

# Phlebotomists

## Labor Market Analysis: San Diego County

June 2019

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### Summary

- Do not Proceed
- Proceed with Caution
- Proceed

**PROCEED WITH  
NEW PROGRAM?**



**SUPPLY  
GAP?**



**AT OR ABOVE  
THE LIVING WAGE**



Bachelor's Degree+

Associate Degree

Some College or Certificate

High School Diploma or Equivalent

Less than a HS Diploma

Apprenticeship

**EXPECTED LEVEL  
OF EDUCATION**



High



Medium



Low

**NUMBER OF  
INSTITUTIONS THAT  
PROVIDE TRAINING**



High



Medium



Low

**NUMBER OF ANNUAL  
JOB OPENINGS**

According to available labor market information, *Phlebotomists* have a labor market demand of 173 annual job openings, while average demand for an occupation in San Diego County is 277 annual job openings. No educational institution in San Diego County reports awards for this occupation; however, there are four phlebotomy training institutions approved by the California Department of of Public Health in the county. In other words, there may be a supply gap for this occupation, but that information cannot be confirmed with the current available data. This occupation's entry-level and median wages are above the Self-Sufficiency Standard, suggesting that students who successfully complete a program and obtain employment in a related field may earn a living wage.

## Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)<sup>1</sup> system:

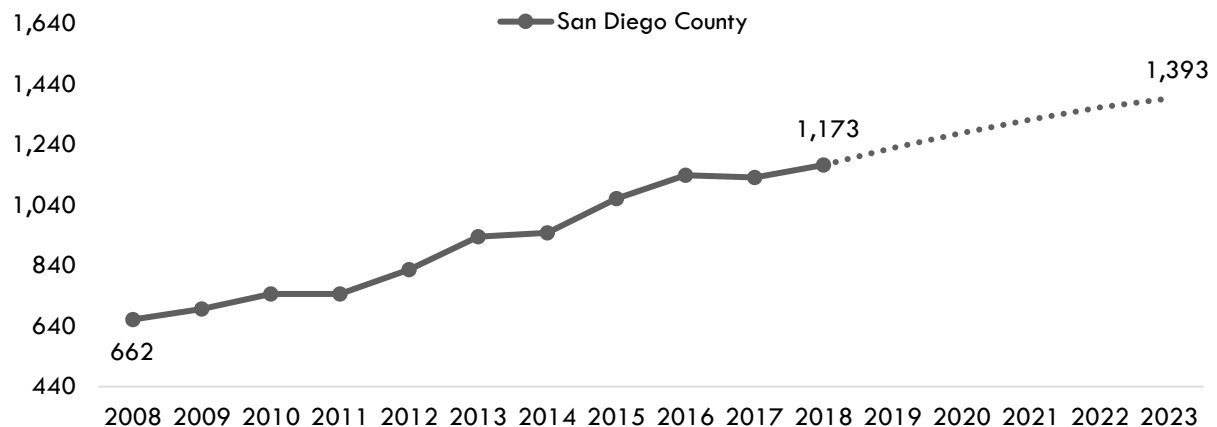
**Phlebotomists (SOC 31-9097):** Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions. Sample reported job titles include:

- Registered Phlebotomist-Part Time
- Phlebotomy Supervisor
- Phlebotomist, Medical Lab Assistant
- Phlebotomist Supervisor/Instructor
- Patient Service Technician PST
- Lab Assistant
- Phlebotomy Technician

## Projected Occupational Demand

Between 2018 and 2023, *Phlebotomists* are projected to increase by 220 jobs or 19 percent (Exhibit 1). Employers in San Diego County will need to hire 173 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

**Exhibit 1: Number of Jobs for *Phlebotomists* (2008-2023)<sup>2</sup>**



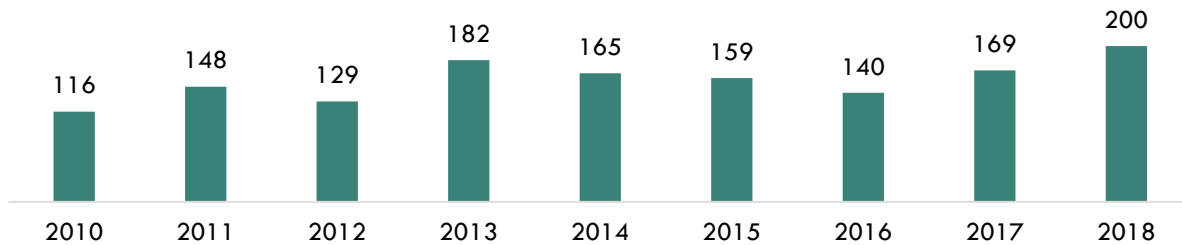
<sup>1</sup> The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

<sup>2</sup> Emsi 2019.02; QCEW, Non-QCEW, Self-Employed.

## Online Job Postings

Between 2010 and 2018, there was an average of 156 online job postings per year for *Phlebotomists* in San Diego County (Exhibit 2).

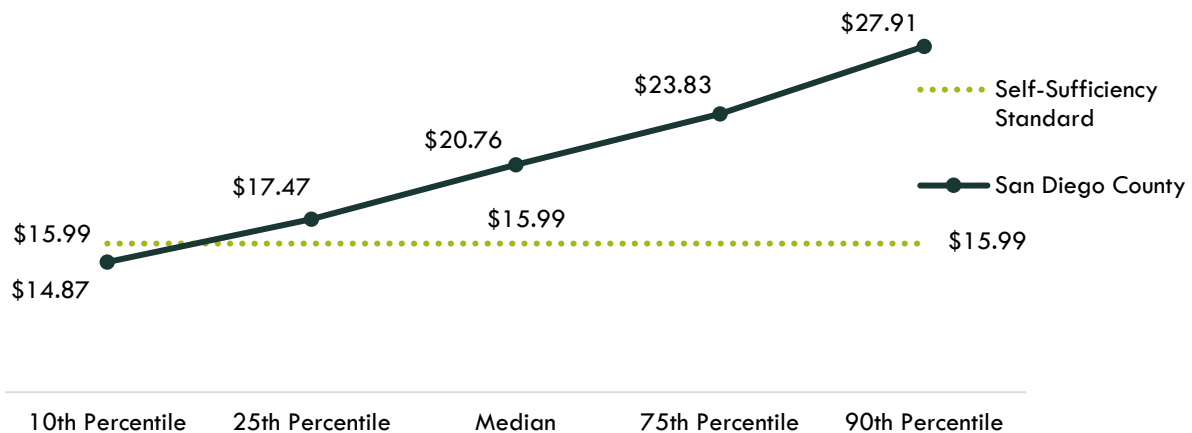
**Exhibit 2: Number of Online Job Postings for *Phlebotomists* in San Diego County (2010-2018)<sup>3</sup>**



## Earnings

*Phlebotomists* receive median hourly earnings of \$20.76; this is more than the Self-Sufficiency Standard for a single adult in San Diego County, which is \$15.99 per hour (Exhibit 3).<sup>4</sup>

**Exhibit 3: Hourly Earnings<sup>5</sup> for *Phlebotomists* in San Diego County<sup>6</sup>**



<sup>3</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2018.

<sup>4</sup> "Self-Sufficiency Standard," Insight: Center for Community Economic Development, last updated 2018. [insightccd.org/2018-self-sufficiency-standard](https://insightccd.org/2018-self-sufficiency-standard).

<sup>5</sup> 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

<sup>6</sup> Emsi 2019.02; QCEW, Non-QCEW, Self-Employed.

## Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.<sup>7</sup> There is **one** TOP code and **one** CIP code related to *Phlebotomists* (Exhibit 4).

**Exhibit 4: Related TOP and CIP Codes for *Phlebotomists***

<i>Phlebotomists</i>
TOP 120510: Phlebotomy
CIP 51.1009: Phlebotomy Technician/Phlebotomis

According to TOP and CIP data, **no** colleges supply the region with awards for this occupation (Exhibit 5). However, according to the California Department of Public Health, there are four training institutions approved for phlebotomy in San Diego County: Phlebotomy Training Specialists – San Diego; PhlebotomyU (Hosted at MiraCosta College); San Diego Mesa College; and Universal Schools & Colleges of Health & Human Services, but no awards were reported.<sup>8</sup>

**Exhibit 5: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2013-14 through PY2016-17 Average)**

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY14-15 to PY16-17)	Other Educational Institutions 3-Yr Annual Average Awards (PY13-14 to PY15-16)	3-Yr Total Average Supply (PY13-14 to PY16-17)
120510	Phlebotomy	0	0	0
51.1009	Phlebotomy Technician/Phlebotomis	0	0	0
			Total	0

<sup>7</sup> TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart ([datamart.cccco.edu](http://datamart.cccco.edu)) and CIP data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](http://nces.ed.gov/ipeds/use-the-data)).

<sup>8</sup> "Laboratory Field Services: List of Approved Phlebotomy Training Schools," California Department of Public Health Phlebotomy Training Schools, [cdph.ca.gov/Programs/OSPHLD/LFS/Pages/Approved-Phlebotomy-Training-Schools.aspx](http://cdph.ca.gov/Programs/OSPHLD/LFS/Pages/Approved-Phlebotomy-Training-Schools.aspx).

## Demand vs. Supply

Comparing labor demand (annual openings) with labor supply<sup>9</sup> suggests that there is a **supply gap** for this occupation in San Diego County, with **173** annual openings and **zero** awards. Comparatively, there are **1,750** annual openings in California and **488** awards<sup>10</sup> (Exhibit 6).

**Exhibit 6: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)**

Community Colleges and Other Postsecondary Educational Institutions	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or <b>Over supply</b>
San Diego	173	0	<b>173</b>
California	1,750	488	<b>1,262</b>

**Please note:** This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

## Student Outcomes and Regional Comparisons

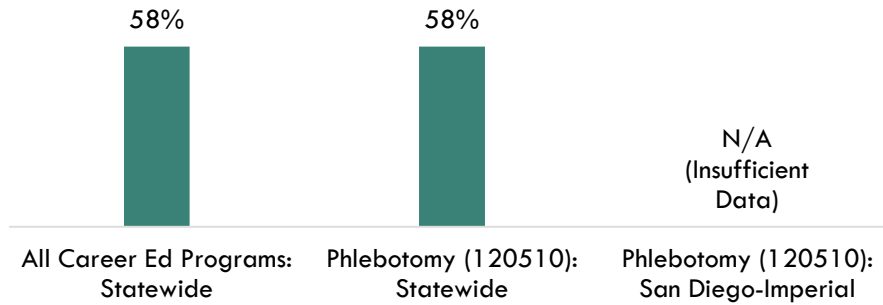
According to the California Community Colleges LaunchBoard, there was insufficient data to calculate the “Percentage of Students Employed in a Job Closely Related to Field of Study” in the San Diego-Imperial region and across the state for Phlebotomy (120510); however, there was data for the “Proportion of Students Who Earned a Living Wage.” Statewide, 58 percent of students earned a living wage for Phlebotomy (120510) program, compared to 58 percent of students who earned a living wage in Career Education programs across the state (Exhibit 7).

**Exhibit 7: Proportion of Students Who Earned a Living Wage, PY2015-16<sup>11</sup>**

<sup>9</sup> Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

<sup>10</sup> “Supply and Demand,” Centers of Excellence Student Outcomes, [coecc.net/Supply-and-Demand.aspx](http://coecc.net/Supply-and-Demand.aspx).

<sup>11</sup> Among completers and skills builders who exited, the proportion of students who attained a living wage.



## Top Employers and Work Locations

Between January 1, 2016 and December 31, 2018, the top five employers in San Diego County for this occupation were [Laboratory Corporation of America](#), [Sharp Healthcare](#), [Providence Health & Services](#), [Palomar Health](#), and [Quest Diagnostics Incorporated](#) (Exhibit 8).

**Exhibit 8: Top Employers in San Diego County for *Phlebotomists*<sup>12</sup>**

Top Employers	
<ul style="list-style-type: none"> <li>• Laboratory Corporation of America</li> <li>• Sharp Healthcare</li> <li>• Providence Health &amp; Services</li> <li>• Palomar Health</li> <li>• Quest Diagnostics Incorporated</li> </ul>	<ul style="list-style-type: none"> <li>• University of California, San Diego</li> <li>• Grifols</li> <li>• Tri City Medical Center</li> <li>• American Red Cross</li> <li>• San Ysidro Health</li> </ul>

## Skills, Education, and Certifications

Exhibit 9 indicates the educational attainment for the occupation found currently in the national labor force. There is no typical on-the-job training for this profession. The typical entry-level education is a [post-secondary non-degree award](#).<sup>13</sup>

<sup>12</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

<sup>13</sup> Source: Emsi, 2018.04; QCEW, Non-QCEW, Self-Employed.

### Exhibit 9: National Educational Attainment of *Phlebotomists*<sup>14</sup>

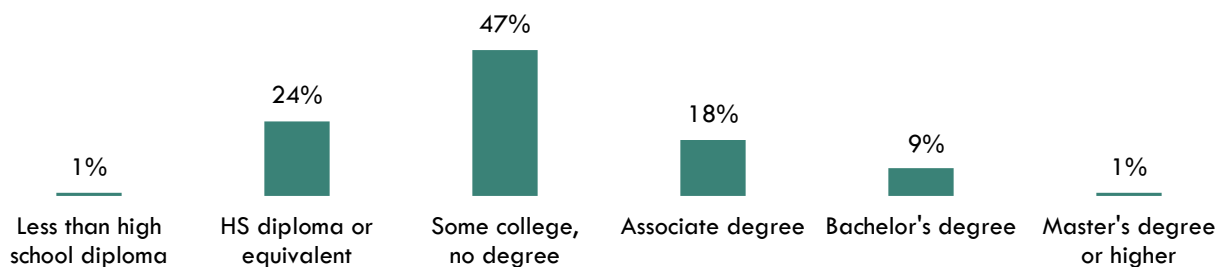


Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2016 and December 31, 2018.

### Exhibit 10: Top Skills for *Phlebotomists* in San Diego County<sup>15</sup>

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> <li>• Phlebotomy</li> <li>• Venipuncture</li> <li>• Blood Collection</li> <li>• Blood Draws</li> <li>• Specimen Collection</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Computer Literacy</li> <li>• Typing</li> <li>• Physical Abilities</li> <li>• English</li> </ul>	<ul style="list-style-type: none"> <li>• Microsoft Excel</li> <li>• Microsoft PowerPoint</li> <li>• Microsoft Windows</li> <li>• Microsoft Access</li> <li>• Medical Software</li> </ul>

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<sup>14</sup> "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified October 18, 2018. [bls.gov/emp/tables/educational-attainment.htm](https://bls.gov/emp/tables/educational-attainment.htm).

<sup>15</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

**Important Disclaimers**

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.