










Healthcare Support Workers, All Other

Labor Market Analysis: San Diego County

August 2025

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 Proceed with Caution	 	 	<input type="checkbox"/> Doctorate Degree <input type="checkbox"/> Master's Degree <input type="checkbox"/> Bachelor's Degree <input type="checkbox"/> Associate Degree <input type="checkbox"/> Some College or Certificate <input checked="" type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less Than a HS Diploma <input type="checkbox"/> Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	LOW 	HIGH 	

The San Diego & Imperial Center of Excellence (COE) developed this brief to assist the region's community colleges with strategic planning and program development. According to available data, *Healthcare Support Workers, All Other* in San Diego County have a labor market demand of 224 annual job openings (while average demand for a single occupation in San Diego County is 289 annual job openings), and one institution supplies two awards for this occupation, suggesting there is a supply gap in the labor market. Entry-level wages are below the living wage, but median wages are above the living wage. This brief recommends that the colleges proceed with caution with developing a new program and supports a program modification because 1) there is a supply gap in the labor market, 2) there is a high number of annual job openings, but 3) entry-level wages are below the living wage.

Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

Healthcare Support Workers, All Other (SOC 31-9099): All healthcare support workers not listed separately.

Projected Occupational Demand

Between 2023 and 2028, *Healthcare Support Workers, All Other* are projected to decrease by 42 jobs, or 3% (Exhibit 1). Employers in San Diego County will need to hire 224 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

Exhibit 1: Number of Jobs for Healthcare Support Workers, All Other (2023-2028)²

Occupational Title	2023 Jobs	2028 Jobs	2023 - 2028 Net Jobs Change	2023 - 2028 % Net Jobs Change	Annual Job Openings (Demand)
Healthcare Support Workers, All Other	1,623	1,581	(42)	(3%)	224

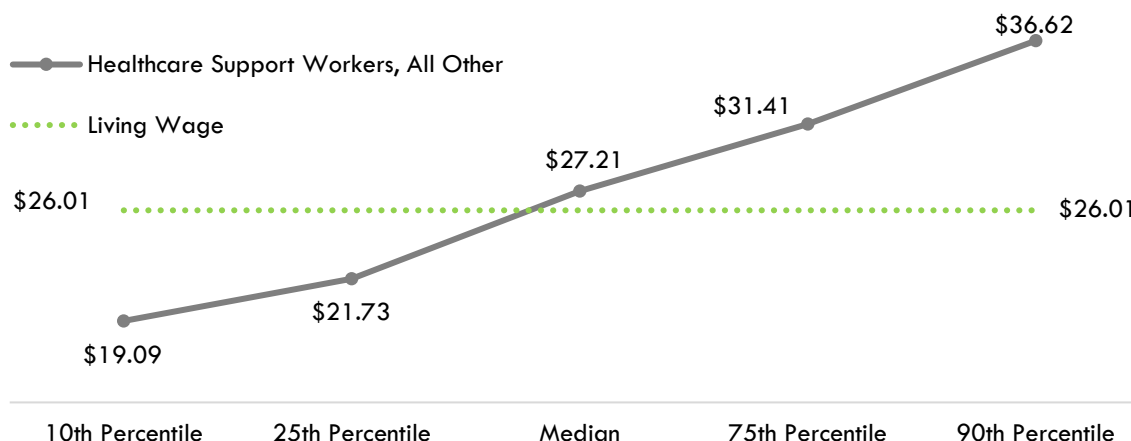
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. <https://www.bls.gov/soc/>.

² Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

Earnings

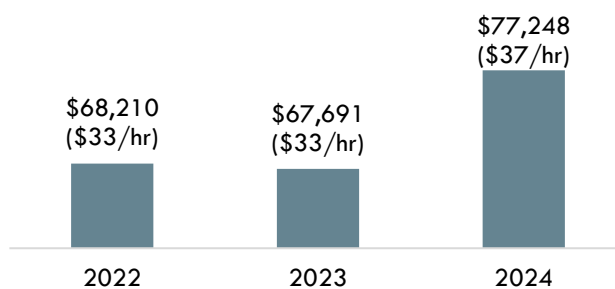
According to traditional³ labor market information (LMI), *Healthcare Support Workers, All Other* had until recently entry-level hourly earnings of **\$21.73**—or **\$45,198** annual salary⁴; this is less than the living wage for a single adult in San Diego County, which is **\$26.01** per hour (Exhibit 2).⁵

Exhibit 2: Hourly Earnings⁶ for *Healthcare Support Workers, All Other* in San Diego County⁷



In online job postings, employers advertised between **\$33** to **\$37** per hour between January 1, 2022 and December 30, 2024 for *Healthcare Support Workers, All Other* in San Diego County (Exhibit 3).⁸ This suggests that, in recent years, employers have increased wages compared to what is reported in traditional labor market information.

Exhibit 3: Entry-Level Advertised Salaries in Online Job Postings for *Healthcare Support Workers, All Other* in San Diego County (2022-2024)*



*Hourly wages are rounded to the nearest dollar amount.

³ Traditional LMI is generally historical data captured by the U.S. Bureau of Labor Statistics (BLS) or the California Employment Development Department (EDD). It does not account for recent technological, economic, or legislative changes that may affect labor market demand and wages.

⁴ Annualized salaries assume a full-time position with 2,080 hours. Multiplying the hourly wage with 2,080 yields the annual salary.

⁵ Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. selfsufficiencystandard.org/California.

⁶ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁷ Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

⁸ Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

Expected Level of Education

According to traditional LMI (data reported to EDD and BLS), *Healthcare Support Workers, All Other* have a national educational attainment of a [high school diploma or equivalent](#) (Exhibit 4).⁹

Exhibit 4: National Educational Attainment for *Healthcare Support Workers, All Other*¹⁰

Occupational Title	Typical Entry-Level Education
Healthcare Support Workers, All Other	High school diploma or equivalent

Online job postings between January 1, 2022 and December 31, 2024 in San Diego County had a [bachelor's degree](#) as the most requested educational requirement for *Healthcare Support Workers, All Other*; however, employers also expected the following certifications (Exhibit 5).¹¹

Exhibit 5: Top Certifications for *Healthcare Support Workers, All Other* in San Diego County in Online Job Postings (2022-2024)¹²

1. Basic Life Support (BLS) Certification
2. Emergency Medical Technician (EMT)
3. Certified Nursing Assistant (CNA)
4. Certified Medical Assistant (CMA)
5. Speech-Language Pathology License
6. Licensed Vocational Nurse (LVN)
7. Registered Nurse (RN)
8. Advanced Cardiovascular Life Support (ACLS) Certification
9. Neonatal Resuscitation Program Certification (NRP)
10. American Red Cross (ARC) Certification

⁹ Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

¹⁰ Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

¹¹ Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

¹² Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. There is [one](#) TOP code and [one](#) CIP code related to *Healthcare Support Workers, All Other* (Exhibit 6).

Exhibit 6: Related TOP and CIP Codes for *Healthcare Support Workers, All Other*¹³

TOP or CIP Code	TOP or CIP Program Title
TOP 1208.30	Health Facility Unit Coordinator
CIP 51.0703	Health Unit Coordinator/Ward Clerk

According to TOP and CIP data, one community college supplies the region with awards for this occupation: [Southwestern College](#) (Exhibit 7). No non-community college institution supplies the region with awards.

**Exhibit 7: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions
(Program Year 2020-21 Through Program Year 2023-24 Average)**

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY23- 24)
1208.30	Health Facility Unit Coordinator	2	0	2
	Southwestern	2	0	
	• Associate Degree	2	0	
Total				2

¹³ This brief uses a conservative estimate of program supply and only calculates awards from the TOP code listed in Exhibit 6.

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply¹⁴ suggests that there is a **supply gap** for this occupation in San Diego County, with **224** annual openings and **two** awards. Comparatively, there are **2,561** annual openings in California and **13** awards, suggesting that there is a supply gap across the state¹⁵ (Exhibit 8).

Exhibit 8: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego	224	2	222
California	2,561	13	2,548

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

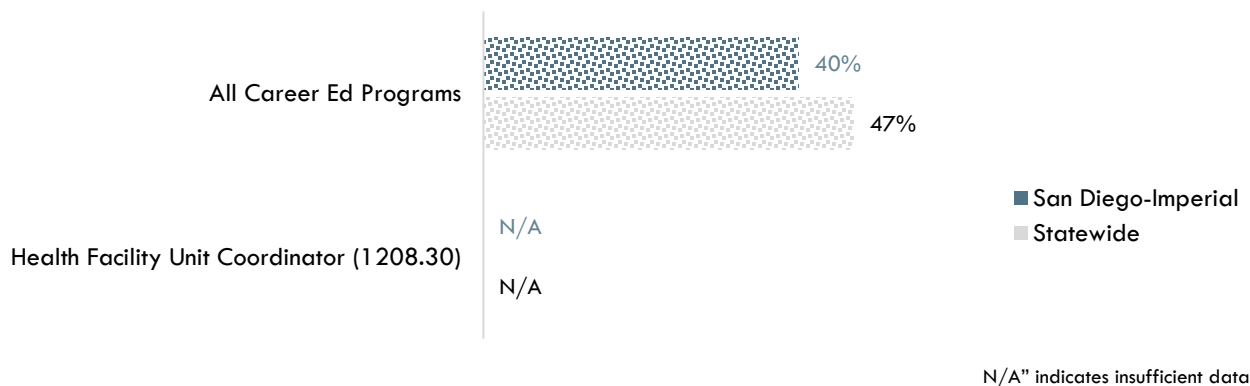
¹⁴ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

¹⁵ "Supply and Demand," Centers of Excellence Student Outcomes, coeccc.net/our-resources.

Student Outcomes and Regional Comparisons

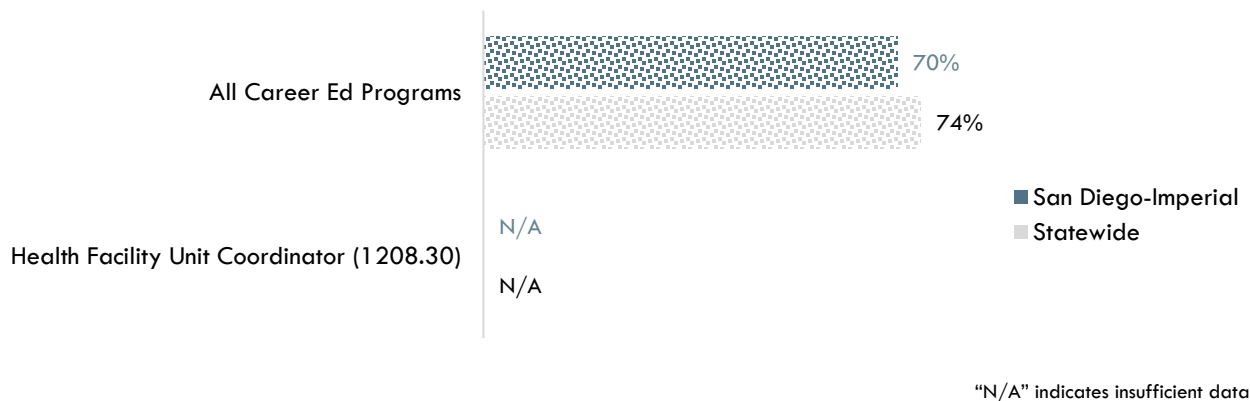
According to the California Community Colleges DataVista, 47% of students in Career Education programs earned a living wage in general across the state (Exhibit 9).¹⁶

Exhibit 9: Percentage of Students Who Earned a Living Wage After Completing a Health Facility Unit Coordinator (TOP 1208.30) Program, PY2022-23¹⁷



According to the California Community Colleges DataVista, 74% of students obtained a job closely related to their field of study in Career Education programs in general across the state (Exhibit 10).¹⁸

Exhibit 10: Percentage of Students in a Job Closely Related to Field of Study After Completing a Health Facility Unit Coordinator (TOP 1208.30) Program, PY2021-22¹⁹



¹⁶ DataVista, California Community Colleges, datavista.cccco.edu/.

¹⁷ Most recent year with available data is Program Year 2022-23. Among completers and skills builders who exited, the percentage of students who attained a living wage.

¹⁸ DataVista, California Community Colleges, datavista.cccco.edu/.

¹⁹ Most recent year with available data is Program Year 2021-22. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Employers

Between January 1, 2022 and December 31, 2024, the top five employers in San Diego County for *Healthcare Support Workers, All Other* were [Soliant Health](#), [Stepping Stones](#), [Sunbelt Staffing](#), [University of California-San Diego](#), and [Scripps Health](#) based on online job postings (Exhibit 11).

Exhibit 11: Top Employers for Healthcare Support Workers, All Other in San Diego County²⁰

Top Employers	
<ul style="list-style-type: none">• Soliant Health• Stepping Stones• Sunbelt Staffing• University of California-San Diego• Scripps Health	<ul style="list-style-type: none">• Speech Improvement Center• ProCare Therapy• Sharp Healthcare• Luke & Associates• Accountable Healthcare Staffing

Skills

Exhibit 12 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2022 and December 31, 2024.

Exhibit 12: Top Skills for Healthcare Support Workers, All Other in San Diego County²¹

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none">• Speech-Language Pathology• Endoscopy• Pediatrics• Pathology• Speech Therapy• Endoscopic Retrograde Cholangiopancreatogram• Individualized Education Programs• Treatment Planning• Inventory Management• Disinfecting• Gastroenterology• Billing• Communication Disorders• Statistics• Medical Terminology	<ul style="list-style-type: none">• Communication• Interpersonal Communications• English Language• Multilingualism• Research• Verbal Communication Skills• Teaching• Spanish Language• Organizational Skills• Confidentiality• Writing• Collections• Management• Clerical Works• Customer Service	<ul style="list-style-type: none">• Microsoft Outlook• Microsoft Excel• Microsoft PowerPoint• Epic EMR• Patient Data Management Systems• Rhinoceros 3D• Zoom• Microsoft Access• Microsoft Windows• R• Microsoft 365• DocuSign• Microsoft Teams• Data Display Debuggers• Google Classroom

²⁰ Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

²¹ Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

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