

Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met ☐	Endorsed: Some LMI Criteria Met ☒	Not LMI Endorsed ☐
Program LMI Endorsement Criteria			
	Yes ☒	No ☐	
Supply Gap:	<i>Comments:</i> there is projected to be 154 annual job openings in the South Central (SCC) Region for <i>Healthcare Support Workers, All Other (31-9099)</i> , which is more than the 0 awards conferred by educational institutions.		
	Yes ☐	No ☒	
Self-Sufficiency Standard Living Wage ¹ :	<i>Comments:</i> Typical entry-level wages for <i>Healthcare Support Workers, All Other (31-9099)</i> , are \$22.29, which is below the Santa Barbara living wage of \$29.80. However, it is important to note that the median advertised salary in online job postings for <i>Speech-Language Pathology Assistants (31-9099.01)</i> was \$80,600 (or \$38.75 per hour), suggesting that wages for this emerging occupation may be much higher than <i>Healthcare Support Workers, All Other (31-9099)</i> .		
	Yes ☒	No ☐	
Education:	<i>Comments:</i> The typical entry-level education for <i>Healthcare Support Workers, All Other (31-9099)</i> is a high school diploma or equivalent. However, 42% of workers in the field have completed some college or an associate degree as their highest level of education.		
Additional Considerations			
	Yes ☒	Some ☐	No ☐
Emerging Occupation(s):	<i>Comments:</i> <i>Speech-Language Pathology Assistants (31-9099.01)</i> is an emerging occupation. As a result, the skills required for speech-language pathology assistants have been absorbed into the Standard Occupational Classification (SOC) code for the middle-skill occupation <i>Healthcare Support Workers, All Other (31-9099)</i> . Thus, this report includes an analysis of online job postings for this emerging occupation to further understand real-time demand from employers.		

The South Central Coast Center of Excellence for Labor Market Research (SCC COE) prepared this report to determine whether there is a supply gap in the SCC regional labor market related to one middle-skill occupations:

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.

- *Healthcare Support Workers, All Other (31-9099)*
 - This occupation includes data for the emerging occupation *Speech-Language Pathology Assistants (31-9099.01)*.

Based on the available data there appears to be a supply gap for *Healthcare Support Workers, All Other (31-9099)* and no awards for speech language pathology assistants have been conferred in the most recent three-year period. Additionally, typical education requirements for this occupation align with a community college education. However, all annual job openings have entry-level wages 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.

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

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25 th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Healthcare Support Workers, All Other (31-9099)	154	0	Santa Barbara County: \$22.29	High school diploma or equivalent	42%
Total	154	0	N/A	N/A	N/A

Demand:

- The number of jobs related to *Healthcare Support Workers, All Other (31-9099)* is projected to increase 3% through 2029 in the SCC region. There is projected to be 154 annual job openings due to new job creation and replacements.
- Hourly entry-level wages for *Healthcare Support Workers, All Other (31-9099)* are \$22.29 which is below the Self-Sufficiency Standard living wage (\$29.80 for Santa Barbara County)
 - Of the 375 online job postings for *Speech-Language Pathology Assistants (31-9099.01)*, 36% (135) included an advertised salary. The median advertised salary for these postings was \$80,600 (or \$38.75 per hour), suggesting that wages for this emerging occupation may be much higher than *Healthcare Support Workers, All Other (31-9099)*.
- There were 375 online job postings for *Speech-Language Pathology Assistants (31-9099.01)* over the past 12 months. The highest number of postings were for speech language pathologists, school speech language pathologist assistants, and speech language pathologist assistants.
- The typical entry-level education for *Healthcare Support Workers, All Other (31-9099)* is a high school diploma or equivalent.
- Approximately 42% of workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- Community colleges in the SCC Region did not confer any speech-language pathology assistant-related awards from 2020 to 2023.

- Non-community college institutions did not confer any related awards from 2019 to 2022.
- Because regional community colleges do not currently offer Speech-Language Pathology and Audiology programs, the following student metrics are not available:
 - Median annual wage of students that exited a program during the 2022-2023 academic year.
 - The percentage of students who exited a program and attained the regional living wage.
- Throughout the state of California, 89% of Speech-Language Pathology and Audiology students that exited their program in 2021-22 reported that they are working in a job closely related to their field of study. Data was unavailable for the SCC Region.

Demand

Occupational Projections:

Exhibit 2 compares historical and projected changes in employment for this occupation compared to the number of jobs in 2019. Notably, employment for *Healthcare Support Workers, All Other (31-9099)* in San Luis Obispo grew 98% from 2019 to 2024, which is significantly higher when compared to employment for these occupations in California, the SCC Region, and all other counties in the SCC region. From 2024 to 2029, employment for *Healthcare Support Workers, All Other (31-9099)* is projected to grow in all areas, except San Luis Obispo where employment is projected to remain flat

Exhibit 2: Historical and Projected Employment for Healthcare Support Workers, All Other in the SCC Region, 2019-2029

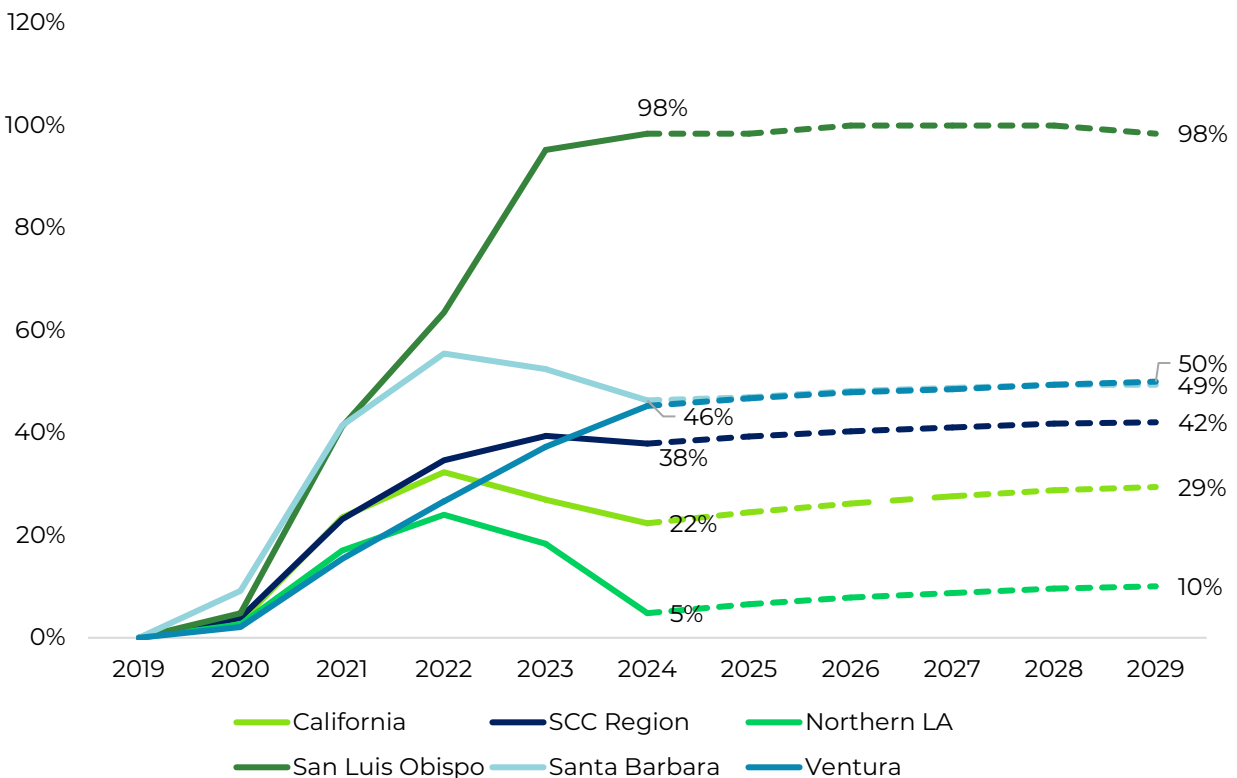


Exhibit 3 shows the five-year occupational demand projections for *Healthcare Support Workers, All Other (31-9099)*. In the SCC Region, the number of jobs related to this occupation is projected to increase 3% through 2029. There is projected to be 154 jobs available annually. Ventura County has the highest number of jobs and annual openings.

Exhibit 3: Occupational Demand in the SCC Region²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Northern LA	240	252	11	5%	35
San Luis Obispo	125	125	(0)	0%	17
Santa Barbara	240	245	5	2%	33
Ventura	491	507	16	3%	69
SCC Region	1,095	1,128	33	3%	154

Wages:

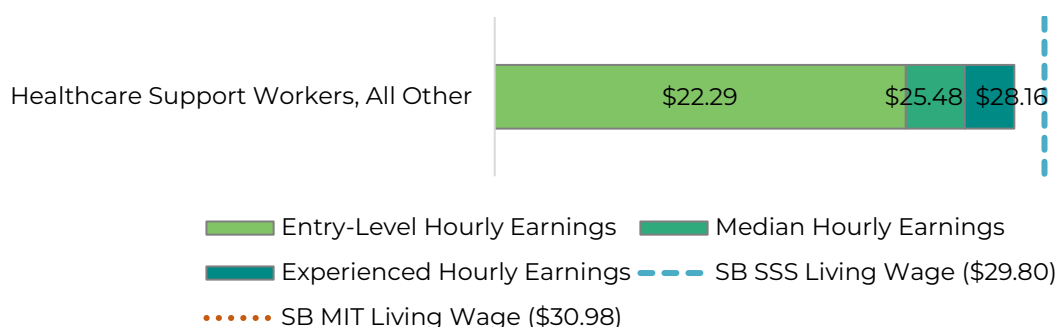
The labor market endorsement in this report considers the entry-level hourly wages for *Healthcare Support Workers, All Other (31-9099)* in relation to the living wage of the county where the requesting community college is located. This report was requested by Allan Hancock College, which is in Santa Barbara County. Wages for other counties are included below to provide a complete analysis of the SCC Region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage, updated on February 10, 2025, is provided as a reference. Currently, the MIT Living Wage in Santa Barbara County is \$30.98 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.

Santa Barbara

Typical entry-level hourly wages for *Healthcare Support Workers, All Other (31-9099)* are \$22.29 which is below the Self-Sufficiency Standard living wage for one adult (\$29.80 in Santa Barbara County). Notably, wages for *Healthcare Support Workers, All Other (31-9099)* are below the living wage even at the experienced level. Exhibit 4 shows the wage range for *Healthcare Support Workers, All Other (31-9099)* in Santa Barbara County and how it compares to the regional living wage.

Exhibit 4: Wages by Occupation in Santa Barbara County

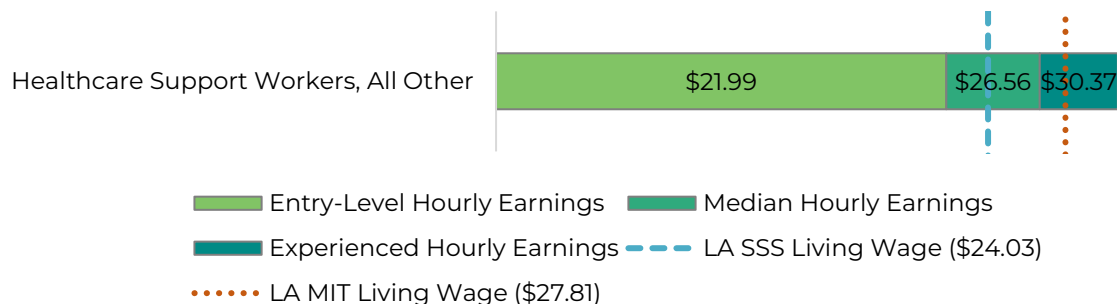


² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Northern Los Angeles

Typical entry-level hourly wages for *Healthcare Support Workers, All Other (31-9099)* are \$21.99, which is below the Self-Sufficiency Standard living wage for one adult (\$24.03 in Los Angeles County). However, median and experienced level wages are above the living wage. Exhibit 5 shows the wage range for *Healthcare Support Workers, All Other (31-9099)* in Northern Los Angeles and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Northern Los Angeles County



San Luis Obispo

Typical entry-level hourly wages for *Healthcare Support Workers, All Other (31-9099)* are \$22.52 which is slightly above the Self-Sufficiency Standard living wage for one adult (\$22.15 in San Luis Obispo County). Exhibit 6 shows the wage range for *Healthcare Support Workers, All Other (31-9099)* in San Luis Obispo County and how it compares to the regional living wage.

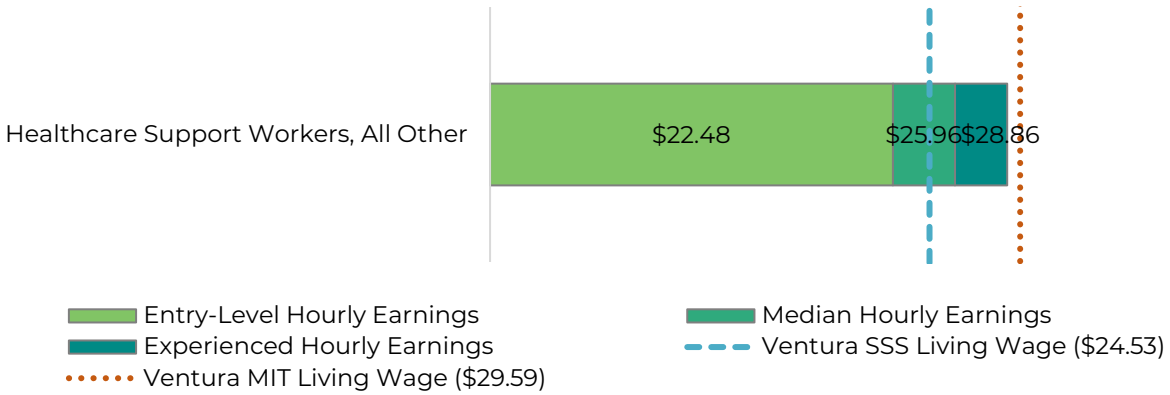
Exhibit 6: Wages by Occupation in San Luis Obispo County



Ventura

Typical entry-level hourly wages for *Healthcare Support Workers, All Other (31-9099)* are \$22.48, which is below the Self-Sufficiency Standard living wage for one adult (\$24.53 in Ventura County). However, median and experienced wages are above the living wage. Exhibit 7 shows the wage range for *Healthcare Support Workers, All Other (31-9099)* in Ventura County and how it compares to the regional living wage.

Exhibit 7: Wages by Occupation in Ventura County



Job Postings:

There were 375 online job postings related to *Speech-Language Pathology Assistants (31-9099.01)* listed in the past 12 months in the SCC Region. Approximately 47% of job postings were in Ventura County.

Additionally, of the 375 postings for *Speech-Language Pathology Assistants (31-9099.01)*, 36% (135) included an advertised salary. The median advertised salary for these postings was \$80,600 (or \$38.75 per hour), suggesting that wages for this emerging occupation may be much higher than *Healthcare Support Workers, All Other (31-9099)*.

Exhibit 8: Number of Job Postings by County (n=375)

County	Job Postings	Percentage of Job Postings
Ventura	176	47%
Northern Los Angeles	101	27%
San Luis Obispo	54	14%
Santa Barbara	44	12%
Total Postings	375	100%

Due to the analysis focusing on one occupation, *Speech-Language Pathology Assistants (31-9099.01)*, all job postings reflected that occupation, as shown in Exhibit 9.

Exhibit 9: Number of Job Postings by Occupation (n=375)

Occupation	Job Postings	Percentage of Job Postings
Speech-Language Pathology Assistants	375	100%

The top employers in the region, by number of job postings, are shown in Exhibit 10.

Exhibit 10: Top Employers by Number of Job Postings (n=375)

Employer	Job Postings	Percentage of Job Postings
Soliant Health	225	60%
CompHealth	21	6%
Amergis	14	4%

Employer	Job Postings	Percentage of Job Postings
Sunbelt Staffing	12	3%
Epic Special Education Staffing	9	2%
Aya Healthcare	5	1%
Dv Therapy	5	1%
ProCare Therapy	5	1%
AMN Healthcare	4	1%
Ilead California Charters 1	4	1%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 11.

Exhibit 11: Top Skills by Number of Job Postings (n=375)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Speech-Language Pathology (360)	Communication (149)	Epic EMR (9)
Individualized Education Programs (IEP) (105)	Interpersonal Communications (68)	Document Object Model (6)
Treatment Planning (92)	Time Management (22)	Microsoft Office (2)
Pathology (53)	Multilingualism (20)	Microsoft Outlook (2)
Speech Therapy (39)	Organizational Skills (17)	Microsoft Excel (1)
Communication Disorders (37)	Clerical Works (15)	Microsoft Word (1)
Pediatrics (33)	Progress Reporting (14)	Productivity Software (1)
Articulation (27)	Confidentiality (10)	Student Information Systems (1)
Language Disorders (27)	Research (10)	N/A
Speech Disorders (27)	Collaboration (9)	

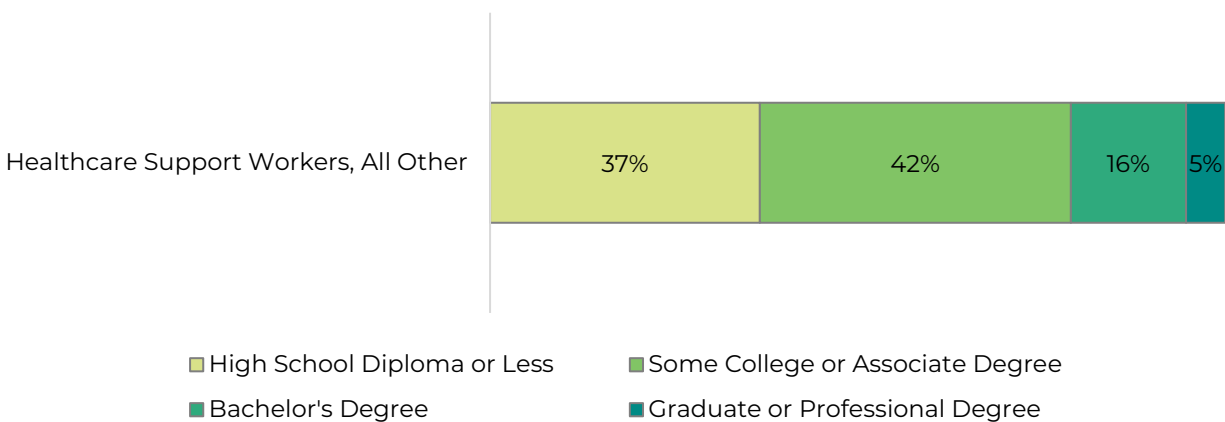
Educational Attainment:

The Bureau of Labor Statistics (BLS) lists the following as the typical entry-level education for this occupation:

- High School Diploma or Equivalent
 - *Healthcare Support Workers, All Other (31-9099)*

The national-level educational attainment data indicates 42% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 12 shows the educational attainment for *Healthcare Support Workers, All Other (31-9099)*.

Exhibit 12: National-level Educational Attainment for Occupations



Of the 44% cumulative job postings for *Speech-Language Pathology Assistants (31-9099.01)* that listed a minimum education requirement in the SCC Region, 50% (82) requested a high school diploma or an associate degree, 47% (77) requested a bachelor's degree, and 3% (5) requested a graduate or professional degree.

Educational Supply

Community College Supply:

There were no awards conferred by community colleges in the related TOP code:

- Speech-Language Pathology and Audiology (1220.00)

Additionally, the SCC COE analyzed program data available in the Chancellor's Curriculum Inventory (COCI), which showed that there is one active Speech-Language Pathology and Audiology (1220.00) program in the SCC Region at Ventura College. There are also seven recently approved courses at Ventura College. Both the singular program and seven active courses have been approved recently; therefore, there is no community college supply related to *Speech-Language Pathology Assistants (31-9099.01)*.

Community College Student Outcomes:

Exhibit 13 shows the Strong Workforce Program (SWP) metrics for Speech-Language Pathology and Audiology programs at Allan Hancock College, the SCC Region, and California. As noted above, the one program and seven courses from Ventura College are all too recent to have data to report on. Therefore, metrics are unavailable at the district level and for the SCC Region. Students in California that exited Speech-Language Pathology and Audiology programs in the 2022-23 academic year had median annual earnings of \$39,668 (or \$19.07 per hour) and 35% of students attained the living wage.

Exhibit 13: Speech-Language Pathology and Audiology (1220.00)
Strong Workforce Program Metrics, 2023-24³⁴

SWP Metric	AHC	SCC Region	California
SWP Students	Data Unavailable	Data Unavailable	1,105
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Data Unavailable	Data Unavailable	46%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Data Unavailable	Data Unavailable	Data Unavailable
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Data Unavailable	Data Unavailable	18%
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Data Unavailable	Data Unavailable	7%
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Data Unavailable	Data Unavailable	89%
Median Annual Earnings for SWP Exiting Students (2022-23)	Data Unavailable	Data Unavailable	\$39,668 (\$19.07)
Median Change in Earnings for SWP Exiting Students (2022-23)	Data Unavailable	Data Unavailable	48%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Data Unavailable	Data Unavailable	35%

Non-Community College Supply:

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering Speech-Language Pathology and Audiology training programs. Over the past three years (2020-2023), there were no awards conferred by non-community college institutions under the related Classification of Instructional Programs (CIP) codes:

- Speech-Language Pathology Assistant (51.0816)

Regional Demographics

This section examines demographic data for SCC community college students in Speech-Language Pathology and Audiology programs compared to the SCC labor force, along with occupational data, to identify potential diversity and equity issues addressable by community college programs.

As noted in the Strong Workforce Program Metrics section, according to COCI there are courses and programs for Speech-Language Pathology and Audiology in the Region. However, they were just recently approved and therefore student data is not yet available. Therefore, there is no student demographic data. For these reasons, this section focuses only on demographic data for the SCC Labor Force and *Healthcare Support Workers, All Other (31-9099)*.

Ethnicity:

Exhibit 14 compares the ethnicity of the overall labor force to occupation-specific data for *Healthcare Support Workers, All Other (31-9099)*.

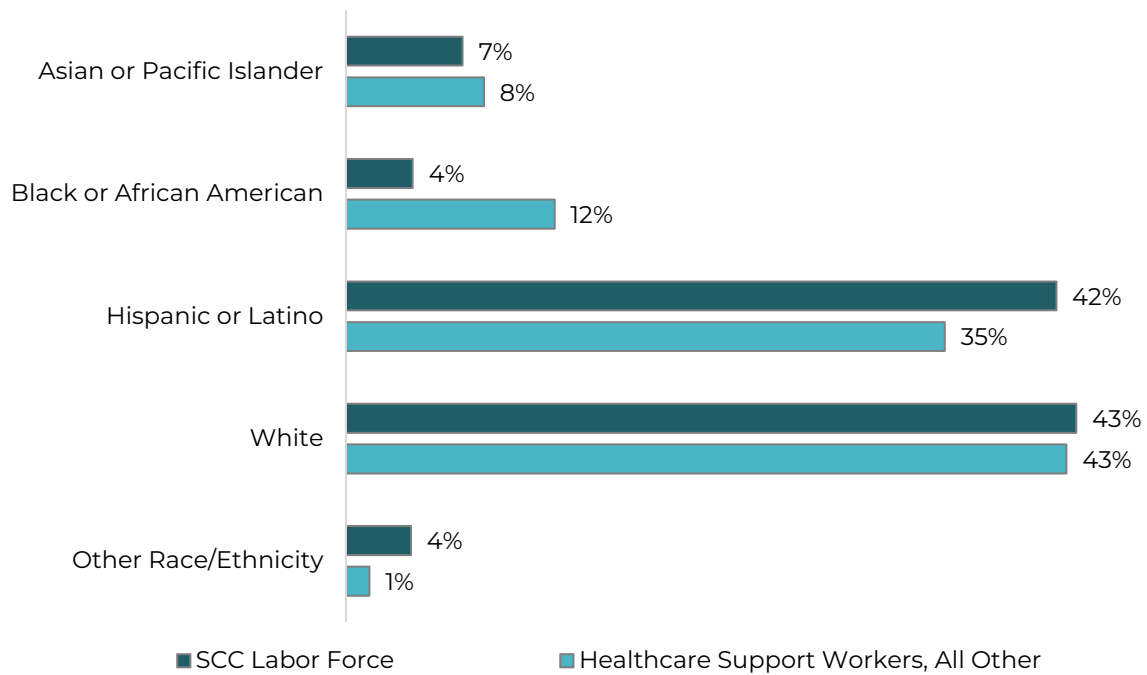
Approximately 43% of *Healthcare Support Workers, All Other (31-9099)* are white, which mirrors the SCC labor force (43%). Additionally, 12% of *Healthcare Support Workers, All Other*

³ All SWP metrics are for 2023-24 unless otherwise noted. Metrics data is sourced from DataVista.

⁴ Data that is not available in DataVista is denoted in Exhibit 15 as "data unavailable." Data may not be available for various reasons, including cases where data is masked to protect personally identifiable information.

(31-9099) are Black or African American, which is significantly higher when compared to the SCC labor force (4%).

Exhibit 14: Program and County Demographics by Ethnicity

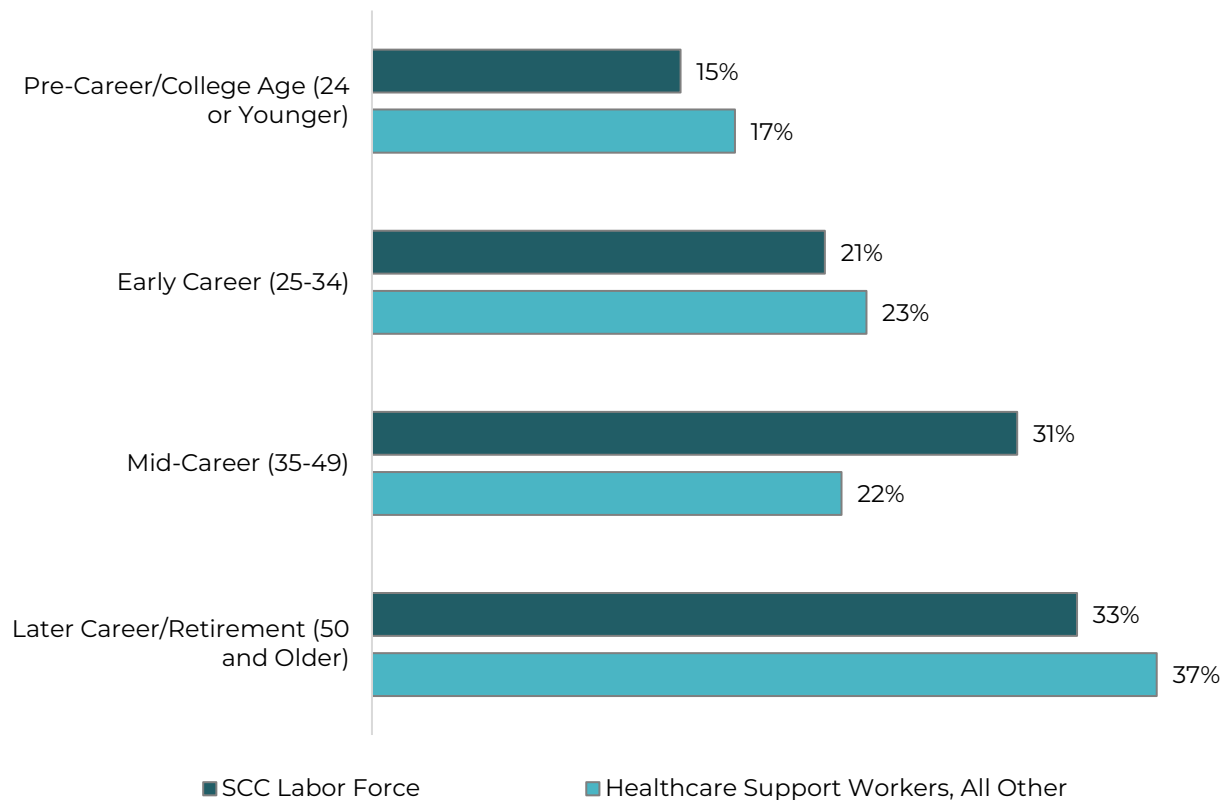


Age:

Exhibit 15 compares the age of the overall SCC labor force and occupation-specific data for *Healthcare Support Workers, All Other (31-9099)*.

Approximately 37% of *Healthcare Support Workers, All Other (31-9099)* are Later Career/Retirement (50 and Older) age, which is slightly higher than the overall SCC labor force (33%). Additionally, 17% of *Healthcare Support Workers, All Other (31-9099)* are Pre-Career/College Age (24 or Younger) which is slightly higher than the overall labor force (15%), as shown in Exhibit 15. Though Mid-Career (35-49) individuals make up 31% of the labor force, they account for only 22% of *Healthcare Support Workers, All Other (31-9099)*.

Exhibit 15: Program and County Demographics by Age

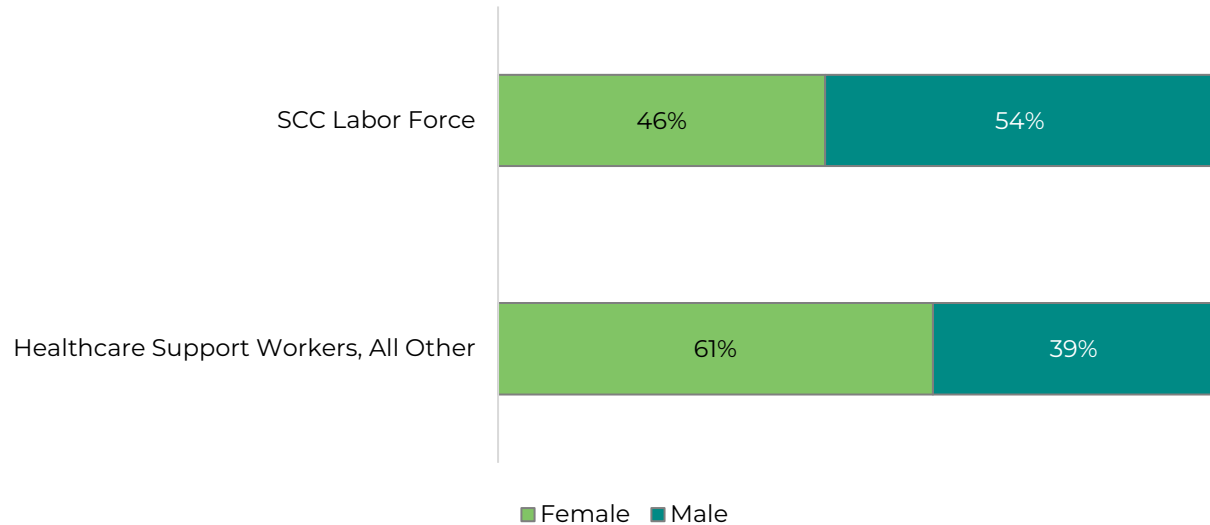


Sex:

Exhibit 16 compares the sex of the overall SCC labor force to occupation-specific data for *Healthcare Support Workers, All Other (31-9099)*.

There is a significant female majority of *Healthcare Support Workers, All Other (31-9099)* (61%), which contrasts with the overall SCC labor force (46% female).

Exhibit 16: Program and County Demographics by Sex



Appendix A: Methodology

Traditional Labor Market Data

The SCC COE prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies.

Data included in this analysis represents the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the SCC COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges.

Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

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

- 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.

The SCC COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a “supply table” with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS.

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 in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Online Job Postings Data

Online job postings data, also known as real-time labor market information, captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees but is not a perfect measure of the quantity of open positions. Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more.

There are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

Additionally, Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.⁵ For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast's database.

Geography

The South Central Coast region encompasses San Luis Obispo, Santa Barbara, and Ventura counties, as well as parts of Northern Los Angeles County. Exhibit 19 shows the 34 ZIP codes used to define Northern Los Angeles County.

Exhibit 17: Northern Los Angeles ZIP Codes

ZIP Code	Primary City	ZIP Code	Primary City
91310	Castaic	93532	Lake Hughes
91321	Newhall	93534	Lancaster
91322	Newhall	93535	Lancaster
91350	Santa Clarita	93536	Lancaster
91351	Canyon Country	93539	Lancaster
91354	Valencia	93543	Littlerock
91355	Valencia	93544	Llano
91380	Santa Clarita	93550	Palmdale
91381	Stevenson Ranch	93551	Palmdale
91382	Santa Clarita	93552	Palmdale
91383	Santa Clarita	93553	Pearblossom
91384	Castaic	93563	Valyermo
91385	Valencia	93584	Lancaster
91386	Canyon Country	93586	Lancaster
91387	Canyon Country	93590	Palmdale
91390	Santa Clarita	93591	Palmdale
93510	Acton	93599	Palmdale

Though traditional labor market information is available at the ZIP code level, it does not always add up to data reported at the county level for multiple reasons:

- ZIP codes are not official geographically bounded areas, unlike states and counties.
- ZIP codes may cross county lines, such as ZIP code 93461, which is primarily in San Luis Obispo County, but also crosses into Kern County.

For these reasons, the number of jobs and average annual openings for each county may not add up to the total for the SCC Region. However, considering jobseekers may cross county lines for opportunities, the traditional labor market data is reflective of opportunities available to jobseekers in the SCC Region.

Additionally, job postings data is available only at the city or county level. To analyze job postings for the entire SCC region, the SCC COE developed a list of cities available in Lightcast for analysis. Additionally, demographic data is not available at the ZIP code level but is available at the Census Bureau's Public Use Microdata Area (PUMA) level. Demographic data was sourced via IPUMS and analyzed by the SCC COE.

⁵ K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

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 , a labor market analytics firm.
Living Wage	Per the CCCCCO, this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024. The MIT Living Wage , updated on February 10, 2025, is a nationally recognized living wage metric and is provided for reference.
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	The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).
Student Metrics and Demographics	Data Vista , 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	The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. Data is sourced from IPUMS USA , a database providing access to ACS and other Census Bureau data products.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

For more information, please contact the South Central Coast Center of Excellence:

Jacob Poore, Director

jacob.poore@canyons.edu

Ashley Kernan, Research Manager

ashley.kernan@canyons.edu

October 2025



FOR LABOR MARKET RESEARCH
SOUTH CENTRAL COAST