California's Care Workforce

Technical Appendices

CONTENTS

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Appendix A. Data Sources

We rely on several publicly available data sources for this report including household survey data, labor market statistics, and administrative data all of which we describe below. Across these sources, we define the care workforce as those employed in certain types of jobs based on standard occupational classification (SOC) codes. For direct care we include Home Health Aides (SOC 311121), Personal Care Aides (SOC 311122 and 399099), and Nursing Aides (SOC 311131 and 31113X). For nursing aides we use industry codes (NAICS) to exclude those working in hospitals (NAICS 622M) For ECE workforce, we include child care workers (SOC 399011), and Preschool and Kindergarten Teachers (252011). To better home in on preschool teachers, we exclude those working in elementary and secondary schools (NAICS 6111). In some of the data sets, these occupations are combined and cannot be separated; we note those instances below.

Household Survey Data

The demographic profiles of care workers and the labor market trajectories analysis use household survey data collected by the U.S. Census Bureau and designed to be representative of the population. These surveys collect detailed information about individuals and their households and include several questions about employment and job characteristics. One important thing to note, all information on jobs is self-reported by the respondent and occupation codes are assigned by the people at agencies who process the data. So a survey respondent will be asked "What kind of work was this person doing last week?" and whatever they say will be recorded (e.g., nurse, take care of children, nanny), then those responses will be assigned to a set of over 800 occupation codes.

American Community Survey

The American Community Survey (ACS) is a large household survey designed to produce reliable estimates at the state and sub-state levels due to its relatively large sample size; the California sample includes data on about 300,000 households annually. We analyzed the public use microdata sample (PUMS) 1-year files for the years 2021 – 2022 to examine the characteristics of care workers and their employment circumstances in California. We combined both years to increase the size of our sample.

Survey on Income and Program Participation

The Survey on Income and Program Participation (SIPP) is a nationally representative longitudinal survey conducted by the U.S. Census Bureau that provides comprehensive information on the dynamics of income, employment, household composition, and government program participation. The SIPP oversamples people in low-income households and is a leading source of data on economic well-being, family dynamics, education, and wealth for the nation. It is also one of the few representative surveys that interviews individuals for several years and provides monthly data about changes in household and family composition and economic circumstances over time.

Current Population Survey

The Current Population Survey (CPS) is a household survey conducted monthly by the Bureau of Labor Statistics to produce estimates of the labor force including the unemployment rate. We use monthly data for the California sample to examine reasons people work part-time.

Labor Market Data

The California Employment Development Department (EDD) produces a wide range of labor market statistics designed to help California businesses and policymakers make informed decisions about the state's economy and workers.

Occupational Employment and Wage Statistics

The Occupational Employment and Wage Statistics (OEWS) data provides employment counts as of May of each calendar year and wage estimates for more than 800 occupations. This data is generated based on a survey of employers and is designed to cover all wage and salary workers in nonfarm businesses. It does not include the self-employed, owners/partners in unincorporated businesses, household workers or unpaid family workers – notable exceptions especially when discussing the care workforce.

Long-term occupation projections

The EDD also produces short-term and long-term employment projections for detailed occupations and industries both at the state and regional level. The occupation projections utilize the OEWS data as a basis for generating these estimates. We use the long-term, 10-year projections in our estimates of projected future jobs by occupation and industry sector to understand future labor demands for care workers.
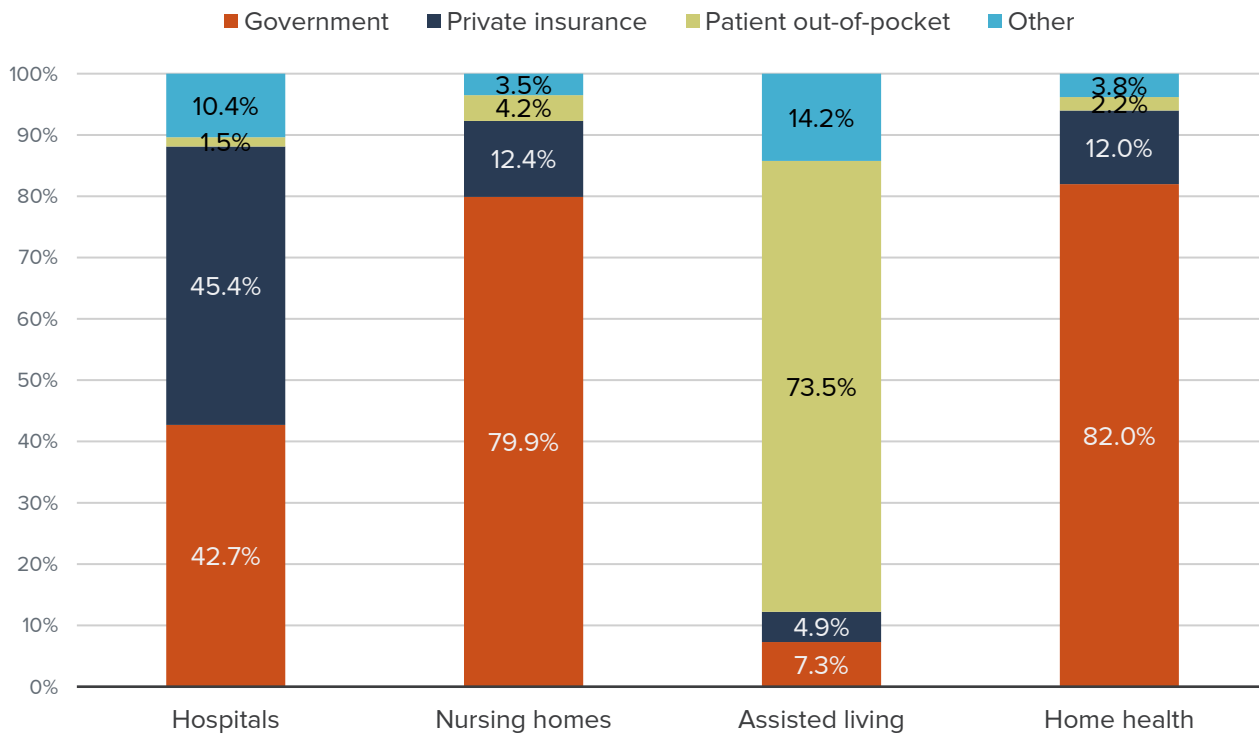
Economic Census

Every five years the Census Bureau fields an Economic Census that serves as the most extensive collection of data related to business activity. Business establishments, covering most industries and geographic areas, are surveyed according to their primary business activity. The health services sector collects additional information on revenue sources across detailed industry categories.

The most recent data available from the Economic Census is from 2017. Nonetheless, this data provides a breakdown of revenue sources for certain industry sectors in California. Figure A1 illustrates the primary role government plays in funding direct care services in nursing homes and home health. Assisted living facilities provide residential care for people with fewer medical caregiving needs and is most often paid for by private resources also referred to as patient "out of pocket."

Revenue sources vary considerably across settings for providers of direct care services

Legend: ■ Government ■ Private insurance ■ Patient out-of-pocket ■ Other

Setting	Government	Private insurance	Patient out-of-pocket	Other
Hospitals	42.7%	45.4%	1.5%	10.4%
Nursing homes	79.9%	12.4%	4.2%	3.5%
Assisted living	7.3%	4.9%	73.5%	14.2%
Home health	82.0%	12.0%	2.2%	3.8%

SOURCE: 2017 Economic Census, U.S. Census Bureau

Administrative Data

We also looked at several administrative data sources to help ground our estimates of the number of care workers including IHSS monthly program reports and licensing data. We examined data from higher education institutions including the California Community Colleges and other non-profit and for-profit institutions to understand how many people are completing training programs for caregiving jobs at California higher education institutions. Specifically, we downloaded information from the Chancellor's Office Management Information Systems (COMIS) Datamart on the number of students who were enrolled in coursework related to caregiving fields based on taxonomy of programs (TOP) codes. We also assembled data on the number of credentials that were awarded at the community colleges from Datamart. In addition, we used the NCES IPEDS data to assemble similar counts of credentials completed at non-profit and for-profit higher education institutional in California.

Appendix B. Transitions Analysis

We use the SIPP 2014 panel to conduct our analysis of employer and occupation transitions. We identify care workers using the same occupation codes as the ACS analysis, but due to sample size restrictions do not restrict by industry codes. So in the transition analysis there are some Kindergarten teachers and nursing aides who work in hospitals included in the care workforce.

Another important caveat is that this analysis is based on a national sample of care workers rather than California care workers. This again is due to sample size restrictions. The ACS data allows us to isolate care workers in California and we use that information to provide the care workers profiles described in the report. The SIPP sample is much smaller to begin with and because it is a longitudinal sample there is also sample attrition across different waves. While sample attrition can be adjusted for to a certain extent with longitudinal weights, it further limits the number of care workers we can follow over time.

Finally, we combine both direct care workers and ECE workers into a single 'care' category in the transition analysis to maximize our sample of care workers.

Sample construction

The 2014 SIPP panel collects detailed employment information monthly on up to 6 jobs. To be included in our analytic sample, people needed to be employed at least one month in the first six months of the first wave of data, which covers calendar year 2013. They also needed to stay in the panel through at least the second wave so that we can follow them over a longer time period.

We use information from the first six months of the first wave of the survey – so Q1 and Q2 of 2013 – to define a person's primary job. Primary job is defined as the job worked the most hours over the entire six-month period. This strategy of defining a primary job was found to produce relatively consistent results with those generated from the American Community Survey, which only collects information on one job during the year (Cole & Gumber, 2020). We use the occupation code for the primary job to define the care workforce – so care workers who may have other jobs where they work more hours would not be included.

We then merge employment information from the last three months of the 2nd wave (Q4 of 2014) and 4th wave (Q4 of 2016) to examine how people transition across different employers and occupations or leave the labor force.

Defining transition categories

Each job a person has is assigned a unique identifier which can be linked over multiple waves of the survey. We use the JOBID to identify people who are working for the same employer. Specifically, we flag the JOBID for the primary job the first six months (Q1 and Q2) of the first year of the panel and compare it with any JOBID the person has in the last three months (Q4) of the second year of the panel.

We do a similar comparison to identify if a person has changed occupations. We use allocation flags to exclude any jobs where the occupation was imputed rather than reported directly by the respondent. We compare the occupation code of the primary job in the first wave to the occupation codes of any jobs at the end of the second wave. We flag someone as changing occupations if they do not have the same exact occupation code in the second period. A care worker whose primary job in the first period is a personal care aide (occupation code "4610") would need to have a job as a personal care aide in the 2nd period to be flagged as having the same occupation. So

a care worker could move from personal care to a nursing aide and that would not be considered the same occupation even though they are both direct care occupations.

Though we don't define a primary job in the second time period, very few people have multiple jobs and in some ways we wanted to capture if people were still engaged either with the same employer or in the same occupation even if they may have had another employer or occupation where they worked more hours.

With these two variables constructed – same employer and same occupation – we create three of the transition categories: same employer, different employer – same occupation, different employer – different occupation. The final transition category reflects leaving the labor market. Each month respondents indicate whether they are employed, looking for work, or have left the labor market. If the person indicated they were no longer in the labor force in any of the last three months of wave 2 (or wave 4 in our 4-year analysis) they are coded as leaving the labor force.

Regression Analysis

All analyses use longitudinal replicate weights that adjust for the complex survey design of the SIPP and also correct for sample attrition between waves.

First, we compare care worker employment transitions to transitions of all California workers and all U.S. workers. Again, both direct care and child care are included in our care worker definition and the analysis specific to care workers is based only on the national sample. We looked at differences between California workers and US workers in terms of demographics across the 2-year longitudinal sample and 4-year longitudinal sample. In general, they were similar across most dimensions except for race/ethnicity and citizenship. California has far more Latino and Asian workers compared to the rest of the U.S. and fewer Black and white workers. Table B1 provides descriptive statistics of U.S. and California samples for all workers and the national sample of care workers.

TABLE B1
Descriptive Statistics, SIPP 2 Year Analytic Sample

	U.S. All Workers	California All Workers	U.S. Care Workers
Female	47.3%	46.0%	90.9%
Age 18 - 24	11.3%	10.3%	14.5%
Age 25 - 39	31.6%	34.2%	30.2%
Age 40 - 54	33.4%	33.5%	29.7%
Age 55+	23.8%	22.0%	25.6%
White	67.6%	45.0%	53.2%
Black	11.3%	5.1%	25.2%
Asian	5.4%	13.8%	5.4%
Latino	15.7%	36.1%	16.2%
Less than high school	8.5%	13.5%	10.6%
High school diploma	26.4%	21.3%	33.5%
Some college	20.2%	20.4%	26.7%
Associate degree	9.8%	8.8%	10.1%
Bachelor degree or higher	35.1%	36.0%	19.2%
Citizen	91.9%	83.6%	91.2%
Non-citizen	8.1%	16.4%	8.8%
In poverty, 2013	12.6%	12.8%	25.9%
Unweighted N	22,982	1981	860

SOURCES: Authors' analysis of SIPP 2014 panel. Includes workers ages 18 and older who worked at least 1 month in the first six months of 2013 (wave 1) and remained in the sample in wave 2 (2014).

Next, we run linear probability regression models where the dependent variable is dichotomous (0/1) and indicates whether a person made one of the four types of worker transitions over the period. The main independent variable of interest is whether the primary job is a care occupation.

We include additional controls for socio-demographic characteristics including age, gender, race/ethnicity, citizenship status, and education level, along with a variable indicating if the worker lived in California. In some models, we also control for whether the person worked part-time hours (less than 35 hours/week) at their primary job and interact part-time with our care worker indicator to see if care workers with part-time hours may differ from other part-time workers.

In our main set of models (Table B2) the transition dependent variables indicate whether the worker made that specific type of transition compared to all other transition types. We also ran another set of models (Table B3) where the dependent variable indicates whether a worker stayed with the same employer (the most common outcome) and the comparison is one of the specific other transition types rather than have all other transitions be included in the 0 category as they are in the first set of models.

TABLE B2
LPM model results for 2nd year job transitions, no controls for part-time

	Same employer	Different employer, same occupation	Different employer, different occupation	Leave Labor Force
Care worker	-0.0343*	0.0268***	-0.0134	0.0208
In California	0.00255	-0.00155	-0.00225	0.00125
Age, 2013	0.00486***	-8.78e-05	-0.00544***	0.000663***
Female	-0.0175**	-0.00255	-0.0222***	0.0423***
Latino	-0.00128	-0.000372	0.0146	-0.0130*
Black	-0.0132	-0.00602	-0.00415	0.0234**
Asian	0.0378***	0.00475	-0.0324***	-0.0102
High school diploma	0.0735***	-0.00333	-0.0190	-0.0512***
Some college	0.0472***	-0.00874	-0.00499	-0.0335***
Associate degree	0.121***	-0.00189	-0.0404***	-0.0787***
Bachelor degree or more	0.122***	0.00766	-0.0376***	-0.0926***
Noncitizen	0.0115	-0.00589	0.0227	-0.0283***
Constant	0.386***	0.0406***	0.477***	0.0972***
Observations	22,982	22,982	22,982	22,982

SOURCES: Authors analysis of SIPP 2014 panel.
NOTES: Each column shows results from separate LPM models. The dependent variable indicates the type of transition (1) compared to all other transitions (0). Includes people 18 years of age and older who worked at least once month in the first 6 months of 2013. Excluded category for race/ethnicity is white and excluded category for education level is less than high school diploma.

TABLE B3
LPM model results for 2nd year job transitions

	Same employer	Different employer, same occupation	Different employer, different occupation	Leave Labor Force
Care worker, primary	-0.0236	0.0194*	0.00185	0.00241
Part-time hours, primary	-0.125***	-0.000131	0.0586***	0.0670***
Care worker X Part-time	0.00684	0.0184	-0.0527*	0.0275
In California	0.00539	-0.00159	-0.00347	-0.000331
Age, 2013	0.00469***	-8.91e-05	-0.00536***	0.000751***
Female	-0.000487	-0.00253	-0.0302***	0.0332***
Latino	-0.00770	-0.000331	0.0175*	-0.00945
Black	-0.0162	-0.00601	-0.00280	0.0250**
Asian	0.0322***	0.00476	-0.0298***	-0.00716
High school diploma	0.0623***	-0.00320	-0.0141	-0.0449***
Some college	0.0423***	-0.00861	-0.00305	-0.0306***
Associate degree	0.107***	-0.00176	-0.0343**	-0.0711***
Bachelor degree or more	0.103***	0.00778	-0.0286**	-0.0817***
Noncitizen	0.00862	-0.00579	0.0237	-0.0266***
Constant	0.428***	0.0406***	0.457***	0.0745***

SOURCES: Authors analysis of SIPP 2014 panel.

NOTES: Each column shows results from separate LPM models. The dependent variable indicates the type of transition (1) compared to all other transitions (0). Includes people 18 years of age and older who worked at least once month in the first 6 months of 2013. Excluded category for race/ethnicity is white and excluded category for education level is less than high school diploma. Part-time is defined as less than 35 hours per week.

TABLE B4
LPM model results of 2nd year job transitions comparing Same Employer to each other transition category, no part-time

	Different employer, same occupation	Different employer, different occupation	Leave Labor Force
Care worker	-0.0405***	0.00474	-0.0295*
In California	0.00210	0.00427	-0.000477
Age, 2013	0.000506***	0.00647***	-1.35e-05
Female	0.00217	0.0131*	-0.0521***
Latino	0.000866	-0.0123	0.0160*
Black	0.00781	-0.00154	-0.0291**
Asian	-0.00298	0.0382***	0.0174**
High school diploma	0.0111	0.0384***	0.0738***
Some college	0.0167*	0.0150	0.0467***
Associate degree	0.0126	0.0677***	0.112***
Bachelor degree or more	0.000516	0.0666***	0.128***
Noncitizen	0.00943	-0.0162	0.0373***
Constant	0.919***	0.435***	0.827***

SOURCES: Authors analysis of SIPP 2014 panel.
NOTES: Each column shows results from separate LPM models. . The dependent variable indicates transitions between workers who have the same employer compared to each of the other transition categories shown in the column heads. Includes people 18 years of age and older who worked at least once month in the first 6 months of 2013. Excluded category for race/ethnicity is white and excluded category for education level is less than high school diploma. Part-time is defined as less than 35 hours per week.

TABLE B5
LPM model results of 2nd year job transitions comparing Same Employer to each other transition category, with part-time controls

	Different employer, same occupation	Different employer, different occupation	Leave Labor Force
Care worker, primary	-0.0281*	-0.00630	-0.00616
Part-time hours, primary	-0.0108**	-0.0895***	-0.102***
Care worker X Part-time	-0.0299	0.0505	-0.0281
In California	0.00257	0.00691	0.00201
Age, 2013	0.000519***	0.00636***	7.38e-06
Female	0.00359	0.0251***	-0.0384***
Latino	0.000243	-0.0160	0.0111
Black	0.00747	-0.00476	-0.0314**
Asian	-0.00344	0.0336***	0.0141*
High school diploma	0.00981	0.0307**	0.0641***
Some college	0.0159*	0.0117	0.0413***
Associate degree	0.0111	0.0586***	0.0995***
Bachelor degree or more	-0.00133	0.0533***	0.111***
Noncitizen	0.00921	-0.0170	0.0341***
Constant	0.921***	0.463***	0.853***

SOURCES: Authors analysis of SIPP 2014 panel.
NOTES: Each column shows results from separate LPM models. . The dependent variable indicates transitions between workers who have the same employer compared to each of the other transition categories shown in the column heads. Includes people 18 years of age and older who worked at least once month in the first 6 months of 2013. Excluded category for race/ethnicity is white and excluded category for education level is less than high school diploma. Part-time is defined as less than 35 hours per week.

Appendix C. Additional Tables

TABLE C1

Counts of workers/jobs in Care Workforce

	Direct Care	Early Care and Education
Labor Market Data		
Number of jobs (OEWS, May 2022)	878,000	83,500
Household Survey Data		
Self-employed workers (ACS, 2022)	36,000	46,000
Administrative data		
IHSS program data (August 2023)	635,685	n/a
Home care registry (September 2023)	107,572	n/a
Home health aides active licenses (January 2024)	24,875	n/a
Certified Nursing Assistant (CNA) active licenses (January 2024)	138,286	n/a
Other sources: CSCCE California ECE Workforce Survey, 2020		
Center-Based Early Educators	n/a	83,800
Family Child care Educators	n/a	44,900

SOURCES: California EDD, OEWS 2022 data; American Community Survey, PUMS, 2022; California DSS, IHSS program data dashboard; California DSS, email correspondence for Home Care Registry workers as of September 2023; California DPH, CNA and HHA licensing databases, web-scraped January 2024. Center for the Study of Child Care Employment. 2020 California ECE Workforce Survey.

TABLE C2

Demographic characteristics of care workforce, 2021 and 2022

	All workers*	All female workers*	All care workers	All Direct care	Home Health Aides	Nurse Assistants	Personal Care Aides	All ECE workers	Child care workers	Preschool Teachers
Gender										
Female	44.7	100.0	83.2	79.2	77.0	79.3	79.4	95.2	94.2	97.2
Male	55.3	0.0	16.9	20.9	23.0	20.7	20.6	4.8	5.8	2.8
Age categories										
18-24	11.1	11.9	11.4	9.3	7.6	16.0	8.4	17.9	20.9	11.9
25-39	36.1	36.4	26.3	24.3	21.7	33.4	23.1	32.1	28.6	38.9
40-54	31.2	30.9	29.3	29.9	31.1	29.7	29.9	27.4	26.0	30.1
55+	21.6	20.9	33.0	36.5	39.6	21.0	38.7	22.6	24.5	19.1
Over 40	52.8	51.8	62.3	66.4	70.7	50.6	68.5	50.0	50.4	49.2
Race/ethnicity										
White	35.3	35.2	24.4	21.7	26.6	13.7	23.2	31.1	26.6	38.4
Black	4.9	5.3	9.0	10.3	13.6	11.9	9.6	5.7	5.6	5.8
Asian	16.3	17.4	18.2	21.2	18.4	23.7	20.8	10.8	9.2	13.5
Latino	37.7	36.0	42.9	41.6	34.3	45.8	41.3	46.2	52.2	36.6
Multi	5.8	6.0	5.5	5.3	7.2	4.9	5.1	6.2	6.5	5.8
Latino/Black	42.6	41.3	51.9	51.9	47.8	57.7	50.9	51.9	57.8	42.3
Nativity										
US Born	66.4	68.4	54.9	53.6	61.2	53.9	52.7	59.0	54.9	66.9
Foreign-born, citizen	18.4	19.0	26.9	28.9	26.5	30.5	28.9	20.9	20.2	22.3
Foreign-born, noncitizen	15.2	12.6	18.2	17.6	12.3	15.6	18.4	20.1	24.9	10.8
Foreign-born	33.6	31.6	45.1	46.5	38.8	46.1	47.3	41.0	45.1	33.1
Education level										
Less than HS	11.4	8.6	17.5	18.9	19.1	12.9	19.9	13.0	18.8	1.8
HS grad	20.7	17.9	25.7	28.9	29.3	27.1	29.2	16.2	22.2	4.5
Some college	20.8	21.1	28.6	27.9	28.1	38.2	26.2	30.9	29.2	34.0
Associate	7.6	8.8	10.3	9.5	9.9	9.9	9.3	12.9	10.0	18.6
BA+	39.6	43.5	17.9	14.9	13.6	12.0	15.5	27.1	19.8	41.1
High school or less	32.1	26.6	43.2	47.8	48.4	39.9	49.1	29.2	41.0	6.3

SOURCE: American Community Survey (ACS) - IPUMS, 2021 and 2022

NOTES: Preschool and Kindergarten teachers are combined in a single occupation category in the ACS. * All and female workers exclude care workers.

TABLE C3

Work characteristics, Care Workforce, 2021 and 2022

	All workers*	All female workers*	All care workers	All Direct care	Home Health Aides	Nurse Assistants	Personal Care Aides	All ECE workers	Child care workers	Preschool teachers
Work status										
Full-time/full-year	65.8	60.2	47.6	48.1	44.9	64.3	45.7	46.2	42.8	52.7
Part-time/full-year	12.1	16.0	29.1	32.4	38.1	16.0	34.5	19.2	20.4	17.0
Full-time/part-year	10.0	9.3	7.3	6.0	5.5	9.1	5.5	11.5	9.7	14.9
Part-time/part-year	12.1	14.5	15.9	13.6	11.6	10.6	14.3	23.1	27.1	15.5
Annual earnings										
Mean	69,026	57,965	26,579	26,977	28,626	31,425	26,071	25,375	21,827	32,249
Median	45,000	40,000	21,600	22,000	20,000	30,000	20,000	20,000	15,000	28,000
25th percentile	21,000	18,000	10,200	11,500	10,000	17,000	11,000	8,000	5,000	17,500
75th percentile	85,000	75,000	35,000	35,000	37,000	40,000	34,000	35,000	30,000	39,200

SOURCES: American Community Survey (ACS) - IPUMS, 2021 and 2022.

NOTE: Full-time, full-year employment is defined as at least 35 hours/week and at least 50 weeks employer per year. * All and female workers exclude care workers. Annual earnings includes salary and wages as well as earnings from self-employment.

TABLE C4

Work characteristics (confidence intervals), Care Workforce, 2021 and 2022

	All workers*		All women*		All care workers		All Direct care		Home Health Aides		Nurse Assistants		Personal Care Aides		All ECE workers		Child care workers		Preschool Teachers	
Work status	95% C.I.		95% C.I.		95% C.I.		95% C.I.		95% C.I.		95% C.I.		95% C.I.		95% C.I.		95% C.I.		95% C.I.	
Full-time/full-year	65.6	66.1	59.9	60.5	46.4	48.8	46.8	49.3	40.1	49.6	61.1	67.5	44.4	47.1	43.9	48.5	40.0	45.7	49.5	56.0
Part-time/full-year	12.0	12.2	15.8	16.2	28.2	30.1	31.2	33.6	33.2	43.0	13.4	18.6	33.1	35.9	17.5	20.9	18.1	22.6	14.1	19.8
Full-time/part-year	9.8	10.1	9.1	9.5	6.8	7.9	5.4	6.6	3.7	7.2	7.0	11.1	4.8	6.2	10.0	12.9	7.9	11.6	12.3	17.5
Part-time/part-year	12.0	12.3	14.3	14.7	15.1	16.8	12.7	14.4	8.5	14.6	8.3	12.9	13.3	15.3	21.3	25.0	24.7	29.5	12.9	18.0

SOURCES: American Community Survey (ACS) - IPUMS, 2021 and 2022.

NOTE: Full-time, full-year employment is defined as at least 35 hours/week and at least 50 weeks employer per year. * All and female workers exclude care workers.

TABLE C5

Workers in school (mean), 2021 and 2022

	All workers*	All women*	All care workers	All Direct care	Home Health Aides	Nurse Assistants	Personal Care Aides	All ECE workers	Child care workers	Preschool Teachers
In school by work status										
In school	9.5	11.5	12.3	10.1	9.4	18.8	8.8	18.7	17.9	20.3
Full-time/full-year	3.8	4.3	4.5	3.9	2.2	9.5	3.2	6.1	4.9	8.4
Part-time/full-year	2.3	3.1	3.8	3.6	3.3	3.9	3.6	4.3	4.4	4.1
Full-time/part-year	0.9	1.0	1.1	0.7	1.6	2.2	0.4	2.2	1.3	4.0
Part-time/part-year	2.6	3.1	2.9	1.9	2.3	3.2	1.6	6.0	7.2	3.9
All other part-time	5.7	7.1	7.8	6.2	7.2	9.3	5.6	12.6	12.9	11.9

SOURCE: American Community Survey (ACS) - IPUMS, 2021 and 2022.

NOTE: Full-time, full-year employment is defined as at least 35 hours/week and at least 50 weeks employer per year. * All and female workers exclude care workers.

TABLE C6

Workers in school (confidence intervals), 2021 and 2022

	All workers*		All women*		All care workers		All Direct care		Home Health Aides		Nurse Assistants		Personal Care Aides		All ECE workers		Child care workers		Preschool Teachers	
In school by work status	**95% C.I.**		**95% C.I.**		**95% C.I.**		**95% C.I.**		**95% C.I.**		**95% C.I.**		**95% C.I.**		**95% C.I.**		**95% C.I.**		**95% C.I.**	
Full-time/full-year	3.7	3.9	4.2	4.5	4.0	4.9	3.4	4.4	1.3	3.1	7.3	11.6	2.6	3.7	5.0	7.2	3.6	6.3	6.2	10.5
All other part-time	5.6	5.8	7.0	7.3	7.2	8.4	5.5	6.9	4.7	9.8	7.1	11.5	4.8	6.4	11.1	14.1	11.2	14.7	9.5	14.4
Not in school	90.4	90.7	88.3	88.7	87.0	88.5	89.0	90.7	87.8	93.4	78.3	84.2	90.2	92.2	79.6	83.0	80.1	84.1	76.7	82.7

SOURCE: American Community Survey (ACS) - IPUMS, 2021 and 2022.

NOTE: Full-time, full-year employment is defined as at least 35 hours/week and at least 50 weeks employer per year. * All and female workers exclude care workers.

Reasons for part-time work

	All PT workers	Female PT workers	All PT care workers	Direct care, part time	ECE, part-time
US sample					
Wanted full-time	12.8%	10.3%	12.1%	13.7%	9.0%
Child care or family responsibility	16.8%	23.5%	27.7%	28.2%	26.9%
In school	17.9%	17.5%	16.8%	13.7%	22.8%
Health/disability	9.0%	8.4%	8.8%	9.5%	7.3%
FT is less than 35	12.0%	13.0%	14.1%	14.5%	13.4%
Other	31.5%	27.3%	20.5%	20.5%	20.6%
Unweighted N	363752	214883	17268	11332	5936
California Sample					
Wanted full-time	18.6%	15.3%	16.4%	17.1%	14.7%
Child care or family responsibility	16.5%	23.0%	29.5%	31.4%	25.4%
In school	17.0%	17.3%	12.8%	9.1%	20.8%
Health/disability	8.1%	7.4%	7.1%	7.3%	6.5%
FT is less than 35 hours	13.1%	14.3%	16.8%	17.1%	16.2%
Other	26.8%	22.7%	17.5%	18.0%	16.3%
Unweighted N	30856	17631	1781	1235	546

SOURCES: Current Population Survey, Monthly Data, January 2021 through October 2023.

NOTES: Reasons for part-time work are asked for anyone reporting fewer than 35 hours worked in the previous week. Vacation and holiday time off accounts for about 10% of the 'Other' category. Data is weighted using survey weights though the observation unit is the person-month and the CPS monthly sample is structured to interview the same people in four-month intervals so sample sizes do not reflect independent observations.

TABLE C8
FTE enrollment in community college care workforce programs, 2022-2023 school year

	Direct care		ECE
	Certified Nurse Assistant	Home Health Aide	Early Care and Education
Total	1,403	65	19,228
Gender			
Female	1,201	54	16,997
Male	189	9	1,967
Other	13	2	264
Age groups			
<=24	850	20	9,848
25-39	403	16	6,566
40-49	100	12	1,803
50+	50	17	1,010
Race/ethnicity			
White	171	4	4,002
Black	80	5	1,144
Asian	187	11	1,700
Latino	884	39	11,025
Multi	45	1	665
Other	36	5	693

SOURCES: California Community Colleges Chancellor's Office – Datamart

NOTES: The Taxonomy of Program (TOP) is a system of numerical codes used at the state level to collect and report information on programs and courses, in different colleges throughout the state, that have similar outcomes. At the college level, local program titles often differ substantially from college to college. For direct care, the top codes used were 123030 for Certified Nurse Assistant and 123080 for Home Health Aide. For child care, the code used was 1305 - Child Development/Early Care and Education.

TABLE C9
California Community Colleges' program awards for school year 2022-23

	Direct care		ECE
	Certified Nurse Assistant	Home Health Aide	Early Care and Education
Noncredit award	509	309	1,154
Certificate	635	29	8,685
Associate degree	0	0	5,222

SOURCES: California Community Colleges Chancellor's Office – Datamart. https://datamart.cccco.edu/Outcomes/Program_Awards.aspx

NOTES: The Taxonomy of Program (TOP) is a system of numerical codes used at the state level to collect and report information on programs and courses, in different colleges throughout the state, that have similar outcomes. At the college level, local program titles often differ substantially from college to college. For direct care, the top codes used were 123030 for Certified Nurse Assistant and 123080 for Home Health Aide. For child care, the code used was 1305 - Child Development/Early Care and Education.

TABLE C10

Higher education institutions' awards conferred between July 1, 2021, and June 30, 2022

	Direct care			Early Care and Education		
	Private, for-profit	Private, non-profit	Public – 2 year	Private, for-profit	Private, non-profit	Public – 2 year
Associate	333	0	0	0	0	3,782
Certificates	1,080	19	953	143	9	6,718

SOURCES: Authors' calculations based on the National Center for Education Statistics' Integrated Postsecondary Education Data System – IPEDS. https://nces.ed.gov/ipeds

NOTES: For direct care, the CIP codes used were 51.2602 - Home Health Aide/Home Attendant; 51.2601 - Health Aide; 51.3902 - Nursing Assistant/Aide and Patient Care Assistant/Aide; 51.3999 - Practical Nursing, Vocational Nursing and Nursing Assistants, Other; 51.2699 - Health Aides/Attendants/Orderlies, Other. For child care, the CIP codes used were 13.0201 - Bilingual and Multilingual Education; 13.1206 - Teacher Education, Multiple Levels; 13.1207 - Montessori Teacher Education; 13.1208 - Waldorf/Steiner Teacher Education; 13.1209 - Child Development; 13.1209 - Kindergarten/Preschool Education and Teaching; 13.121 - Early Childhood Education and Teaching; 13.1212 - International Teaching and Learning; 13.1401 - Teaching English as a Second or Foreign Language/ESL Language Instructor; 13.1402 - Teaching French as a Second or Foreign Language; 13.1499 - Teaching English or French as a Second or Foreign Language, Other; 19.0706 – Child care Provider/Assistant; 19.0706 - Child Development; 19.0708 – Child care and Support Services Management; 19.0709 - Early Childhood and Family Studies; 19.0711 - Early Childhood and Family Studies.