



## Labor Market Analysis: 1205.10 – Phlebotomy 51.1009 – Phlebotomy Technician/Phlebotomists

### *Phlebotomy Technician – Certificate of Achievement*

Los Angeles Center of Excellence, July 2026

| Program Endorsement:                             | Endorsed:<br>All Criteria Met <input type="checkbox"/> | Endorsed:<br>Some Criteria Met <input checked="" type="checkbox"/> | Not<br>Endorsed <input type="checkbox"/> |
|--------------------------------------------------|--------------------------------------------------------|--------------------------------------------------------------------|------------------------------------------|
| Program Endorsement Criteria                     |                                                        |                                                                    |                                          |
| Supply Gap:                                      | Yes <input checked="" type="checkbox"/>                | No <input type="checkbox"/>                                        |                                          |
| Living Wage:<br>(Entry-Level, 25 <sup>th</sup> ) | Yes <input type="checkbox"/>                           | No <input checked="" type="checkbox"/>                             |                                          |
| Education:                                       | Yes <input checked="" type="checkbox"/>                | No <input type="checkbox"/>                                        |                                          |
| Emerging Occupation(s)                           |                                                        |                                                                    |                                          |
|                                                  | Yes <input type="checkbox"/>                           | No <input checked="" type="checkbox"/>                             |                                          |

## SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupation<sup>1</sup> or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the one identified middle-skill occupation in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, the Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education level.

**Recommendation:** Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

## Key Findings

### Supply Gap

- 653 annual job openings are projected in the region through 2029. This number is greater than the three-year average of 161 awards conferred by educational institutions in the region.

<sup>1</sup> Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

### **Living Wage**

- \$22.20 is the typical entry-level hourly wages for *phlebotomists*, which is lower than Los Angeles County's self-sufficiency standard hourly (\$24.03/hour).<sup>2</sup>

### **Educational Attainment**

- A postsecondary non-degree award is the typical entry-level education for *phlebotomists*, according to the Bureau of Labor Statistics (BLS).
- 61% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

### **Community college supply**

- 4 community colleges issued awards related to phlebotomy in the greater LA/OC region.
- 67 awards (degrees and certificates) were conferred on average each year between 2023 and 2025.

### **Other postsecondary supply**

- 2 educational institutions in the LA/OC region have conferred awards in programs related to phlebotomy over the past three years.
- 94 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2022 and 2024.

## **TARGET OCCUPATION**

LA COE prepared this report to provide regional labor market and postsecondary supply data related to one middle-skill occupation:

- **Phlebotomists (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.<sup>3</sup>

## **OCCUPATIONAL DEMAND**

Exhibit 1 shows the five-year occupational demand projections for *phlebotomists*. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to increase by 6% through 2029. There will be more than 600 job openings per year through 2029 due to job growth and replacements. The majority of jobs in 2024 for *phlebotomists* (68%) were located in Los Angeles County.

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<sup>2</sup> Center for Women's Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024*. <http://selfsufficiencystandard.org/California>.

<sup>3</sup> [Phlebotomists \(bls.gov\)](https://www.bls.gov)

**Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties<sup>4</sup>**

| Geography    | 2024 Jobs    | 2029 Jobs    | 2024-2029 Change | 2024-2029 % Change | Annual Openings |
|--------------|--------------|--------------|------------------|--------------------|-----------------|
| Los Angeles  | 3,135        | 3,231        | 96               | 3%                 | 413             |
| Orange       | 1,499        | 1,698        | 199              | 13%                | 241             |
| <b>Total</b> | <b>4,634</b> | <b>4,928</b> | <b>295</b>       | <b>6%</b>          | <b>653</b>      |

**Detailed Occupation Data**

Exhibit 2 displays the current employment and projected occupational demand for *phlebotomists* in Los Angeles County. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time. Occupations with a lower-than-average percentage of full-time workers may have less employment security but may see increased activity in the gig economy.

**Exhibit 2: Detailed employment and occupational demand, Los Angeles County<sup>5</sup>**

| Occupation    | 2024 Jobs | 2029 Jobs | 5-Yr % Change | Annual Openings | % Aged 55 and older | % Full Time Workers |
|---------------|-----------|-----------|---------------|-----------------|---------------------|---------------------|
| Phlebotomists | 3,135     | 3,231     | 3%            | 413             | 14%                 | 53%                 |

**WAGES**

The labor market endorsement in this report considers the entry-level hourly wages for *phlebotomists* in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater Los Angeles/Orange County region.

**Los Angeles County**

The typical entry-level hourly wages for *phlebotomists* are \$22.20, which is below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Experienced workers can expect to earn wages of \$29.30, which is higher than the self-sufficiency standard (Exhibit 3).

**Exhibit 3: Earnings for occupation in Los Angeles County**

| Occupation    | Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile) | Median Hourly Earnings | Experienced Hourly Earnings (75 <sup>th</sup> Percentile) | Median Annual Earnings* |
|---------------|-----------------------------------------------------------|------------------------|-----------------------------------------------------------|-------------------------|
| Phlebotomists | \$22.20                                                   | \$24.69                | \$29.30                                                   | \$51,400                |

\*Rounded to the nearest \$100

<sup>4</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

<sup>5</sup> Ibid.

## Orange County

The typical entry-level hourly wages for *phlebotomists* are \$24.17, which is below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Experienced workers can expect to earn wages of \$31.89, which is higher than the self-sufficiency standard (Exhibit 4).

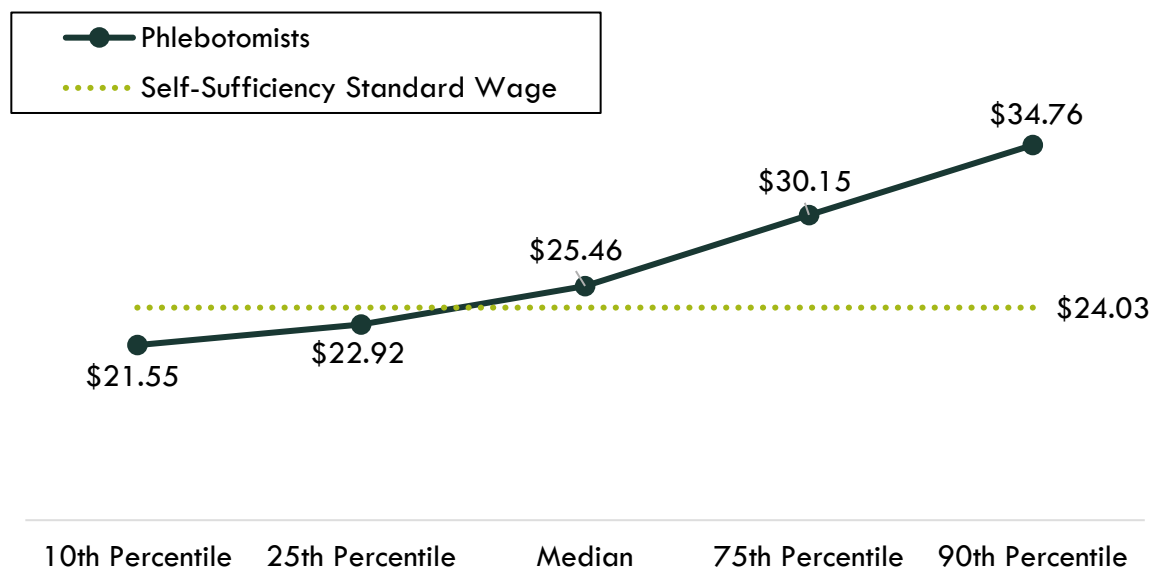
**Exhibit 4: Earnings for occupation in Orange County**

| Occupation    | Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile) | Median Hourly Earnings | Experienced Hourly Earnings (75 <sup>th</sup> Percentile) | Median Annual Earnings* |
|---------------|-----------------------------------------------------------|------------------------|-----------------------------------------------------------|-------------------------|
| Phlebotomists | \$24.17                                                   | \$26.88                | \$31.89                                                   | \$55,900                |

\*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupation in this report are \$22.92; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupation in this report, for entry-level to experienced workers.

**Exhibit 5: Average hourly earnings for target occupation, Los Angeles and Orange counties**



## JOB POSTINGS

There were 2,731 online job postings related to *phlebotomists* listed in the past 12 months in Los Angeles and Orange counties. Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupation in this report (Exhibit 6).

**Exhibit 6: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties**

| Top Job Titles                                                                                                                                                                                                                                                | Top Skills                                                                                                                                                                                                                                          | Top Employers                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Phlebotomists</li> <li>• Mobile phlebotomists</li> <li>• Certified phlebotomy technicians</li> <li>• Laboratory assistants</li> <li>• Medical assistants/phlebotomists</li> <li>• Certified phlebotomists</li> </ul> | <ul style="list-style-type: none"> <li>• Phlebotomy</li> <li>• Venipuncture</li> <li>• Data entry</li> <li>• Medical assistance</li> <li>• Laboratory testing</li> <li>• Pediatrics</li> <li>• Geriatrics</li> <li>• Specimen collection</li> </ul> | <ul style="list-style-type: none"> <li>• Quest Diagnostics</li> <li>• Labcorp</li> <li>• Actalent*</li> <li>• Talentburst*</li> <li>• Mindance*</li> <li>• Providence*</li> <li>• Aya Healthcare*</li> <li>• Kaiser Permanente</li> </ul> |

\*Staffing company

In the greater Los Angeles/Orange County region, 59% of the *phlebotomist* job postings listed a minimum educational requirement. Exhibit 7 details the number and percentage of job postings by educational level.

**Exhibit 7: Education levels requested in job postings for target occupation, Los Angeles and Orange counties**

| Education Level                            | Job Postings | % of Job Postings |
|--------------------------------------------|--------------|-------------------|
| Bachelor's degree                          | 12           | 1%                |
| Associate degree                           | 22           | 1%                |
| High school diploma or vocational training | 1,570        | 98%               |

## EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education for *phlebotomists* (Exhibit 8). Furthermore, the national-level data indicates 61% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupation in this report:

**Exhibit 8: Entry-level education preferred by employers nationally, Bureau of Labor Statistics**

| Occupation    | Education Level                |
|---------------|--------------------------------|
| Phlebotomists | Postsecondary non-degree award |

## EDUCATIONAL SUPPLY

### Community College Supply

Exhibit 9 shows the annual and three-year average number of awards conferred by community colleges in the related TOP code: Phlebotomy (1205.10). The colleges with the most completions in the region are LA City and LA Mission.

**Exhibit 9: Regional community college awards (certificates and degrees), 2023-2025**

| TOP Code             | Program    | College     | 2022-23 Awards | 2023-24 Awards | 2024-25 Awards | 3-Year Average |
|----------------------|------------|-------------|----------------|----------------|----------------|----------------|
| 1205.10              | Phlebotomy | LA City     | 14             | 37             | 38             | 30             |
|                      |            | LA Mission  | -              | 26             | 24             | 17             |
|                      |            | Long Beach  | 8              | 1              | 13             | 7              |
|                      |            | LA Subtotal | 22             | 64             | 75             | 54             |
|                      |            | Saddleback  | 11             | 17             | 12             | 13             |
|                      |            | OC Subtotal | 11             | 17             | 12             | 13             |
| Supply Total/Average |            |             | 33             | 81             | 87             | 67             |

Exhibit 10 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are noncredit awards (90%).

**Exhibit 10: Community college awards by award type, 2023-2025**

| Award Type                              | # of Awards | % of Awards |
|-----------------------------------------|-------------|-------------|
| Other credit awards (<6 semester units) | 7           | 10%         |
| Noncredit awards                        | 60          | 90%         |
| <b>Total</b>                            | <b>67</b>   | <b>100%</b> |

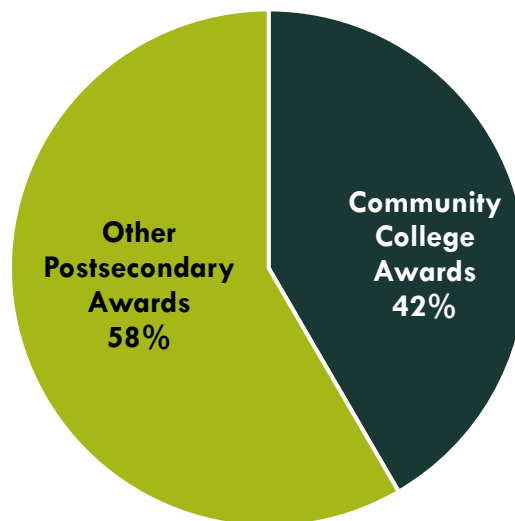
### Other Postsecondary Supply

For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for *phlebotomists*. Exhibit 11 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2022 to 2024. Between 2022 and 2024, other postsecondary college institutions in the region conferred an average of 94 sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete.

**Exhibit 11: Other regional postsecondary awards, 2022-2024**

| CIP Code             | Program                                | Postsecondary Institution            | 2021-22 Awards | 2022-23 Awards | 2023-24 Awards | 3-Year Average |
|----------------------|----------------------------------------|--------------------------------------|----------------|----------------|----------------|----------------|
| 51.1009              | Phlebotomy Technician/<br>Phlebotomist | Healthcare Career College            | 33             | 48             | 104            | 62             |
|                      |                                        | Universal Healthcare Careers College | 25             | 25             | 46             | 32             |
| Supply Total/Average |                                        |                                      | 58             | 73             | 150            | 94             |

Exhibit 12 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by other institutions in the greater Los Angeles/Orange County region.

**Exhibit 12: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region**

## Certifications

According to the California Department of Public Health (CDPH),<sup>6</sup> in order to become a Certified Phlebotomy Technician I (CPH I), workers must:

- Earn a high school diploma or equivalent and complete a state-approved phlebotomy training program.<sup>7</sup>
  - Training programs include classroom training, as well as clinical training performing venipunctures, skin punctures, and observation of arterial punctures.
- Pass a national certification examination from a certifying organization. Currently, there are six certifying organizations approved by the CDPH for phlebotomy certification:<sup>8</sup>
  - American Certification Agency (ACA)
  - American Medical Technologists (AMT)
  - American Medical Certification Association (AMCA)
  - American Society of Clinical Pathology (ASCP)
  - National Center for Competency Testing
  - National Healthcareer Association (NHA)
- Complete continuing education units and pay a renewal fee every two years to maintain CPH I certification.

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POWERED BY



## DATA SOURCES

- O\*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

<sup>6</sup> [California Department of Public Health - Phlebotomy Technician I \(CPT I\) Certificate](#)

<sup>7</sup> [California Department of Public Health - Approved Phlebotomy Training School List](#)

<sup>8</sup> [California Department of Public Health - Approved Certifying Organization Examinations](#)



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