



# Health



## Far North Career & Training Pathways Profile

2026

### Five-Year Outlook

11% sector growth

8,500+ annual job openings

16.5% of the Far North's jobs



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# Introduction

Careers in the Health sector involve making sure people receive the essential medical and behavioral health services they need to stay healthy and thrive. Those working in health care assist in the operation of hospitals, clinics, doctors' offices, out-patient care centers, dentists' offices, home health care services, and rehabilitation services.

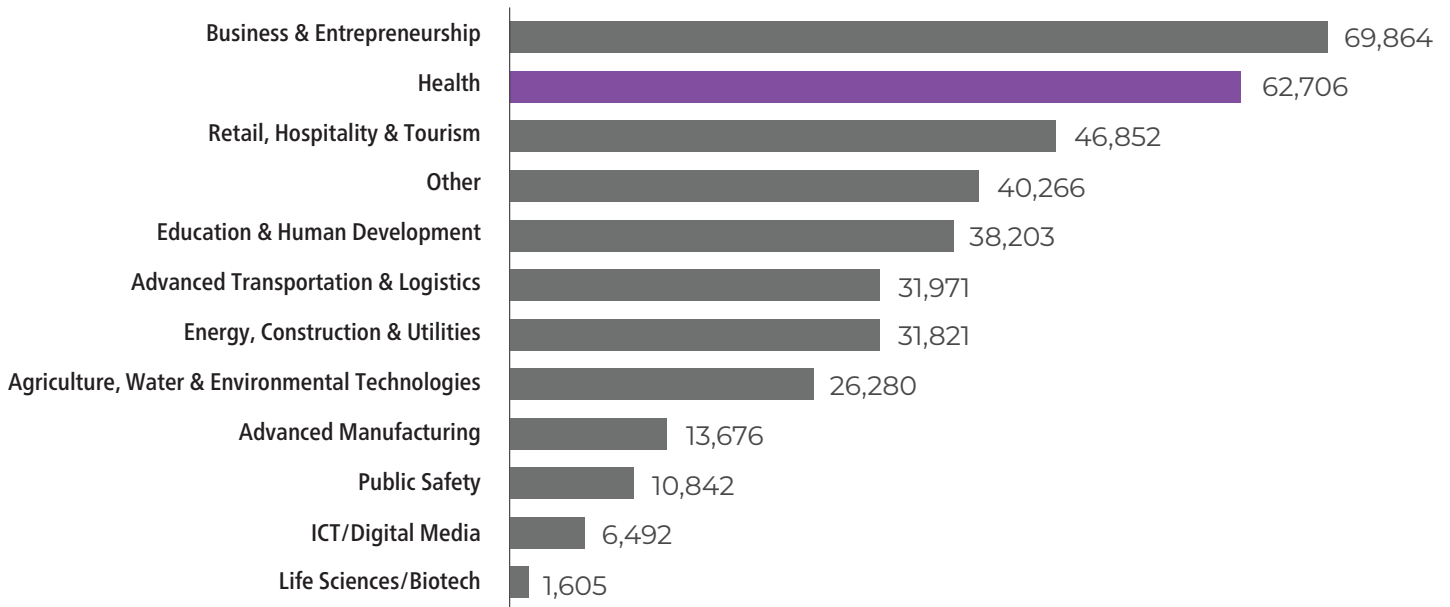
Health care careers are often patient-centered and focus on providing services in a competent and caring manner. Skills such as social perceptiveness, strong communication, and critical thinking are typically highly sought after.

In the Far North, many major hospitals and medical centers are critical to the delivery of health care, including Oroville Hospital, St. Joseph Hospital, Mercy Medical Center, and Shasta Regional Medical Center. Additionally, there are several major health systems supporting access to and the provision of medical care, such as Dignity Health, Adventist Health, Sutter Health, and Providence Medical Foundation.



As the state's population ages, jobs in health care are expected to increase in demand. Moreover, due to the rural nature of the Far North subregion, tele-services, including telehealth services, and medical transport services, including medical flights, have become critical means for assisting residents in accessing care from remote locations.

## 2024 Sector Employment



Note: The Far North subregion encompasses 15 counties (Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity) and seven community colleges (Butte, Feather River, Lassen, Mendocino, Redwoods, Shasta, and Siskiyou). The North Far North region spans 22 counties and 15 community colleges, stretching from the Greater Sacramento area, north to California's border with Oregon, and east to Nevada.

# Sector Highlights

**62,706**  
Jobs in 2024

**69,910**  
Projected Jobs in 2029

**11%**  
Projected Job Growth,  
2024-2029

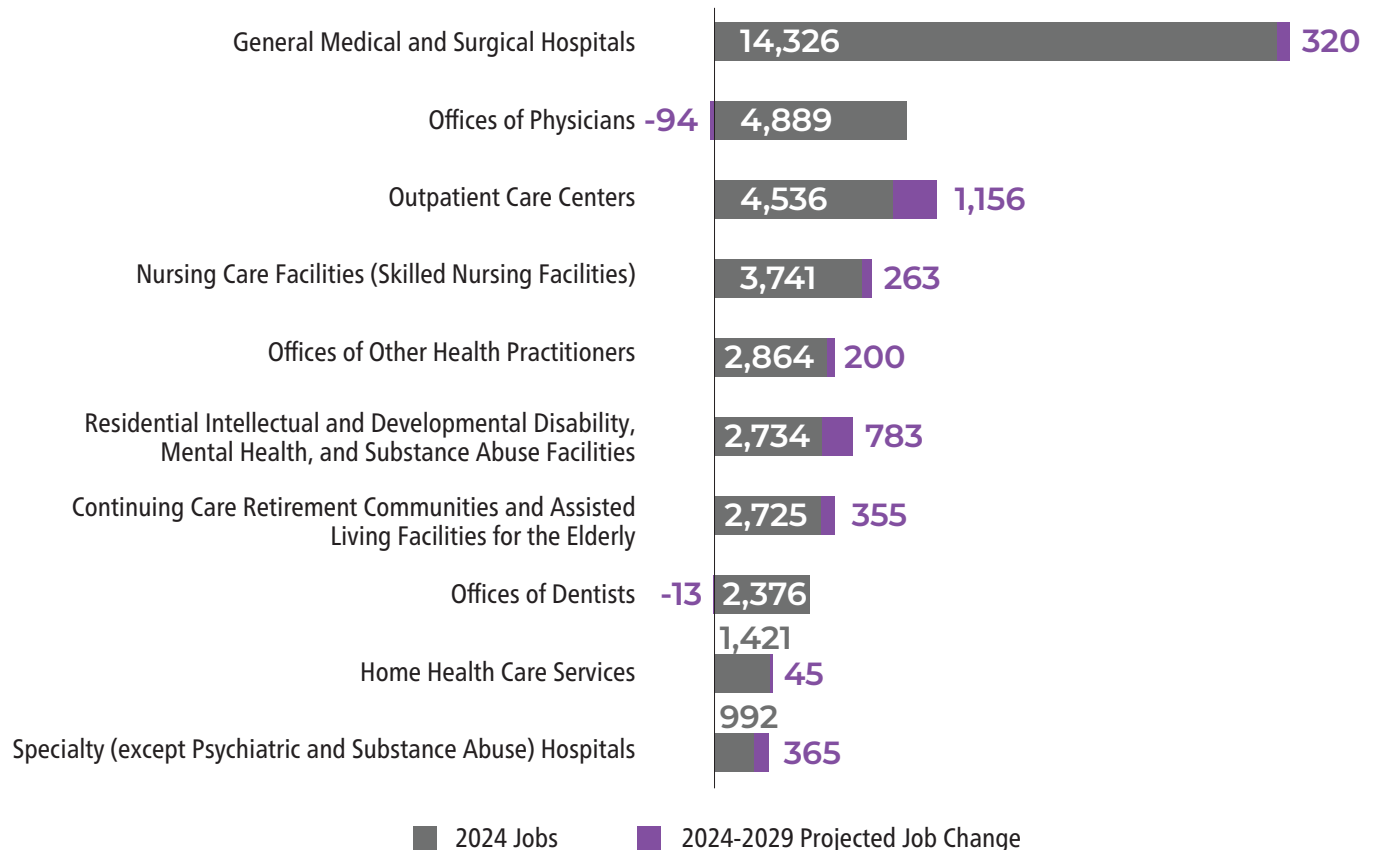
**7,204**  
New Jobs by 2029

**1,891**  
Businesses

**16.5%**  
% of Far North  
Employment, 2024



## Employment by Subsector



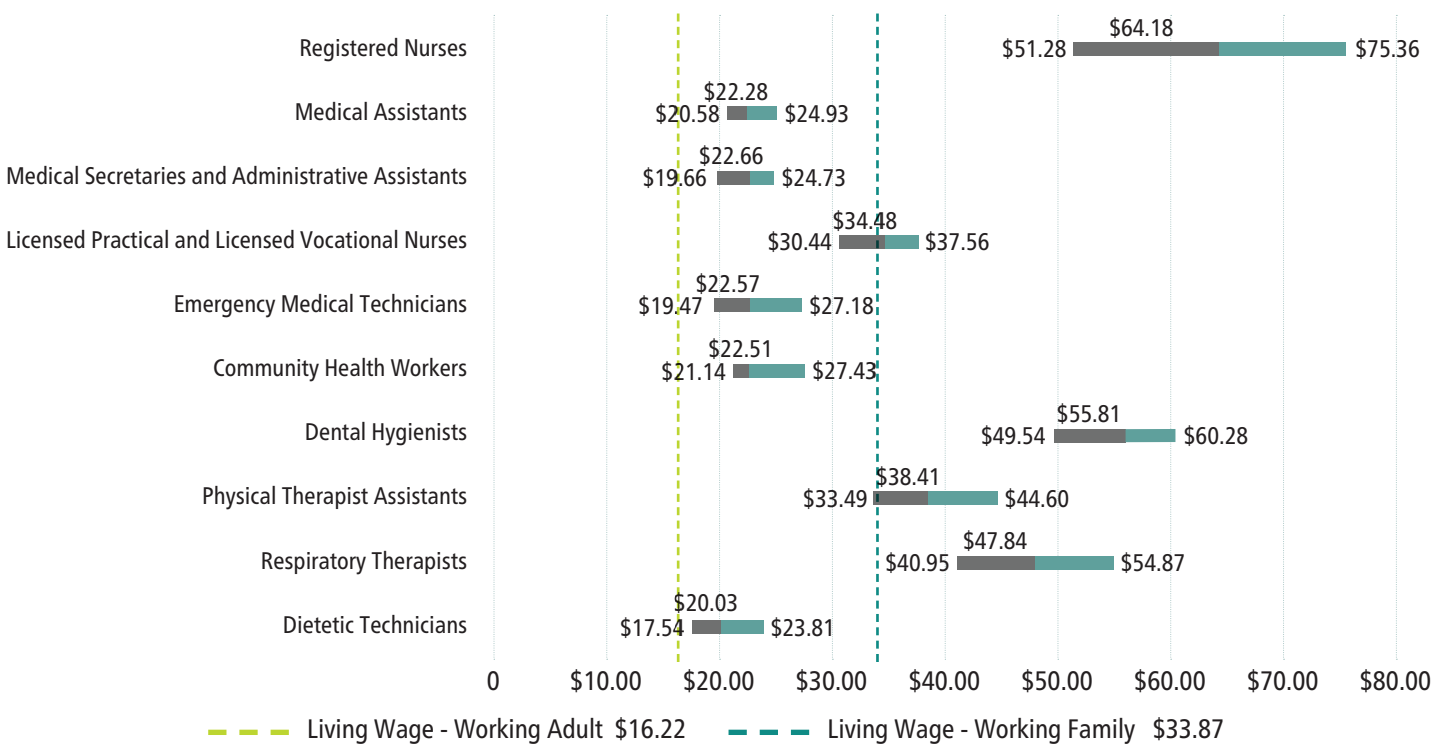
Note: The Health sector includes 31 distinct 6-digit NAICS codes. Contact the NFN COE for a complete listing of NAICS codes by sector.

# Top Occupations

Occupation	2024 Jobs	2024-2029 Projected Change	2024-2029 Average Annual Openings	Typical Entry-Level Education
Registered Nurses	6,984	7%	464	Bachelor's degree
Medical Assistants	2,132	9%	321	Postsecondary nondegree award
Medical Secretaries and Administrative Assistants	2,082	4%	226	High school diploma or equivalent
Licensed Practical and Licensed Vocational Nurses	1,659	7%	161	Postsecondary nondegree award
Emergency Medical Technicians	480	6%	45	Postsecondary nondegree award
Community Health Workers	309	11%	39	High school diploma or equivalent
Dental Hygienists	446	2%	32	Associate degree
Physical Therapist Assistants	156	13%	28	Associate degree
Respiratory Therapists	348	10%	23	Associate degree
Dietetic Technicians	178	4%	23	Associate degree

Note: Jobs for the above occupations may not solely exist in this sector and may be found in other sectors that require related services. Projected change includes new job growth and replacements. Occupations with significant annual openings, active training programs in the subregion, wages at or close to the living wage, and training beyond a high school diploma but short of a bachelor's degree were prioritized for inclusion in the top middle-skill occupations.

## Hourly Wages for Top Occupations



Note: The hourly wage ranges include the 25th percentile (entry-level), median, and 75th percentile (experienced) hourly earnings for workers employed in these occupations across the Far North subregion where the living wage in 2024 for a single working adult was \$16.22 and for a working family (defined as an adult and one infant) was \$33.87.



# Job Posting Trends

Job posting trends examine all occupations assigned to the Health sector, regardless of skill or education level in the Far North subregion.

Unique Online Job Postings

16,455

(30% of Region's Postings)

Median Advertised Hourly Salary

\$52.06

(Regional Average \$29.05)

Median Posting Duration

22 days

(Regional Average 23 Days)

Posting Intensity

2:1

(Regional Average 2:1)

Note: Job postings count the number of online job postings advertised in the 15-county Far North subregion between November 1, 2024 and October 31, 2025. COE has identified 97 occupations aligned with the Health sector, and those SOC codes were used to generate the list of aligned job postings. Contact the NFN COE for a complete listing of SOC codes by sector. Postings are limited to in-state employers and exclude staffing companies. Posting Intensity is the ratio of total job postings to unique (de-duplicated) job postings. Job posting results are weighted toward occupations with the most postings, influencing the frequency of results for employers, job titles, skills, work experience, and education.



# Top Employers

## Employers with the Most Postings

1. Providence Medical Foundation
2. Adventist Health
3. CommonSpirit Health
4. Oroville Health
5. Sanford Health
6. Enloe Medical Center
7. Sutter Health
8. CVS Health
9. Walgreens Boots Alliance
10. PRIDE Health

# Most In-Demand Skills

### Specialized Skills

- Nursing
- Medical Records
- Medication Administration
- Treatment Planning
- Cardiopulmonary Resuscitation (CPR)

### Soft Skills

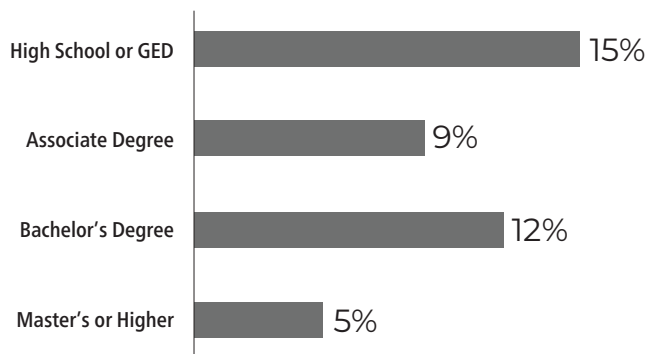
- Communication
- Management
- Customer Service
- Planning
- Confidentiality

### Software and Technical Skills

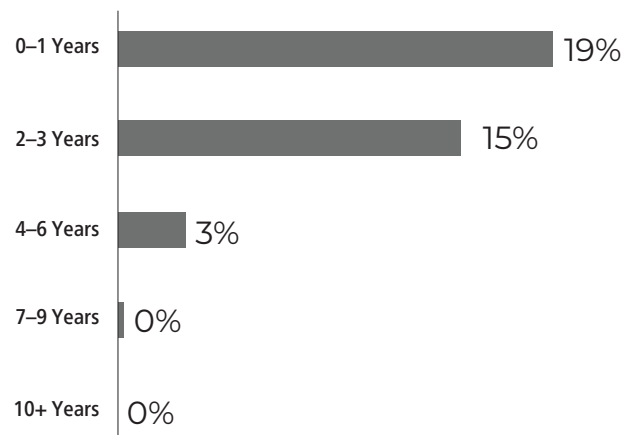
- Microsoft Office (Excel, Outlook, Word, PowerPoint)
- Epic EMR
- HealthStream
- Spreadsheets
- Dentrax

# Education & Experience in Job Postings

## Employer-Preferred Education



## Employer-Preferred Work Experience



The percentages might not equal 100% because not all employers include education or work experience in their job postings.

# COMMUNITY COLLEGE Training Programs



Butte	Feather River	Lassen	Mendocino	Redwoods	Shasta	Siskiyou
Accelerated Track Registered Nursing: LVN to ADN	Licensed Vocational Nursing	Medical Assisting	Addiction and Recovery Counseling	Addiction Studies	Addiction Studies	Alcohol and Drug/Human Services
Emergency Medical Technology	Nutrition, Foods & Culinary Arts	Nurse Assistant	LVN to RN	Dental Assisting	Dental Hygiene	Emergency Medical Services - Paramedic
Licensed Vocational Nursing		Nutrition and Dietetics	Physical Therapist Assistant	Licensed Vocational Nursing	Emergency Medical Services Specialization	LVN to RN Step-Up (ADN)
Medical Coding		Registered Dental Assisting	Registered Nurse	LVN or Paramedic to RN	Health and Wellness Coaching	Vocational Nursing
Medical Office Administration		Registered Nursing		North Coast Paramedic	Health Information Management	
Nutrition and Dietetics		Vocational Nursing		Psychiatric Technician	Medical Assisting	
Paramedic				Registered Nursing	Medical Office Specialist	
Public Health Science					Nursing	
Registered Nursing					Nutrition and Dietetics	
Respiratory Care					Physical Therapist Assistant	
					Nursing: Vocational Nursing	

Note: Due to discrepancies in the California Community Colleges Curriculum Inventory (COCI) and how Taxonomy of Programs (TOP) codes are categorized by sector, this list may not include all related or currently available training programs.

This publication was supported through Strong Workforce Program (SWP) funding from the North Far North Regional Consortium and the California Community Colleges Chancellor's Office Economic and Workforce Development Grant. SWP is an initiative designed to expand career education (CE) programs offered by the California Community Colleges to supply a skilled workforce to California's employers. The North Far North Regional Consortium (NFNRC) is charged with coordinating the planning and implementation of CE programs among community colleges within the 22-county North Far North region, which includes the North (Greater Sacramento) and Far North subregions. The NFNRC has 12 sectors, which are listed in the chart on page 1. This sector profile summarizes key data about current and projected workforce demand, hourly wages, job postings, and community college programs to support the goals of SWP.



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#### Sources

- Lightcast 2025.4 - QCEW Employees, Non-QCEW Employees, and Self-Employed
- Centers of Excellence for Labor Market Research Occupation Crosswalk
- California Community Colleges Chancellor's Office Data Mart
- California Community Colleges Curriculum Inventory (COCI)

