

Labor Market Assessment: 1205.10 – Phlebotomy Phlebotomy (Certificate)

Los Angeles/Orange County Center of Excellence, February 2022

Summary

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

The Los Angeles/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: *phlebotomists* (31-9097). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupation.

Based on the available data, there appears to be a supply gap for *phlebotomists* in the region. Although the entry-level hourly wage for *phlebotomists* is below the self-sufficiency standard wage in both Los Angeles and Orange counties, 61% of incumbent workers have completed some college or an associate degree. **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 **649 jobs available annually** in the region due to new job growth and replacements, **which is more than the 150 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – In Los Angeles County, the **typical entry-level hourly wage** for *phlebotomists* is **\$17.65, which is below the self-sufficiency standard wage** for one adult in the region (\$18.10 in Los Angeles County).²

¹ 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.

² Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **postsecondary non-degree award** as the typical entry-level education for *phlebotomists*.
 - National-level educational attainment data indicates that **61% of workers in the field have completed some college or an associate degree.**

Supply:

- Between 2017 and 2020, **two community colleges** in the LA/OC region issued awards in phlebotomy programs, conferring an average of **6 awards**.
- Between 2016 and 2019, non-community college institutions in the region conferred an average of **144 awards in relevant programs.**

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *phlebotomists*. In Los Angeles/Orange County, the number of jobs for *phlebotomists* is projected to increase by 10% through 2025. There will be approximately 650 job openings per year through 2025 due to job growth and replacements.

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 full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	3,148	3,352	204	6%	417
Orange	1,454	1,704	250	17%	232
Total	4,601	5,055	454	10%	649

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

Wages

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

Los Angeles County — The typical entry-level hourly wage for *phlebotomists* is \$17.65, which is **below** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn approximately \$23.37, which is above the self-sufficiency standard wage estimate.

Orange County — The typical entry-level hourly wage for *phlebotomists* is \$19.75, which is **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn approximately \$26.15, which is above the self-sufficiency standard wage estimate.

Job Postings

Over the past 12 months, there have been 2,548 online job postings for *phlebotomists*. The top skills were phlebotomy, venipuncture, specimen collection, data entry, and customer service. The top employers, by number of job postings, in the region were Quest Diagnostics, Laboratory Corporation of America, and Pride Health.

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 full 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 non-degree award as the typical entry-level education for *phlebotomists*. National-level educational attainment data indicates that 61% of workers in the field have completed some college or an associate degree.

Educational Supply

Community College Supply—Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Phlebotomy (TOP 1205.10). The only two colleges with completions in the past three years were Long Beach and Saddleback.

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

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
1205.10	Phlebotomy	Long Beach	1	1	3	2
		LA Subtotal	1	1	3	2
		Saddleback	-	14	-	5
		OC Subtotal	-	14	-	5
Supply Total/Average			1	15	3	6

Non-Community College Supply — For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that may provide relevant training programs. Exhibit 3 shows the annual and three-year average number of awards conferred in phlebotomy technician/phlebotomist programs (CIP 51.1009). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the Los Angeles/Orange County region conferred an average of 144 awards.

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

CIP Code	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
51.1009	Phlebotomy Technician/Phlebotomist	Advanced College	-	21	41	21
		Angeles College	15	22	30	22
		Healthcare Career College	12	15	26	18
		Los Angeles ORT College (CLOSED)	32	41	19	31
		Medical Allied Career Center	8	-	-	3
		Modern Technology School	3	-	-	1
		National Polytechnic College	40	14	14	23
		Trinity School of Health and Allied Sciences	18	38	5	20
		Universal Healthcare Careers College	-	6	11	6
		Supply Total/Average			128	157

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Phlebotomists (31-9097)	3,148	3,352	204	6%	417	\$17.65	\$20.50	\$23.37

Exhibit 5. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Phlebotomists (31-9097)	1,454	1,704	250	17%	232	\$19.75	\$22.95	\$26.15

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Phlebotomists (31-9097)	4,601	5,055	454	10%	649	Postsecondary non-degree award

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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