

SECTOR PROFILE

Health Pathways & Occupations



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San Francisco Bay Center of Excellence for Labor Market Research



Introduction

To support the planning and development of career education (CE) programs and to inform information about different sector pathways within the Bay Area, the San Francisco Bay Center of Excellence (COE) for Labor Market Research developed a series of sector profiles highlighting trends in the labor market and postsecondary education and training programs that fall within each sector. These profiles highlight jobs that fall below, within, and above middle skill jobs. Middle skill jobs are those that typically require training beyond a high school diploma, but less than a bachelor's degree. These occupations are a critical component of the labor workforce and support the economic vitality of the Bay Area.

The Health profile summarizes key findings on current and projected workforce demand, hourly wages for occupations within the sector by career pathway, and program information from community colleges in the region that offer training programs in Health.

What Pathways Make Up the Health Sector?

This profile provides a snapshot of the labor market for Health and focuses on six career pathways within the sector. The labor market data presented in this profile includes in-demand occupations by each pathway that have related education and training programs offered at community colleges across the Bay Area.

The six Health career pathways below offer a range of opportunities for employment and advancement across skill levels.

HEALTH CAREER PATHWAYS

- 1 Direct Patient Care / Hospital
- 2 Direct Patient Care / Non-Hospital
- 3 Health Care and Administrative Services
- 4 Health Technologists and Technicians
- 5 Mental and Behavioral Health
- 6 Public and Community Health

Quick Facts About Health in the Bay Area

Quick facts related to the Health sector below feature labor market projections between 2021-2026 in the Bay Area, and community college program information for program years 2018-19 to 2020-21.

The Health sector accounted for over 500,000 jobs in the Bay Region in 2021. Between 2021 and 2026, these jobs are projected to grow by 12% with 76,586 projected annual job openings.

Health programs are offered at 28 community colleges in the Bay Area. More than 30,000 students enrolled in Health programs each year at a Bay Region community college during program years 2018-19 to 2020-21, and 4,567 students completed a degree or certificate, on average. As for demographics, approximately 32% of students who enrolled between program years 2018-19 to 2020-21 were 20 to 24 years old. Females were predominantly represented among students who enrolled in Health programs (69%), as well as students who identify as Hispanic (37%) or White (24%).

Bay Area Quick Facts



506,126

Number of Jobs
in 2021



12%

5-year
Projected Job Growth



76,586

5-year
Projected Annual Openings



28

Community Colleges (CC)
Offering Health Programs



30,951

Students Enrolled in
CC Health Programs
(2018-19 to 2020-21)



4,567

CC Degrees/Certificates Awarded on
Average in Health
(2018-19 to 2020-21)

Local Employers



- Sutter Health
- Healthcare Employment Network
- Kaiser Permanente
- CareInHomes
- Soliant Health
- Accountable Healthcare Staffing
- Stanford Health Care
- Clinical Management Consultants
- ProMedica

Source: Lightcast, Online Job Postings for Education, 2020-2022 [2023.01].

Projected Employment for the Health Sector

Industry Employment Demand for Health

The Health sector includes sub-sectors and industries grouped under North American Industry Classification System (NAICS) codes 42 and 62, which is used to organize and categorize industries in the job market for the sector. A single two-digit NAICS code, for example, may represent several sub-sector and industry groups within the sector.

Overall, employment demand in the Health sector is projected to grow in the Bay Region over the next several years (2021-2026) by 10% (Table 1). Approximately 359,651 workers in the Bay Region were employed in Health industries in 2021, and this number is projected to increase to 397,403 workers by 2026.

Table 1: Projected Industry Demand for Health

2021 JOBS	2026 JOBS	JOB CHANGE	% CHANGE
359,651	397,403	37,752	10%

Source: Lightcast, Projected Demand for Health, 2021-2026 [2023.1].

Occupational Demand for Health by Career Pathway

Examining demand for Health by career pathway, Table 2 summarizes the number of workers employed in each pathway in 2021 and the total number of openings projected between 2021-2026. The Direct Patient Care / Non-Hospital career pathway had the most jobs in 2021 with 221,030 workers, and it's also projected to have the most job openings between 2021-2026, with 217,333.

Table 2: Number of Jobs and Total Openings for Health by Career Pathway (2021-2026)

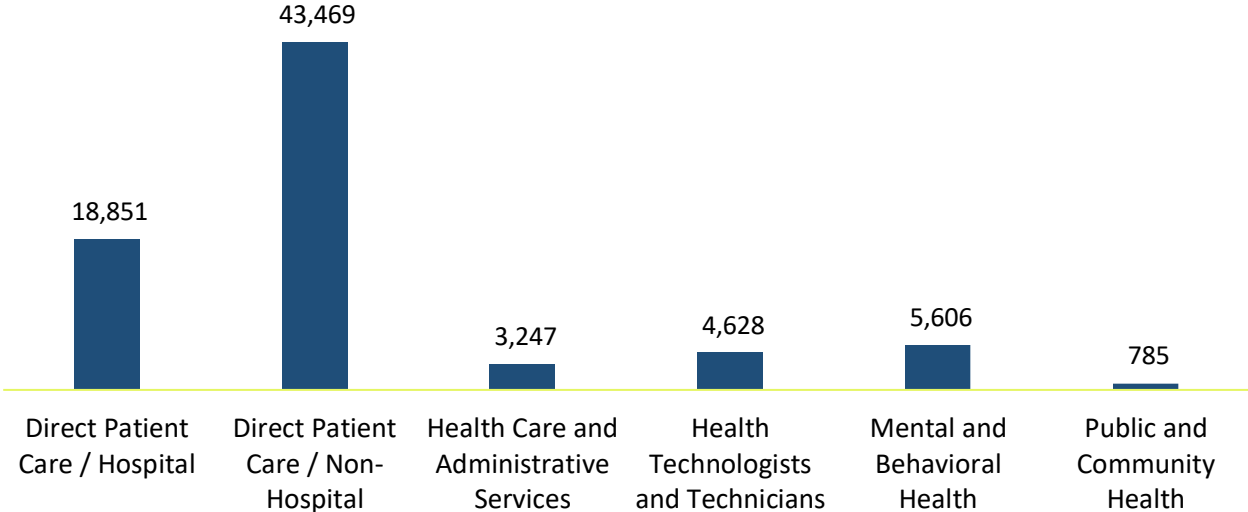
PATHWAY	2021 JOBS	2021 - 2026 OPENINGS*
Direct Patient Care / Hospital	172,821	94,282
Direct Patient Care / Non-Hospital	221,030	217,333
Health Care and Administrative Services	27,054	16,241
Health Technologists and Technicians	36,897	23,151
Mental and Behavioral Health	42,713	28,030
Public and Community Health	5,611	3,916

Source: Lightcast, Projected Number of Jobs and Total Openings for Health, 2021-2026 [2023.1].

*2021-2026 Openings are new job openings and replacement job openings. Replacement openings are created as workers switch jobs, retire or leave for other reasons.

In terms of annual openings, Figure 1 presents projected average annual openings for each career pathway in Health. More than 43,000 annual openings are projected for occupations in Direct Patient Care / Non-Hospital pathway between 2021 and 2026, followed by 18,851 projected annual openings in Direct Patient Care / Hospital.

Figure 1: Annual Job Openings for Health by Career Pathway (2021-2026)



Source: Lightcast, Projected Demand for Health, 2021-2026 [2023.1].



Health Occupations and Skill Level by Career Pathway

When examining specific occupations in the Health sector, Table 3 below presents data on employment and projected demand by occupation, grouped by career pathway and skill level. The Direct Patient Care / Hospital pathway is the largest with 14 occupations, followed by the Direct Patient Care / Non-Hospital pathway with 13 occupations. Please note that the figures in Table 3 are calculated across regional data and totals may be subject to rounding error.

SKILL LEVEL LEGEND

• = Below Middle Skill • • = Middle Skill • • • = Above Middle Skill

Table 3: Projected Demand for Health Occupations by Career Pathway (2021-2026)

Skill Level	Occupation	Annual Openings	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Replacement Jobs	Replacements as % of Openings
DIRECT PATIENT CARE / HOSPITAL PATHWAY							
•	Phlebotomists	473	2,416	500	15%	1,857	84%
•	Pharmacy Aides	356	2,110	-138	-6%	1,764	99%
• •	Registered Nurses	6,040	77,393	6,959	8%	22,899	79%
• •	Medical Assistants	4,191	24,472	3,083	12%	17,818	86%
• •	Nursing Assistants	3,777	20,687	2,570	12%	16,288	87%
• •	Licensed Practical and Licensed Vocational Nurses	1,475	13,747	1,541	11%	5,805	80%
• •	Pharmacy Technicians	779	8,062	125	1%	3,642	94%
• •	Respiratory Therapists	279	3,680	371	9%	999	76%
• • •	Nurse Practitioners	581	4,717	1,542	32%	1,360	48%
• • •	Physician Assistants	339	3,246	710	21%	985	60%
• • •	Pharmacists	317	7,280	45	1%	1,419	90%
• • •	Family Medicine Physicians	180	4,208	254	5%	600	71%
• • •	Nurse Anesthetists	53	603	110	17%	160	63%
• • •	Cardiologists	11	200	25	13%	28	60%
Direct Patient Care / Hospital Total		18,851	172,821	17,697	11%	75,624	77%

SKILL LEVEL LEGEND

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DIRECT PATIENT CARE / NON-HOSPITAL PATHWAY

Skill Level	Occupation	Annual Openings	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Replacement Jobs	Replacements as % of Openings
•	Home Health and Personal Care Aides	38,600	179,136	43,806	24%	149,082	78%
•	Physical Therapist Aides	236	1,336	180	10%	983	86%
• •	Dental Assistants	1,987	11,720	1,191	9%	8,722	89%
• •	Dental Hygienists	603	6,719	722	10%	2,278	77%
• •	Physical Therapist Assistants	276	1,342	345	23%	1,037	77%
• •	Ophthalmic Medical Technicians	200	1,499	159	10%	832	85%
• •	Opticians, Dispensing	200	2,115	83	4%	901	90%
• •	Occupational Therapy Assistants	129	588	138	24%	497	79%
• • •	Physical Therapists	434	5,663	804	12%	1,317	65%
• • •	Speech-Language Pathologists	292	2,791	551	18%	906	64%
• • •	Occupational Therapists	249	2,660	411	13%	819	69%
• • •	Dentists, General	184	3,706	380	9%	539	60%
• • •	Optometrists	79	1,755	129	7%	262	67%
Direct Patient Care / Non-Hospital Total		43,469	221,030	48,899	13%	168,175	76%

HEALTH CARE AND ADMINISTRATIVE SERVICES PATHWAY

• •	Medical Records Specialists	387	4,153	388	8%	1,532	82%
• •	Medical Transcriptionists	294	1,751	-48	-4%	1,444	98%
• •	Health Information Technologists and Medical Registrars	81	794	135	15%	268	70%
• • •	Medical and Health Services Managers	1,716	13,693	2,779	19%	5,785	69%
• • •	Medical Scientists, Except Epidemiologists	769	6,663	1,591	18%	2,243	66%
Health Care and Administrative Services Total		3,247	27,054	4,845	11%	11,272	77%

SKILL LEVEL LEGEND

• = Below Middle Skill • • = Middle Skill • • • = Above Middle Skill

Skill Level	Occupation	Annual Openings	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Replacement Jobs	Replacements as % of Openings
HEALTH TECHNOLOGISTS AND TECHNICIANS PATHWAY							
•	Medical Secretaries and Administrative Assistants	3,210	23,542	2,000	7%	13,984	88%
•	Medical Equipment Preparers	351	2,206	146	6%	1,598	91%
•	Dental Laboratory Technicians	102	619	68	12%	428	84%
• •	Radiologic Technologists and Technicians	379	4,313	640	13%	1,235	70%
• •	Surgical Technologists	252	2,715	296	10%	949	77%
• •	Diagnostic Medical Sonographers	154	1,706	279	14%	492	69%
• •	Cardiovascular Technologists and Technicians	82	916	90	9%	310	80%
• •	Medical Appliance Technicians	69	452	32	8%	308	86%
• •	Nuclear Medicine Technologists	29	428	14	5%	112	80%
Health Technologists And Technicians Total		4,628	36,897	3,565	9%	19,416	81%

MENTAL AND BEHAVIORAL HEALTH PATHWAY							
•	Psychiatric Aides	136	646	114	16%	539	84%
• •	Social and Human Service Assistants	1,800	11,830	1,876	16%	7,114	79%
• •	Rehabilitation Counselors	318	2,710	292	10%	1,289	82%
• •	Psychiatric Technicians	236	1,813	327	17%	833	75%
• • •	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,155	8,321	1,623	19%	4,151	73%
• • •	Child, Family, and School Social Workers	1,025	8,636	965	11%	4,150	81%
• • •	Healthcare Social Workers	467	3,324	664	19%	1,671	73%
• • •	Clinical and Counseling Psychologists	260	2,776	356	12%	939	74%
• • •	School Psychologists	163	1,763	120	7%	684	84%
• • •	Psychiatrists	46	894	90	8%	130	66%
Mental and Behavioral Health Total		5,606	42,713	6,427	14%	21,500	77%

SKILL LEVEL LEGEND

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Skill Level	Occupation	Annual Openings	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Replacement Jobs	Replacements as % of Openings
PUBLIC AND COMMUNITY HEALTH PATHWAY							
• •	Health Education Specialists	296	2,246	216	9%	1,261	86%
• •	Community Health Workers	256	1,702	295	18%	985	77%
• •	Social Science Research Assistants	204	1,418	108	5%	898	90%
• • •	Epidemiologists	29	245	55	25%	81	57%
Public And Community Health Total		785	5,611	674	14%	3,225	77%
HEALTH TOTAL		76,586	506,126	82,107	12%	299,212	77%

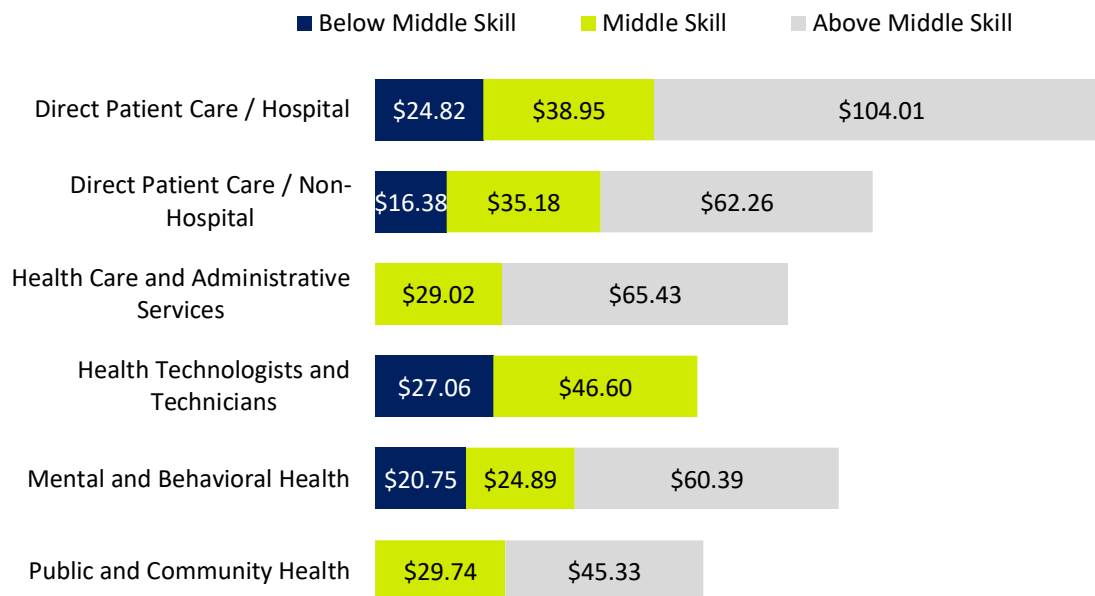
Source: Lightcast, Projected Demand for Health Occupations, 2021-2026 [2023.1].



Health Occupational Wages by Career Pathway

In terms of wages, Figure 2 below presents the median averages for below middle skill, middle skill, and above middle skill jobs by career pathway. Table 4 summarizes wages by the 25th percentile, median and 75th percentile hourly earnings for each occupation in the Bay Region. The 25th percentile wage is used here as a proxy for entry-level earnings, while the 75th percentile represents estimated earnings for a more experienced worker in the occupation.

Figure 2: Average Median Hourly Earnings for Career Pathways (2021-2026)



Source: Lightcast, Projected Demand for Health, 2021-2026 [2023.1].

Table 4: Hourly Earnings for Health Occupations by Career Pathway (2021-2026)

SKILL LEVEL LEGEND	
• = Below Middle Skill	• • = Middle Skill
• • • = Above Middle Skill	

Skill Level	Occupation	25 th Pct. Hourly Earnings	Median Hourly Earnings	75 th Pct. Hourly Earnings
DIRECT PATIENT CARE / HOSPITAL PATHWAY				
•	Phlebotomists	\$20.82	\$24.53	\$29.07
•	Pharmacy Aides	\$18.95	\$25.12	\$32.04
• •	Registered Nurses	\$55.93	\$73.50	\$83.17
• •	Respiratory Therapists	\$43.49	\$54.65	\$59.72
• •	Licensed Practical and Licensed Vocational Nurses	\$29.06	\$34.17	\$41.17

SKILL LEVEL LEGEND

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Skill Level	Occupation	25 th Pct. Hourly Earnings	Median Hourly Earnings	75 th Pct. Hourly Earnings
• •	Pharmacy Technicians	\$21.15	\$25.86	\$34.07
• •	Medical Assistants	\$20.78	\$25.08	\$29.15
• •	Nursing Assistants	\$18.73	\$20.44	\$25.01
• • •	Nurse Anesthetists	\$103.14	\$121.10	\$132.89
• • •	Cardiologists	\$92.04	\$131.52	\$183.57
• • •	Family Medicine Physicians	\$85.81	\$135.71	\$163.81
• • •	Pharmacists	\$70.79	\$79.20	\$89.32
• • •	Nurse Practitioners	\$70.12	\$82.31	\$99.34
• • •	Physician Assistants	\$60.76	\$74.20	\$86.25
Direct Patient Care / Hospital Total Averages		\$50.83	\$64.81	\$77.76

DIRECT PATIENT CARE / NON-HOSPITAL PATHWAY

•	Physical Therapist Aides	\$16.15	\$17.18	\$18.56
•	Home Health and Personal Care Aides	\$14.58	\$15.58	\$17.28
• •	Dental Hygienists	\$53.76	\$58.71	\$61.11
• •	Occupational Therapy Assistants	\$33.55	\$38.89	\$44.87
• •	Physical Therapist Assistants	\$31.18	\$38.62	\$43.81
• •	Dental Assistants	\$21.36	\$25.64	\$29.00
• •	Ophthalmic Medical Technicians	\$19.82	\$23.41	\$30.12
• •	Opticians, Dispensing	\$19.09	\$25.78	\$28.95
• • •	Dentists, General	\$51.69	\$84.58	\$127.21
• • •	Optometrists	\$49.85	\$62.45	\$76.55
• • •	Occupational Therapists	\$46.55	\$54.51	\$61.64
• • •	Physical Therapists	\$45.33	\$56.05	\$62.72
• • •	Speech-Language Pathologists	\$44.68	\$53.69	\$61.71
Direct Patient Care / Non-Hospital Total Averages		\$34.43	\$42.70	\$51.04

HEALTH TECHNOLOGISTS AND TECHNICIANS PATHWAY

•	Medical Equipment Preparers	\$27.68	\$35.27	\$37.91
•	Medical Secretaries and Administrative Assistants	\$20.24	\$23.27	\$28.73
•	Dental Laboratory Technicians	\$18.01	\$22.64	\$28.64
• •	Nuclear Medicine Technologists	\$52.77	\$62.13	\$71.29
• •	Diagnostic Medical Sonographers	\$51.30	\$64.60	\$72.58

SKILL LEVEL LEGEND

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Skill Level	Occupation	25 th Pct. Hourly Earnings	Median Hourly Earnings	75 th Pct. Hourly Earnings
• •	Radiologic Technologists and Technicians	\$43.57	\$55.09	\$64.15
• •	Surgical Technologists	\$32.15	\$36.37	\$44.06
• •	Cardiovascular Technologists and Technicians	\$31.97	\$37.33	\$52.84
• •	Medical Appliance Technicians	\$22.96	\$24.08	\$26.62
Health Technologists And Technicians Total Averages		\$33.40	\$40.09	\$47.42

MENTAL AND BEHAVIORAL HEALTH PATHWAY

•	Psychiatric Aides	\$19.32	\$20.75	\$24.46
• •	Psychiatric Technicians	\$24.64	\$32.16	\$38.25
• •	Social and Human Service Assistants	\$20.21	\$22.76	\$28.80
• •	Rehabilitation Counselors	\$16.79	\$19.75	\$26.98
• • •	Psychiatrists	\$98.91	\$146.97	\$197.85
• • •	Clinical and Counseling Psychologists	\$39.97	\$61.02	\$73.51
• • •	Healthcare Social Workers	\$33.68	\$45.28	\$58.78
• • •	School Psychologists	\$33.38	\$50.21	\$60.69
• • •	Child, Family, and School Social Workers	\$24.60	\$31.88	\$42.92
• • •	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$21.66	\$26.95	\$37.57
Mental And Behavioral Health Total Averages		\$33.31	\$45.77	\$58.98

PUBLIC AND COMMUNITY HEALTH PATHWAY

• •	Health Education Specialists	\$26.38	\$34.57	\$46.37
• •	Social Science Research Assistants	\$25.19	\$27.64	\$32.67
• •	Community Health Workers	\$22.74	\$27.03	\$34.41
• • •	Epidemiologists	\$37.66	\$45.33	\$52.50
Public And Community Health Total Averages		\$27.99	\$33.64	\$41.49
HEALTH TOTAL		\$37.62	\$47.88	\$58.56

Source: Lightcast, 25th pct., Median, and 75th pct. Hourly Earnings for Health Occupations, 2021-2026 [2023.1].

Emerging Occupations and Trends in the Health Sector

This report outlines various emerging occupations and trends in the Health sector, including trends for Peer Support Specialists, Community Health Workers, Registered Behavioral/Autism Technicians, and trends in Nursing.

Peer Support Specialists

A Peer Support Specialist is a person with "[lived experience](#)" who has been trained to support those who struggle with [mental health](#), psychological trauma, or substance use. Their personal experience of these challenges provide Peer Support Specialists with expertise that professional training cannot replicate. In July, 2022 Medi-Cal agreed to allow a "fee for service" for the occupation of Peer Support Specialist. With Medi-Cal allowing for billing for this occupation, there has been interest in developing programs that train for this occupation across the state.

The California Department of Health Care Services (DHCS) launched the Medi-Cal Peer Support Services benefit in July 2022, in compliance with Senate Bill (SB) 803 (Beall, Chapter 150, Statutes of 2020) which required DHCS to seek federal approval to establish Medi-Cal Peer Support Specialists as a type of provider and to provide distinct Medi-Cal Peer Support Specialist services under the Medi-Cal Specialty Mental Health Services (SMHS) program and the Drug Medi-Cal Organized Delivery System (DMC-ODS). Following federal approval, DHCS added Medi-Cal Peer Support Specialists (Peers) as a unique type of provider within specific reimbursable services. Counties can voluntarily opt-in to provide this valuable resource in one or both delivery systems (SMHS or DMC-ODS). As of January 2023, 47 counties include Medi-Cal Peer Support Services as a benefit in one or both of their delivery systems.

For the 12-month period of July 2022 to June 2023, there were 145 unique online job postings for Peer Support Specialists in the Bay Region. Unique job postings reflect the number of job postings that may be posted multiple times by the same company in the same region, but have been deduplicated and only counted once.

Source: Lightcast, Job Posting Analytics, 2022-2023 [2023.2].

Community Health Workers (CHW)

A Community Health Worker is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusted relationship enables the worker to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery. A Community Health Worker also builds individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.

Similar to Peer Support Specialist, Medi-Cal is now allowing billing for Community Health Workers hours. Six (6) community colleges in the Bay region offer Associate degree or certificate CHW programs. The state has mandated the competencies that must be taught in CHW programs to be “approved” for billing hours.

For the 12-month period of July 2022 to June 2023, there were 162 unique online job postings for Community Health Workers in the Bay Region. Unique job postings reflect the number of job postings that may be posted multiple times by the same company in the same region, but have been deduplicated and only counted once.

Source: Lightcast, Job Posting Analytics, 2022-2023 [2023.2].

Registered Behavioral/Autism Technician

The Behavioral Technician (BT) is one of many occupations known as a “paraprofessional” that work alongside and supports licensed/certified professionals. They are not licensed or certified by any California regulatory agency, but an individual may become a Registered Behavioral Technician (RBT) by taking the RBT exam from the Behavioral Analyst Certification Board and completing 40 hours of qualifying training. Many RBTs develop expertise in working with children with autism spectrum disorder due to the strong demand for treatment options for these children. RBTs assist in delivering behavior analysis services and practice under the direction and close supervision of an RBT Supervisor – Case Assistant and/or Case Manager. There is strong growth for this occupation due to the high incidence of autism in California. In the San Francisco Bay area, many RBTs get their qualifying training at the [California Autism Center](#).

For the 12-month period of July 2022 to June 2023, there were 1,296 unique online job postings for Registered Behavior Technicians in the Bay Region. Unique job postings reflect the number of job postings that may be posted multiple times by the same company in the same region, but have been deduplicated and only counted once.

Source: Lightcast, Job Posting Analytics, 2022-2023 [2023.2].

Shortage of Nursing and Allied Health faculty

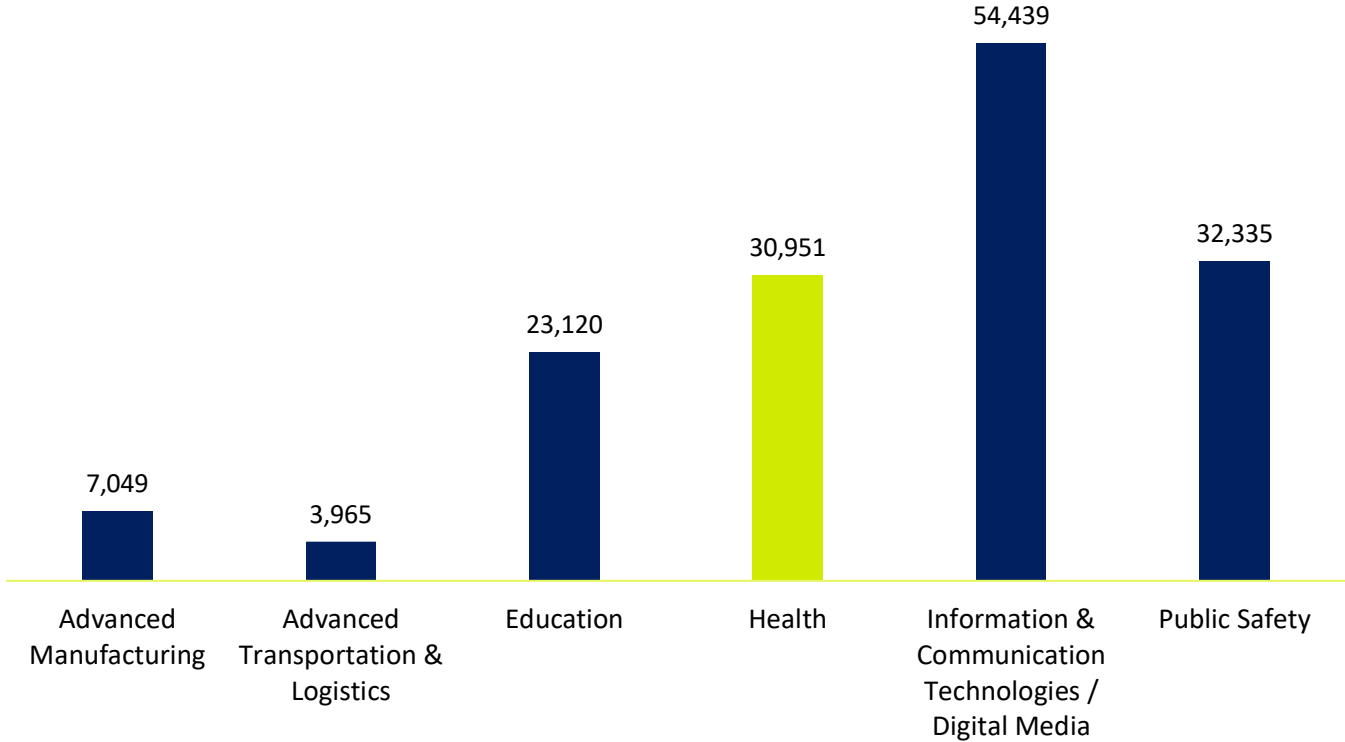
There is a well-known and long-standing shortage of nursing and allied health faculty at community colleges. In the Bay region, there is a shortage of 40 full time nursing faculty and the shortage is so severe that admission capacity is declining. Similarly, Allied Health programs are also short staffed. The only Diagnostic Medical Sonography (DMS) program in the Bay region went on hiatus for several years due to lack of faculty. It is being relaunched now, but still has no full-time faculty program director. In the last decade, the Bay region lost both Radiation Therapy programs and currently there are no Radiation Therapy programs in California’s community colleges. For more information on the current nursing faculty shortage in the Bay region, go to: [The State of Associate Level Nursing Programs within the Bay Area](#).

Health Community College Programs

California community colleges offer a variety of programs in Health, training students for career pathways in Direct Patient Care / Hospital, Direct Patient Care / Non-Hospital, Health Care and Administrative Services, Health Technologists and Technicians, Mental and Behavioral Health, and Public and Community Health. Colleges combine classroom instruction on campus, online, and/or as external work experiences. Of the 28 community colleges in the Bay region, all 28 colleges offer a program related to the Health sector.

Figure 3 shows community college pipeline students by each of the Bay region’s six priority sectors. During program years (PY) 2018-19 to 2020-21, more than 30,000 students enrolled in Health courses each year, on average. These numbers represent an unduplicated count of students who took any single credit course or had positive attendance hours in any noncredit course in a TOP code related to Health (Table 7).

Figure 3: Community College Pipeline Students* by Sector (3-YR Average, PY 2018-19 to PY 2020-21)



Source: Cal-PASS Plus LaunchBoard. Program Years 2018-19 to 2020-21, Bay Area Community Colleges.

*Community College Pipeline Students: Unduplicated count of “All students who took at least .5 units in any single credit course or who had at least 12 positive attendance hours in any noncredit course(s) on the selected TOP code in the selected year.

Fifty (50) Taxonomy of Program (TOP) codes related to Health are presented in Table 7, along with the number of colleges in the region that awarded degrees and certificates in program years 2018-19 to 2020-21. Note that only data on programs are presented below, and may not include the number of students in courses offered that could be related to Health.

Table 7: Health Programs at Community Colleges in the Bay Area (PY 2018-19 to 2020-21)

TOP6	TOP6 Program Title	# Colleges w/Programs
123010	Registered Nursing	18
130600	Nutrition, Foods, and Culinary Arts	13
120800	Medical Assisting	11
120100	Health Occupations, General	10
124010	Dental Assistant	10
125000	Emergency Medical Services	9
126000	Health Professions, Transfer Core Curriculum	9
120820	Administrative Medical Assisting	8
126100	Community Health Care Worker	8
210440	Alcohol and Controlled Substances	8
123020	Licensed Vocational Nursing	7
122500	Radiologic Technology	6
122800	Athletic Training and Sports Medicine	6
125100	Paramedic	6
051420	Medical Office Technology	5
120810	Clinical Medical Assisting	5
121000	Respiratory Care/Therapy	5
124020	Dental Hygienist	5
120500	Medical Laboratory Technology	3
122100	Pharmacy Technology	3
122310	Health Information Coding	3
123030	Certified Nurse Assistant	3
123080	Home Health Aide	3

TOP6	TOP6 Program Title	# Colleges w/Programs
120510	Phlebotomy	2
123900	Psychiatric Technician	2
129900	Other Health Occupations	2
130620	Dietetic Services and Management	2
130660	Dietetic Technology	2
120200	Hospital and Health Care Administration	1
120900	Hospital Central Service Technician	1
121300	Cardiovascular Technician	1
121400	Orthopedic Assistant	1
121500	Electrocardiography	1
121700	Surgical Technician	1
122200	Physical Therapist Assistant	1
122300	Health Information Technology	1
122700	Diagnostic Medical Sonography	1
123000	Nursing	1
130900	Gerontology	1
120600	Physician's Assistant	0
120830	Health Facility Unit Coordinator	0
121100	Polysomnography	0
121200	Electro-Neurodiagnostic Technology	0
121800	Occupational Therapy Technology	0
121900	Optical Technology	0
122000	Speech-Language Pathology and Audiology	0
122400	School Health Clerk	0
122600	Radiation Therapy Technician	0
124000	Dental Occupations	0
124030	Dental Laboratory Technician	0

Source: CCCC Datamart. Program Years 2018-19 to 2020-21 by TOP6 Code, Bay Area Community Colleges.

Table 8 and 9 summarize educational supply by analyzing the number of degrees awarded in related TOP and Classification of Instructional Programs (CIP) codes. According to TOP data, 4,567 degrees or certificates were awarded, on average, in a Bay Area community college between program years 2018-19 to 2020-21. The average number of degrees and certificates awarded in programs may include students who earned multiple degrees or certificates. According to CIP data (Table 9), non-community college institutions supply the Bay Area with 7,710 awards, on average, each year. Total awards for a TOP or CIP Program Title, which is the sum of all award types, may be subject to rounding error.

Table 8: Awards for Community College Programs in the Bay Area (PY 2018-19 to 2020-21)

TOP6	TOP6 Title	Associate Degree/ Associate for Transfer	Bachelor's	Certificate	Noncredit /Credit Award	Total Awards
051420	Medical Office Technology	12	0	84	0	96
120100	Health Occupations, General	76	0	11	0	87
120200	Hospital and Health Care Administration	0	0	0	7	7
120500	Medical Laboratory Technology	3	0	8	0	11
120510	Phlebotomy	0	0	44	0	44
120800	Medical Assisting	79	0	149	0	228
120810	Clinical Medical Assisting	26	0	59	0	85
120820	Administrative Medical Assisting	15	0	82	0	97
120900	Hospital Central Service Technician	0	0	12	0	12
121000	Respiratory Care/Therapy	100	6	2	0	108
121300	Cardiovascular Technician	5	0	7	0	12
121400	Orthopedic Assistant	0	0	6	0	6
121500	Electrocardiography	0	0	27	0	27
121700	Surgical Technician	6	0	2	0	8
122100	Pharmacy Technology	15	0	36	0	51
122200	Physical Therapist Assistant	18	0	0	0	18
122300	Health Information Technology	10	0	13	0	23
122310	Health Information Coding	2	0	7	0	9

TOP6	TOP6 Title	Associate Degree/ Associate for Transfer	Bachelor's	Certificate	Noncredit /Credit Award	Total Awards
122500	Radiologic Technology	107	0	26	0	133
122700	Diagnostic Medical Sonography	10	0	1	0	11
122800	Athletic Training and Sports Medicine	5	0	3	0	8
123010	Registered Nursing	789	0	12	0	801
123020	Licensed Vocational Nursing	50	0	140	0	190
123030	Certified Nurse Assistant	0	0	100	0	100
123080	Home Health Aide	0	0	14	27	41
123900	Psychiatric Technician	19	0	30	0	49
124010	Dental Assistant	48	0	141	0	189
124020	Dental Hygienist	64	60	0	0	124
125000	Emergency Medical Services	0	0	302	496	798
125100	Paramedic	41	0	49	0	90
126000	Health Professions, Transfer Core Curriculum	740	0	66	0	806
126100	Community Health Care Worker	1	0	72	17	90
129900	Other Health Occupations	0	0	18	0	18
130600	Nutrition, Foods, and Culinary Arts	35	0	7	0	42
130620	Dietetic Services and Management	1	0	15	0	16
130660	Dietetic Technology	14	0	0	0	14
130900	Gerontology	1	0	3	0	4
210440	Alcohol and Controlled Substances	35	0	79	0	114
Total Awards		2,327	66	1,627	547	4,567

Source: CCCCO Datamart. Program Years 2018-19 to 2020-21 Annual Awards, by TOP6 Code, Bay Area Community Colleges.

Table 9: Awards for Non-Community College Programs in the Bay Area (PY 2017-18 to 2019-20)

CIP - CIP Program Title	Associate Degree	Bachelor's Degree	Other Award	Total Awards
51.0000 - Health Services/Allied Health/Health Sciences, General	0	548	0	548
51.0701 - Health/Health Care Administration/Management	0	0	2	2
51.3802 - Nursing Administration	247	0	0	247
51.0802 - Clinical/Medical Laboratory Assistant	0	0	26	26
51.1012 - Sterile Processing Technology/Technician	0	0	74	74
51.1009 - Phlebotomy Technician/Phlebotomist	0	0	322	322
51.0714 - Medical Insurance Specialist/Medical Biller	0	0	40	40
51.0801 - Medical/Clinical Assistant	27	0	1,570	1,597
51.0799 - Health and Medical Administrative Services, Other	0	0	4	4
51.0812 - Respiratory Therapy Technician Assistant	39	0	0	39
51.0806 - Physical Therapy Assistant	42	0	0	42
51.0902 - Electrocardiograph Technology/Technician	0	0	33	33
51.0909 - Surgical Technology/Technologist	3	0	58	61
51.0805 - Pharmacy Technician Assistant	0	0	106	106
51.0706 - Health Information/Medical Records Administrator	0	0	0	0
51.0713 - Medical Insurance Coding Specialist/Coder	0	0	34	34
51.3902 - Nursing Assistant/Aide and Patient Care Assistant/Aide	0	0	85	85
51.0911 - Radiologic Technology/Science - Radiographer	52	0	17	69
51.0910 - Diagnostic Medical Sonography/Sonographer and Ultrasound Technician	90	9	6	105
51.0920 - Magnetic Resonance Imaging (MRI) Technology/Technician	58	0	0	58
51.0913 - Athletic Training/Trainer	0	10	0	10
51.1105 - Pre-Nursing Studies	0	0	2	2
51.3801 - Registered Nursing/Registered Nurse	259	1,512	0	1,771

CIP - CIP Program Title	Associate Degree	Bachelor's Degree	Other Award	Total Awards
51.3901 - Licensed Practical/Vocational Nurse Training	63	0	1,404	1,467
51.3999 - Practical Nursing, Vocational Nursing and Nursing Assistants, Other	191	6	0	197
51.2602 - Home Health Aide/Home Attendant	0	0	0	0
51.1502 - Psychiatric/Mental Health Services Technician	0	0	28	28
51.0601 - Dental Assisting/Assistant	44	0	240	284
51.0602 - Dental Hygiene/Hygienist	27	0	0	27
51.0810 - Emergency Care Attendant (EMT Ambulance)	0	0	37	37
51.0904 - Emergency Medical Technology/Technician (EMT Paramedic)	6	6	0	12
51.0899 - Allied Health and Medical Assisting Services, Other	0	0	82	82
51.2604 - Rehabilitation Aide	0	0	15	15
51.9999 - Health Professions and Related Clinical Sciences, Other	0	19	0	19
12.0500 - Culinary Arts and Related Services	0	0	4	4
12.0599 - Culinary Arts and Related Services, Other	0	0	11	11
51.1501 - Substance Abuse/Addiction Counseling	0	0	2	2
51.0705 - Medical Office Management/Administration	0	0	44	44
51.0710 - Medical Office Assistant/Specialist	0	0	137	137
51.0712 - Medical Reception/Receptionist	0	0	38	38
51.0716 - Medical Administrative/Executive Assistant and Medical Secretary	3	0	28	31
Total Awards	1,151	2,110	4,449	7,710

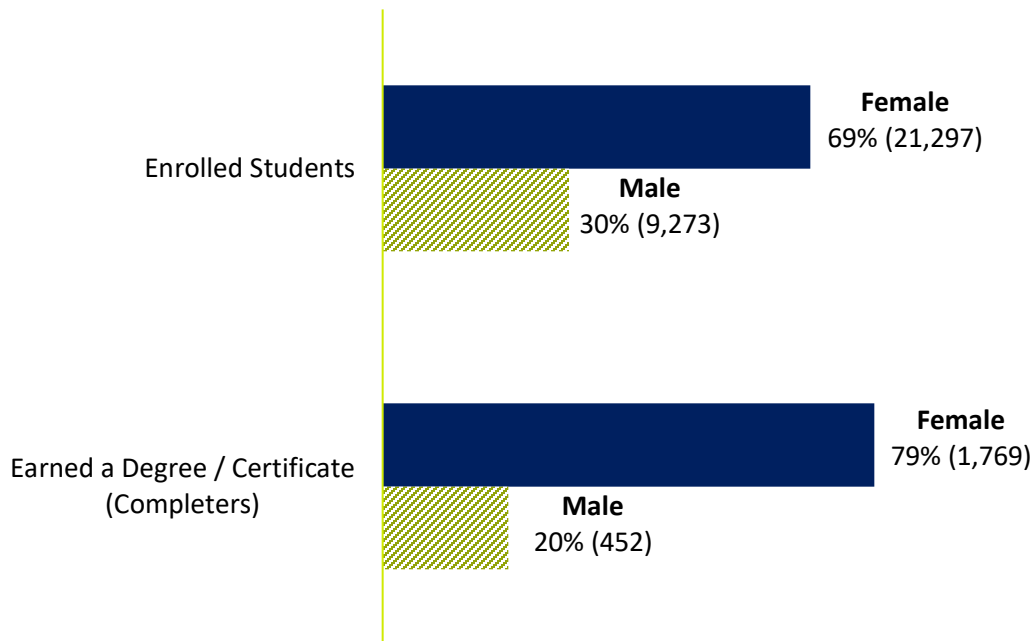
Source: Integrated Postsecondary Education Data System (IPEDS). Program Years 2017-18 to 2019-20 Annual Awards, by CIP Code, Bay Area Institutions.

Demographic Profile of Students in Health Programs

This sector profile also summarizes the demographics of students who enroll and complete a degree or certificate in Health programs. Figures 4 through 6 below present data on students by gender, race and ethnicity, and age.

On average, more female students enroll (69%) and earn awards (79%) in Health programs, compared to male students (30% and 20% respectively). Students who identify as Hispanic (37%) and White (24%) comprise the two largest groups by race and ethnicity among enrolled students. Students 20 to 24 years old are the most represented age group among enrolled students, while students 25 to 29 are the most represented group for those who complete a program. The figures below provide greater detail on the demographic profiles of students who enrolled and earned degrees or certificates in Health programs in the Bay Area.

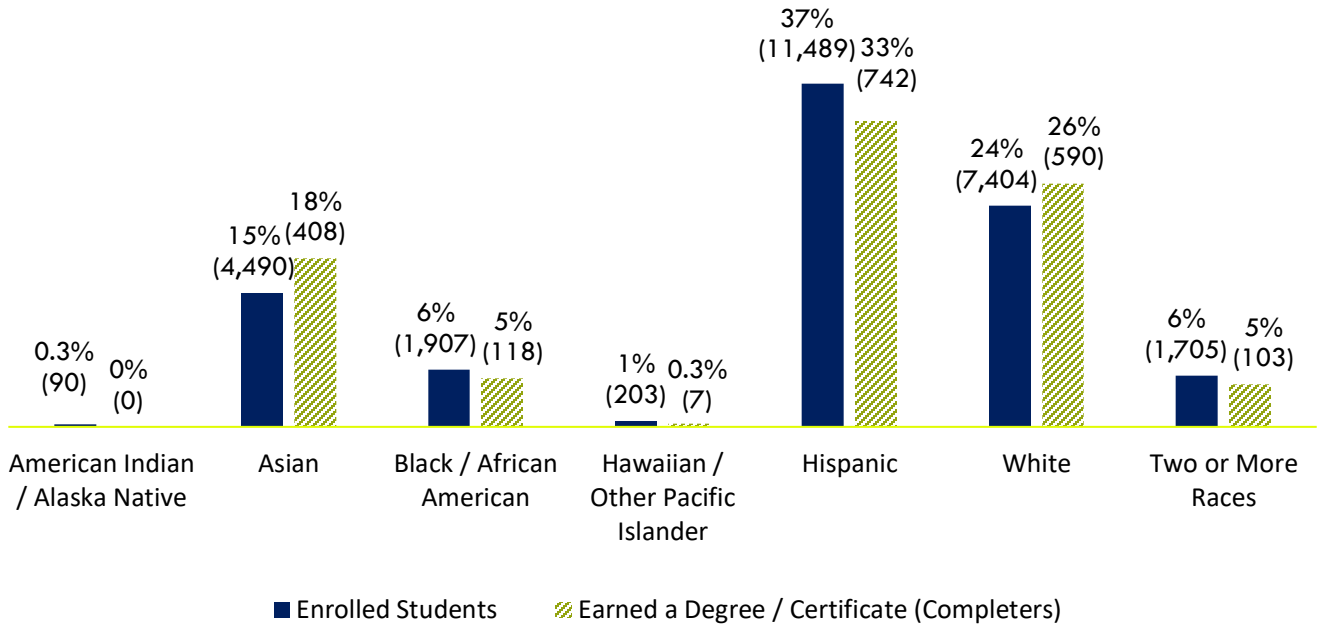
Figure 4: Gender of Students in Health Programs in the Bay Area (PY 2018-19 to 2020-21)



Note: May not total 100 percent due to non-respondent/non-binary.

Source: Cal-PASS Plus LaunchBoard. Program Years 2018-19 to 2020-21 Programs, Bay Area Community Colleges

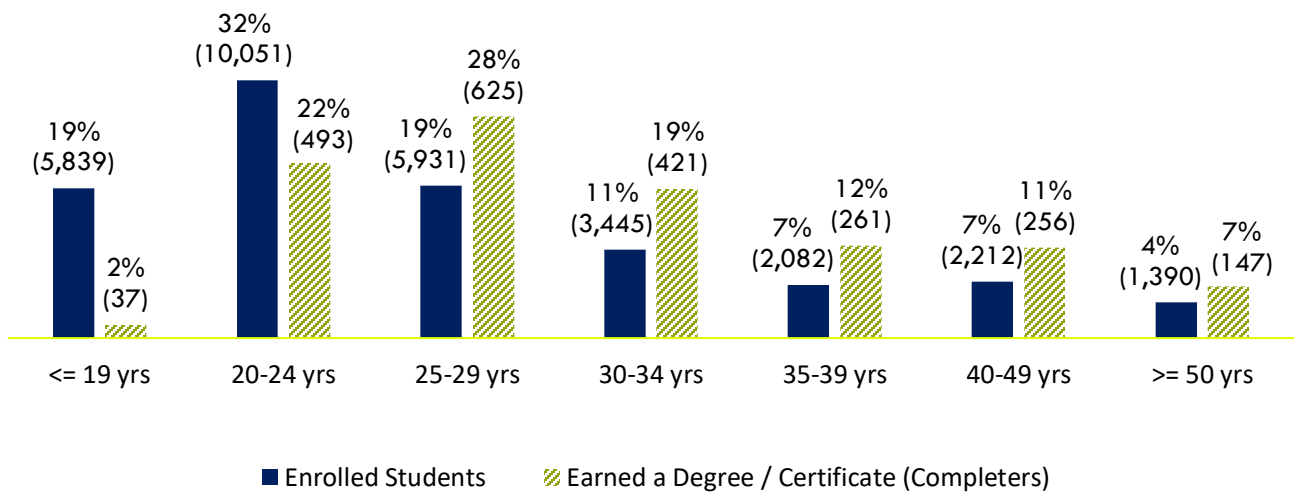
Figure 5: Race/Ethnicity of Students in Health Programs in the Bay Area (PY 2018-19 to 2020-21)



Note: May not total 100 percent due to non-respondent/unknown.

Source: Cal-PASS Plus LaunchBoard. Program Years 2018-19 to 2020-21 Programs, Bay Area Community Colleges

Figure 6: Ages of Students in Health Programs in the Bay Area (PY 2018-19 to 2020-21)



Note: May not total 100 percent due to non-respondent/unknown.

Source: Cal-PASS Plus LaunchBoard. Program Years 2018-19 to 2020-21 Programs, Bay Area Community Colleges

Methodology

Occupations for this report were identified by use of job descriptions and skills listed in O*Net. Labor demand data is sourced from Lightcast occupation and job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CCCC Data Mart and CTE LaunchBoard.

Sources

O*Net Online

Lightcast

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

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