

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input type="checkbox"/>	Partially Met <input checked="" type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be 456 annual job openings throughout Los Angeles and Orange counties for <i>community health workers</i> , which is less than the 714 awards conferred by educational institutions . However, these educational programs also prepare students for one other related occupation, which accounts for 2,642 additional annual job openings . <i>When considering the demand across these occupations, it is likely the region is experiencing a supply gap.</i>		
Self-Sufficiency Standard Living Wage ¹ :	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
	The typical entry-level wage for <i>community health workers</i> is \$22.34 , which is below the OC living wage of \$27.13 .		
Education:	Met <input type="checkbox"/>	Partially Met <input checked="" type="checkbox"/>	Not Met <input type="checkbox"/>
	Although typical education requirement for <i>community health workers</i> is a high school diploma, 25% of workers in the field have completed some college or an associate degree as their highest level of education .		

Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor market related to one middle-skill occupation:

- *Community Health Workers (21-1094)*

Although the number of awards exceeds demand for this specific occupation, supply is likely overstated because related educational programs train for one additional occupation. When considering the demand across these occupations, it is likely the region faces a supply gap for *community health workers*. Additionally, typical education requirements for this occupation partially align with a community college education, but entry-level wages are below the Self-Sufficiency Standard living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

¹ The living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage; Orange County's living wage of \$27.13, was last updated in March 2024.

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the middle-skill occupation included in this report.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Community Health Workers (21-1094)	LA: 359 OC: 98	LA: 472 OC: 242	OC: \$22.34	High school diploma or equivalent	25%
Total	456	714	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to *community health workers* is projected to increase 10% through 2029, equating to 456 annual job openings.
- Hourly entry-level wages for *community health workers* are \$22.34 in Orange County, which is below the Self-Sufficiency Standard living wage.
- There were 411 online job postings for *community health workers* over the past 12 months. The highest number of postings were for community health workers, peer navigators, and community health advocates.
- The typical entry-level education for *community health workers* is a high school diploma or equivalent.
- Approximately 25% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2021 to 2024, an average of 679 awards were conferred by 22 community colleges for this middle-skill occupation in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 35 awards for this middle-skill occupation.
- In the 2022-23 academic year, Orange County community college students that exited community health care worker programs had a median annual wage of \$32,670 (\$15.71 per hour) post-exit.
- DataVista shows there is insufficient data for living wage attainment and field of study employment.

Demand Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for *community health workers* from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange counties declined sharply due to the broader economic impacts of the COVID-19 pandemic. Employment for this occupation in Orange County fluctuated from 2021 to 2024. After significant growth in 2021 (19%) and 2022 (6%), the region saw a 7% decline in 2023, followed by a rebound of 6% in 2024. Beginning in 2025, Orange County job levels are projected to grow at a faster rate than the average for all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Community Health Workers, 2019-2029

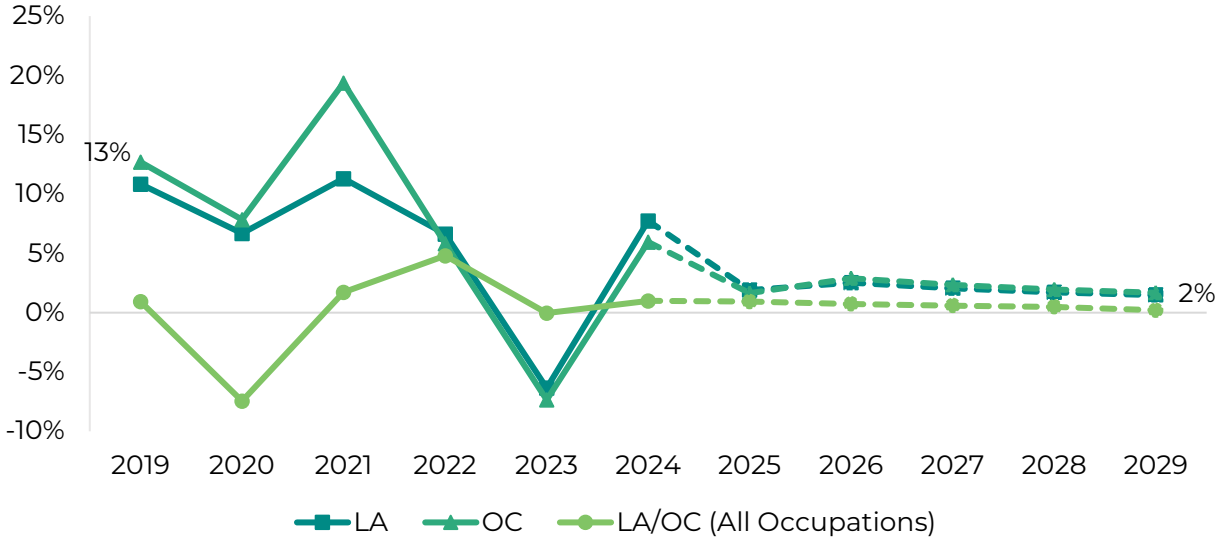


Exhibit 3 shows the five-year occupational demand projections for the middle-skill occupation *community health workers*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 10% through 2029. There is projected to be 456 available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	2,814	3,096	282	10%	359
Orange	754	837	83	11%	98
Total	3,567	3,933	365	10%	456

Wages

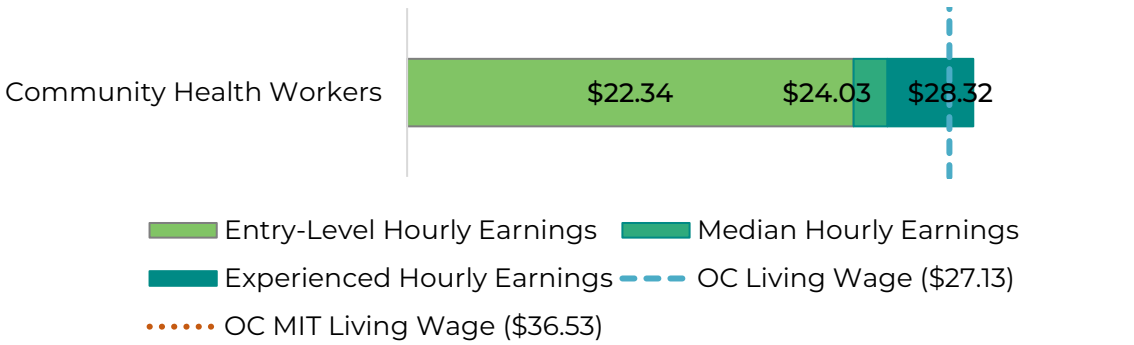
The labor market endorsement in this report considers the entry-level hourly wages for *community health workers* in Orange County as they relate to the county’s living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$36.53. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

In Orange County, the typical entry-level wage for *community health workers* is \$22.34, which is below the Self-Sufficiency living wage of \$27.13 for a single adult. Exhibit 4 shows the wage range for *community health workers* in Orange County and how it compares to the regional living wage.

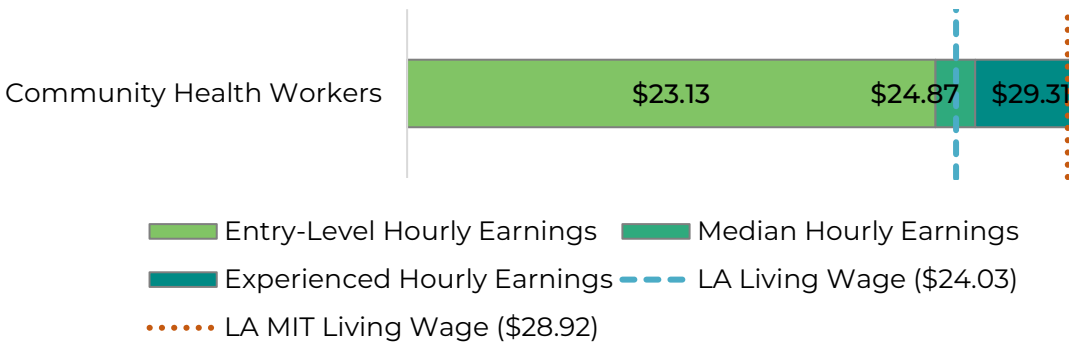
² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, the typical entry-level wage for *community health workers* is \$23.13, which is below the Self-Sufficiency living wage of \$24.03 for a single adult. Exhibit 5 shows the wage range for *community health workers* in Los Angeles County and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 6 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job³. *Community health workers* only met the criteria to be designated as a 2025 USN&WR Best Job.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Community Health Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

³ "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

Job Postings

Important Job Postings Data Note: There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.

There were 411 online job postings related to *community health workers* listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation.

Exhibit 7: Number of Job Postings by Occupation (n=411)

Occupation	Job Postings	Percentage of Job Postings
Community Health Workers	411	100%
Total Postings	411	100%

The top job titles for *community health workers* in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for the Middle-Skill Occupation (n=411)

Job Titles	Job Postings	Percentage
Community Health Workers	226	55%
Peer Navigators	21	5%
Community Health Advocates	6	1%
Community Health Navigators	5	1%
Outreach Advocates	5	1%
Community Workers	5	1%
Biometric Screeners	5	1%
Operations Experts	4	1%
Case Managers	4	1%
Community Outreach Specialists	4	1%

The top employers for *community health workers* in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for the Middle-Skill Occupation (n=411)

Employer	Job Postings	Percentage of Job Postings
Healthcare In Action	21	5%
Heluna Health	13	3%
Altamed Health Services	12	3%
Providence	10	2%
Public Health Foundation Enterprises	10	2%
Sycamores Management (leicester) Limited	8	2%
Wider Circle	8	2%
Cedars-Sinai	7	2%
ST Johns Community Health Improvement Centre	7	2%
Didi Hirsch Mental Health Services	6	1%

The top specialized, soft, and computer skills for *community health workers* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

Exhibit 10: Top Skills by Number of Job Postings for the Middle-Skill Occupation (n=411)

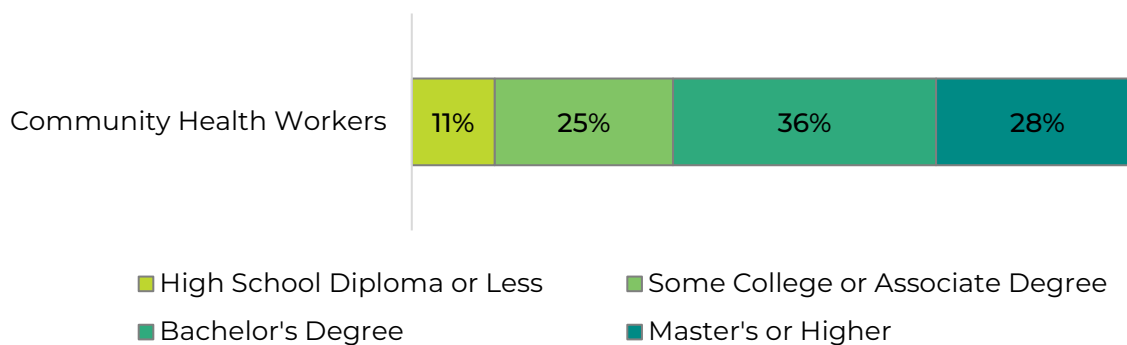
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Community Health (268)	Communication (231)	Microsoft Office (58)
Social Work (153)	Advocacy (186)	Microsoft Excel (48)
Mental Health (137)	Multilingualism (135)	Microsoft Outlook (38)
Community Outreach (122)	Coordinating (105)	Microsoft PowerPoint (33)
Case Management (113)	Bilingual (Spanish/English) (93)	Microsoft Word (21)
Care Coordination (108)	Interpersonal Communications (93)	Epic EMR (13)
Care Management (84)	Spanish Language (91)	Productivity Software (12)
Electronic Medical Record (83)	Management (90)	Operating Systems (11)
Health Education (81)	Relationship Building (73)	Spreadsheets (11)
Motivational Interviewing (69)	Writing (64)	Google Workspace (8)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent for *community health workers*.

The national-level educational attainment data indicates that 25% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 11 shows the educational attainment for this occupation.

Exhibit 11: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

In Los Angeles and Orange Counties, 65% (268) of job postings for *community health workers* included a stated minimum education requirement:

- 81% (217) requested a high school diploma or associate degree.
- 15% (41) requested a bachelor's degree.

Educational Supply

The following supply tables display the total supply for *community health workers* that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP code:

- Health Occupations, General (1201.00)
- Community Health Care Worker (1261.00)

The colleges with the most completions in the region are Saddleback (217), followed by LA City (87), and West LA (70). Over the past 12 months, there were one other related program recommendation requests from regional community colleges.

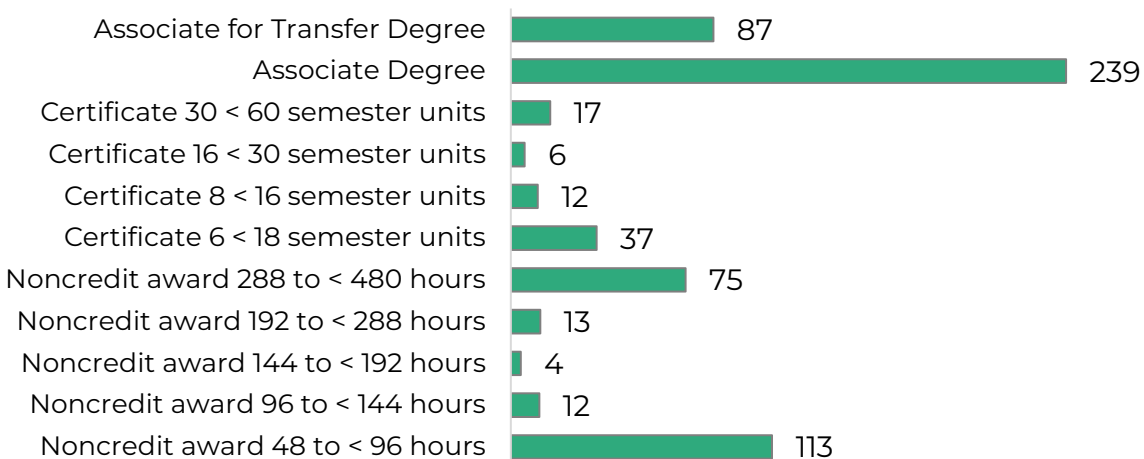
Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average	
1201.00	Health Occupations, General	Cerritos	0	1	1	1	
		Citrus	6	1	1	3	
		East LA	44	45	51	47	
		LA City	55	104	101	87	
		LA Mission	20	7	26	18	
		LA Trade	2	14	3	6	
		Long Beach	16	15	27	19	
		Mt San Antonio	8	11	12	10	
		Pasadena	66	42	38	49	
		Santa Monica	0	22	75	32	
		West LA	6	111	94	70	
		LA Southwest	4	3	2	3	
		LA Subtotal		227	376	431	345
		Coastline	0	0	1	0	
		Cypress	16	6	12	11	
		Golden West	0	0	4	1	
		Irvine	1	3	0	1	
		Orange Coast	2	3	2	2	
		Saddleback	229	206	215	217	
		Santa Ana	0	3	2	2	
OC Subtotal		248	221	236	235		
Supply Subtotal/Average			475	597	667	580	
1261.00	Community Health Care Worker	Cerritos	0	1	1	1	
		LA Pierce	6	83	14	34	
		LA Valley	0	77	84	54	

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Mt San Antonio	13	0	0	4
		Rio Hondo	1	0	0	0
		LA Subtotal	20	161	99	93
		Cypress	1	1	0	1
		Orange Coast	7	8	1	5
		OC Subtotal	8	9	1	6
Supply Subtotal/Average			28	170	100	99
Supply Total/Average			503	767	767	679

Exhibit 13 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for associate degree, followed by noncredit award 48 to less than 96 hours and associate for transfer degree.

Exhibit 13: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for community health care worker programs in the Coast Community College District (CCCD), the Orange County Region, and California. Of the 666 Orange County real estate students in the 2023-24 academic year, 6% (41) attended an CCCD college. DataVista shows there is insufficient data at the district level and county level.

Exhibit 14: Community Health Care Worker (1261.00) Strong Workforce Program Metrics, 2021-24⁴

SWP Metric	CCCD	OC Region	California
SWP Students	41	666	1,543
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	30%	30%

⁴ All SWP metrics are for 2023-24 unless otherwise noted.

SWP Metric	CCCD	OC Region	California
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	72%	73%	84%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Insufficient Data	Insufficient Data	330
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	0	33	57
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	Insufficient Data	78%
Median Annual Earnings for SWP Exiting Students (2022-23)	Insufficient Data	\$32,670 (\$15.71)	\$43,732 (\$21.03)
Median Change in Earnings for SWP Exiting Students (2022-23)	Insufficient Data	24%	24%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Insufficient Data	Insufficient Data	33%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering community health care worker programs. Exhibit 15 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) code:

- Health and Wellness, General (51.0001)
- Community Health Services/Liaison/Counseling (51.1504)
- Community Health and Preventive Medicine (51.2208)

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 35 awards annually in related program.

Exhibit 15: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
51.0001	Health and Wellness, General	Biola University	3	5	3	4
		Touro University Worldwide	0	0	2	1
		Supply Subtotal/Average	3	5	5	4
51.1504	Community Health Services/Liaison/Counseling	Chapman University	0	1	0	0
Supply Subtotal/Average			0	1	0	0
51.2208	Community Health and Preventive Medicine	Keck Graduate Institute	0	0	18	6
		Pitzer College	1	0	0	0
		University of California-Los Angeles	9	8	56	24
		University of the People	0	0	0	0
Supply Subtotal/Average			10	8	74	31
Supply Total/Average			13	14	79	35

Regional Demographics

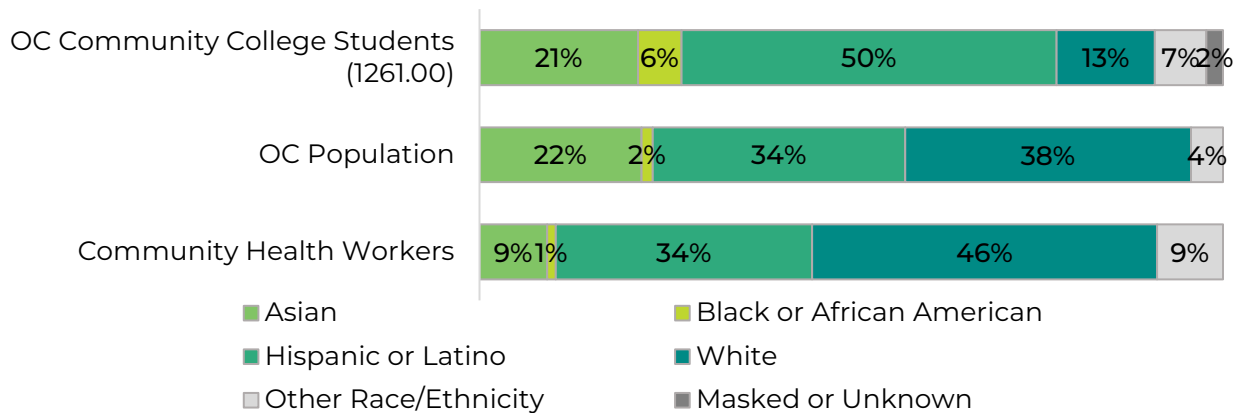
The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for this occupation. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 16 compares the ethnicity of Orange County community college students enrolled in community health care worker programs, the overall Orange County population, and occupation-specific data for *community health workers*.

White individuals are overrepresented in the workforce (46%) compared to students (13%), suggesting occupational entry through alternative pathways. In contrast, Hispanic or Latino individuals are significantly underrepresented in the workforce (34%) relative to students (50%), suggesting a gap between education and employment. A similar gap exists for Asian (9% workers vs. 21% students) and Black or African American (1% workers vs 6% students) individuals.

Exhibit 16: Program and County Demographics by Ethnicity

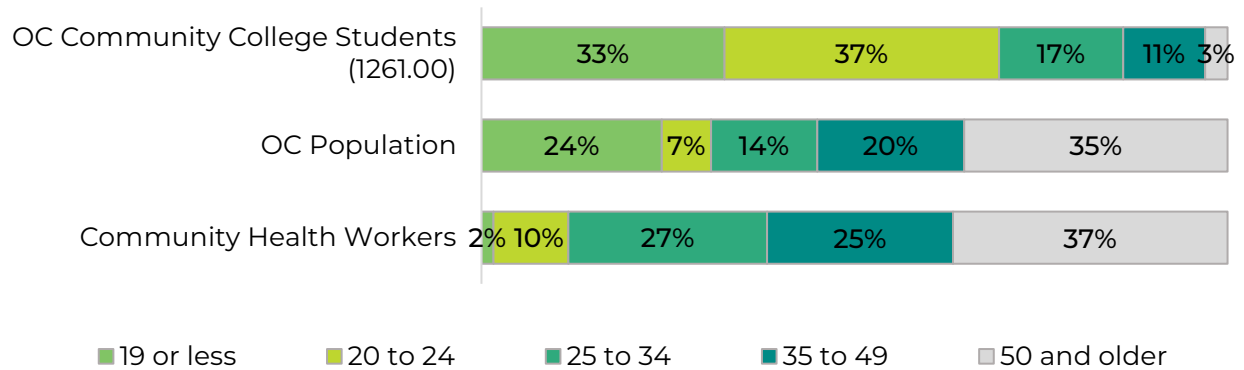


Age

Exhibit 17 compares the age of Orange County community college students enrolled in Community health care worker programs, the overall Orange County population, and occupation-specific data for *community health workers*.

Workers aged 24 and younger are underrepresented in the workforce (12%) compared to their share as students (70%), whereas the workforce is overrepresented with individuals aged 35 and older (62%) compared to program enrollments (14%). This suggests the occupation may require additional training or experience, and that individuals are more likely to enter the field mid-career or later.

Exhibit 17: Program and County Demographics by Age

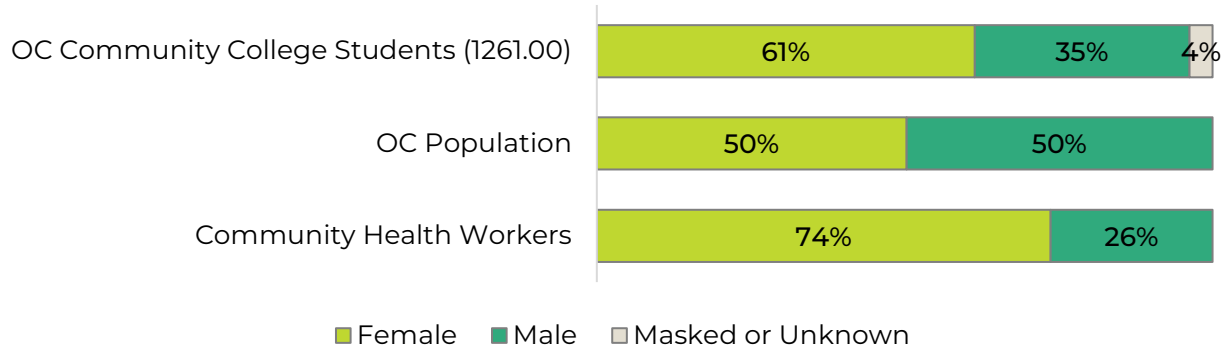


Sex

Exhibit 18 compares the sex of Orange County community college students enrolled in community health care worker programs, the overall Orange County population, and occupation-specific data for *community health workers*.

While men make up approximately half of the general population (50%), they represent only 26% of *community health workers* and 35% of students.

Exhibit 18: Program and County Demographics by Sex



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that have 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.

The OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast (v.2026.1), a labor market analytics firm.
Living Wage	<p>Per the CCCC's this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County.</p> <p>The MIT Living Wage, updated on February 15, 2026, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$36.53.</p>
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (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.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	<p>The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff.</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).</p>
Student Metrics and Demographics	The Data Vista (v.2.0), a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information.</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products.</p>

For more information, please contact the Orange County Center of Excellence:

Jesse Crete, Ed. D., Regional Director

crete_jesse@rscdd.edu

May 2026



FOR LABOR MARKET RESEARCH

ORANGE COUNTY