

Gerontology

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

Summary

- Employment for the gerontology occupational group is expected to increase by 61% from 2017 through 2022 in the Inland Empire/Desert region. **A total of 4,254 job openings** will be available over the next five years.
- The **median wage** for the gerontology occupational group is **above the MIT Living Wage estimate of \$12.30 per hour** for a single adult living in the Inland Empire/Desert Region.
- There appears to be an **opportunity for program growth** based on the average annual number of program completions for the selected community college program (**13 average annual community college credentials**) and the annual openings for gerontology occupations in the region (**851 annual job openings**).

Introduction

This report details occupations relevant to the gerontology program. This program prepares graduates for the principles and practices of working with older adults – this includes physical, social, economic, emotional, health care and support services needs and concerns, related legislation, and community resources.¹ The two occupations included in the gerontology occupational group are:

- Community Health Workers
- Home Health Aides

¹ The Taxonomy of Programs, 6th Edition, February 2004

Job Opportunities

In 2017, there were 3,196 gerontology jobs in the Inland Empire/Desert Region. Across the region, employment related to this occupational group is expected to increase by 61% through 2022. Employers will need to hire 4,254 workers over the next five years to fill new jobs and to backfill jobs that workers are leaving – including retirements. Exhibit 1 displays the projected growth for gerontology occupations in the region. Appendix A, Table 1 shows the projected job growth for each of the occupations in this group.

Exhibit 1: Five-year projections for the gerontology occupational group in the Inland Empire/Desert Region

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	3,196	61%	4,254	851	26%

Source: EMSI 2018.3

Earnings

The median wage for the gerontology occupational group is above the MIT Living Wage estimate for a single adult living in the Inland Empire/Desert Region (\$12.30 per hour or \$25,584 annually). The experienced-level, 75th percentile wage category for community health workers is sufficient for one adult and one child (\$26.96 per hour or \$56,072 annually). Please visit the MIT Living Wage website for more details on the living wage calculation and methodology.

<http://livingwage.mit.edu/metros/40140>

Exhibit 2: Earnings for the gerontology occupational group in the Inland Empire/Desert Region

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Avg. Annual Earnings
Community Health Workers	\$16.52 to \$30.45	\$22.88	\$49,700
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 Postings, Top Employers, Skills, Education, and Certifications

On average, local employers fill online job posting for gerontology within 45 days. When compared to the national average, it takes four days longer for local employers to find qualified candidates to fill open positions in the Inland Empire/Desert Region. Exhibit 3 shows the number of job ads posted during the last 12 months for gerontology occupations along with the regional and national average time to fill.

Exhibit 3: Employer job ads and time to fill for gerontology in the Inland Empire/Desert Region during the last 12 months, November 2017 – October 2018

Occupation	Job Ads	Regional Average Time to Fill (Days)	National Average Time to Fill (Days)
Home Health Aides	465	46	42
Community Health Workers	13	44	40
Total	478	-	-

Source: Burning Glass – Labor Insights

Exhibit 4 displays the top employers posting job ads over the last 12 months.

Exhibit 4: Top employers for the gerontology occupational group in the Inland Empire/Desert Region, November 2017 – October 2018

Occupation	Top Employers
Home Health Aides (n=391)	<ul style="list-style-type: none"> • Kindly Care • Brookdale Senior Living
Community Health Workers (n=13)	<ul style="list-style-type: none"> • Companion Management Group • Universal Health Services, Inc.

Source: Burning Glass – Labor Insights

Exhibit 5 lists the in-demand skills that employers are seeking when looking for workers to fill gerontology positions. The skills reported in job postings may be utilized as a helpful guide for curriculum development. Specialized skills are occupation-specific skills that 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 5: Top skills for the gerontology occupational group in the Inland Empire/Desert Region, November 2017 – October 2018

Occupations	Specialized skills	Employability skills
Home Health Aides (n=394)	<ul style="list-style-type: none"> • Cardiopulmonary Resuscitation (CPR) • Bathing • Meal Preparation 	<ul style="list-style-type: none"> • Communication Skills • Companionship • Positive Disposition
Community Health Workers (n=13)	<ul style="list-style-type: none"> • Medicare/Medicaid Knowledge • Hospice • Home Health 	<ul style="list-style-type: none"> • Communication Skills • Organizational Skills • Bilingual

Source: Burning Glass – Labor Insights

Exhibit 6 displays the entry-level education level education typically required to enter these occupations 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 6: Educational attainment and online job ads with minimum advertised education requirements for the gerontology occupational group in the Inland Empire/Desert Region

Occupation	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	High school diploma or equivalent	42%	189	100%	-	-
Community Health Workers	High school diploma or equivalent	29%	6	50%	17%	33%

Source: EMSI 2018.3, Burning Glass – Labor Insights

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

Exhibit 7 displays the top certifications required by employers posting job ads for the gerontology occupational group in the Inland Empire/Desert Region. The top certification for both occupations that employers are looking for is first aid and CPR/AED.

Exhibit 7: Top certifications required by employers for the gerontology occupational group in the Inland Empire/Desert Region, November 2017 – October 2018

Occupation	Certifications
Home Health Aides (n=300)	<ul style="list-style-type: none"> • Certified Home Health Aide (CHHA) • First Aid CRP/AED
Community Health Workers (n=7)	<ul style="list-style-type: none"> • First Aid/ CRP/AED

Source: Burning Glass – Labor Insights

For more information regarding the importance of certifications for these occupations, as well as how to obtain them, please see the following resources:

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

Student Completions

Exhibit 8 shows the annual average regional community college credentials (associate degrees and certificates) conferred during the three academic years between 2014 and 2017, with the relevant TOP code as well as the program title used at each college, sourced from the Chancellor’s Office Curriculum Inventory (COCI). 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 credential, such as an associate degree in addition to a certificate. Community College student outcome information is from the CTE LaunchBoard based on the selected TOP code and region.

Exhibit 8: Annual average community college student completions for gerontology programs in the Inland Empire/Desert Region

1309.00 - Gerontology	Annual Community College Headcount (2016-17)	Community College Annual Average Credentials (2014-17)
Chaffey - Gerontology	590	
Associate Degree		6
Certificate 18 to < 30 semester units		7
Total community college headcount (2016-17)	590	
Total annual average community college credentials (2014-17)		13

Source: LaunchBoard, IPEDS

1309.00 Gerontology program Strong Workforce outcomes in the Inland Empire/Desert Region in the academic year 2015-16 [unless noted otherwise]:

- Number of course enrollments: 825 (California median: 107) [2016-17]
- Number of students who transferred: 29 (CA: 0)
- Employed in the second fiscal quarter after exit: 80% (CA: 71%)
- Median earnings in the second fiscal quarter after exit: \$6,276 (CA: \$7,623)
- Employed in the fourth fiscal quarter after exit: 80% (CA: 70%)
- Median annual earnings: \$24,282 (CA: \$29,143)
- The percentage in a job closely related to the field of study: 50% (CA: 58%) [2014-15]
- Median change in earnings: 40% (CA: 52%)
- The proportion of students who attained a living wage: 43% (CA: 54%)



Sources

O*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

The Taxonomy of Programs, 6th Edition

California Community Colleges Chancellor's Office Management Information Systems (MIS)

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Appendix A: Occupation definitions, sample job titles, five-year projections, and earnings for gerontology occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

Community Health Workers (SOC: 21-1094)

Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs.

Sample of reported job titles: *Apprise Counselor, Assistant Director of Nutrition and Wellness Programs, Chief Program Officer, Community Health Outreach Worker, Community Health Program Coordinator, Community Health Program Representative (Community Health Program Rep), Community Health Promoter, Community Health Worker (CHW), Community Nutrition Educator, HIV CTS Specialist*

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Less than one-month on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 29%

Home Health Aides (SOC: 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 of reported 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: Less than one-month on-the-job training

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



Table 1. 2017 to 2022 job growth, wages, education, training, and work experience required for the gerontology occupational group, Inland Empire/Desert Region

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage*	Median Hourly Wage*	Average Annual Earnings	Typical Entry-Level Education & On-The-Job Training Required	Work Experience Required
Home Health Aides (31-1011)	2,854	1,868	65%	788	\$11.71 to \$17.37	\$14.15	\$31,600	High school diploma or equivalent & less than 1 month	None
Community Health Workers (21-1094)	342	86	25%	63	\$16.52 to \$30.45	\$22.88	\$49,700	High school diploma or equivalent & less than 1 month	None
Total	3,196	1,954	61%	851	-	-	-	-	-

Source: EMSI 2018.3

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