

Phlebotomists

Labor Market Information Report

Cabrillo College

Prepared by the San Francisco Bay Center of Excellence for Labor Market Research
March 2021

Recommendation

Based on all available data, there appears to be an “undersupply” of 233 Phlebotomists in the Bay Region compared to the demand for this occupation. In the SC-Monterey Sub-Region (Monterey, San Benito and Santa Cruz counties), there is a slight oversupply with 19 annual openings and 23 annual (3-year average) awards, for an estimated oversupply of 4 students.

Introduction

This report provides student outcomes data on employment and earnings for TOP 1205.10 - Phlebotomy programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Cabrillo College and in the region.

This report profiles Phlebotomists in the 12 county Bay region and in the SC-Monterey sub-region for the state chaptering of an existing local certificate at Cabrillo College.

- **Phlebotomists (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.
Entry-Level Educational Requirement: Postsecondary nondegree award
Training Requirement: None
Percentage of Community College Award Holders or Some Postsecondary Coursework: 62%

Occupational Demand

Table 1. Employment Outlook for Phlebotomists in Bay Region

Occupation	2019 Jobs	2024 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Phlebotomists	2,571	3,063	492	19%	1,957	391	\$ 19.96	\$ 24.22
Total	2,571	3,063	492	19%	1,957	391	\$19.96	\$24.22

Source: EMSI 2020.4

Bay Region includes: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

Table 2. Employment Outlook for Phlebotomists in SC-Monterey Sub-region

Occupation	2019 Jobs	2024 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Phlebotomists	115	143	28	24%	95	19	\$ 21.72	\$ 26.83
Total	115	143	28	24%	95	19	\$21.72	\$26.83

Occupation	2019 Jobs	2024 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
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Source: EMSI 2020.4

SC-Monterey Sub-Region includes: Monterey, San Benito and Santa Cruz Counties

Job Postings in Bay Region and SC-Monterey Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (Feb 2020 - Jan 2021)

Occupation	Bay Region	SC-Monterey
Phlebotomists	1,274	88

Source: Burning Glass

Table 4a. Top Job Titles for Phlebotomists for latest 12 months (Feb 2020 - Jan 2021) Bay Region

Title	Bay	Title	Bay
Phlebotomist	305	Certified Phlebotomy Technician	13
Mobile Phlebotomist	112	Travel Phlebotomist	12
Phlebotomist I	55	Phlebotomist/Mobile Driver Paid Phlebotomy Training	10
Phlebotomy Technician	50	Phlebotomist I	10
Phlebotomist Per Diem	21	Phlebotomist - Junior	9
Mobile Examiner/Cpt1 Phlebotomist	18	Phlebotomist, Prn	8
Cpt1 Phlebotomist Mobile Examiner	15	Phlebotomist Correctional	8
Phlebotomist With Benefits	14	Pst Specialist-Phlebotomist	7
Collector, Drug & Ba Testing	14	Phlebotomist II - Float- , Req	7

Source: Burning Glass

Table 4b. Top Job Titles for Phlebotomists for latest 12 months (Feb 2020 - Jan 2021) SC-Monterey Sub-Region

Title	SC-Monterey	Title	SC-Monterey
Phlebotomist I	22	Phlebotomist - Junior	2
Phlebotomist	11	Certified Phlebotomy Technician	2
Phlebotomist Correctional	4	Travel Phlebotomist	1
Phlebotomy Technician	3	Phlebotomy Technician Per Diem	1
Phlebotomist II- Float- , Req49486	3	Phlebotomy Technician - Hospital	1
Phlebotomist/Laboratory Assistant	2	Phlebotomy Fingerstick	1
Phlebotomist P-T	2		

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Phlebotomists in Bay Region

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
Medical Laboratories	849	1,082	27%	33%
General Medical and Surgical Hospitals	602	610	1%	23%
Diagnostic Imaging Centers	231	284	23%	9%
Hospitals (Local Government)	196	220	12%	8%
All Other Miscellaneous Ambulatory Health Care Services	142	196	38%	6%

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
HMO Medical Centers	128	167	30%	5%
Offices of Physicians (except Mental Health Specialists)	109	106	-3%	4%
Blood and Organ Banks	42	45	7%	2%
Hospitals (State Government)	44	57	32%	2%
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	39	46	19%	2%

Source: EMSI 2020.4

Table 6. Top Employers Posting Jobs for Phlebotomists in Bay Region and SC-Monterey Sub-Region (Feb 2020 - Jan 2021)

Employer	Bay	Employer	SC-Monterey
Quest Diagnostics Incorporated	330	Quest Diagnostics Incorporated	42
Laboratory Corporation of America	73	University Of California	4
American Biometric Health	38	Laboratory Corporation of America	4
Apps	36	Integrated Resources Incorporated	4
Integrated Resources Incorporated	26	Mee Memorial Hospital	3
American Red Cross	26	Foundation Laboratory	3
Bay Area Phlebotomy & Laboratory Services	18	Mindlance Incorporated	2
Apps Portamedic	18	BioReference Laboratories	2
Tridentcare	17	Pacific Cancer Care	1
Vitalant	16	Montage Health	1

Source: Burning Glass

Educational Supply

There are two (2) community colleges in the Bay Region issuing 61 awards on average annually (last 3 years ending 2018-19) on TOP 1205.10 - Phlebotomy. In the SC-Monterey Sub-Region, there are no community colleges that issued awards on average annually (last 3 years) on this TOP code.

There are a three (3) other CTE educational institutions in the Bay Region issuing 97 awards on average annually (last 3 years ending 2016-17) on TOP 1205.10 - Phlebotomy. There is one (1) other CTE educational institution in the SC-Monterey Sub-Region issuing 23 awards on average annually (last 3 years) on this TOP code.

Table 7a. Community College Awards on TOP 1205.10 - Phlebotomy in Bay Region

College	Subregion	Certificate Low	Total
De Anza	Silicon Valley	40	40
Santa Rosa	North Bay	21	21
Total		61	61

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

Table 7b. Other CTE Instituton Awards on TOP 1205.10 - Phlebotomy in Bay Region

College	Subregion	Award < 1 academic yr.	Total
Central Coast College	SC-Monterey	23	23

College	Subregion	Award < 1 academic yr.	Total
Gurnick Academy of Medical Arts	Mid-Peninsula	40	40
Institute for Business and Technology	Silicon Valley	34	34
Total		97	97

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 391 annual openings for Phlebotomists and 158 annual (3-year average) awards for an annual undersupply of 233 students. In the SC-Monterey Sub-Region, there is a slight oversupply with 19 annual openings and 23 annual (3-year average) awards for an estimated oversupply of 4 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1205.10 - Phlebotomy

Metric Outcomes	Bay All CTE Program	Cabrillo All CTE Program	State 1205.10	Bay 1205.10	SC-Monterey 1205.10	Cabrillo 1205.10
Students with a Job Closely Related to Their Field of Study*	75%	78%	81%	77%	N/A	N/A
Median Annual Earnings for SWP Exiting Students	\$45,864	\$44,534	\$31,064	\$35,072	N/A	N/A
Median Change in Earnings for SWP Exiting Students	31%	29%	48%	52%	N/A	N/A
Exiting Students Who Attained the Living Wage	53%	61%	47%	38%	N/A	N/A

Source: Launchboard Strong Workforce Program from version 2018-19).* Data from version 2017-18

Skills, Certifications and Education

Table 9. Top Skills for Phlebotomists in Bay Region (Feb 2020 - Jan 2021)

Skill	Posting	Skill	Posting
Phlebotomy	1,247	Scheduling	206
Venipuncture	674	Patient Care	102
Specimen Collection	575	Long-Term Care	100
Customer Service	505	Repair	99
Data Entry	476	Specimen Processing	89
Blood Draws	472	Quality Assurance and Control	84
Blood Samples	458	Occupational Health and Safety	82
Laboratory Testing	404	Cardiopulmonary Resuscitation (CPR)	81
Customer Billing	402	Customer Checkout	80
Clerical Duties	400	Medical Terminology	79
Payment Collection	366	Blood Collection	76
Retail Industry Knowledge	321	Following SOPs	61
Medical Coding	312	Pediatrics	59
Patient Contact	306	Electrocardiogram (EKG / ECG)	57

Source: Burning Glass

Table 10. Certifications for Phlebotomists in Bay Region (Feb 2020 - Jan 2021)

Certification	Posting	Certification	Posting
Phlebotomy Certification	703	Basic Cardiac Life Support Certification	13
Driver's License	447	American Society For Clinical Pathology (ASCP) Certification	10
Licensed Practical Nurse (LPN)	62	Certified Nursing Assistant	8
Basic Life Saving (BLS)	23	American Heart Association Certification	7
First Aid Cpr Aed	22	CA License	6
Hazardous Materials Certification	20	Paramedic Certification	4
Certified Outpatient Coding (COC)	19	Home Care Certificate	4
Certified Medical Laboratory Technician	19	Emergency Medical Technician (EMT)	4
Certified Medical Assistant	17	Security Clearance	3
Clinical Laboratory Scientist (CLS)	13	Licensed Vocational Nurse (LVN)	3

Source: Burning Glass

Table 11. Education Requirements for Phlebotomists in Bay Region

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	800	100%
Associate's degree	2	0%

Source: Burning Glass

Methodology

Occupations for this report were identified by use of skills listed in O*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCCO Data Mart.

Sources

O*Net Online
 Labor Insight/Jobs (Burning Glass)
 Economic Modeling Specialists International (EMSI)
 CTE LaunchBoard www.calpassplus.org/Launchboard/
 Statewide CTE Outcomes Survey
 Employment Development Department Unemployment Insurance Dataset
 Living Insight Center for Community Economic Development
 Chancellor's Office MIS system

Contacts

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