Labor Market Assessment for:
Emergency Medical Technicians (EMT)
(1250.00 Emergency Medical Services)
Inland Empire/Desert Center of Excellence, July 2025
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COE
FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT

Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	☐	✔	☐

Program LMI Endorsement Criteria		
Supply Gap	Yes ☐	**No** ✔
	Comments: There are *projected* to be **518 annual job openings** throughout the Inland Empire/Desert region, which is less than the **723 annual average awards conferred by educational institutions over the last 3 years.** Supply data includes both community college awards (723) and non-community college awards (0). Note: Healthcare faculty at College of the Desert have made COE staff aware that one or more of the regional programs are recording multiple awards for individual graduates but the amount and scale of this duplication cannot be determined from available data, so the award data is unaltered.	
Living Wage	**Yes** ✔	No ☐
	Comments: **The majority (69%) of annual job openings** for these three occupations **have entry-level hourly wages above the IE/D living wage of 20.42.**[1]	
Education	**Yes** ✔	No ☐
	Comments: **All occupations** have a **postsecondary nondegree award** as their **typical entry-level education level**.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:
- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor's degree)
    - Emergency Medical Technicians (29-2042)
    - Paramedics (29-2043)
    - Firefighters (33-2011)

A student exiting an Emergency Medical Services (1250.00) program is prepared for employment as an emergency medical technician (EMT). However, to quantify the full scope of regional demand for EMT certifications, this report includes two additional occupations that require EMT licensure prior to employment, Paramedics (29-2043) and Firefighters (33-2011). Please note that students enrolled in emergency medical services programs must complete additional education and training requirements to work as paramedics and firefighters.

Summary of findings
Demand
- The number of jobs related to the assessed occupations is projected to increase 13% through 2028, with 518 annual job openings (new and replacement jobs).
- Hourly entry-level wages for two of the three occupations are above the living wage at the 25th percentile hourly wage, with all occupations ranging from $19.11 to $29.70 in IE/D.
- There were 487 online job postings from 70 employers over the past 12 months, with the highest postings for paramedics.
- Most job postings for target occupations require a high school diploma or equivalent (94%), followed by an associate degree (5%), and a bachelor's degree (1%).

Supply
- On average, there were 723 annual awards conferred by educational institutions over the last 3 years in related fields: 723 from community colleges and 0 from other institutions (e.g., 4-year universities, private schools).

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[1] *The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is $26.30 in Riverside County and $25.17 in San Bernadino County.*

- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of $39,542 ($19.01 per hour).
- 46% of students that exited their program in AY 2022-23 reported that they are now earning a living wage.

Introduction

California Community College Emergency Medical Services (TOP 1250.00) programs prepare students for employment in pre-hospital, emergency medical diagnostic procedure, treatment, and comprehensive care in medical crises, including emergency vehicle operation and patient transportation procedures, including training specific to the certification standards for the EMT-1 or EMT-2 certifications (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Emergency Medical Services programs lead to employment in occupations related to emergency medicine.

Job Demand

In 2023, there were 5,270 jobs in occupations related to emergency medicine in the IE/D region. Regional employment for this occupation group is projected to increase by 13% through 2028, with 518 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to emergency medicine, IE/D Region, 2023-2028

Occupation	SOC	2023 Jobs	2028 Jobs	2023 - 2028 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Emergency Medical Technicians	29-2042	1,605	1,819	13%	816	163
Paramedics	29-2043	847	888	5%	252	50
Firefighters	33-2011	2,818	3,240	15%	1,527	305
Total		5,270	5,947		2,596	518

SOURCE: LIGHTCAST 2025.2

Job Postings

The following analysis for occupations related to emergency medicine using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.[2] While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to emergency medicine over the last 12 months and the median posting duration. Over the previous 12 months, there were 487 unique job postings for occupations related to emergency medicine in the region from 70 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, July 2024 – June 2025

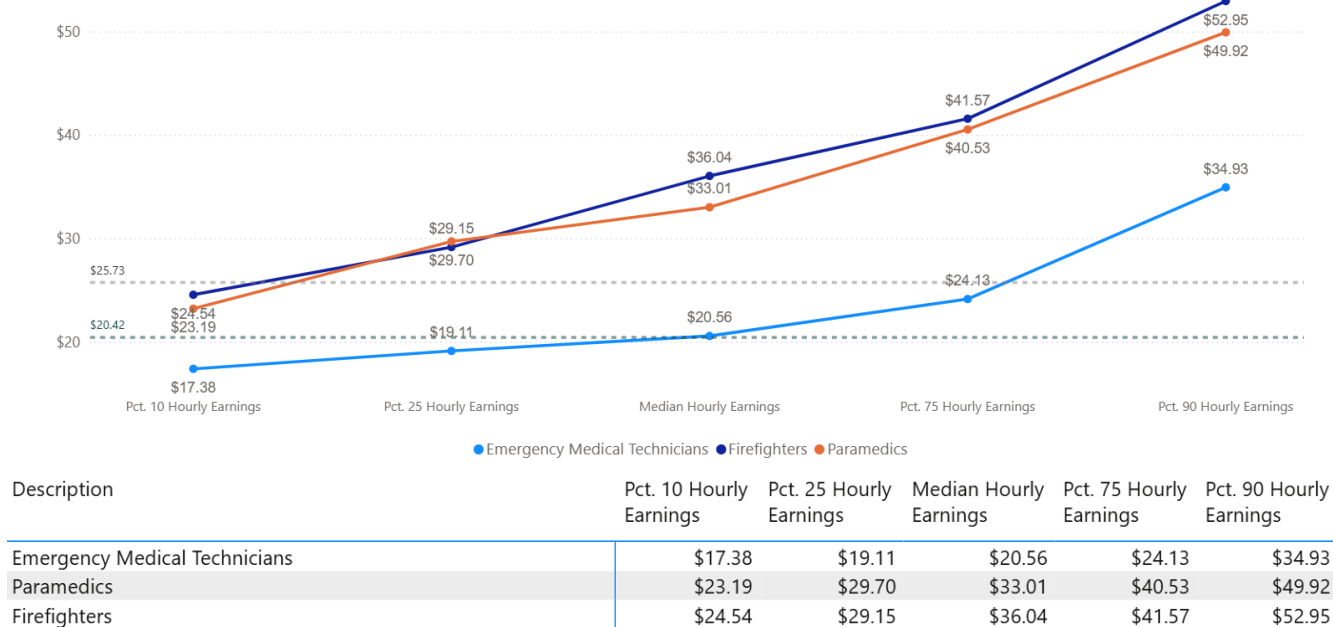| Job Title	Job Ads	Median Posting Duration
Paramedics	252	38 days
Emergency Medical Technicians	147	21 days
Firefighters	88	26 days
Total	487	

SOURCE: LIGHTCAST 2025.2

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[2] *"Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology*

Earnings

Exhibit 3 displays the hourly earnings for occupations related to emergency medicine compared to both the UW Self-Sufficiency Standard for the IE/D of $20.42[3] and the MIT IE/D living wage of $25.73.[4]

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2023

Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Emergency Medical Technicians	$17.38	$19.11	$20.56	$24.13	$34.93
Paramedics	$23.19	$29.70	$33.01	$40.53	$49.92
Firefighters	$24.54	$29.15	$36.04	$41.57	$52.95

SOURCE: 2025.2

The projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) for two occupations were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). Two of the occupations listed were also above the MIT living wage for an adult with no children ($25.73) in projected entry-level earnings (see Exhibit 3).
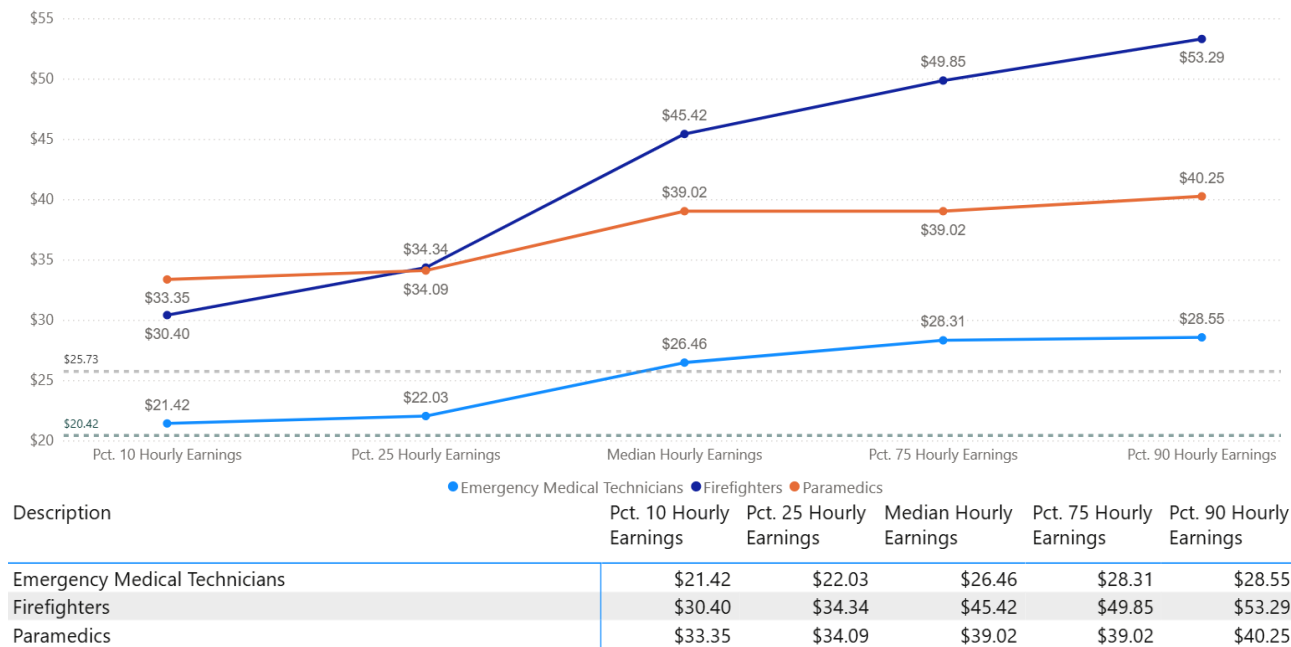
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[3] *The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is $26.30 in Riverside County and $25.17 in San Bernadino County.*

[4] *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to emergency medicine over the last 12 months. The salary information of online job ad data suggests employers advertise entry-level hourly wages between $22.03 and $34.34 (estimated to be equal to an annual salary between $45,822 and $71,427).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, July 2024 – June 2025

Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Emergency Medical Technicians	$21.42	$22.03	$26.46	$28.31	$28.55
Firefighters	$30.40	$34.34	$45.42	$49.85	$53.29
Paramedics	$33.35	$34.09	$39.02	$39.02	$40.25

SOURCE: LIGHTCAST 2025.2

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to emergency medicine over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, July 2024 – June 2025

Job Title	Unique Postings ▼
Paramedics	159
Emergency Response Managers	60
Firefighters	33
Firefighters/Paramedics	33
On-Site Medical Representatives	30
Emergency Medical Technicians	29
Emergency Medical Technicians - Basic	22
Relocation Assistants	12
Flight Paramedics	10
Incident Response Managers	10

SOURCE: LIGHTCAST 2025.2

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. American Medical Response (AMR) had the highest number of unique job postings for this occupational group over the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads,
IE/D Region, July 2024 – June 2025

Company	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
AMR	664 / 223	3 : 1	38 days
Amazon	177 / 29	6 : 1	31 days
Global Medical Response	93 / 29	3 : 1	17 days
Wildfire Defense Systems	69 / 16	4 : 1	49 days
San Manuel Band Of Mission Indians	30 / 10	3 : 1	19 days
San Bernardino County	21 / 9	2 : 1	19 days
City Of Cathedral	8 / 7	1 : 1	n/a
On-Site Health & Safety	14 / 7	2 : 1	41 days
City Of Cathedral City	16 / 6	3 : 1	13 days
Lincare	10 / 5	2 : 1	19 days

SOURCE: LIGHTCAST 2025.2

Exhibit 7 displays the top common, specialized, and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.[5]

Exhibit 7. Top 10 in-demand skills from employer job ads,
**IE/D Region, July 2024 – June 2025**

Common skills	Total Postings	Skill Growth Relative to Market
Good Driving Record	257	Growing
Professionalism	185	Growing
Management	167	Stable
Communication	124	Lagging
Operations	111	Stable
Customer Service	98	Stable
First Aid	67	Growing
Microsoft Office	50	Growing
Cleanliness	47	Growing
Leadership	41	Stable

Specialized skills	Total Postings	Skill Growth Relative to Market
Ambulances	291	Growing
National Incident Management Systems	281	Stable
Electrocardiography	232	Growing
Cardiopulmonary Resuscitation (CPR)	229	Growing
Defibrillation	185	Lagging
Intravenous Hydration	174	Stable
Community Relations	159	
Emergency Medical Services	136	Growing
Medical Equipment	133	Stable
Emergency Response	128	Rapidly Growing

Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Office	50	Growing
Amazon Product Advertising API	27	Growing
Microsoft Outlook	24	Rapidly Growing
Microsoft PowerPoint	21	Rapidly Growing
Microsoft Access	9	Lagging
Microsoft Excel	8	Growing

SOURCE: LIGHTCAST 2025.2

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with a high school diploma or equivalent (94%), significantly greater than an associate degree (5%) or a bachelor's degree (1%).

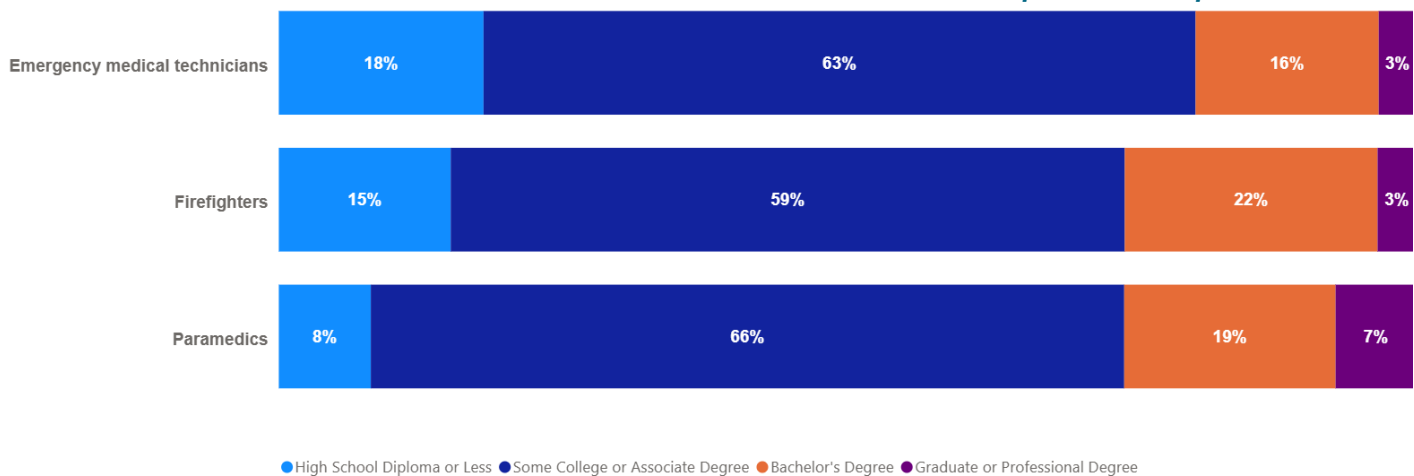[5] *"What are Lightcast Skill Projects"*, Lightcast Knowledge base, https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections

Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, July 2024 – June 2025

High school or GED	94%
Associate's degree	5%
Bachelor's degree	1%
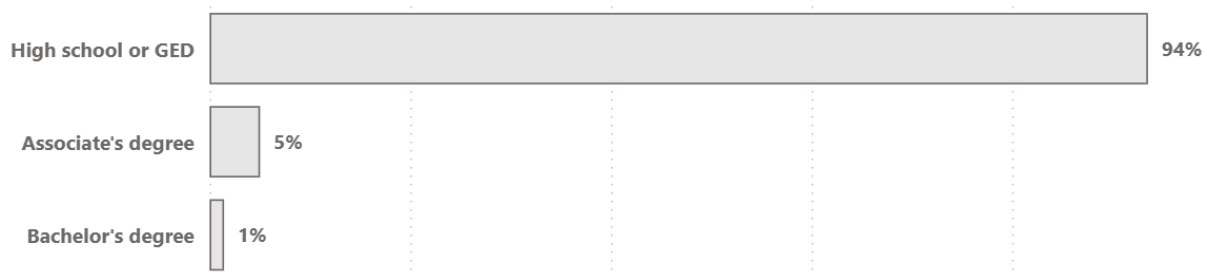
SOURCE: LIGHTCAST 2025.2

For the middle-skill occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 59% and 66% of workers have completed some college or an associate degree as their highest level of education.

Exhibit 9 National-level Education Attainment for the Occupational Group

	High School Diploma or Less	Some College or Associate Degree	Bachelor's Degree	Graduate or Professional Degree
Emergency medical technicians	18%	63%	16%	3%
Firefighters	15%	59%	22%	3%
Paramedics	8%	66%	19%	7%

● High School Diploma or Less ● Some College or Associate Degree ● Bachelor's Degree ● Graduate or Professional Degree

SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (59%) of employers listing minimum experience requirements sought candidates with zero to one year of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, July 2024 – June 2025

0 - 1 Years	59%
2 - 3 Years	37%
4 - 6 Years	4%
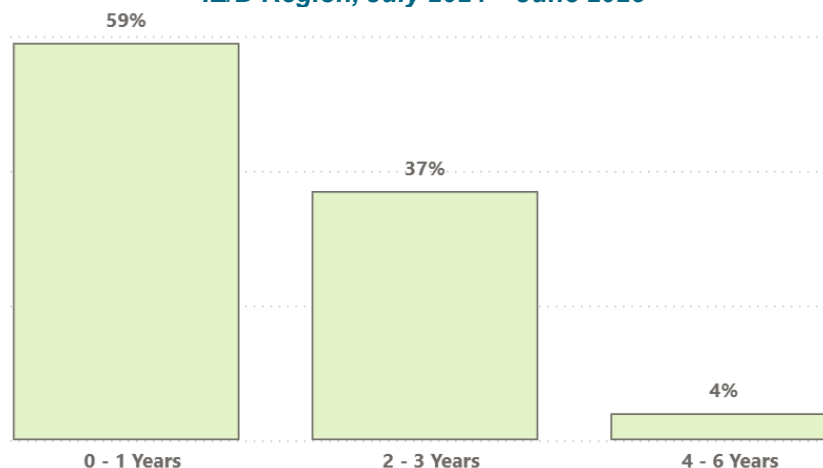
SOURCE: LIGHTCAST 2025.2

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Emergency Medical Services (TOP 1250.00) programs over the last three academic years (2021-2024). In the previous three academic years, six regional community colleges issued an average of 723 awards in relevant programs.

Healthcare faculty from the College of the Desert have made the COE staff aware that one or more of the regional programs are recording multiple awards for individual graduates but the amount and scale of this duplication cannot be determined from available data, so the award data is unaltered.

Exhibit 11 Annual average community college awards for Emergency Medical Services (TOP 1250.00), IE/D, 2021-2024

Top Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1250.00	Emergency Medical Services	Victor Valley	547	326	396	423
1250.00	Emergency Medical Services	Crafton Hills	146	208	157	170
1250.00	Emergency Medical Services	Moreno Valley	122	109	113	115
1250.00	Emergency Medical Services	Chaffey	6	8	9	8
1250.00	Emergency Medical Services	Barstow	2	5	5	4
1250.00	Emergency Medical Services	College of the Desert	3	2	5	3
Total			**826**	**658**	**685**	**723**

SOURCE: MIS DATA MART

Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs: Emergency Medical Technology/Technician (EMT Paramedic) (CIP 51.0904).

In the previous three academic years, one regional non-community college institution issued an average of 0 awards in relevant programs.

Exhibit 12 Annual average non-community college awards for emergency medicine programs, IE/D, 2020-2023

CIP	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
51.0904	Emergency Medical Technology/Technician (EMT Paramedic)	Loma Linda University	1	0	0	0

SOURCE: IPEDS

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13.

Exhibit 13 Emergency Medical Services strong workforce program outcomes, IE/D & California, AY 2022-23

Program Metric Title	Inland Empire	Statewide
Students	1,772	17,042
Earned 9+ Career Education Units	42%	33%
Completed Noncredit Workforce Preparation Milestone	73%	70%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	21%	5%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	2%	3%
Median Annual Earnings	$39,542	$42,104
Median Change in Earnings	29%	33%
Attained Living Wage	46%	46%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2021 and 2024 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from DataVista and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California. The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is $20.07 per hour ($42,392 annually). The living wage for one adult in Riverside County is $20.76 per hour ($43,854 annually). The average living wage to represent Inland Empire/Desert is $20.42 per hour ($43,123 annually).
Living Wage (MIT)	Glasmeier, A. K. (2024). *Living wage calculator*. Massachusetts Institute of Technology. Accessed on April 14, 2025, https://livingwage.mit.edu/states/06/locations The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is $25.17 per hour ($52,353.60 annually). The living wage for one adult in Riverside County is $26.30 per hour ($54,704 annually). The average living wage to represent Inland Empire/Desert is $25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the

	number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard. DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report