

## Labor Market Assessment: 1220.00 – Speech/Language Pathology and Audiology Speech-Language Pathology Assistant (Associate Degree)

Los Angeles Center of Excellence, April 2022

### Summary

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

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to one middle-skill occupation:

- *Healthcare support workers, all other (31-9099)* – which includes *speech-language pathology assistants (31-9099.01)*

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>1</sup> This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupation.

Based on the available data, it is unclear whether or not there is a supply gap in the region for *speech-language pathology assistants*, since this is an emerging occupation that does not have its own designated SOC. However, when considering data for *healthcare support workers, all other*, the entry-level wage exceeds the self-sufficiency standard wage in Los Angeles County, 42% of workers in the field have completed some college or an associate degree. **Due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

### Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **515 jobs available annually** in the region due to new job growth and replacements, **which is more than the 101 awards conferred annually** by educational institutions in the region.

<sup>1</sup> 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.

- *Healthcare support workers, all other (31-9099)* includes a variety of emerging occupations and not solely *speech-language pathology assistants (31-9099.01)*. **Therefore, the demand data in this report is overstated for speech-language pathology assistants.**
- **Living Wage Criteria** – In Los Angeles County, the **typical entry-level hourly wage** for *healthcare support workers, all other* is **\$19.93, which is above the self-sufficiency standard wage** for one adult in the county (\$18.10 in Los Angeles County).<sup>2</sup>
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *healthcare support workers, all other*.
  - National-level educational attainment data indicates that 42% of workers in the field have completed some college or an associate degree.

### Supply:

- Between 2017 and 2020, **four community colleges** in the LA/OC region issued awards in speech/language pathology and audiology (TOP 1220.00), conferring an average of **101 awards**.
- Between 2016 and 2019, there were no non-community college institutions in the LA/OC region that conferred awards in speech/language pathology and audiology-related programs.

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<sup>2</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

## Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *healthcare support workers, all other*. In the Los Angeles/Orange County region, the number of jobs related to this occupation is projected to increase by 7% through 2025. There will be more than 500 job openings per year through 2025 due to job growth and replacements.

NOTE: *Healthcare support workers, all other* (SOC 31-9099) includes a variety of emerging occupations and not solely *speech-language pathology assistants* (31-9099.01). Therefore, the data in Exhibit 1 is overstated for *speech-language pathology assistants*.

*This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.*

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>3</sup>**

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	2,798	2,956	158	6%	377
Orange	933	1,030	97	10%	138
<b>Total</b>	<b>3,731</b>	<b>3,987</b>	<b>256</b>	<b>7%</b>	<b>515</b>

## Wages

The labor market endorsement in this report considers the hourly wages for *healthcare support workers, all other* 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 LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County** – The typical entry-level hourly wage for *healthcare support workers, all other* is \$19.93, which is **above** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn \$26.09/hour, which is above the self-sufficiency standard wage estimate.

**Orange County** – The typical entry-level hourly wage for *healthcare support workers, all other* are \$19.80, which is **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn \$26.03/hour, which is above the self-sufficiency standard wage estimate.

<sup>3</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

### Job Postings

Over the past 12 months, there have been 72 online job postings for *speech-language pathology assistants*. The highest number of job postings were for speech and language pathology assistants, pediatric speech and language pathology assistants, and speech assistants. The top skills were speech language pathology, audiology, treatment planning, speech therapy, and special education. The top employers, by number of job postings, in the region were Casa Colina, Pomona Valley Hospital Medical Center, Stepping Stones Therapy, and Speechful Therapy Services.

*It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the full impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.*

### Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *healthcare support workers, all other*. National-level educational attainment data indicates that 42% of workers in the field have completed some college or an associate degree.

### Educational Supply

**Community College Supply** – Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Speech/Language Pathology and Audiology (TOP 1220.00). The college with the most completions in the region is Cerritos.

**Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020**

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
1220.00	Speech/ Language Pathology and Audiology	Cerritos	37	40	28	35
		Pasadena	33	22	24	26
		<b>LA Subtotal</b>	<b>70</b>	<b>62</b>	<b>52</b>	<b>61</b>
		Orange Coast	19	15	16	17
		Santa Ana	21	22	25	23
		<b>OC Subtotal</b>	<b>40</b>	<b>37</b>	<b>41</b>	<b>39</b>
<b>Supply Total/Average</b>			<b>110</b>	<b>99</b>	<b>93</b>	<b>101</b>

**Non-Community College Supply** – Between 2016 and 2019, there were no non-community college institutions in the LA/OC region that conferred awards in speech/language pathology and audiology-related programs.

**Appendix A: Occupational demand and wage data by county**

**Exhibit 3. Los Angeles County**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
Healthcare Support Workers, All Other (31-9099)	2,798	2,956	158	6%	377	\$19.93	\$22.97	\$26.09

**Exhibit 4. Orange County**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
Healthcare Support Workers, All Other (31-9099)	933	1,030	97	10%	138	\$19.80	\$22.87	\$26.03

**Exhibit 5. Los Angeles and Orange Counties**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Typical Entry-Level Education</b>
Healthcare Support Workers, All Other (31-9099)	3,731	3,987	256	7%	515	HS diploma or equivalent

## Appendix B: Sources

- O\*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (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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