



Labor Market Analysis for Program Recommendation

Radiography Occupations

Santa Cruz and Monterey Subregion

Prepared by the Bay Region Center of Excellence for Labor Market Research

Associate Program

April 2026

Recommendation Based on Labor Market Data: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> With Reservations <input type="checkbox"/> No		
	Earning Wage Meets Living Wage	Meets Demand
Bay Region	Entry Level Hourly Wage- \$54 Mid-Career Hourly Wage-\$69 Mid-Career Hourly Wage at or above the Bay Living Wage (\$27)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Demand: 306 Supply: 178 (58% of Demand is Met) Gap: 128 In-Demand? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Santa Cruz and Monterey Subregion	Entry Level Hourly Wage- \$46 Mid-Career Hourly Wage-\$54 Mid-Career Hourly Wage at or above the Subregion Living Wage (\$27)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Demand: 21 Supply: 14 (67% of Demand is Met) Gap: 7 In-Demand? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Note: An occupation is considered to provide a living wage if the mid-career wage is at or above the amount required for a single adult to be economically self-sufficient within a specified region. As a rule of thumb, an occupation will be considered **in-demand** when the supply is less than 75% of the demand **and** the labor market gap exceeds 40 openings (a reasonable regional threshold for starting a new program), but this approach may not apply in all cases. For definitions of demand, supply, and living wage, please scroll to the bottom of the report under **Definitions**.

Recommendation

Based on the labor market data, we recommend this proposed program. The occupations meet both the Bay Region and Santa Cruz and Monterey subregion living wage at the entry and mid-career levels. An additional 128 students

are needed in the Bay Region and 7 students in the Santa Cruz and Monterey subregion to complete their program. Lastly, 58% of labor market demand is being met in the Bay Region, and 67% of demand is being met in the Santa Cruz and Monterey subregion overall.

Introduction

This report provides student outcomes data on employment and earnings for TOP 1225.00 - Radiologic Technology programs in the state and region. It is recommended that this data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at subregions in the state and region.

This report profiles Radiography Occupations in the 12 county Bay Region and in the Santa Cruz and Monterey subregion. This report includes middle-skill occupations that require a certificate, or an associate degree, or it may require a bachelor's degree, but 33% or fewer of current workers in these roles hold one.

- Radiologic Technologists and Technicians (29-2034):** Take x-rays and CAT scans or administer nonradioactive materials into patient's bloodstream for diagnostic or research purposes. Includes radiologic technologists and technicians who specialize in other scanning modalities.
 - Typical Entry-Level Educational: Associate's degree
 - Skill Level: Middle-Skill
 - Work Experience Required: None
 - Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 64%

Occupational Demand

Table 1. Employment Outlook for Radiography Occupations in the Bay Region

Occupation	2024 Jobs	2029 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	Entry Level Hourly	Mid-Career Hourly Wage
Radiologic Technologists and Technicians	4,528	4,847	318	7%	1,532	306	\$54	\$69
Total	4,528	4,847	319	7%	1,532	306	\$54	\$69

Source: Lightcast 2026.1

The Bay Region includes: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

Table 2. Employment Outlook for Radiography Occupations in the Santa Cruz and Monterey Subregion

Occupation	2024 Jobs	2029 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	Entry Level Hourly	Mid-Career Hourly Wage
Radiologic Technologists and Technicians	298	324	26	9%	106	21	\$46	\$54
Total	298	324	26	9%	106	21	\$46	\$54

Source: Lightcast 2026.1

Santa Cruz and Monterey Subregion includes: Monterey, San Benito, Santa Cruz Counties

Job Postings in the Bay Region and Santa Cruz and Monterey Subregion

Table 3. Number of Job Postings by Occupation for the latest 12 months

Occupation	Bay Region	Santa Cruz and Monterey
Radiologic Technologists and Technicians	7,614	1,036

Source: Lightcast 2026.1; "Job Posting Analytics." Mar. 2025 - Feb. 2026

Table 4a. Top Job Titles in Job Postings for Radiography Occupations in the Bay Region

Title	Bay	Title	Bay
Mammography Technologists	937	Travel X-Ray Techs	257
Mammography Technicians	567	Radiology CT Technologists	251
Travel Technicians	542	X-Ray Technologists	244
Radiology Technologists	523	X-Ray Technicians	184
Lead CT Technologists	503	Radiologic/X-Ray Technologists	153
Radiologic Technologists	454	X-Ray/CT Technologists	119
Computed Tomography Technologists	415	CT/Radiologic Technologists	113
Travel Interventional Radiology Technologists	397	Tier 2 Technicians	103
Travel Radiology Technicians	337	Diagnostic Radiologic Technologists	79

Source: Lightcast 2026.1; "Job Posting Analytics." Mar. 2025 - Feb. 2026

Table 4b. Top Job Titles in Job Posting for Radiography Occupations in the Santa Cruz and Monterey Subregion

Title	Bay	Title	Santa Cruz and Monterey
Travel Technicians	140	X-Ray/CT Technologists	44
Lead CT Technologists	96	Radiologic Technologists	31
Mammography Technicians	82	Radiology CT Technologists	30
Travel Radiology Technicians	76	Tier 2 Technicians	29
Travel Interventional Radiology Technologists	68	X-Ray Technicians	24
Mammography Technologists	60	Nuclear Medicine/PET Technologists	16
Travel X-Ray Techs	56	X-Ray Technologists	15
Radiology Technologists	55	CT Scan Technologists	12
Computed Tomography Technologists	45	Radiology Assistants	10

Source: Lightcast 2026.1; "Job Posting Analytics." Mar. 2025 - Feb. 2026

Industry Concentration

Table 5. Industries Hiring for Radiography Occupations in the Bay Region

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2024)	Jobs in Industry (2029)	% Change (2024-29)	% Occupation Group in Industry (2024)
General Medical and Surgical Hospitals	1,410	1,351	-4%	30%
HMO Medical Centers	724	904	25%	17%
Hospitals (Local Government)	624	689	10%	14%
Offices of Physicians (except Mental Health Specialists)	473	482	2%	10%
Medical Laboratories	351	344	-2%	7%
Hospitals (State Government)	149	189	27%	4%
All Other Outpatient Care Centers	146	198	35%	3%
Freestanding Ambulatory Surgical and Emergency Centers	91	109	20%	2%
Temporary Help Services	75	70	-7%	2%
Diagnostic Imaging Centers	72	78	9%	2%

Source: Lightcast 2026.1

Table 6. Top Employers Posting Radiography Occupations in the Bay Region and the Santa Cruz and Monterey Subregion

Employer	Bay	Employer	Santa Cruz and Monterey
Vetted Health	273	Fusion Medical Staffing	48
Kaiser Permanente	271	AMN Healthcare	38
Fusion Medical Staffing	266	MedPro Healthcare Staffing	37
Soliant Health	218	Vetted Health	35
Simonmed Imaging	213	Triage Staffing	31
Triage Staffing	195	Cross Country Healthcare	28

Source: Lightcast 2026.1; "Job Posting Analytics." Mar. 2025 - Feb. 2026

Educational Supply

There are six community colleges in the Bay Region issuing 94 awards on average annually (last 3 years ending 2023-24) on TOP 1225.00 - Radiologic Technology. In the Santa Cruz and Monterey subregion, there is one community college that issued 14 awards on average annually (last 3 years) on this TOP code.

There is one other CTE educational institution in the Bay Region issuing 84 awards on average annually (last 3 years ending 2022-23) on CIP 51.0911 - Radiologic Technology/Science - Radiographer.

Table 7a. Community College Awards on TOP 1225.00 - Radiologic Technology in the Bay Region

College	Subregion	Associate Degree	Total
Cabrillo	Santa Cruz and Monterey	14	14
Canada	Mid-Peninsula	14	14
Foothill	Silicon Valley	20	20
Merritt	East Bay	10	10
San Francisco	Mid-Peninsula	20	20
Santa Rosa	North Bay	16	16
Total	-	94	94

Source: Data Mart

Note: The annual average for awards is 2021-22 to 2023-24.

Table 7b. Other CTE Institutions Awards on CIP 51.0911- Radiologic Technology/Science - Radiographer. in the Bay Region

College	Subregion	Associate degree	Total
Gurnick Academy of Medical Arts	Mid-Peninsula	84	84
Total	-	84	84

Source: Data Mart

Note: The annual average for awards is 2020-21 to 2022-23.

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay Region with 306 annual openings for the Radiography occupational cluster and 178 annual (3-year average) awards for an annual undersupply of 128 students. In the Santa Cruz and Monterey subregion, there is also a gap with 21 annual openings and 14 annual (3-year average) awards for an annual undersupply of 7 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1225.00 - Radiologic Technology

Metric Outcomes	Bay All CTE Program	State 1225.00	Bay 1225.00	Santa Cruz and Monterey 1225.00
Students with a Job Closely Related to Their Field of Study	75%	76%	77%	NA
Median Annual Earnings for SWP Exiting Students	\$58,379	\$65,247	\$73,246	\$113,820
Median Change in Earnings for SWP Exiting Students	31%	69%	65%	68%
Exiting Students Who Attained the Living Wage	50%	58%	60%	76%

Source: DataVista Program Median of 2020 to 2022.

Skills, Certifications and Education

Table 9. Top Skills in Job Postings for Radiography Occupations in the Bay Region

Skill	Posting	Skill	Posting
Radiology	5,024	Anatomy	636
Mammography	2,403	Venipuncture	619
Radiography	1,571	Diagnostic Radiology	475
X-Ray Computed Tomography	1,500	Magnetic Resonance Imaging	472
Fluoroscopy	1,400	Health Assessment	469
Radiation Protection	1,349	Pathology	467
Patient Positioning	1,113	Medical Records	449
Patient Safety	768	Epic EMR	412
Patient Preparation	718	Infection Control	397
Medical Imaging	683	Physiology	376

Source: Lightcast 2026.1; "Job Posting Analytics." Mar. 2025 - Feb. 2026

Table 10. Certifications in Job Postings for Radiography Occupations in the Bay Region

Certification	Posting	Certification	Posting
Basic Life Support (BLS) Certification	3,135	ARRT Magnetic Resonance Imaging (MR) Certification	64
ARRT Radiography (R) Certification	730	First Aid Certification	58
ARRT Computed Tomography (CT) Certification	511	American Registry for Diagnostic Medical Sonography (ARDMS) Certification	54
Cardiopulmonary Resuscitation (CPR) Certification	302	American Red Cross (ARC) Certification	49
Advanced Cardiovascular Life Support (ACLS) Certification	274	Radiology Certification	46
ARRT Mammography (M) Certification	257	ARRT Nuclear Medicine Technology (N) Certification	41

Source: Lightcast 2026.1; "Job Posting Analytics." Mar. 2025 - Feb. 2026

Table 11. Education Requirements for Radiography Occupations in the Bay Region

Education Level	Job Postings	% of Total
High school or GED	872	55%
Associate degree	468	29%
Bachelor's degree & higher	259	16%

Source: Lightcast 2026.1; "Job Posting Analytics." Mar. 2025 - Feb. 2026

Note: 83% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample.

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.

Definitions

Demand refers to average annual openings which includes a combination of both [new jobs and replacement jobs](#) between 2024 to 2029. New jobs represent the total number of additional workers required in an occupation, calculated as the difference between the current number of workers and the projected number of unfilled positions. Replacements are jobs that will need to be filled by [new hires](#) due to existing workers leaving the occupation. The average annual openings figure is derived by dividing total openings (2024 to 2029) by five years.

Supply refers to the average number of [graduates](#) between academic years 2021–2022 and 2023–2024. Graduates include students from community colleges, other two-year private and public institutions, as well as four-year institutions.

Living wage refers to the amount of income required for working families to meet basic needs at a minimally adequate level, considering family composition, ages of children, and geographic differences in costs based on the Self-Sufficiency Standard methodology.

Entry-level wages are the hourly earnings paid to workers who are newly entering an occupation.

Mid-career wages are the hourly earnings paid to workers who have accumulated several years of experience in an occupation, reflecting increased productivity, skill proficiency, and responsibility beyond entry-level roles but short of late-career or senior positions.

Sources

O*Net Online

Lightcast

CTE LaunchBoard www.calpassplus.org

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

CCCCO Data Mart

Contacts

For more information, please contact:

- Yumi Huang, Research Analyst, Bay Region Center of Excellence, yumi@baccc.net or (831) 275-0043
- Marcela Reyes, Director, Research and Center of Excellence, marcela@baccc.net or (831) 219-8875