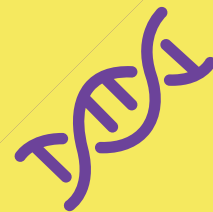




# Health

## Far North Subregional Sector Profile



2023



### FIVE-YEAR OUTLOOK

**6%**  
sector job growth  
over next five years

**6,400+**  
annual job openings  
over next five years

**11.5%**  
of Far North's  
jobs

This project is supported by Strong Workforce Program (SWP) funding.



# Introduction

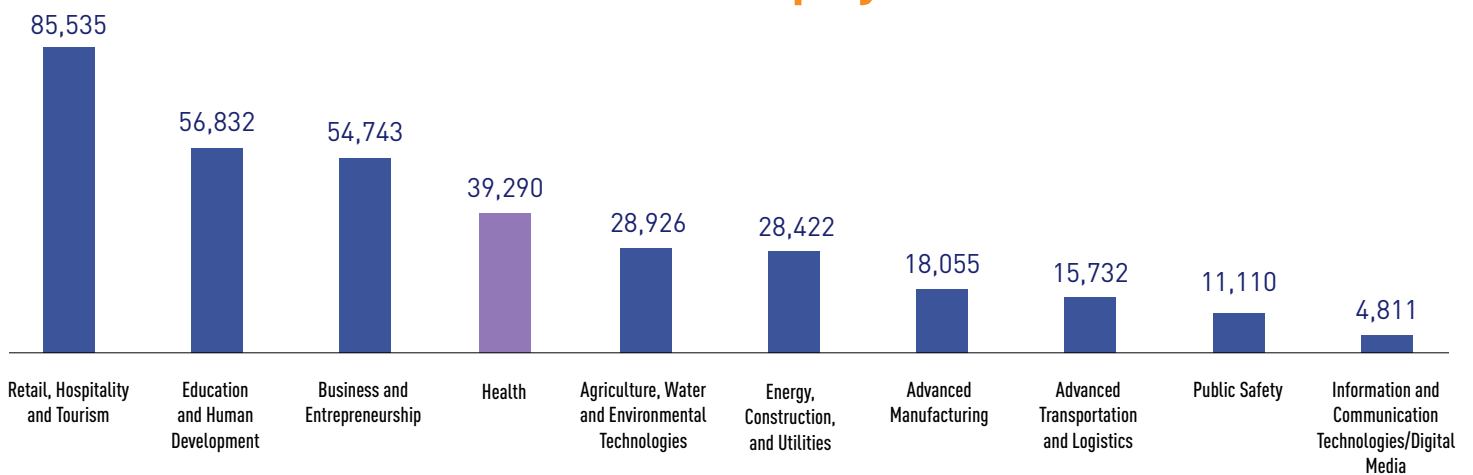
This sector profile highlights in-demand, middle-skill jobs that pay above a living wage. Middle-skill jobs, those which require education or training beyond a high school diploma but less than a bachelor's degree, are a critical component of the overall workforce and support the economic vitality of the region and the state.

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 California's Strong Workforce Program (SWP).

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 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, College of the Redwoods, College of the Siskiyou, Feather River, Lassen, Mendocino, and Shasta).

## Far North 2021 Sector Employment



# SECTOR Highlights



39,290  
Jobs in 2021

41,535  
Projected Jobs in 2026

6%  
Projected Job Growth,  
2021-2026

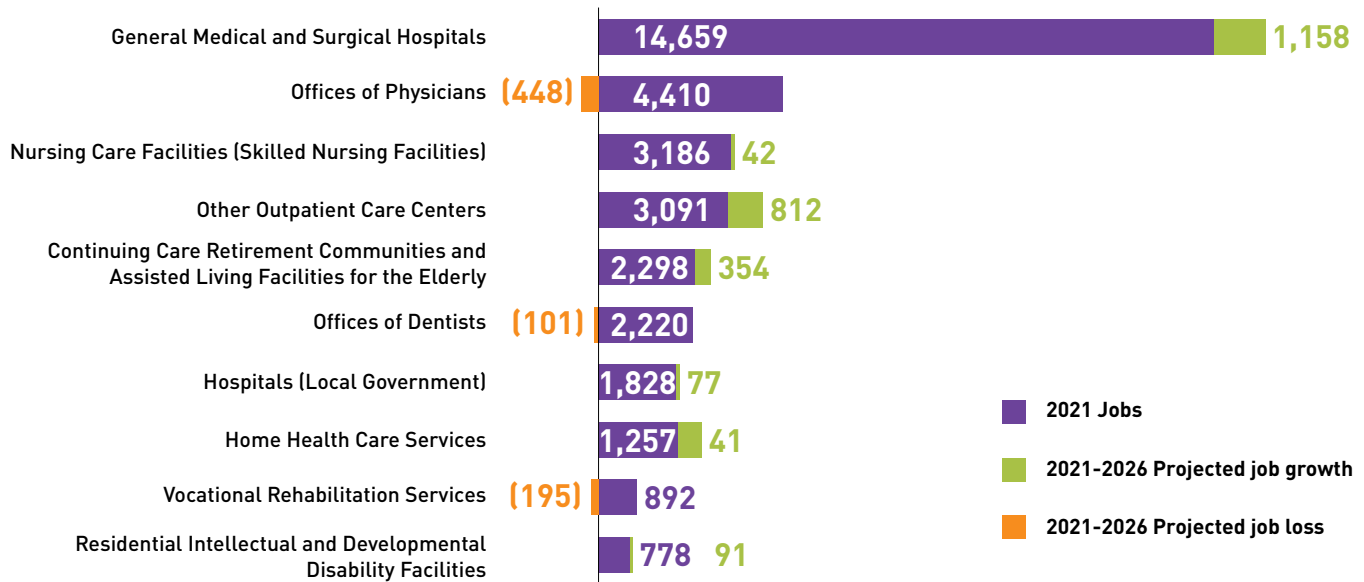
2,245  
New Jobs by 2026

1,817  
Businesses

11.5%  
% of Far North  
Employment, 2021

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

## Employment by Industry Subsector

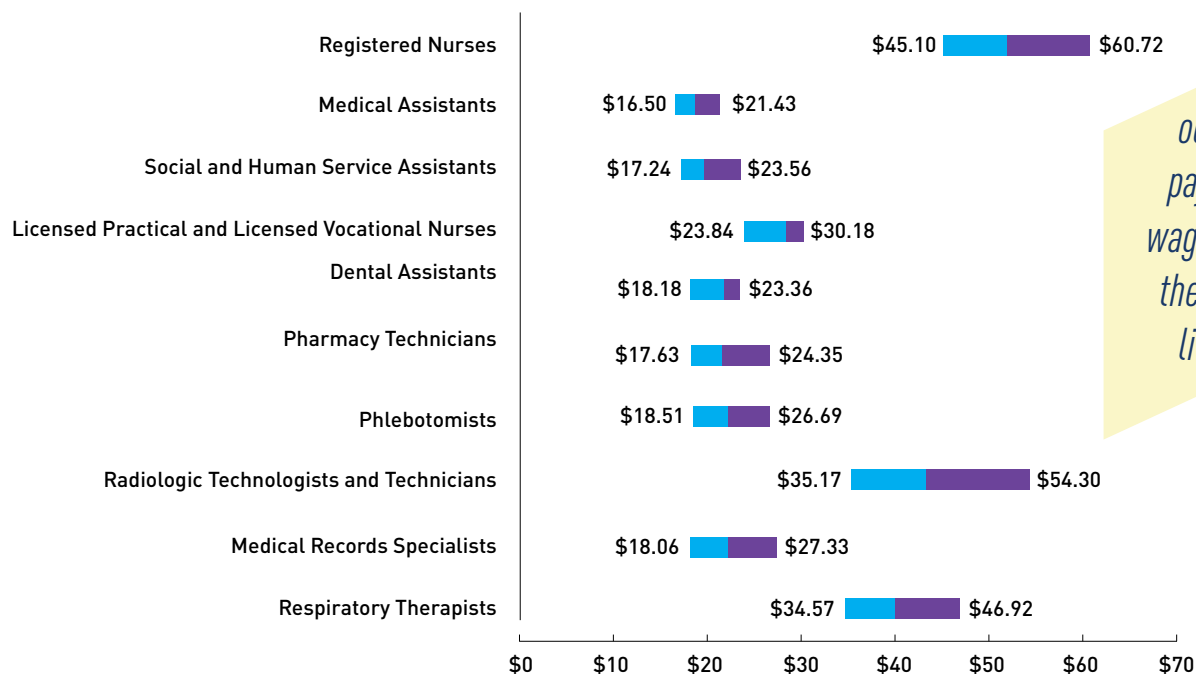


# Priority Middle-Skill Occupations

Occupation	2021 Jobs	2021-2026 Projected % Change	2021-2026 Average Annual Openings	Typical Entry-Level Education
Registered Nurses	6,592	8%	462	Bachelor's degree
Medical Assistants	2,180	4%	276	Postsecondary nondegree award
Social and Human Service Assistants	1,970	8%	267	High school diploma or equivalent
Licensed Practical and Licensed Vocational Nurses	1,532	5%	134	Postsecondary nondegree award
Dental Assistants	999	(4%)	117	Postsecondary nondegree award
Pharmacy Technicians	885	0%	66	High school diploma or equivalent
Phlebotomists	335	8%	46	Postsecondary nondegree award
Radiologic Technologists and Technicians	458	8%	41	Associate degree
Respiratory Therapists	406	13%	31	Associate degree
Medical Records Specialists	397	3%	31	Postsecondary nondegree award

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.

## Middle-Skill Hourly Wage Ranges



*These occupations pay a starting wage at or above the subregion's living wage.*

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 minimum wage in 2021 was \$15.

# Priority Middle-Skill Job Postings



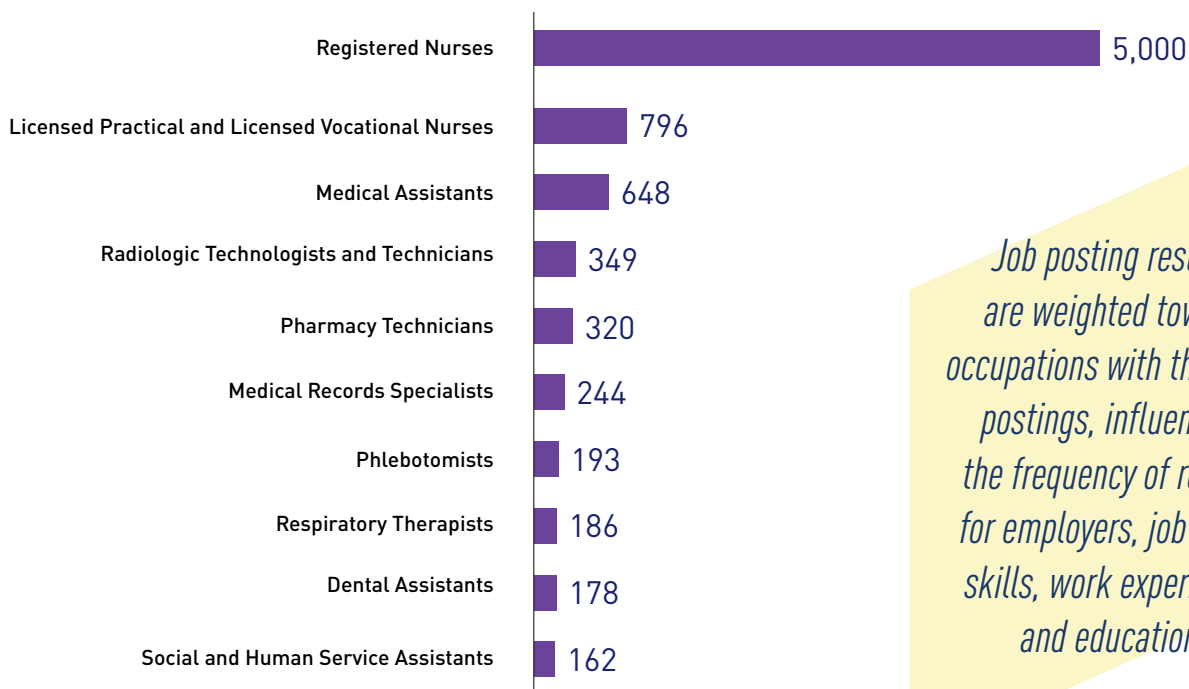
*Posting intensity is the ratio of duplicated to unique job postings. A higher-than-average posting intensity can mean employers are putting more effort into hiring.*

8,076  
Online Job Postings

4:1  
Posting Intensity  
(Regional Average 3:1)

Note: Job postings count the number of online job postings advertised in the 15-county Far North subregion between January 1, 2022 - March 31, 2023. Postings are limited to in-state employers, but also includes staffing companies. Job posting results represent the top 10 priority middle-skill occupations.

## Job Postings by Occupation



*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 & Job Titles

### Employers with the Most Postings

Adventist Health  
 Providence  
 Oroville Hospital  
 Sutter Health  
 Enloe Medical Center

### Job Titles with the Most Postings

Licensed Vocational Nurses  
 Registered Nurses, includes advanced practice and critical care RNs  
 Medical Assistants  
 Pharmacy Technicians  
 Phlebotomists

## Most In-Demand Skills

### Specialized Skills

- Nursing
- Nursing Care
- Nursing Process
- Medical Records
- Cardiopulmonary Resuscitation (CPR)

### Soft Skills

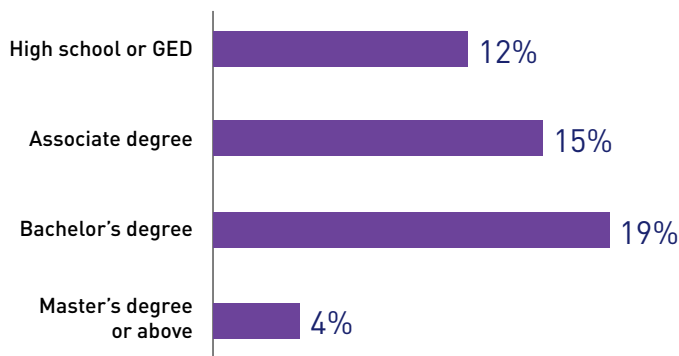
- Communications
- Planning
- Critical Thinking
- Customer Service
- Leadership

### Software and Technical Skills

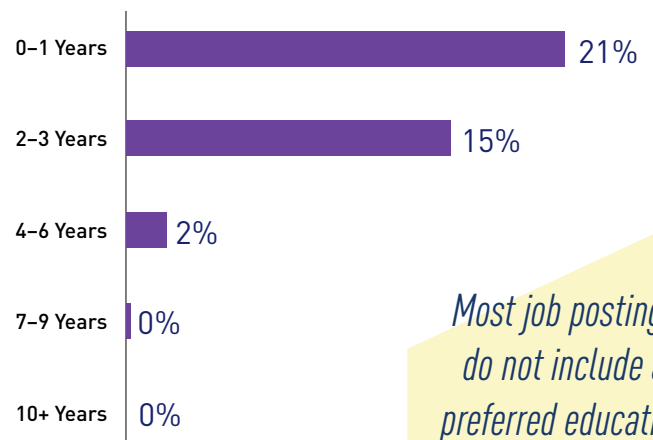
- Microsoft Office (Access, Excel, Outlook, PowerPoint, Word)
- Epic EMR
- Pyxis MedStation
- Meditech EHR
- Clinic Management

## Education & Experience in Postings

### Employer-Preferred Education



### Employer-Preferred Work Experience



*Most job postings do not include a preferred education or experience level.*

# Community College Programs



Butte College	College of the Redwoods	College of the Siskiyous	Feather River College	Lassen College	Mendocino College	Shasta College
Licensed Vocational Nursing (LVN)	Addiction Studies	Licensed Vocational Nursing (LVN)	Licensed Vocational Nursing (LVN)	Drug & Alcohol Paraprofessional	Alcohol & Other Drug Studies	Dental Hygiene
Medical Coding	Dental Assisting	LVN to RN Step Up	Nutrition, Foods & Culinary Arts	Licensed Vocational Nursing (LVN)	Physical Therapist Assistant	Emergency Medical Response
Medical Front Office Assistant	Licensed Vocational Nursing (LVN)	Paramedic		Medical Assisting	Registered Nursing (RN)	Health Information Technology
Nutrition and Dietetics	Medical Office Business Skills			Registered Nursing (RN)		Medical Assisting
Paramedic	North Coast Paramedic					Medical Office Technology
Public Health Science	Registered Nursing (RN)					Nutrition and Dietetics, Dietetic Supervisor
Registered Nursing (RN)						Nursing: LVN and RN programs
Respiratory Care						Physical Therapist Assistant





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## Sources

- Lightcast 2022.4 - QCEW Employees, Non-QCEW Employees, and Self-Employed
- Centers of Excellence for Labor Market Research Occupation Crosswalk
- California Community Colleges Chancellor's Office LaunchBoard
- California Community Colleges Chancellor's Office DataMart
- Integrated Postsecondary Education Data System (IPEDS)
- California Community Colleges Curriculum Inventory (COCI)

## 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. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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