CENTER OF EXCELLENCE FOR LABOR MARKET RESEARCH
LOS ANGELES

Labor Market Analysis: 1250.00 – Emergency Medical Services
51.0904–Emergency Medical Technology/Technician (EMT Paramedic)
Emergency Medical Technician
Associate of Science (A.S.) degree; Certificate requiring 8 to >16 semester units
Los Angeles Center of Excellence, October 2026

Program Endorsement:	Endorsed: All Criteria Met ☐	Endorsed: Some Criteria Met ☒	Not Endorsed ☐
Program Endorsement Criteria			
Supply Gap:	Yes ☑ *(See comments below)*		No ☐
Living Wage: (Entry-Level, 25th)	Yes ☐		No ☑
Education:	Yes ☑		No ☐
Emerging Occupation(s)			
Yes ☐			No ☑

SUMMARY
This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations[1] 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 two identified middle-skill occupations in the region. However, this does not take into account the 2,022 students who passed the NREMT exam in 2024, a requirement for emergency medical technicians (EMTs). While the majority of annual openings have entry-level wages that are below the self-sufficiency standard wage in both Los Angeles and Orange counties, approximately two-thirds of current workers in the field have completed some college or an associate degree.

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

[1] 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.

Key Findings

Supply Gap

- 659 annual job openings are projected in the region through 2028. This number is greater than the three-year average of 248 awards conferred by educational institutions in the region.
    - This does not take into account the 2,022 students who passed the certification required to become an emergency medical technician (NREMT) in 2024. Based on this metric, there may be an oversupply of emergency medical technicians in the LA/OC region.
    - Furthermore, EMT certifications are also preferred or required in other occupations such as firefighters, police officers, and others in the medical field, meaning that not every certified EMT will work within the EMT occupation.
    - Over the past 12 months, there were **1,076 online job postings related to emergency medical services occupations**. The highest number of job postings were for paramedics and emergency medical technicians – basic.

Living Wage

- 82% of annual job openings for these middle-skill emergency medical services occupations have entry-level wages **below** Los Angeles County's self-sufficiency standard hourly wage ($24.03/hour). [2]

Educational Attainment

- A postsecondary non-degree award is the typical entry-level education for both occupations in this report, according to the Bureau of Labor Statistics (BLS).
- 63%-66% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

Community college supply

- 8 community colleges issued awards related to emergency medical services in the greater LA/OC region.
- 248 awards (degrees and certificates) were conferred on average each year between 2022 and 2024.

Other postsecondary supply

- Between 2022-2024, there were 4,952 students who passed the certification test to become an emergency medical technician (NREMT) in Los Angeles County.
    - In 2024, the latest data available, there were 2,022 students who passed the NREMT in Los Angeles County.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to middle-skill emergency medical services occupations. These occupations typically require some postsecondary education, but less than a bachelor's degree. Students do not need prior medical experience, must be 18 years of age, must complete a minimum of 170 hours in

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

coursework, and pass the National Registry of Emergency Medical Technicians (NREMT) exam. Paramedics may be the next step on the career ladder for EMTs. To be eligible for entry into a paramedic program (1,200 to 1,800 course hours), students must have already worked in the field as an EMT for at least six months. [3] For full occupation descriptions, please see Appendix.

- ***Emergency Medical Technicians* (29-2042)** [4]
- ***Paramedics* (29-2043)** [5]

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these middle-skill emergency medical services occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 9% through 2029. There will be nearly 700 job openings per year through 2029 due to job growth and replacements. The majority of jobs in 2024 for these middle-skill emergency medical services occupations (65%) were located in Los Angeles County.

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties[6]

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	4,835	4,961	126	3%	356
Orange	2,660	3,184	524	20%	303
Total	**7,495**	**8,145**	**650**	**9%**	**659**

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations 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.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County[7]

Occupation	2024 Jobs	2029 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Emergency Medical Technicians	3,702	3,778	2%	292	9%	81%
Paramedics	1,133	1,183	4%	64	8%	Data unavailable
Total	**4,835**	**4,961**	**3%**	**356**	**-**	**-**

[3] What's the Difference Between an EMT and a Paramedic? | UCLA CPC
[4] Emergency Medical Technicians and Paramedics (bls.gov)
[5] Ibid.
[6] Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.
[7] Ibid.

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill emergency medical services occupations 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 majority, 82%, of annual openings for these middle-skill emergency medical services occupations have entry-level wages below the self-sufficiency standard wage for one adult ($24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between $18.21 and $29.01. (Exhibit 3).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Paramedics*, $29.01

Experienced *emergency medical technicians* can expect to earn $23.70, which is lower than the self-sufficiency standard. However, experienced *paramedics* can expect to earn $40.27, which is higher than the self-sufficiency standard.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)	Median Annual Earnings*
Emergency Medical Technicians	$18.21	$20.51	$23.70	$42,700
Paramedics	$29.01	$34.82	$40.27	$72,400

*Rounded to the nearest $100

Orange County

The majority, 83%, of annual openings for these middle-skill emergency medical services occupations have entry-level wages below the self-sufficiency standard wage for one adult ($27.13 in Orange County). Typical entry-level hourly wages are in a range between $19.11 and $29.51 (Exhibit 4).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Paramedics*, $29.51

Experienced *emergency medical technicians* can expect to earn $24.87, which is lower than the self-sufficiency standard. However, experienced *paramedics* can expect to earn $41.13, which is higher than the self-sufficiency standard.

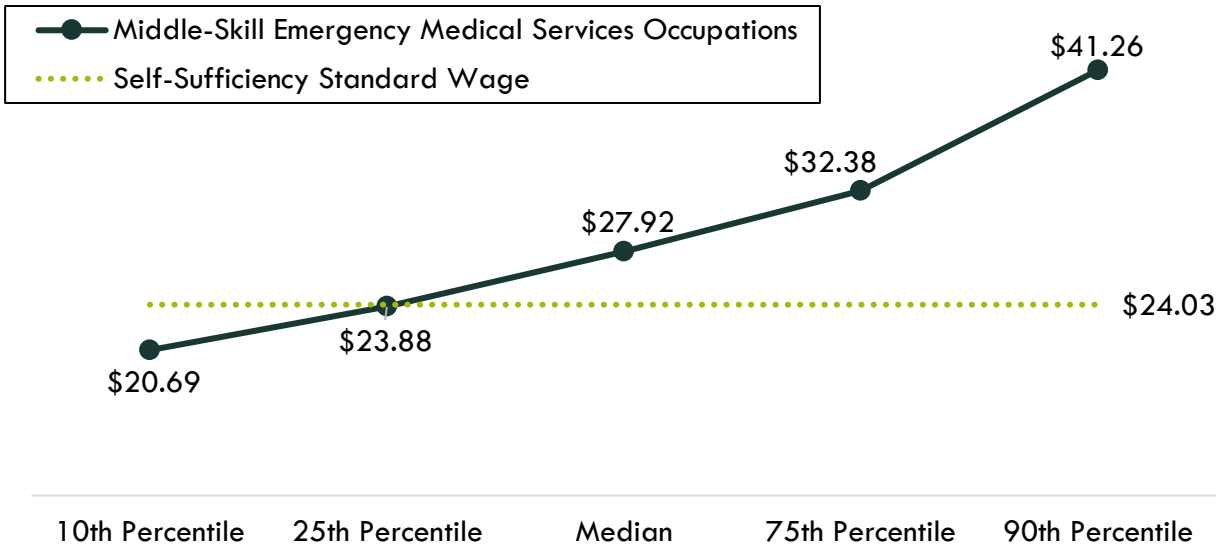
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)	Median Annual Earnings*
Emergency Medical Technicians	$19.11	$21.52	$24.87	$44,800
Paramedics	$29.51	$35.48	$41.13	$73,800

*Rounded to the nearest $100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are $23.88; 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 occupations in this report, for entry-level to experienced workers.

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



JOB POSTINGS

There were 1,076 online middle-skill job postings related to emergency medical services listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (68%) were for *paramedics*, followed by *emergency medical technicians* (32%).

Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
• Paramedics • Emergency medical technicians – Basic • Emergency medical technicians • Emergency response managers • Monitors • Ambulance drivers	• Ambulances • Cardiopulmonary resuscitation (CPR) • Electrocardiography • Defibrillation • Good driving record	• AMR • Global Medical Response • Acadian Ambulance Service • Lifeline Ambulance • Joyous Ventures

In the greater Los Angeles/Orange County region, 81% of the target job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for target occupations, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	2	>1%
Associate degree	39	4%
High school diploma or vocational training	831	96%

EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education for the target occupations (Exhibit 9). Furthermore, the national-level data indicates between 63% and 66% 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 occupations in this report:

Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Emergency Medical Technicians	Postsecondary non-degree award
Paramedics	Postsecondary non-degree award

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 10 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes in programs that have historically trained for the occupations of interest. The programs with the most completions in the region are Mt San Antonio, Saddleback, and El Camino.

Exhibit 10: Regional community college awards (certificates and degrees), 2022-2024

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
1250.00	Emergency Medical Services	East LA	8	1	5	5
		Glendale	1	0	0	0
		Long Beach	1	7	5	4
		Mt San Antonio	69	98	161	109
		West LA	2	0	2	1
		LA Subtotal	**81**	**106**	**173**	**120**
		Orange Coast	0	3	0	1
		Saddleback	52	78	51	60
		OC Subtotal	**52**	**81**	**51**	**61**
		Supply Subtotal/Average	**133**	**187**	**224**	**181**
1251.00	Paramedic	El Camino	6	4	7	6
		Mt San Antonio	34	23	39	32
		West LA	1	3	3	2
		LA Subtotal	**41**	**30**	**49**	**40**
		Saddleback	39	13	28	27
		OC Subtotal	**39**	**13**	**28**	**27**
		Supply Subtotal/Average	**80**	**43**	**77**	**67**
		Supply Total/Average	**213**	**230**	**301**	**248**

Exhibit 11 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (50%).

Exhibit 11: Community college awards by award type, 2022-2024

Award Type	# of Awards	% of Awards
A.A./A.S. degrees	15	6%
Certificates	123	50%
Noncredit awards	110	44%
Total	**248**	**100%**

Other Postsecondary Supply

For a comprehensive regional supply analysis, it is important to consider the supply from other avenues, including community colleges programs and others that do not report their completion data to the Chancellor's Office (e.g., skills awards, contract education), and other non-community college programs that do not report their completions to IPEDS.[8] In California, EMT and Paramedic training programs are approved by the local county's EMS agency. After training completion, EMTs and Paramedics must pass the National Registry (NREMT) cognitive and psychomotor examinations and apply for certification at a local EMS agency. Passing rates for the NREMT Exam for Los Angeles County EMT programs are listed in Exhibit 12 and passing rates for Paramedic programs are in Exhibit 13. Please note that these exams pass rates differ from

[8] National Center for Education Statistics - IPEDS

the program award numbers in Exhibit 10 since not all completers take this exam immediately, or in the same year that they earn their award, and in some cases not at all. Orange County's NREMT Exam pass rates are also available online; however, the state EMSA website only lists the passing rates from 2014-2019. [9]

Exhibit 12: Los Angeles County Approved EMT Training Program Passing Rates[10]

NREMT Exam Passing Rates for LA County Approved EMT Programs (total taking exam)				
Program	**2022**	**2023**	**2024**	**3-Year Average**
American EMT Academy (AEMTA)	N/A	53% (163)	74% (187)	64% (350)
California Institute of Emergency Medical Training (CIEMT)	92% (210)	90% (205)	93% (263)	92% (678)
California State University Dominguez Hills (CSUDH)	63% (15)	92% (24)	91% (32)	82% (71)
California State University Long Beach (CSULB)	46% (12)	57% (30)	77% (53)	60% (95)
Cedars Sinai Medical Center Pre-Hospital Care Program	N/A	N/A	83% (12)	N/A
Citrus College	100% (17)	100% (29)	100% (27)	100% (73)
Compton College	N/A	50% (2)	100% (1)	75% (3)
Downey Adult School	39% (7)	54% (24)	80% (20)	58% (51)
East Los Angeles College	38% (6)	43% (23)	76% (25)	52% (54)
El Camino College	63% (74)	63% (163)	77% (215)	68% (451)
El Monte-Rosemead Adult School	N/A	N/A	N/A	N/A
Glendale Community College	53% (25)	63% (51)	60% (30)	59% (106)
Long Beach City College	63% (24)	58% (57)	80% (50)	67% (131)
LA Harbor College	25% (8)	100% (2)	100% (5)	78% (8)
LA Valley College	85% (44)	76% (54)	90% (61)	84% (159)
North Valley Occupational Center	44% (20)	25% (12)	0% (1)	23% (33)
Mt. San Antonio College	76% (65)	69% (101)	76% (92)	74% (258)
Pasadena City College	70% (62)	77% (126)	87% (122)	78% (310)
Rio Hondo College	74% (46)	78% (97)	88% (112)	80% (255)
Southern California Regional Occupational Center	67% (4)	67% (18)	0% (5)	45% (27)

[9] California NREMT Passing Rates 2014-2019 (emsa.gov)

[10] Los Angeles County Approved EMT Programs with NREMT Exam 1st Attempt Pass Rate (lacounty.gov)

NREMT Exam Passing Rates for LA County Approved EMT Programs (total taking exam)				
Program	**2022**	**2023**	**2024**	**3-Year Average**
UCLA Center for Prehospital Care	95% (614)	94% (675)	93% (688)	94% (1,977)
West Coast EMT – LA	86% (189)	82% (332)	87% (343)	85% (864)
West Los Angeles College	N/A	N./A	N/A	N/A

Exhibit 11: Los Angeles County Approved Paramedic Training Program Passing Rates[11]

NREMT Exam Passing Rates for LA County Approved Paramedic Programs (total taking exam)			
Program	**2021**	**2022**	**2023**
Los Angeles County Paramedic Training Institute	68% (34)	76% (35)	80% (70)
Glendale Community College	N/A	N/A	N/A
Mt. San Antonio College Paramedic Program	89% (19)	89% (33)	76% (34)
UCLA Paramedic Education Program	86% (105)	87% (86)	82% (110)

For most career education programs, the COE compares the number of completions from related programs (supply) to the number of projected job openings (demand) in the region in order to determine if a supply gap exists. In this particular case, it is best to both consider the traditional supply figures as well as the NREMT Initial Exam Pass Rates since only the individuals that pass this exam that are eligible to work as emergency medical technicians (EMT), whereas a certificate or degree in emergency medical services is not sufficient for employment as an EMT. Therefore, it is likely more useful to compare the 2,022 passing scores on the 2024 NREMT exam to the 659 average annual job openings in LA/OC than it is to consider the 248 annual awards issued from community college EMT programs.

APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- ***Emergency Medical Technicians*** **(29-2042)** Assess injuries and illnesses and administer basic emergency medical care. May transport injured or sick persons to medical facilities. [12]

[11] Los Angeles County Approved Paramedic Programs with NREMT Exam 1st Attempt Pass Rate (lacounty.gov)
[12] Emergency Medical Technicians and Paramedics (bls.gov)

- ***Paramedics* (29-2043)** Administer basic or advanced emergency medical care and assess injuries and illnesses. May administer medication intravenously, use equipment such as EKGs, or administer advanced life support to sick or injured individuals. [13]

Contact information:
Luke Meyer, Director

Los Angeles Center of Excellence

Lmeyer7@mtsac.edu

If for any reason this document is not accessible or if you have specific needs for readability, please contact us and we will do our utmost to accommodate you with a modified version.

CENTER OF EXCELLENCE
FOR LABOR MARKET RESEARCH

POWERED BY
California Community Colleges

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)

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.
© 2026 California Community Colleges Chancellor's Office,
Centers of Excellence for Labor Market Research, Economic and Workforce Development Program

[13] Ibid.