



Labor Market Analysis: 0835.20 – Fitness Trainer

31.0501 – Sports, Kinesiology, and Physical Education/Fitness, General *Fitness Specialist*

Associate of Science (A.S.) degree; Certificate requiring 16 to <30 semester units
Los Angeles Center of Excellence, September 2026

Program Endorsement:	Endorsed: All Criteria Met ☐	Endorsed: Some Criteria Met ☒	Not Endorsed ☐
Program Endorsement Criteria			
Supply Gap:	Yes ☒		No ☐
Living Wage: (Entry-Level, 25 th)	Yes ☐		No ☒
Education:	Yes ☒		No ☐
Emerging Occupation(s)			
	Yes ☐		No ☒

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupation¹ 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.

Based on the available data, there appears to be a supply gap for the one identified middle-skill occupation in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than 40% of current workers in the field have completed an associate degree or less education as their highest 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.

¹ 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

- 4,036 annual job openings are projected in the region through 2029. This number is greater than the three-year average of 189 awards conferred by educational institutions in the region.

Living Wage

- \$18.33 is the typical entry-level hourly wage for *exercise trainers and group fitness instructors*, which is lower than Los Angeles County's self-sufficiency standard hourly (\$24.03/hour). ²

Educational Attainment

- A high school diploma or equivalent is the typical entry-level education for *exercise trainers and group fitness instructors*, according to the Bureau of Labor Statistics (BLS).
- 41% of workers in the field have completed an associate degree or less education, according to national educational attainment data.

Community college supply

- 17 community colleges issued awards related to fitness training in the greater LA/OC region.
- 169 awards (degrees and certificates) were conferred on average each year between 2023 and 2025.

Other postsecondary supply

- 2 educational institutions in the LA/OC region have conferred awards in programs related to fitness training over the past three years.
- 20 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2022 and 2024.

TARGET OCCUPATION

The LA COE prepared this report to provide regional labor market and postsecondary supply data related to one middle-skill occupation:

- **Exercise Trainers and Group Fitness Instructors (39-9031)** Instructor 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.³

² Center for Women's Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024*. <http://selfsufficiencystandard.org/California>.

³ [Fitness Trainers and Instructors \(bls.gov\)](https://www.bls.gov/occupations/fitness-trainers-and-instructors)

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for *exercise trainers and group fitness instructors*. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to increase by 13% through 2029. There will be more than 4,000 job openings per year through 2029 due to job growth and replacements. The majority of jobs in 2024 for *exercise trainers and group fitness instructors* (71%) were located in Los Angeles County.

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁴

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	13,423	15,093	1,670	12%	2,862
Orange	5,445	6,178	732	13%	1,174
Total	18,868	21,270	2,402	13%	4,036

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for the target occupation in Los Angeles County. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time. Occupations with a lower-than-average percentage of full-time workers may have less employment security but may see increased activity in the gig economy.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁵

Occupation	2024 Jobs	2029 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Exercise Trainers and Group Fitness Instructors	13,423	15,093	12%	2,862	17%	44%

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for *exercise trainers and group fitness instructors* 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

The typical entry-level hourly wages for *exercise trainers and group fitness instructors* are \$18.33, which is below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Experienced workers can expect to earn wages of \$37.78, which is higher than the self-sufficiency standard (Exhibit 3).

⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁵ Ibid.

Exhibit 3: Earnings for occupation in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Exercise Trainers and Group Fitness Instructors	\$18.33	\$26.50	\$37.78	\$55,100

*Rounded to the nearest \$100

Orange County

The typical entry-level hourly wages for *exercise trainers and group fitness instructors* are \$18.08, which is below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Experienced workers can expect to earn wages of \$37.21, which is higher than the self-sufficiency standard (Exhibit 4).

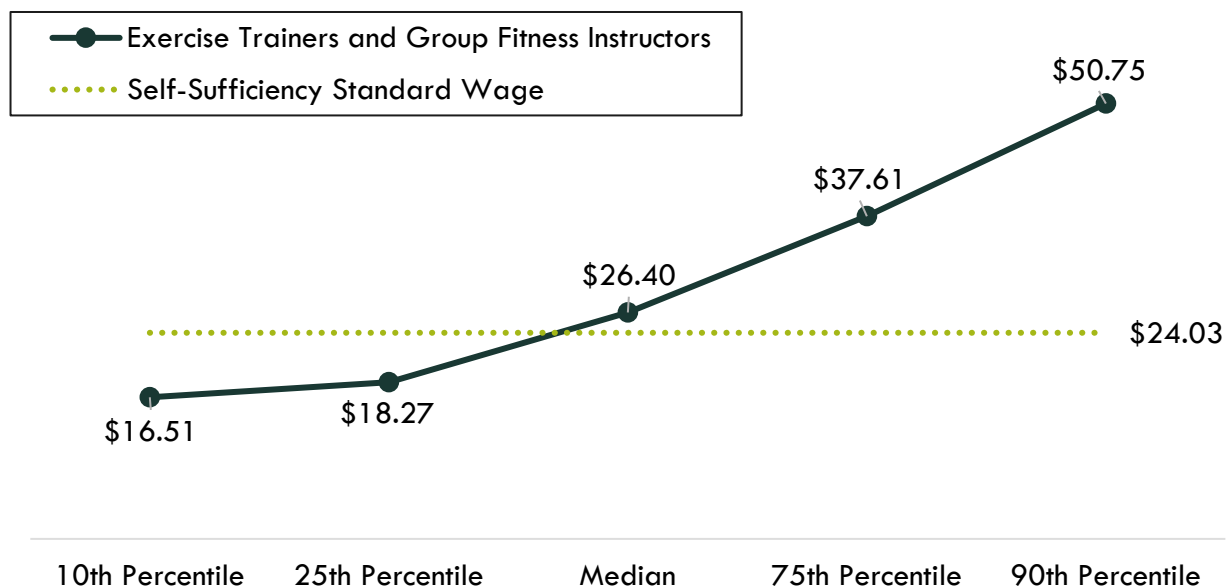
Exhibit 4: Earnings for occupation in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Exercise Trainers and Group Fitness Instructors	\$18.08	\$26.20	\$37.21	\$54,500

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupation in this report are \$18.27; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupation in this report, for entry-level to experienced workers.

Exhibit 5: Average hourly earnings for occupation, Los Angeles and Orange counties



JOB POSTINGS

There were 3,258 online job postings for *exercise trainers and group fitness instructors* listed in the past 12 months in Los Angeles and Orange counties. Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupation in this report (Exhibit 6).

Exhibit 6: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
• Personal trainers • Pilates instructors • Recreation leaders • Fitness coaches • Group fitness instructors • Yoga instructors • Pilates reformer instructors • Fitness instructors	• Pilates • Group exercise instruction • Program design • Lifting ability • Cardiopulmonary resuscitation (CPR) • Yoga	• 24 Hour Fitness • Equinox • Crunch Fitness • YMCA • UFC Gym • LA Fitness • Life Time • Supreme Fitness

In the greater Los Angeles/Orange County region, 40% of the target job postings listed a minimum educational requirement. Exhibit 7 details the number and percentage of job postings by educational level.

Exhibit 7: Education levels requested in job postings for target occupation, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	203	16%
Associate degree	37	3%
High school diploma or vocational training	1,055	81%

EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *exercise trainers and group fitness instructors* (Exhibit 8). However, the national-level data indicates 41% 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 occupation in this report:

Exhibit 8: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Exercise trainers and group fitness instructors	High school diploma or equivalent

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 9 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: Fitness Trainer (0835.20) and Athletic Training and Sports Medicine (1228.00). The colleges with the most completions in the region are Orange Coast, Saddleback, and Pasadena.

Exhibit 9: Regional community college awards (certificates and degrees), 2023-2025

TOP Code	Program	College	2022-23 Awards	2023-24 Awards	2024-25 Awards	3-Year Average
0835.20	Fitness Trainer	Cerritos	5	8	11	8
		Compton	2	5	4	4
		East LA	1	-	2	1
		Glendale	3	2	5	3
		LA City	3	1	5	3
		LA Harbor	1	2	1	1
		Long Beach	5	25	24	18
		Mt San Antonio	4	9	11	8
		Pasadena	13	14	36	21
		Rio Hondo	4	4	2	3
		LA Subtotal	41	70	101	71
		Cypress	4	12	15	10
		Fullerton	3	3	7	4
		Irvine	2	3	1	2
		Orange Coast	12	39	70	40
		Saddleback	19	18	33	23
		Santa Ana	1	3	2	2
		OC Subtotal	41	78	128	82
Supply Subtotal/Average			82	148	229	153
1228.00	Athletic Training and Sports Medicine	Cerritos	2	1	4	2
		Mt San Antonio	3	9	22	11
		West LA	-	3	3	2
		LA Subtotal	5	13	29	16
Supply Subtotal/Average			5	13	29	16
Supply Total/Average			87	161	258	169

Exhibit 10 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (97%).

Exhibit 10: Community college awards by award type, 2023-2025

Award Type	# of Awards	% of Awards
A.A./A.S. degrees	6	4%
Certificates	158	93%
Noncredit	5	3%
Total	169	100%

Other Postsecondary Supply

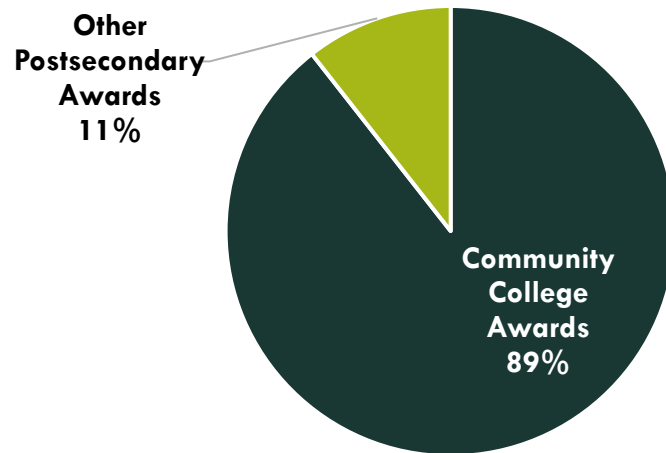
For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for *exercise trainers and group fitness instructors*. Exhibit 11 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2022 to 2024. Between 2022 and 2024, other postsecondary college institutions in the region conferred an average of 20 sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete. In the past three years, there have been no regional sub-baccalaureate awards conferred in the target CIP code: Sports, Kinesiology, and Physical Education/Fitness, General (31.0501).

Exhibit 11: Other regional postsecondary awards, 2022-2024

CIP Code	Program	Postsecondary Institution	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
31.0507	Physical Fitness Technician	Platt College-Anaheim	4	4	-	3
		Southern CA Health Institute	13	27	13	18
Supply Total/Average			17	31	13	20

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 community colleges 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



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POWERED BY



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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