

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

MEDICAL ASSISTANTS IN THE GREATER SACRAMENTO REGION

North (Greater Sacramento)
Center of Excellence

MAY 2024

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SUMMARY

The North (Greater Sacramento) of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled careers in the North (Greater Sacramento) subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lowered skilled occupations are rarely considered in this analysis due to the lessened barriers for entry-level work, such as no formal education and fewer on-the-job training requirements.

Key findings include:

- In 2022, the North (Greater Sacramento) subregion held more than 8,400 medical assisting jobs. These jobs are projected to increase by 12% over the next five years, adding more than 900 new jobs to the subregion by 2027.
- Over the next five years, medical assistant jobs are projected to have more than 1,300 annual openings across the North (Greater Sacramento) subregion.
- Analysis of wage data shows that medical assistants earn \$3 more than the subregion's living wage of \$18.72 per hour.
- Awards data analysis shows that North (Greater Sacramento) training providers conferred an average of 700 awards (certificates and associate degrees) in medical assisting programs over the last three academic years. Fewer than 10% of these awards came from community colleges.

Recommendations include:

- The North (Greater Sacramento) Center of Excellence recommends developing new programs related to medical assistants.

INTRODUCTION

The North (Greater Sacramento) Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

These middle-skill occupations require more education and training beyond a high school diploma but usually less than a four-year degree:

- Medical Assistants (31-9092)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Administrative Medical Assisting (1208.20)
- Medical Assisting (1208.00)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Medical/Clinical Assistant (51.0801)

OCCUPATIONAL DEMAND

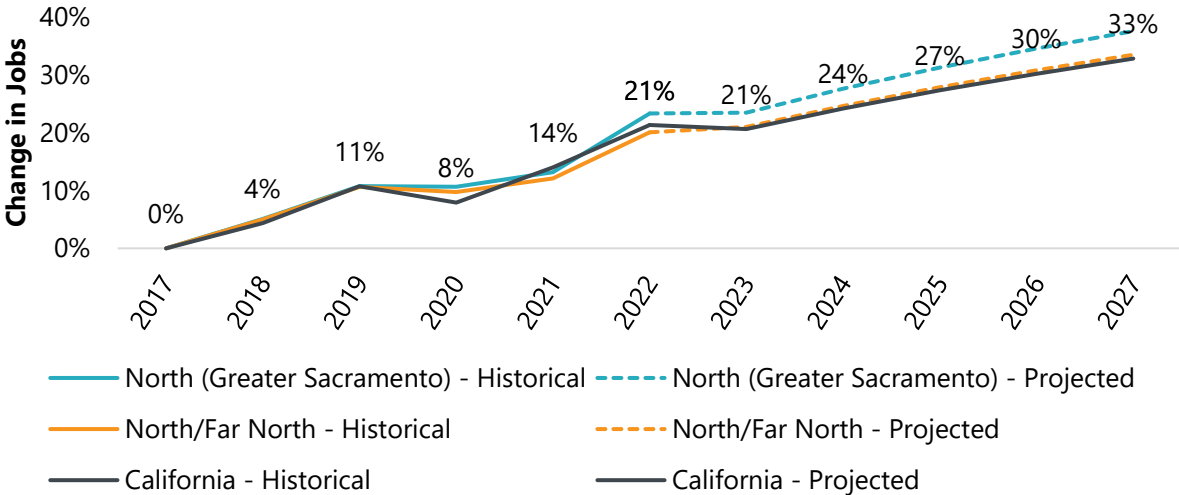
Exhibit 1 summarizes the five-year projected job growth for the studied occupations in North (Greater Sacramento)¹, North/Far North, and California.

Exhibit 1. Employment and projected demand, 2022-2027

Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	2022-2027 Annual Openings
Medical Assistants	8,418	9,392	973	12%	1,319
North (Greater Sacramento)	8,418	9,392	973	12%	1,319
Medical Assistants	10,675	11,869	1,194	11%	1,668
North/Far North	10,675	11,869	1,194	11%	1,668
Medical Assistants	113,264	124,000	10,736	9%	17,402
California	113,264	124,000	10,736	9%	17,402

Exhibit 2 compares the net changes in jobs between 2017 through 2022 and the projected changes through 2027. The rate of change is indexed to the total number of jobs in 2017.

Exhibit 2. Changes in employment, 2017-2027

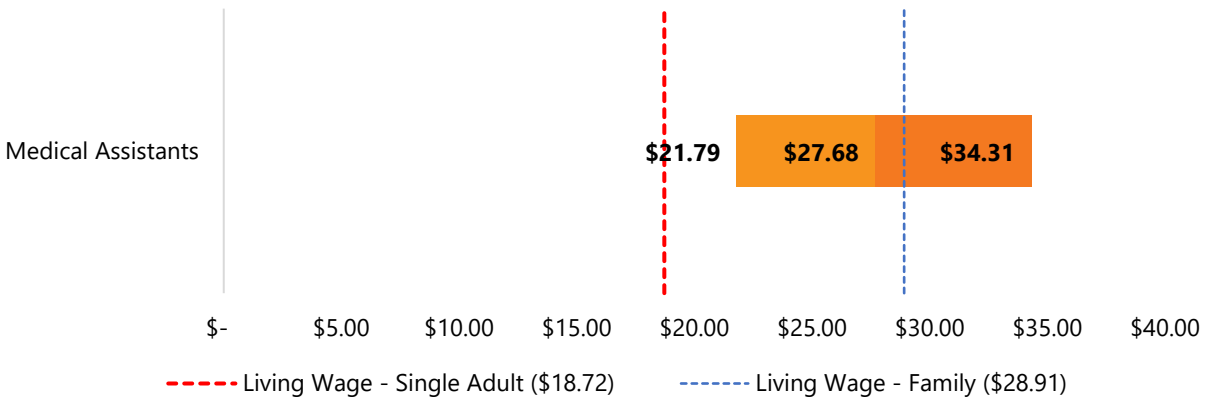


¹ The North (Greater Sacramento) subregion covers seven counties, including El Dorada, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba.

Wages

Exhibit 3 compares the 25th percentile, median, and 75th percentile hourly wages for the selected occupations to the Greater Sacramento living wage for one working adult (\$18.72 per hour) and a small family (\$28.91 per hour).^{2,3} The 25th and 75th percentile hourly wages are used to estimate entry-level and experienced worker wages.

Exhibit 3. Hourly wages by occupation, 2022



JOB POSTINGS

About Job Postings Analysis

This section analyzes recent data from online job postings. Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends. However, job postings are not the same as labor market demand; demand is based on projected annual openings. Job postings should be used to inform community college curriculum development and identify potential employers for targeted experiential learning opportunities.

Please note several limitations to analyzing and interpreting online job postings. Employers may post a position multiple times to increase the number of job applicants. Job postings may remain online after a business chooses not to fill a position. Employers may advertise one posting to fill multiple vacancies. And not all jobs are posted online.

The North COE identified 1,208 online job postings for the selected occupations in the seven-county Greater Sacramento subregion. Job posting data comes from Lightcast (formerly Emsi Burning Glass) and represents unique advertisements newly posted online during the last 12 months, from May 2023 through April 2024.

² Living wage is defined as the level of income one working adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

³ A small family is defined as one working adult and one school aged child (between the ages of 5 and 12 years).

Top Employers and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

Exhibit 4. Job postings by occupation

Occupation	Unique Job Postings	Share of Job Postings
Medical Assistants	1,208	100%
Total Job Postings	1,208	100%

Exhibit 5 shows the top 10 relevant job titles with the most job postings.

Exhibit 5. Top jobs titles

Job Title	Number of Job Postings
Medical Assistants	533
Family Medicine Medical Assistants	49
Pediatric Medical Assistants	33
Dermatology Medical Assistants	30
Medical Staff Assistants	28
Primary Care Medical Assistants	24
Clinic Medical Assistants	24
Medical Assistants/Medical Receptionists	19
Bilingual Medical Assistants	17
Certified Medical Assistants	15

Exhibit 6 shows the top 10 relevant employers with the most job postings for the selected occupations.

Exhibit 6. Top Employers

Employer	Number of Job Postings
Sutter Health	160
University of California/UC Davis Health	133
CommonSpirit Health	89
Kaiser Permanente	47
Tahoe Forest Health System	34
Marshall Medical Center	27
Elica Health Centers	17
United States Department of Veterans Affairs	15
Concentra	14
Adventist Health	14

Top Skills and Qualifications

Exhibit 7 shows the most relevant certifications requested by employers for the selected occupations.

Exhibit 7. Most in-demand certifications

Certification	Job Postings
Certified Medical Assistant (CMA)	163
Registered Medical Assistant (RMA)	46
Certified Clinical Medical Assistant (CCMA)	41

Exhibit 8 shows the top 10 skills across three categories for the studied occupations: specialized, essential, and software skills.⁴

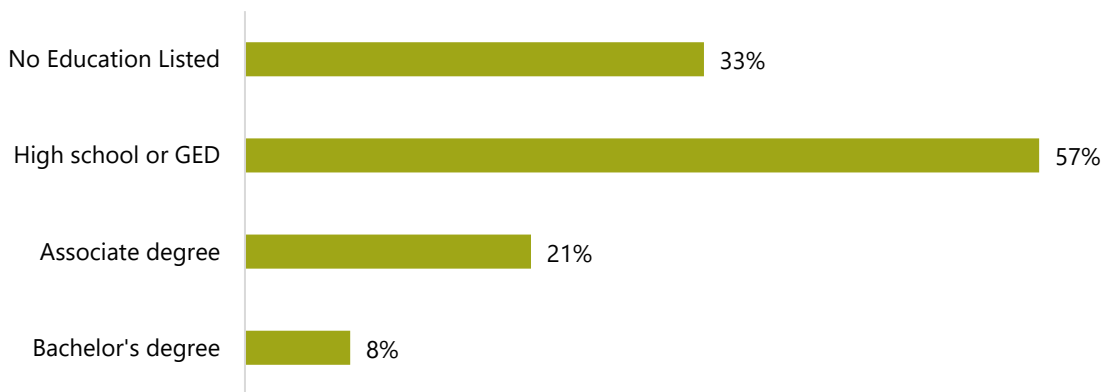
⁴ Specialized skills are those primarily required to perform specific tasks in an occupation. Essential skills are typically related to employability. These are skills that are prevalent across many occupations and include both interpersonal attributes and learned skills (aka "soft skills"). Software skills are specific to any software tool or programming component used to support a job.

Exhibit 8. Most in-demand skills

Specialized Skills	Common Skills	Software Skills
Medical Assistance	Communication	Microsoft Office (Excel, Outlook, Word, PowerPoint)
Vital Signs	Customer Service	Epic EMR
Medical Records	Scheduling	Patient Management Software
Intravenous Therapy	Clerical Works	Inventory Management System
Medical Terminology	Organizational Skills	eClinicalWorks (ECW)
Electronic Medical Record	Prioritization	--
Patient Preparation	Time Management	--
Medication Administration	Microsoft Excel	--
Workflow Management	Microsoft Office	--
Medical Practices and Procedures	Microsoft Outlook	--

Exhibit 9 shows the minimum education level preferred by employers for related job postings in the Greater Sacramento subregion.⁵

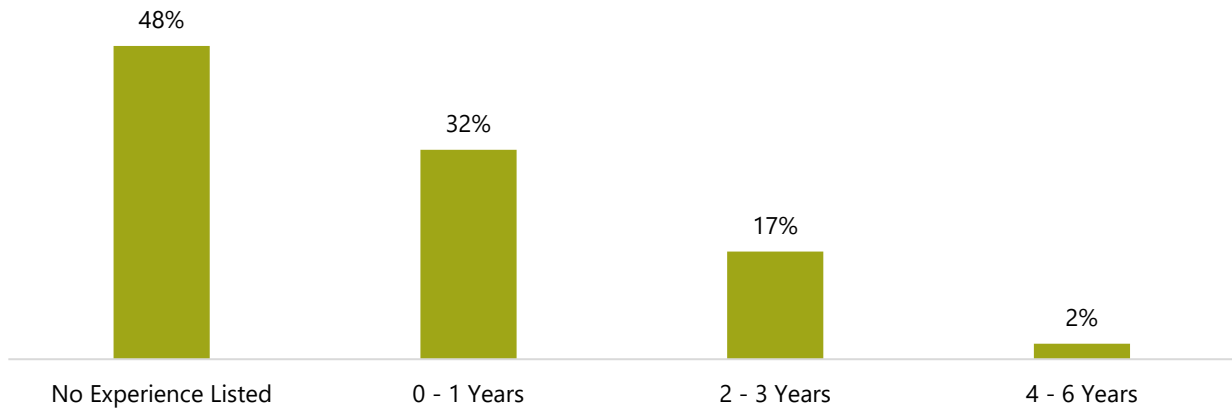
Exhibit 9. Employer-preferred education



⁵ Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in exhibit 9 may sum to greater than 100%.

Exhibit 10 shows the minimum level of experience employers prefer for related job postings in the Greater Sacramento subregion.⁶

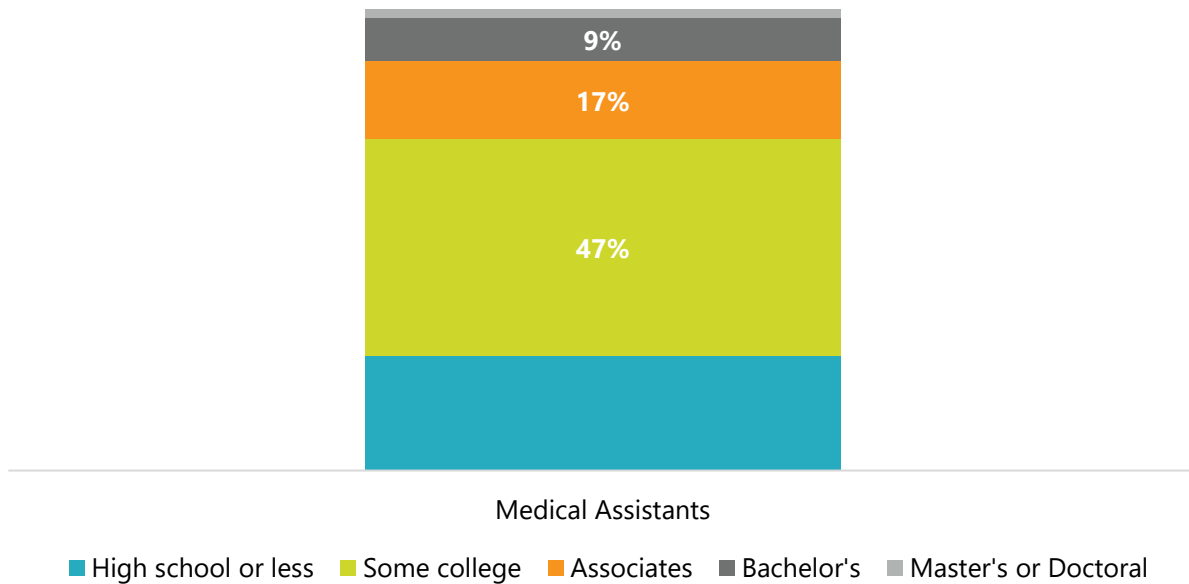
Exhibit 10. Employer-preferred job experience



EDUCATION AND TRAINING REQUIREMENTS

The U.S. Census Bureau collects data on the highest education level achieved by workers across all occupations. Exhibit 11 shows California's educational attainment of the current workforce in the selected occupations.

Exhibit 11. California educational attainment for selected occupations, 2019



⁶ Employers may include more than one level of experience as a hiring requirement in a job posting. As a result, the values in exhibit 10 may sum to greater than 100%.

The U.S. Bureau of Labor Statistics (BLS) uses a categorical system to assign typical entry-level education and job requirements to each occupation for which the BLS publishes projection data. These categories include entry-level education, work experience in a related occupation, and on-the-job training. Exhibit 12 shows the selected occupations' typical entry-level job requirements.

Exhibit 12. Typical entry-level job requirements

Occupation	Entry-level Education Requirements	Work Experience Requirements	On-The-Job Training Requirements
Medical Assistants	Postsecondary nondegree award	None	None

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
<ul style="list-style-type: none"> Administrative Medical Assisting (1208.20) Medical Assisting (1208.00) 	<ul style="list-style-type: none"> Medical/Clinical Assistant (51.0801)

Community College Supply

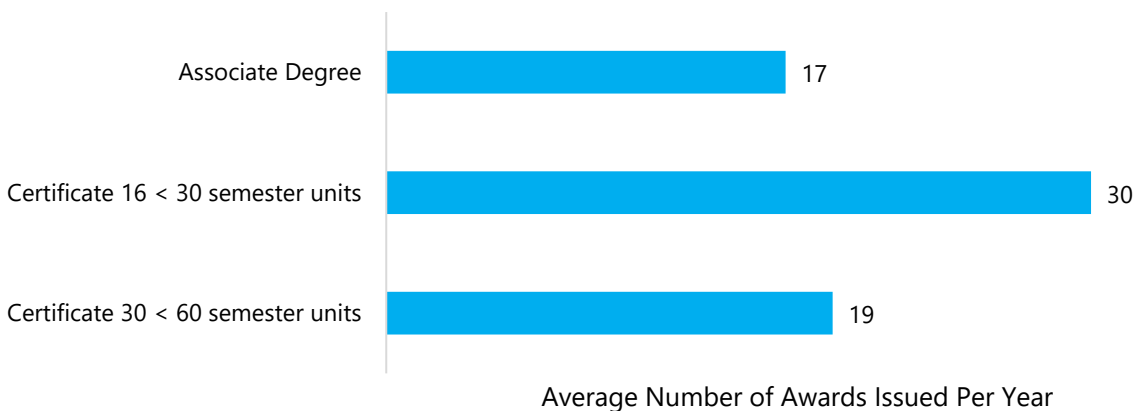
Exhibits 14 and 15 compare the average number of certificates and degrees from selected Greater Sacramento community college programs over the last three academic years.

Exhibit 14. Annual average community college awards by program

Program - TOP Code	College	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
Administrative Medical Assisting (1208.20)	Cosumnes River	23	19	11	18
	Lake Tahoe	5	4	3	4
	Subtotal	28	23	14	24
Medical Assisting (1208.00)	Cosumnes River	25	26	33	28
	Sierra	12	20	17	16
	Subtotal	27	46	50	41
	Grand Total	55	69	64	65

Note: Values in the table are rounded to the nearest whole number. However, subtotals and totals are calculated using unrounded values.

Exhibit 15. Average annual community college awards by type, 2020-21 through 2022-23



Other Postsecondary Supply

Exhibit 16 compares the average number of degrees that non-community college training providers conferred in the Greater Sacramento subregion over the last three academic years. Please note that non-community college data often lags by one year.

Exhibit 16. Other postsecondary awards by program, 2020-21 through 2022-23

Program - CIP Code	Provider	Award Type	3-Yr Average Annual Awards
Medical/Clinical Assistant (51.0801)	UEI College	Award 1 <2 academic yrs.	246
	Carrington College – Sacramento	Award 1 <2 academic yrs.	147
		Associate degree	15
	MTI College	Award 1 <2 academic yrs.	117
	Sutter County Career Training Center	Award 1 <2 academic yrs.	73
	Medical Career Collee of Northern California	Award 1 <2 academic yrs.	14
	Charles A Jones Career and Education Center	Award 1 <2 academic yrs.	19
	InterCoast Colleges – Rancho Cordova	Award 1 <2 academic yrs.	4
	Sacramento Ultrasound Institute	Award 1 <2 academic yrs.	8
Totals			642

FINDINGS

This report focuses on one occupation in the medical assisting career pathway: medical assistants (SOC 31-9092).

Occupational Demand

- The Greater Sacramento subregion contained 8,418 medical assistant jobs in 2022. These jobs are projected to increase by 12% over the next five years, adding 973 new jobs to the subregion by 2027.
- Medical assistant jobs are projected to grow faster in the Greater Sacramento subregion than in California.
- Over the next five years, medical assistant jobs are projected to have 1,319 annual openings across the Greater Sacramento subregion.

Wages

- Analysis of wage data shows that medical assistants earn \$3 more than the single adult living wage of \$18.72 per hour.

Job Postings

- In the last 12 months, there were 1,208 online job postings for medical assistant positions across Greater Sacramento.
- "Bilingual Medical Assistants" was among the top 10 job titles for medical assistant positions in Greater Sacramento. Employers were most commonly searching for medical assistants fluent in Russian, Spanish, Dari, or Pashto.

Education and Training Requirements

- Sixty-four percent of incumbent medical assistants have educational attainment levels consistent with community college offerings (some college or associate degrees).

Postsecondary Supply

- Three Greater Sacramento community colleges offer degrees and certificates in programs related to medical assisting. These programs conferred an average of 65 awards (certificates and associate degrees) in medical assisting programs over the last three academic years (2020-21 through 2022-23).
- Local non-community college postsecondary training providers also offer training related to the studied occupations. Between 2020-21 and 2022-23, non-community college training providers conferred an average of 642 awards in medical assisting programs over the last three years. Please note that non-community college awards data often lags by one year.

RECOMMENDATIONS

- Based on a comparison of annual openings to average annual awards, there seems to be an undersupply of medical assistants in Greater Sacramento.
 - Community colleges and other postsecondary training providers issued an average of 707 awards over the last three years.
 - There are 1,319 projected annual openings for medical assistant jobs.
- The North (Greater Sacramento) Center of Excellence recommends developing new programs or modifying existing programs related to medical assisting.

New Program Recommendation		
Move forward with the new program	Proceed with caution	A new program is not recommended
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Program Modification	
Move forward with program modifications	Program modifications are not recommended
<input checked="" type="checkbox"/>	<input type="checkbox"/>

APPENDIX A. METHODOLOGY AND SOURCES

This report identified Occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

"The Chancellor's Office Curriculum Inventory System (COCI)." California Community Colleges Curriculum Inventory (COCI), 2023. <https://coci2.ccctechcenter.org/>.

Glasmeier, Amy K. "Living Wage Calculator." Living Wage Calculator, 2023. <https://livingwage.mit.edu/>.

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

Labor Market Information Division. California Employment Development Department. <https://labormarketinfo.edd.ca.gov/>.

Lightcast (Formerly EMSI/Burning Glass) 2024.2; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://www.economicmodeling.com/>. (Note: 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)).

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

Self-Sufficiency Standard Tool for California. The University of Washington. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.ashx>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>

APPENDIX B. GLOSSARY

Key Terms	Definition
Occupation	<p>Occupation refers to a category of jobs, careers, or professions that are similar regarding the work performed and the skills the workers possess. Workers who perform essentially the same tasks are in the same occupation, whether in the same industry. Some occupations are concentrated in a few industries, while others are found in many industries.</p> <p>Occupations differ from jobs in that jobs show the number of positions held in each occupation.</p>
Jobs	<p>A job is a specific instance of employment and includes any position where a worker provides labor for monetary compensation.</p> <p>Job numbers include employees (those who work for businesses) and proprietors (those who work for themselves). Full- and part-time jobs are included and counted equally (i.e., not adjusted to full-time equivalents). Data for jobs, or employment, are annual averages.</p>
Employment	<p>Employment refers to filled jobs, whether full- or part-time, temporary or permanent. The scope of "who" is counted as employed is noted in Appendix A. Methodology and Sources.</p>
Job Change	<p>Job change is the net increase or decrease of jobs over a given timeframe.</p>
Job Opening	<p>Job openings are the projected number of positions available for workers entering an occupation.</p> <p>Openings include growth and replacement job counts. Growth job counts are the positive change in the total number of workers employed. Replacement job counts are the estimates of new workers needed to replace workers permanently leaving the occupation.</p>
Percentile Wage (or wages)	<p>A percentile wage is the value of a wage at which a certain percentage of workers falls below. For example, a 25th percentile hourly wage of \$15.00 indicates that 25% of workers earn less than \$15.00, while 75% earn more. Percentile wages are specific to the geography shown in the report.</p> <p>The 25th-percentile and 75th-percentile hourly wages are used as a proxy for entry-level and experienced-level wages.</p>
Living Wage	<p>The living wage is the level of income a single, working adult with no children must earn to meet basic needs. The living wage is calculated using basic allowances for food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs, and assumes full-time employment (40 hours per week, 52 weeks a year).</p>

Key Terms	Definition
	Beginning in 2023-24, NFN COE adopted the MIT calculations for a living wage better aligned to the economic conditions following the pandemic. For additional information, please visit https://livingwage.mit.edu/ .
Educational Attainment	Educational attainment is the highest level of education achieved by workers in an occupation. The data include workers aged 25 years and older.
Typical Entry-level Education	<p>The education level most workers need to gain employment in an occupation. Categories range from "no formal educational credential" and "high school diploma or equivalent" to "doctoral or professional degree." The types most relevant to community training are "some college, no degree," "postsecondary nondegree award," and "associate degree."</p> <p>The typical entry-level education may differ from the actual educational levels attained by workers employed in an occupation.</p>
Typical Work Experience	The relevant prior experience a worker needs to gain employment in an occupation. Categories include "5 years or more", "less than five years," and "none."
Typical On-The-Job (OTJ) Training	The level of on-the-job training a worker needs to obtain for competency in the skills required for an occupation. Categories include "none," "short-term (1 month or less)," "moderate-term (more than one month but less than 12 months)," "long-term (more than 12 months)," "apprenticeship," and "internship/residency."
Awards	Awards are the number of certificates and degrees conferred for a specific course of study each year. Awards count "papers" and, as a result, may be greater than the number of students who complete a program.

Funding Acknowledgement: This report was made available with Strong Workforce Program funding from the North Far North Regional Consortium.

Important Disclaimer: 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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Centers of Excellence for Labor Market Research, Economic and
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