HEALTH SECTOR PROFILE

Key Findings from the Los Angeles County Sector Analysis Project

June 2021

CENTERS OF EXCELLENCE FOR LABOR MARKET RESEARCH

CALIFORNIA COMMUNITY COLLEGES
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California Community Colleges

Prepared by:
Los Angeles County
Center of Excellence
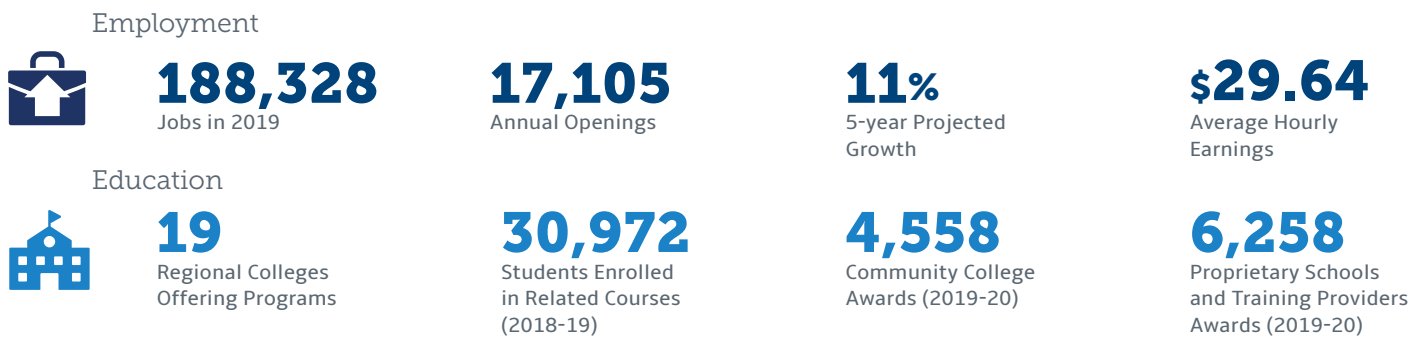for Labor Market Research

Introduction

To support the collaborative planning and development of career education (CE) programs and to inform regional investments in Los Angeles County, the Los Angeles County Center of Excellence has developed a series of sector profiles examining trends in the labor market and postsecondary education and training programs addressing local hiring needs.[1]
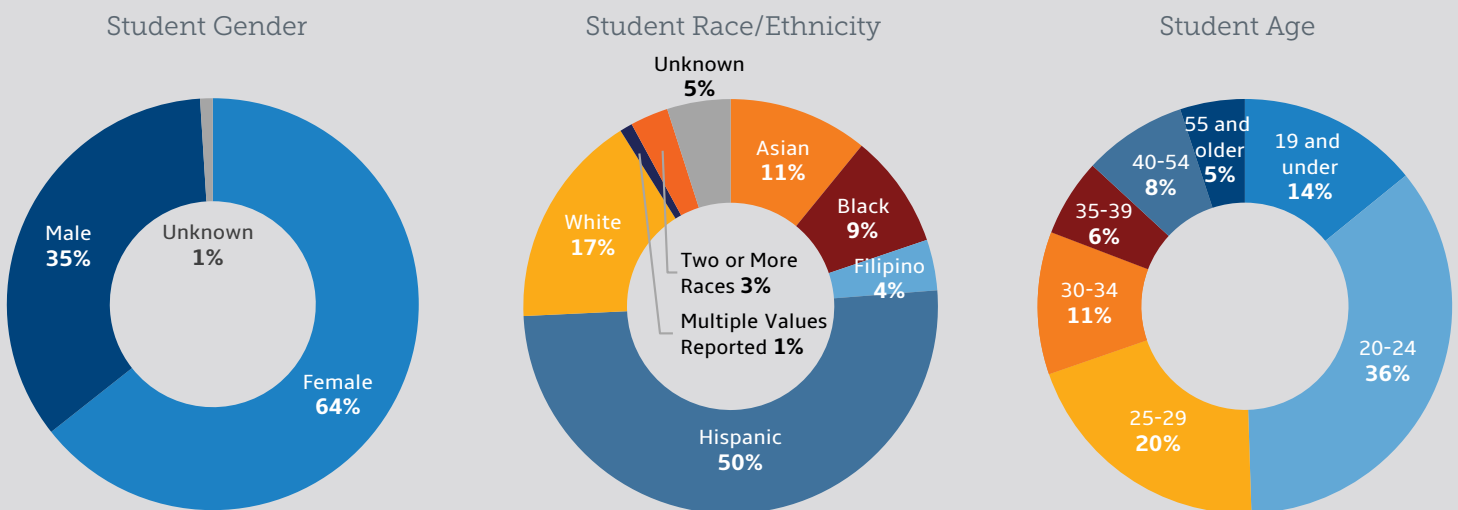
These profiles highlight in-demand and well-paid middle-skill jobs—those jobs that typically require some form of education or training beyond a high school diploma, but less than a bachelor's degree. These occupations are a critical component of the workforce overall and support the economic vitality of the region and state.

This profile of the health care sector summarizes key findings on current and projected workforce demand, hourly wages, job postings, and program and training data from area community colleges and other training providers. For the purpose of this analysis, health care occupations with a promising outlook have been divided into two groups based on the typical minimum education required for employment: 1) an associate degree and 2) a high school diploma/some college.

Quick Facts

Employment

188,328
Jobs in 2019

17,105
Annual Openings

11%
5-year Projected Growth

$29.64
Average Hourly Earnings

Education

19
Regional Colleges Offering Programs

30,972
Students Enrolled in Related Courses (2018-19)

4,558
Community College Awards (2019-20)

6,258
Proprietary Schools and Training Providers Awards (2019-20)

Student Demographics

Student Gender
- Male 35%
- Unknown 1%
- Female 64%

Student Race/Ethnicity
- Unknown 5%
- Asian 11%
- Black 9%
- Filipino 4%
- Two or More Races 3%
- Multiple Values Reported 1%
- White 17%
- Hispanic 50%

Student Age
- 55 and older 5%
- 40-54 8%
- 35-39 6%
- 30-34 11%
- 25-29 20%
- 20-24 36%
- 19 and under 14%

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[1] **Impact of the COVID-19 pandemic:** This profile relies largely on 2019 employment and education data preceding the pandemic. The exception is job posting data from 2020. Due to severe economic impacts from the pandemic, job posting data should not be considered an accurate depiction of employer demand; however, the frequency of certain data points can provide insights into the types of workers and skill sets that employers are seeking. Annual job openings are derived from the labor market analytics firm Emsi whose 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 or potential output. At this time, it is not possible to quantify the economic impact of COVID-19 on projections of occupational employment. A complete list of data sources is provided on the last page of this profile.

Student Employment Outcomes

Data on community college students exiting health care programs in Los Angeles County shows that approximately 80% each year obtained employment in a job closely related to their field of study. On average, these students earned a median income of $30,228 after exiting a health care program.

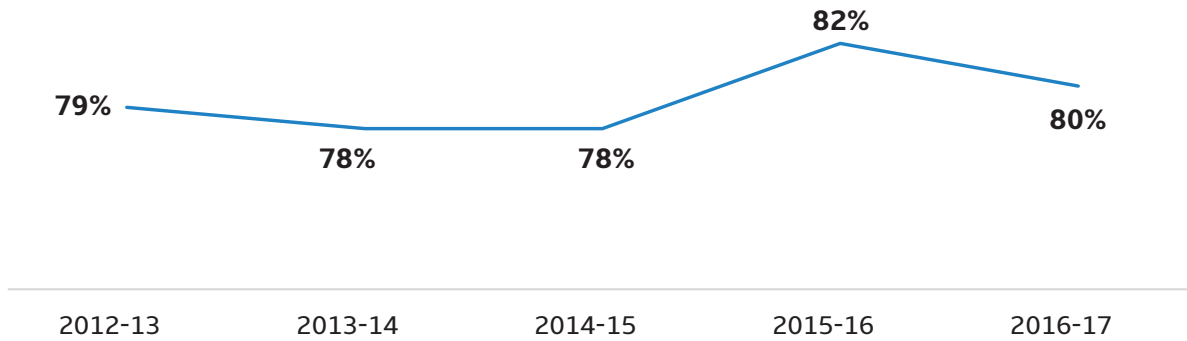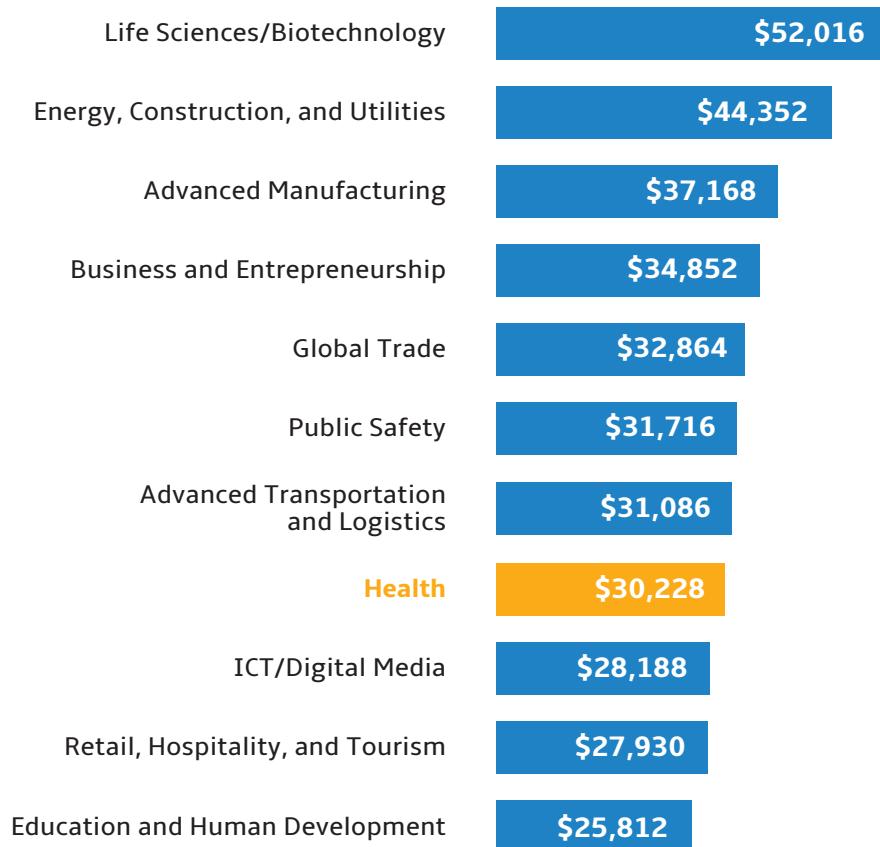Exhibit 1. Students with a job closely related to their field of study

79%	**78%**	**78%**	**82%**	**80%**
2012-13	2013-14	2014-15	2015-16	2016-17

Exhibit 2. Median annual earnings for exiting students, 2017-18

Life Sciences/Biotechnology	**$52,016**
Energy, Construction, and Utilities	**$44,352**
Advanced Manufacturing	**$37,168**
Business and Entrepreneurship	**$34,852**
Global Trade	**$32,864**
Public Safety	**$31,716**
Advanced Transportation and Logistics	**$31,086**
Health	**$30,228**
ICT/Digital Media	**$28,188**
Retail, Hospitality, and Tourism	**$27,930**
Education and Human Development	**$25,812**

Occupations Requiring an Associate Degree

Employment Demand Analysis

Six occupations require an associate degree for entry-level employment and were grouped together for this analysis. They account for 105,833 jobs and have a combined total of 7,791 projected annual openings in the county. The largest occupation, registered nurses, has substantially more jobs than any other occupation in this category, a total of more than 89,500. This occupation also is projected to have the most annual job openings, 6,309.

Exhibit 3. Occupational employment, annual openings, and wages

Occupation (SOC Code)	2019 Jobs	Average Annual Openings	○ Entry-Level 25th Percentile Hourly Earnings	● Median 50th Percentile Hourly Earnings	○ Experienced 75th Percentile Hourly Earnings
Registered Nurses* (29-1141)	89,553	6,309	$42	$51	$62
Dental hygienists (29-1292)	4,709	415	$42	$51	$58
Respiratory Therapists (29-1126)	5,192	386	$33	$38	$45
Radiologic Technologists and Technicians (29-2034)	4,537	320	$32	$40	$49
Occupational Therapy Assistants (31-2011)	660	125	$29	$33	$37
Physical Therapist Assistants (31-2021)	1,182	236	$27	$34	$38

* Nationally, a bachelor's degree is typically required for registered nurses, but in California an associate degree is acceptable for entry-level employment.

- - - - - $15.04/hour Living Wage

Occupations Requiring an Associate Degree

A search of online job postings shows 55,831 postings related to this grouping of occupations in 2020 in Los Angeles County. The most advertised occupations were registered nurses and critical care nurses (an emerging occupation), appearing in 43,591 and 8,504 postings, respectively.

Exhibit 4. Top occupations in job postings

Occupational Title	Job Postings
Registered Nurses	43,591
Critical Care Nurses	8,504
Respiratory Therapists	1,353
Radiologic Technologists	1,104

In Los Angeles County, the employers who posted the most ads for this grouping of occupations were health care provider Anthem Blue Cross and a health professions job placement agency.

Exhibit 5. Top employers in job postings

Employer	Job Postings
Anthem Blue Cross	2,560
Healthcare Travelers	2,013
PIH Health	1,263
Prime Healthcare Services	1,067
RN Travel Healthcare	903

Top skills requested for the six health care occupations requiring an associate degree were advanced cardiac life support, patient care, and acute care. In addition, employers also are looking for candidates with experience in telemetry, which is the monitoring and transfer of data from various machines used in patient care.
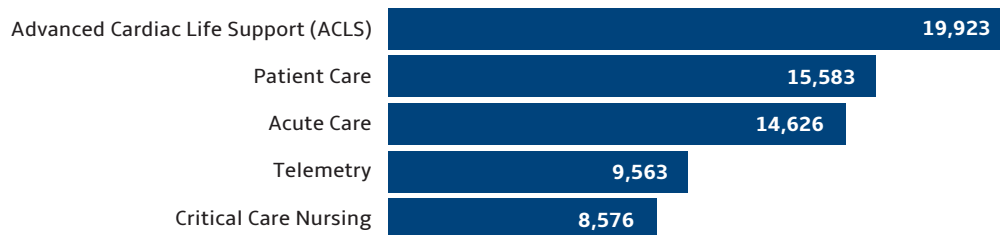
Occupations Requiring an Associate Degree
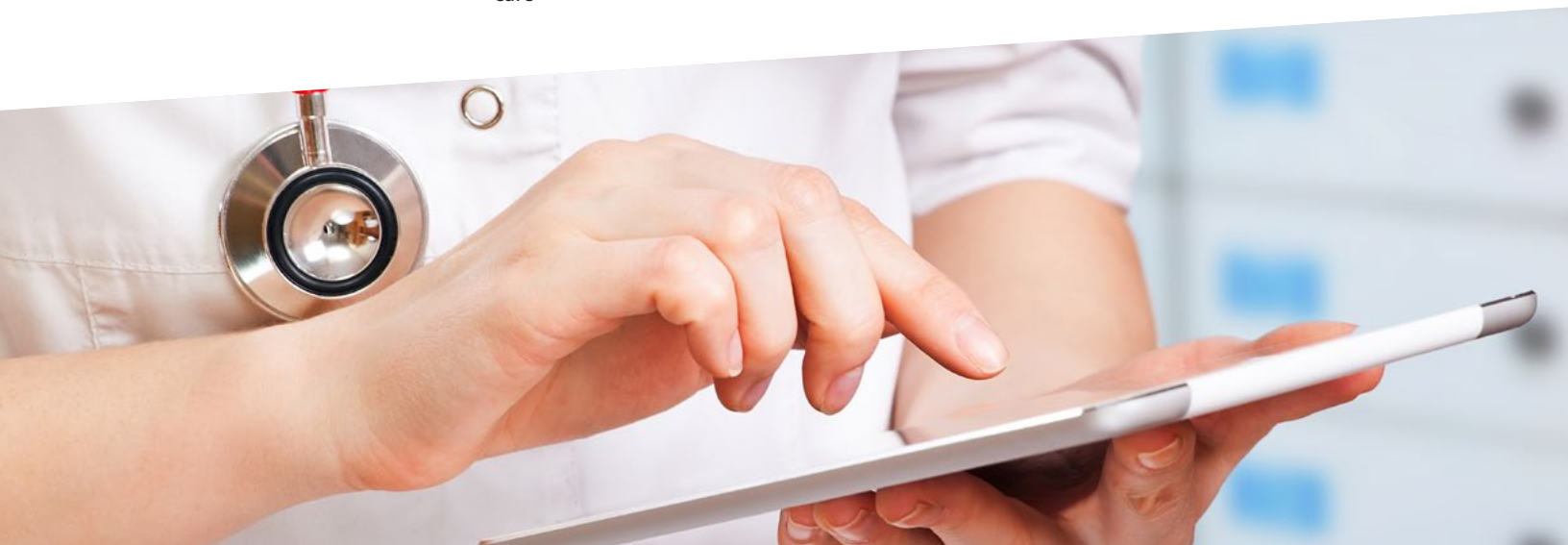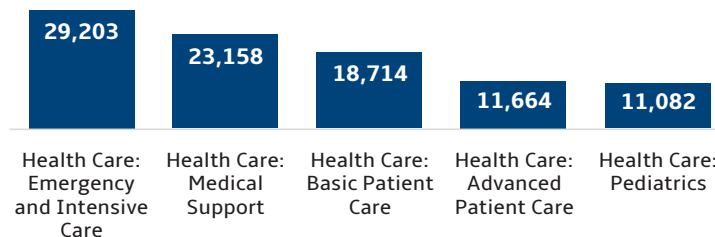
📜 Licensing Requirements

The majority of health occupations require a state license or certification to work in California. Licensing requirements vary and are generally greater for the six occupations requiring an associate degree, but most include the following: 1) completion of an accredited education program, 2) completion of clinical hours and/or work experience, 3) passing of a state licensing/certification exam, and 4) application for state license.

Exhibit 6. In-demand skills

Skill	Value
Advanced Cardiac Life Support (ACLS)	19,923
Patient Care	15,583
Acute Care	14,626
Telemetry	9,563
Critical Care Nursing	8,576

An analysis of skill clusters shows that emergency and intensive care, and medical support are highly occurring skills within job postings. Basic patient care, advanced patient care, and pediatrics also are skills concentrated within this cluster.

Exhibit 7. In-demand skill clusters

Health Care: Emergency and Intensive Care	Health Care: Medical Support	Health Care: Basic Patient Care	Health Care: Advanced Patient Care	Health Care: Pediatrics
29,203	23,158	18,714	11,664	11,082

Occupations Requiring an Associate Degree

Education & Training Supply Analysis

In Los Angeles County, 18 community colleges and 25 proprietary schools/other training providers offer programs related to the six health care occupations. In the 2019-20 academic year, community colleges conferred 3,096 awards, and proprietary schools and other training providers conferred 3,519 awards in the 2018-19 academic year. Based on the labor market analysis for the occupations in this grouping, community colleges in the county may choose to consider developing programs to address future demand for physical therapy assistants and occupational therapy assistants.

Exhibit 8. Total awards by academic year[3]

	2016-17	2017-18	2018-19	2019-20
Community Colleges	-	3,398	3,342	3,096
Proprietary Schools & Other Training Providers	3,395	2,839	3,519	-

Exhibit 9. Education and training programs

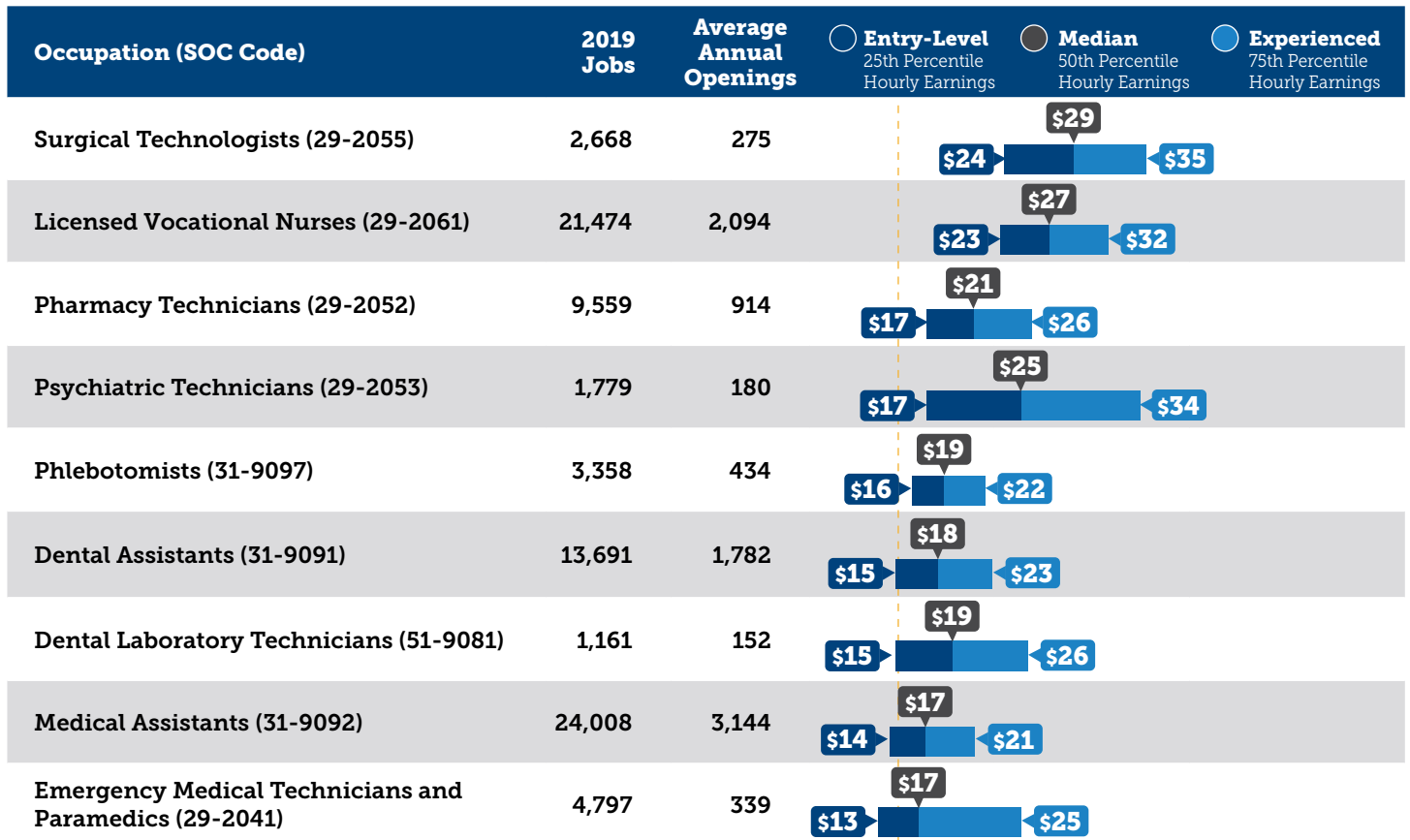|	
Community Colleges	· Dental Hygienist (TOP 1240.20) · Physical Therapist Assistant (TOP 1222.00) · Radiologic Technology (TOP 1225.00) · Registered Nursing (TOP 1230.10) · Respiratory Care/Therapy (TOP 1210.00)
Proprietary Schools and Training Providers	· Dental Hygiene/Hygienist (CIP 51.0602) · Medical Radiologic Technology/Technologist (CIP 51.0907) · Physical Therapy Technician/Assistant (CIP 51.0806) · Radiologic Technology (CIP 51.0911) · Registered Nursing (CIP 51.3801) · Respiratory Care Therapy/Therapist (CIP 5109.08) · Respiratory Therapy Technician/Assistant (CIP 5108.12)

[3] Due to different data collection periods, the most recent three-year period of available data for community colleges is 2017-18 to 2019-20 while the three-year period for proprietary schools and other training providers is 2016-17 to 2018-19.

Employment Demand Analysis

Nine middle-skill occupations account for 382,495 jobs that require a high school diploma or some college for employment in the county. Combined they have 9,314 projected annual openings (new + replacement jobs). The largest occupation, in number of 2019 jobs, is medical assistants. This occupation is projected to have the most job openings, 3,144.

Exhibit 10. Occupational employment, annual openings, and wages

Occupation (SOC Code)	2019 Jobs	Average Annual Openings	◯ Entry-Level 25th Percentile Hourly Earnings	⬤ Median 50th Percentile Hourly Earnings	◯ Experienced 75th Percentile Hourly Earnings
Surgical Technologists (29-2055)	2,668	275	$24	$29	$35
Licensed Vocational Nurses (29-2061)	21,474	2,094	$23	$27	$32
Pharmacy Technicians (29-2052)	9,559	914	$17	$21	$26
Psychiatric Technicians (29-2053)	1,779	180	$17	$25	$34
Phlebotomists (31-9097)	3,358	434	$16	$19	$22
Dental Assistants (31-9091)	13,691	1,782	$15	$18	$23
Dental Laboratory Technicians (51-9081)	1,161	152	$15	$19	$26
Medical Assistants (31-9092)	24,008	3,144	$14	$17	$21
Emergency Medical Technicians and Paramedics (29-2041)	4,797	339	$13	$17	$25

* Emergency medical technicians and paramedics are two distinct jobs with different wages and educational attainment requirements but are grouped together within the Standard Occupational Classification (SOC) System.

- - - - - - **$15.04/hour Living Wage**

A search of online job postings shows 21,595 postings related to this group of occupations in 2020 in Los Angeles County. The top five occupations in this grouping were listed in 19,664 postings, with licensed vocational nurses occurring in more than 7,000 postings. This occupation and medical assistants each have more than double the number of postings for pharmacy technicians, which is listed in 2,827 postings.

Exhibit 11. Top occupations in job postings

Occupational Title	Job Postings
Licensed Vocational Nurses	7,008
Medical Assistants	6,382
Pharmacy Technicians	2,827
Dental Assistants	1,920
Surgical Technologists	1,527

🎯 Skill Cluster Finding

Top-requested skill clusters not directly related to health care include administration: scheduling (4,234 job postings), customer and client support: basic customer service (3,942), and administration: administrative support (3,366). Other prevalent skill clusters are health care: patient physical measurements and health care: medical records.
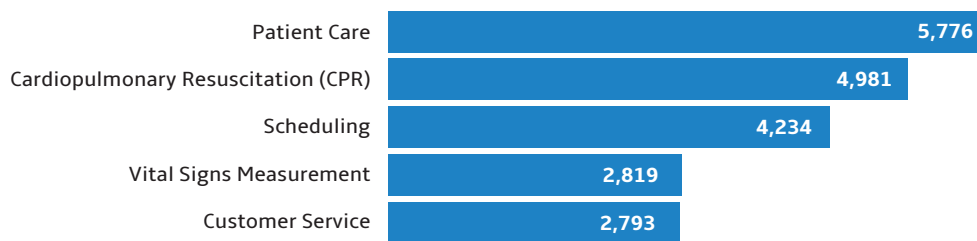
In Los Angeles County, employers who posted the most ads for health care occupations that require a high school education or some college were PIH Health, CVS Health, and Optum.

Exhibit 12. Top employers in job postings

Employer	Job Postings
PIH Health	525
CVS Health	358
Optum	321
University of California	301
Cedars-Sinai	288

Individual skills that commonly occur in job postings for the nine occupations also were identified. Top skills are patient care, CPR, and scheduling. Quantitative abilities also figured highly with 515 postings for skills such as financial analysis, statistical reporting, and data mining.

Exhibit 13. In-demand skills

Skill	Postings
Patient Care	5,776
Cardiopulmonary Resuscitation (CPR)	4,981
Scheduling	4,234
Vital Signs Measurement	2,819
Customer Service	2,793

One way to determine how in-demand skills coalesce across occupations and industries is to look at skill clusters which can offer a broader picture of employer needs. The health care skill cluster largely dominates job postings for the nine occupations in the high school/some college grouping; however, some additional skill clusters also emerge in the areas of administration, and customer and client support.

Exhibit 14. In-demand skill clusters
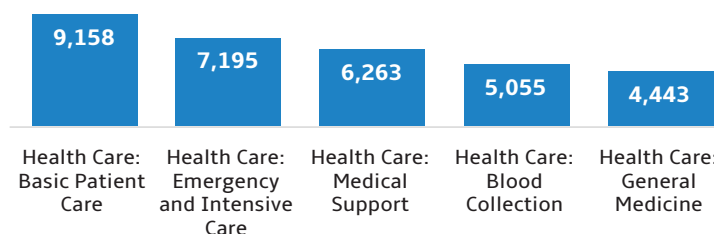
Skill Cluster	Postings
Health Care: Basic Patient Care	9,158
Health Care: Emergency and Intensive Care	7,195
Health Care: Medical Support	6,263
Health Care: Blood Collection	5,055
Health Care: General Medicine	4,443

Education & Training Supply Analysis

In Los Angeles County, 14 community colleges, and 39 proprietary schools and other training providers offer programs related to the nine health care occupations in the high school/some college grouping. In the 2019-20 academic year, community colleges conferred 1,462 awards and proprietary schools and other training providers conferred 2,739 awards in the 2018-19 academic year. Based on the labor market analysis for the occupations in this grouping, community colleges in the county may choose to consider developing programs to address future demand for psychiatric technicians and surgical technicians.

Exhibit 15. Total awards by academic year[2]

	2016-17	2017-18	2018-19	2019-20
Community Colleges	-	1,692	1,618	1,462
Proprietary Schools & Other Training Providers	3,174	2,673	2,739	-

Exhibit 16. Education and training programs

Community Colleges	· Administrative Medical Assisting (TOP 1208.20) · Clinical Medical Assisting (TOP 1208.10) · Dental Assistant (TOP 1240.10) · Dental Laboratory Technician (TOP 1240.30) · Emergency Medical Services (TOP 1250.00) · Licensed Vocational Nursing (TOP 1203.20) · Medical Assisting (TOP 1208.00) · Paramedic (TOP 1251.00) · Pharmacy Technology (TOP 1221.00) · Phlebotomy (TOP 1205.10)
Proprietary Schools and Training Providers	· Dental Assisting/Assistant (CIP 51.0601) · Emergency Medical Technology/Technician (CIP 51.0904) · Licensed Vocational Nurse Training (CIP 51.3901) · Medical Insurance Specialist/Medical Biller (CIP 51.0714) · Medical Office Assistant/Specialist (CIP 51.0710) · Pharmacy Technician/Assistant (CIP 51.0805)

[2] Due to different data collection periods, the most recent three-year period of available data for community colleges is 2017-18 to 2019-20 while the three-year period for proprietary schools and other training providers is 2016-17 to 2018-19.

More About the Centers of Excellence

The Centers of Excellence (COE) for Labor Market Research deliver regional workforce research and technical expertise to California Community Colleges for program decision-making and resource-development. This information has proven valuable to colleges in beginning, revising, or updating economic development and Career Education (CE) programs, strengthening grant applications, assisting in the accreditation process, and in supporting strategic planning efforts.

The Centers of Excellence Initiative is funded in part by the Chancellor's Office, California Community Colleges, Economic and Workforce Development Program. The Centers aspire to be the leading source of regional workforce information and insight for California Community Colleges. More information about the Centers of Excellence is available at coeccc.net.

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