**** **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

October 2018

# Recommendation

Based on all available data, there appears to be an undersupply of Community Health Workers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco and San Mateo Counties). The annual gap is about 290 students annually in the Bay region and about 90 in the Mid-Peninsula sub-region.

This report also provides student outcomes data on employment and earnings for programs on TOP 1261.00 - Community Health Care Worker in the state and region. It is recommended that this 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 a proposed new Community Mental Health Worker certificate program at City College of San Francisco. Because there is not a Standard Occupational Classification (SOC) code for Community Mental Health Workers, the Community Health Workers occupation is used for this report as the closest occupational match.

|  |
| --- |
| * **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: 29%* |

# 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 | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Community Health Workers | 2,449 | 2,784 | 335  | 14% | 1,889 | 378 | $12.31  | $22.81  |

*Source: EMSI 2018.2*

**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 | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Community Health Workers | 1,118 | 1,228 | 110  | 10% | 808 | 162 | $11.40  | $27.31  |

*Source: EMSI 2018.2*

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 (Sept 2017 - Aug 2018)**

|  |  |  |
| --- | --- | --- |
| Occupation | Bay Region | Mid-Peninsula |
| Community Health Workers (21-1094.00) | 68 | 27 |

*Source: Burning Glass*

**Table 4. Top Job Titles for Community Health Workers for latest 12 months (Sept 2017 - Aug 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | Mid-Peninsula | Common Title | Bay | Mid-Peninsula |
| Community Liaison | 24 | 5 | Medical Referral Lead | 2 | 2 |
| Health Navigator | 7 | 1 | Powered By We Community Lead | 2 | 2 |
| Peer Navigator | 7 | 6 | Behavioral Health Navigator, Adolescent | 1 | 1 |
| Community Lead | 4 | 3 | Build Stronger Families And Enjoy A | 1 | 1 |
| Community Navigator | 3 | 2 | Communications Coordinator | 1 |  |
| Development Coordinator | 3 | 1 | Community Health Advocate | 1 |  |
| Community Advocate | 2 |  | Community Investment Advocate | 1 |  |
| Community Health Navigator | 2 |  | Community Living Instructor | 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) | 269 | 287 | 7% | 13.8% |
| Services for the Elderly and Persons with Disabilities (624120) | 200 | 249 | 25% | 10.3% |
| HMO Medical Centers (621491) | 193 | 265 | 37% | 9.9% |
| Other Individual and Family Services (624190) | 136 | 159 | 17% | 7.0% |
| General Medical and Surgical Hospitals (622110) | 75 | 70 |  (7%) | 3.9% |
| Hospitals (Local Government) (903622) | 75 | 78 | 4% | 3.8% |
| Child and Youth Services (624110) | 64 | 72 | 13% | 3.3% |
| Grantmaking Foundations (813211) | 56 | 64 | 14% | 2.9% |
| Environment, Conservation and Wildlife Organizations (813312) | 55 | 65 | 18% | 2.8% |
| Offices of Physicians (except Mental Health Specialists) (621111) | 50 | 52 | 4% | 2.6% |
| Outpatient Mental Health and Substance Abuse Centers (621420) | 49 | 57 | 16% | 2.5% |
| Other Social Advocacy Organizations (813319) | 45 | 47 | 4% | 2.3% |
| Religious Organizations (813110) | 43 | 46 | 7% | 2.2% |
| Corporate, Subsidiary, and Regional Managing Offices (551114) | 37 | 39 | 5% | 1.9% |
| Temporary Shelters (624221) | 31 | 33 | 6% | 1.6% |
| Human Rights Organizations (813311) | 29 | 34 | 17% | 1.5% |
| Freestanding Ambulatory Surgical and Emergency Centers (621493) | 27 | 39 | 44% | 1.4% |
| Residential Mental Health and Substance Abuse Facilities (623220) | 25 | 26 | 4% | 1.3% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 25 | 23 |  (8%) | 1.3% |
| Other Community Housing Services (624229) | 23 | 27 | 17% | 1.2% |
| State Government, Excluding Education and Hospitals (902999) | 23 | 22 |  (4%) | 1.2% |
| All Other Outpatient Care Centers (621498) | 22 | 27 | 23% | 1.1% |
| Vocational Rehabilitation Services (624310) | 22 | 20 |  (9%) | 1.1% |
| Voluntary Health Organizations (813212) | 19 | 25 | 32% | 1.0% |
| Civic and Social Organizations (813410) | 19 | 21 | 11% | 1.0% |

*Source: EMSI 2018.3*

**Table 6. Top Employers Posting Jobs for Community Health Workers in Bay and Mid-Peninsula Sub-Region (Sept 2017 - Aug 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| Campbell Union School District | 3 | Redwood Credit Union | 2 | University California | 3 |
| Nurseregistry Com | 3 | Vitas Healthcare Corporation | 2 | University Of California San Francisco | 3 |
| University California | 3 | A Bright Future | 1 | Wework | 3 |
| University Of California San Francisco | 3 | Alameda County | 1 | Mercy Housing | 2 |
| Wework | 3 | Aurora Santa Rosa Hospital | 1 | Chme, Inc | 1 |
| Alameda Alliance For Health | 2 | Aurum Preparatory Academy | 1 | College Nannies Sitters Tutors Development, Inc | 1 |
| Facebook | 2 | Center For Human Development | 1 | Consensys Corporation | 1 |
| Lincoln Child Center | 2 | Chme, Inc | 1 | Facebook | 1 |
| Lincoln Families | 2 | College Nannies Sitters Tutors Development, Inc | 1 | Fast Forward Accelerate Good | 1 |
| Mercy Housing | 2 | Consensys Corporation | 1 | Flywheel Sports | 1 |

*Source: Burning Glass*

# Educational Supply

There are four community colleges in the Bay Region issuing 87 awards annually on TOP 1261.00 – Community Health Care Worker and two colleges issuing 72 awards annually in the Mid-Peninsula sub-region.

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| Canada | Mid-Peninsula | n/a |  | 12 | 12 |
| Mission | Silicon Valley | n/a | 3 |  | 3 |
| San Francisco | Mid-Peninsula | 284 |  | 60 | 60 |
| Santa Rosa | North Bay | 26 | 3 | 9 | 12 |
| **Total Bay Region** | **310** | **6** | **81** | **87** |
| **Total Mid-Peninsula Sub-Region** | **284** | **0** | **72** | **72** |

# *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 378 annual openings for Community Health Workers and 87 annual awards for an annual undersupply of 291. In the Mid-Peninsula sub-region, there is also a gap with 162 annual openings and 72 annual awards for an annual undersupply of 90.

# Student Outcomes

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | City College of San Francisco (All CTE Programs) | State (TOP1261.00) | Bay (TOP1261.00) | Mid-Peninsula (TOP 1261.00) | City College of San Francisco (TOP 1261.00) |
| % Employed Four Quarters After Exit | 74% | 72% | 74% | 74% | 73% | 73% |
| Median Quarterly Earnings Two Quarters After Exit | $10,310 | $10,794 | $8,922 | $8,922 | $9,003 | $8,922 |
| Median % Change in Earnings | 46% | 46% | 61% | 61% | 47% | 47% |
| % of Students Earning a Living Wage | 63% | 55% | 47% | 47% | 47% | 46% |

*Source: Launchboard Pipeline (version available on 9/28/18)*

# Skills, Certifications and Education

**Table 9. Top Skills for Community Health Workers in Bay Region (Sept 2017 - Aug 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Case Management | 22 | Lifting Ability | 7 | Health Screening | 4 |
| Mental Health | 12 | Client Needs Assessment | 6 | Home Care | 4 |
| Behavioral Health | 10 | Mental Illness | 6 | Hospice | 4 |
| Budgeting | 10 | Psychiatry | 6 | Project Management | 4 |
| Customer Service | 10 | Business Development | 5 | Public Health and Safety | 4 |
| Cardiopulmonary Resuscitation (CPR) | 9 | Crisis Management | 5 | Quality Assurance and Control | 4 |
| Psychology | 8 | Safety Training | 5 | Sales | 4 |
| Caregiving | 7 | Scheduling | 5 | Sales Calls | 4 |
| Community Health | 7 | Social Services | 5 | Spreadsheets | 4 |
| Crisis Intervention | 7 | Community Development | 4 | Staff Management | 4 |

*Source: Burning Glass*

**Table 10. Certifications for Community Health Workers in the Bay Region (Sept 2017 - Aug 2018)**

Note: 68% 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 | 18 | Licensed Vocational Nurse (LVN) | 3 |
| First Aid Cpr Aed | 8 | Conflict Resolution | 1 |
| Certified Occupational Therapy Assistant (COTA) | 3 |  |  |

*Source: Burning Glass*

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

Note: 70% 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 | 16 (33%) |
| Associate Degree | 2 (4%) |
| Bachelor’s Degree or Higher | 30 (63%) |

*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

For more information, please contact:

* Doreen O’Donovan, Data Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (CoE), doreen@baccc.net or (831) 479-6481
* John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, jcarrese@ccsf.edu or (415) 267-6544