EDUCATION, EMPLOYMENT & EARNINGS:
ANALYZING DATA FROM HUMAN SERVICES

This analysis of the Human Services cluster in the Commonwealth highlights important information for each of its five career pathways—Consumer Services; Counseling & Mental Health Services; Early Childhood Development & Services; Family & Community Services; and Personal Care Services.

What trends do we currently see? What trends may we anticipate?

- The Human Services cluster continues to have the third highest rate of job growth (16%) of all clusters, adding over 28,000 new jobs throughout the state by 2024.
- The Personal Care Services pathway is the largest of all pathways in the Human Services cluster, consisting of an estimated 102,471 positions in 2014. It is also the most diverse of the cluster’s pathways in terms of the predominant education levels of its occupations.
- Occupations in this cluster that are expected to have greater than 20 percent job growth over the next decade and 100 or more job openings available each year include: Clinical, Counseling, and School Psychologists; Massage Therapists; Personal Care Aides; and Residential Advisors.

EDUCATION

Figure 1 shows the predominant level of education and training in each pathway. Education data was determined by Trailblazers based on US Bureau of Labor Statistics occupational education and training data.

100%
44%
56%
45%
11%

≥BA+Training, Cert. and/or Work Exp.
≥BA
Assoc./Some College+Training, Cert. and/or Work Exp.
Assoc./Some College
≤HS+Training, Cert. and/or Work Exp.
≤HS

Consumer Services
Counseling & Mental Health Services
Early Childhood Development & Services
Family & Community Services
Personal Care Services

Figure 1: PREDOMINANT EDUCATION LEVEL FOR HUMAN SERVICES

Footnote 1: Reflects predominant education by the number of occupations in each pathway, not the number of workers.
**EMployment**

Figure 2 compares the estimated 2014 employment for each pathway to projected 2024 employment levels.

Data are provided by the Virginia Employment Commission.

**Earnings and Growth**

Figure 3 presents the size and median wages of the occupations in each pathway with the highest projected percentage of growth. Wage data are provided by the US Bureau of Labor Statistics Occupational Employment Statistics program.

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### Figure 2: Employment in VA Human Services

<table>
<thead>
<tr>
<th>Service Pathway</th>
<th>2014 Estimate</th>
<th>2024 Projection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Care Services</td>
<td>120K</td>
<td>102K</td>
</tr>
<tr>
<td>Family &amp; Community Services</td>
<td>28.5K</td>
<td>25K</td>
</tr>
<tr>
<td>Early Childhood Development &amp; Services</td>
<td>27K</td>
<td>25K</td>
</tr>
<tr>
<td>Counseling &amp; Mental Health Services</td>
<td>29K</td>
<td>24K</td>
</tr>
<tr>
<td>Consumer Services</td>
<td>623</td>
<td>730</td>
</tr>
</tbody>
</table>

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### Figure 3: earnings and Growth for Select Occupations in VA 2014-2024

(Size of circle represents annual number of job openings in the specific occupation)