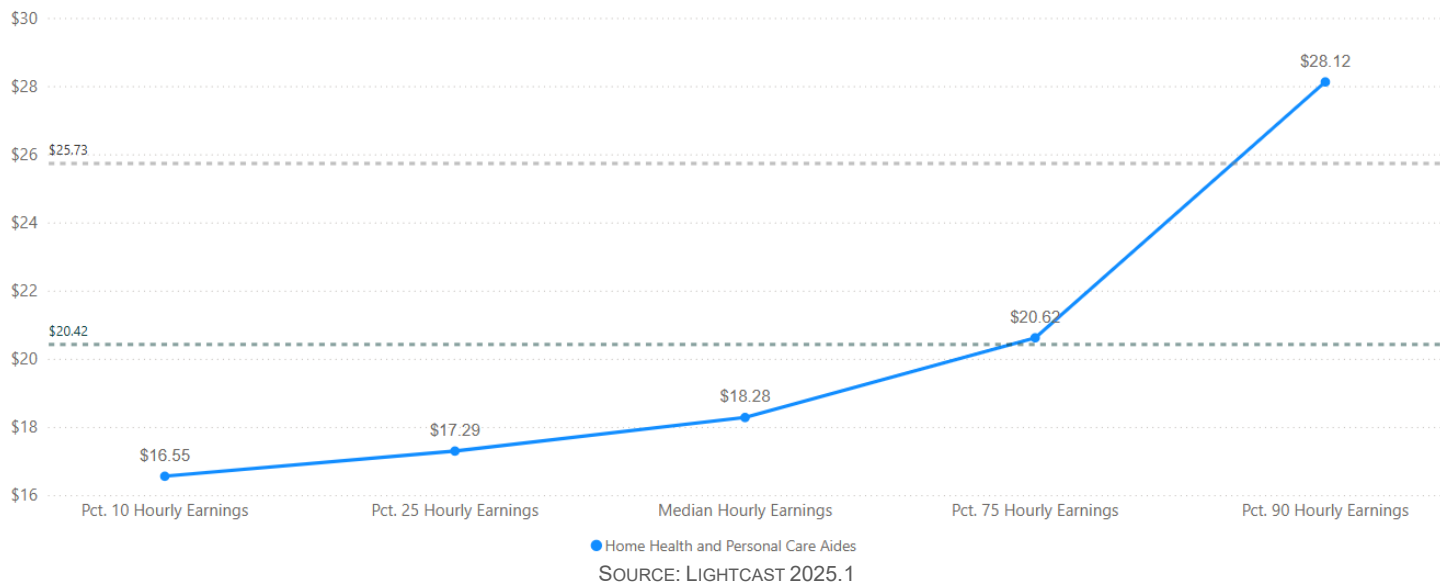
³ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

⁴ *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to home healthcare over the last 12 months. The salary information of online job ad data suggests employers advertise an hourly wage for entry level workers (the 25th percentile) of \$17.29, which may roughly translate to an annual salary of \$35,963.

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, Feb 2024 – Jan 2025



Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to home healthcare over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Feb 2024 – Jan 2025

Job Title	Unique Postings
Caregivers	1,182
Direct Support Professionals	386
Certified Home Health Aides	279
In-Home Caregivers	233
Home Health Aides	171
Home Care Aides	94
Home Care Caregivers	90
Patient Care Assistants	84
Caregivers/Personal Care Assistants	79
Care Caregivers	75

SOURCE: LIGHTCAST 2025.1

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Loma Linda University and Maxim Healthcare Services had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads, IE/D Region, Feb 2024 – Jan 2025

Company	Total/Unique (Feb 2024 - Jan 2025)	Posting Intensity	Median Posting Duration
Loma Linda University	615 / 134	5 : 1	15 days
Maxim Healthcare Services	615 / 133	5 : 1	35 days
K.B.Corporation	235 / 116	2 : 1	32 days
Redwood Family Care Network	362 / 105	3 : 1	28 days
Motherly Comfort Home Care	260 / 98	3 : 1	23 days
AccentCare	1,416 / 92	15 : 1	33 days
Milton Hershey School	309 / 72	4 : 1	29 days
Home Instead	116 / 55	2 : 1	24 days
Sevita	257 / 55	5 : 1	28 days
Amada Senior Care	200 / 54	4 : 1	27 days

SOURCE: LIGHTCAST 2025.1

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.⁵

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Feb 2024 – Jan 2025

Common skills	Total Postings	Skill Growth Relative to Market
Communication	1,203	Lagging
Compassion	722	Growing
English Language	566	Growing
Lifting Ability	499	Growing
Interpersonal Communications	428	Growing
Customer Service	313	Stable
Empathy	304	Growing
Professionalism	286	Growing
Planning	220	Growing
Detail Oriented	217	Stable

Specialized skills	Total Postings	Skill Growth Relative to Market
Caregiving	2,823	Rapidly Growing
Housekeeping	1,316	Growing
Personal Care	1,286	Growing
Home Health Care	1,279	Growing
Companionship	1,055	Rapidly Growing
Meal Planning And Preparation	1,016	Growing
Activities Of Daily Living (ADLs)	932	Rapidly Growing
Toileting	785	Stable
Medication Administration	566	Growing
Nursing	490	Rapidly Growing

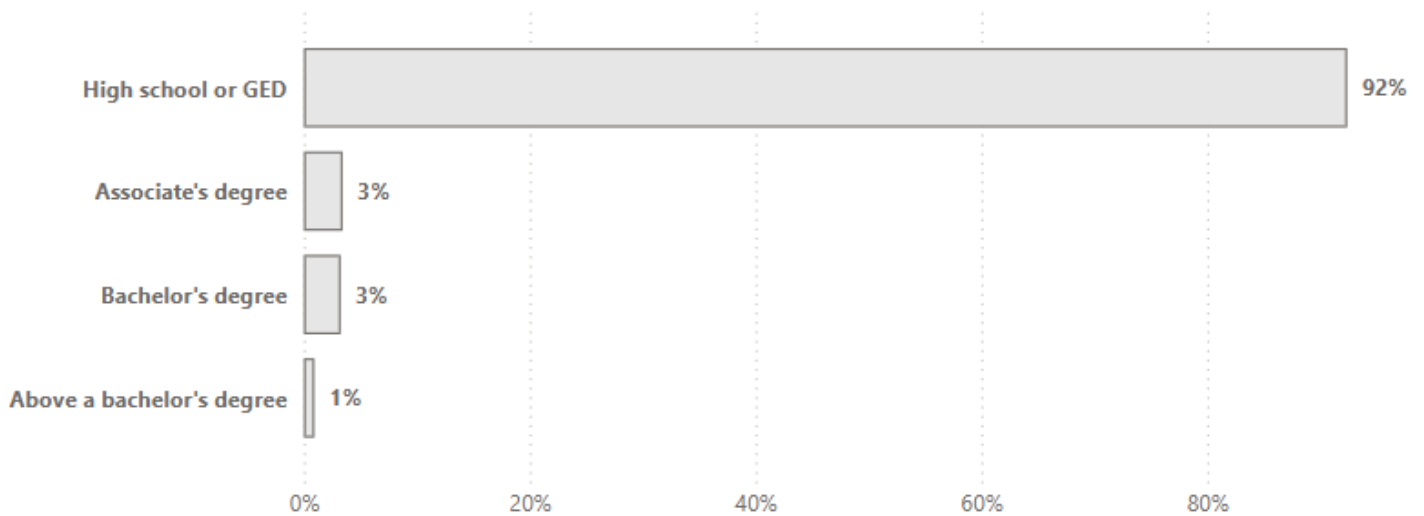
Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Outlook	134	Rapidly Growing
Microsoft Excel	44	Growing
Apple IOS	29	Growing
Zoom (Video Conferencing Tool)	29	Growing
Microsoft Access	26	Lagging
Database Systems	24	Growing
Microsoft Office	24	Growing
Microsoft Teams	24	Growing
Epic EMR	16	Growing
Credential Manager	14	Rapidly Growing

SOURCE: LIGHTCAST 2025.1

⁵ "What are Lightcast Skill Projects", Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with High school diploma or equivalent (92%) significantly greater than associate degree (3%) or bachelor's degree (3%) or above a bachelor's degree (1%).

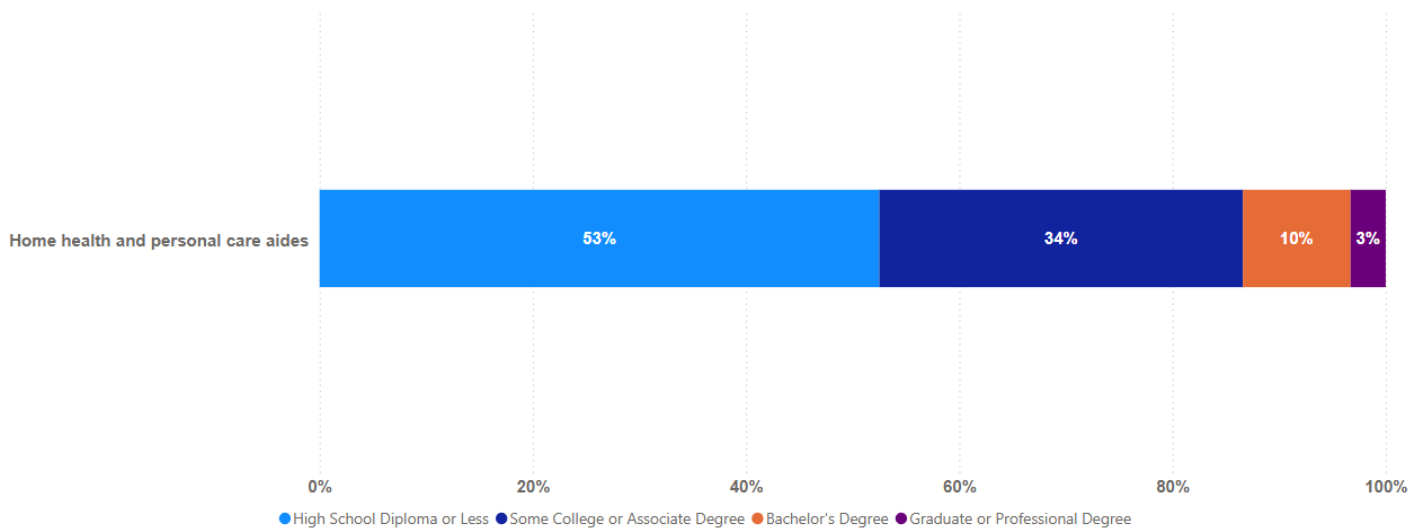
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Feb 2024 – Jan 2025



SOURCE: LIGHTCAST 2025.1

For the middle-skill occupation, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that an estimated 34% of workers have completed some college or an associate degree as their highest level of education.

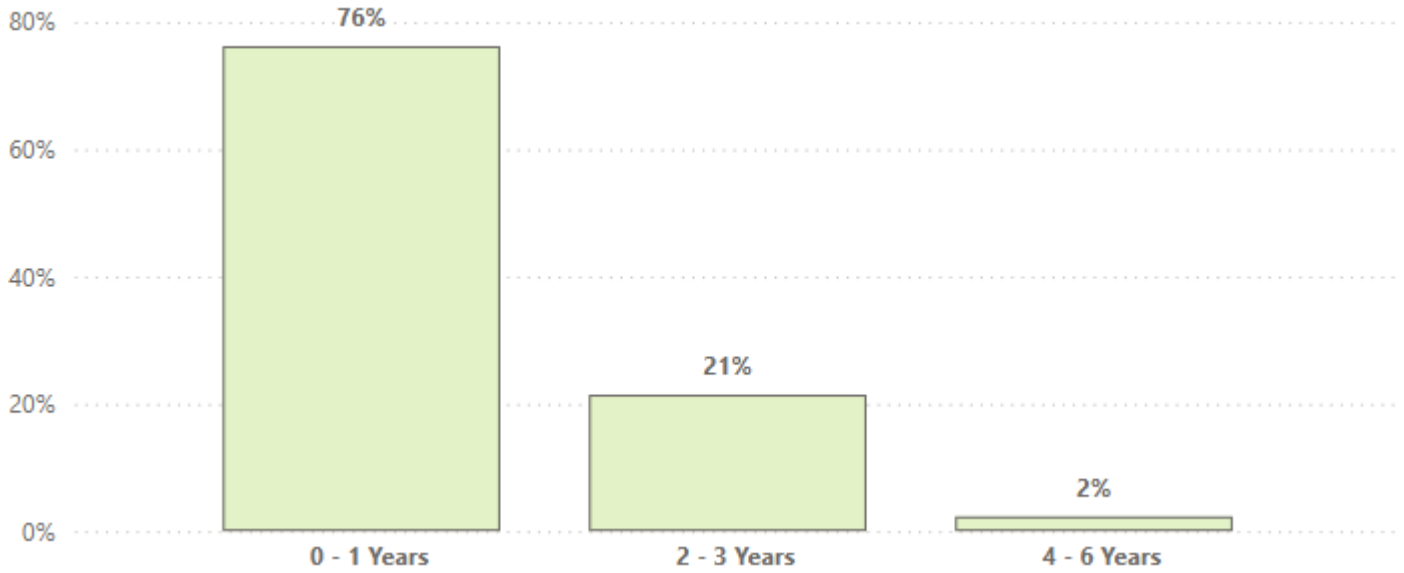
Exhibit 9 National-level Education Attainment for Occupations



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (76%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

**Exhibit 10 Work experience requirements,
IE/D Region, Feb 2024 – Jan 2025**



SOURCE: LIGHTCAST 2025.1

Student Completions and Program Outcomes

No student completions for the Home Health Aide (TOP 1230.80) programs were found over the last three academic years (2020-2023). Based on the lack of data, it appears that in the previous three academic years, 0 regional community colleges issued an average of 0 awards in relevant programs.

Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs: Home Health Aide/Home Attendant (CIP 51.2602).

However, student award completion data was not found in the IE/D for other related non-community college programs: Health Aide (CIP 51.2601).

In the previous three academic years, one regional non-community college institution issued an average of 5 awards in relevant programs.

Exhibit 11 Annual average non-community college awards for home healthcare programs, IE/D, 2019-2022

CIP	Program	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
51.2602	Home Health Aide/Home Attendant	California Nurses Educational Institute	13	3	0	5
Total			13	3	0	5

SOURCE: IPEDS

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13.

Exhibit 12 Home Health Aide strong workforce program outcomes, IE/D & California, most recent academic year

Program Metric Title	Statewide
Students	378
Earned 9+ Career Education Units	17%
Completed Noncredit Workforce Preparation Milestone	96%
Earned an Award: Degree or Cert or Attained Apprent. Journey Level Status	60%
Median Annual Earnings	\$32,972
Median Change in Earnings	10%
Attained Living Wage	42%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2020 and 2023 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2023a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS) administered by Santa Rosa Junior College (LaunchBoard, 2023a).

Appendix: References

Type of Data	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. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/ This calculation 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. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average living wage to represent Inland Empire/Desert is \$20.42 per hour (\$43,123 annually).
Living Wage (MIT)	The living wage is derived from MITs Living Wage 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://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
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
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	LaunchBoard, 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://www.calpassplus.org/LaunchBoard/Home.aspx