










# Phlebotomists

## Labor Market Analysis: San Diego County

January 2023

### Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 <p><b>Proceed with New Program</b></p>	 	 	<input type="checkbox"/> Bachelor's Degree+ <input type="checkbox"/> Associate Degree <input checked="" type="checkbox"/> Some College or Certificate <input type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less than a HS Diploma <input type="checkbox"/> Apprenticeship
<p>SUPPORT FOR PROGRAM MODIFICATION?</p>  	<p>NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING</p> <p><b>MEDIUM</b></p> 	<p>NUMBER OF ANNUAL JOB OPENINGS</p> <p><b>HIGH</b></p> 	

The Center of Excellence (COE) for the San Diego and Imperial Counties Community Colleges developed this brief to assist the region's community colleges with strategic planning and program development. According to available labor market information, *Phlebotomists* in San Diego County have a labor market demand of 186 annual job openings (while average demand for a single occupation in San Diego County is 242 annual job openings), and four educational institutions in San Diego County supply 85 awards for this occupation, suggesting that there is a supply gap in the labor market. While there are nine phlebotomy training institutions approved by the California Department of Public Health (CDPH) in the county, not all are required to report awards issued. Entry-level and median wages for this occupation are above the living wage. This brief recommends that the colleges proceed with developing a new program and supports a program modification because 1) there is a supply gap in San Diego County; 2) entry-level earnings for this occupation are above the living wage; and 3) there is a high number of annual job openings.

## Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)<sup>1</sup> system:

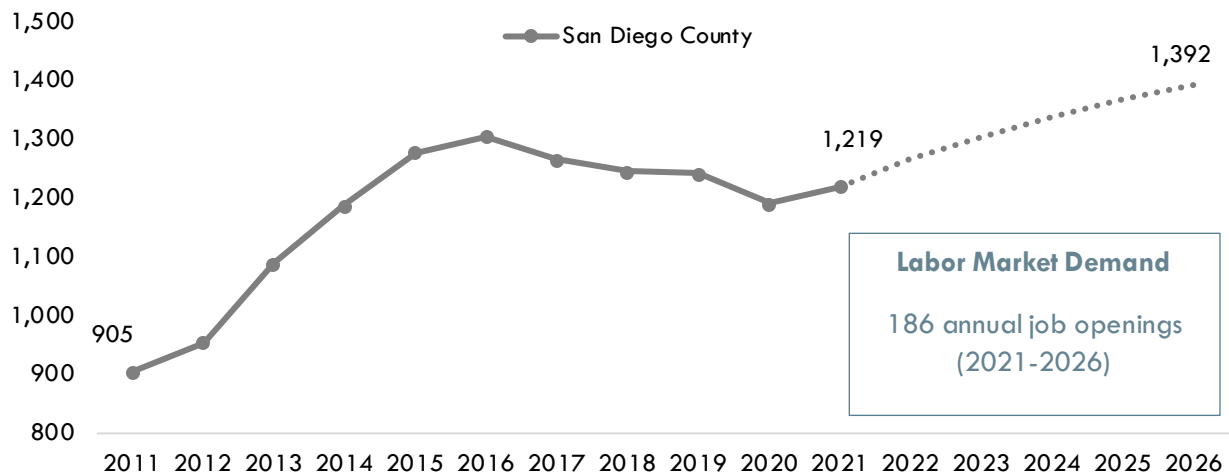
**Phlebotomists (SOC 31-9097):** Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions. Licensing required. Sample reported job titles include:

- Phlebotomy Technician
- Registered Phlebotomist
- Patient Service Technician (PST)
- Mobile Examiner
- Lab Liaison Technician
- Certified Phlebotomy Technician
- Venipuncturist
- Research Phlebotomist
- Phlebotomy Technologist

## Projected Occupational Demand

Between 2021 and 2026, *Phlebotomists* are projected to increase by 173 net jobs or 14 percent (Exhibit 1). Employers in San Diego County will need to hire 186 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

**Exhibit 1: Number of Jobs for Phlebotomists (2011-2026)<sup>2</sup>**



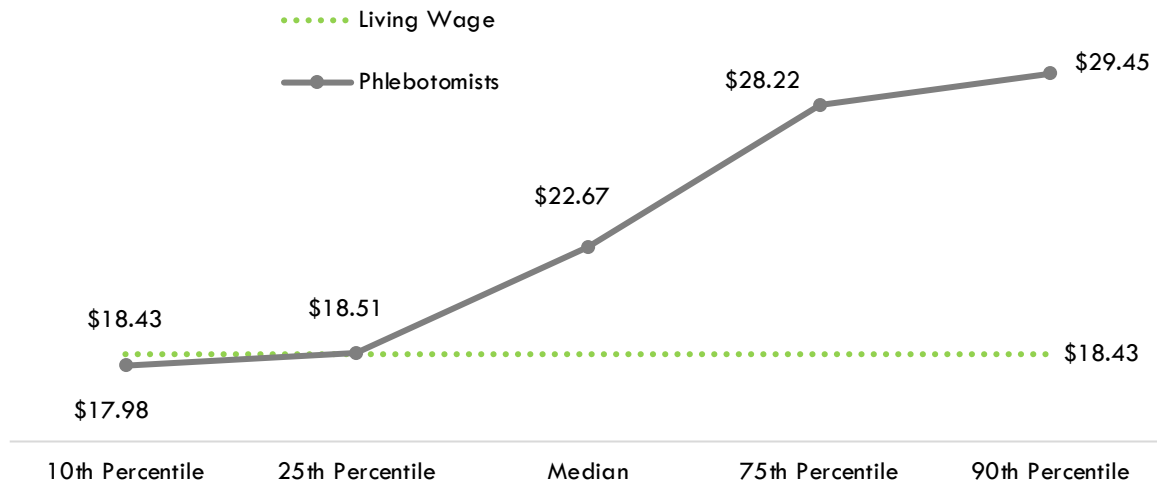
<sup>1</sup> The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

<sup>2</sup> LIGHTCAST 2022.03; QCEW, Non-QCEW, Self-Employed.

## Earnings

Phlebotomists receive entry-level hourly earnings of \$18.51; this is more than the living wage for a single adult in San Diego County, which is \$18.43 per hour (Exhibit 2).<sup>3</sup>

**Exhibit 2: Hourly Earnings<sup>4</sup> for Phlebotomists in San Diego County<sup>5</sup>**



## Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.<sup>6</sup> There is **one** TOP code and **one** CIP code related to *Phlebotomists* (Exhibit 3).

**Exhibit 3: Related TOP and CIP Codes for Phlebotomists**

TOP or CIP Code	TOP or CIP Program Title
TOP 1205.10	Phlebotomy
CIP 51.1009	Phlebotomy Technician/Phlebotomist

<sup>3</sup> "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2021. [insightccd.org/family-needs-calculator/](https://insightccd.org/family-needs-calculator/).

<sup>4</sup> 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

<sup>5</sup> LIGHTCAST 2022.03; QCEW, Non-QCEW, Self-Employed.

<sup>6</sup> TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart ([datamart.cccco.edu](https://datamart.cccco.edu)) and CIP data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](https://nces.ed.gov/ipeds/use-the-data)).

According to TOP data, **one** community college supplies the region with awards for this occupation, **San Diego Mesa College**. According to CIP data, **three** non-community-college institutions supply the region with awards: **Pima Medical Institute-San Marcos, Poway Adult School, and Vista Adult School** (Exhibit 4). The California Department of Public Health (CDPH) has approved nine training institutions to issue awards in phlebotomy in San Diego County: AUMT Institute – El Cajon; Grossmont Unified Adult School; Phlebotomy Training Specialists – National City and San Diego; PhlebotomyU – Carlsbad and San Diego; Pima Medical Institute; San Diego Mesa College; and Universal Schools & Colleges of Health & Human Services. Of those institutions approved by the CDPH, only San Diego Mesa College and Pima Medical Institute-San Marcos, reported awards. Poway and Vista Adult Schools are not listed as approved by the CDPH.

**Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions  
(Program Year 2017-18 through Program Year 2020-21 Average)**

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY18-19 to PY20-21)	Other Educational Institutions 3-Yr Annual Average Awards (PY17-18 to PY19-20)	3-Yr Total Average Supply (PY17-18 to PY20-21)
1205.10	Phlebotomy	<b>9</b>	<b>0</b>	<b>9</b>
	• San Diego Mesa	9	0	
51.1009	Phlebotomy Technician/Phlebotomist	<b>0</b>	<b>76</b>	<b>76</b>
	• Pima Medical Institute-San Marcos	0	37	
	• Poway Adult School	0	1	
	• Vista Adult School	0	38	
			<b>Total</b>	<b>85</b>

## Demand vs. Supply

Comparing labor demand (annual openings) with labor supply<sup>7</sup> suggests that there is a supply gap for this occupation in San Diego County, with 186 annual openings and 85 awards. Comparatively, there are 1,980 annual openings in California and 562 awards, suggesting that there is also a supply gap across the state<sup>8</sup> (Exhibit 5).

**Exhibit 5: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)**

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego	186	85	101
California	1,980	562	1,418

**Please note:** This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

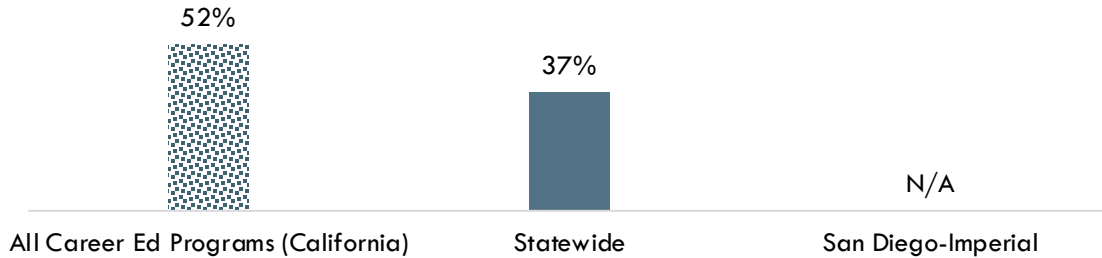
<sup>7</sup> Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

<sup>8</sup> "Supply and Demand," Centers of Excellence Student Outcomes, [coecc.net/our-resources](http://coecc.net/our-resources).

## Student Outcomes and Regional Comparisons

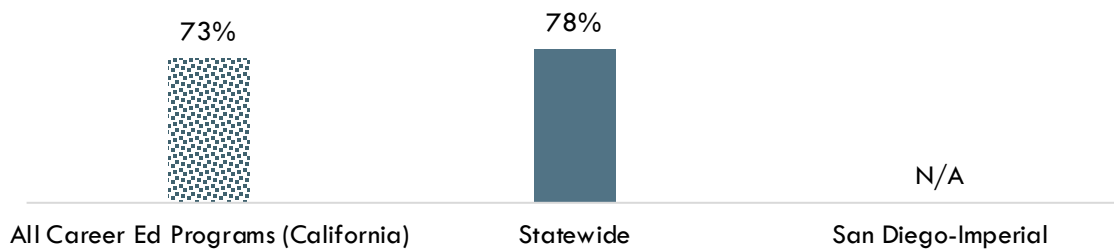
According to the California Community Colleges LaunchBoard, 37 percent of students statewide earned a living wage after completing a Phlebotomy (TOP 1205.10) program, compared to 52 percent of students in Career Education programs in general across the state (Exhibit 6a).<sup>9</sup>

**Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program  
(Phlebotomy, PY2019-20)<sup>10</sup>**



According to the California Community Colleges LaunchBoard, 78 percent of students statewide obtained a job closely related to their field of study after completing a Phlebotomy (TOP 1205.10) program, compared to 73 percent of students in Career Education programs in general across the state (Exhibit 6b).<sup>11</sup>

**Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program  
(Phlebotomy, PY2018-19)<sup>12</sup>**



<sup>9</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>10</sup> Most recent year with available data is Program Year 2019-20. Among completers and skills builders who exited, the percentage of students who attained a living wage.

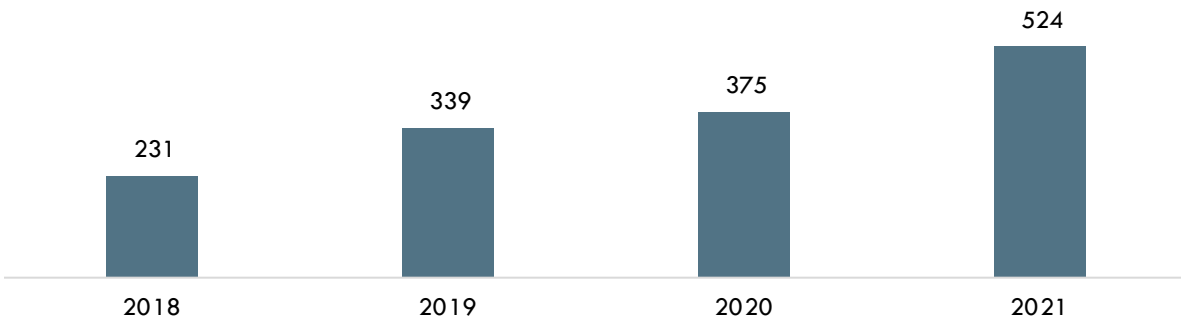
<sup>11</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>12</sup> Most recent year with available data is Program Year 2018-19. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

## Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2018 and 2021, there was an average of 367 online job posting per year for *Phlebotomists* in San Diego County (Exhibit 7). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1). While this brief includes online jobs postings data to help with curriculum development, the community colleges should note that this type of data is impacted by several variables: employers may post a position multiple times to increase the pool of applicants; a job posting can remain posted after a business decides not to fill a position; or an employer may use one posting to fill multiple positions, for example.

**Exhibit 7: Number of Online Job Postings for *Phlebotomists* in San Diego County (2018-2021)<sup>13</sup>**



<sup>13</sup> Lightcast; "Job Posting Analytics." 2018-2021.

## Top Employers

Between January 1, 2019 and December 31, 2021, the top five employers in San Diego County for *Phlebotomists* were Quest Diagnostics, University of California San Diego, Sonic Healthcare USA, Labcorp Drug Development, and San Ysidro Health Center based on online job postings (Exhibit 8).

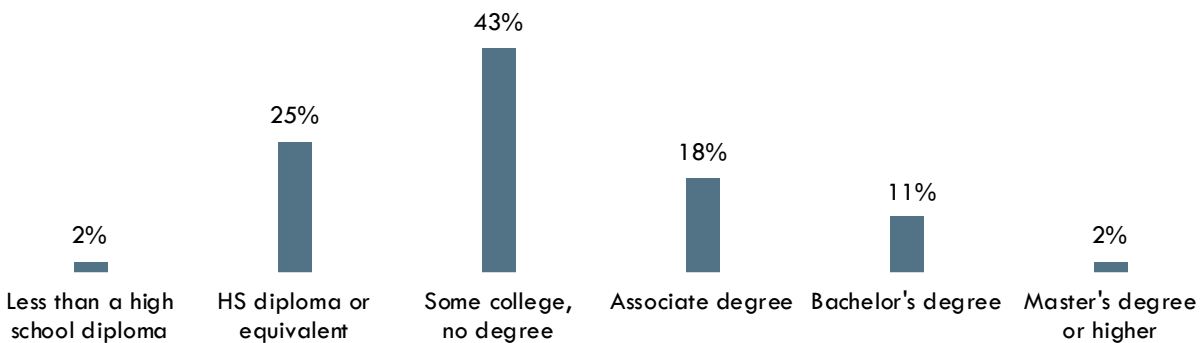
**Exhibit 8: Top Employers for *Phlebotomists* in San Diego County<sup>14</sup>**

Top Employers	
• Quest Diagnostics	• Sharp Healthcare
• University of California San Diego	• Aerotek
• Sonic Healthcare USA	• Scripps Health
• Labcorp Drug Development	• American Red Cross
• San Ysidro Health Center	• TridentCare

## Education, Skills, and Certifications

Exhibit 9 indicates that the typical educational attainment for the occupation found currently in the national labor force is *some college, no degree*. The typical entry-level education is a *postsecondary non-degree award*.<sup>15</sup>

**Exhibit 9: National Educational Attainment of *Phlebotomists*<sup>16</sup>**



\*may not total 100 percent due to rounding

<sup>14</sup> Lightcast; "Job Posting Analytics." 2019-2021.

<sup>15</sup> Lightcast 2022.03; QCEW, Non-QCEW, Self-Employed.

<sup>16</sup> "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 8, 2021. [bls.gov/emp/tables/educational-attainment.htm](https://bls.gov/emp/tables/educational-attainment.htm).



Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2019 and December 31, 2021.

**Exhibit 10: Top Skills for *Phlebotomists* in San Diego County<sup>17</sup>**

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> <li>• Phlebotomy</li> <li>• Venipuncture</li> <li>• Data Entry</li> <li>• CPT Coding</li> <li>• Specimen Processing</li> <li>• Billing</li> <li>• Laboratory Testing</li> <li>• Specimen Collection</li> <li>• Geriatrics</li> <li>• Pediatrics</li> <li>• Capillary</li> <li>• Medical Laboratory</li> <li>• Medical Assistance</li> <li>• Specimen Preparation</li> <li>• Infection Control</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Service</li> <li>• Communications</li> <li>• Clerical Works</li> <li>• Valid Driver's License</li> <li>• Good Driving Record</li> <li>• Collections</li> <li>• Research</li> <li>• Packaging And Labeling</li> <li>• Quality Assurance</li> <li>• Computer Literacy</li> <li>• Leadership</li> <li>• Coordinating</li> <li>• Professionalism</li> <li>• Problem Solving</li> <li>• Interpersonal Communications</li> </ul>	<ul style="list-style-type: none"> <li>• Microsoft Excel</li> <li>• Microsoft PowerPoint</li> <li>• Microsoft Word</li> <li>• Database Application</li> </ul>

<sup>17</sup> Lightcast; "Job Posting Analytics." 2019-2021.

Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2019 and December 31, 2021.

**Exhibit 11: Top Certifications for *Phlebotomists* in San Diego County<sup>18</sup>**

Top Certifications in Online Job Postings

1. Phlebotomy Certification
2. Certified Phlebotomy Technician
3. Basic Life Support (BLS) Certification
4. American Medical Technologists (AMT) Certification
5. Licensed Practical Nurse
6. Phlebotomy Technician (PBT-ASCP)
7. American Society For Clinical Pathology (ASCP) Certification
8. Certified Medical Assistant
9. DOT Certification
10. Licensed Vocational Nurses
11. Advanced Cardiovascular Life Support (ACLS) Certification
12. Basic Cardiac Life Support
13. Advanced Trauma Life Support
14. National Certified Phlebotomy Technician
15. Apheresis Technician

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<sup>18</sup> Lightcast; "Job Posting Analytics." 2019-2021.

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### Important Disclaimers

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. 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 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.