

November 2023

Labor Market Analysis

Speech Pathology



Prepared by Central Valley/Mother Lode Center of Excellence



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Summary

The Central Valley/Mother Lode Center of Excellence developed this report for Taft College to determine whether there is demand in the local labor market that is not being met by the supply from postsecondary programs. This report summarizes labor market demand, wages, skills, and postsecondary supply for *Speech Pathology (assistant)*, which is housed under:

- Healthcare Support Workers, All Other (SOC 31-9099)

Key Findings

- **Occupational Demand** — Between 2022 and 2027, healthcare support workers, all other are projected to have 157 annual job openings with a growth projection of 8%.
- **Wages** — Average entry-level earnings of healthcare support workers, all other, \$16.48/ hour are higher than the living wage in the SCV/SML subregion, which is \$11.91/hour for a single adult.¹
- **Employers and Occupational Titles** — Employers in the SCV/SML subregion include Mars Group Co. Ltd, Central California Endoscopy Center, and Sierra-View Medical Center. The most common job title is endoscopy technicians.
- **Skills and Certifications** — The top baseline skill is communication, the top specialized skill is working with children, and the top software skill is Microsoft Word. The most in-demand certification is a Basic Life Support (BLS) Certification.
- **Education** — A high school diploma or equivalent is typically required for healthcare support workers, all other.
- **Supply and Demand Analysis** — An analysis of supply and demand reveals that there are 157 annual openings (i.e., demand) and four average annual postsecondary degrees awarded (i.e., supply) in the SCV/SML subregion. This suggests an undersupply of 218 workers. In the CVML region, there are 243 annual openings and 25 awards were conferred suggesting an undersupply of 454 workers. However, it must be kept in mind that there are several emerging occupations housed under this primary SOC code and title.

Recommendation

Based on a comparison of demand and supply, there is an undersupply of trained workers in the SCV/SML subregion and the CVML region. The Center of Excellence recommends that Taft College work with the regional directors, the college's advisory board, and local industry in the development of programs to address the shortage of *Speech Pathology (assistant)* workers.

¹ The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

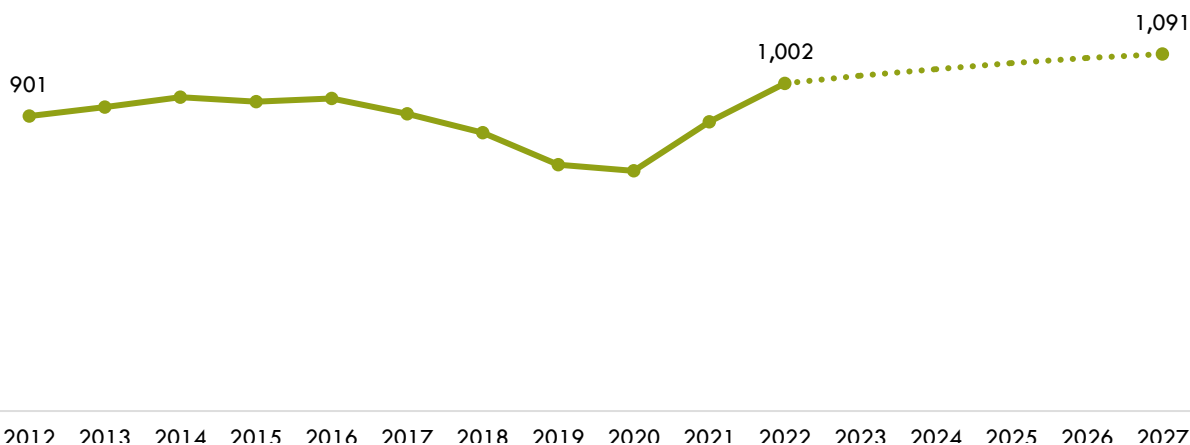
Introduction

The Central Valley/Mother Lode Center of Excellence developed this report to provide Taft College with labor market information for *Speech Pathology*. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. Analysis of the program and occupational data related to *Speech Pathology* is included in the report. The Standard Occupational Classification (SOC) System codes and occupational titles used in this report from the Bureau of Labor Statistics and O*NET OnLine are shown below. There was no O*NET OnLine data available for healthcare support workers, all other (SOC 31-9099).

Employment

Exhibit 1a shows trends for *Speech Pathology* in the SCV/SML subregion. Between 2022 to 2027, the number of jobs for occupations related to *Speech Pathology* is projected to increase by 89, growing by 9%.

Exhibit 1a. Historical employment and projected occupational demand for the occupation related to *Speech Pathology* in the SCV/SML subregion, 2012-2027



There is only one community college level occupation related to *Speech Pathology* in the SCV/SML subregion employed 1,002 workers in 2022 (Exhibit 1b). Healthcare support workers, all other are projected to have 157 annual openings.

Exhibit 1b. Current employment and projected occupational demand for the occupation related to *Speech Pathology* in the SCV/SML subregion, 2022-2027

Occupation	2022 Jobs	2027 Jobs	5-Year Change	5-Year % Change	Annual Openings
Healthcare Support Workers, All Other	1,002	1,091	89	9%	157
TOTAL	1,002	1,091	89	9%	157

Wages

The average living wage for a single adult in the SCV/SML subregion is \$11.91/hour.² Exhibit 2 shows the highest entry-level hourly wages for healthcare support workers, all other.³

Exhibit 2. Hourly wages for the occupation related to *Speech Pathology* in the SCV/SML subregion

Occupation	25 th Percentile Hourly Earnings	Median Hourly Earnings	75 th Percentile Hourly Earnings
Healthcare Support Workers, All Other	\$16.48	\$18.66	\$24.63

Job Postings

There were 32 unique job postings for the occupation related to *Speech Pathology* in the SCV/SML subregion from May 2023 to October 2023.⁴

Top Employers

The top employers with the most job postings are listed in Exhibit 3. The top employers in online job postings were Mars Group Co. Ltd, Central California Endoscopy Center, and Sierra-View Medical Center.

Exhibit 3. Top employers of *Speech Pathology* in job postings

Employer
Mars Group Co. Ltd
Central California Endoscopy Center
Sierra-View Medical Center
Community Regional Medical Center
Maxim Healthcare Staffing
Heart Vascular and Leg Center
Kaweah Health
Pristine Surgery Center

² The term “living wage” in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center’s California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

³ Note: 10th and 25th percentiles are considered entry-level wages while 75th and 90th are considered experienced wages, which may be obtained through long-term employment or extra training, etc.

⁴ Other than occupational titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

Top Job Titles

Exhibit 4 shows the most common job titles for *Speech Pathology* in the SCV/SML subregion.

Exhibit 4. Top job titles in job postings for *Speech Pathology*

Job Title
Endoscopy Technicians
Support Staff
School Support Specialists

Salaries

Exhibit 5 shows the “Market Salaries” for *Speech Pathology*. These are calculated by Lightcast using a machine learning model built from millions of job postings every year. This accounts for adjustments based on location, industry, skills, experience, education, among other variables.

Exhibit 5. Market salaries for *Speech Pathology*

Market Salary	Job Postings
\$45,000-\$49,999	13
\$35,000-\$39,999	8
\$50,000-\$54,999	4
\$30,000-\$34,999	2
\$40,000-\$44,999	2

Education

Of the 32 unique job postings, 20 listed a preferred or minimum educational requirement for the position being filled. Among those, 65% requested a high school or GED, 20% requested a bachelor’s degree, and 15% an associate degree (Exhibit 6).

Exhibit 6. Education levels requested in job postings for *Speech Pathology*

Education Level	Job Postings	% of Job Postings
High school or GED	13	65%
Bachelor's degree	4	20%
Associate's degree	3	15%

Baseline, Specialized, and Software Skills

Exhibit 7 depicts the top baseline, specialized, and software skills in job postings. The most commonly requested baseline skill is communication. The most commonly requested specialized skill is working with children. The most commonly requested software skill is Microsoft Word.

Exhibit 7. In-demand baseline, specialized, and software skills for Speech Pathology in job postings

Baseline Skills	Specialized Skills	Software Skills
Communication	Working with Children	Microsoft Word
Customer Service	Endoscopy	Microsoft Excel
Sales	Disinfecting	
Operations	Mopping	
Punctuality	Sterilization	

Certifications

Of the 32 job postings, there were 27 certifications listed. Among those, 19% indicated a need for a Basic Life Support (BLS) Certification. The next top certification is a Cardiopulmonary Resuscitation (CPR) Certification (Exhibit 8).

Exhibit 8. Top Speech Pathology certifications requested in job postings

Certifications	% of Job Postings
Basic Life Support (BLS) Certification	19%
Cardiopulmonary Resuscitation (CPR) Certification	11%
Registered Behavior Technician (RBT)	11%
Registered Nurse (RN)	7%
First Aid Certification	7%

Education, Work Experience, & Training

A high school diploma or equivalent is typically required for healthcare support workers, all other (Exhibit 9).

Exhibit 9. Education, work experience, training, and Current Population Survey results for occupations related to Speech Pathology⁵

Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training	CPS
Healthcare Support Workers, All Other	High school diploma or equivalent	None	None	43.2%

⁵ "Labor Force Statistics from the Current Population Survey," Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

Supply

An analysis of program data from the Integrated Postsecondary Education Data System (IPEDS) for the last three program years shows that, on average, four awards were conferred in the SCV/SML subregion (Exhibits 10 and 11).

Exhibit 10. TOP and CIP codes for Speech Pathology

TOP Titles	CIP Titles
1220.00 - Speech/Language Pathology and Audiology	51.0204 - Audiology/Audiologist and Speech-Language Pathology/Pathologist

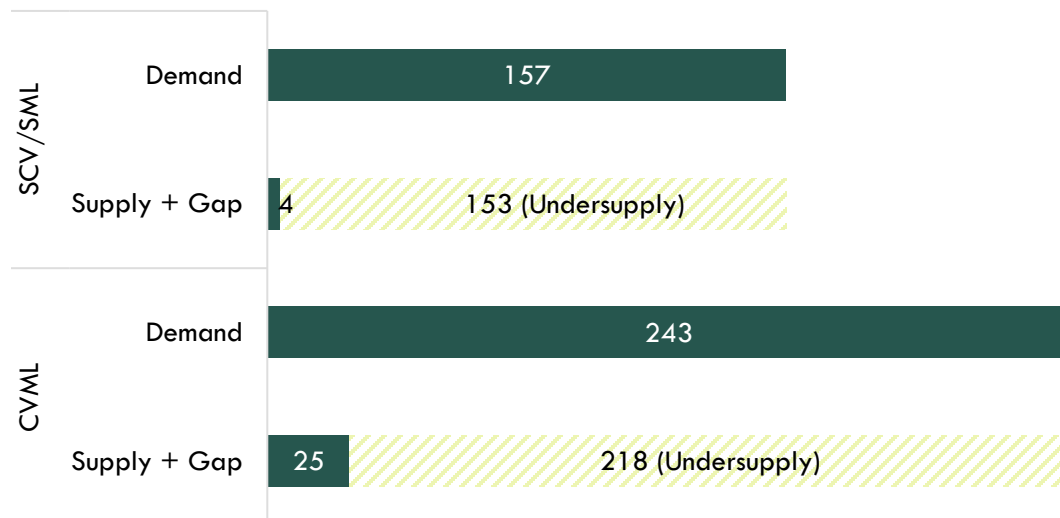
Exhibit 11. Postsecondary supply for Speech Pathology for Program Years 2019-20 through 2021-22

TOP/CIP Code- Title	College	Associate Degree	Certificate 30 < 60 Semester Units	Certificate 16 < 30 Semester Units	TOTAL
1220.00 - Speech/Language Pathology and Audiology	Reedley College			2	2*
	San Joaquin Delta	15	6		21
	San Joaquin Valley College-Madera			2	2*
SCV/SML TOTAL		0	0	4	4
CVML TOTAL		15	6	4	25

*SCV/SML awards

There is an undersupply of 153 *Speech Pathology* workers in the SCV/SML subregion and an undersupply of 218 workers in the region (Exhibit 12). However, it is important to keep in mind that there are several emerging occupations housed under this SOC code and title.

Exhibit 12. Speech Pathology workforce demand (annual job openings), postsecondary awards (supply), and additional students needed to fill gap in the SCV/SML subregion and region



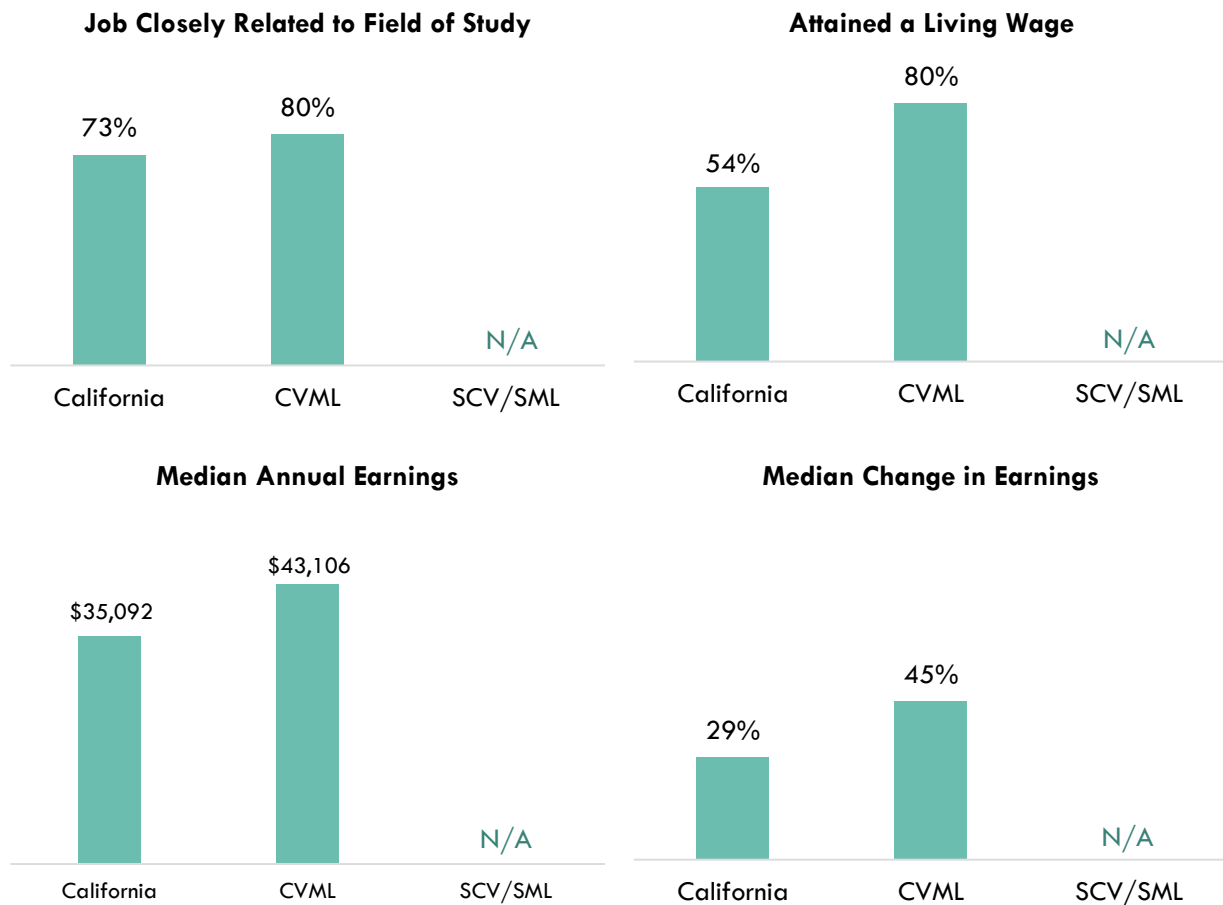
Student Outcomes

Exhibits 13a-13b summarize outcomes from California Community College Chancellor’s LaunchBoard for TOP codes related to *Speech Pathology*. Notably, 80% of students obtained a job closely related to their field of study and 80% of students attained a living wage in the region.

Exhibit 13a. LaunchBoard Metrics for TOP 1220.00 - Speech/Language Pathology and Audiology in the subregion

Metric	
Students Who Got a Degree or Certificate or Attained Apprenticeship Journey Status	18

Exhibit 13b. LaunchBoard Metrics for TOP 1220.00 - Speech/Language Pathology and Audiology in California, CVML region, and SCV/SML subregion



Recommendation

This report suggests there is a shortage of 302 workers in the SCV/SML subregion and a shortage of 454 workers in the CVML region for *Speech Pathology*. Based on these findings, it is recommended that Taft College work with the regional directors, the college's advisory board, and local industry in the development of programs to address the shortage of *Speech Pathology* workers in the region.

Appendix: Methodology & Data Sources

Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor’s Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (Lightcast). Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast 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). Occupational wage estimates also affected by county-level Lightcast earnings by industry: economicmodeling.com.
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: https://www.bls.gov/emp/tables/educational-attainment.htm .
LaunchBoard	Chancellor’s LaunchBoard. https://www.calpassplus.org/LaunchBoard/SWP.aspx
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: labormarketinfo.edd.ca.gov .
Job Posting and Skills Data	Lightcast: https://lightcast.io/ .
Additional Education Requirements/ Employer Preferences	The O*NET Job Zone database includes over 900 as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: onetonline.org .

Key Terms and Concepts

Annual Job Openings: Annual openings are calculated by dividing the number of years in the projection period by total job openings.

Education Attainment Level: The highest education attainment level of workers age 25 years or older.

Employment Estimate: The total number of workers currently employed.

Employment Projections: Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (LIGHTCAST) formula that includes historical employment and economic indicators along with national, state and local trends.

LaunchBoard (Attained the Living Wage): Among SWP students who exited college and did not transfer to any postsecondary institution, the proportion who attained the district county living wage for a single adult measured immediately following academic year of exit

LaunchBoard (Median Annual Earnings): Among SWP students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit.

LaunchBoard (Median Change in Earnings): Among SWP students who exited and who did not transfer to any postsecondary institution, median change in earnings between the second quarter prior to the beginning of the academic year of entry and the second quarter after the end of the academic year of exit from the last college attended.

LaunchBoard (Job Closely Related to Field of Study): Among SWP students who responded to the CTE Outcomes Survey and did not transfer to any postsecondary institution, the proportion who reported that they are working in a job very closely or closely related to their field of study.

Living Wage: The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

Occupation: An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

Percent Change: Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

Replacements: Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

Total Job Openings (New + Replacements): Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

Typical Education Requirement: represents the typical education level most workers need to enter an occupation.

Typical On-The-Job Training: indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.