

Labor Market Assessment for: Phlebotomists (1205.10 Phlebotomy)

Inland Empire/Desert Center of Excellence, Aug 2025

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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
	✓	<input type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria		
Supply Gap	Yes ✓	No <input type="checkbox"/>
	<i>Comments: There is projected to be 219 annual job openings throughout the Inland Empire/Desert region, which is more than the 27 annual average awards conferred by educational institutions over the last 3 years. Supply data includes both community college awards (6) and non-community college awards (21).</i>	
Living Wage	Yes ✓	No <input type="checkbox"/>
	<i>Comments: This occupation has entry-level hourly wages \$1 above the IE/D living wage of 20.42.¹</i>	
Education	Yes ✓	No <input type="checkbox"/>
	<i>Comments: This occupation has a postsecondary nondegree award as its typical entry-level education level, and more than 33% of all workers in the field (61%) have completed some college or an associate degree as their highest level of education. See Exhibit 9 for more details.</i>	

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)
 - Phlebotomists (31-9097)

Summary of findings

Demand

- The number of jobs related to the assessed occupation is projected to increase 12% through 2029, with 219 annual job openings (new and replacement jobs).
- Hourly entry-level wages for phlebotomists are above living wage at the 25th percentile hourly wage, estimated to be \$21.52 in IE/D.
- There were 651 online job postings from 138 employers over the past 12 months with the highest postings for phlebotomists and mobile phlebotomists.
- Most job postings for target occupations require a high school diploma or equivalent (97%), followed by an associate degree (3%), and bachelor’s degree or above (0%).

Supply

- On average, there were 27 annual awards conferred by educational institutions over the last 3 years in related fields: 6 from community colleges and 21 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of \$35,988 (\$17.30 per hour).
- 33% of California students that exited their program in 2022-23 reported that they are now earning a living wage.

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.

Introduction

California Community College Phlebotomy (TOP 1205.10) programs prepare students for employment in the principles and practices for puncturing the skin to give injections, and puncturing veins or arteries to obtain blood samples for analysis and diagnosis (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Phlebotomy programs lead to employment in phlebotomy.

Job Demand

In 2024, there were 1,397 jobs in phlebotomy in the IE/D region. Regional employment for this occupation group is projected to increase by 12% through 2029 with 219 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 phlebotomy, IE/D Region, 2024-2029

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Phlebotomists	31-9097	1,397	1,561	12%	1,095	219

SOURCE: LIGHTCAST 2025.3

Job Postings

The following analysis for phlebotomists 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 phlebotomy over the last 12 months and the median posting duration. Over the previous 12 months, there were 651 unique job postings for phlebotomy in the region from 138 employers.

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

Job Title	Job Ads	Median Posting Duration
Phlebotomists	651	22 days

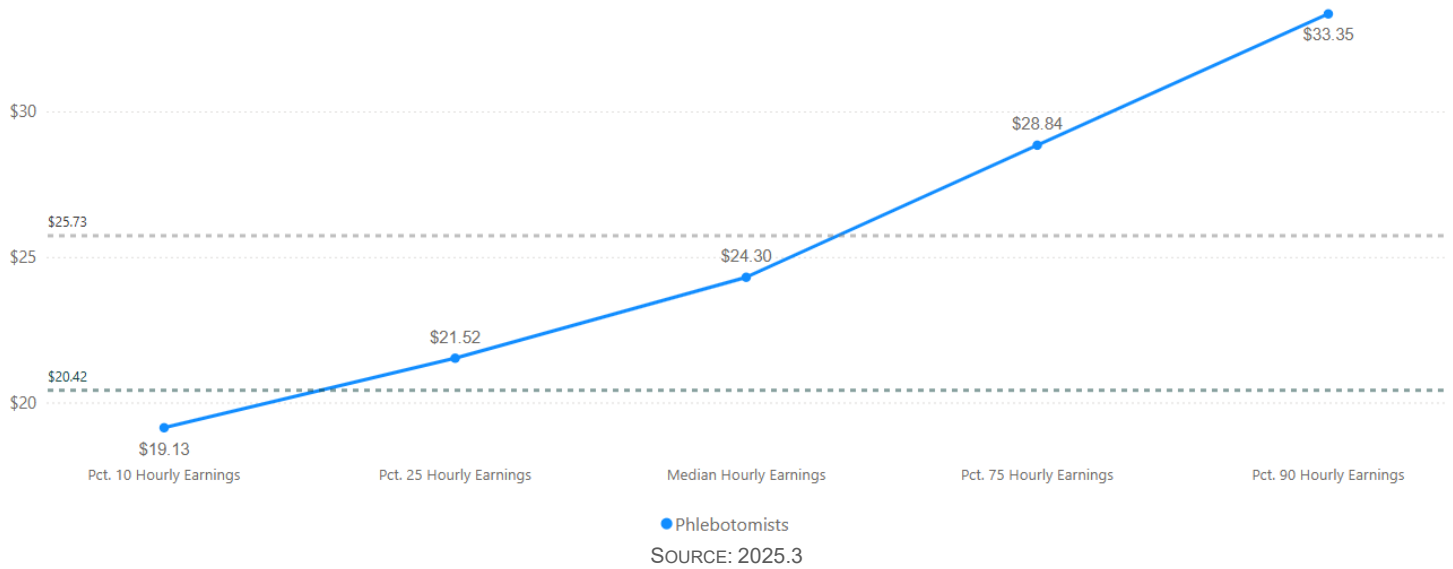
SOURCE: LIGHTCAST 2025.3

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 phlebotomy compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$25.73.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2024



All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). However, the occupation was below the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3).

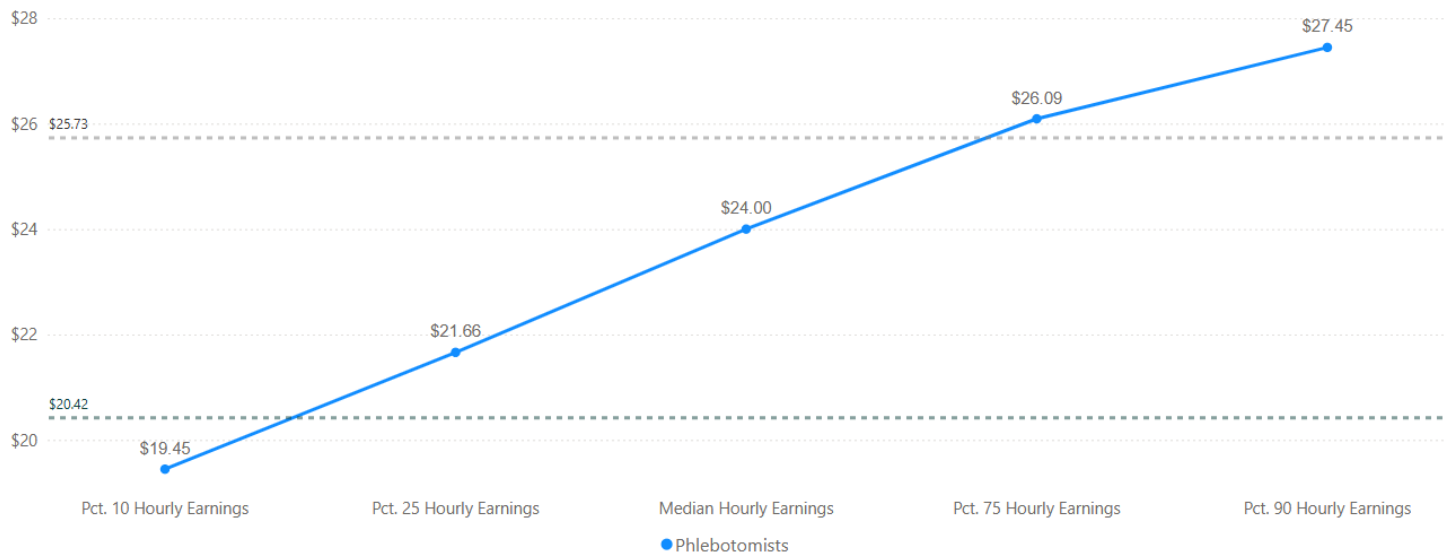
³ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference 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 phlebotomy over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages equal to \$21.66 (estimated to be equal to an annual salary of \$45,053).

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



SOURCE: LIGHTCAST 2025.3

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

Exhibit 5 displays the job titles most frequently used in job postings for the phlebotomy 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, Aug 2024 – Jul 2025

Job Title	Unique Postings
Phlebotomists	403
Mobile Phlebotomists	46
Certified Phlebotomy Technicians	32
Phlebotomy Technicians	22
Certified Phlebotomists	20
Laboratory Assistants	17
Laboratory Assistants/Phlebotomists	14
Medical Assistants/Phlebotomists	14
Phlebotomy Instructors	10
Assistant Hospitality Managers	9

SOURCE: LIGHTCAST 2025.3

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. Labcorp and Quest Diagnostics had the highest unique job posts for this occupational group in 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, Aug 2024 – Jul 2025

Company	Total/Unique (Aug 2024 - Jul 2025)	Posting Intensity	Median Posting Duration
Labcorp	273 / 82	3 : 1	17 days
Quest Diagnostics	250 / 73	3 : 1	26 days
Loma Linda University	76 / 24	3 : 1	21 days
BioLife Plasma Services	101 / 21	5 : 1	22 days
Kaiser Permanente	58 / 19	3 : 1	18 days
Uhs	24 / 12	2 : 1	19 days
Universal Health Services	19 / 11	2 : 1	30 days
Redlands Community Hospital	88 / 11	8 : 1	17 days
Kpc Health	37 / 11	3 : 1	35 days
Octapharma	45 / 10	5 : 1	26 days

SOURCE: LIGHTCAST 2025.3

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, Aug 2024 – Jul 2025

Common skills	Total Postings	Skill Growth Relative to Market
Customer Service	255	Stable
Communication	201	Lagging
Collections	161	Growing
Clerical Works	156	Growing
Good Driving Record	111	Growing
Packaging And Labeling	103	Growing
Detail Oriented	95	Stable
English Language	95	Growing
Filing	92	Rapidly Growing
Management	78	Stable

⁵ “What are Lightcast Skill Projects”, Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

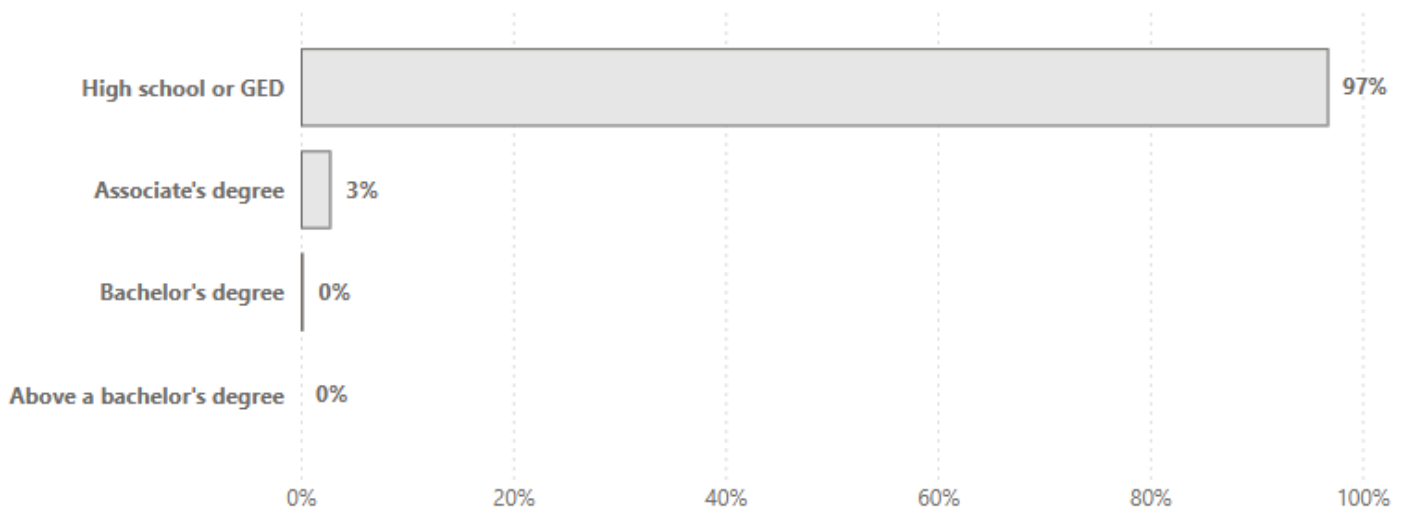
Specialized skills	Total Postings	Skill Growth Relative to Market
Phlebotomy	637	Growing
Venipuncture	293	Growing
Data Entry	240	Lagging
Specimen Collection	188	Growing
Capillary	166	Growing
Medical Assistance	160	Growing
Billing	149	Rapidly Growing
Geriatrics	148	Growing
Laboratory Testing	148	Growing
Medical Laboratory	138	Rapidly Growing

Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Office	17	Growing
Microsoft Excel	14	Growing
Microsoft PowerPoint	12	Rapidly Growing
R (Programming Language)	8	Rapidly Growing
SAP Business Connector	6	Lagging
Epic EMR	4	Growing
Microsoft Word	4	Stable
Laboratory Management System	3	Stable
Medical Software	3	Growing
Microsoft Desktop Optimization Pack	3	Stable

SOURCE: LIGHTCAST 2025.3

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with a high school diploma or equivalent (97%) significantly greater than associate degree (3%) or bachelor's degree or above (0%).

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



SOURCE: LIGHTCAST 2025.3

For the assessed occupation, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that 61% 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

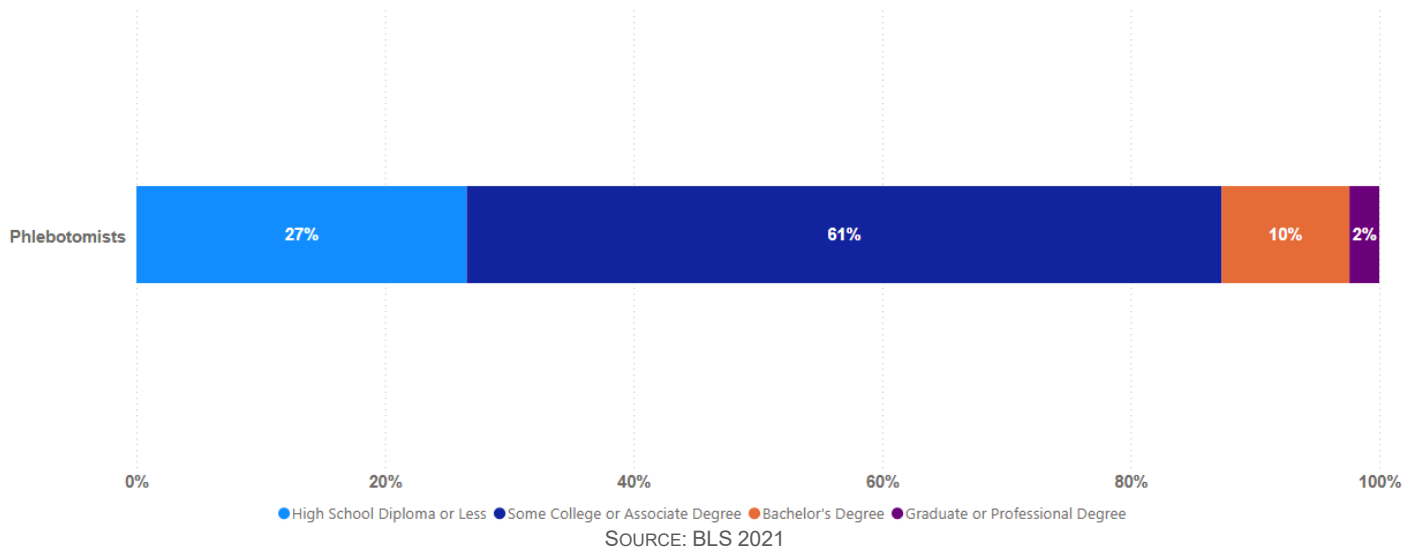
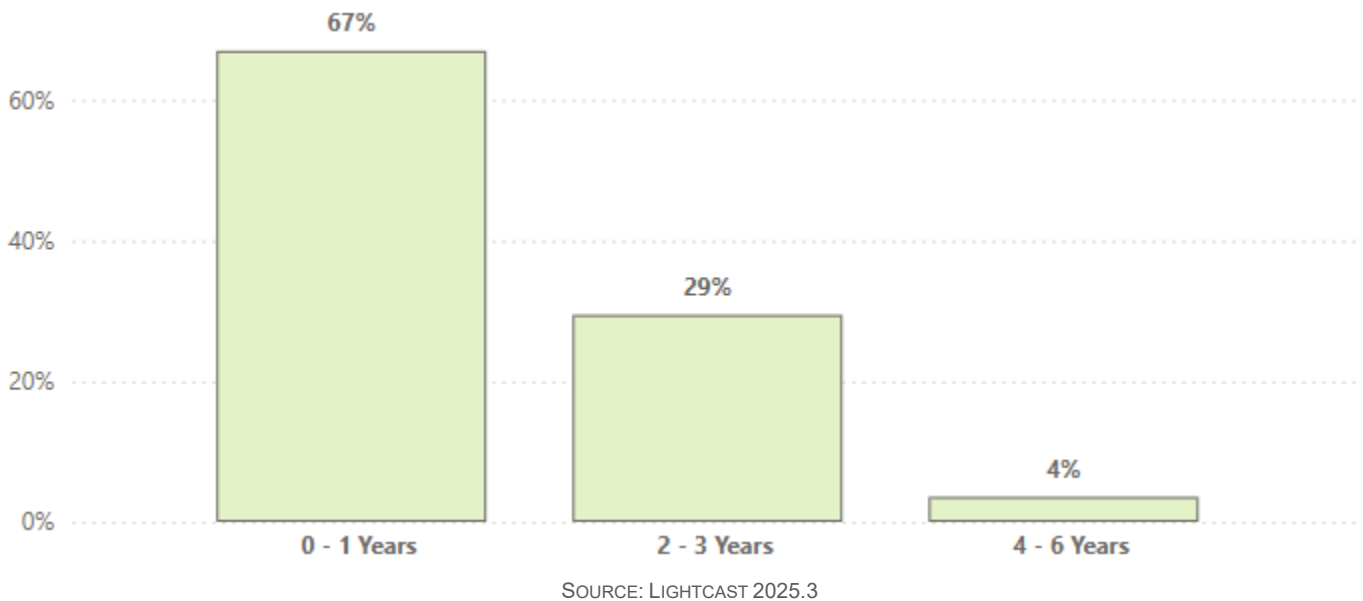


Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (67%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, Aug 2024 – Jul 2025



Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Phlebotomy (TOP 1205.10) programs over the last three academic years (2021-2024). In the previous three academic years, 1 regional community college issued an average of 6 awards in relevant programs.

Exhibit 11 Annual average community college awards for Phlebotomy (TOP 1205.10), IE/D, 2021-2024

Top Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1205.10	Phlebotomy	Palo Verde	1	2	14	6

SOURCE: MIS DATA MART

Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs: Phlebotomy Technician/Phlebotomist (CIP 51.1009).

In the previous three academic years, 1 regional non-community college institution issued an average of 21 awards in relevant programs.

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

CIP	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
51.1009	Phlebotomy Technician/Phlebotomist	Riverside County Office of Education-School of Career Education	64	0	0	21

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 Phlebotomy strong workforce program outcomes, IE/D & California, AY 2022-23

Program Metric Title	Inland Empire	Statewide
Students	41	542
Earned 9+ Career Education Units	-	18%
Completed Noncredit Workforce Preparation Milestone	-	79%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	-	16%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	0%	4%
Median Annual Earnings	\$35,988	\$42,448
Median Change in Earnings	-	33%
Attained Living Wage	-	33%

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). <i>Living wage calculator</i> . 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

	<p>number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
<p>Student Metrics and Demographics</p>	<p>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.</p> <p>DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report</p>