

Dialysis Technician

California

Introduction

Hemodialysis is a procedure where a dialysis machine cleans the blood of individuals whose kidneys no longer remove wastes and fluid from their blood (National Kidney Foundation, 2020). Dialysis treatment requires administration from a specialized medical professional. Dialysis technicians are medical professionals who administer dialysis treatment under the supervision of a nurse or physician (Indeed, 2021). In California, dialysis technicians are required to obtain a Certified Hemodialysis Technician (CHT). The California Department of Public Health (CDPH) Professional Certification Branch (PCB), Aide and Technician Certification Section (ATCS) is the agency responsible for the certification of hemodialysis technicians in California (CDPH, 2020).

The CDPH requires that individuals pursuing CHT certification must hold a high school diploma or equivalent, complete a California state-approved training program, and pass the California Dialysis Council (CDC) State Approved Exam or the Center for Medicare and Medicaid Services (CMS) approved national exams (CDC, 2017). A variety of medical professionals may possess a hemodialysis certification. A dialysis technician is a common job title for health technologists and technicians, all other, and clinical laboratory technologists and technicians (O*NET, 2021). However, these occupations are not primarily employed as dialysis technicians. Since this job title is not classified within a specific occupation, traditional labor market information would likely overstate the demand for dialysis technicians.

This report details the employment demand and educational supply for dialysis technicians. A certification-based search of online job advertisements was conducted to capture the demand for certified dialysis technicians. This report's job advertisement analysis section includes employers, educational requirements, job titles, locations, occupations, salary, skills, and work experience requirement information. The second section of this report details student completion and outcome data for regional other health technology programs (TOP 1299.00), presented on page 6.

Job Opportunities for Dialysis Technicians

A real-time job advertisement search was conducted to quantify employer demand for certified dialysis technicians across California. State-level demand for dialysis technicians was analyzed for this report because there were only 23 job ads posted for community college-level dialysis technicians in the Inland Empire/Desert region over the last 12 months. Approximately 53% of statewide advertisements were listed in the Los Angeles-Long Beach-Anaheim Metropolitan Statistical Area (MSA), San Francisco-Oakland-Hayward MSA, and San Jose-Sunnyvale-Santa Clara MSA.

A search of online job advertisements yielded 348 results posted in California over the last 12 months through a certification search. Exhibit 1 displays the number of job ads listed over the past twelve months for occupations with Certified Hemodialysis Technician (CHT) certification requirements. Exhibits 2 through 8 display job posting information for the combined dialysis technician occupations, further referred to as the dialysis technician occupational group.

Exhibit 1: Occupations from employer job ads

Occupations (SOC Code)	Job Ads
Health Technologists and Technicians, All Other (29-2099)	195
Clinical Laboratory Technologists and Technicians (29-2018)	135
Registered Nurses (29-1141)	9
Licensed Practical and Licensed Vocational Nurses (29-2061)	9
Total	348

Source: Burning Glass – Labor Insights

Exhibit 2 displays the job titles most frequently associated with CHT certifications in employer job advertisements. Job title information may provide insight into the types of positions sought by employers.

Exhibit 2: Job titles with CHT certification from employer job ads

Job Titles	Job Ads
Certified Clinical Hemodialysis Technician (CCHT)	102
Dialysis Patient Care Technician (PCT)	59
Certified Clinical Hemodialysis Technician (CCHT) – Per Diem	21
Hospital Service Patient Care Technician	9
Certified Dialysis Technician	9
Certified Clinical Hemodialysis Technician Home Therapies	9
<i>All other job titles</i>	<i>148</i>
Total	348

Source: Burning Glass – Labor Insights

Exhibit 3 displays the employers posting the most job ads for the dialysis technicians over the last 12 months. Satellite Healthcare, a not-for-profit kidney care company, posted the most job advertisements during the previous twelve months, accounting for 47% of statewide job ads.

Exhibit 3: Employers posting job ads

Employers	Job Ads
Satellite Healthcare, Inc.	162
United States Renal Care	78
DaVita, Inc.	36
Community Medical Centers, Inc.	8
California Dialysis Management Services, Inc.	7
Kaweah Delta Health Care Dst	6
Loma Linda University	5
<i>All other employers</i>	46
Total	348

Source: Burning Glass – Labor Insights

Exhibit 4 displays the county locations in which employers are posting the most job ads for dialysis technicians over the last 12 months. The Los Angeles-Long Beach-Anaheim MSA (Los Angeles and Orange counties) accounted for 27% of advertisements. Approximately 6% of statewide advertisements were listed in the two-county Inland Empire/Desert Region (Riverside and San Bernardino counties).

Exhibit 4: Counties with the most job ads posted

Counties	Job Ads
Los Angeles	72
Santa Clara	44
Stanislaus	29
San Mateo	25
San Joaquin	22
San Bernardino	22
Orange	21
San Diego	15
Alameda	14
Sonoma	11
Fresno	10
<i>All other counties</i>	63
Total	348

Source: Burning Glass – Labor Insights

Exhibit 5 displays a sample of specialized and employability skills that employers seek when looking for workers to fill positions in dialysis technicians. Specialized skills are occupation-specific skills that employers

are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly referred to as "soft skills." The skills requested in job postings may be utilized as a helpful guide for curriculum development.

Exhibit 5: Sample of in-demand skills

Occupational Group	Specialized Skills	Employability Skills
Dialysis Technician Occupational Group (n=345)	<ul style="list-style-type: none"> • Patient Care • Cardiopulmonary Resuscitation (CPR) • Public Health and Safety • Phlebotomy • Blood Samples 	<ul style="list-style-type: none"> • Teamwork/Collaboration • Bilingual (English/Spanish) • Writing • Research • Planning

Source: Burning Glass – Labor Insights

Exhibit 6 displays the minimum advertised education requirement from employer job ads for dialysis technicians. Job advertisements reveal that the majority (97%) of employers seeking dialysis technicians sought candidates with a high school diploma or vocational training.

Exhibit 6: Minimum advertised education requirements

Occupational Group	Minimum Advertised Education Requirement from Job Ads			
	Number of Job Ads (n=)	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Dialysis Technician Occupational Group	320	97%	3%	-

Source: Burning Glass – Labor Insights

Exhibit 7 displays the real-time work experience requirements from employer job ads for dialysis technicians. Approximately 96% of employers sought candidates with zero to two years of previous work experience.

Exhibit 7: Real-time work experience requirements

Occupational Group	Real-Time Work Experience			
	Number of Job Ads	0 – 2 years	3 – 5 years	6+ years
Dialysis Technician Occupational Group	284	96%	4%	-

Source: Burning Glass – Labor Insights

Advertised Salary from Online Job Ads

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$21.78 per hour or \$45,992 annually in Riverside County; \$21.24 per hour or \$44,867 annually in San Bernardino County (Pearce, 2020). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

Exhibit 8 displays online job ad salary data for dialysis technician positions over the 12 months. Online job ad salary information reveals that employers are willing to pay dialysis technicians \$39,000 annually, below the \$45,992 annual (\$21.78 hourly) self-sufficiency standard for the region. Consider online job ad salary with caution since only 4% (14 out of 348) of results for this occupational group provided information. The salary figures are prorated to reflect full-time, annual salary status.

Exhibit 8: Advertised salary information

Number of job postings	Real-Time Salary Information				Average Annual Salary
	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
14	14%	86%	-	-	\$39,000

Source: Burning Glass – Labor Insights

Dialysis Technician Programs

According to the Chancellor's Office Curriculum Inventory, there are no dialysis technician programs offered by community colleges in the state (COCI, 2021). New dialysis technician programs may be coded under the other health occupations (1299.00) program code, as other health program codes are occupationally focused. Chaffey College is the only regional community college currently utilizing this program code for its computed tomography program. Over the last three academic years, there have been no awards issued by regional community college other health occupations programs.

There are private educational institutions in the region that provide training for dialysis technicians. The Classification of Instructional Programs (CIP) renal/dialysis technologist/technician (CIP 51.1011) program offers the training relevant to dialysis technicians. Platt College – Riverside is the only private educational institution currently utilizing this program code. However, this college has not issued any awards from this program between 2016 and 2019.

The California Department of Public Health provides a list of certified hemodialysis training programs in the state. According to this list, there are 35 certified training programs in Riverside County and 37 certified training programs in San Bernardino County (CDPH, 2020a). Of the 72 California-certified

hemodialysis training programs in the Inland Empire/Desert Region, approximately 56% (40 programs) are offered by DaVita, a kidney care company. For the complete list of certified hemodialysis training programs, please visit the CDPH website (CDPH, 2020a).

Summary and Recommendation

In California, 348 job postings were identified for certified dialysis technicians over the last 12 months. Employer demand for dialysis technicians is concentrated in the Los Angeles/Orange County and San Francisco Bay Area, accounting for 40% of statewide advertisements. There were 23 job advertisements listed in the Inland Empire/Desert Region over the last 12 months, accounting for 6% of statewide advertisements. Job advertisements reveal that employers are willing to pay dialysis technicians \$39,000 annually, below the \$45,992 annual (\$21.78 hourly) self-sufficiency standard for the region. Only 4% of employers provided wages information.

There were no awards issued for regional community college programs related to dialysis technicians. Additionally, no awards were issued from regional private educational institutions offering renal/dialysis technologist/technician programs.

The COE recommends that colleges considering a dialysis technology program first identify and partner with relevant employers to document if these jobs offer hourly and annual self-sustainable earnings in the Inland Empire/Desert Region.

Contact

Michael Goss
Paul Vaccher
Center of Excellence, Inland Empire/Desert region
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Job Advertisement Methodology

It is important to note limitations when examining employer job ads. Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job advertisements often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or collect resumes for future hiring needs. A closed job ad may not be the result of a hired worker.