

# HEALTH



**Orange County Sector Analysis Project**

Nov 2021

Prepared by:  
Orange County Center of Excellence  
for Labor Market Research

POWERED BY



**C·O·E** CENTERS OF EXCELLENCE  
FOR LABOR MARKET RESEARCH



Orange County Community Colleges

# SECTOR OVERVIEW

This Sector Profile highlights key points from the entire Health sector in Orange County as well as from the Orange County (OC) Sector Analysis Project – a research report conducted by the OC Center of Excellence for Labor Market Research. Health occupations are great for individuals interested in learning on the job. Health professionals need to regularly develop their technical skills as new research and technology change the field. Job seekers interested in a Health career would benefit from interning or volunteering at health care facilities. Employers prefer candidates with prior work experience and report it to be the number one reason why they have difficulty in hiring qualified candidates. When selecting a Health training program, students should research the necessary clinical hours for the profession. Occupations such as Registered Nurses require clinical training hours for students to become fully certified. The Public Policy Institute of California estimates the state will need an additional 190,000 allied health care workers by 2024, including licensed vocational nurses, certified nursing assistants, medical assistants, imaging technologists, dental hygienists, and dental assistants. Additionally, Health is considered “recession-resilient” and “pandemic-resilient” because employment increased during the 2007-2009 Great Recession and remained steady during the 2020 COVID-19 recession when most sectors experienced job decline.

## Data Points



**161,837**

people employed in OC



**11% (18,134)**

5-year projected job change



**11,744**

businesses in OC



**9.7%**

of the sector's employment in California is from OC



**\$72,062**

average earnings per job



**11.7%**

of the sector's businesses in California are from OC

The Health sector accounts for 161,837 jobs in the Orange County region and 9.7% of all Health jobs in California. There are approximately 11,744 individual businesses in the region, which make up 11.7% of all the businesses for the sector in California. This sector is projected to grow by 11% (or 18,134 jobs) in the next five years in Orange County. The average earnings per Business and Entrepreneurship job are \$72,062.



## Local Employers

MemorialCare

Canon Medical Systems  
USA, Inc

Autism Learning  
Partners MagTek

Home Instead Senior Care

Sunshine Behavioral  
Health

Belmont Village Senior  
Living



# TOP MIDDLE-SKILL JOBS

Middle-skill jobs are occupations that community college students would be best prepared for after obtaining a certificate or degree. The top middle-skill jobs for the Health sector are included below, along with corresponding entry-level and median hourly wages.

Middle-Skill Jobs Attainable with a Community College Education, Orange County (2020-2025)

SOC Code	SOC Occupational Title	Demand Annual Openings	Entry-Level Wage 25th Percentile	Median Wage
29-1141	Registered Nurses	1,530	\$42.91	\$52.37
29-2061	Licensed Practical and Licensed Vocational Nurses	642	\$26.00	\$30.44
29-2018	Clinical Laboratory Technologists and Technicians	256	\$21.82	\$29.53
29-1292	Dental Hygienists	102	\$45.83	\$54.71
31-2021	Physical Therapist Assistants	94	\$34.14	\$37.93
29-2034	Radiologic Technologists and Technicians	93	\$34.48	\$43.01
29-1126	Respiratory Therapists	82	\$32.31	\$37.54
29-2055	Surgical Technologists	66	\$22.28	\$27.60
29-2032	Diagnostic Medical Sonographers	53	\$42.21	\$48.41

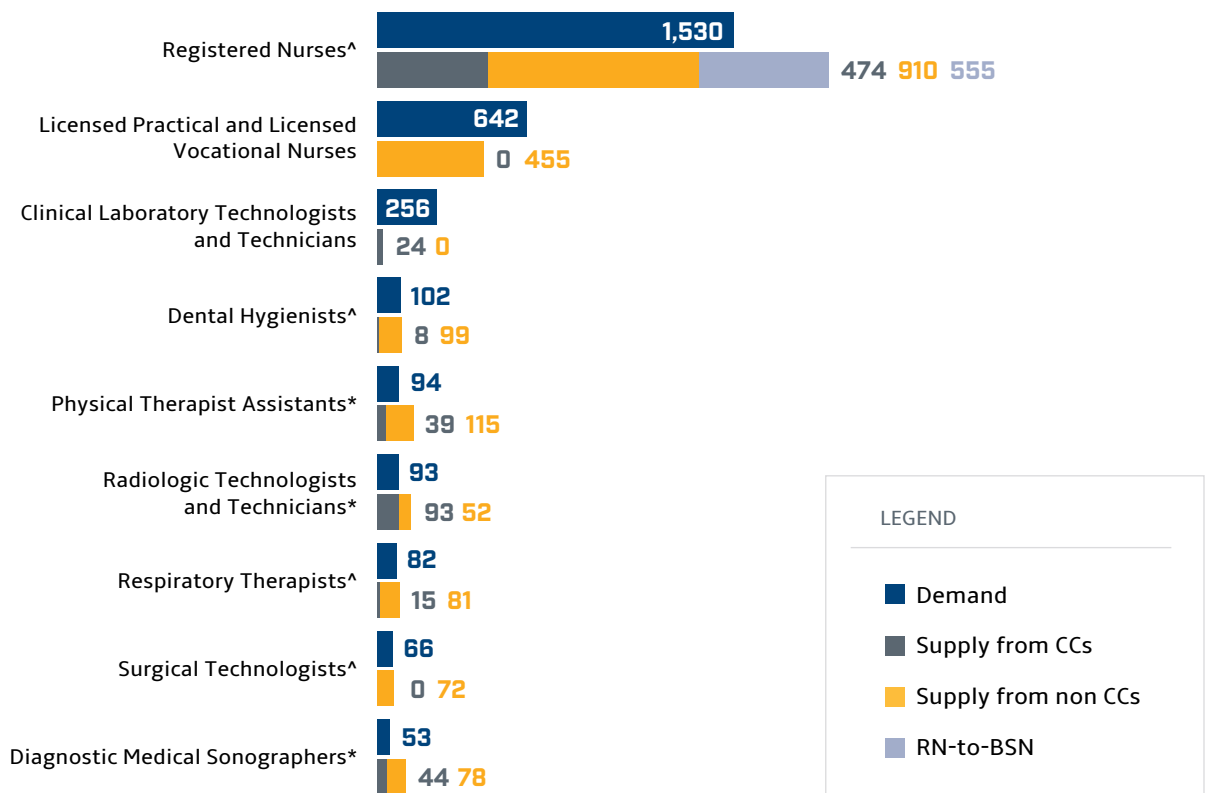


# LABOR MARKET DEMAND, PROGRAM SUPPLY, & SUPPLY GAPS

Top middle-skill jobs are defined as occupations with the most labor market demand, stable employment growth, and entry-level wages at or above the living wage, as determined by the California Family Needs Calculator. The living wage for a single adult in Orange County is currently \$20.63.<sup>1</sup> Comparing labor market demand with program supply suggests that the top middle-skill jobs in this sector have supply gaps in the Orange County region. Labor market demand is defined as the number of average annual job openings per year that employers expect to fill for a particular occupation. Program supply is the number of awards (e.g., degrees, certificates) from community colleges and other training providers.

It is important to note that, in addition to supply from community colleges and supply from non-community colleges, a third category, Registered Nurse to Bachelors of Science in Nursing (RN-to-BSN), has been added to the Registered Nurses occupation. Some institutions, such as University of Phoenix and Brandman University, provide programs for those who already are a registered nurse and have an associate’s degree in nursing to earn their Bachelors of Science in Nursing; therefore, these programs are not training new nurses and are not creating additional supply.

Top Middle-Skill Jobs in Orange County: Labor Market Demand vs. Program Supply



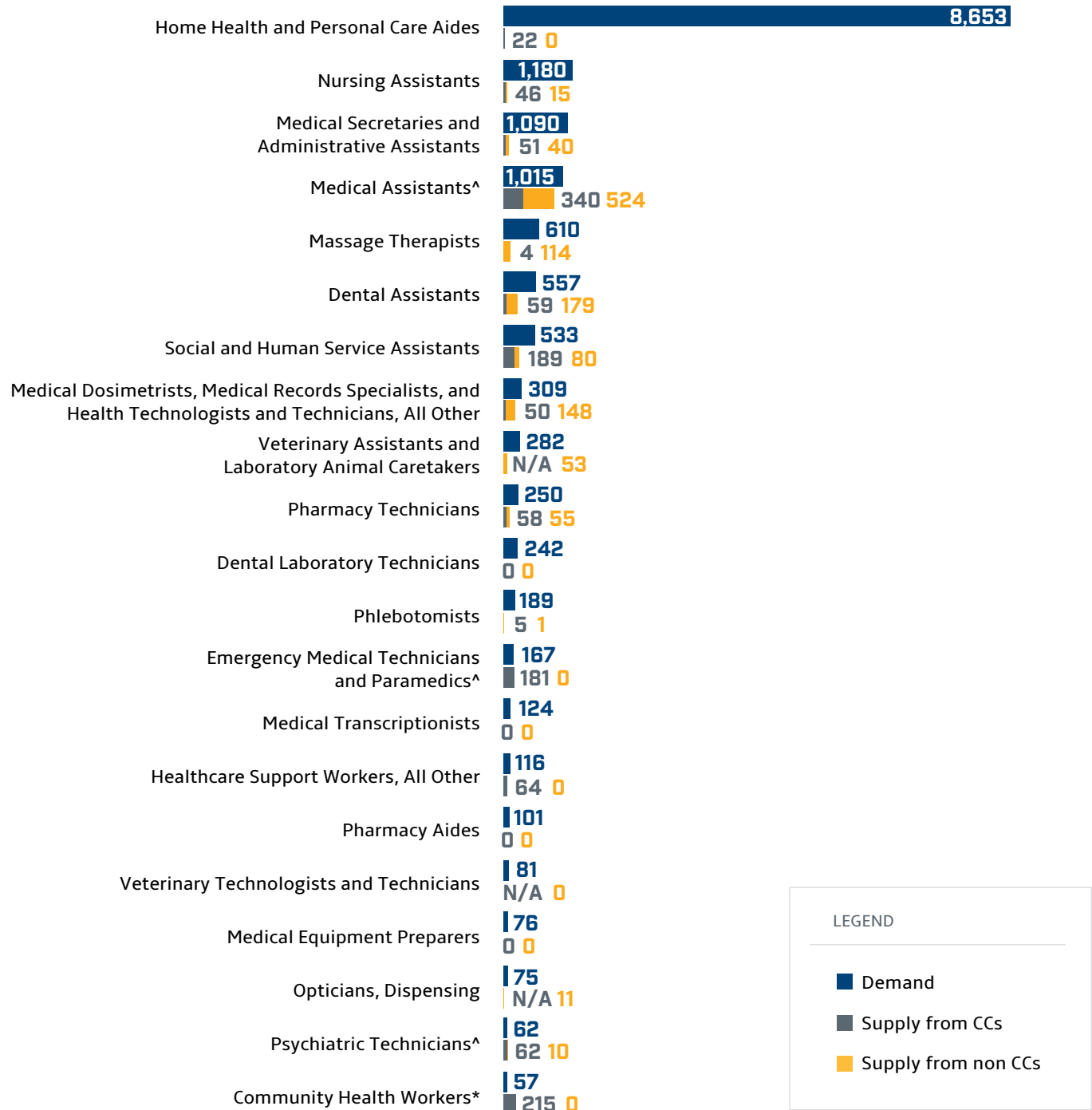
(Please note: \* indicates that the occupation has an oversupply of labor, ^ indicates that the occupation’s demand has been met, and N/A indicates that no community college program reported awards for this occupation or no community college program is available for this occupation.)

<sup>1</sup> The living wage as determined by the California Family Need Calculator is the hourly wage that a single adult needs to earn to meet basic needs in Orange County. <https://insightccd.org/family-needs-calculator/>

# MIDDLE-SKILL JOBS WITH ENTRY-LEVEL WAGES BELOW THE REGIONAL LIVING WAGE

While it is important to understand which top middle-skill jobs have opportunities for increased program supply, it is also important to consider middle-skill occupations that have entry-level wages below the regional living wage, currently at \$20.63, but median wages near or above it. Since wages generally increase from entry-level to median earnings with additional experience and training, students could potentially earn self-sustaining wages with additional apprenticeship or work-based learning opportunities.

Middle-Skill Jobs in Orange County with Entry-Level Wages Below the Regional Living Wage



(Please note: \* indicates that the occupation has an oversupply of labor, ^ indicates that the occupation's demand has been met, and N/A indicates that no community college program reported awards for this occupation or no community college program is available for this occupation.)

Entry-Level and Median Wages for Middle-Skill Jobs in Orange County  
with Entry-Level Wages Below the Regional Living Wage

SOC Code	SOC Occupational Title	Demand Annual Openings	Entry-Level Wage 25th Percentile	Median Wage Above the Living Wage
31-1128	Home Health and Personal Care Aides	8,653	\$13.12	\$13.90
31-1131	Nursing Assistants	1,180	\$15.94	\$18.33
43-6013	Medical Secretaries and Administrative Assistants	1,090	\$17.79	\$21.78
31-9092	Medical Assistants	1,015	\$15.32	\$18.11
31-9011	Massage Therapists	610	\$13.18	\$16.26
31-9091	Dental Assistants	557	\$16.51	\$20.01
21-1093	Social and Human Service Assistants	533	\$14.33	\$18.27
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	309	\$17.90	\$22.86
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	282	\$13.82	\$15.68
29-2052	Pharmacy Technicians	250	\$18.04	\$21.87
51-9081	Dental Laboratory Technicians	242	\$15.53	\$20.36
31-9097	Phlebotomists	189	\$19.75	\$22.95
29-2041	Emergency Medical Technicians and Paramedics	167	\$17.97	\$22.99
31-9094	Medical Transcriptionists	124	\$18.76	\$20.87
31-9099	Healthcare Support Workers, All Other	116	\$19.84	\$22.88
31-9095	Pharmacy Aides	101	\$14.63	\$19.40
29-2056	Veterinary Technologists and Technicians	81	\$20.47	\$25.52
31-9093	Medical Equipment Preparers	76	\$18.59	\$22.79
29-2081	Opticians, Dispensing	75	\$19.40	\$23.98
29-2053	Psychiatric Technicians	62	\$16.64	\$20.37
21-1094	Community Health Workers	57	\$17.87	\$21.67

# KEY FINDINGS & RECOMMENDATIONS

Between July and August 2019, focus groups comprised of stakeholders from the community colleges and industry experts met to review the labor market demand and program supply for middle-skill jobs in Orange County's Priority and Emerging Sectors. The objectives of the focus groups were to identify labor market supply gaps in middle-skill jobs and provide intelligence as to how they are working to close supply gaps, as well as the challenges they encounter in their programs. The following summarizes the findings and recommendations for the Health sector.



**18,687**

annual job openings  
(labor market demand)



**5,690**

average annual program awards  
(labor market supply)



**12,997**

supply gap  
(awards needed to close the gap)



## Key Finding



## Recommendation

1

**Securing clinical placements is difficult because positions are limited:** There are a limited number of clinical sites in the region and Orange County community colleges are competing with non-community college institutions to secure placements for their students.

To increase clinical placement for Orange County community college students, the region could hire a regional clinical placement coordinator that works with all Orange County community colleges and employers to help place students. If hiring a regional position is not feasible, regional funding could be used to support this work occurring on a local level at the colleges. Placements can help students earn valuable hands-on experience and connections that can be useful when searching for a full-time position.

2

**Several Health occupations are in high demand but pay low wages:** Even though there is a significant need for occupations such as Nursing Assistants and Personal Care and Home Health Aides, entry-level wages for these occupations are below the living-wage for one adult in Orange County.

To help students move into occupations with higher wages, colleges could consider creating noncredit programs for high-demand, low wage occupations and create a noncredit-to-credit pipeline so students have a pathway to obtain additional education and experience that will help them earn better wages and advance their careers. Additionally, to help students better understand wage expectations and career progression, the Regional Employer Engagement Team could work with faculty members and administrators to define common career paths and job titles within occupations. This information can then be shared with counselors so that students can learn about their career options and how their earnings potential changes with additional education and experience.



## Key Finding



## Recommendation

3

**Supply data for Health occupations is incomplete:**

The number of awards conferred by some non-community college institutions, such as Western Governors University and Regional Occupational Programs (ROP) are not included in the supply figures. Additionally, the supply numbers do not account for the differences between pre-licensure nursing programs and Registered Nurse to Bachelor's of Science in Nursing (RN-to-BSN) programs. Without a complete picture of training providers and programs, the supply numbers may be understated for certain occupations.

To better understand and quantify the supply of qualified students from programs at all educational institutions in Orange County, the COE should work with the Regional Employer Engagement Team to identify existing Health programs in order to generate a complete list of training providers for Health occupations.

4

**Knowledge, Skills, and Abilities (KSAs) for the sector have not been validated by employers:** The OC Sector Analysis Project brief examines job gaps but does not explore the specific KSAs taught at the colleges and compare them to the labor market's demand for Health KSAs.

To determine if the region's community colleges are training for the right KSAs, the Regional Employer Engagement Team should convene employers in a "regional advisory group" where employers can review program KSAs, provide feedback, and validate the KSAs' current relevance and demand in the labor market.





# 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 Orange County COE is fully funded by the Orange County Regional Strong Workforce Program allocation. 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 [coecc.net](http://coecc.net).

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For the full report, visit Orange County at [coecc.net](http://coecc.net).

## Sources

Demand data is pulled from Emsi, a software program that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other government agencies.

Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

## Important Disclaimer

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 such as those from the Orange County Center of Excellence for Labor Market Research and Cal-PASS Plus LaunchBoard. 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 college/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.

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