

**Program Endorsement Brief: 1208.00/Medical Assisting**  
**Medical Assisting - CCMA Eligible Program, Certificate of Achievement**  
**Medical Assisting - CCMA Eligible Program, Associate of Science Degree**  
 Orange County Center of Excellence, August 2021

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**Summary Analysis**

<b>Program Endorsement:</b>	<b>Endorsed:</b> All Criteria Met <input type="checkbox"/>	<b>Endorsed:</b> Some Criteria Met <input checked="" type="checkbox"/>	<b>Not</b> Endorsed <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> (See comments below)	
<b>Living Wage:</b> (Entry-Level, 25 <sup>th</sup> )	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Education:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Emerging Occupation(s)</b>			
Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *medical assistants* (31-9092). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.<sup>1</sup> This report is intended to help determine whether there is demand in the local labor market for *medical assistants* that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there does not appear to be a supply gap for *medical assistants* in the region; however, the oversupply is within the COE’s acceptable margin (25% over or under the number of annual job openings) and is therefore considered “supply met” rather than a “supply gap”. While entry-level wages are below the living wage in both Los Angeles and Orange counties, *medical assistants* are considered entry occupations into the medical field career pathway and lead to occupations that have wages above the living wage. The Bureau of Labor Statistics (BLS) lists a postsecondary certificate as the typical entry-level education for this occupation and two-thirds of the current workforce have attended some college or earned an associate degree as their highest level of education. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

**Demand:**

- **Supply Gap Criteria** – Over the next five years, there is projected to be **3,562 jobs available annually** in the region due to new job growth and replacements, **which is**

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<sup>1</sup> The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

*slightly fewer than the 3,593 awards conferred annually* by educational institutions in the region.

- However, the labor market information suggests that the **supply has been met for this occupation within the LA/OC region** since the average number of annual awards (supply) is within the COE’s 25% margin of annual job openings (demand).
- **Living Wage Criteria** – Within Orange County, **typical entry-level hourly wages for medical assistants are \$15.17**, which is **lower than the living wage** for one adult in the region (17.36 in Orange County).<sup>2</sup>
  - However, **median hourly wages for medical assistants** are \$17.93, which is **higher than the living wage estimate**.
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **postsecondary certificate as the typical entry-level education for medical assistants**.
  - Furthermore, the national-level educational attainment data indicates **65.7% of workers in the field have completed some college or an associate degree** as their highest level of education.

**Supply:**

- There are **13 community colleges** in the LA/OC region that issue awards related to medical assisting, conferring an average of **587 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **3,006 awards conferred annually** in related training programs by **52 non-community college institutions** throughout the region.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for *medical assistants*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 3% through 2024. There will be more than 3,500 job openings per year through 2024 due to job growth and replacements.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties for *medical assistants***<sup>3</sup>

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	23,215	23,763	548	2%	2,567
Orange	8,515	8,904	389	5%	996
<b>Total</b>	<b>31,730</b>	<b>32,667</b>	<b>937</b>	<b>3%</b>	<b>3,562</b>

<sup>2</sup> Living wage data was pulled from California Family Needs Calculator on 4/14/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

<sup>3</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

*This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.*

## **Wages**

The labor market endorsement in this report considers the entry-level hourly wages for *medical assistants* in Orange County, as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Orange County**—Typical entry-level hourly wages for *medical assistants* are \$15.17, which is below the living wage for one adult (\$17.36 in Orange County). However, median wages are \$17.93, which exceeds the living wage, and experienced workers can expect to earn wages of \$21.94. Orange County's average wages are below the average statewide wage of \$19.30 for this occupation. It is worth noting that *medical assistants* are considered entry-occupations into the medical field career pathway and leads to occupations that have wages above the living wage

**Los Angeles County**—Typical entry-level hourly wages for *medical assistants* are \$15.04, which is at the same level as the living wage for one adult (\$15.04 in Los Angeles County). However, median wages are \$17.77, which exceeds the living wage, and experienced workers can expect to earn wages of \$21.75. Los Angeles County's average wages are below the average statewide wage of \$20.68 for this occupation.

## **Job Postings**

There were 10,554 online job postings related to *medical assistants* listed in the past 12 months. The highest number of job postings were for medical assistants, back office medical assistants, front and back office medical assistants, chiropractic assistants, and client service coordinators. The top skills were: scheduling, patient care, vital signs measurement, injections, and appointment setting. The top employers, by number of job postings, in the region were: Optum, PIH Health, and University of California.

*It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.*

## **Educational Attainment**

The Bureau of Labor Statistics (BLS) lists a postsecondary certificate as the typical entry-level education for *medical assistants*. Furthermore, the national-level educational attainment data indicates 65.7% of workers in the field have completed some college or an associate degree. Of the 52% of job postings listing a minimum education requirement in Los Angeles/Orange County, 98% (5,360) requested a high school diploma and 2% (105) requested an associate degree.

## Educational Supply

**Community College Supply**—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Medical Assisting (1208.00), Clinical Medical Assisting (1208.10), and Administrative Medical Assisting (1208.20). The colleges with the most completions in the region are: Santa Ana, North Orange Adult, and Saddleback. Over the past 12 months, there was one other related program recommendation request from a regional community college.

**Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020**

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
1208.00	Medical Assisting	Cerritos	42	39	17	33
		East LA	1	1	33	12
		Glendale	1	20	1	7
		LA Pierce	-	-	5	2
		Long Beach	39	51	61	50
		Pasadena	15	17	16	16
		West LA	30	15	19	21
		<b>LA Subtotal</b>	<b>128</b>	<b>143</b>	<b>152</b>	<b>141</b>
		North Orange Adult	131	148	76	118
		Orange Coast	31	25	12	23
		Saddleback	27	35	28	30
		Santa Ana	131	142	174	149
		<b>OC Subtotal</b>	<b>320</b>	<b>350</b>	<b>290</b>	<b>320</b>
<b>Supply Subtotal/Average</b>			<b>460</b>	<b>448</b>	<b>493</b>	<b>467</b>
1208.10	Clinical Medical Assisting	Long Beach	4	8	-	4
		West LA	5	12	16	11
		<b>LA Subtotal</b>	<b>9</b>	<b>20</b>	<b>16</b>	<b>15</b>
		Saddleback	24	22	15	20
		<b>OC Subtotal</b>	<b>24</b>	<b>22</b>	<b>15</b>	<b>20</b>
<b>Supply Subtotal/Average</b>			<b>33</b>	<b>42</b>	<b>31</b>	<b>35</b>
1208.20	Administrative Medical Assisting	Glendale	16	19	22	19
		Long Beach	-	1	-	0
		Santa Monica	6	5	13	8
		West LA	13	12	16	14
		<b>LA Subtotal</b>	<b>35</b>	<b>37</b>	<b>51</b>	<b>41</b>
		Saddleback	12	23	11	15
		Santiago Canyon	48	40	15	34

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		<b>OC Subtotal</b>	<b>60</b>	<b>63</b>	<b>26</b>	<b>50</b>
		<b>Supply Subtotal/Average</b>	<b>95</b>	<b>100</b>	<b>77</b>	<b>91</b>
		<b>Supply Total/Average</b>	<b>576</b>	<b>635</b>	<b>550</b>	<b>587</b>

**Non-Community College Supply**—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for *medical assistants*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Medical Office Assistant/Specialist (51.0710), Medical Administrative/Executive Assistant and Medical Secretary (51.0716), and Medical/Clinical Assistant (51.0801). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, other educational institutions in the region conferred an average of 3,006 awards annually in related training programs.

**Exhibit 3: Regional non-community college awards, 2016-2019**

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
51.0710	Medical Office Assistant/Specialist	Concorde Career College-North Hollywood	-	-	17	6
		Eagle Rock College	5	-	-	2
		Platt College-Los Angeles	25	15	17	19
		Pomona Unified School District Adult and Career Education	16	31	23	23
		Premiere Career College	2	1	-	1
		United Education Institute-Huntington Park Campus	34	31	43	36
		Virginia Sewing Machines and School Center	91	105	-	65
		Concorde Career College-Garden Grove	14	12	14	13
		Platt College-Anaheim	-	6	9	5
51.0716	Medical Administrative/Executive Assistant and Medical Secretary	Galaxy Medical College	19	18	14	17
		High Desert Medical College	9	2	7	6
		North-West College-Anaheim	-	-	-	-
		North-West College-Glendale	2	1	-	1
		North-West College-Long Beach	1	2	2	2
		North-West College-Pomona	5	3	1	3
		North-West College-Van Nuys	3	-	1	1
North-West College-West Covina	9	5	12	9		

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
51.0801	Medical/ Clinical Assistant	ABC Adult School	-	8	8	5
		American Career College-Anaheim	190	188	164	181
		American Career College-Los Angeles	312	281	256	283
		Angeles College	28	28	46	34
		Baldwin Park Adult & Community Education	32	34	31	32
		California Career Institute	32	28	10	23
		California Healing Arts College	16	16	17	16
		Career Care Institute	61	52	34	49
		Career Networks Institute	18	13	17	16
		Carrington College-Pomona	21	-	-	7
		CBD College	47	44	28	40
		CES College	19	12	2	11
		Concorde Career College-Garden Grove	86	106	74	89
		Concorde Career College-North Hollywood	152	115	78	115
		Downey Adult School	232	262	214	236
		Eagle Rock College	-	-	6	2
		East San Gabriel Valley Regional Occupational Program	98	53	54	68
		Glendale Career College	28	39	15	27
		Hacienda La Puente Adult Education	28	14	21	21
		Healthcare Career College	23	27	11	20
		Integrity College of Health	-	5	6	4
		InterCoast Colleges-Santa Ana	4	3	3	3
		Los Angeles ORT College-Los Angeles Campus (CLOSED)	-	-	-	-
		Modern Technology School	8	4	6	6
		National Career College	68	66	90	75
		National Polytechnic College	9	8	8	8
		North-West College-Anaheim	80	57	60	66
		North-West College-Glendale	22	54	51	42
		North-West College-Long Beach	43	73	71	62
		North-West College-Pomona	55	44	67	55
North-West College-Van Nuys	31	27	75	44		
North-West College-West Covina	117	87	127	110		
Palladium Technical Academy Inc	30	18	12	20		
Platt College-Anaheim	-	11	10	7		

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Platt College-Los Angeles	40	9	8	19
		Premiere Career College	23	23	3	16
		Regan Career Institute	3	15	19	12
		South Coast College	16	12	10	13
		Southern California Health Institute	-	13	46	20
		Trinity School of Health and Allied Sciences	1	1	-	1
		UEI College-Gardena	161	156	171	163
		United Education Institute-Anaheim	109	107	144	120
		United Education Institute-Encino	154	163	184	167
		United Education Institute-Huntington Park Campus	208	183	208	200
		United Education Institute-West Covina	113	143	125	127
		Universal Healthcare Careers College	74	77	83	78
		University of Antelope Valley	55	50	49	51
		Valley College of Medical Careers	31	36	27	31
<b>Supply Total/Average</b>			<b>3,113</b>	<b>2,997</b>	<b>2,909</b>	<b>3,006</b>

**Appendix A: Occupational demand and wage data by county**

**Exhibit 4. Orange County**

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Medical Assistants (31-9092)	8,515	8,904	389	5%	996	\$15.17	\$17.93	\$21.94

**Exhibit 5. Los Angeles County**

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Medical Assistants (31-9092)	23,215	23,763	548	2%	2,567	\$15.04	\$17.77	\$21.75

### Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Medical Assistants (31-9092)	31,730	32,667	937	3%	3,562

#### Appendix B: Sources

- O\*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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