

**Labor Market Assessment:  
Community Health Workers & Health Education Specialists  
(TOP 1201.00 Health Occupations, General)  
(CIP 51.0001 Health and Wellness, General)**



Inland Empire/Desert Center of Excellence, May 2026

Prepared by: Christopher Cruzcosa, chris@desertcolleges.org

## Summary

<b>Program LMI Endorsement</b>	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		
<b>Supply Gap</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> There is <i>projected</i> to be <b>201 annual job openings</b> throughout the Inland Empire/Desert region, which is more than the <b>105 annual average awards conferred by educational institutions over the last 3 years</b> . Supply data includes both community college awards (105) and non-community college awards (0).	
<b>Living Wage</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> <b>All</b> occupations have entry-level hourly wages \$1-\$3 above the IE/D living wage of 20.42 <sup>1</sup> .	
<b>Education</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> Neither of the two occupations have <b>some college or postsecondary degree or associate degree</b> as their <b>typical entry-level education level</b> . Additionally, <b>less than 33%</b> of all workers in the field (25%) have completed <b>some college or an associate degree</b> as their <b>highest level of education</b> . See Exhibit 9 for more details.	

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

- Below Middle-Skill (typically require training/education at or below above a HS diploma)
  - Community Health Workers (21-1094)
- Above Middle-Skill (typically require a bachelor's degree)
  - Health Education Specialists (21-1091)

## Summary of findings

### Demand

- The number of jobs related to the assessed occupations is projected to increase 13% through 2029, with 201 annual job openings (new and replacement jobs).
- Hourly entry-level wages for all occupations are above living wage at the 25<sup>th</sup> percentile hourly wage ranging from \$21.66 to \$23.98 in IE/D.
- There were 462 online job postings from 133 employers over the past 12 months with the highest postings for community health workers and peer recovery coach.
- Most job postings for target occupations require a high school diploma or equivalent (75%), followed by bachelor's degree (14%), associate degree (8%), and above a bachelor's degree (3%).

### Supply

- On average, there were 105 annual awards conferred by educational institutions over the last 3 years in related fields: 105 from community colleges and 0 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2023-24 academic year earned a median annual wage of \$32,166 (\$15.46 per hour).
- 33% of students that exited their program in 2023-24 reported that they are now earning a living wage.

<sup>1</sup> 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 Health Occupations, General (TOP 1201.00) programs prepare students for employment in general and introductory occupational programs in the health occupations (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Health Occupations, General programs lead to employment in occupations related to public health education.

## Job Demand

In 2024, there were 1,486 jobs in occupations related to public health education in the IE/D region. Regional employment for this occupation group is projected to increase by 13% through 2029 with 201 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 public health education, IE/D Region, 2024-2029**

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Health Education Specialists	21-1091	761	833	10%	480	96
Community Health Workers	21-1094	725	848	17%	524	105
<b>Total</b>		<b>1,486</b>	<b>1,681</b>	<b>13%</b>	<b>1,005</b>	<b>201</b>

SOURCE: LIGHTCAST 2026.2

## Job Postings

The following analysis for occupations related to public health education 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.<sup>2</sup> While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, de-duplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to public health education over the last 12 months and the median posting duration. Over the previous 12 months, there were 462 unique job postings for occupations related to public health education in the region from 133 employers.

**Exhibit 2. Job ads and posting duration, IE/D Region, May 2025 – Apr 2026**

Job Title	Job Ads	Median Posting Duration
Health Education Specialists	266	21 days
Community Health Workers	196	29 days
<b>Total</b>	<b>462</b>	

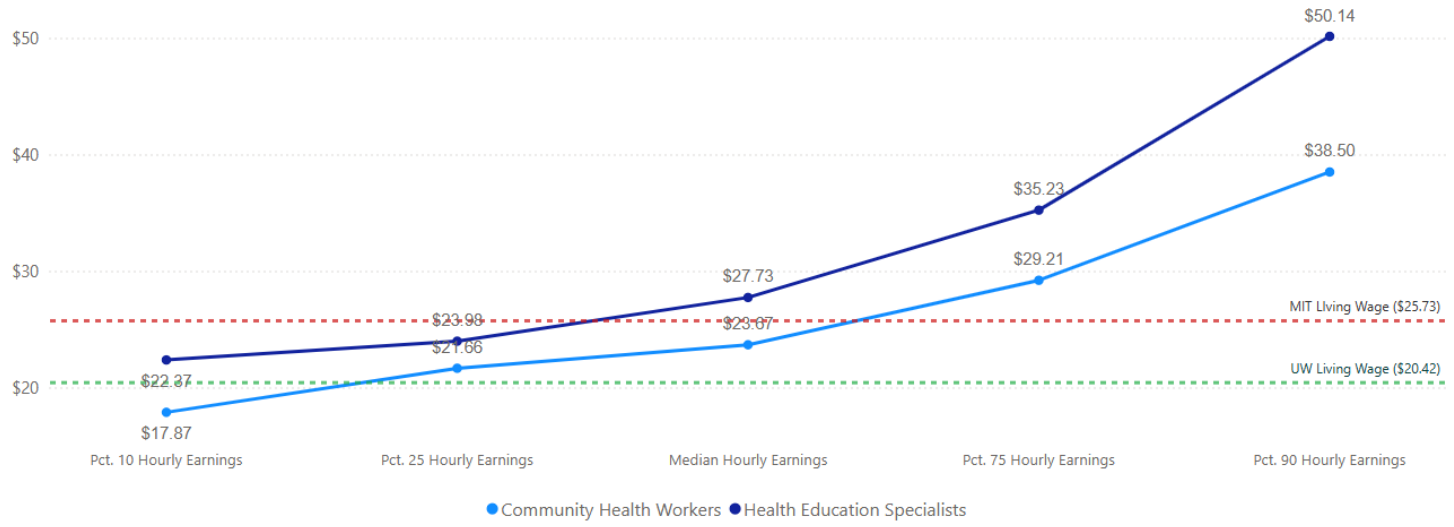
SOURCE: LIGHTCAST 2026.2

<sup>2</sup> "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 public health education compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42<sup>3</sup> and the MIT IE/D living wage of \$25.73.<sup>4</sup>

**Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2024**



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Community Health Workers	\$17.87	\$21.66	\$23.67	\$29.21	\$38.50
Health Education Specialists	\$22.37	\$23.98	\$27.73	\$35.23	\$50.14

SOURCE: 2026.2

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

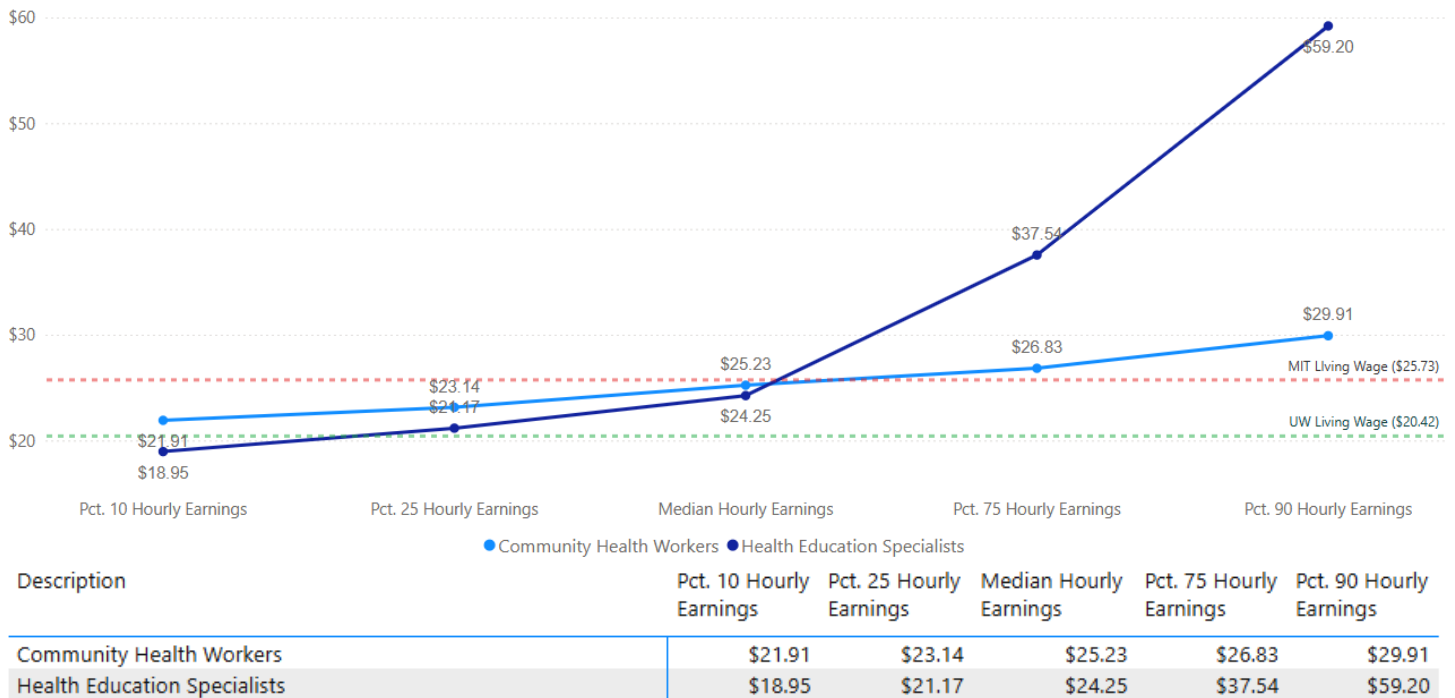
<sup>3</sup> The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference 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.

<sup>4</sup> *ibid.*

## Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to public health education over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages between \$21.17 and \$23.14 (estimated to be equal to an annual salary between \$44,034 and \$48,131).

**Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, May 2025 – Apr 2026**



SOURCE: LIGHTCAST 2026.2

## 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 public health education 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, May 2025 – Apr 2026**

Job Title	Unique Postings
Community Health Workers	151
Peer Recovery Coaches	29
Certified Peer Recovery Specialists	13
Lactation Consultants	12
AHA Instructors	10
Educators	6
Peer Navigators	6
Recovery Specialists	6
CPR Instructors	5
Health Coaches	5

SOURCE: LIGHTCAST 2026.2

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. Telecare and Loma Linda University 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 de-duplicated. 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, May 2025 – Apr 2026**

Company	Total/Unique (May 2025 - Apr 2026)	Posting Intensity	Median Posting Duration
Telecare	122 / 48	3 : 1	25 days
Loma Linda University	75 / 20	4 : 1	32 days
County Of Riverside	73 / 16	5 : 1	47 days
Moreno Valley Unified School District	12 / 12	1 : 1	9 days
San Bernardino County	18 / 10	2 : 1	24 days
Wider Circle	17 / 9	2 : 1	32 days
ST Johns Community Health Improvement Centre	26 / 8	3 : 1	n/a
Sac Health System	13 / 8	2 : 1	22 days
America Usjedu Group	28 / 8	4 : 1	15 days
Edjoin.Org	132 / 8	17 : 1	11 days

SOURCE: LIGHTCAST 2026.2

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.<sup>5</sup>

**Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, May 2025 – Apr 2026**

Common skills	Total Postings	Skill Growth Relative to Market
Communication	236	Stable
Multilingualism	104	Growing
Management	89	Stable
Coordinating	85	Growing
Advocacy	66	Growing
Microsoft Excel	66	Growing
English Language	57	Growing
Presentations	57	Rapidly Growing
Coaching	50	Growing
Problem Solving	50	Growing

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

Specialized skills	Total Postings	Skill Growth Relative to Market
Community Health	196	Growing
Mental Health	123	Growing
Behavioral Health	114	Growing
Health Education	109	Growing
Social Work	91	Growing
Community Outreach	90	Rapidly Growing
Care Coordination	63	Growing
Peer Support	63	Growing
Cardiopulmonary Resuscitation (CPR)	42	Growing
Chronic Diseases	42	Growing
Medical Records	42	Growing

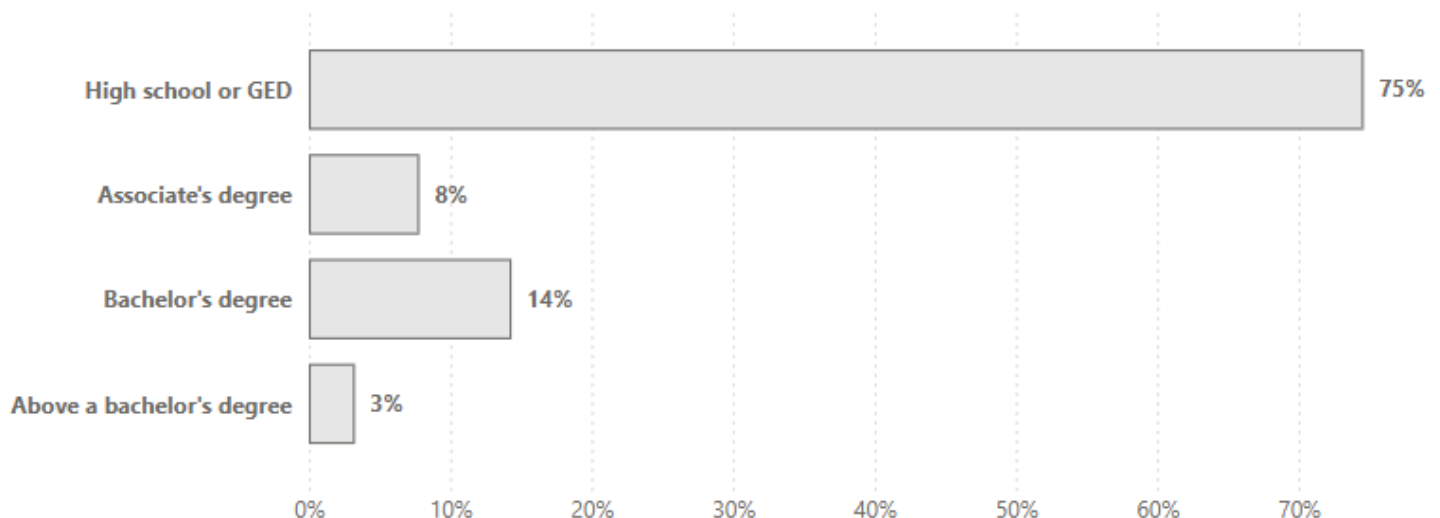
  

Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Excel	66	Growing
Microsoft PowerPoint	64	Rapidly Growing
Microsoft Office	44	Growing
Microsoft Outlook	40	Rapidly Growing
Microsoft Word	17	Stable
Microsoft Access	14	Lagging
R (Programming Language)	14	Rapidly Growing
Google Workspace	13	Rapidly Growing
Web Browsers	7	Growing
Zoom (Video Conferencing Tool)	7	Growing

SOURCE: LIGHTCAST 2026.2

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with high school diploma or equivalent (75%) significantly greater than bachelor's degree (14%) or associate degree (8%) or above a bachelor's degree (3%).

**Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, May 2025 – Apr 2026**



SOURCE: LIGHTCAST 2026.2

For the assessed occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 25% of workers have completed some college or an associate degree as their highest level of education.

**Exhibit 9 National-level Education Attainment for the Occupational Group**

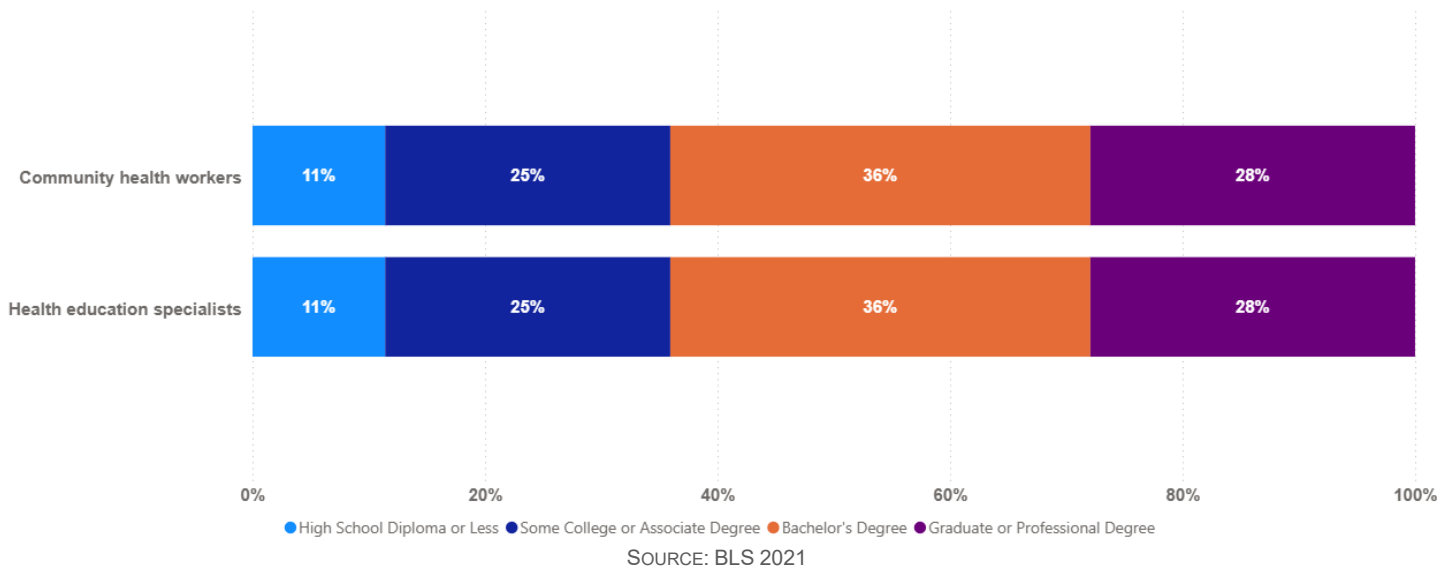
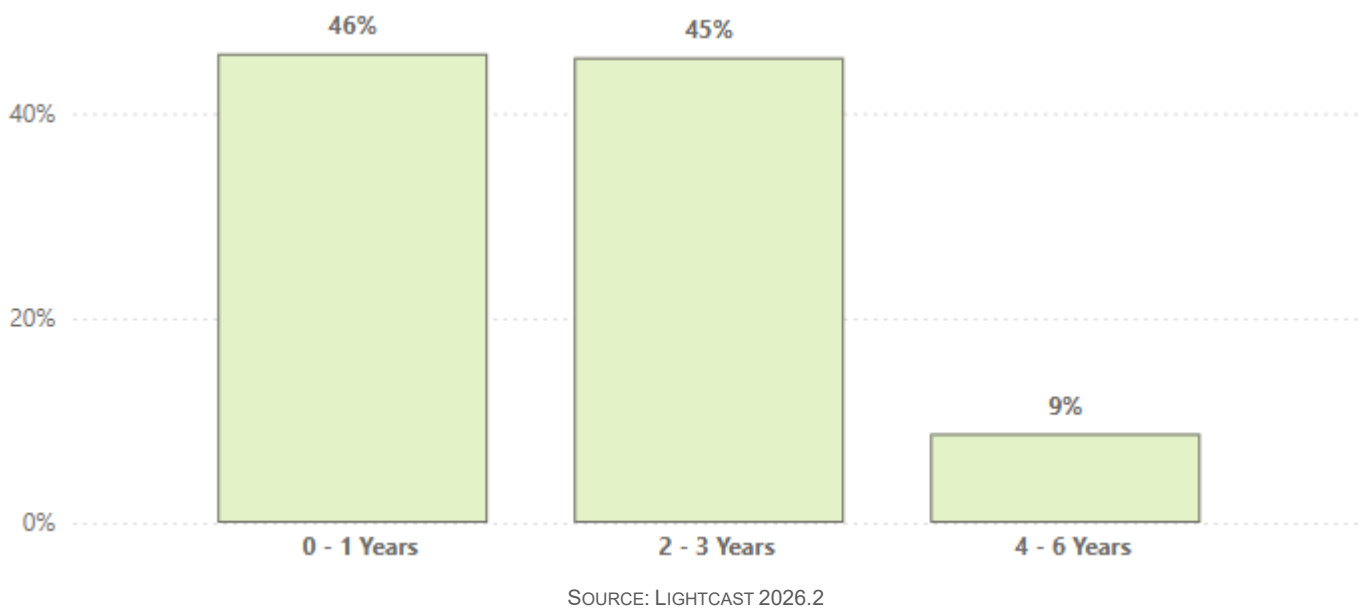


Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The largest grouping (46%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

**Exhibit 10 Work experience requirements, IE/D Region, May 2025 – Apr 2026**



## Student Completions and Program Outcomes

Exhibit 11 displays student completions for the 1201.00 Health Occupations, General (TOP 1201.00) programs over the last three academic years (2022-2025). In the previous three academic years, seven regional community colleges issued an average of 105 awards in relevant programs.

**Exhibit 11 Annual average community college awards for Health Occupations, General (TOP 1201.00), IE/D, 2022-2025**

Top Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
1201.00	Health Occupations, General	Chaffey	37	60	91	63
1201.00	Health Occupations, General	College of the Desert	4	4	1	3
1201.00	Health Occupations, General	Crafton Hills	3	2	1	2
1201.00	Health Occupations, General	Mt. San Jacinto	5	18	11	11
1201.00	Health Occupations, General	Riverside	0	0	22	7
1201.00	Health Occupations, General	San Bernardino	0	5	2	2
1201.00	Health Occupations, General	Victor Valley	15	15	18	16
<b>Total</b>			<b>64</b>	<b>104</b>	<b>146</b>	<b>105</b>

SOURCE: MIS DATA MART

### Non-Community College Supply

Student award completion data was not found in the IE/D for other related non-community college programs: Health and Wellness, General (CIP 51.0001).

In the previous three academic years, 0 regional non-community college institutions issued an average of 0 awards in relevant programs.

### 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 12.

**Exhibit 12 Health Education strong workforce program outcomes, IE/D & California, AY 2023-24**

Program Metric Title	Inland Empire	Statewide
Students	2,720	25,936
Earned 9+ Career Education Units	15%	19%
Completed Noncredit Workforce Preparation Milestone	38%	62%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	4%	7%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	5%	5%
Median Annual Earnings	\$32,166	\$37,872
Median Change in Earnings	34%	33%
Attained Living Wage	33%	39%

SOURCE: DATAVISTA

## Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2022 and 2025 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 DataVista 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 DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

## 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. <a href="https://lightcast.io/">https://lightcast.io/</a>
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. <a href="http://www.selfsufficiencystandard.org/California">http://www.selfsufficiencystandard.org/California</a> .  The COE refers to the Self-Sufficiency Wage as a "living wage." 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)	Glasmeier, A. K. (2024). <i>Living wage calculator</i> . Massachusetts Institute of Technology. Accessed on April 14, 2025, <a href="https://livingwage.mit.edu/states/06/locations">https://livingwage.mit.edu/states/06/locations</a>  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: <a href="https://livingwage.mit.edu/pages/methodology">https://livingwage.mit.edu/pages/methodology</a> 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 <a href="https://www.bls.gov/emp/documentation/education/tech.htm">https://www.bls.gov/emp/documentation/education/tech.htm</a>
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: <a href="https://datamart.cccco.edu">https://datamart.cccco.edu</a> The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the

	<p>number of postsecondary awards earned (completions). For more information, see <a href="https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions">https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</a></p>
<p>Student Metrics and Demographics</p>	<p>DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard.</p> <p>DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: <a href="https://datavista.cccco.edu/data_views/swp_report">https://datavista.cccco.edu/data_views/swp_report</a></p>