

# Community Caregiver Occupational Group

*California and the Riverside-San Bernardino-Ontario Metropolitan Statistical Area  
 (Riverside and San Bernardino counties combined)*

## Job Opportunities

In 2016, there were more than 440,700 community caregiver related occupational jobs in California. About 9% or roughly 38,500 of these job opportunities were located in the Riverside-San Bernardino-Ontario MSA. Across the both the local region and state, the community caregiver occupational group is expected to increase 36% through 2021. Employers in the Riverside-San Bernardino-Ontario MSA will need to hire 17,900 workers over the next five years to fill new jobs and to backfill jobs that workers are leaving (includes retirements). Projected job growth for each of the detailed occupations in this occupational group is in Appendix A.

*Exhibit 1: Five-year projections for the community caregiver coding occupational group in the Riverside-San Bernardino-Ontario MSA and California*

Region	2016 Jobs	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Riverside-San Bernardino-Ontario MSA	38,506	52,516	14,010	36%	17,900	3,580
California	440,735	597,814	157,079	36%	200,256	40,051

## Earnings

The combined average entry-level wage for this occupational group is \$10.84, below the MIT Living Wage estimate of \$12.10 per hour for a single adult living in the Riverside-San Bernardino-Ontario MSA. Licensed Practical and Licensed Vocational Nurses is the exception in this occupational group, with a entry-level wage of \$16.16 per hour. The average annual earnings for this occupational group in the region is \$29,700 per year, assuming full-time employment. The combined average entry-level hourly wage for this occupational group in California is \$10.80 per hour. Hourly wages and annual average earnings for each detailed occupation in this group is in Appendix A.



*Exhibit 2: Earnings for the community caregiver occupational group in the Riverside-San Bernardino-Ontario MSA and California*

Region	Entry to Experienced Hourly Earnings Range*	Avg. Annual Earnings
Riverside-San Bernardino-Ontario MSA	\$10.84 to \$19.19	\$29,700
California	\$10.80 to \$19.87	\$30,400

\*Entry hourly earnings is 10th percentile wage, experienced hourly earnings is 90th percentile wage.

### **Job Ads, Top Employers, Work Locations, Skills, and Education**

In the last 12 months (July 2016 to June 2017), there were a total of 3,202 full-time job advertisements (ads) for the community caregiver occupational group in the Riverside-San Bernardino-Ontario MSA. In the full-year 2016 there were 3,324 job ads; 3,376 job ads in 2015, and 2,515 job ads in 2014. Exhibit 3 shows the job ads during the last 12 months by each occupation in the community caregiver occupational group.

*Exhibit 3: Number of job ads for the community caregiver occupational group in the Riverside-San Bernardino-Ontario MSA in the last 12 months*

Community Caregiver Occupation	Job Postings
Licensed Practical and Licensed Vocational Nurses	1,399
Nursing Assistants	812
Personal Care Aides	658
Home Health Aides	333

The top employers posting jobs for community caregiver occupations were: Home Instead Senior Care, Kaiser Permanente, Atria Senior Living, Loma Linda University Health, Maxim Healthcare, Brookdale Senior Living, and The Hospitals of Providence.

The top worksite cities in the region were Riverside, Loma Linda, San Bernardino, Palm Springs, Corona, Temecula, and Rancho Cucamonga. Exhibit 4 lists the top specialized and soft skills that employers are seeking when looking for workers to fill community caregiver positions.

*Exhibit 4: Top skills in greatest demand for the community caregiver occupational group in the Riverside-San Bernardino-Ontario MSA in the last 12 months*

Community Caregiver Occupations	Specialized skills	Soft skills
Licensed Practical and Licensed Vocational Nurses	<ul style="list-style-type: none"> <li>• Patient Evaluation</li> <li>• Instruction</li> <li>• X-Rays</li> <li>• Acute Care</li> </ul>	<ul style="list-style-type: none"> <li>• English</li> <li>• Spanish</li> <li>• Bilingual</li> <li>• Communication Skills</li> </ul>
Nursing Assistants	<ul style="list-style-type: none"> <li>• Patient Care</li> <li>• Vital Signs Measurement</li> <li>• Patient Bathing</li> <li>• Life Support</li> </ul>	<ul style="list-style-type: none"> <li>• Troubleshooting</li> <li>• Detail-Oriented</li> <li>• English</li> <li>• Communication Skills</li> </ul>
Personal Care Aides	<ul style="list-style-type: none"> <li>• Caregiving</li> <li>• Meal Preparation</li> <li>• Companionship</li> <li>• Patient Bathing</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• English</li> <li>• Running Errands</li> <li>• Listening</li> </ul>
Home Health Aides	<ul style="list-style-type: none"> <li>• Home Health</li> <li>• Home Care</li> <li>• Cardiopulmonary Resuscitation (CPR)</li> <li>• Meal Preparation</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Range of Motion</li> <li>• English</li> <li>• Physical Demand</li> </ul>

Exhibit 5 displays the education level requested by employers in online job ads. The majority of employers during the past year were looking for a candidate with a high school diploma or vocational training or an associate degree.

*Exhibit 5: Online job ads with minimum advertised education requirements for the community caregiver occupational group in the Riverside-San Bernardino-Ontario MSA in the last 12 months*

Community Caregiver Occupations	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Licensed Practical and Licensed Vocational Nurses	91%	9%	-
Nursing Assistants	100%	-	-
Personal Care Aides	54%	44%	2%
Home Health Aides	100%	-	-

Exhibit 6 displays the certifications in greatest demand by employers seeking qualified community caregiver employees. Some certifications seem to be applicable to all occupations, such as a first aid/CPR/AED certification, while others are tailored to specific occupations, such as licensed vocational nurse (LVN) and certified nursing assistant (CNA).

*Exhibit 6: Top certifications in greatest demand for the community caregiver occupational group in the Riverside-San Bernardino-Ontario MSA in the last 12 months*

Community Caregiver Occupation	Certifications
Licensed Practical and Licensed Vocational Nurses	<ul style="list-style-type: none"> <li>• Licensed Vocational Nurse (LVN)</li> <li>• First Aid/CPR/AED</li> <li>• Basic Cardiac Life Support Certification</li> <li>• IV Certification</li> </ul>
Nursing Assistants	<ul style="list-style-type: none"> <li>• Certified Nursing Assistant (CNA)</li> <li>• First Aid/CPR/AED</li> </ul>
Personal Care Aides	<ul style="list-style-type: none"> <li>• Home Care Certificate</li> <li>• First Aid/CPR/AED</li> </ul>
Home Health Aides	<ul style="list-style-type: none"> <li>• Home Health Aide</li> </ul>

## Student Completions and Outcomes

Exhibit 7 shows the annual average regional community college awards (associate degrees and certificates) conferred during the three academic years between 2013 and 2016, as well as other awards granted outside the California Community Colleges from 2012-2015, with the relevant TOP code. Please note an award 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.

Community College student outcome information was obtained from the CTE LaunchBoard based on the selected TOP code(s) and region:

*Exhibit 7: Annual average community college student completions for gerontology programs in the Riverside-San Bernardino-Ontario MSA*

<b>1309.00 – Gerontology</b>	<b>Annual Avg. CC Headcount (2014-2015)</b>	<b>CC Annual Avg. Awards (2013-16)</b>
<b>Chaffey</b>	475	
Associate degree		7
Certificate 18 to < 30 semester units		8
<b>Total annual average other awards</b>		
<b>Total annual average community college awards</b>		<b>15</b>

### **1309.00 - Gerontology program outcomes in the Riverside-San Bernardino-Ontario MSA in academic year 2013-14:**

- The median annual wage after program completion is \$16,834.
- 43% of students are earning a living wage.
- Course completers reported a wage increase of 22%.
- 66% of students are employed within six months after completing a program.



## Summary

The community caregiver occupational group is expected to increase employment by 36% through 2021, yielding 3,580 annual openings in the Riverside-San Bernardino-Ontario MSA during that timeframe. However, the entry level wages for most of the occupations in this group are below the MIT Living Wage estimate of \$12.10 per hour for a single adult living in the Riverside-San Bernardino-Ontario MSA. Despite this, the occupations requiring the higher level certifications, such as LVN and CNA, pay higher wages than the others. Students seeking employment in the community caregiver occupational group should be able to add higher level certifications as they progress in their career, thus earning higher wages with time.

## Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

Employment Development Department, Labor Market Information Division, OES

Employment Development Department, Unemployment Insurance Dataset

CTE LaunchBoard

Statewide CTE Outcomes Survey

Living Insight Center for Community Economic Development

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

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June 2017



## **Appendix A: Occupation definitions, five-year projections, and earnings for the community caregiver occupational group**

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

#### **Licensed Practical and Licensed Vocational Nurses (29-2061)**

Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

*Entry-Level Educational Requirement: Postsecondary nondegree award*

*Training Requirement: None*

*Percentage with Community College Award or Some Postsecondary Coursework: 74%*

#### **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.

*Entry-Level Educational Requirement: No formal educational credential*

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

*Percentage with Community College Award or Some Postsecondary Coursework: 42%*



### **Nursing Assistants (31-1014)**

Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.

*Entry-Level Educational Requirement: Postsecondary nondegree award*

*Training Requirement: None*

*Percentage with Community College Award or Some Postsecondary Coursework: 42%*

### **Personal Care Aides (39-9021)**

Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.

*Entry-Level Educational Requirement: No formal educational credential*

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

*Percentage with Community College Award or Some Postsecondary Coursework: 35%*





Table 1. Job growth and wages for the community caregiver occupational group, Riverside-San Bernardino-Ontario MSA

Community Caregiver Occupations (SOC code)	2016 Jobs	5-Yr Openings to 2021 (New + Replacement Jobs)	Annual Openings to 2021	Entry to Experienced Hourly Earnings Range*	Avg. Annual Earnings
Personal Care Aides (39-9021)	17,421	9,251	1,850	\$9.20 to \$13.53	\$22,300
Nursing Assistants (31-1014)	9,945	3,446	689	\$9.86 to \$19.78	\$29,400
Licensed Practical and Licensed Vocational Nurses (29-2061)	7,678	2,380	476	\$16.16 to \$29.39	\$46,700
Home Health Aides (31-1011)	3,462	2,823	565	\$9.21 to \$21.60	\$27,800
<b>Total</b>	<b>38,506</b>	<b>17,900</b>	<b>3,580</b>	<b>\$10.84 to \$19.19</b>	<b>\$29,700</b>