Occupation Report

Personal Care Aides
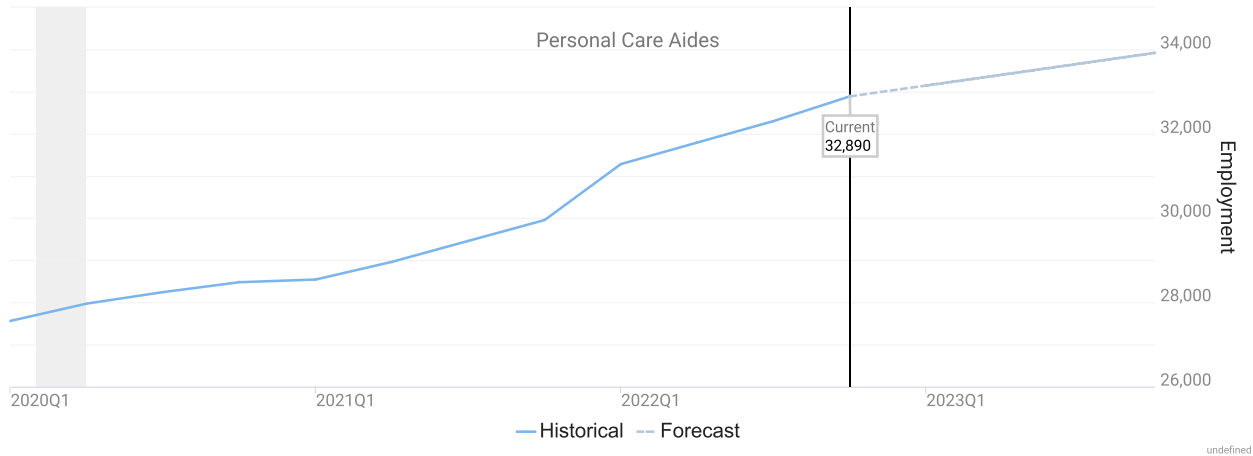
Sacramento-Roseville-Folsom, CA MSA

Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Personal Care Aides	**32,890**	**$33,600**	**1.74**	**6,118**	**6,125**	**3.1%**

💡 "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	77.6%	25,513	41,592	10,368	51,961
Home Health Care Services	9.6%	3,163	4,898	861	5,759
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	5.2%	1,708	2,647	469	3,116
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	1.6%	542	782	56	838
Vocational Rehabilitation Services	1.0%	329	490	59	549
Nursing Care Facilities (Skilled Nursing Facilities)	0.7%	236	330	8	338
Executive, Legislative, and Other General Government Support	0.7%	232	319	0	319
Employment Services	0.6%	199	285	19	304
All Others	2.9%	968	1,378	74	1,452

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.
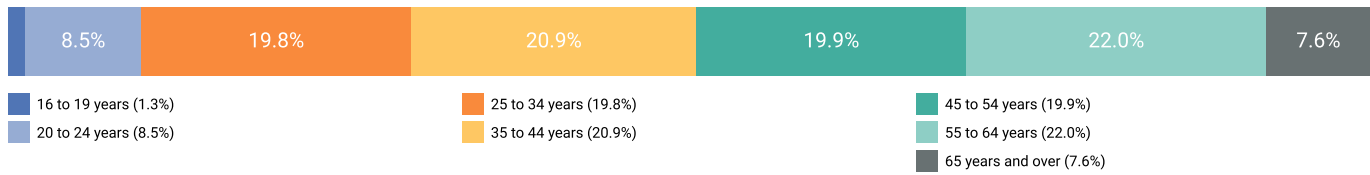
Wages
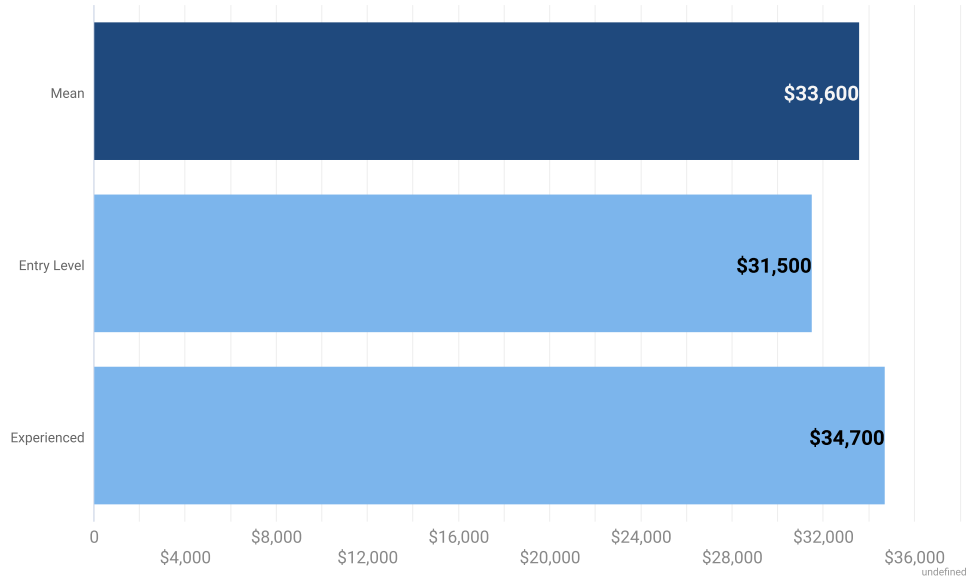
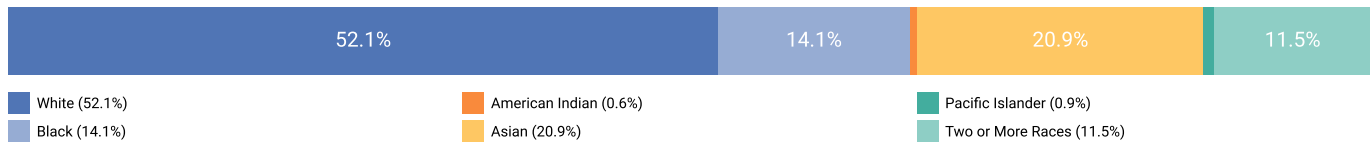| Occupation	Mean	Median	Entry Level	Experienced
Personal Care Aides	$33,600	$31,500	$31,500	$34,700

💡 Occupation wages here utilize BLS OEWS data, imputed and brought forward by Chmura.

💡 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.
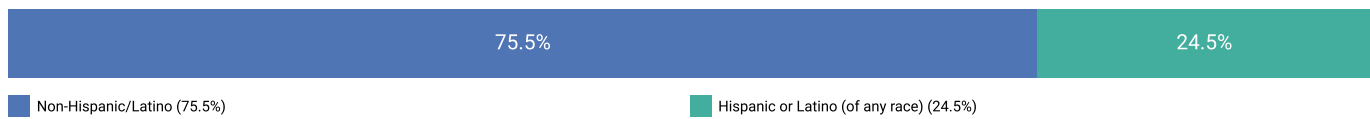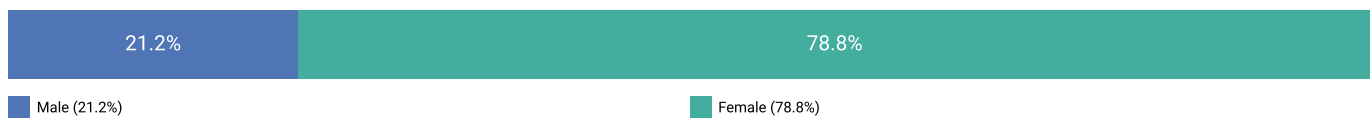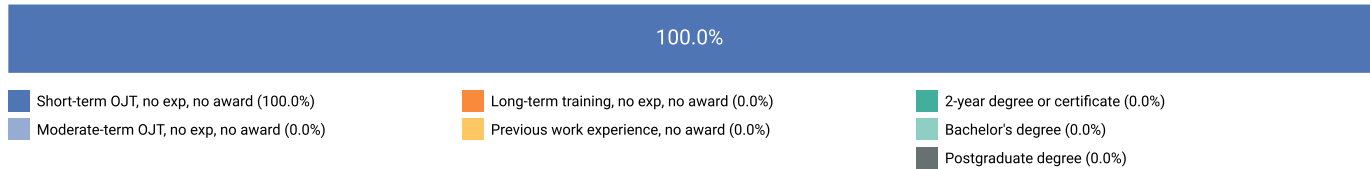
Occupation Demographics

Age

8.5%	19.8%	20.9%	19.9%	22.0%	7.6%

- 16 to 19 years (1.3%)
- 20 to 24 years (8.5%)
- 25 to 34 years (19.8%)
- 35 to 44 years (20.9%)
- 45 to 54 years (19.9%)
- 55 to 64 years (22.0%)
- 65 years and over (7.6%)

Race

52.1%	14.1%	20.9%	11.5%

- White (52.1%)
- Black (14.1%)
- American Indian (0.6%)
- Asian (20.9%)
- Pacific Islander (0.9%)
- Two or More Races (11.5%)

Ethnicity

75.5%	24.5%

- Non-Hispanic/Latino (75.5%)
- Hispanic or Latino (of any race) (24.5%)

Gender

21.2%	78.8%

- Male (21.2%)
- Female (78.8%)

Education and Training Requirements

100.0%

- Short-term OJT, no exp, no award (100.0%)
- Moderate-term OJT, no exp, no award (0.0%)
- Long-term training, no exp, no award (0.0%)
- Previous work experience, no award (0.0%)
- 2-year degree or certificate (0.0%)
- Bachelor's degree (0.0%)
- Postgraduate degree (0.0%)

Education Profile

Educational Attainment

13.0%	31.6%	24.1%	12.1%	15.0%		

- ■ < High School (13.0%)
- ■ High School (31.6%)
- ■ Some College (24.1%)
- ■ Two-Year (12.1%)
- ■ Four-Year (15.0%)
- ■ Master's (3.1%)
- ■ PhD (1.0%)
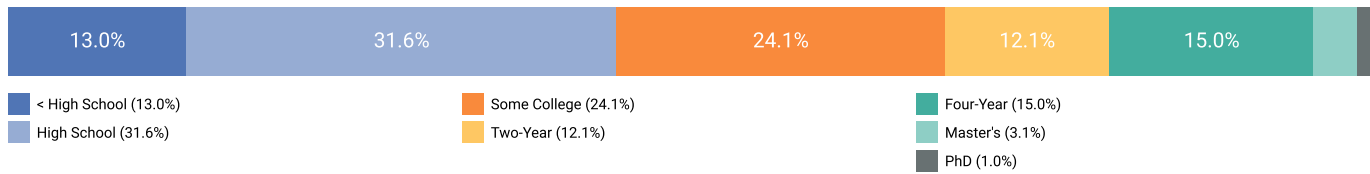
Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Personal Care Aides	High school diploma or equivalent	None	Short-term on-the-job training

💡 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 Personal Care Aides

Program	Awards
American River College	
Home Health Aide/Home Attendant	0

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 the Sacramento-Roseville-Folsom, CA MSA, the sampling above identifies those most linked to Personal Care Aides. For a complete list see JobsEQ®, http://www.chmuraecon.com/jobseq

RTI (Job Postings)

Active Job Ads by Date

■ Jul 4, 2022 to Jun 25, 2023   ☐ Jul 5, 2021 to Jun 26, 2022
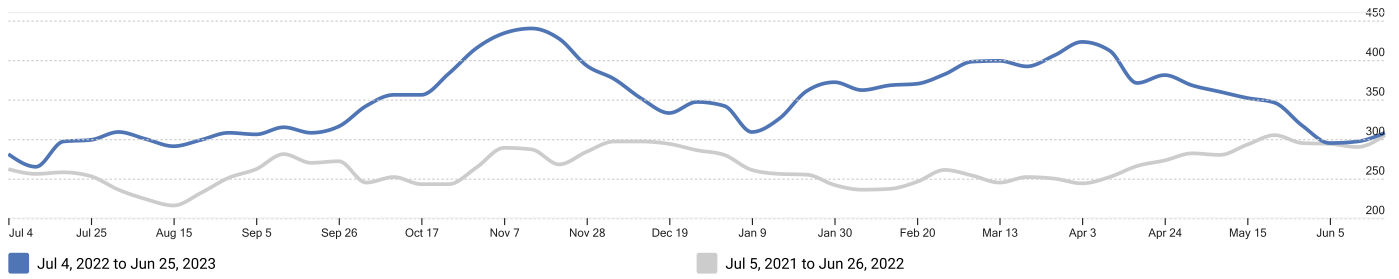
Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

Occupations

SOC	Occupation	Active Job Ads	
31- 1122.00	Personal Care Aides	1,706	

Locations

Location	Active Job Ads	
Sacramento, California	96	
6915 Elk Grove Boulevard, Elk Grove, CA, 95758	63	
2726 Fifth Street, Davis, CA, 95618	61	
Folsom, California	44	
1075 Fulton Avenue, Sacramento, CA, 95825	39	
Roseville, California	39	
Carmichael, CA 95608	38	
8773 Oak Ave, Orangevale, CA, 95662	37	
Folsom, CA 95630	27	
Rancho Cordova, CA 95670	27	
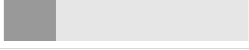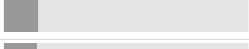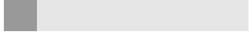
Employers

Employer Name	Active Job Ads	
Comfort Keepers	86	
The MENTOR Network	80	
Honor	78	
Carlton Senior Living Elk Grove	70	
Carlton Senior Living Davis	62	
Gentiva Personal Care	62	
ResCare Community Living	58	
Maxim Healthcare	57	
Interim HealthCare	55	
MissionCare	54	

Hard Skills

Skill Name	Active Job Ads	
Caregiving	350	
English	93	
Bilingual	70	
Home Health Care	69	
iOS	65	
Teaching/Training, Job	45	
Polymerase Chain Reaction (PCR)	30	
Ability to Lift 41-50 lbs.	29	
Assisted Living	13	
Medication Administration	13	

Job Titles

Job Title	Active Job Ads	
caregiver	206	
Immediate Openings - Caregiver	62	
Direct Support Professional	55	
Caregiver - River's Edge	44	
Caregiver | Day and Afternoon Shifts	39	
Caregiver for Behavioral Group Home	38	
Care Partner / Caregiver	34	
Need Work? Want to help people? Become a Senior Caregiver	31	
In Home Caregiver	29	
CAREGIVER 5K SIGN ON	28	

Education Levels

Minimum Education Level	Active Job Ads	
High school diploma or equivalent	645	
Associate's degree	2	
Bachelor's degree	1	
Unspecified/other	1,058	

Programs

Program Name	Active Job Ads	
Social Service	3	
Nursing	1	
Social Work	1	

Top Skill and Certification Gaps

Top 10 Skill Gaps in Sacramento-Roseville-Folsom, CA MSA

Name	Candidates	Openings	Gap
Polymerase Chain Reaction (PCR)	0	535	-535
Word Processing	3	31	-27
Social Services	4	23	-20
Spanish	27	42	-15
Report Writing/Report Preparation	1	15	-15
Hospitality	9	23	-14
Budgeting	10	23	-13
Personal Computers (PC)	7	19	-13
Assisted Living	61	65	-5
JavaScript	0	4	-4

Top 10 Certification Gaps in Sacramento-Roseville-Folsom, CA MSA

| Name	Candidates	Openings	Gap
First Aid Certification	242	508	-266
Certified Nursing Assistant (CNA)	504	743	-239
Certification in Cardiopulmonary Resuscitation (CPR)	375	524	-149
AED Essentials	0	4	-4
Commercial Driver's License (CDL)	1	0	1
Secret Clearance	2	0	2
Emergency Medical Technician (EMT)	3	0	3
Medical Assistant Certification (MA)	7	0	7
Registered Nurse (RN)	7	0	7
Patient Care Technician (PCT)	17	4	13

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.

Geographic Distribution
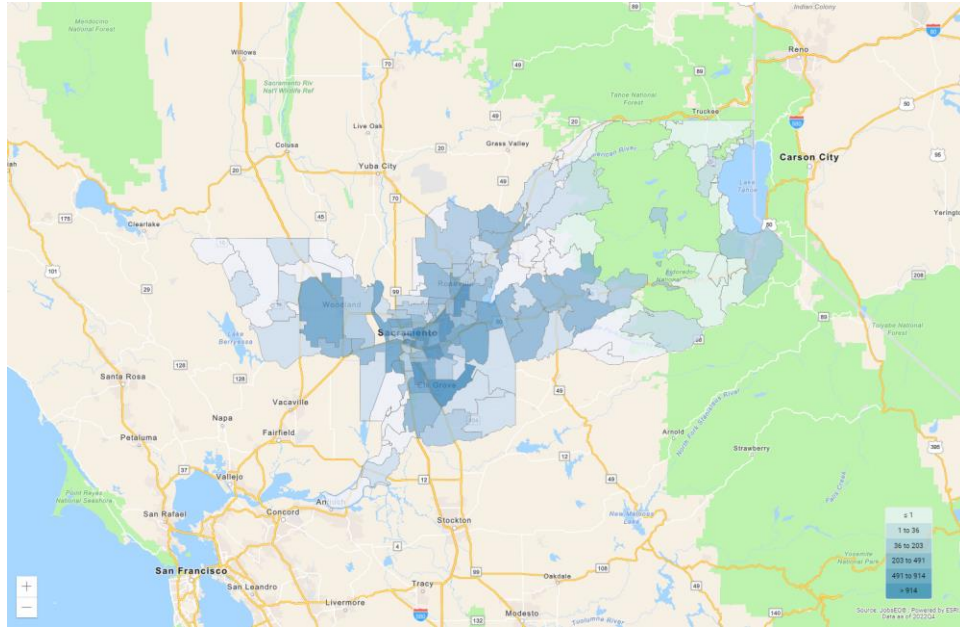
Top ZCTAs by Place of Work for Personal Care Aides, 2022Q4

Region	Employment
ZCTA 95825	2,501
ZCTA 95815	1,810
ZCTA 95841	1,437
ZCTA 95608	1,143
ZCTA 95610	1,137
ZCTA 95661	1,082
ZCTA 95826	1,029
ZCTA 95823	1,005
ZCTA 95624	924
ZCTA 95816	914
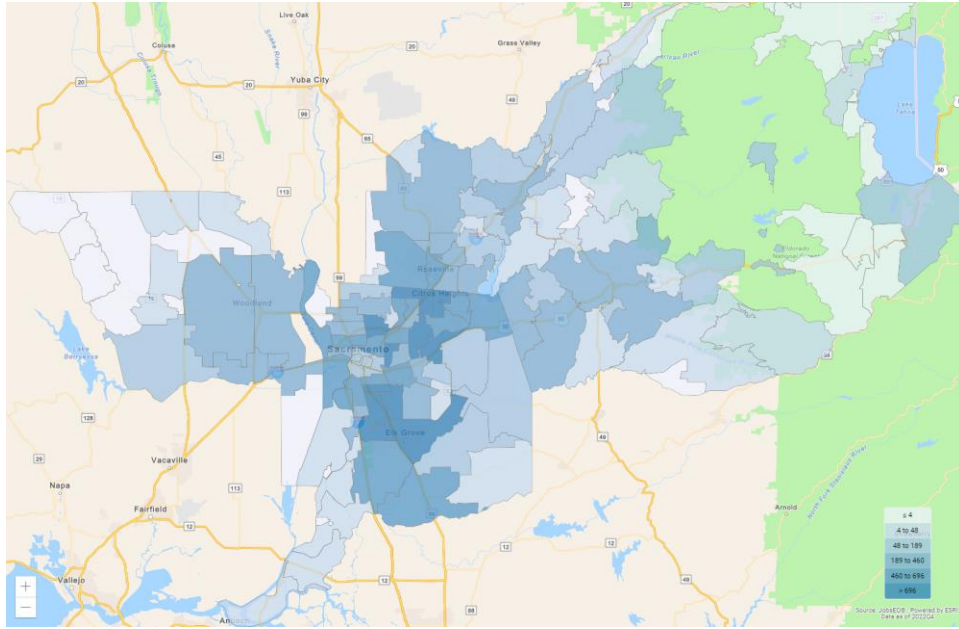
Top ZCTAs by Place of Residence for Personal Care Aides, 2022Q4

Region	Employment
ZCTA 95823	1,593
ZCTA 95828	1,089
ZCTA 95624	1,006
ZCTA 95608	1,000
ZCTA 95610	940
ZCTA 95758	913
ZCTA 95621	854
ZCTA 95670	819
ZCTA 95838	773
ZCTA 95843	761

"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.

Sacramento-Roseville-Folsom, CA MSA Regional Map
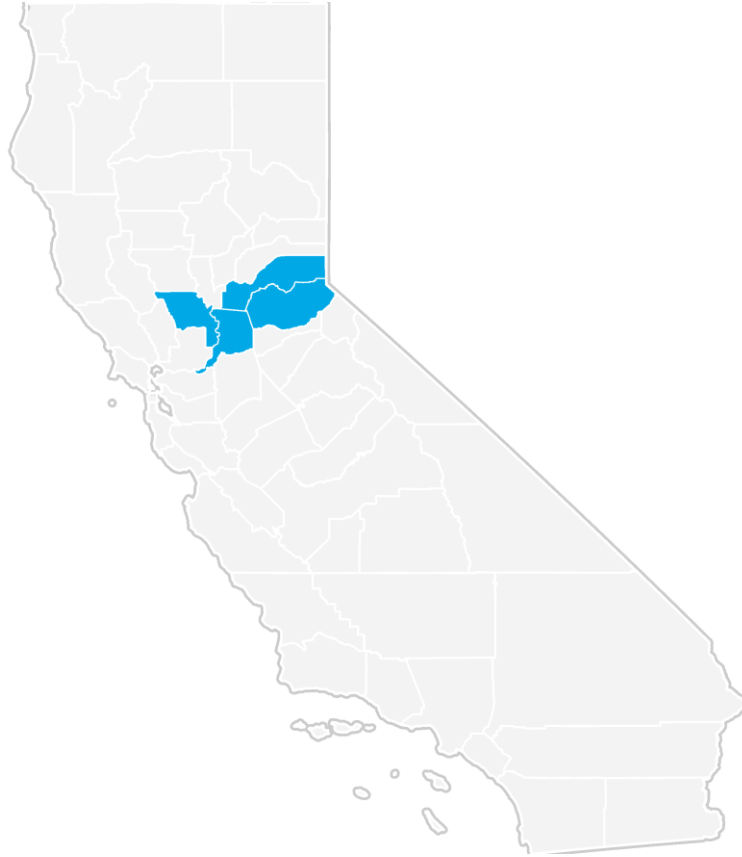
Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2022Q4 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Wages by occupation are as of 2022Q4, utilizing BLS OEWS data, imputed and brought forward by Chmura. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2022Q4 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 2022Q4 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 2020-2021 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 40,000 websites. Data reflect ads active during the last twelve month period ending 07/05/2023 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 five-year sample of resumes data; both data sets compiled as of August 2021. 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 dyanamics, including educational attainment and projected growth.
- Occupation employment by place of residence is as of 2022Q4 and modeled by Chmura based upon occuaption employment by place of work and commuting patterns. Commuting patterns are derived from source data from the Census Bureau, occupation-specific commuting tendancies, and updated to reflect more recent population and employment estimates.
- Figures may not sum due to rounding.

Region Definition

Sacramento-Roseville-Folsom, CA MSA is defined as the following counties:

El Dorado County, California

Sacramento County, California

Placer County, California

Yolo County, California

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.