** Community Health** **Workers**

**Labor Market Information Report**

**City College of San Francisco**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

February 2019

# Recommendation

Based on all available data, there appears to be an undersupply of Community Health Workers compared to the demand for this occupation in the Bay region and in the Mid-Peninsula sub-region (San Francisco and San Mateo Counties). There is a projected annual gap of about 290 students in the Bay region and 123 students in the Mid-Peninsula Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on Community Health Care Worker – TOP 1261.00 in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco and in the region.

# Introduction

This report profiles Community Health Workers in the 12 county Bay region and in the Mid-Peninsula sub-region for the revision of an existing Community Health Worker Re-Entry Specialist program at City College of San Francisco.

|  |
| --- |
| * **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. Excludes “Health Educators” (21-1091). |
| *Entry-Level Educational Requirement: High school diploma or equivalent* |
| *Training Requirement: Short-term on-the-job training* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 28%* |

# Occupational Demand

**Table 1. Employment Outlook for Community Health Workers in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Community Health Workers | 2,010 | 2,263 | 253 | 13% | 1,510 | 302 | $13.41 | $23.19 |

*Source: EMSI 2019.1*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Community Health Workers in Mid-Peninsula Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Community Health Workers | 900 | 977 | 77 | 9% | 635 | 127 | $18.57 | $28.96 |

*Source: EMSI 2019.1*

**Mid-Peninsula Sub-Region** includes San Francisco and San Mateo Counties

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Feb 2018 - Jan 2018)**

| Occupation | Bay Region | Mid-Peninsula |
| --- | --- | --- |
| Community Health Workers | 107 | 44 |

*Source: Burning Glass*

**Table 4. Top Job Titles for Community Health Workers for latest 12 months (Feb 2018 - Jan 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | Mid-Peninsula | Common Title | Bay | Mid-Peninsula |
| Community Liaison | 27 | 9 | Health Leader | 2 | 2 |
| Community Lead | 10 | 7 | Mental Health Advocate | 2 |  |
| Health Navigator | 8 | 1 | Navigator | 2 |  |
| Peer Navigator | 7 | 4 | Powered By We Community Lead | 2 | 2 |
| Community Navigator | 6 |  | Access Navigator, Dental | 1 |  |
| Development Coordinator | 4 |  | Climate Justice Lead - Partnership For Families | 1 |  |
| Build Stronger Families And Enjoy A | 3 | 3 | Community Engagement Lead | 1 | 1 |
| Community Advocate | 3 |  | Community Health Advocate | 1 |  |
| Medical Referral Lead | 3 | 2 | Community Investment Advocate | 1 |  |
| Access Navigator, Dental, Bilingual | 2 |  | Community Living Instructor | 1 |  |
| Communications Coordinator | 2 | 1 | Community Organizational Skills Advocate | 1 | 1 |
| Family Health Navigator | 2 |  | Community Partnership Lead | 1 | 1 |
| Health Advocate | 2 | 1 | Customer Community Lead/Salesforce Community Lead | 1 | 1 |
| Health Coordinator | 2 | 2 | Head, Health | 1 | 1 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Community Health Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2017) | Jobs in Industry (2022) | % Change (2017-22) | % in Industry (2017) |
| Local Government, Excluding Education and Hospitals (903999) | 278 | 280 | 5% | 13.7% |
| Services for the Elderly and Persons with Disabilities (624120) | 208 | 211 | 23% | 10.4% |
| HMO Medical Centers (621491) | 195 | 198 | 27% | 9.7% |
| Other Individual and Family Services (624190) | 140 | 145 | 16% | 7.1% |
| Hospitals (Local Government) (903622) | 81 | 81 | 5% | 4.0% |
| General Medical and Surgical Hospitals (622110) | 78 | 77 | (5%) | 3.8% |
| Child and Youth Services (624110) | 66 | 66 | 6% | 3.3% |
| Grantmaking Foundations (813211) | 60 | 62 | 25% | 3.1% |
| Environment, Conservation and Wildlife Organizations (813312) | 57 | 56 | 16% | 2.8% |
| Offices of Physicians (except Mental Health Specialists) (621111) | 55 | 55 | 2% | 2.7% |
| Outpatient Mental Health and Substance Abuse Centers (621420) | 52 | 49 | 4% | 2.4% |
| Other Social Advocacy Organizations (813319) | 45 | 47 | 11% | 2.3% |
| Religious Organizations (813110) | 43 | 44 | 5% | 2.1% |
| Corporate, Subsidiary, and Regional Managing Offices (551114) | 38 | 40 | 13% | 2.0% |
| Temporary Shelters (624221) | 31 | 33 | 13% | 1.6% |
| Human Rights Organizations (813311) | 31 | 33 | 23% | 1.6% |
| Freestanding Ambulatory Surgical and Emergency Centers (621493) | 29 | 29 | 31% | 1.4% |
| Residential Mental Health and Substance Abuse Facilities (623220) | 27 | 27 | 4% | 1.3% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 27 | 27 | 0% | 1.3% |
| All Other Outpatient Care Centers (621498) | 23 | 27 | 48% | 1.3% |
| Other Community Housing Services (624229) | 24 | 25 | 21% | 1.2% |
| State Government, Excluding Education and Hospitals (902999) | 23 | 24 | 4% | 1.2% |

*Source: EMSI 2019.1*

**Table 6. Top Employers Posting Community Health Worker Openings in Bay Region and Mid-Peninsula Sub-Region (Feb 2018 - Jan 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| Roots Community Health Ctr | 4 | Lincoln | 2 | YMCA | 4 |
| YMCA | 4 | Mercy Housing | 2 | Chme, Inc | 3 |
| Chme, Inc | 3 | North East Medical Services | 2 | Wework | 3 |
| Facebook | 3 | Redwood Credit Union | 2 | College Nannies Sitters Tutors Development | 2 |
| Lincoln Child Center | 3 | Safeguard Scientifics Inc | 2 | Facebook | 2 |
| Lincoln Families | 3 | San Francisco Aids Foundation | 2 | Mercy Housing | 2 |
| Marin Community Clinics | 3 | Sunnyvale Community Services | 2 | Accentcare | 1 |
| Wework | 3 | A Bright Future | 1 | Arc San Francisco | 1 |
| Accentcare | 2 | Alameda Alliance For Health | 1 | Ats Partners | 1 |
| Arc San Francisco | 2 | Alameda County | 1 | California State University | 1 |
| Campbell Union School District | 2 | Ats Partners | 1 | Chinese Hospital | 1 |
| College Nannies Sitters Tutors Development, Inc | 2 | Aurora Santa Rosa Hospital | 1 | Consensys Corporation | 1 |
| Dremio | 2 | Aurum Prep Academy | 1 | Crew | 1 |
| Impact Justice | 2 | California State University | 1 | Ernst & Young | 1 |

*Source: Burning Glass*

# Educational Supply

There are four community colleges in the Bay Region issuing 12 awards on average annually (last 3 years) on Community Health Care Worker – TOP 1261.00. There are two colleges in the Mid-Peninsula Sub-Region issuing 4 awards on average annually (last 3 years) on this Top code.

**Table 7. Awards on Community Health Care Worker – TOP 1261.00 in the Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| **Canada** | Mid-Peninsula | n/a |  | 2 | 2 |
| **Mission** | Silicon Valley | n/a | 3 | 0 | 3 |
| **San Francisco** | Mid-Peninsula | 284 |  | 2 | 2 |
| **Santa Rosa** | North Bay | 26 |  | 5 | 5 |
| **Total Bay Region** | | **310** | **2** | **9** | **12** |
| **Total Mid-Peninsula Sub-Region** | | **274** | **0** | **4** | **4** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses is for 2016-17. The annual average for awards is 2014-17 unless there are only awards in 2016-17. The annual average for other postsecondary is for 2013-16.

# Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 302 annual openings for Community Health Workers and 12 annual awards (3-year average) for an annual undersupply of 290 students. In the Mid-Peninsula Sub-Region, there is also a gap with 127 annual openings and 4 annual awards (3-year average) for an annual undersupply of 123 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on Community Health Care Worker – TOP 1261.00**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay  (All CTE Programs) | City College of San Francisco (All CTE Programs) | State (1261.00) | Bay (1261.00) | Mid-Peninsula (1261.00) | City College of San Francisco (1261.00) |
| % Employed Four Quarters After Exit | 74% | 73% | 71% | 71% | 71% | 71% |
| Median Quarterly Earnings Two Quarters After Exit | $23,396 | $22,070 | $16,549 | $16,549 | $17,989 | $17,269 |
| Median % Change in Earnings | 46% | 50% | 66% | 66% | 47% | 47% |
| % of Students Earning a Living Wage | 63% | 55% | 47% | 47% | 47% | 46% |

*Source: Launchboard Pipeline (version available on 2/1/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Community Health Workers in Bay Region (Feb 2018 - Jan 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Mental Health | 31 | Client Needs Assessment | 9 | Community Relations | 5 |
| Case Management | 29 | Appointment Setting | 8 | Health Education | 5 |
| Psychology | 17 | Business Development | 8 | Home Health | 5 |
| Customer Service | 16 | Cardiopulmonary Resuscitation (CPR) | 8 | Patient Care | 5 |
| Budgeting | 15 | Community Development | 7 | Prospective Clients | 5 |
| Caregiving | 12 | Lifting Ability | 7 | Python | 5 |
| Crisis Intervention | 12 | Spreadsheets | 7 | SQL | 5 |
| Data Entry | 12 | Crisis Management | 6 | Social Media | 5 |
| Social Services | 12 | Public Health and Safety | 6 | Training Programs | 5 |
| Behavioral Health | 11 | Safety Training | 6 | Blog Posts | 4 |
| Community Health | 11 | Trauma | 6 | Conflict Management | 4 |
| Project Management | 11 | Treatment Planning | 6 | Cost Analysis | 4 |
| Mental Illness | 10 | Child Care | 5 | Customer Contact | 4 |
| Scheduling | 10 | Chronic Disease | 5 | Motivational Interviewing | 4 |

*Source: Burning Glass*

**Table 10. Certifications for Community Health Workers in the Bay Region (Feb 2018 - Jan 2018)**

Note: 70% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| Driver's License | 22 | Conflict Resolution | 2 |
| First Aid Cpr Aed | 6 | Hiv Counseling | 1 |
| Counseling Certification | 4 | Licensed Mental Health Counselor (LMHC) | 1 |
| Community Health Certificate | 3 | Social Work License | 1 |
| Certified Occupational Therapy Assistant (COTA) | 2 |  |  |

*Source: Burning Glass*

**Table 11. Education Requirements for Community Health Workers in Bay Region**

Note: 66% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings |
| High school or vocational training | 22 (31%) |
| Associate Degree | 3 (4%) |
| Bachelor’s Degree or Higher | 46 (65%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

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