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Labor Market Analysis

Phlebotomy



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Prepared by the Central Valley/Mother Lode Center of Excellence

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COVID-19 Statement: This report includes employment projection data by Emsi. 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 or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they 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. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

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Summary

Please note the COVID-19 statement on page 2 when considering this report's findings.

This study conducted by the Central Valley/Mother Lode Center of Excellence examines labor market demand, wages, skills, and postsecondary supply for phlebotomy. One occupation related to phlebotomy was identified for Porterville College:

- 31-9097, Phlebotomists

Key findings:

- **Occupational demand** — Nearly 600 workers were employed in jobs related to phlebotomy in 2020 in the South Central Valley/Southern Mother Lode (SCV/SML) subregion. The largest occupation is phlebotomists with 588 workers in 2020, a projected growth rate of 11% over the next five years, and 86 annual openings.
- **Wages** — Phlebotomists earn the highest entry-level wage, \$17.57/hour in the subregion.
- **Employers** — Employers with the most job postings in the subregion are Quest Diagnostics Incorporated, American Red Cross, and Sutter Health.
- **Occupational titles** — The most common occupational title in job postings in the subregion is phlebotomists. The most common job title is phlebotomist.
- **Skills and certifications** — The top baseline skill is typing, the top specialized skill is phlebotomy, and the top software skill is MISys. The most in-demand certification is a phlebotomy certification.
- **Education** — A postsecondary nondegree award is typically required for phlebotomists.
- **Supply** — Analysis of postsecondary completions shows that on average 14 awards were conferred in the Central Valley/Mother Lode region each year.

Based on a comparison of occupational demand and supply, there is an undersupply of 74 trained workers in the subregion and 134 workers in the region. The Center of Excellence recommends that Porterville College work with the regional directors, the college's advisory board, and local industry in the development of programs to address the shortage of phlebotomy workers in the region.

Introduction

The Central Valley/Mother Lode Center of Excellence was asked by Porterville College to provide labor market information for phlebotomy. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. The average living wage for a single adult in the SCV/SML subregion is \$13.67/hour.¹ Analysis of the program and occupational data related to phlebotomy resulted in the identification of applicable occupations. The Standard Occupational Classification (SOC) System codes and titles used in this report are:

- 31-9097, Phlebotomists

The occupational titles, job descriptions, sample job titles, and knowledge and skills from the Bureau of Labor Statistics and O*NET OnLine are shown below.

Phlebotomists

Job Description: Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.

Knowledge: Customer and Personal Service, English Language, Administrative, Education and Training, Psychology

Skills: Service Orientation, Social Perceptiveness, Active Listening, Speaking, Critical Thinking

Occupational Demand

The SCV/SML subregion employed 588 workers in phlebotomy occupations in 2020 (Exhibit 1). The largest occupation is phlebotomists with 588 workers in 2020. This occupation is projected to grow by 11% over the next five years and has the greatest number of projected annual openings, 86.

Exhibit 1. Phlebotomy employment and occupational projections in the SCV/SML subregion

Occupation	2020 Jobs	2025 Jobs	5-Year Change	5-Year % Change	Annual Openings
Phlebotomists	588	650	62	11%	86
TOTAL	588	650	62	11%	86

Wages

Exhibit 2 shows the entry-level hourly wages of the phlebotomy occupations. Welders, cutters, solderers, and brazers earn the highest entry-level wage, \$18.46/hour in the subregion. Entry-level wages are derived from the 25th percentile.

¹ The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

Exhibit 2. phlebotomy entry-level wages in the SCV/SML subregion



Job Postings

There were 257 job postings for the one occupation in the SCV/SML subregion from September 2021 to February 2022.² The employers with the most job postings are listed in Exhibit 3.

Exhibit 3. Top employers of phlebotomy by number of job postings

Employer	Job Postings	% Job Postings
Quest Diagnostics Incorporated	129	53%
American Red Cross	10	4%
Sutter Health	9	4%
Tenet Health System	8	3%
Integrated Resources Incorporated	6	2%
Adventist Health	5	2%
Hrsupport	5	2%
Tridentcare	5	2%
Aya Healthcare	4	2%
Baptist Health	4	2%

Exhibit 4 shows how job postings for the targeted occupations in the SCV/SML subregion are distributed across one O*NET OnLine occupations. The occupational title phlebotomists is listed in 257 job postings. Note how this occupational title dominates the job posting results. Common job titles in postings include Phlebotomist in 57 job postings, Phlebotomist II in 11 job postings, and Certified Phlebotomy Technician in 10 job postings.

Exhibit 4. Top occupational titles in job postings for phlebotomy

Occupational Title	Job Postings	% of Job Postings
Phlebotomists	257	100%

² Other than occupation titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

Salaries

Exhibit 5 shows the “Market Salaries” for phlebotomy occupations that are calculated by Burning Glass which uses a machine learning model built off of millions of job postings every year, and accounts for adjustments based on locations, industry, skills, experience, education requirements, among other variables.

Exhibit 5. Salaries for phlebotomy occupations

Market Salary Percentile	Salary Amount
10th Percentile	\$26,307
25th Percentile	\$28,724
50th Percentile	\$30,622
75th Percentile	\$32,014
90th Percentile	\$34,976

Education

Of the 257 job postings, 52 listed an education level preferred for the positions being filled. Among those, 100% requested high school or vocational training, and 12% requested an associate degree (Exhibit 6). A job posting can indicate more than one education level. Hence, the percentages shown in the chart below may total more than 100%.

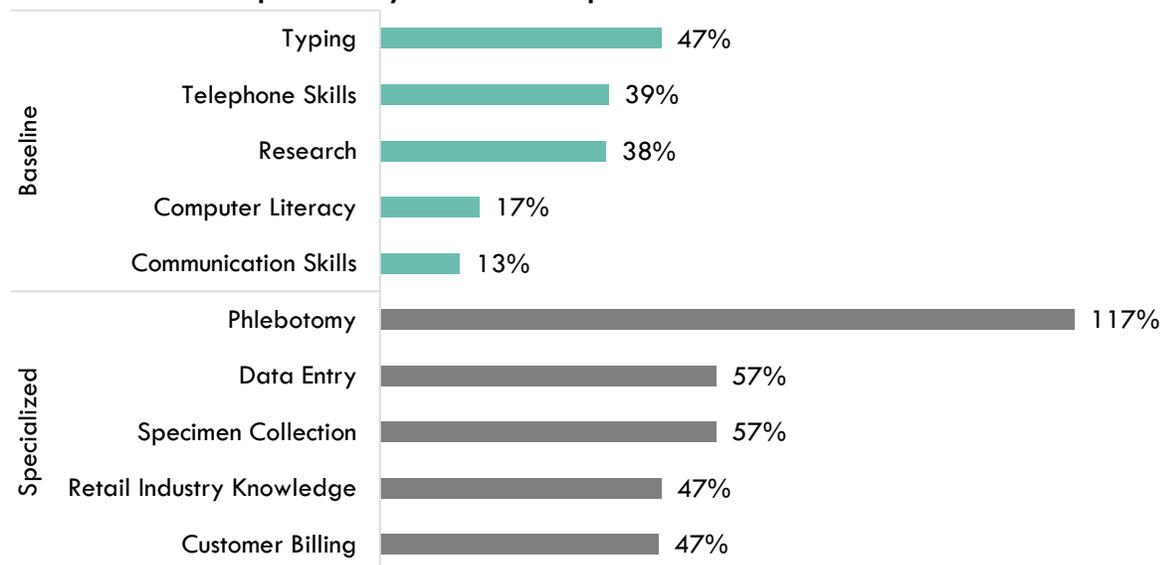
Exhibit 6. Education levels requested in job postings for phlebotomy

Education Level	Job Postings	% of Job Postings
High school or vocational training	52	100%
Associate degree	6	12%

Baseline and Specialized Skills

Exhibit 7 depicts the top baseline and specialized skills for the targeted occupations. The three most important baseline skills are typing, 47% of job postings, telephone skills, 39%, and research, 38%. The top three specialized skills are phlebotomy, 117% of job postings, data entry, 57%, and specimen collection, 57%.

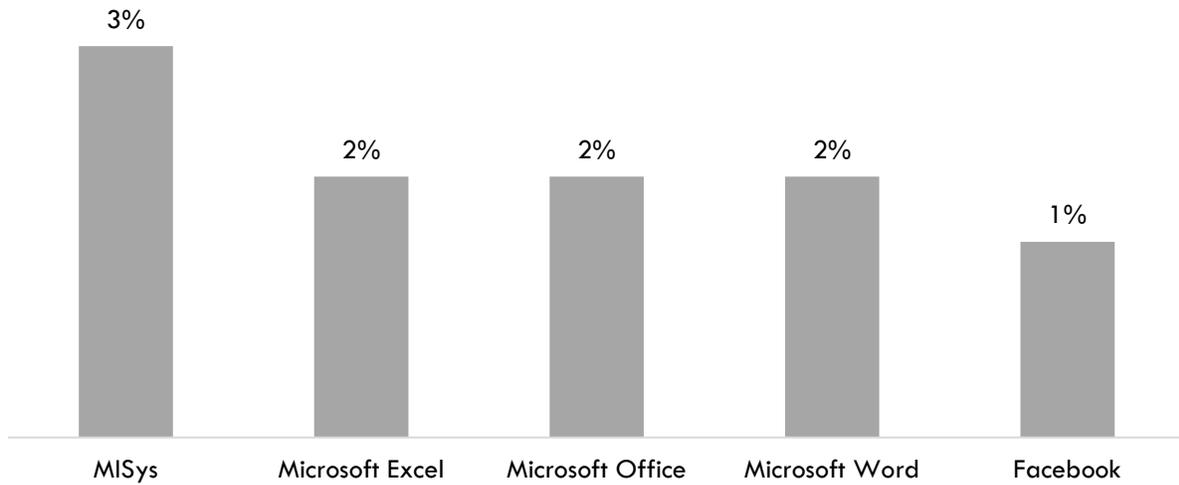
Exhibit 7. In-demand phlebotomy baseline and specialized skills



Software Skills

Analysis also included the software skills most in demand by employers. MISys and Microsoft Excel were the top two software skills identified in job postings (Exhibit 8).

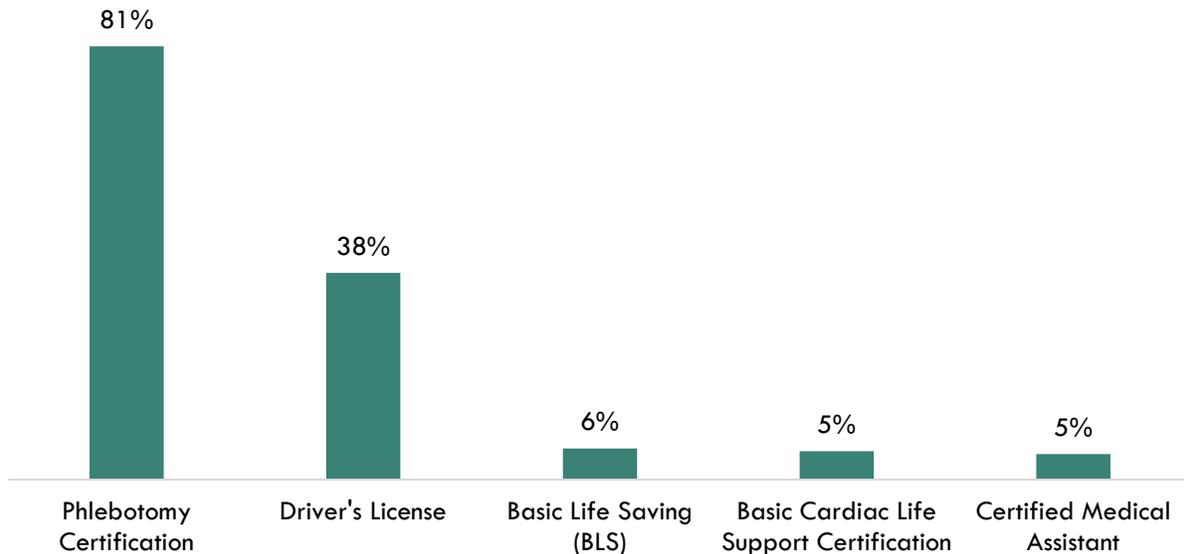
Exhibit 8. In-demand phlebotomy software skills



Certifications

Of the 257 job postings, 190 contained certification data. Among those, 81% indicated a need for a phlebotomy certification. The next top certifications are a driver's license and Basic Life Saving (BLS) (Exhibit 9)

Exhibit 9. Top phlebotomy certifications requested in job postings



Education, Work Experience & Training

A postsecondary nondegree award is typically required for phlebotomists (Exhibit 10).

Exhibit 10. Education, work experience, training, and Current Population Survey results for phlebotomy occupations³

Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training	CPS
Phlebotomists	Postsecondary nondegree award	None	None	59.7%

Supply

Analysis of program data from the California Community Colleges Chancellor’s Office Data Mart included the TOP and CIP codes and titles: 120510 – Phlebotomy and 51.1009 – Phlebotomy Technician/Phlebotomist. Analysis of the last three years of data shows that, on average, 14 awards were conferred in the Central Valley/Mother Lode region each year (Exhibit 11).

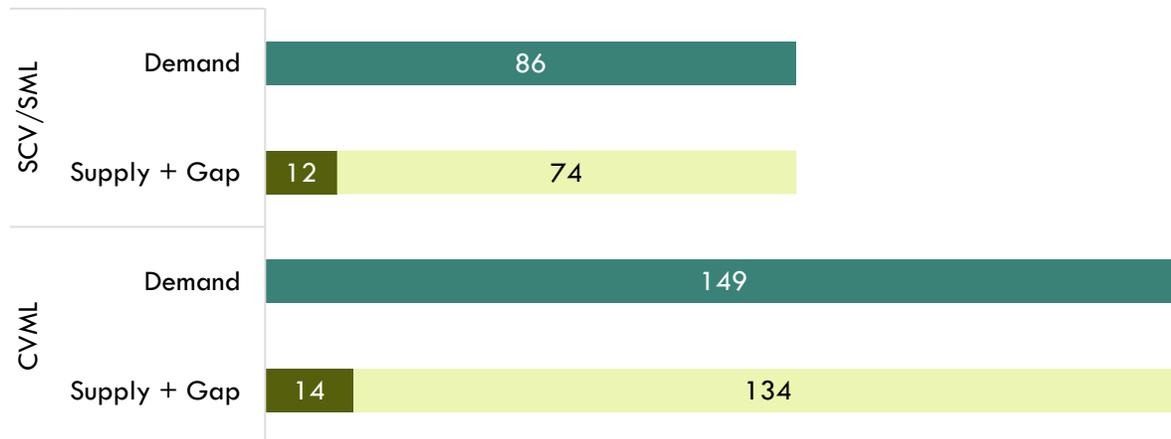
Exhibit 11. Postsecondary supply for phlebotomy occupations in the region

TOP/CIP Code- Title	College	Award < 1 Academic Year	Certificate 6 < 18 Semester Units	Subtotal
120510 - Phlebotomy	Bakersfield		6	6
51.1009 - Phlebotomy Technician/Phlebotomist	Advanced College-Stockton	3		3
	California Institute of Medical Science	6		6
TOTAL		8	6	14

³ “Labor Force Statistics from the Current Population Survey,” Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

There is an undersupply of 74 phlebotomy workers in the SCV/SML subregion and 134 workers in the region (Exhibit 12).

Exhibit 12. Phlebotomy workforce demand (annual job openings), postsecondary supply of students (awards), and additional students needed to fill gap in the SCV/SML subregion and region



Student Outcomes

There was no available for Phlebotomy from Launchboard.

Conclusion

The entry-level wages of the one occupation exceed the SCV/SML subregion’s average living wage. There were 257 job postings in the past six months for occupations related to phlebotomy in the subregion. Analysis of skills and certification requirements in job postings indicates:

- The top baseline skill is typing, and the top specialized skill is phlebotomy.
- The top software skill is MISys.
- The top certification is a phlebotomy certification.

There is an undersupply of trained workers, a shortage of 74 in the SCV/SML subregion and 134 in the region.

Recommendation

Based on these findings, it is recommended that Porterville College work with the regional director, the college’s advisory board, and local industry in the development of programs to address the shortage of phlebotomy in the region.

Appendix A: Methodology & Data Sources

Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor’s Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (EMSI). EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry: economicmodeling.com .
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: https://www.bls.gov/emp/tables/educational-attainment.htm .
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: labormarketinfo.edd.ca.gov .
Job Posting and Skills Data	Burning Glass: burning-glass.com/ .
Additional Education Requirements/ Employer Preferences	The O*NET Job Zone database includes over 900 occupations as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: onetonline.org .

Key Terms and Concepts

Annual Job Openings: Annual openings are calculated by dividing the number of years in the projection period by total job openings.

Education Attainment Level: The highest education attainment level of workers age 25 years or older.

Employment Estimate: The total number of workers currently employed.

Employment Projections: Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (EMSI) formula that includes historical employment and economic indicators along with national, state and local trends.

Living Wage: The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

Occupation: An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

Percent Change: Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

Replacements: Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

Total Job Openings (New + Replacements): Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

Typical Education Requirement: represents the typical education level most workers need to enter an occupation.

Typical On-The-Job Training: indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.