

# Home Health Aides

*Inland Empire/Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)*

## Summary

- Employment for home health aides is expected to **increase by 65%** through 2022 in the Inland Empire/Desert Region, the fastest rate among the nursing occupations. **A total of 3,940 job openings** will be available over the next five years.
- The **median wage** for home health aides is **above the MIT Living Wage estimate of \$12.30 per hour** for a single adult living in the Inland Empire/Desert Region.
- Based on the average annual number of program completions (**24 annual average credentials**), and the annual openings for home health aides in the local region (**788 annual job openings**), there appears to be an opportunity for program growth.

## Introduction

Completion of the home health aide program (TOP 1230.80) provides knowledge of principles and techniques used to assist elderly, convalescent, or disabled patients in their homes by providing for their health care needs. The occupational description for home health aides is listed below:

### **Home Health Aides (31-1011)**

Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.

**Sample job titles:** *Caregiver, Certified Home Health Aide (CHHA), Certified Medical Aide (CMA), Certified Nurses Aide (CNA), Home Attendant, Home Care Aide, Home Health Aide (HHA), Home Health Provider, Hospice/Home Health Aide, In-Home Caregiver*

Entry-Level Educational Requirement: *High school diploma or equivalent*

Training Requirement: *One-month on-the-job training*

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: *42%*

## Job Opportunities

In 2017, there were 2,854 home health aide jobs in the Inland Empire/Desert Region. Across the region, employment for home health aides is expected to increase by 65% through 2022. Employers in the region will need to hire 3,940 workers over the next five years to fill new jobs and to backfill jobs that workers are leaving (includes retirements).

*Exhibit 1: Job counts, five-year projections, and age demographics for home health aides*

Region	2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert Region	2,854	65%	3,940	788	27%

Source: EMSI 2018.3

## Earnings

The median wage for home health aides is above the MIT Living Wage estimate of \$12.30 per hour for a single adult living in the Inland Empire/Desert Region. Detailed information on the MIT Living Wage Calculator, including additional wage requirements for adults with dependent children, is available on their website: <http://livingwage.mit.edu/metros/40140>.

*Exhibit 2: Earnings for home health aides*

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Avg. Annual Earnings
Home Health Aides	\$11.71 to \$17.37	\$14.15	\$31,600

Source: EMSI 2018.3

\*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.

## Job Posting Data (Real-Time Labor Market Information)

Exhibit 3 displays the number of job ads posted for home health aides during the last 12 months along with the Inland Empire/Desert Region and national average time to fill jobs. On average, it takes four days longer for employers to find qualified candidates to fill open positions than the national average, indicating that open positions are slightly more challenging to fill locally.

*Exhibit 3: Job ads and time to fill for home health aides, November 2017 – October 2018*

Occupation	Job Ads	Region Average Time to Fill (Days)	National Average Time to Fill (Days)
Home Health Aides	465	46	42

Source: Burning Glass – Labor Insights

## Industry

Industry staffing patterns display a list of industries that employ particular occupations. Exhibit 4 shows the industries that employ the majority of home health aides and the industries that have been posting the most job ads in the Inland Empire/Desert Region.

*Exhibit 4: Sample of industries employing home health aides, November 2017 – October 2018*

Occupation	Top Industries from Staffing Pattern (NAICS) – Percent Of Occupation Employed In Industry	Industry Classification from Job Ads	
		Number of Job Postings (n=)	Top Industries from Job Ads (NAICS)
Home Health Aides	<ul style="list-style-type: none"> <li>Individual and Family Services (6241) 42%</li> <li>Home Health Care Services (6216) 38%</li> </ul>	253	<ul style="list-style-type: none"> <li>Home Health Care Services (6216)</li> <li>Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly (6233)</li> </ul>

Source: EMSI 2018.3, Burning Glass – Labor Insights

## Employers

Exhibit 5 displays a sample of the employers that have been posting job ads for home health aides during the last 12 months.

*Exhibit 5: Employers postings the most job ads for home health aides, November 2017 – October 2018*

Occupation	Top Employers
Home Health Aides (n=391)	<ul style="list-style-type: none"> <li>• Kindly Care</li> <li>• Brookdale Senior Living</li> <li>• VITAS Healthcare</li> <li>• Interim HealthCare</li> </ul>

Source: Burning Glass – Labor Insights

## In-Demand Skills

Exhibit 6 lists the in-demand skills that employers are seeking when looking for workers to fill home health aide positions. The skills reported in job postings may be utilized as a helpful guide for curriculum development. Specialized skills are occupation-specific skills employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly referred to as “soft skills.”

*Exhibit 6: Skills in demand for home health aides, November 2017 – October 2018*

Occupation	Specialized skills	Employability skills
Home Health Aides (n=394)	<ul style="list-style-type: none"> <li>• Cardiopulmonary Resuscitation (CPR)</li> <li>• Bathing</li> <li>• Meal Preparation</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Companionship</li> <li>• Positive Disposition</li> </ul>

Source: Burning Glass – Labor Insights

## Certifications

Exhibit 7 displays the certifications most frequently requested or required by employers in job postings over the last 12 months.

*Exhibit 7: Certifications in demand for home health aides, November 2017– October 2018*

Occupation	Top Certifications Requested in Job Postings
Home Health Aides (n=300)	<ul style="list-style-type: none"> <li>• Certified Home Health Aide (HHA)</li> <li>• First Aid CPR AED</li> </ul>

Source: Burning Glass – Labor Insights

For more information regarding the importance of certifications for home health aides, as well as how to obtain them, please see the California Department of Public Health resource page:

<https://www.cdph.ca.gov/Programs/CHCQ/LCP/Pages/HHA.aspx>

## Educational Requirements

Exhibit 8 displays the entry-level education typically required to become a home health aide according to the Bureau of Labor Statistics, educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census, and the minimum advertised education requirement requested by employers in online job ads.

*Exhibit 8: Educational attainment and online job ads with minimum advertised education requirements for home health aides, November 2017 – October 2018*

Occupation	Work Experience Required	Typical Entry-Level Education Requirement	Two-Year Postsecondary Level of Educational Attainment*	Minimum Advertised Education Requirement from Job Ads			
				Number of Job Postings (n=)	High school diploma or vocational training	Associate degree	Bachelor’s degree or higher
Home Health Aides	None	High school diploma or equivalent	42%	189	100%	-	-

Source: EMSI 2018.3, Current Population Survey, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Credential or Some Postsecondary Coursework

## Student Completions

There are currently no home health aide programs (TOP 1230.80) being offered by community colleges in the region. According to the Chancellor’s Office Curriculum Inventory, Barstow, Chaffey, Copper Mountain, College of the Desert, Mt. San Jacinto, and Victor Valley offer home health aide courses, but no Chancellor’s Office-approved credentials. Credentials granted from other educational institutions from 2013 to 2016 are displayed in Exhibit 9, along with the relevant CIP code. Please note, a credential is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate.

*Exhibit 9: Inland Empire/Desert Region annual average other educational institutions student completions for home health aide programs*

<b>51.2602 Home Health Aide/Home Attendant (CIP)</b>	<b>Other Educational Institutions Annual Average Certificates or Other Credit Credentials (2013-16)</b>
<b>California Nurses Educational Institute</b>	
Award <1 academic year	7
<b>Riverside County Office of Education-School of Career Education</b>	
Award <1 academic year	17
<b>Total annual average other credentials (2013-16)</b>	<b>24</b>

Source: IPEDS

## Sources

California Community Colleges Chancellor’s Office Management Information Systems (MIS)  
 Current Population Survey  
 CTE LaunchBoard  
 Economic Modeling Specialists International (EMSI)  
 Integrated Postsecondary Education Data System (IPEDS)  
 Labor Insight/Jobs (Burning Glass)  
 MIT Living Wage Calculator  
 O\*Net Online  
 The Taxonomy of Programs, 6<sup>th</sup> Edition

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