



Occupation Report

Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides

San Bernardino County, California

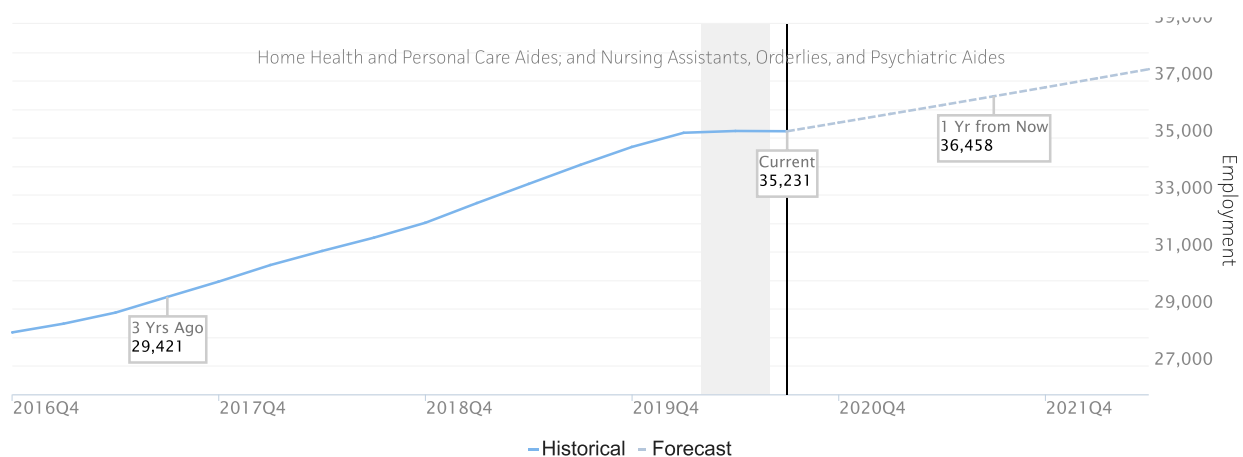


Research and Analytics Services

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Occupation Snapshot

6-Digit Occupation	Empl	Avg Median Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Personal Care Aides	21,525	\$25,200	1.62	6,130	4,259	3.9%
Home Health Aides	7,747	\$25,200	1.66	-417	1,294	3.9%
Nursing Assistants	5,554	\$33,900	0.72	87	732	1.4%
Orderlies	253	\$47,700	0.96	5	32	1.1%
Psychiatric Aides	152	\$41,000	0.53	5	20	1.4%
Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	35,231	\$25,800	1.35	5,809	6,351	3.5%



- “Annual Demand” is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.
- “Forecast Ann Growth” is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
Individual and Family Services	61.7%	21,728	34,869	11,276	46,145
Home Health Care Services	12.7%	4,465	6,794	1,774	8,568
Nursing Care Facilities (Skilled Nursing Facilities)	6.2%	2,184	2,563	127	2,690
General Medical and Surgical Hospitals	5.5%	1,926	2,258	163	2,420
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	4.3%	1,519	2,145	295	2,440
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	3.6%	1,268	1,849	474	2,323
Employment Services	1.5%	517	662	43	705
Outpatient Care Centers	0.9%	311	433	99	532
Vocational Rehabilitation Services	0.7%	261	342	2	344
Psychiatric and Substance Abuse Hospitals	0.7%	237	290	28	318
All Others	2.3%	813	1,051	102	1,153

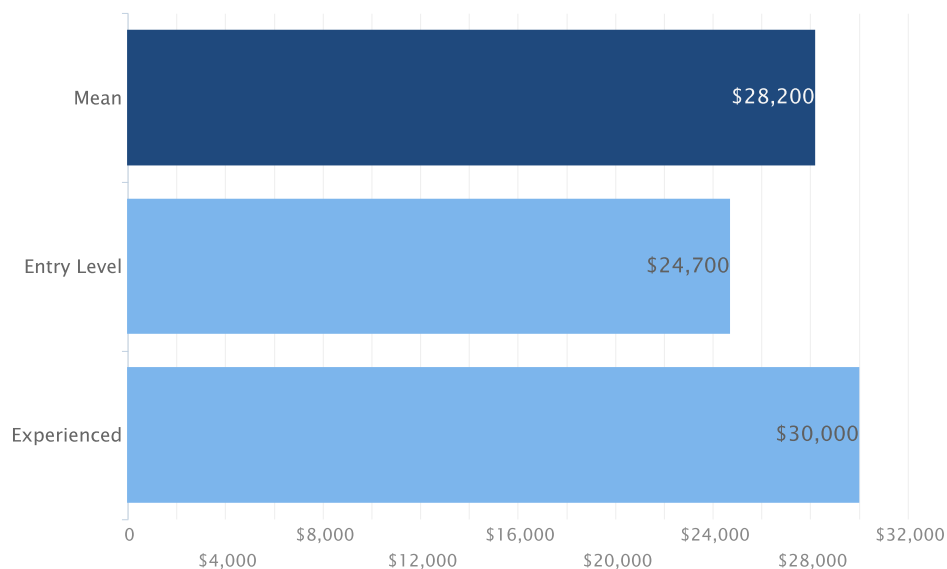


The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.



“10-Year Empl Growth” may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

Wages



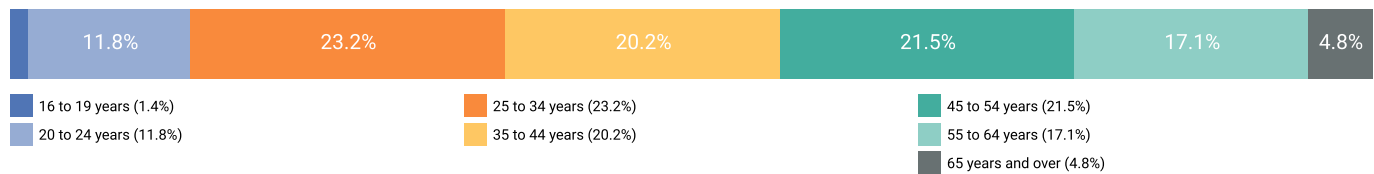
Occupation	Mean	Median	Entry Level	Experienced
Orderlies	\$49,300	\$47,700	\$29,500	\$59,100
Psychiatric Aides	\$43,300	\$41,000	\$29,300	\$50,300
Nursing Assistants	\$34,200	\$33,900	\$27,200	\$37,700
Home Health Aides	\$26,800	\$25,200	\$24,600	\$27,900
Personal Care Aides	\$26,800	\$25,200	\$24,600	\$27,900

💡 Occupation wages here are based on data from the Bureau of Labor Statistics, OES program, and imputed by Chmura where necessary.

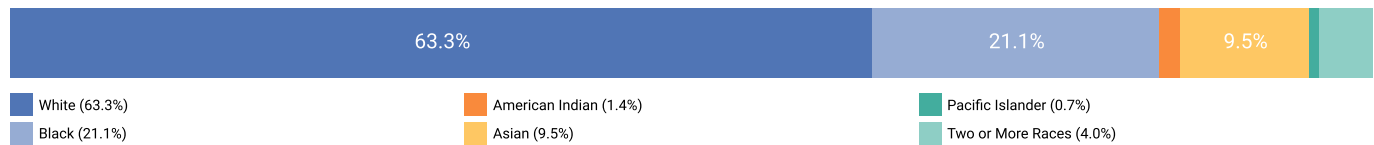
💡 When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

Occupation Demographics

Age



Race



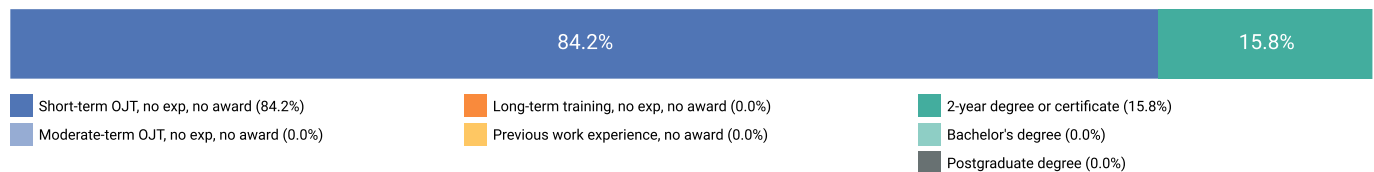
Ethnicity



Gender

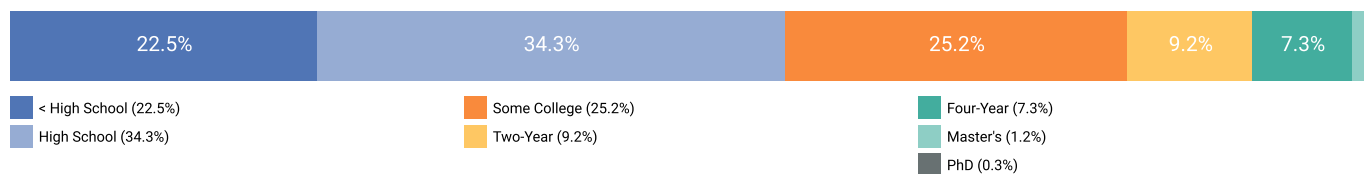


Education and Training Requirements



Education Profile

Educational Attainment





Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Personal Care Aides	High school diploma or equivalent	None	Short-term on-the-job training
Home Health Aides	High school diploma or equivalent	None	Short-term on-the-job training
Nursing Assistants	Postsecondary non-degree award	None	None
Orderlies	High school diploma or equivalent	None	Short-term on-the-job training
Psychiatric Aides	High school diploma or equivalent	None	Short-term on-the-job training

- The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.
- The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

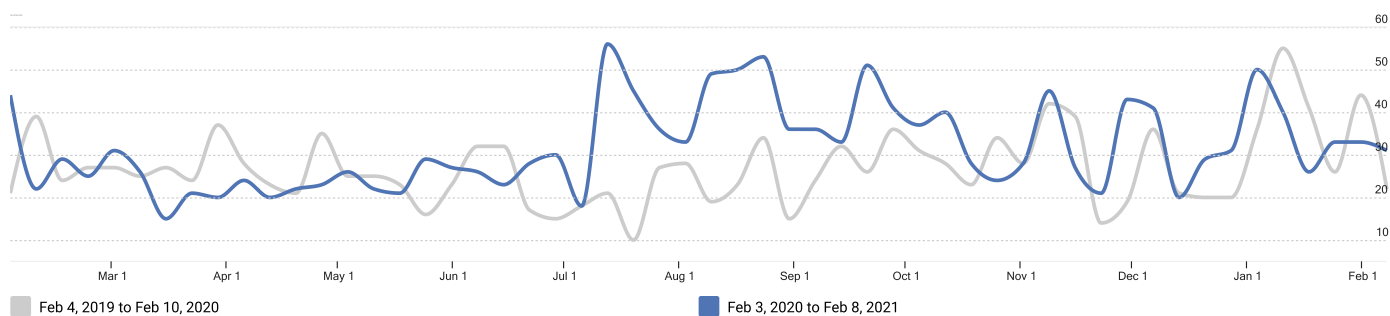
Postsecondary Programs Linked to Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides

Program	Awards
Chaffey College	
Home Health Aide/Home Attendant	0
Nursing Assistant/Aide and Patient Care Assistant/Aide	24
Concorde Career College-San Bernardino	
Practical Nursing, Vocational Nursing and Nursing Assistants, Other	67
San Bernardino Valley College	
Psychiatric/Mental Health Services Technician	56
Summit College	
Nursing Assistant/Aide and Patient Care Assistant/Aide	54
Practical Nursing, Vocational Nursing and Nursing Assistants, Other	200

 The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

 Among postsecondary programs at schools located in San Bernardino County, California, the sampling above identifies those most linked to Remote Jobs. For a complete list see JobsEQ®, <http://www.chmuraecon.com/jobseq>

RTI (Job Postings)



Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

Occupations

SOC	Occupation	Total Ads
31- 1131.00	Nursing Assistants	945
31- 1122.00	Personal Care Aides	707
31- 1121.00	Home Health Aides	301
31- 1132.00	Orderlies	38
31- 1133.00	Psychiatric Aides	1

Locations

Location	Total Ads	
Loma Linda, California	255	<div></div>
Redlands, California	122	<div></div>
Upland, CA 91786	85	<div></div>
Rancho Cucamonga, CA 91730	78	<div></div>
San Bernardino, California	73	<div></div>
Upland, California	65	<div></div>
Rancho Cucamonga, California	50	<div></div>
Chino Hills, California	49	<div></div>
SAN BERNARDINO, CA 92404	49	<div></div>
Apple Valley, California	48	<div></div>

Employers

Employer Name	Total Ads	
Loma Linda University Health	323	<div></div>
Maxim Healthcare	86	<div></div>
Oakmont Senior Living	76	<div></div>
San Antonio Regional Hospital	59	<div></div>
Dignity Health	53	<div></div>
HumanGood	49	<div></div>
California Mentor	44	<div></div>
Prime Healthcare	42	<div></div>
Brookdale Senior living	40	<div></div>
Genesis Healthcare	39	<div></div>

Hard Skills

Skill Name	Total Ads	
English	412	
Microsoft Outlook	249	
Home Health Care	210	
Caregiving	180	
Medication Administration	93	
Medical Terminology	73	
Spanish	68	
Microsoft Word	63	
Patient Care	52	
Polymerase Chain Reaction (PCR)	47	

Job Titles

Job Title	Total Ads	
Patient Care Assistant	174	
caregiver	171	
Behavioral Care Assistant	59	
Certified Nursing Assistant	58	
PCA Personal Care Assistant	56	
Direct Support Professional	39	
Caregiver for Elderly	31	
Patient Transporter	26	
Certified Home Health Aide (CHHA)	23	
Companion Caregiver	22	

Education Levels

Minimum Education Level	Total Ads	
High school diploma or equivalent	949	
Associate's degree	6	
Bachelor's degree	6	
Unspecified/other	1,031	

Programs

Program Name	Total Ads	
Nursing	209	
Health	5	
Healthcare	2	
Emergency Medical Technician	1	
Medical Assistant	1	
Nursing Assistant	1	
Occupational Therapy	1	
Paramedic	1	
Social Work	1	

Top Skill and Certification Gaps

Top 10 Skill Gaps in San Bernardino County, California

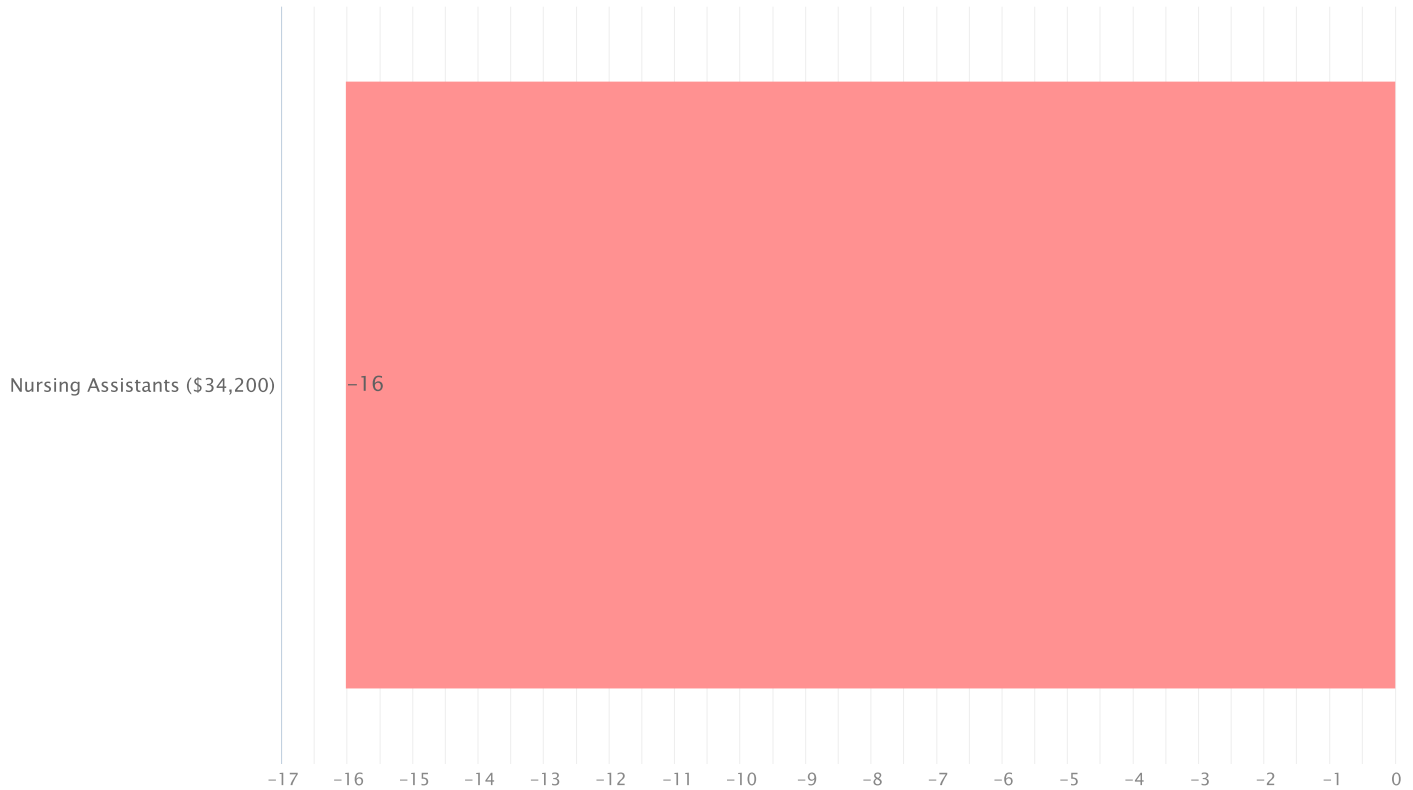
Name	Candidates	Openings	Gap
People Skills	23	433	-410
Home Health Care	581	979	-398
Medication Administration	358	530	-172
Microsoft Word	24	112	-87
Long-Term Care	0	40	-40
Medicare	4	33	-29
Spanish	98	124	-25
Hospitality	4	13	-9
Community Outreach	0	7	-7
Teaching/Training, Job	42	48	-7

Top 10 Certification Gaps in San Bernardino County, California

Name	Candidates	Openings	Gap
First Aid Certification	278	566	-287
Certification in Cardiopulmonary Resuscitation (CPR)	546	779	-233
Certified Nursing Assistant (CNA)	701	774	-74
Registered Nurse (RN)	35	78	-43
Commercial Driver's License (CDL)	2	27	-25
Basic Cardiac Life Support Certification (BCLS Certification)	16	24	-8
Medication Aide Certification (MACE)	0	4	-4
Registered Respiratory Therapist (RRT)	1	0	1
Certified Electroencephalographic Technologists (EEG)	1	0	1
National Phlebotomy Association Certified Phlebotomist	1	0	1

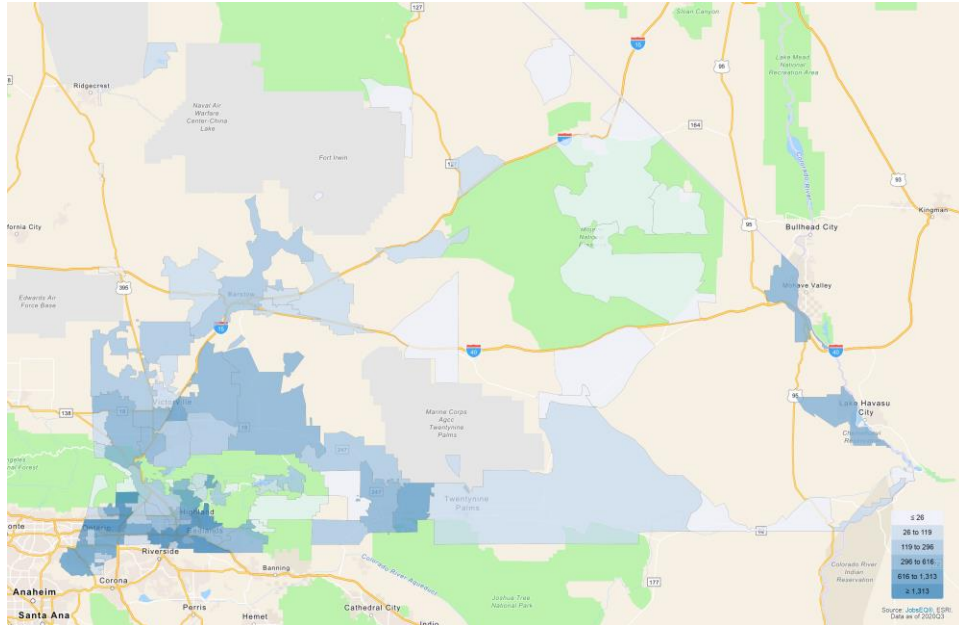
 Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

Occupation Gaps



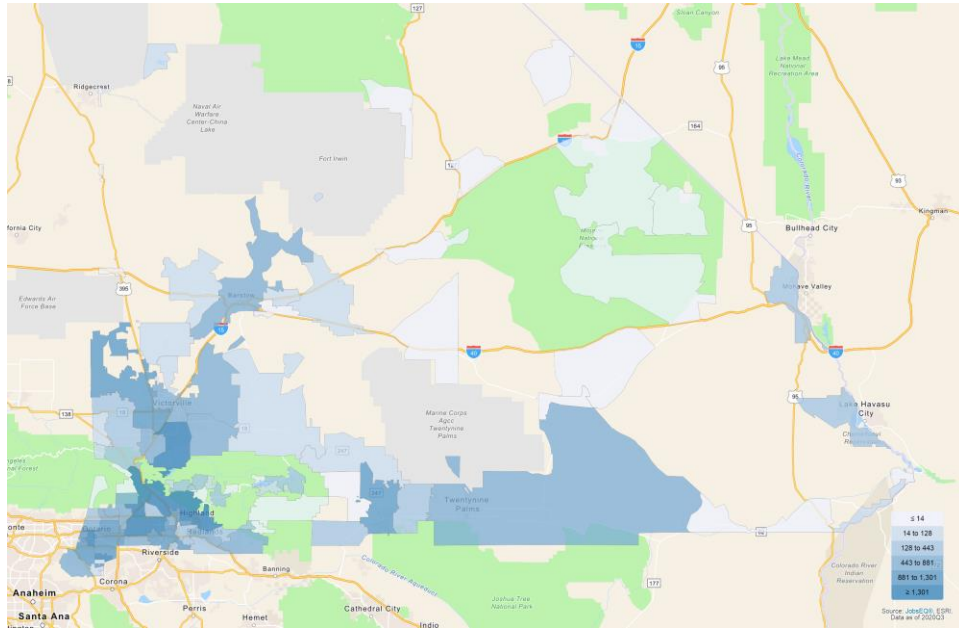
- 💡 The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.
- 💡 The potential supply shortfall is an underlying force that the market needs to resolve one way or another, such as by employers recruiting from further distances for these occupations, wages going up to attract more candidates, and/or increased demand and wages enticing more local residents to get training for these occupations. While this an important analysis for determining local occupation needs, the occupation gap should be considered along with other regional data including growth and separation forecasts, unemployment rates, wage trends, and award and skill gap analyses.

Geographic Distribution



Top ZCTAs by Place of Work for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides, 2020Q3

Region	Employment
ZCTA 92408	2,514
ZCTA 91730	2,416
ZCTA 92346	2,066
ZCTA 91786	1,886
ZCTA 92316	1,452
ZCTA 92373 (San Bernardino County, CA portion)	1,361
ZCTA 91739	1,324
ZCTA 92324 (San Bernardino County, CA portion)	1,313
ZCTA 92354	1,158
ZCTA 92252	1,041

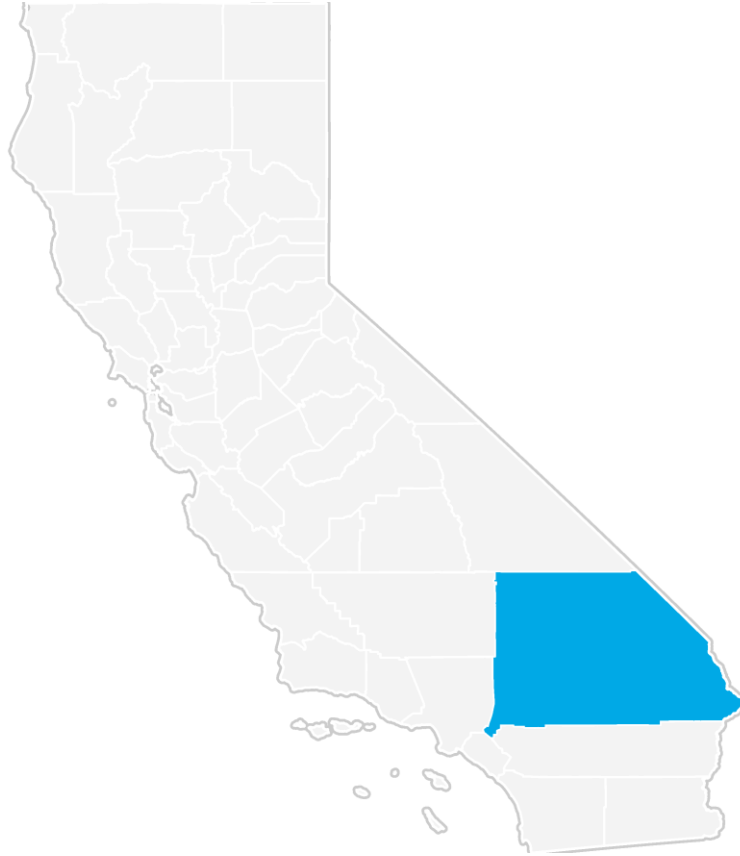


Top ZCTAs by Place of Residence for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides, 2020Q3

Region	Employment
ZCTA 92376	2,444
ZCTA 92335	2,329
ZCTA 92404	1,675
ZCTA 92407	1,670
ZCTA 92345	1,554
ZCTA 91762	1,425
ZCTA 92346	1,310
ZCTA 92336	1,301
ZCTA 91764	1,293
ZCTA 92324 (San Bernardino County, CA portion)	1,291

💡 “Place of work” employment is based upon the location of employers for these workers. “Place of residence” data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.

San Bernardino County, California Regional Map



Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2020Q3 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OES data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Occupation wages (mean, median, and percentiles) are derived from BLS OES data and are as of 2019 and represent the average for all Covered Employment. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2020Q3 and is based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data.
- Education and training requirements are from the BLS. Educational attainment mix and other occupation demographics data are modeled by Chmura for 2020Q3 using regional occupation employment from JobsEQ, ZCTA-level demographics data from the Census Bureau, and national occupation-demographics patterns from the BLS.
- Postsecondary awards are per the NCES and are for the 2018-2019 academic year. Any programs shown are linked with the occupation(s) being analyzed via the program-occupation crosswalk, which may not be comprehensive. Any programs shown reflect only data reported to the NCES; reporting is required of all Title IV schools. Training providers that do not report data to the NCES are not reflected.
- Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 30,000 websites. Data reflect ads active during the last twelve month period ending 02/18/2021 and advertised for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Historical ad volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution. All ad counts represent deduplicated figures.
- For skill and certification gaps, openings and candidates are based upon regional occupation demand (growth plus separations) and the percent of skill demand and supply. Skill demand mix data are per a one-year sample of RTI data; skill supply data are estimated using a four-year sample of resumes data; both data sets compiled as of July 2019. Data may be based, at least in part, on data from broader geographies; see the Skill Gaps analytic export for more details.
- Occupation gaps are modeled by Chmura, indicating long-term potential supply and demand mismatches in a region due, in part, to job demand and labor pool dynamics, including educational attainment and projected growth.
- Occupation employment by place of residence is as of 2020Q3 and modeled by Chmura based upon occupation employment by place of work and commuting patterns. Commuting patterns are derived from source data from the Census Bureau, occupation-specific commuting tendencies, and updated to reflect more recent population and employment estimates.
- Figures may not sum due to rounding.

FAQ

What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is annual demand?

Annual demand is a of the sum of the annual projected growth demand and separation demand. Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.