

Program Endorsement Brief: 0835.20/Fitness Trainer
Kinesiology - Exercise Science
Orange County Center of Excellence, May 2022

Summary Analysis

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

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *exercise trainers and group fitness instructors* (39-9031). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ 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 occupations.

Based on the available data there appears to be a supply gap for *exercise trainers and group fitness instructors* in the region. Furthermore, while this occupation typically requires a high school diploma or equivalent, nearly one-third of workers have completed some college or an associate degree as their highest level of education. However, entry-level wages are lower than the living wage in both Los Angeles and Orange counties. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **2,035 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 111 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** –Within Orange County, **typical entry-level hourly wages** for *exercise trainers and group fitness instructors* are **\$14.55, which is lower than the living wage** for one adult in the region (\$20.63 in Orange County) ² **and California’s current**

¹ 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.

² Living wage data was pulled from California Family Needs Calculator on 5/04/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

minimum wage (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees).³

- However, **median wages for this occupation are higher than the living wage**, suggesting that workers can attain the living wage with some work experience.
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists **a high school diploma or equivalent as the typical entry-level education** for *exercise trainers and group fitness instructors*.
 - However, the national-level educational attainment data indicates **nearly one-third of workers in the field have completed some college or an associate degree** as their highest level of education.

Supply:

- There are **11 community colleges** in the LA/OC region that issue awards related to *exercise trainers and group fitness instructors*, conferring an average of **38 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **78 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **4 individual private college and vocational institutions** throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *exercise trainers and group fitness instructors* in Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 18% through 2025. However, there will be more than 2,000 job openings per year through 2025 due to retirements and workers leaving the field.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁴

| Geography | 2020 Jobs | 2025 Jobs | 2020-2025 Change | 2020-2025 % Change | Annual Openings |
|--------------|---------------|---------------|------------------|--------------------|-----------------|
| Los Angeles | 9,965 | 7,770 | (2,195) | (22%) | 1,398 |
| Orange | 4,274 | 3,878 | (396) | (9%) | 637 |
| Total | 14,238 | 11,647 | (2,591) | (18%) | 2,035 |

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *exercise trainers and group fitness* in Orange County as they relate to the county’s living wage. Los Angeles 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.

³ Wage data is based on data collected over the previous three years. This historical data is a “point-in-time” estimate and does not reflect recent changes in minimum wage laws. https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Orange County: The typical entry-level hourly wages for *exercise trainers and group fitness* are \$14.55, which is below the living wage for one adult (\$20.63 in Orange County) and California's current minimum wage (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees). Experienced workers can expect to earn wages of \$30.36, which is higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$27.27 for this occupation.

Los Angeles County: The typical entry-level hourly wages for *exercise trainers and group fitness instructors* are \$15.41, which is below the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$32.29, which is higher than the living wage estimate. Los Angeles County's average wages are above the average statewide wage of \$27.27 for this occupation.

Job Postings

There were 3,835 online job postings related to *exercise trainers and group fitness instructors* listed in the past 12 months. The highest number of job postings were for swim instructors, personal trainers, group fitness instructors, fitness instructors, and fitness trainers. The top skills were teaching, cardiopulmonary resuscitation, fitness, group fitness, and customer service. The top three employers, by number of job postings, in the region were YMCA, Equinox, and 24-Hour Fitness.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *exercise trainers and group fitness instructors*. However, the national-level educational attainment data indicates 29.1% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 40% of *exercise trainers and group fitness instructor* job postings listing a minimum education requirement in Los Angeles/Orange County, 76.8% (1,188) requested high school or vocational training, 3.8% (58) requested an associate degree, and 19.4% (300) request a bachelor's degree or higher.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP code: Fitness Trainer (0835.20). The college with the most completions in the region is Orange Coast. Over the past 12 months, there was one other related program recommendation requests from regional community colleges.

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

| TOP Code | Program | College | 2017-2018 Awards | 2018-2019 Awards | 2019-2020 Awards | 3-Year Award Average |
|----------|-----------------|-----------|------------------|------------------|------------------|----------------------|
| 0835.20 | Fitness Trainer | Cerritos | - | - | 3 | 1 |
| | | East LA | - | - | 1 | 0 |
| | | Glendale | 5 | 3 | 2 | 3 |
| | | LA Harbor | - | - | 1 | 0 |
| | | Pasadena | - | 2 | 3 | 2 |
| | | Rio Hondo | 4 | 6 | 1 | 4 |

| TOP Code | Program | College | 2017-2018 Awards | 2018-2019 Awards | 2019-2020 Awards | 3-Year Award Average |
|----------|---------|--------------------------------|------------------|------------------|------------------|----------------------|
| | | LA Subtotal | 9 | 11 | 11 | 10 |
| | | Cypress | - | - | 1 | 0 |
| | | Fullerton | 5 | 3 | 4 | 4 |
| | | Irvine | 13 | 4 | 4 | 7 |
| | | Orange Coast | 9 | 5 | 32 | 15 |
| | | Santa Ana | - | 2 | 2 | 1 |
| | | OC Subtotal | 27 | 14 | 43 | 28 |
| | | Supply Subtotal/Average | 36 | 25 | 54 | 38 |
| | | Supply Total/Average | 36 | 25 | 54 | 38 |

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for exercise trainers and group fitness instructors. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Physical Fitness Technician (31.0507). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 73 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

| CIP Code | Program | College | 2016-2017 Awards | 2017-2018 Awards | 2018-2019 Awards | 3-Year Award Average |
|----------|-----------------------------|--|------------------|------------------|------------------|----------------------|
| 31.0507 | Physical Fitness Technician | American Fitness and Nutrition Academy | - | - | 23 | 8 |
| | | California Healing Arts College | 16 | 11 | 6 | 11 |
| | | Pepperdine University | 1 | - | - | 0 |
| | | Southern California Health Institute | 46 | 66 | 49 | 54 |
| | | Supply Total/Average | 63 | 77 | 78 | 73 |

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

| Occupation (SOC) | 2020 Jobs | 2025 Jobs | 5-Yr Change | 5-Yr % Change | Annual Openings | Entry-Level Hourly Earnings (25th Percentile) | Median Hourly Earnings | Experienced Hourly Earnings (75th Percentile) |
|---|-----------|-----------|-------------|---------------|-----------------|---|------------------------|---|
| Exercise Trainers and Group Fitness Instructors (39-9031) | 4,274 | 3,878 | (396) | (9%) | 637 | \$14.55 | \$23.12 | \$30.36 |

Exhibit 5. Los Angeles County

| Occupation (SOC) | 2020 Jobs | 2024 Jobs | 5-Yr Change | 5-Yr % Change | Annual Openings | Entry-Level Hourly Earnings (25th Percentile) | Median Hourly Earnings | Experienced Hourly Earnings (75th Percentile) |
|---|-----------|-----------|-------------|---------------|-----------------|---|------------------------|---|
| Exercise Trainers and Group Fitness Instructors (39-9031) | 9,965 | 7,770 | (2,195) | (22%) | 1,398 | \$15.41 | \$24.25 | \$32.29 |

Exhibit 6. Los Angeles and Orange Counties

| Occupation (SOC) | 2020 Jobs | 2025 Jobs | 5-Yr Change | 5-Yr % Change | Annual Openings |
|---|-----------|-----------|-------------|---------------|-----------------|
| Exercise Trainers and Group Fitness Instructors (39-9031) | 14,238 | 11,647 | (2,591) | (18%) | 2,035 |

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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