

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

SPEECH-LANGUAGE PATHOLOGY ASSISTANTS IN THE GREATER SACRAMENTO REGION

North (Greater Sacramento)
Center of Excellence

FEBRUARY 2022

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SUMMARY

The North (Greater Sacramento) of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled career pathways in the North (Greater Sacramento) subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a Bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lowered skilled occupations are rarely considered in this type of analysis due to the lessened barriers for entry-level work, such as no formal education and on-the-job training requirements.

Key findings include:

- The North (Greater Sacramento) subregion held 812 healthcare support worker jobs in 2020. These jobs are projected to increase by 7% over the next five years, adding 54 new jobs to the subregion by 2025.
- Over the next five years, healthcare support workers are projected to have 112 annual openings in the North (Greater Sacramento) subregion.
- Wage data shows that healthcare support workers earn at least \$4 above the subregion's living wage of \$14.53 per hour.
- American River conferred an average of 21 associate degrees in Speech/Language Pathology and Audiology over the last three academic years (2018-19 through 2020-21).

Recommendations include:

- The North (Greater Sacramento) Center of Excellence recommends moving forward with the state chaptering process for American River's Speech-Language Pathology Assistant Program.

INTRODUCTION

The North (Greater Sacramento) Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- These middle-skill occupations require more education and training beyond a high school diploma but less than a four-year degree:
 - Speech-Language Pathology Assistants (31-9099.01)
 - Traditional LMI for Speech-Language Pathology Assistants are included in the broad occupation group for Healthcare Support Workers, All Other

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Speech/Language Pathology and Audiology (1220.00)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Audiology/Audiologist and Speech-Language Pathology/Pathologist (51.0204)

OCCUPATIONAL DEMAND

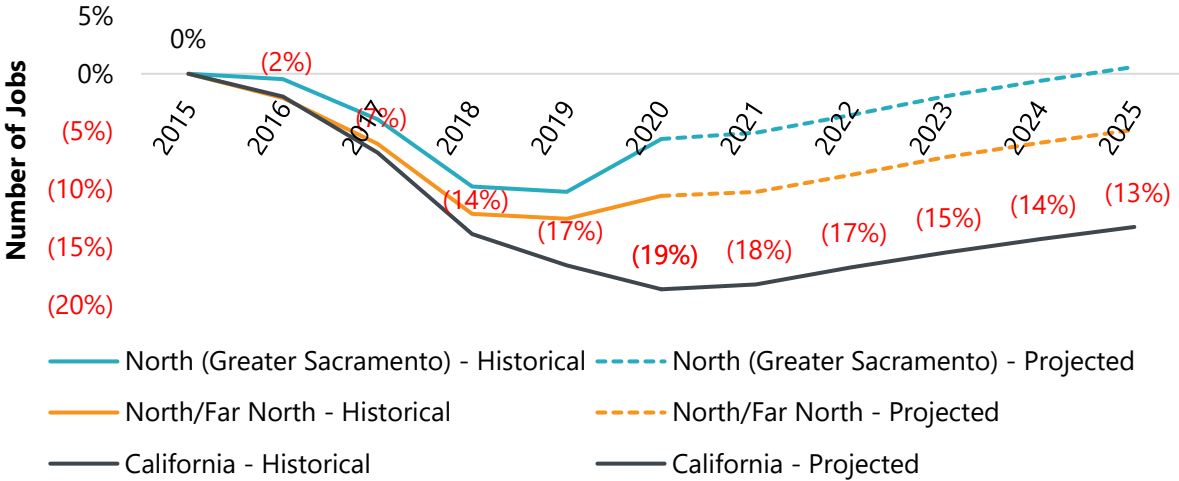
Exhibit 1 summarizes the five-year projected job growth for middle-skill and high-skill occupations in the North, North/Far North, and California.

Exhibit 1. Employment and projected demand, 2020-2025

Occupation	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	2020-2025 Annual Openings
Healthcare Support Workers, All Other	812	866	54	7%	112
North (Greater Sacramento)	812	866	54	7%	112
Healthcare Support Workers, All Other	1,062	1,129	68	6%	146
North/Far North	1,062	1,129	68	6%	146
Healthcare Support Workers, All Other	11,289	12,038	749	7%	1,553
California	11,289	12,038	749	7%	1,553

Exhibit 2 compares the percent change in jobs between 2015 through 2020 and the projected changes through 2025. The rate of change is indexed to the total number of jobs in 2015.

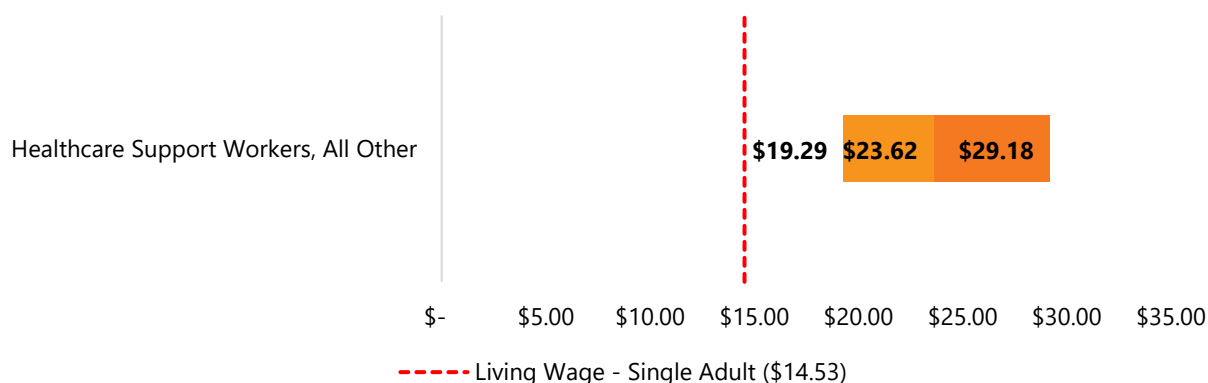
Exhibit 2. Changes in employment, 2015-2025



WAGES

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the North (Greater Sacramento) living wage for a single adult - \$14.53 per hour.¹

Exhibit 3. Comparison of wages by occupation, 2020



JOB POSTINGS

This section analyzes recent data from online job postings (real-time LMI). Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends.

The North COE identified 15 online job postings for the selected occupations in the Greater Sacramento subregion. Job postings data comes from Burning Glass Labor Insights and represents new listings posted online within the last year, from February 1, 2021, to January 31, 2022.

Occupations and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

Exhibit 4. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Speech-Language Pathology Assistants	15	100%
Total Job Postings	XXX	100%

¹ Living wage is defined as the level of income a single adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. The 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

Exhibit 5 shows the top 10 job titles with the most job postings and the share. All job postings included a job title.

Exhibit 5. Top jobs titles

Job Title	Job Postings	Share of Job Postings
SLPA	4	27%
Speech & Language Pathology Assistant	2	13%
Speech Language Assistant	2	13%
Speech & Language Pathology Assistant - - Ruff	1	7%
Speech & Language Pathology Assistant - Various	1	7%
Speech And Language Pathology - Assistant	1	7%
Speech And Language Pathology Assistant	1	7%
Speech And Language Therapy Assistant	1	7%
Speech, Language, Pathology Assistant	1	7%
Substitute Speech & Language Pathology Assistant	1	7%

Employers

Exhibit 6 shows the top 10 employers with the most job postings for the selected occupations. Twenty percent (n = 3) of job postings did not include an employer.

Exhibit 6. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
San Juan Unified School District	3	20%
Union Hill School District	2	13%
Total Education Solutions	2	13%
Union Elementary School	1	7%

Employer	Job Postings	Share of Job Postings
Soliant	1	7%
Lake Tahoe Unified School District	1	7%
Kadiant	1	7%
Invo Healthcare Associates	1	7%

Certifications, Skills, and Experience

Exhibit 7 shows the most relevant certifications requested by employers for the selected occupations.

Exhibit 7. Most in-demand certifications

Job postings analysis revealed few to no relevant certifications for Speech-Language Pathology Assistants in job postings from the last year.

Exhibit 8 shows the top 10 skills across three categories for the studied occupations: specialized, human-centered, and technical skills.

Exhibit 8. Most in-demand specialized skills

Top 10 Specialized Skills	Top 10 Human-Centered Skills	Top 10 Technical Skills
Speech-Language Pathology	Physical Abilities	Microsoft Office
Pathology	Bilingual	
Audiology	Communication Skills	
Communication Disorders	English	
Cardiopulmonary Resuscitation (CPR)	Problem Solving	
Special Education	Self-Starter	
Speech and Language Disorders	Teamwork / Collaboration	
Administrative Functions	Building Effective Relationships	
Applied Behavior Analysis	Energetic	

Top 10 Specialized Skills	Top 10 Human-Centered Skills	Top 10 Technical Skills
Autism Diagnosis / Treatment / Care	Mentoring	

Exhibit 9 shows employers' minimum level of education for job postings for the selected occupations. Fifty-three percent (n = 8) of job postings did not include a preferred education level.

Exhibit 9. Employer-preferred minimum education levels

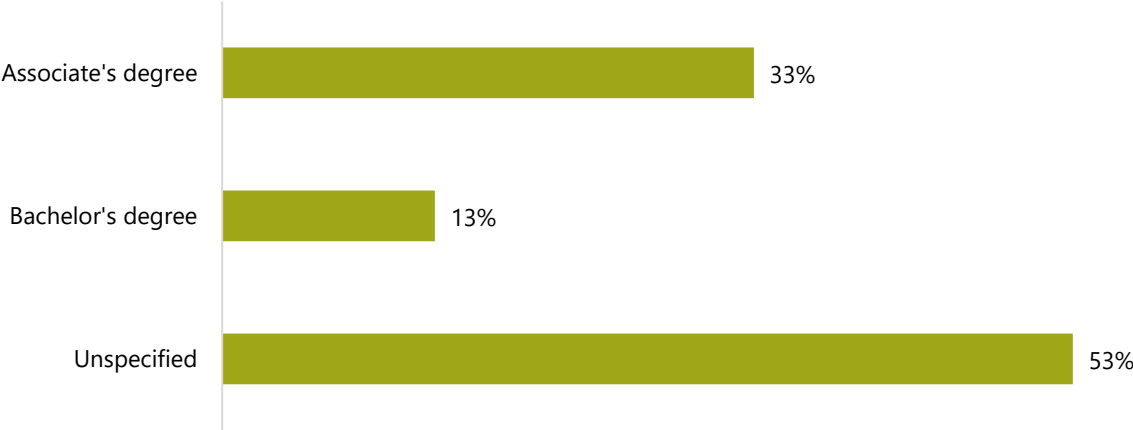


Exhibit 10 shows the experience levels required by employers for job postings for the selected occupations. Sixty-seven percent (n = 10) of job postings did not include a preferred education level.

Exhibit 10. Employer-preferred experience levels

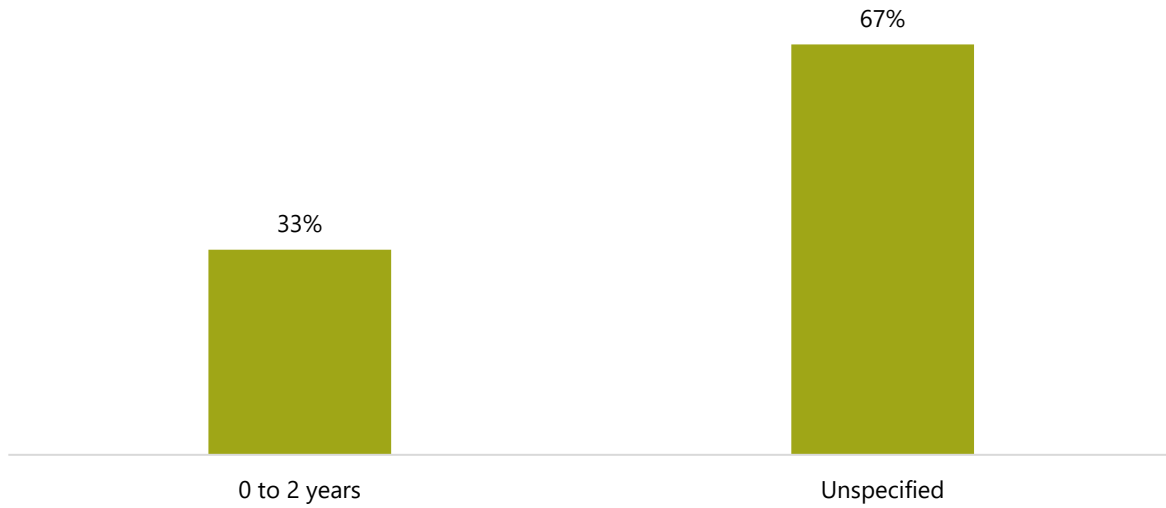
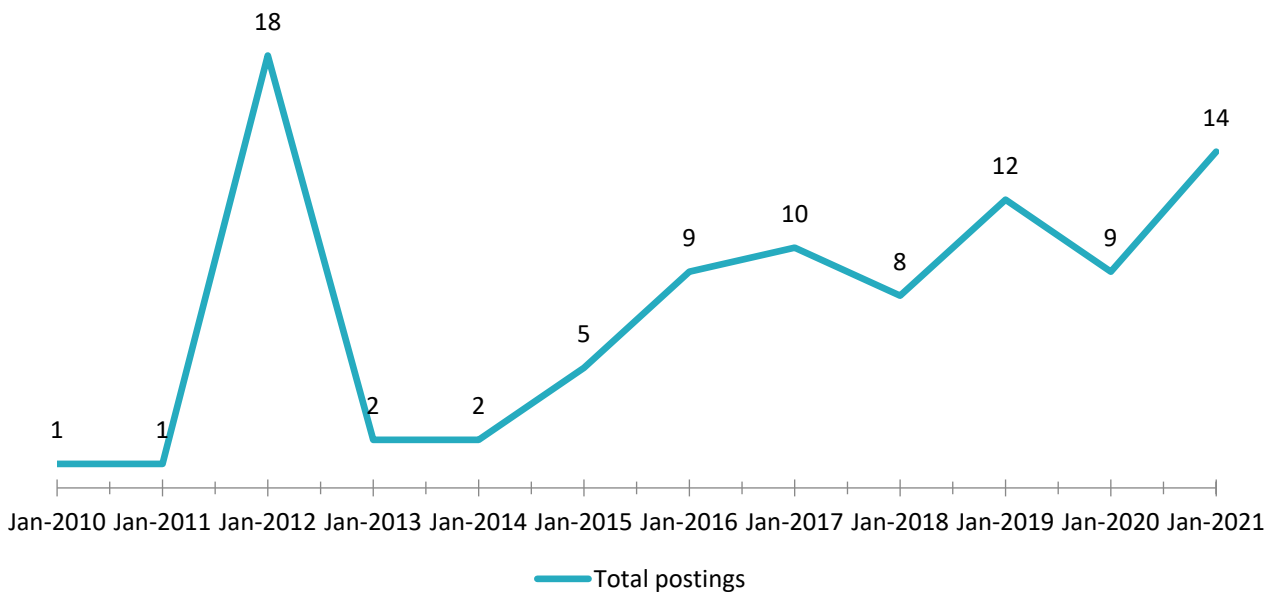


Exhibit 11 shows the time series trend of new job postings for Speech-Language Pathology Assistants in the North (Greater Sacramento) subregion since January 2010. Between 2020 and 2021, new postings increased by 55.6%.

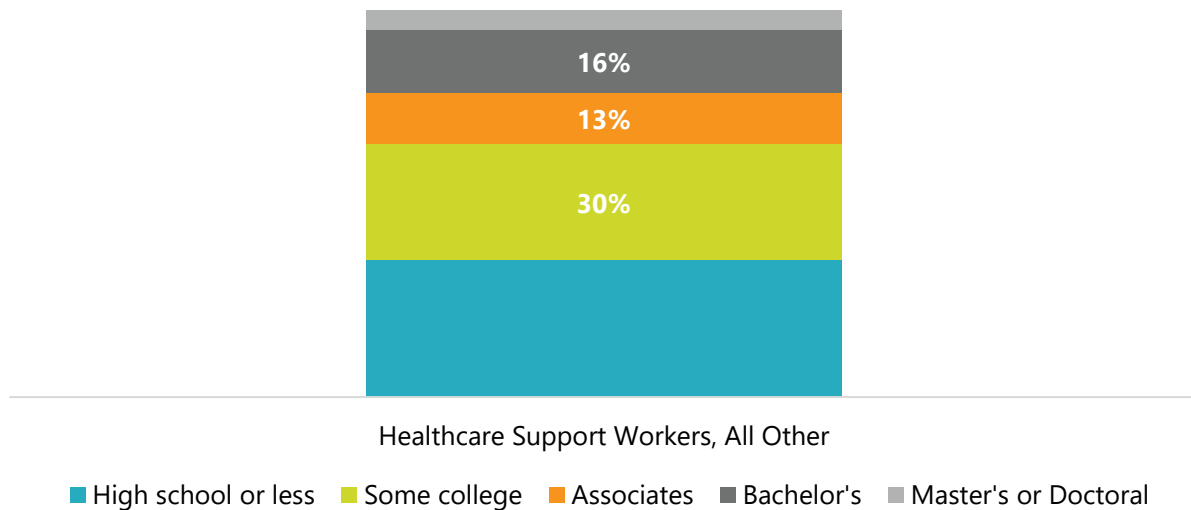
Exhibit 11. Job Postings Trends Timeline Analysis



EDUCATION AND TRAINING

The U.S. Census Bureau and Bureau of Labor Statistics collected data on education achieved by workers employed in occupations. Exhibit 11 shows the national-level educational attainment of the current workforce in the selected occupations.

Exhibit 11. National worker educational attainment for selected occupations, 2019



The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which the BLS publishes projections data. Exhibit 12 shows the skill level and entry-level job requirements for the selected occupations.

Exhibit 12. Typical education, work experience, and on-the-job training requirements

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Healthcare Support Workers, All Other	High school diploma or equivalent	None	None

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Speech/Language Pathology and Audiology (1220.00)	Audiology/Audiologist and Speech-Language Pathology/Pathologist (51.0204)

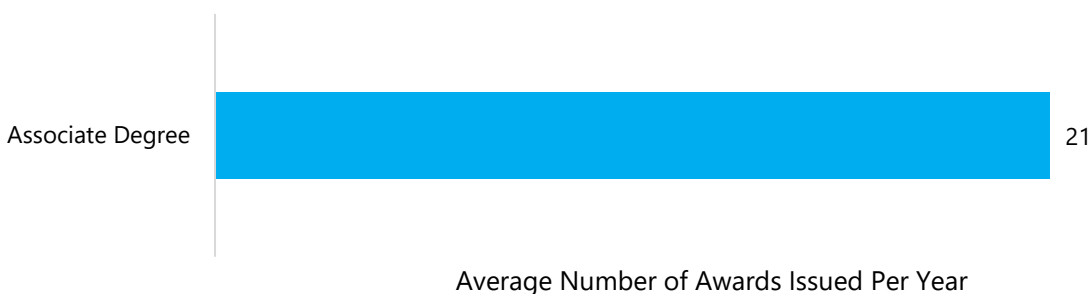
Community College Supply

Exhibits 14 and 15 compare the average number of certificates and degrees conferred in selected community college programs over the last three academic years.

Exhibit 14. Annual average community college awards by program, 2017-18 through 2019-20

Program - TOP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
Speech/Language Pathology and Audiology (1220.00)	American River	19	23	21	21
	Grand Total	19	23	21	21

Exhibit 15. Annual average community college awards by type, 2017-18 through 2019-20



Other Postsecondary Supply

Exhibit 16 compares the average number of degrees non-community college training providers confer in the North (Greater Sacramento) subregion over the last three academic years. Please note that non-community college data lags by one year.

Exhibit 16. Other postsecondary awards by program, 2016-17 through 2018-19

No other Speech-Language Pathology programs were identified in the North (Greater Sacramento) subregion.

FINDINGS

- This report focuses on Speech-Language Pathology Assistants or SLPAs. Traditional labor market data for SLPAs are included in the broader occupation of Healthcare Support Workers, All Other, including SLPAs and Endoscopy Technicians.
- The North (Greater Sacramento) subregion held 812 healthcare support worker jobs in 2020. These jobs are projected to increase by 7% over the next five years, adding 54 new jobs to the subregion by 2025.
 - Jobs for healthcare support workers are projected to grow at the same rate in the North (Greater Sacramento) subregion as in California.
- Over the next five years, healthcare support workers are projected to have 112 annual openings in the North (Greater Sacramento) subregion.
- Wage data shows that healthcare support workers earn at least \$4 above the subregion's living wage of \$14.53 per hour.
- According to real-time labor market information, there were about 15 online job postings for Speech-Language Pathology Assistants between February 1, 2021, and January 31, 2022.
 - Job postings for Speech-Language Pathology Assistants in the North (Greater Sacramento) subregion have increased by 55.6% since 2020.
- Forty-three percent of incumbent healthcare support workers have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 16% of these workers hold a bachelor's degree.
- One North (Greater Sacramento) community colleges offer an associate degree in Speech/Language Pathology and Audiology. American River conferred an average of 21 associate degrees in Speech/Language Pathology and Audiology over the last three academic years (2018-19 through 2020-21).

RECOMMENDATIONS

- The North (Greater Sacramento) Center of Excellence recommends moving forward with the state chaptering process for American River's Speech-Language Pathology Assistant Program.

COE Recommendation		
Move forward with the program	Proceed with caution	Program is not recommended
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

APPENDIX A. METHODOLOGY AND SOURCES

This report identified Occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

Cal-PASS Plus LaunchBoard. California Community Colleges Chancellor's Office.

<https://www.calpassplus.org/LaunchBoard/Home.aspx>.

Emsi 2021.4; QCEW Employees, Non-QCEW Employees, and Self-Employed.

<https://www.economicmodeling.com/>. EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).

Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017.

Bureau of Labor Statistics. <https://www.bls.gov/emp/tables/educational-attainment.htm#>.

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

"Labor Insight Real-Time Labor Market Information Tool." Burning Glass Technologies.

<http://www.burning-glass.com>.

Labor Market Information Division. California Employment Development Department.

<https://labormarketinfo.edd.ca.gov/>.

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

Occupational Employment Statistics (OES). Bureau of Labor Statistics.

<https://www.bls.gov/oes/home.htm>.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA).

<https://www.onetonline.org/>.

Self-Sufficiency Standard Tool for California. The University of Washington.

<http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About->

[Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx](https://www.coecc.net/Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx)

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. November 2015 Edition. <http://coecc.net/>

COVID-19 Statement: This report includes employment projection data by EMSI. 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 or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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Centers of Excellence for Labor Market Research, Economic and
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