



Labor Market Analysis: 2104.00 – Human Services Youth Mental Health

Los Angeles Center of Excellence, September 2025

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

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations¹ 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 two identified middle-skill occupations in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of current workers in the field have completed some college/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.

Key Findings

Supply Gap

- 3,059 annual job openings are projected in the region through 2029. This number is greater than the three-year average of 1,112 awards conferred by educational institutions in the region.

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.

Living Wage

- Both occupations have entry-level wages **below** Los Angeles County's self-sufficiency standard hourly wage (\$24.03/hour).²

Educational Attainment

- A high school diploma or equivalent is the typical entry-level education for the target middle-skill human services occupations in this report, according to the Bureau of Labor Statistics (BLS).
- 38%-48% of workers in the field have completed some college/an associate degree or less educational attainment, according to national educational attainment data.

Community college supply

- 19 community colleges issued awards related to human services in the greater LA/OC region.
- 720 awards (degrees and certificates) were conferred on average each year between 2022 and 2024.

Other postsecondary supply

- 4 educational institutions in the LA/OC region have conferred awards in programs related to human services over the past three years.
- 392 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2021 and 2023.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to two middle-skill occupations. [For full occupation descriptions, please see Appendix.](#)

- **Social and Human Service Assistants (21-1093)**³
- **Community Health Workers (21-1094)**⁴

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these middle-skill human services occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 11% through 2029. There will be more than 3,000 job openings per year through 2029 due to job growth and replacements. The majority of jobs in 2024 for these middle-skill human services occupations (85%) were located in Los Angeles County.

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

³ [Social and Human Service Assistants \(bls.gov\)](#)

⁴ [Community Health Workers \(bls.gov\)](#)

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁵

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	20,287	22,680	2,393	12%	2,626
Orange	3,567	3,902	335	9%	432
Total	23,855	26,582	2,728	11%	3,059

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations 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 County⁶

Occupation	2024 Jobs	2029 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Social and Human Service Assistants	16,296	18,193	12%	2,103	25%	76%
Community Health Workers	2,814	3,070	9%	339	23%	Data unavail.
Total	19,109	21,263	11%	2,442	-	-

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill human services 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 below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$21.90 and \$23.12. Experienced workers can expect to earn wages between \$29.29 and \$29.31, which are higher than the self-sufficiency standard.

⁵ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

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Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Social and Human Service Assistants	\$21.90	\$24.23	\$29.29	\$50,400
Community Health Workers	\$23.12	\$24.87	\$29.31	\$51,700

*Rounded to the nearest \$100

Orange County

Both occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$20.58 and \$22.30 (Exhibit 4). Experienced workers can expect to earn wages between \$27.55 and \$28.29, which are higher than the self-sufficiency standard.

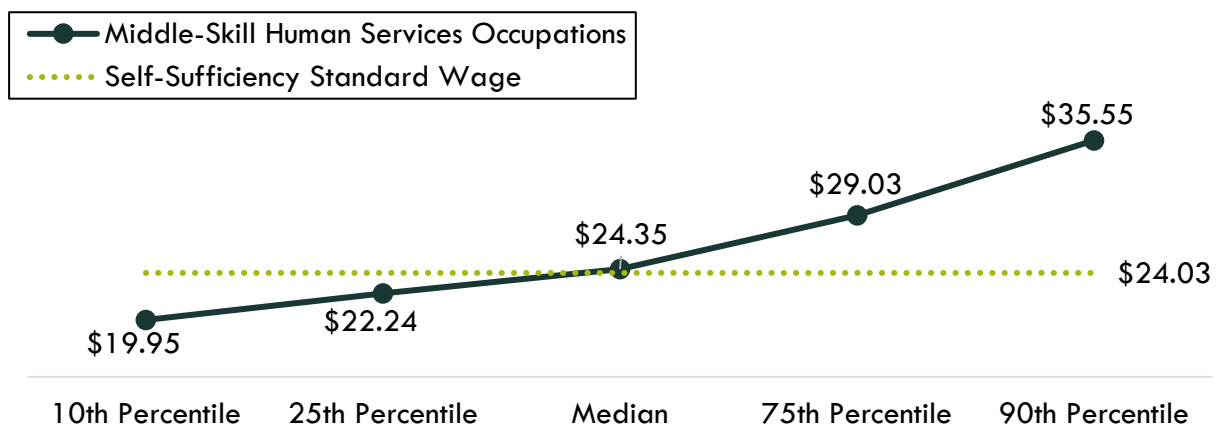
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Social and Human Service Assistants	\$20.58	\$22.79	\$27.55	\$47,400
Community Health Workers	\$22.30	\$24.01	\$28.29	\$49,900

*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 \$22.24; 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 occupations in this report, for entry-level to experienced workers.

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



JOB POSTINGS

There were 857 online job postings related to middle-skill human services 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 (52%) were for *community health workers*, followed by *social and human services assistants* (48%).

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"> • Community health workers • Social services assistants • Life enrichments assistants • Outreach workers • Peer support specialists • Peer navigators • Community health navigators 	<ul style="list-style-type: none"> • Social work • Community health • Mental health • Discharge planning • Disabilities • Bilingual (Spanish/English) 	<ul style="list-style-type: none"> • Healthcare Staffing Professionals* • Providence • Healthcare In Action • Park Regency Retirement Center • St. Johns Community Health

*Staffing companies

In the greater Los Angeles/Orange County region, 62% of the target job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for target occupations, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	145	27%
Associate degree	34	6%
High school diploma or vocational training	356	67%

EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for the target occupations in this report (Exhibit 9). However, the national-level

data indicates between 38% and 48% of workers in the field have completed some college/an associate degree or less 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
Social and Human Service Assistants	High school diploma or equivalent
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 Mt. San Antonio, East LA, and Long Beach

Exhibit 10: Regional community college awards (certificates and degrees), 2022-2024

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
1261.00	Community Health Care Worker	Cerritos	-	1	1	1
		LA Pierce	6	83	14	34
		LA Valley	-	77	84	54
		Mt San Antonio	13	-	-	4
		Rio Hondo	1	-	-	0
		LA Subtotal	20	161	99	93
		Cypress	1	1	-	1
		Orange Coast	7	8	1	5
		OC Subtotal	8	9	1	6
Supply Subtotal/Average			28	170	100	99
2104.00	Human Services	Cerritos	32	47	48	42
		Glendale	7	9	6	7
		LA City	10	5	5	7
		LA Valley	-	5	19	8
		Long Beach	25	63	29	39
		Rio Hondo	16	50	45	37
		LA Subtotal	90	179	152	140
		Coastline	19	18	7	15
		Cypress	38	19	25	27
		Golden West	-	-	1	0

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
		Saddleback	27	22	12	20
		Santa Ana	50	39	28	39
		Santiago Canyon	3	4	6	4
		OC Subtotal	137	102	79	106
Supply Subtotal/Average			227	281	231	246
2104.40	Alcohol and Controlled Substances	East LA	68	85	138	97
		Glendale	16	20	11	16
		LA City	15	4	18	12
		LA Pierce	30	42	35	36
		LA Southwest	9	16	6	10
		Long Beach	42	35	35	37
		Mt San Antonio	127	68	120	105
		Rio Hondo	14	13	10	12
		West LA	7	12	11	10
		LA Subtotal	328	295	384	336
		Cypress	12	15	16	14
		Saddleback	28	23	20	24
		OC Subtotal	40	38	36	38
Supply Subtotal/Average			368	333	420	374
2104.50	Disability Services	N. Orange Adult	1	-	-	0
		OC Subtotal	1	-	-	0
Supply Subtotal/Average			1	-	-	0
Supply Total/Average			624	784	751	720

Exhibit 11 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (53%).

Exhibit 11: Community college awards by award type, 2022-2024

Award Type	# of Awards	% of Awards
A.A./A.S. degrees	230	32%
Certificates	379	53%
Noncredit awards	111	15%
Total	720	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 middle-skill human services occupations. Exhibit 12 shows the number of awards conferred by this institution in relevant programs. Due to different data collection periods, the most recent data is from 2021 to 2023. Between 2021 and 2023, other postsecondary college institutions in the region conferred an average of 392 bachelor's and sub-baccalaureate award. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete.

Exhibit 12: Other regional postsecondary awards, 2021-2023

CIP Code	Program	Postsecondary Institution	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
44.0000	Human Services, General	CSU-Dominguez Hills	123	128	100	117
		CSU-Fullerton	291	271	262	275
		Mount Saint Mary's Univ.	1	-	-	0
51.2208	Community Health and Preventive Medicine	Pitzer College	1	-	-	0
Supply Total/Average			416	399	362	392

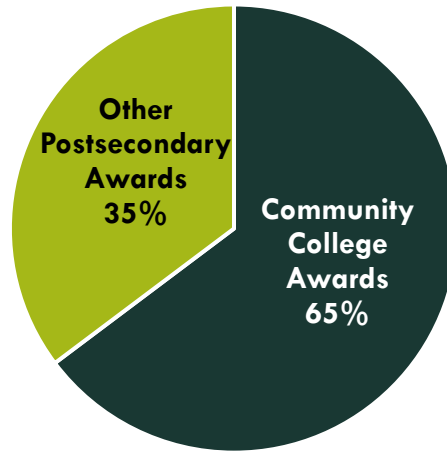
Exhibit 13 shows the breakdown of other postsecondary awards by award type. The majority of awards issued by other postsecondary schools are bachelor's degrees (100%).

Exhibit 13: Other postsecondary awards by award type, 2021-2023

Award Type	# of Awards	% of Awards
Bachelor's degrees	392	100%
Sub-baccalaureate awards	>1	0%
Total	392	100%

Exhibit 14 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 14: 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:

- **Social and Human Service Assistants (21-1093)** Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.⁷
- **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.⁸

⁷ [Social and Human Service Assistants \(bls.gov\)](https://www.bls.gov)

⁸ [Community Health Workers \(bls.gov\)](https://www.bls.gov)

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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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