



SKILLS THAT SUPPORT THE CCCCCO HEALTH SECTOR

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EXECUTIVE SUMMARY

The California Community College Chancellor's Office (CCCCO) Health Priority Sector is one of the most significant drivers of middle-skill employment in the Inland Empire/Desert Region, accounting for 188,267 jobs in 2024 and is projected to grow by 16% by 2029. Middle-skill health occupations, those requiring more than a high school diploma but less than a four-year degree, represent nearly 70% of all health-sector jobs and generate nearly 31,800 annual openings, positioning community colleges and K12 partners as essential engines of workforce preparation.

This report examines the skills that define middle-skill health occupations, relying on employer job postings for six major occupational groups that together accounted for 171,029 regional jobs in 2024. Using a comparison of two date periods, 2018–2023 and 2023–2025, the analysis identifies which skills are increasing, shrinking, or persistently demanded across the sector.

Key Findings

Employer demand is shifting toward both foundational and technical competencies.

Across occupational groups, foundational skills remain the most prevalent competencies requested by employers, with Communication consistently appearing as the top skill statewide and regionally (e.g., Exhibits 2.1.6, 2.2.6, 2.3.6, 2.4.6, 2.5.6, 2.6.6).

However, the analysis (Section 3) also shows that more than half of all growing skills (~53%) are technical or specialized, reflecting rising expectations for applied clinical expertise and technological fluency.

These include:

- Infection Control
- Anatomy
- Vital Signs
- Patient Education and Counseling
- Electronic Medical Record (EMR) Documentation

These skills have grown significantly across multiple minor occupational groups (e.g., Exhibits 2.1.4, 2.3.4, 2.4.5) and point to an evolving care environment where applied knowledge and digital systems play a larger role in daily work.

Routine administrative and clerical skills are declining across the sector.

The shrinking-skills analysis shows a consistent decline in routine, repetitive, and clerical competencies, including:

- Clerical Work
- Billing
- Computer Literacy
- Scheduling
- Customer Service

More than 40% of shrinking skills fall within foundational or cross-sector categories, but they overwhelmingly represent tasks that employers increasingly assume will be supported by digital systems or automated workflows (Exhibits 2.2.7, 2.3.7, 2.5.7, 2.6.7).

Even within specialized technical categories, the declining skills tend to be baseline clinical abilities, such as Nursing, Direct Patient Care, or CPR, which employers appear to treat as assumed prerequisites rather than differentiating qualifications.

Certifications and licensure continue to anchor employer expectations.

Qualifications data across all six occupational groups reinforce the emphasis of stackable, industry-recognized certifications, including:

- Basic Life Support (BLS), requested in 20–30% of postings across groups
- Certified Nursing Assistant (CNA)
- Licensed Vocational Nurse (LVN)
- American Registry of Radiologic Technologists (ARRT) Certification
- Registered Respiratory Therapist (RRT)
- Cardiopulmonary Resuscitation (CPR) Certification and First Aid

These credentials appear more consistently than many skills and often serve as the clearest signal of job readiness (e.g., Exhibits 2.1.9, 2.2.9, 2.3.9, 2.4.9).

These patterns reveal a structural shift in middle-skill health work.

Across the sector, employer postings increasingly emphasize competencies requiring human judgment, patient interaction, and clinical expertise while de-emphasizing skills tied to routine administrative work. This reflects a broader transition in healthcare workplaces in which digital systems, automated workflows, and AI-enabled tools reduce the need for manual clerical tasks (Section 3).

As a result, middle-skill health workers are expected to engage more directly in the relational, interpretive, and technical dimensions of patient care, areas that technology supports but does not replace.

Implications for Education & Training in the Inland Empire/Desert Region

The regional shift in skill demand points to several opportunities for K12 and community college programs to strengthen workforce alignment:

1. Align curriculum with rising foundational and technical skills.

Programs should integrate communication, interpersonal communication, workflow management, EMR literacy, infection control, vital signs, anatomy, and patient education, skills showing the strongest growth across minor occupational groups (Section 3).

2. Embed credentials within program structures.

Given the consistency of employer demand for BLS, CNA, LVN, RRT, ARRT, and other certifications, colleges should map coursework, lab experiences, and clinical rotations directly to these credentials. K12 pathways can strengthen 9–14 alignment by offering pre-certification exposure or dual enrollment opportunities in CPR, BLS, CNA preparation, and related areas.

3. Strengthening K12 pathway - Community College Health Pathway Alignment

K12 health pathways can use the qualification and program crosswalks to better align coursework with community college expectations. High schools offering Patient Care, Public Health, or Biotechnology pathways can embed early exposure to foundational competencies,

such as communication, professionalism, EMR literacy, vital signs, and infection control, and prepare students for pre-certification or dual-enrollment opportunities that connect directly to stackable health credentials.

Conclusion

The CCCCO Health Priority Sector is a cornerstone of the Inland Empire/Desert Region workforce, and employer demand within this sector is shifting toward both human-centered foundational skills and higher-level technical competencies. At the same time, routine administrative tasks are declining as digital systems play a larger role in healthcare operations.

This first report in a ten-sector series provides a skills-based roadmap for strengthening workforce preparation across K12, community colleges, and regional partners. Together with forthcoming analyses on artificial intelligence, job creation strategies, and climate-related shifts in the regional economy, this work will guide the development of programs that equip learners for the demands of today's healthcare system, and the transformations ahead.

INTRODUCTION

The purpose of this report is to strengthen community college program development and review by aligning regional education pathways with the evolving skill needs of the Inland Empire/Desert economy. Using the California Community Colleges Chancellor's Office (CCCCO) priority sector framework as its foundation, this analysis focuses on the skills that define and sustain the region's middle-skill health workforce, providing research for K12 schools and community colleges to examine how well programs prepare students for occupations within this priority sector.¹

Within this framework, the CCCCCO health priority sector represents one of the region's largest and fastest-growing areas of middle-skill employment, accounting for more than 188,000 jobs in 2024 and projected to grow by 16% through 2029. This scale and growth make the CCCCCO health priority sector a critical starting point for a broader, region-wide skills assessment.

This report examines the specialized and foundational skills appearing in employer job postings for middle-skill Health occupations. Middle-skill occupations are those that typically require more than a high school diploma, but less than a four-year degree, and are largely associated with community college CTE programs, placing community colleges at the center of preparing the workforce that supports regional healthcare delivery.

This report is one of a ten-part series that leverages the CCCCCO priority sector association to the region's middle-skill occupations. The first four sector reports will be released ahead of a companion analysis examining how artificial intelligence, job creation strategies, and emerging climate and clean-tech initiatives, outlined in the Thrive Inland SoCal California Jobs First Regional Plan, are reshaping skill demand in cybersecurity, manufacturing, climate innovation, and technology occupations.² That research will sit alongside the sector series to help colleges understand both current and future drivers of workforce change. Following the release of this broader analysis, the COE will complete the remaining sector reports (sectors five through ten), providing a full view of skill needs across the regional economy.

The ten-part skills analysis reports will be released in the following order:

1. Health
2. Energy, Construction, and Utilities
3. Advanced Manufacturing
4. Information and Communication Technologies/Digital Media (ICT/DM)
5. Business and Entrepreneurship
6. Advanced Transportation and Logistics
7. Retail, Hospitality, and Tourism
8. Public Safety
9. Education and Human Development
10. Agriculture, Water, and Environmental Technologies

¹ <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/Strong-Workforce-Program/SWP-Archive/Events/K12-SWP-Industry-Sector-Crosswalk>

² Thrive Inland SoCal California Jobs First (CJF) Regional Plan Part II. 2024. Retrieved from: <https://www.labor.ca.gov/wp-content/uploads/sites/338/2024/11/Inland-SoCal-RPP2-DRAFT.pdf>

The report seeks to answer three major questions:

- Section 1: How does the middle-skill health workforce support the regional economy?
- Section 2: What skills are essential for middle-skill health workers?
- Section 3: How can skills information be used to guide career education program development in the Inland Empire/Desert region?

METHODOLOGY

This report analyzes the skills that are essential to the middle-skill workforce in occupations that are associated with the California Community College Chancellor's Office (CCCCO) health sector. The Chancellor's Office grouped career and technical education programs into twelve priority sectors, further referred to as CCCCCO priority sectors³. The grouping of community college programs by CCCCCO priority sector facilitates the analysis of programs and occupations that have similar knowledge bases and skillsets. The Center of Excellence, in collaboration with the CCCCCO, developed a crosswalk that identifies vocational occupations associated with each program code. This crosswalk serves as the foundation for program and workforce assessments by the CCCCCO priority sector. Please note that the CCCCCO priority sector should not be confused with the industry employment sectors identified by the North American Industry Classification System (NAICS). Additionally, only ten CCCCCO reports will be developed as the Life Sciences/Biotech and Global Trade priority sectors are typically rolled up into the larger sectors, Health and Business and Entrepreneurship, respectively.

Skills considered essential to the CCCCCO health priority sector occupations were identified through an analysis of employer job advertisements. Job advertisement information, such as skills and qualifications, was obtained from Lightcast's Job Posting Analytics, which aggregates job advertisements posted over 220,000 current and historical sources.⁴ To provide a more nuanced perspective and to ensure the utility of this report, skills and qualifications information is analyzed at the minor occupation group level.

The Standard Occupational Classification (SOC) system aggregates occupation information by four levels: major group, minor group, broad occupation, and detailed occupation.⁵ This report relies on the minor occupational groupings of detailed occupations for the skills analysis as it provides greater detail than the broader major occupational groups and ensures the feasibility and readability of this study, which would be lacking in a detailed occupation skills analysis.

The following is an example of the SOC coding structure for Radiation Therapists (29-1124).

- Major Occupational Group: Healthcare and Practitioners and Technical Occupations (29-0000)
 - Minor Occupational Group: Healthcare Diagnosing and Treating Practitioners (29-1000)
 - Broad Occupation: Therapists (29-1120)
 - Detailed Occupation: Radiation Therapists (29-1124)

Minor occupational groups enable this report to focus on occupations connected by similar work activities and area of focus in the priority sector, in order to determine what skills are either currently most in-demand, the demand is growing rapidly, or the demand is shrinking rapidly. This data will allow program designers, owners, and administrators to have a window into what skills employers need in their workforce for each group of occupations and how to plan for growing future needs.

This analysis focuses on minor occupational groups comprising three or more detailed occupations related to the CCCCCO health sector. This ensures that the occupations are grouped by similar work activities and have sufficient job advertisements to analyze. As a result of this requirement, there are six occupations related to the CCCCCO health sector that are not included in this skills analysis. A list of these occupations can be found in the Appendix.

³ DataVista Sector Explanation. 2024. Retrieved from: <https://datavista.cccco.edu/resources/7>

⁴ Lightcast. Job Posting Analytics (JPA) Methodology. 2025. Retrieved from: <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

⁵ Bureau of Labor Statistics. Standard Occupational Classification and Coding Structure. 2018. Retrieved from: https://www.bls.gov/soc/2018/soc_2018_class_and_coding_structure.pdf

The skills analysis compares skills posted over a two-year period (October 2023 – September 2025) to a historical five-year period (October 2018 – September 2023) to identify skills that are growing and shrinking in terms of their prevalence in job ads. This report intentionally uses a two-year period for the current analysis to ensure a sufficient volume of recent job advertisements and avoid the instability that can come with relying on a single year of data. The five-year historical period provides a stable benchmark of longer-term industry skill patterns and reduces the influence of short-term fluctuations. This analysis also illuminates the skills with the highest share of job ads in the most recent period to address employer demand for skills that are persistently in-demand across time.

One goal for this research was to include skills in this report that are most significant for the CCCC health sector workforce, based on how frequently they appear in employer job postings. To ensure the analysis focuses on skills that employers consistently value, only skills appearing frequently in job ads within each minor occupational group during the most recent period (October 2023–September 2025) were included.

The Lightcast taxonomy organizes skills into a tiered structure that groups related competencies according to the type of work or task they support. Within this framework, skills are categorized as common, specialized, or software skills. To determine which skills should be included in our analysis, we examined how frequently individual skills appear in job postings. We calculated the median share of job ads in which common skills appear across all occupations, providing a baseline measure of typical skill prevalence. Our analysis found that common skills typically appeared in roughly five percent of job postings across occupations. We used this median value as the threshold for determining which skills were included in our research.

The five percent threshold is sufficient to capture in-demand skills while eliminating skills included in job ads that are not essential for employment in the minor occupational group. Additionally, in-demand skills found in employer job ads posted throughout California are also included in this analysis to provide context for the regional skills data, highlighting nuances of the regional employment environment.

Foundational skills, or common skills, “are prevalent across many different occupations and industries, including both personal attributes and learned skills.”⁶ Since these skills are found across industries, they are considered foundational for the workplace. Specialized skills, also known as technical skills, are those that equip an individual to perform specific tasks effectively.⁷ Our analysis of specialized skills will denote whether these skills were specific to a minor occupation group, or were identified across multiple minor groups, appearing to be industry specific skills.

⁶ Lightcast. Skills Glossary. 2023. Retrieved from: <https://kb.lightcast.io/en/articles/7934140-skills>

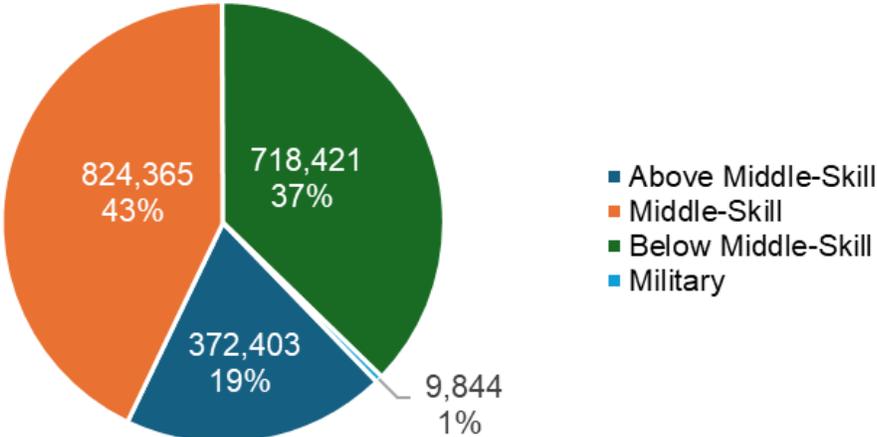
⁷ Ibid.

SECTION 1: HOW DOES THE MIDDLE-SKILL HEALTH WORKFORCE SUPPORT THE REGIONAL ECONOMY?

1.1 REGIONAL EMPLOYMENT

In 2024, there were nearly 1.93 million jobs in the Inland Empire/Desert Region. Exhibit 1.1.1 displays the distribution regional jobs in 2024 by skill level. Approximately 824,400 or 43% of regional jobs are middle skill. The number of regional jobs is projected to grow by over 139,000 through 2029, representing 7% job growth. While there are over 257,500 annual job openings expected between 2024 and 2029 across all jobs, these employment opportunities are not evenly distributed by skill level. Approximately 41% of annual job openings in the Inland Empire/Desert Region are expected for middle-skill workers, at over 107,500 annual job openings.

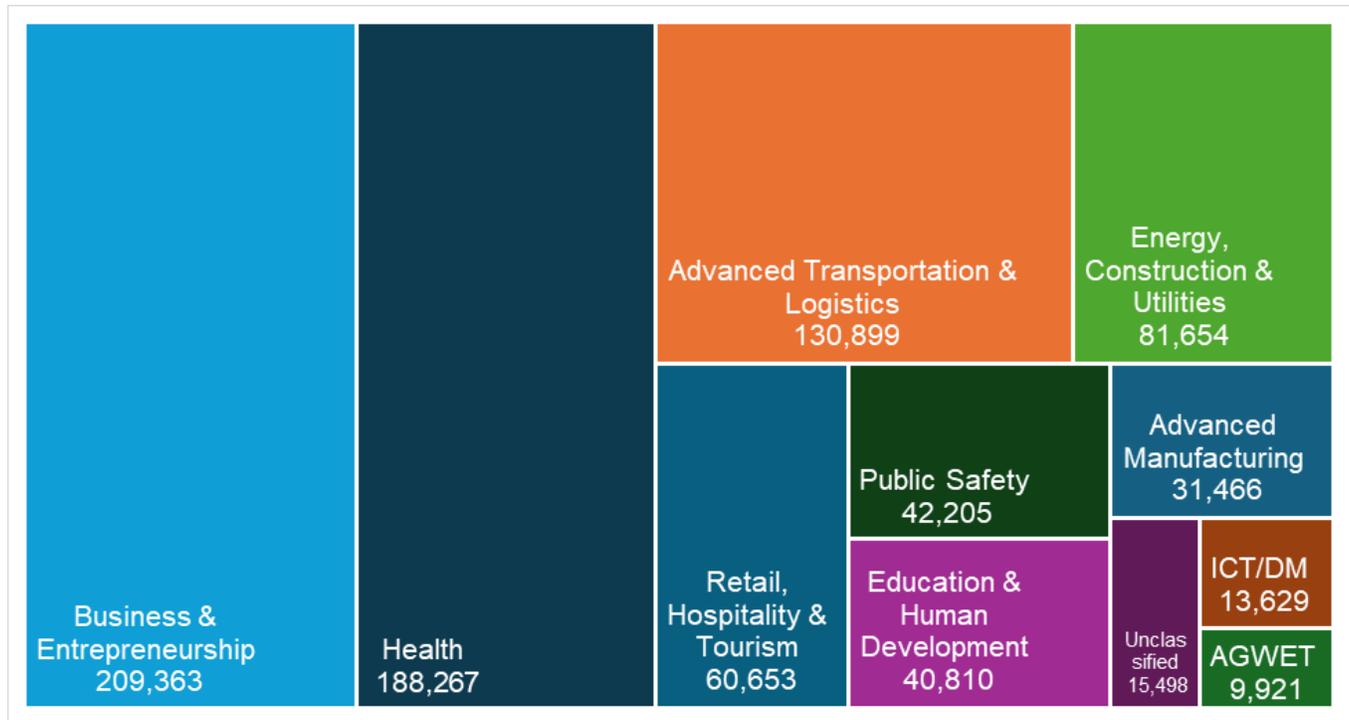
Exhibit 1.1.1: Distribution of Employment by Skill Level, Inland Empire/Desert Region, 2024



Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 1.1.2 displays the distribution of middle-skill employment by CCCC priority sector in the Inland Empire/Desert Region in 2024. The CCCC health priority sector contained the second most middle-skill jobs in 2024, following the business and entrepreneurship priority sector, at 188,267 middle-skill jobs. Health employment is a significant source of regional middle-skill employment, accounting for 22.8% of middle-skill jobs in 2024. Additionally, this CCCC priority sector is projected to provide nearly one-third of all middle-skill annual job openings in the region between 2024 and 2029.

Exhibit 1.1.2: Distribution of Middle-Skill Employment by CCCC Priority Sector, Inland Empire/Desert Region, 2024



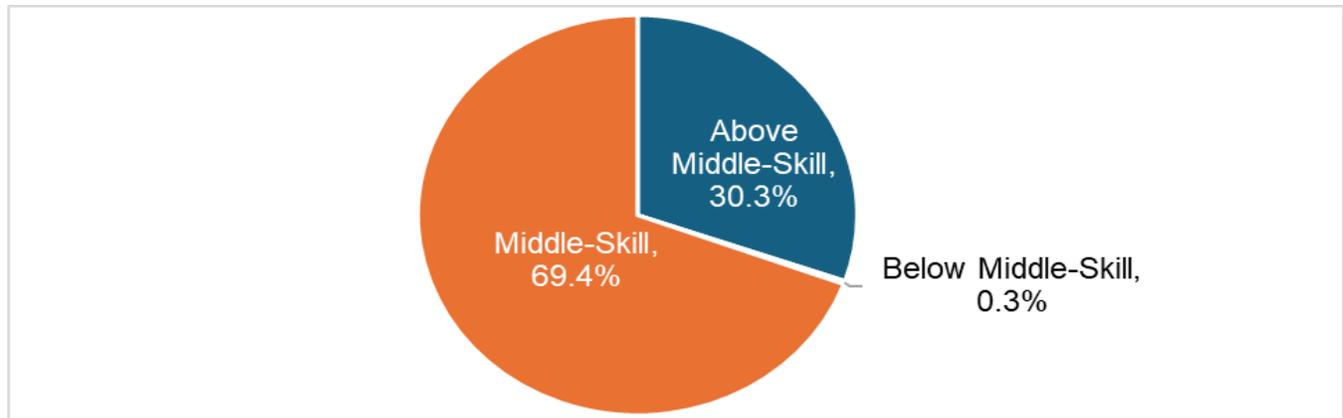
Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

1.2: HEALTH SECTOR OVERVIEW

The CCCC health priority sector is the largest sector in terms of the number of community college programs, including 49 related TOP codes. Across all levels of educational attainment, experience, and training, there are 105 occupations related to the CCCC health priority sector. The CCCC health priority sector is currently a major source of regional employment and is projected to drive future employment growth in the region. Approximately 14.1% of regional jobs across all education levels are related to the CCCC health priority sector, at 271,300 jobs in 2024. The share of regional employment aligns with California as a whole, at 14.0%, but exceeds the share of Health employment nationally, at 12.5%. Regional health employment is projected to grow by 15.0% through 2029, significantly outpacing health employment projections in California and Nationally, at 12.2% and 8.7%, respectively.

Exhibit 1.2.1 displays the share of CCCC health sector jobs by skill level in the Inland Empire/Desert Region in 2024. While 57 of the 105 occupations related to the CCCC health sector are above middle skill, due to the high education and experience requirements, these workers only comprised 30.3% of sector jobs in 2024. In the CCCC health sector, there are 47 middle-skill occupations accounting for nearly 188,300 jobs or 69.4% of sector jobs in 2024. Limited below middle-skill employment (0.3%) in the CCCC health sector confirms the importance of education, experience, and training requirements in this sector.

Exhibit 1.2.1: Distribution of Health Employment by Skill Level, Inland Empire/Desert Region, 2024



Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Exhibit 1.2.2 displays minor occupational group employment for middle-skill occupations in the CCCC health priority sector. This report provides an in-depth skills analysis for six minor occupational groups related to the CCCC health priority sector, accounting for over 171,000 jobs in 2024. See Appendix for a list of the six middle-skill CCCC health sector occupations not included in the skills analysis. Middle-skill health occupations are projected to grow by 17% through 2029, primarily driven by job growth in the home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides minor group, which is projected to grow by 20%. Furthermore, nearly three-quarters of the over 29,600 middle-skill health annual job openings are associated with the home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides minor group.

Exhibit 1.2.2: Middle-skill Health Employment by Minor Group, Inland Empire/Desert Region, 2024-2029

SOC Minor Group Title	2024 Jobs	2029 Jobs	2024 - 2029 % Change	Average Annual Openings	Occupation Count
Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	108,818	130,858	20%	21,791	4
Health Technologists and Technicians	29,654	32,662	10%	2,939	19
Other Healthcare Support Occupations	26,118	28,914	11%	4,164	8
Healthcare Diagnosing or Treating Practitioners	3,865	4,340	9%	309	3
Occupational Therapy and Physical Therapist Assistants and Aides	1,827	2,173	12%	349	4
Other Healthcare Practitioners and Technical Occupations	749	853	19%	70	3
Middle-Skill Total	171,029	199,800	17%	29,622	41

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

The following section will analyze the specialized skills, foundational skills, qualifications, and programs for the above minor occupational groups.

SECTION 2: WHAT SKILLS ARE ESSENTIAL FOR MIDDLE-SKILL HEALTH WORKERS?

2.1: HOME HEALTH AND PERSONAL CARE AIDES, AND NURSING ASSISTANTS, ORDERLIES, AND PSYCHIATRIC AIDES

Exhibit 2.1.1 displays current and projected employment data for the home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides occupational group from 2024 to 2029. The home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides middle-skill occupational group contains four occupations that had over 108,800 jobs in 2024. This occupational group is projected to grow by 20%, adding over 22,000 jobs to the region through 2029. While this occupational group does not offer high median wages, it has plentiful employment opportunities, with nearly 21,800 annual job openings projected over the next five years.

Exhibit 2.1.1: Current and Projected Employment for the Home Health and Personal Care Aide; and Nursing Assistant, Orderlies, and Psychiatric Aide Occupational Group, Inland Empire/Desert Region, 2024-2029

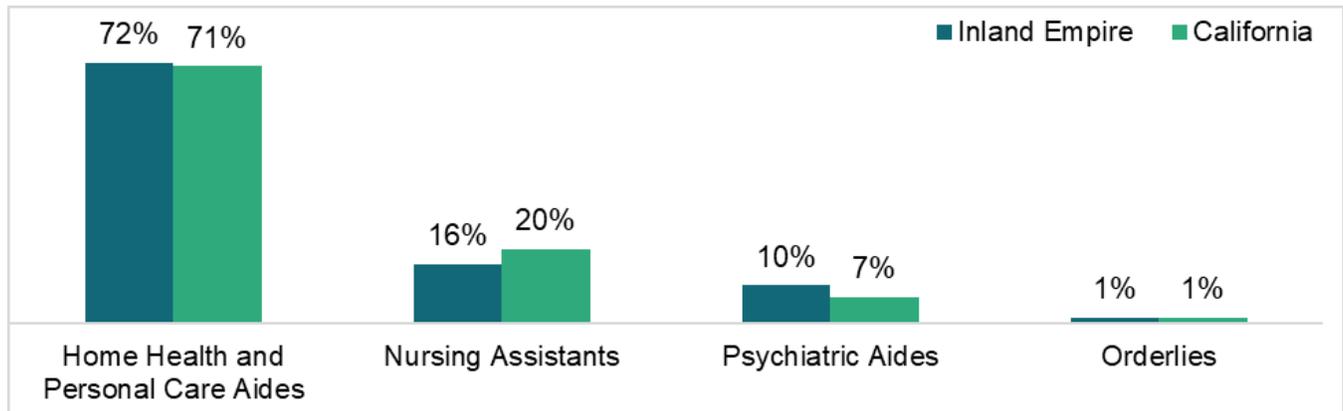
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Home Health and Personal Care Aides	97,973	118,667	21%	19,905	\$16.62
Nursing Assistants	9,720	10,991	13%	1,703	\$21.56
Orderlies	767	827	8%	127	\$24.80
Psychiatric Aides	358	374	4%	56	\$22.07
Total	108,818	130,858	20%	21,791	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, October 2023 to September 2025, referred to as the “most recent period” going forward, 12,517 job ads were posted for the home health and personal care aide; and nursing assistant, orderlies, and psychiatric aide occupational group in the Inland Empire, as compared to 141,890 job ads posted for the same occupations across California. In the previous period, October 2018 to September 2023, there were 30,932 job ads posted for this occupational group in the Inland Empire and 358,272 job ads posted in California.

Exhibit 2.1.2 displays the share of home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides job advertisements by occupation in the Inland Empire/Desert Region and California. Over 70% of the regional and statewide job ads were posted for home health and personal care aides, followed by nursing assistants. The scale of these occupational job advertisements may influence the skills most frequently requested by employers for this occupational group.

Exhibit 2.1.2: Share of Advertisements by Occupation for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides, Inland Empire/Desert Region and California, October 2023 – September 2025

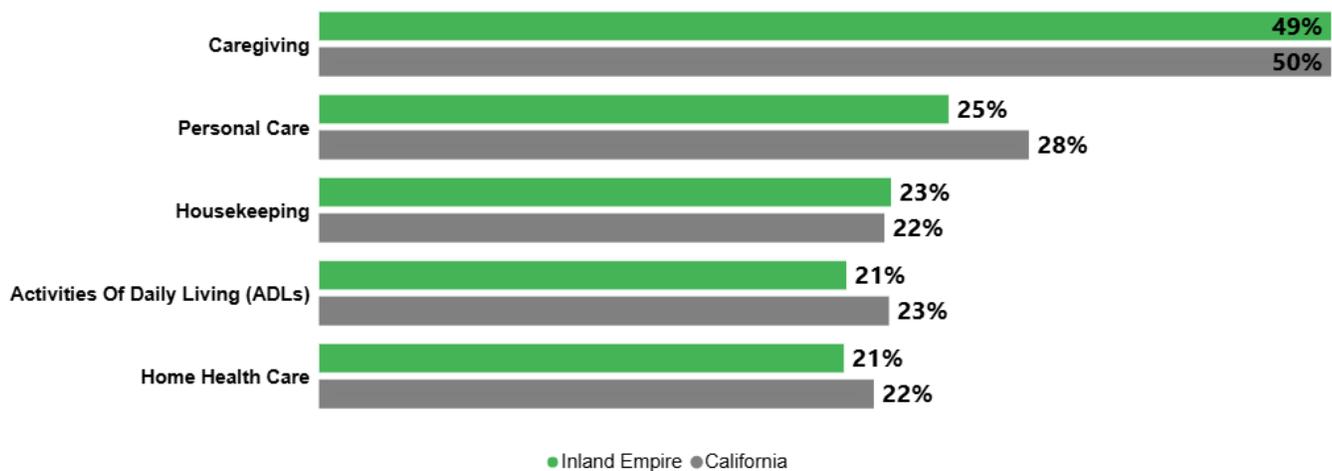


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.1.3 displays the top specialized skills included in employer job advertisements for home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the specialized skills employers find critical to employment.

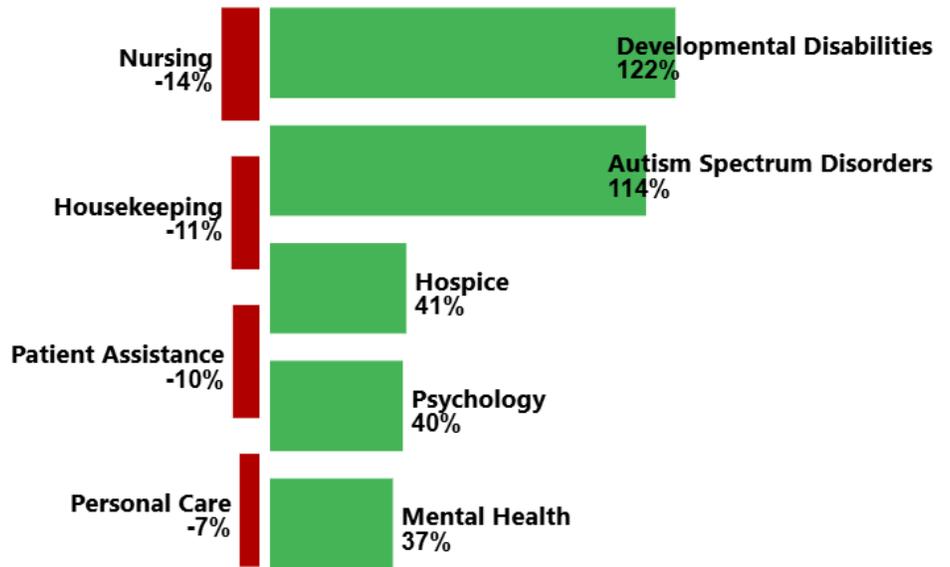
Exhibit 2.1.3: Top Specialized Skills from Employer Job Ads for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.1.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with developmental disabilities and autism spectrum disorders skills has more than doubled in prevalence since the previous period (2018-2023). Employers' desire for candidates with nursing skills has decreased by 14% between the two periods in the Inland Empire.

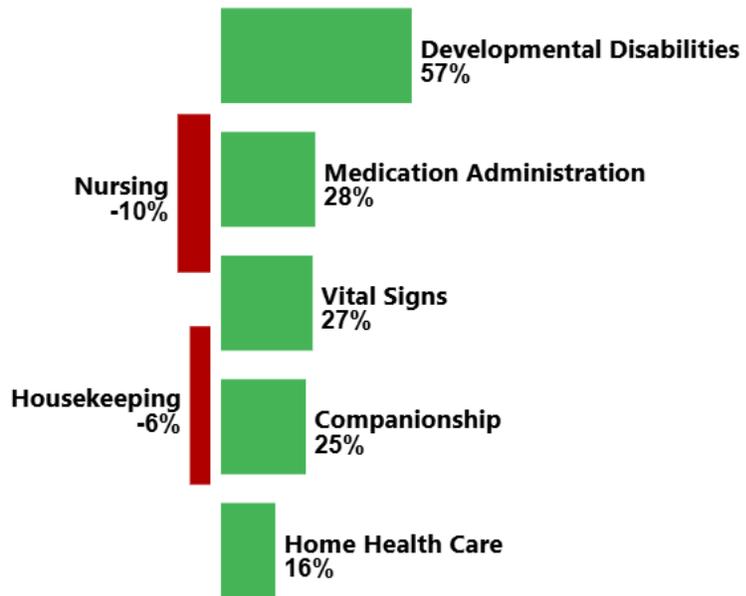
Exhibit 2.1.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.1.5 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with development disabilities skills has increased by over 50% since the previous period (2018-2023). Employers’ desire for candidates with nursing skills has decreased by 10% between the two periods in California.

Exhibit 2.1.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides in California

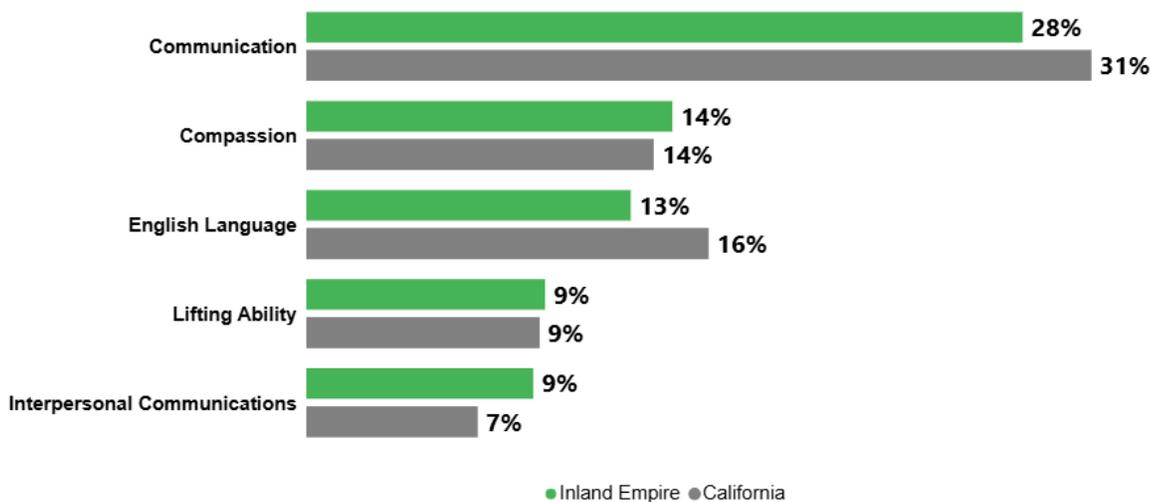


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.1.6 displays the top foundational skills included in employer job advertisements for home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Communication was the top foundational skill for this occupational group across both regions.

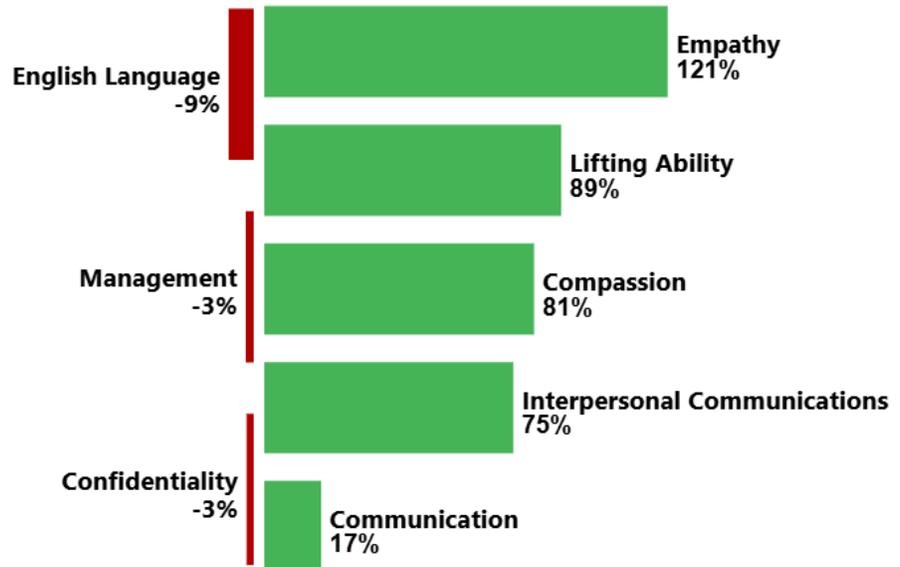
Exhibit 2.1.6: Top Foundational Skills from Employer Job Ads for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.1.7 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with empathy skills has increased by 121% since the previous period (2018-2023). Employers' desire for candidates with English language skills has decreased by 9% between the two periods in the Inland Empire.

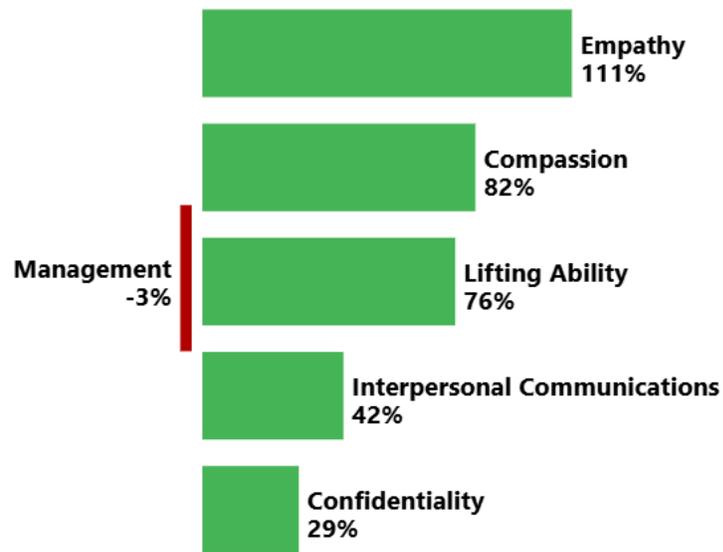
Exhibit 2.1.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Foundational Skills for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.1.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the home health and personal care aides; and nursing assistants, orderlies, and psychiatric aides occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with empathy skills has grown by 111% since the previous period (2018-2023). Employers' desire for candidates with management skills has decreased by 3% between the two periods in California.

Exhibit 2.1.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.1.9 displays the qualifications most frequently included in employer job advertisements for home health and personal care aides, and nursing assistants, orderlies, and psychiatric aides. A valid driver’s license was the most frequently requested qualification in employer job advertisements, appearing in approximately 20% of job ads.

Exhibit 2.1.9: Top Qualifications Skills from Employer Job Ads for Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides, Inland Empire/Desert Region and California, October 2023 – September 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Valid Driver's License	21%	Valid Driver's License	20%
Cardiopulmonary Resuscitation (CPR) Certification	19%	Certified Nursing Assistant (CNA)	20%
Certified Nursing Assistant (CNA)	18%	Cardiopulmonary Resuscitation (CPR) Certification	15%
First Aid Certification	12%	First Aid Certification	11%
Basic Life Support (BLS) Certification	11%	Basic Life Support (BLS) Certification	11%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the home health and personal care aide, nursing assistant, orderly, and psychiatric aide occupational group.

- Certified Nurse Assistant (1230.30)
- Home Health Aide (1230.80)
- Nursing (1230.00)
- Psychiatric Technician (1239.00)

- School Health Clerk (1224.00)

2.2: HEALTH TECHNOLOGISTS AND TECHNICIANS

Exhibit 2.2.1 displays current and projected employment data for the health technologists and technicians occupational group from 2024 to 2029. The health technologists and technicians middle-skill occupational group comprises 19 occupations, with nearly 29,700 jobs in 2024. This occupational group is projected to grow by 10%, adding over 3,000 jobs to the region through 2029. Most occupations in this group offer high median wages and are projected to have over 2,900 annual job openings over the next five years.

Exhibit 2.2.1: Current and Projected Employment the Health Technologists and Technicians Occupational Group, Inland Empire/Desert Region, 2024-2029

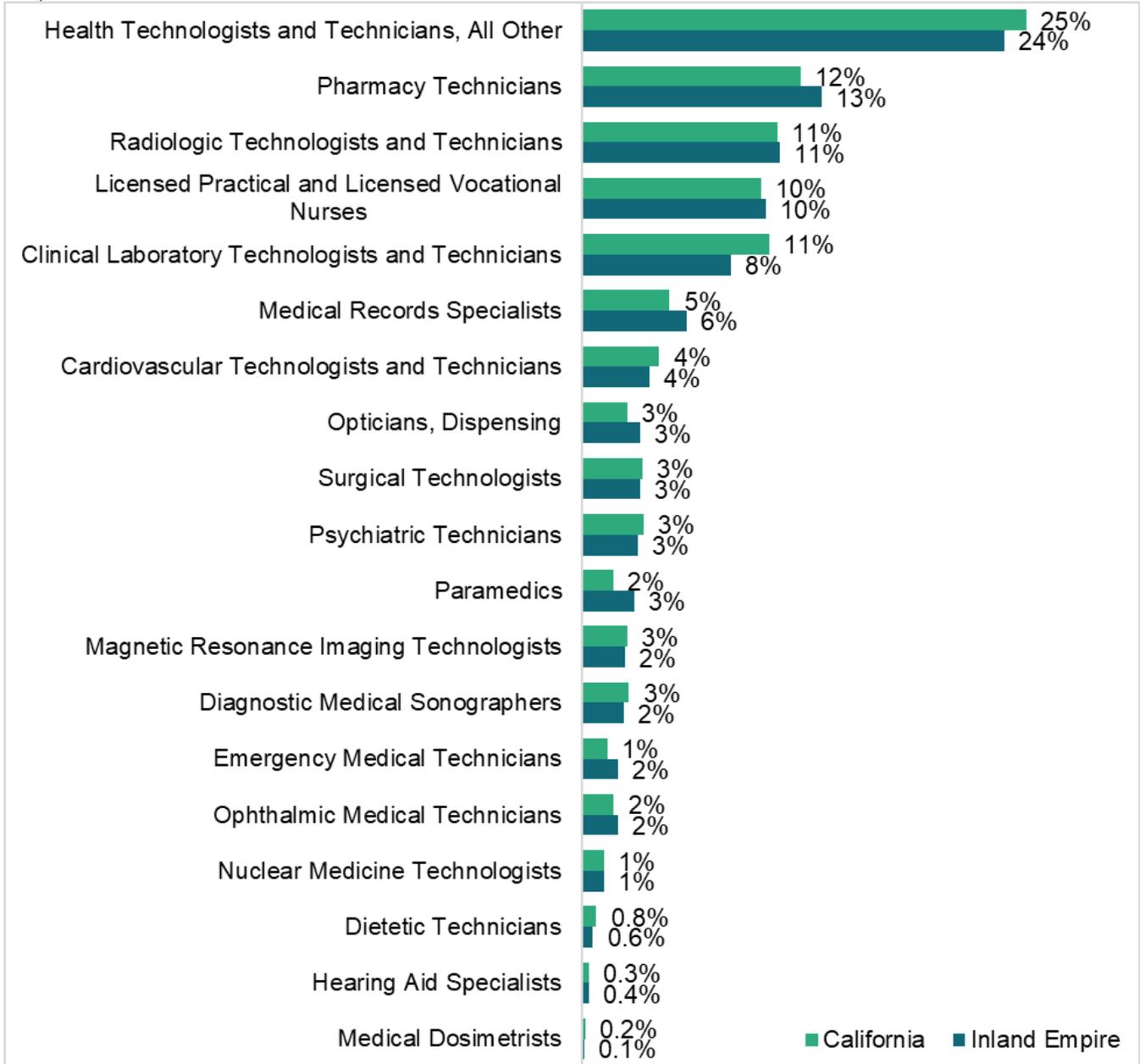
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Licensed Practical and Licensed Vocational Nurses	8,692	9,360	8%	847	\$36.29
Pharmacy Technicians	4,871	5,226	7%	533	\$23.47
Health Technologists and Technicians, All Other	2,560	2,895	13%	261	\$24.20
Radiologic Technologists and Technicians	2,017	2,283	13%	163	\$48.99
Emergency Medical Technicians	1,753	1,849	5%	153	\$20.58
Clinical Laboratory Technologists and Technicians	1,564	1,840	18%	163	\$29.28
Medical Records Specialists	1,385	1,526	10%	126	\$25.68
Surgical Technologists	1,130	1,275	13%	96	\$36.92
Opticians, Dispensing	953	1,016	7%	102	\$28.07
Psychiatric Technicians	933	1,161	24%	131	\$34.22
Diagnostic Medical Sonographers	869	1,006	16%	73	\$49.31
Paramedics	845	902	7%	52	\$32.91
Dietetic Technicians	547	588	8%	76	\$21.59
Ophthalmic Medical Technicians	481	542	13%	73	\$23.29
Cardiovascular Technologists and Technicians	422	476	13%	37	\$37.64
Magnetic Resonance Imaging Technologists	336	386	15%	29	\$47.46
Nuclear Medicine Technologists	150	164	9%	10	\$65.26
Hearing Aid Specialists	113	130	15%	12	\$34.13
Medical Dosimetrists	33	38	15%	3	\$65.52
Total	29,654	32,662	10%	2,939	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, October 2023 to September 2025, referred to as the “most recent period” going forward, 20,258 job ads were posted for the health technologist and technician occupational group in the Inland Empire, as compared to 211,300 job ads posted for the same occupations across California. In the previous period, October 2018 to September 2023, there were 51,423 job ads posted for this occupational group in the Inland Empire and 545,354 job ads posted in California.

Exhibit 2.2.2 displays the share of health technologists and technician job advertisements by occupation in the Inland Empire/Desert Region and California. Approximately one-quarter of the regional and statewide job ads were posted for health technologists and technicians (all other), followed by pharmacy technicians. The scale of these occupational job advertisements may influence the skills most frequently requested by employers for this occupational group.

Exhibit 2.2.2: Share of Advertisements by Occupation for Health Technologists and Technicians, Inland Empire/Desert Region and California, October 2023 – September 2025

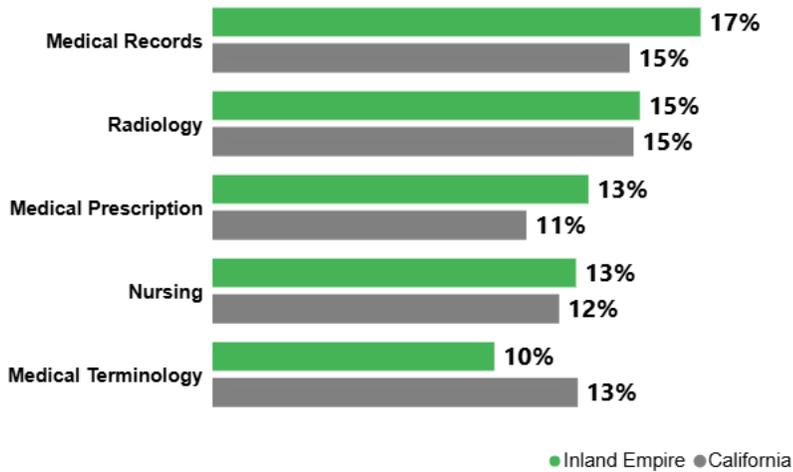


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.2.3 displays the top specialized skills included in employer job advertisements for health technologists and technicians in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the specialized skills employers find critical to employment.

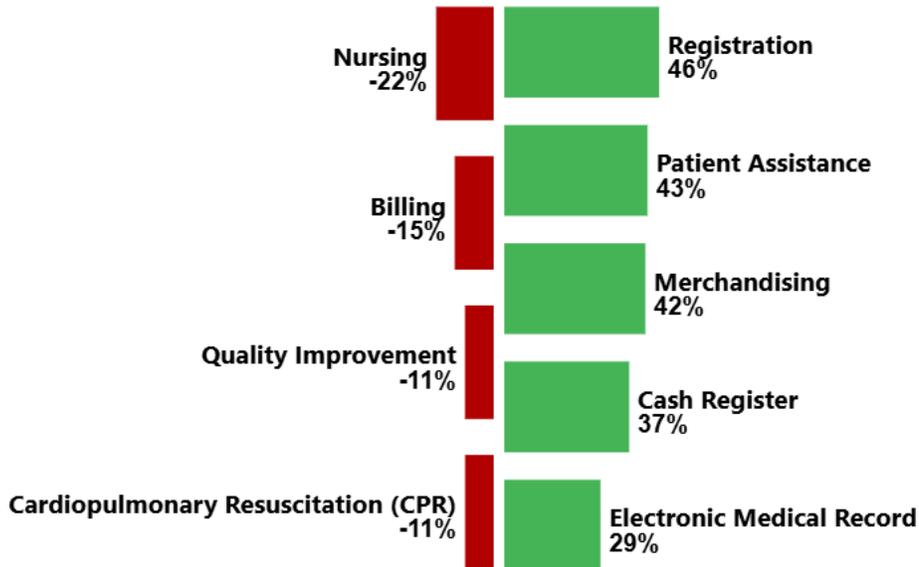
Exhibit 2.2.3: Top Specialized Skills from Employer Job Ads for Health Technologists and Technicians, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.2.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the health technologists and technicians occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with registration, patient assistant, and merchandising has increased by over 40% since the previous period (2018-2023). Employers’ desire for candidates with nursing skills has decreased by 22% between the two periods in the Inland Empire.

Exhibit 2.2.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Health Technologists and Technicians in the Inland Empire/Desert Region

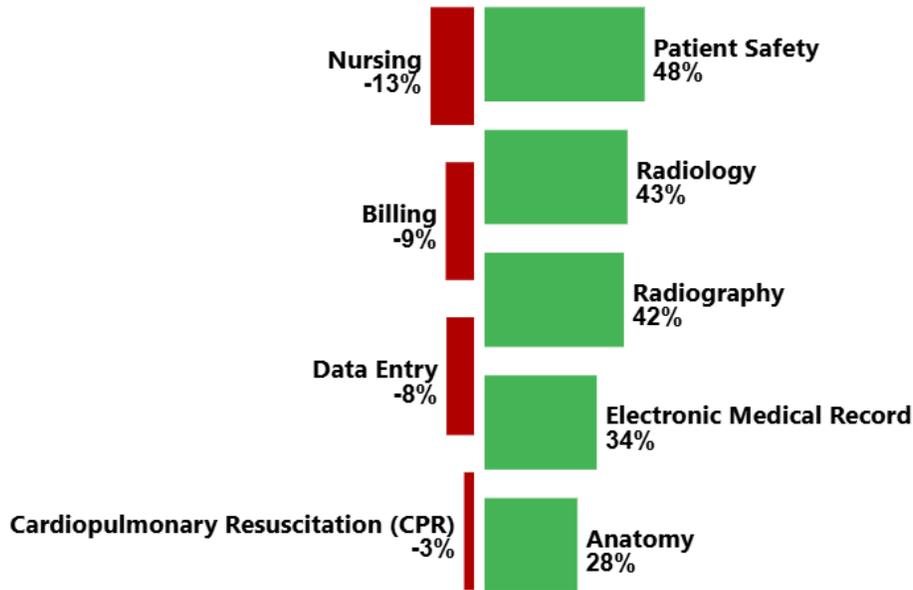


Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.2.5 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the health technologist and technician occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with

patient safety, radiology, and radiography has increased by over 40% since the previous period (2018-2023). Employers' desire for candidates with nursing skills has decreased by 13% between the two periods in California.

Exhibit 2.2.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Health Technologists and Technicians in California

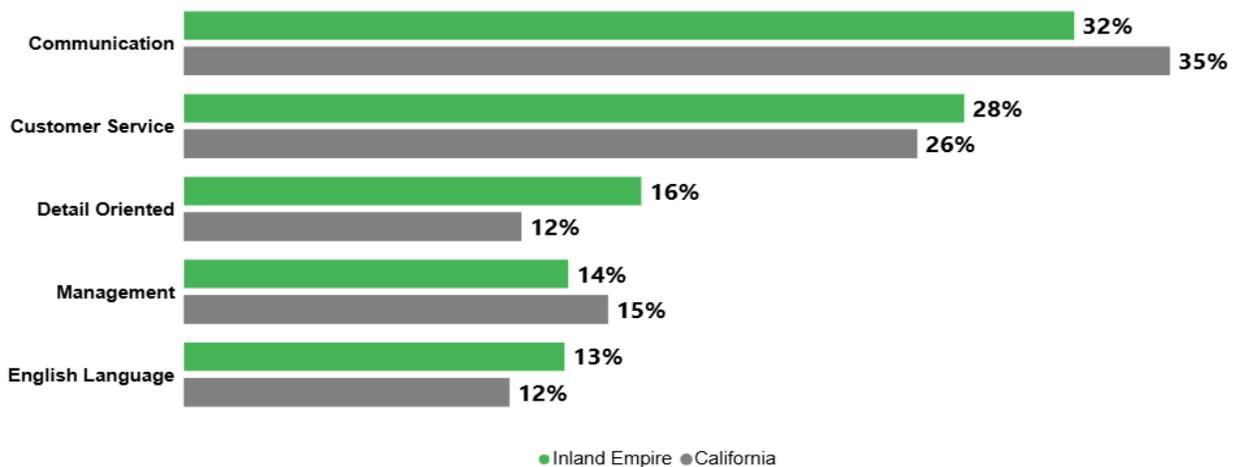


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.2.6 displays the top foundational skills included in employer job advertisements for health technologists and technicians in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Communication was the top foundational skill for this occupational group across both regions.

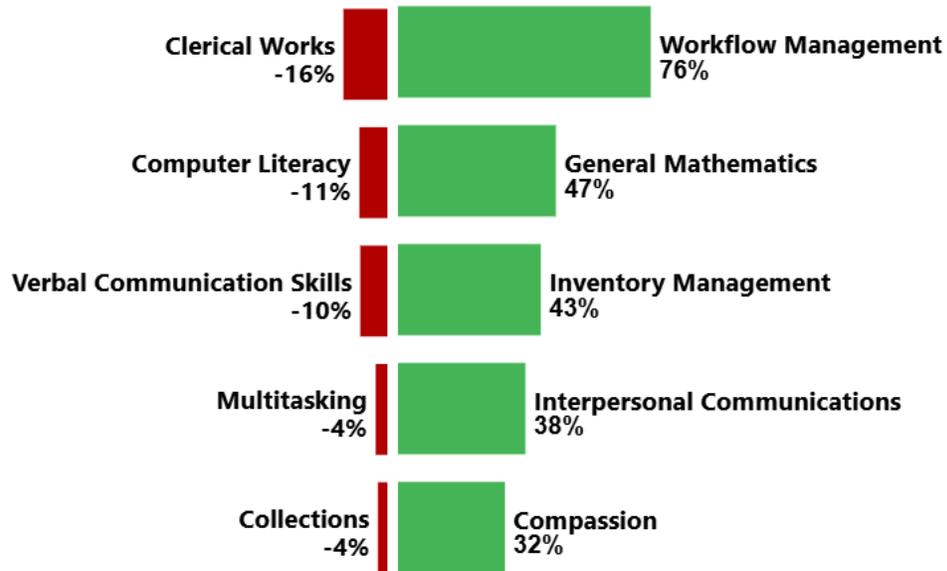
Exhibit 2.2.6: Top Foundational Skills from Employer Job Ads for Health Technologists and Technicians, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.2.7 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the health technologists and technicians occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with workflow management skills has increased by 76% since the previous period (2018-2023). Employers' desire for candidates with clerical works skills has decreased by 16% between the two periods in the Inland Empire.

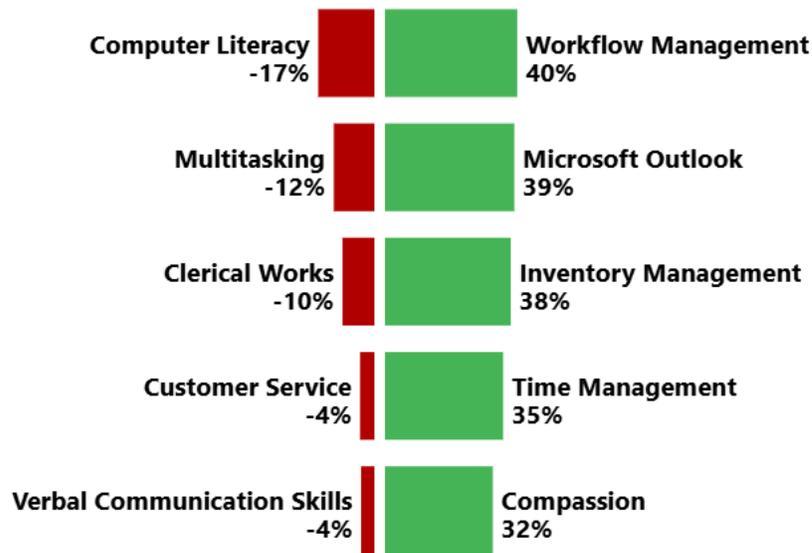
Exhibit 2.2.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Health Technologists and Technicians in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.2.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the health technologist and technician occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with workflow management skills has grown by 40% since the previous period (2018-2023). Employers' desire for candidates with computer literacy skills has decreased by 17% between the two periods in California.

Exhibit 2.2.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Health Technologists and Technicians in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.2.9 displays the qualifications most frequently included in employer job advertisements for healthcare technologists and technicians. The Basic Life Support (BLS) certification was the most frequently requested qualification in employer job advertisements, appearing in approximately one-quarter of job ads.

Exhibit 2.2.9: Top Qualifications Skills from Employer Job Ads for Health Technologists and Technicians, Inland Empire/Desert Region and California, October 2023 – September 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Basic Life Support (BLS) Certification	25%	Basic Life Support (BLS) Certification	24%
Licensed Vocational Nurse (LVN)	10%	Licensed Vocational Nurse (LVN)	9%
Valid Driver's License	10%	Valid Driver's License	8%
Cardiopulmonary Resuscitation (CPR) Certification	8%	American Registry Of Radiologic Technologists (ARRT) Certified	7%
American Registry Of Radiologic Technologists (ARRT) Certified	8%	Cardiopulmonary Resuscitation (CPR) Certification	7%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the healthcare technologist and technician occupational group.

- Cardiovascular Technician (1213.00)
- Diagnostic Medical Sonography (1227.00)
- Dietetic Services and Management (1306.20)
- Dietetic Technology (1306.60)
- Electrocardiography (1215.00)

- Electro-Neurodiagnostic Technology (1212.00)
- Emergency Medical Services (1250.00)
- Health Information Coding (1223.10)
- Health Information Technology (1223.00)
- Licensed Vocational Nursing (1230.20)
- Medical Laboratory Technology (1205.00)
- Nursing (1230.00)
- Nutrition, Foods, and Culinary Arts (1306.00)
- Optical Technology (1219.00)
- Optics (0961.00)
- Orthopedic Assistant (1214.00)
- Paramedic (1251.00)
- Pharmacy Technology (1221.00)
- Polysomnography (1211.00)
- Psychiatric Technician (1239.00)
- Radiation Therapy Technician (1226.00)
- Radiologic Technology (1225.00)
- Respiratory Care/Therapy (1210.00)
- Surgical Technician (1217.00)

2.3: OTHER HEALTHCARE SUPPORT OCCUPATIONS

Exhibit 2.3.1 displays current and projected employment data for the other healthcare support occupations occupational group from 2024 to 2029. The other healthcare support occupations middle-skill occupational group contains eight occupations that had over 26,100 jobs in 2024. This occupational group is projected to grow by 11%, adding nearly 2,800 jobs to the region through 2029. This occupational group is projected to have nearly 4,200 annual job openings over the next five years.

Exhibit 2.3.1: Current and Projected Employment for the Other Healthcare Support Occupations Occupational Group, Inland Empire/Desert Region, 2024-2029

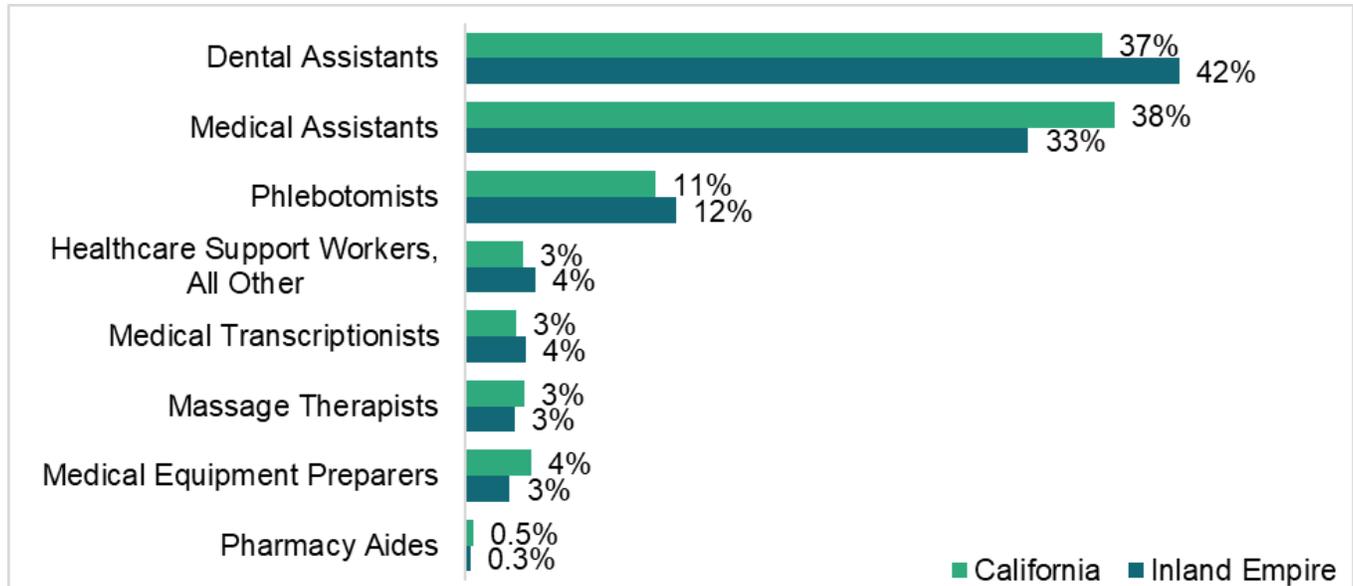
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Medical Assistants	11,459	12,869	12%	1,834	\$20.52
Dental Assistants	6,303	6,794	8%	962	\$23.79
Massage Therapists	2,898	3,390	17%	493	\$21.33
Healthcare Support Workers, All Other	2,008	2,151	7%	301	\$25.65
Phlebotomists	1,396	1,559	12%	219	\$24.30
Medical Equipment Preparers	847	932	10%	133	\$28.05
Pharmacy Aides	683	708	4%	126	\$24.49
Medical Transcriptionists	525	511	-2%	97	\$18.67
Total	26,118	28,914	11%	4,164	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, October 2023 to September 2025, referred to as the “most recent period” going forward, 11,137 job ads were posted for the other healthcare support occupations occupational group in the Inland Empire, as compared to 109,489 job ads posted for the same occupations across California. In the previous period, October 2018 to September 2023, there were 25,568 job ads posted for this occupational group in the Inland Empire and 272,648 job ads posted in California.

Exhibit 2.3.2 displays the share of other healthcare support occupation job advertisements by occupation in the Inland Empire/Desert Region and California. Over one-third of the regional and statewide job ads were posted for dental assistants and medical assistants.

Exhibit 2.3.2: Share of Advertisements by Occupation for the Other Healthcare Support Occupations Occupational Group, Inland Empire/Desert Region and California, October 2023 – September 2025

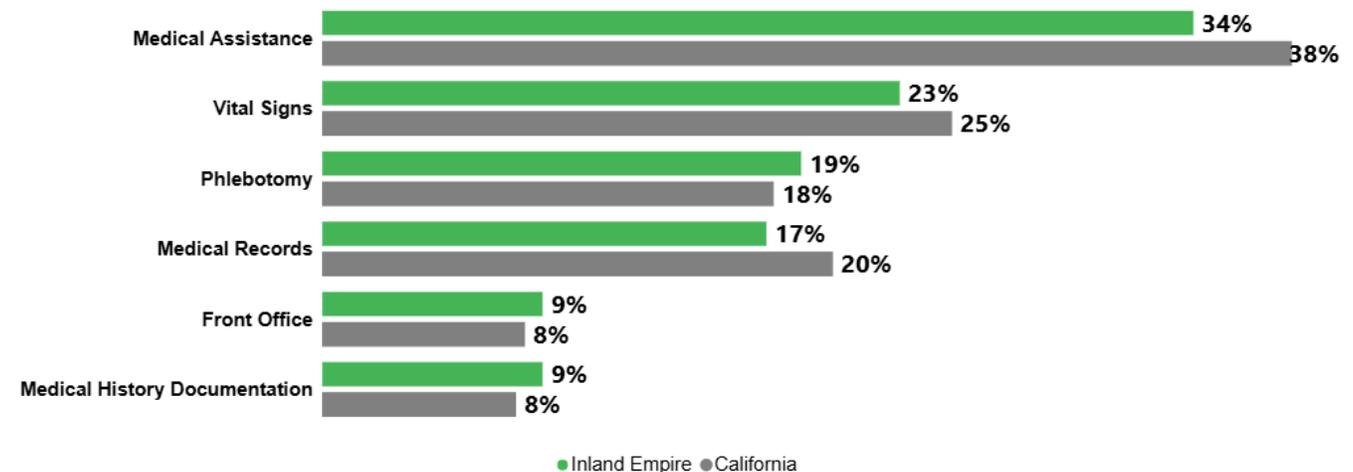


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.3.3 displays the top specialized skills included in employer job advertisements for the other healthcare support occupations occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the specialized skills employers find critical to employment.

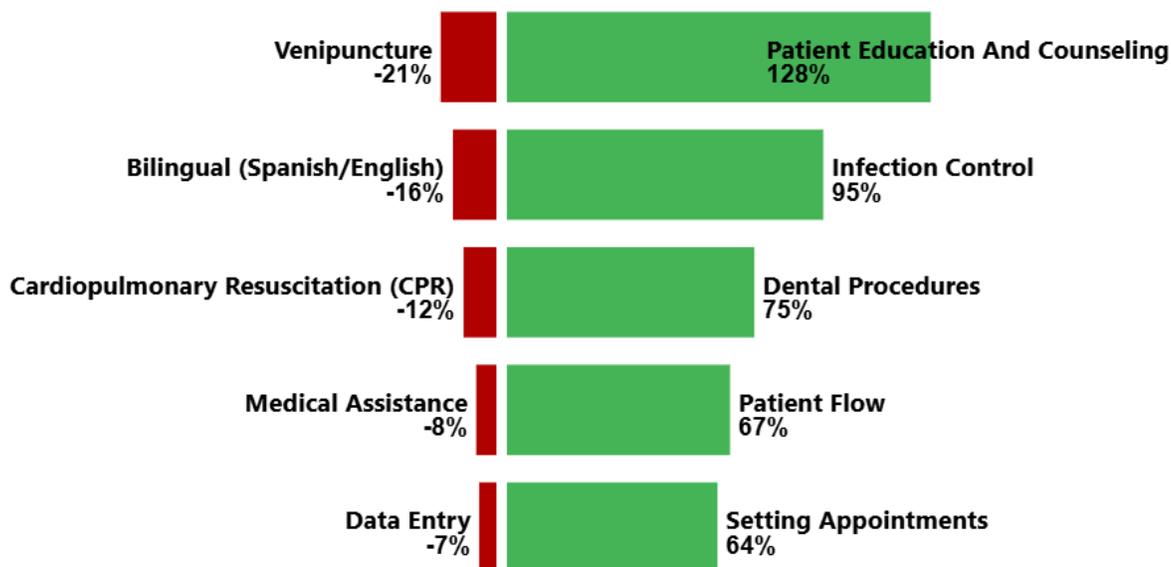
Exhibit 2.3.3: Top Specialized Skills from Employer Job Ads for the Other Healthcare Support Occupations Occupational Group, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.3.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the other healthcare support occupations occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with patient education and counseling skills has more than doubled in prevalence since the previous period (2018-2023). Employers' desire for candidates with venipuncture skills has decreased by 21% between the two periods in the Inland Empire.

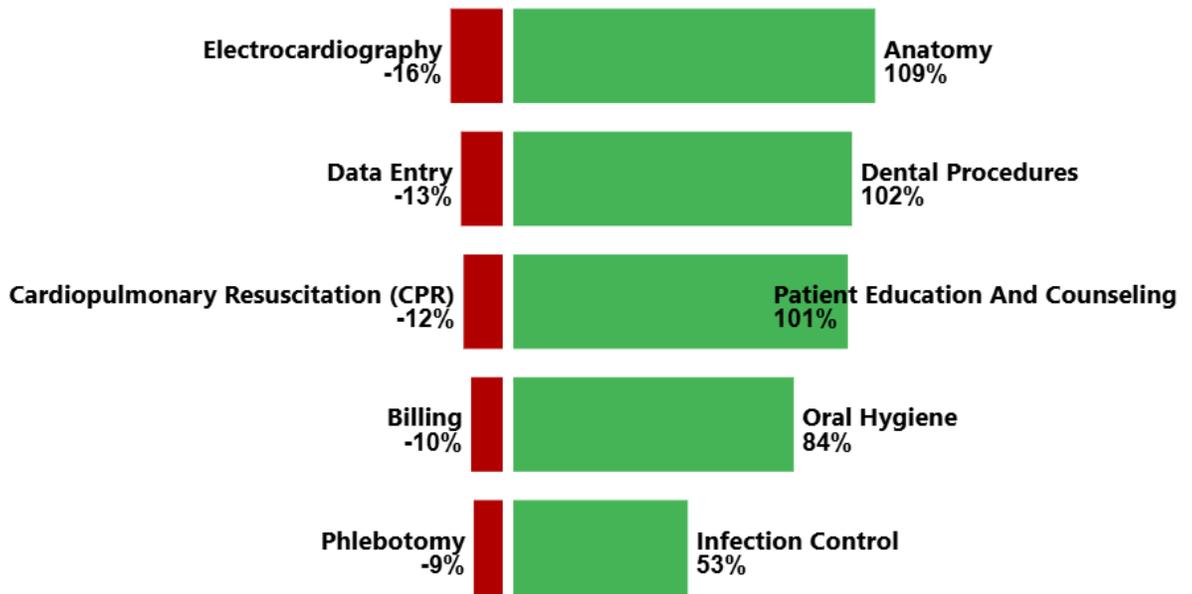
Exhibit 2.3.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Healthcare Support Occupations Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.3.5 displays specialized skills that have increased or decreased the most in their share of job advertisements for the other healthcare support occupations occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with anatomy, dental procedures, and patient education and counseling skills has increased by over 100% since the previous period (2018-2023). Employers' desire for candidates with electrocardiography skills has decreased by 16% between the two periods in California.

Exhibit 2.3.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Healthcare Support Occupations Occupational Group in California

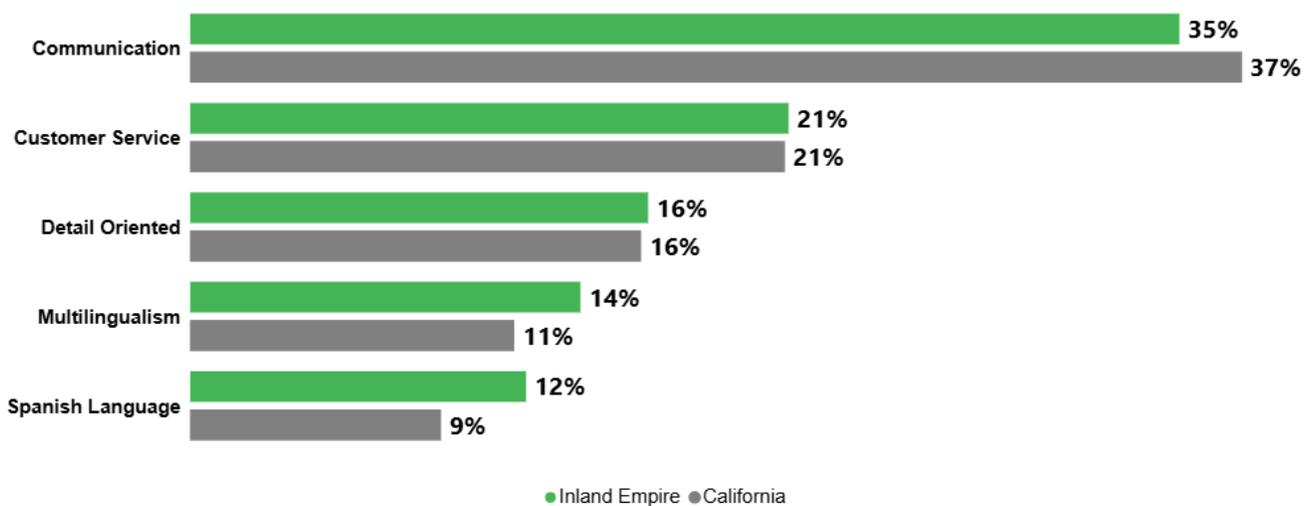


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.3.6 displays the top foundational skills included in employer job advertisements for the other healthcare support occupations occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Communication was the top foundational skill for this occupational group across both regions.

Exhibit 2.3.6: Top Foundational Skills from Employer Job Ads for the Other Healthcare Support Occupations Occupational Group, Inland Empire/Desert Region and California, October 2023 – September 2025

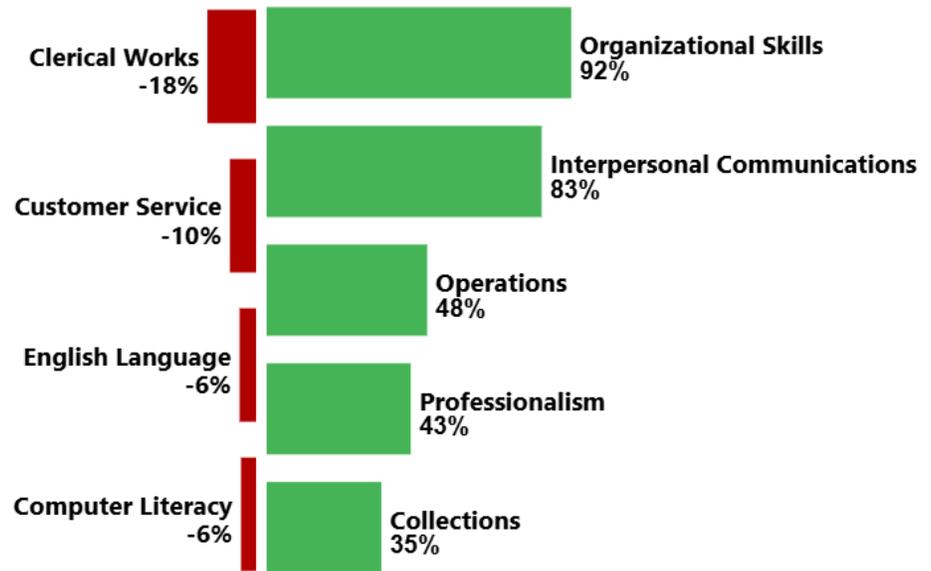


Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.3.7 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the other healthcare support occupations occupational group in the Inland

Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with organizational and interpersonal communications skills has increased by more than 80% since the previous period (2018-2023). Employers' desire for candidates with clerical works skills has decreased by 18% between the two periods in the Inland Empire.

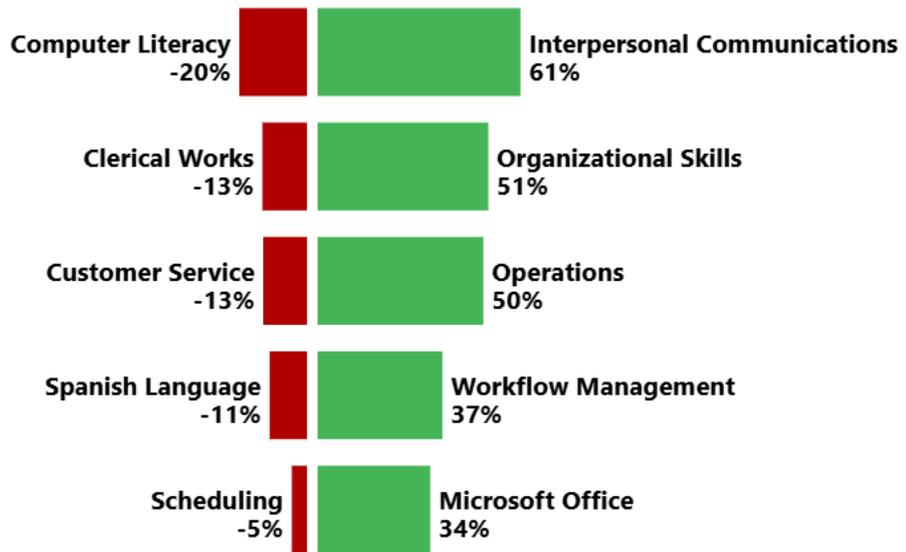
Exhibit 2.3.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Healthcare Support Occupations Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.3.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the other healthcare support occupations occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with interpersonal communications skills has grown by 61% since the previous period (2018-2023). Employers' desire for candidates with computer literacy skills has decreased by 20% between the two periods in California.

Exhibit 2.3.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Healthcare Support Occupations Occupational Group in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.3.9 displays the qualifications most frequently included in employer job advertisements for the other healthcare support occupations occupational group. The Basic Life Support (BLS) certification was the most frequently requested qualification in employer job advertisements, appearing in approximately 20% of job ads.

Exhibit 2.3.9: Top Qualifications Skills from Employer Job Ads for the Other Healthcare Support Occupations Occupational Group, Inland Empire/Desert Region and California, October 2023 – September 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Basic Life Support (BLS) Certification	20%	Basic Life Support (BLS) Certification	22%
Registered Dental Assistant	15%	Registered Dental Assistant	13%
Cardiopulmonary Resuscitation (CPR) Certification	9%	Cardiopulmonary Resuscitation (CPR) Certification	9%
Certified Medical Assistant (CMA)	8%	Certified Medical Assistant (CMA)	8%
Radiology Certification	7%	Phlebotomy Certification	6%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in other healthcare support occupations.

- Administrative Medical Assisting (1208.20)
- Clinical Medical Assisting (1208.10)
- Dental Assistant (1240.10)
- Dental Occupations (1240.00)
- Health Facility Unit Coordinator (1208.30)

- Health Information Coding (1223.10)
- Hospital and Health Care Administration (1202.00)
- Hospital Central Service Technician (1209.00)
- Massage Therapy (1262.00)
- Medical Assisting (1208.00)
- Other Health Occupations (1299.00)
- Phlebotomy (1205.10)
- Speech-Language Pathology and Audiology (1220.00)

2.4: HEALTHCARE DIAGNOSING OR TREATING PRACTITIONERS

Exhibit 2.4.1 displays current and projected employment data for the healthcare diagnosing or treating practitioner occupational group from 2024 to 2029. The healthcare diagnosing or treating practitioners middle-skill occupational group contains three occupations that provided nearly 3,900 jobs in 2024. This occupational group is projected to grow by 12%, adding 475 jobs to the region through 2029. This occupational group offers high median wages and is projected to have over 300 annual job openings over the next five years.

Exhibit 2.4.1: Current and Projected Employment for the Healthcare Diagnosing or Treating Practitioner Occupational Group, Inland Empire/Desert Region, 2024-2029

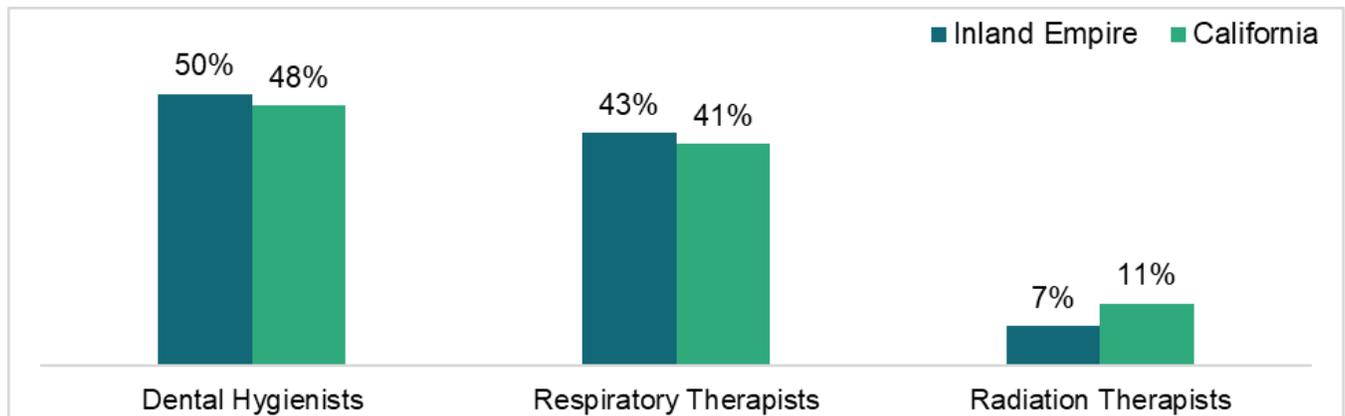
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Respiratory Therapists	2,221	2,487	12%	159	\$46.51
Dental Hygienists	1,519	1,715	13%	142	\$53.39
Radiation Therapists	124	137	11%	8	\$59.04
Total	3,865	4,340	12%	309	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, October 2023 to September 2025, referred to as the “most recent period” going forward, 1,469 job ads were posted for the healthcare diagnosing or treating practitioner occupational group in the Inland Empire, as compared to 15,509 job ads posted for the same occupations across California. In the previous period, October 2018 to September 2023, there were 3,528 job ads posted for this occupational group in the Inland Empire and 39,705 job ads posted in California.

Exhibit 2.4.2 displays the share of healthcare diagnosing or treating practitioners' job advertisements by occupation in the Inland Empire/Desert Region and California. Approximately half of the regional and statewide job ads were posted for dental hygienists, followed by respiratory therapists. The scale of these occupational job advertisements may influence the skills most frequently requested by employers for this occupational group.

Exhibit 2.4.2: Share of Advertisements by Occupation for Healthcare Diagnosing or Treating Practitioners, Inland Empire/Desert Region and California, October 2023 – September 2025

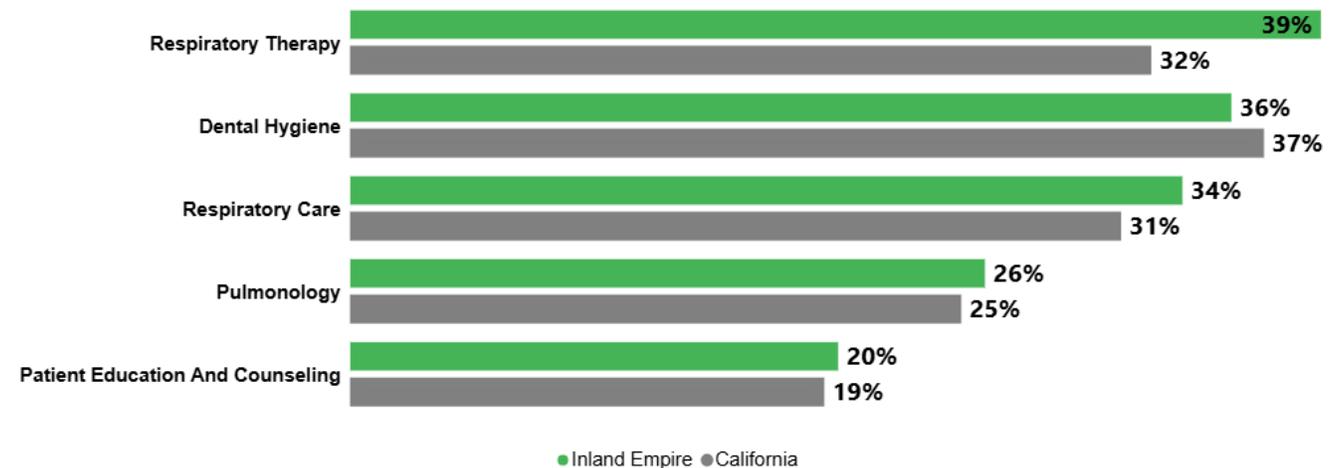


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.4.3 displays the top specialized skills included in employer job advertisements for the healthcare diagnosing or treating practitioners occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the specialized skills employers find critical to employment.

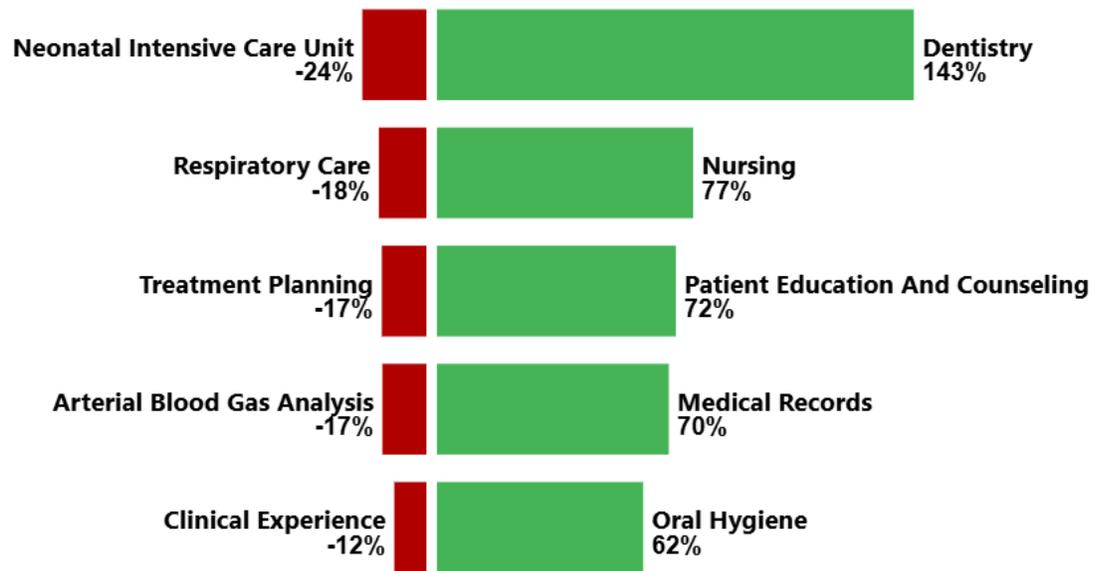
Exhibit 2.4.3: Top Specialized Skills from Employer Job Ads Healthcare Diagnosing or Treating Practitioners, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.4.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the healthcare diagnosing and treating practitioner occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with dentistry skills has more than doubled in prevalence since the previous period (2018-2023). Employers' desire for candidates with neonatal intensive care unit skills have decreased by 24% between the two periods in the Inland Empire.

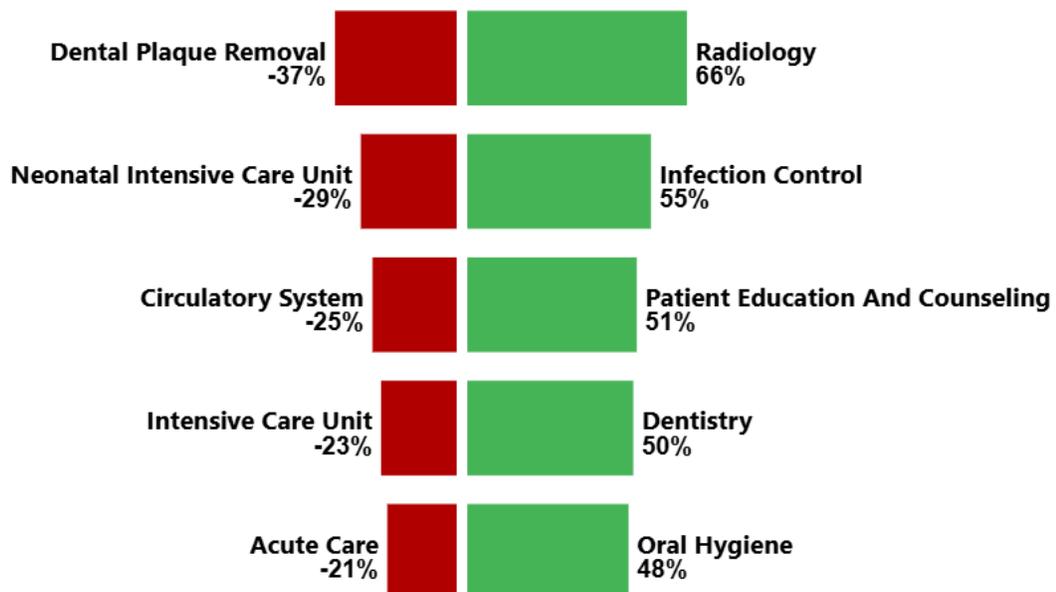
Exhibit 2.4.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Healthcare Diagnosing and Treating Practitioners in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.4.5 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the healthcare diagnosing and treating practitioners occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with radiology, infection control, and patient education and counseling has increased by over 50% since the previous period (2018-2023). Employers' desire for candidates with dental plaque removal skills has decreased by 37% between the two periods in California.

Exhibit 2.4.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Healthcare Diagnosing and Treating Practitioners in California

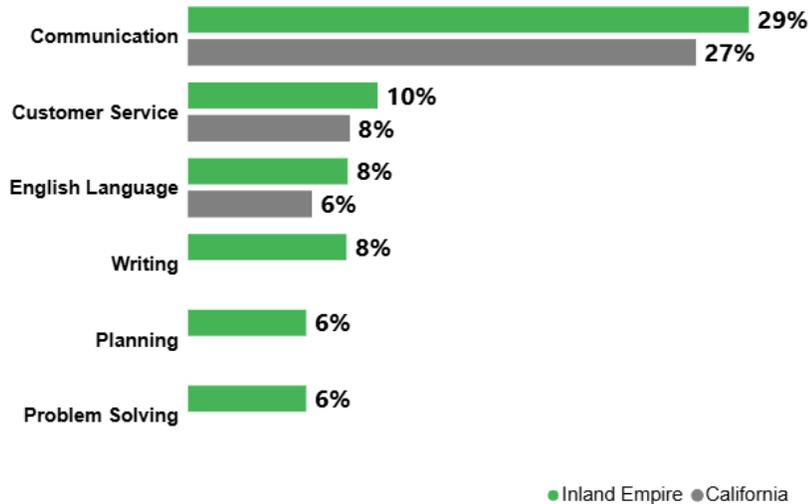


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.4.6 displays the top foundational skills included in employer job advertisements for healthcare diagnosing or treating practitioners in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Communication was the top foundational skill for this occupational group across both regions.

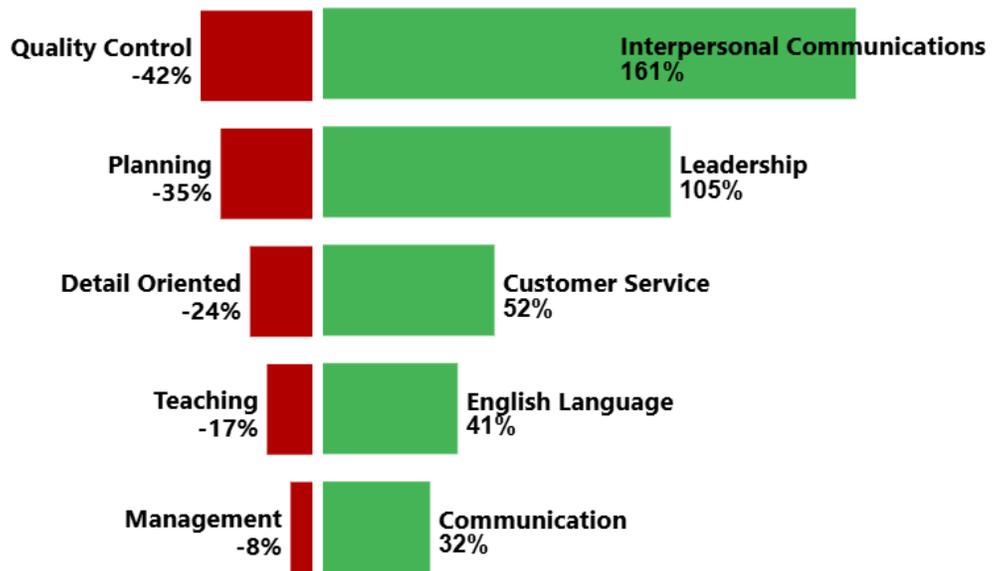
Exhibit 2.4.6: Top Foundational Skills from Employer Job Ads for Healthcare Diagnosing or Treating Practitioners, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.4.7 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the healthcare diagnosing and treating practitioner occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with interpersonal communication and leadership skills has more than doubled in prevalence since the previous period (2018-2023). Employers' desire for candidates with quality control and planning skills has decreased by 35% between the two periods in the Inland Empire.

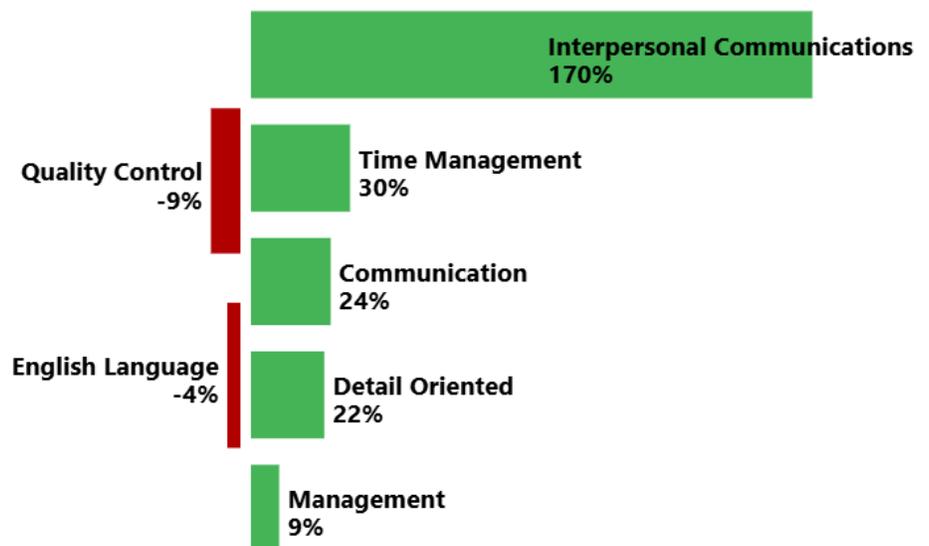
Exhibit 2.4.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Healthcare Diagnosing and Treating Practitioners in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.4.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the healthcare diagnosing and treating practitioners occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with interpersonal communications skills has more than doubled in prevalence since the previous period (2018-2023). Employers' desire for candidates with quality control skills has decreased by 9% between the two periods in California.

Exhibit 2.4.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Healthcare Diagnosing and Treating Practitioners in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.4.9 displays the qualifications most frequently included in employer job advertisements for healthcare diagnosing or treating practitioners. The Basic Life Support (BLS) certification was the most frequently requested qualification in employer job advertisements, appearing in approximately 30% of job ads.

Exhibit 2.4.9: Top Qualifications Skills from Employer Job Ads Healthcare Diagnosing or Treating Practitioners, Inland Empire/Desert Region and California, October 2023 – September 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Basic Life Support (BLS) Certification	30%	Basic Life Support (BLS) Certification	31%
Registered Respiratory Therapist (RRT)	29%	Respiratory Care Practitioner	26%
Respiratory Care Practitioner	28%	Registered Respiratory Therapist (RRT)	22%
Advanced Cardiovascular Life Support (ACLS) Certification	22%	Advanced Cardiovascular Life Support (ACLS) Certification	21%
Pediatric Advanced Life Support (PALS)	20%	Pediatric Advanced Life Support (PALS)	17%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the healthcare diagnosing or treating practitioner occupational group.

- Respiratory Care/Therapy (1210.00)
- Radiologic Technology (1225.00)
- Radiation Therapy Technician (1226.00)
- Dental Occupations (1240.00)
- Dental Hygienist (1240.20)

2.5: OCCUPATIONAL THERAPY AND PHYSICAL THERAPIST ASSISTANTS AND AIDES

Exhibit 2.5.1 displays current and projected employment data for the occupational therapy and physical therapist assistants and aides occupational group from 2024 to 2029. The occupational therapy and physical therapist assistants and aides middle-skill occupational group contains four occupations that had over 1,800 jobs in 2024. This occupational group is projected to grow by 19%, adding nearly 350 jobs to the region through 2029. Most occupations in this group offer high median wages and are collectively projected to have nearly 350 annual job openings over the next five years.

Exhibit 2.5.1: Current and Projected Employment for the Occupational Therapy and Physical Therapist Assistant and Aide Occupational Group, Inland Empire/Desert Region, 2024-2029

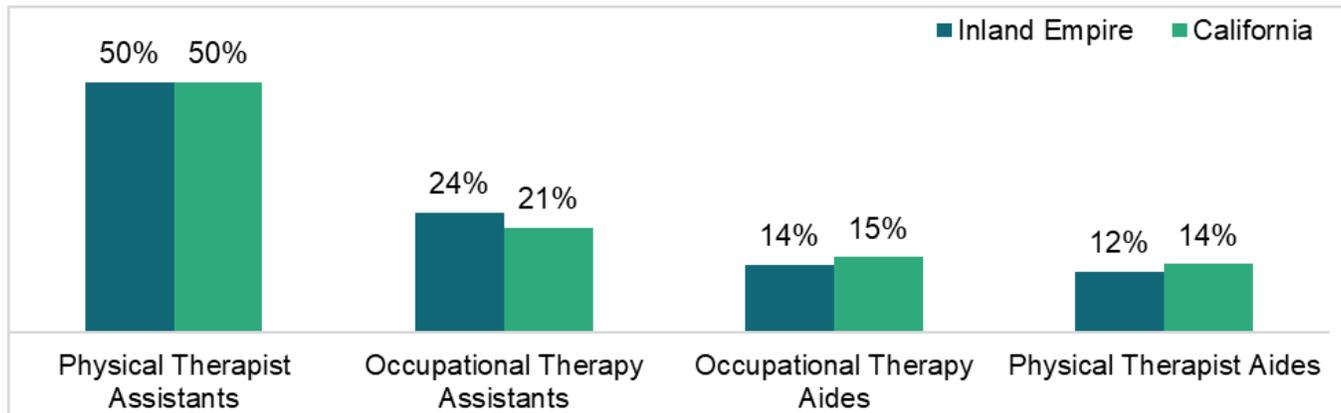
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Physical Therapist Assistants	777	975	26%	167	\$38.08
Physical Therapist Aides	668	723	8%	114	\$16.60
Occupational Therapy Assistants	344	430	25%	62	\$37.90
Occupational Therapy Aides	38	45	17%	6	\$31.43
Total	1,827	2,173	19%	349	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, October 2023 to September 2025, referred to as the “most recent period” going forward, 2,086 job ads were posted for the occupational therapy and physical therapist assistant and aide occupational group in the Inland Empire, as compared to 22,485 job ads posted for the same occupations across California. In the previous period, October 2018 to September 2023, there were 3,332 job ads posted for this occupational group in the Inland Empire and 39,865 job ads posted in California.

Exhibit 2.5.2 displays the share of occupational therapy and physical therapist assistants and aides job advertisements by occupation in the Inland Empire/Desert Region and California. Approximately half of the regional and statewide job ads were posted for physical therapist assistants, followed by occupational therapy assistants. The scale of these occupational job advertisements may influence the skills most frequently requested by employers for this occupational group.

Exhibit 2.5.2: Share of Advertisements by Occupation for Occupational Therapy and Physical Therapist Assistants and Aides, Inland Empire/Desert Region and California, October 2023 – September 2025

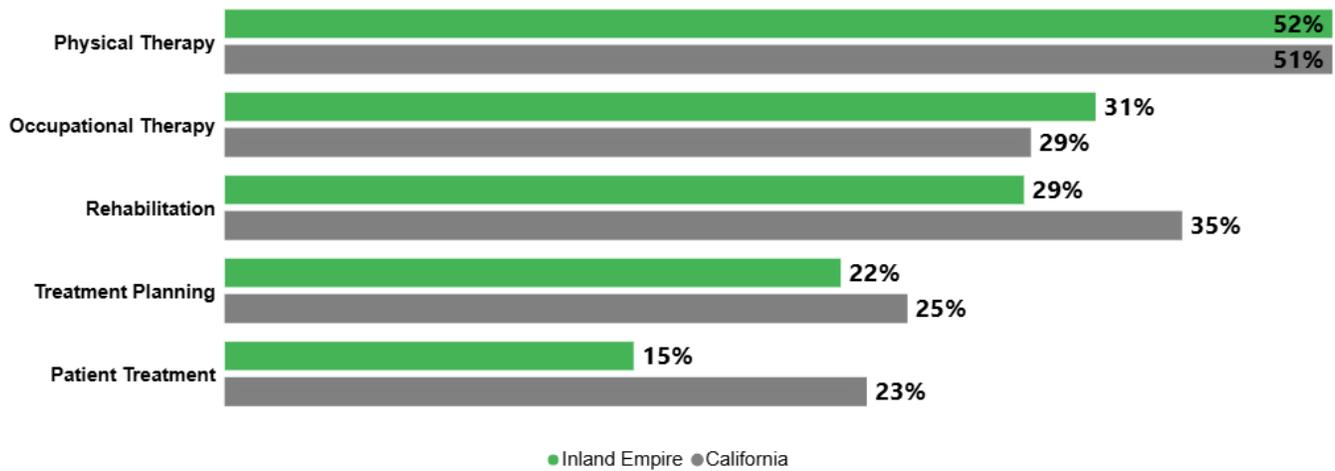


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.5.3 displays the top specialized skills included in employer job advertisements for occupational therapy and physical therapist assistants and aides in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the specialized skills employers find critical to employment.

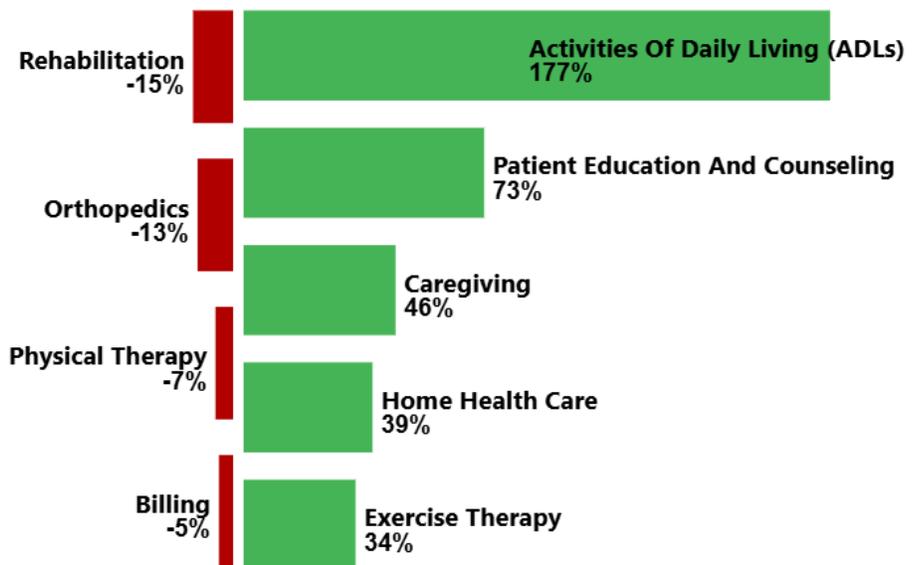
Exhibit 2.5.3: Top Specialized Skills from Employer Job Ads for Occupational Therapy and Physical Therapist Assistants and Aides, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.5.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the occupational therapy and physical therapist assistants and aides occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with activities of daily living (ADLs) skills has more than doubled in prevalence since the previous period (2018-2023). Employers’ desire for candidates with rehabilitation skills have decreased by 15% between the two periods in the Inland Empire.

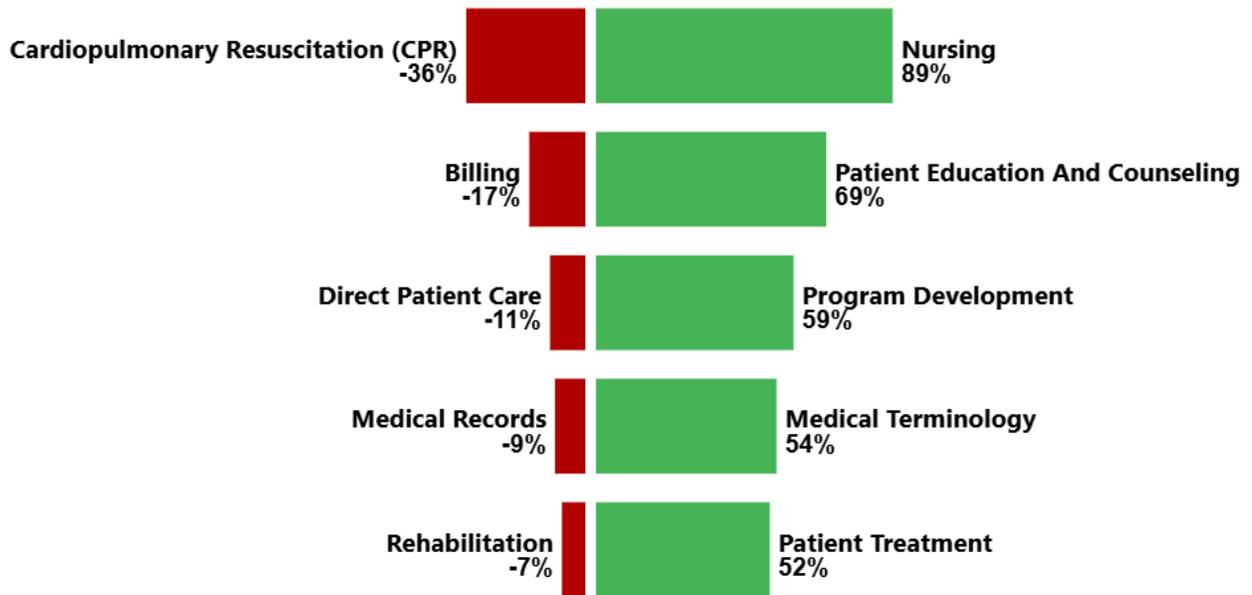
Exhibit 2.5.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Occupational Therapy and Physical Therapist Assistants and Aides in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.5.5 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the occupational therapy and physical therapist assistants and aide occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with nursing skills has increased by nearly 90% since the previous period (2018-2023). Employers' desire for candidates with cardiopulmonary resuscitation (CPR) skills has decreased by 36% between the two periods in California.

Exhibit 2.5.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Occupational Therapy and Physical Therapist Assistants and Aides in California

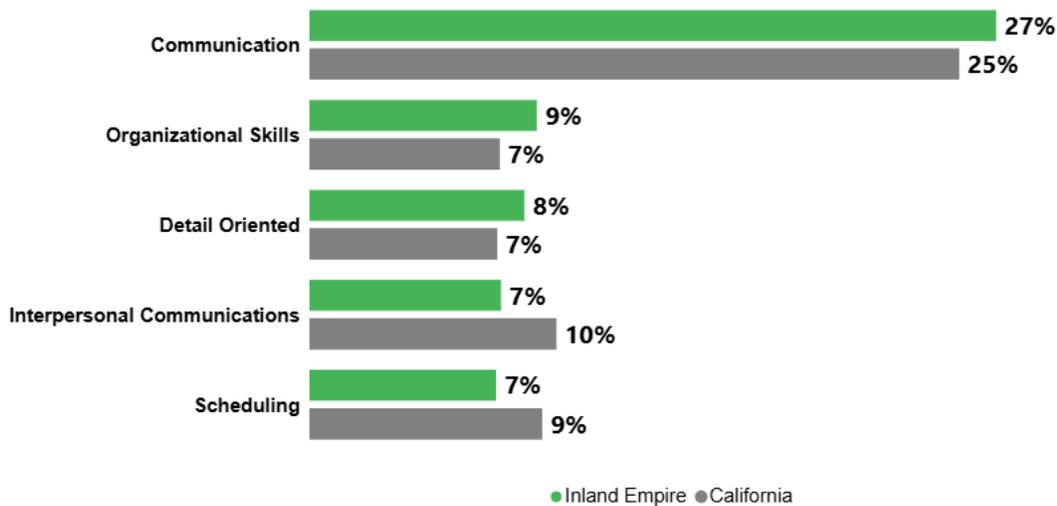


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.5.6 displays the top foundational skills included in employer job advertisements for occupational therapy and physical therapist assistants and aides in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Communication was the top foundational skill for this occupational group across both regions.

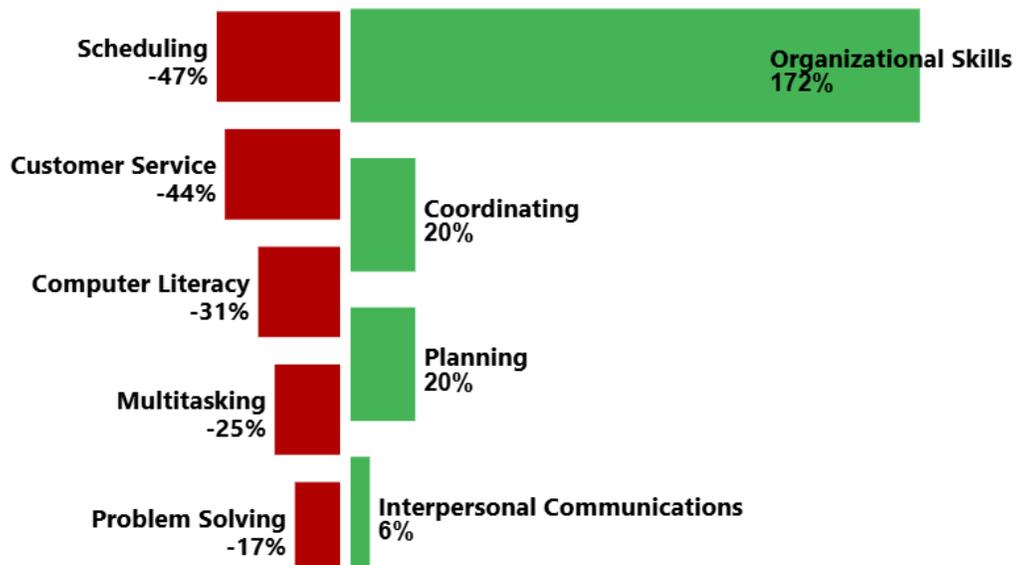
Exhibit 2.5.6: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Occupational Therapy and Physical Therapist Assistants and Aides, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.5.7 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the occupational therapy and physical therapist assistants and aides occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with organizational skills has increased by 172% since the previous period (2018-2023). Employers’ desire for candidates with scheduling and customer service skills has decreased by more than 40% between the two periods in the Inland Empire.

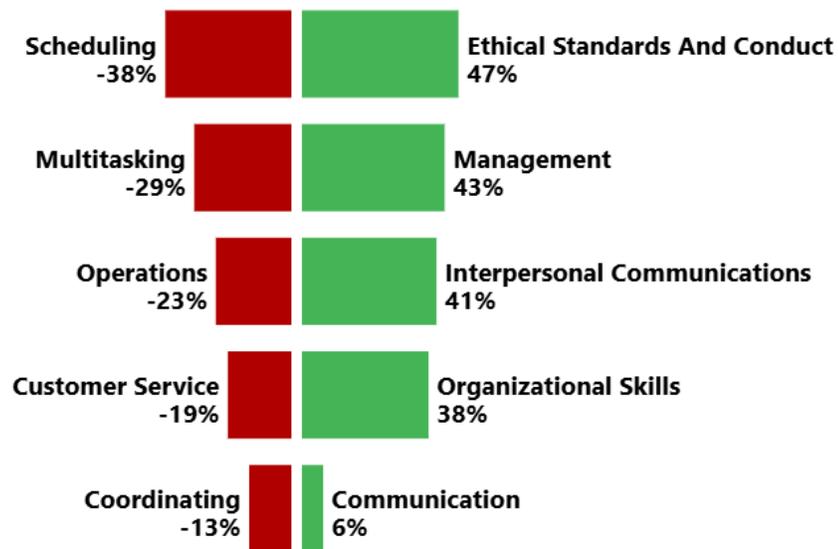
Exhibit 2.5.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Occupational Therapy and Physical Therapist Assistants and Aides in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.5.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the occupational therapy and physical therapist assistants and aide occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with ethical standards and conduct skills has grown by 47% since the previous period (2018-2023). Employers' desire for candidates with scheduling skills has decreased by 38% between the two periods in California.

Exhibit 2.5.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Occupational Therapy and Physical Therapist Assistants and Aides in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.5.9 displays the qualifications most frequently included in employer job advertisements for occupational therapy and physical therapist assistants and aides. Certified Occupational Therapy Assistant was the most frequently requested qualification in employer job advertisements, appearing in more than 20% of job ads.

Exhibit 2.5.9: Top Qualifications Skills from Employer Job Ads for Occupational Therapy and Physical Therapist Assistants and Aides, Inland Empire/Desert Region and California, October 2023 – September 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Certified Occupational Therapy Assistant	23%	Certified Occupational Therapy Assistant	21%
Cardiopulmonary Resuscitation (CPR) Certification	17%	Cardiopulmonary Resuscitation (CPR) Certification	14%
Physical Therapy Assistant License	12%	Physical Therapy Assistant License	11%
Basic Life Support (BLS) Certification	10%	Basic Life Support (BLS) Certification	10%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the occupational therapy, physical therapy assistant, and physical therapy aide occupational group.

- Occupational Therapy Technology (1218.00)
- Orthopedic Assistant (1214.00)
- Physical Therapist Assistant (1222.00)

2.6: OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Exhibit 2.6.1 displays current and projected employment data for the other healthcare practitioners and technical occupations occupational group from 2024 to 2029. The other healthcare practitioners and technical occupations middle-skill occupational group contains three occupations that had nearly 750 jobs in 2024. This occupational group is projected to grow by 14%, adding over 100 jobs to the region through 2029. While this occupational group offers solid median wages, it is projected to have fewer than 100 job openings available annually over the next five years.

Exhibit 2.6.1: Current and Projected Employment for the Other Healthcare Practitioners and Technical Occupations Occupational Group, Inland Empire/Desert Region, 2024-2029

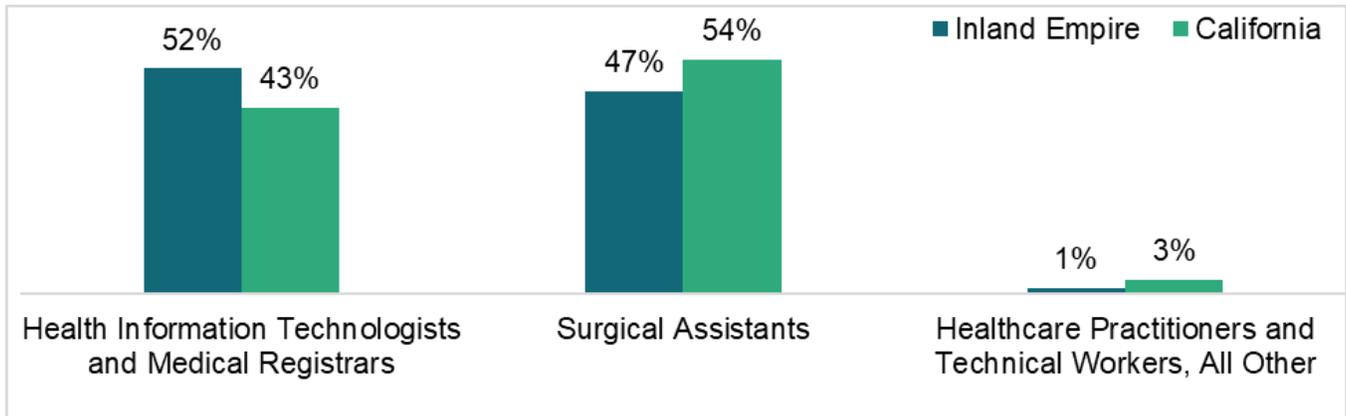
Occupation Title	2024 Jobs	2029 Jobs	2024-2029 % Change	Average Annual Openings	Median Hourly Earnings
Healthcare Practitioners and Technical Workers, All Other	298	336	13%	27	\$36.00
Surgical Assistants	249	275	10%	21	\$26.11
Health Information Technologists and Medical Registrars	201	241	20%	22	\$35.75
Total	749	853	14%	70	

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed

Over the last 24 months, October 2023 to September 2025, referred to as the “most recent period” going forward, 287 job ads were posted for the other healthcare practitioners and technical occupations occupational group in the Inland Empire, as compared to 3,962 job ads posted for the same occupations across California. In the previous period, October 2018 to September 2023, there were 720 job ads posted for this occupational group in the Inland Empire and 10,227 job ads posted in California.

Exhibit 2.6.2 displays the share of other healthcare practitioners and technical occupation job advertisements by occupation in the Inland Empire/Desert Region and California. Less than five percent of job advertisements were posted for healthcare practitioners and technical workers, all other, indicating that skills information from job ads will likely not be reflective of demand for this occupation.

Exhibit 2.6.2: Share of Advertisements by Occupation for the Other Healthcare Practitioners and Technical Occupations Occupational Group, Inland Empire/Desert Region and California, October 2023 – September 2025

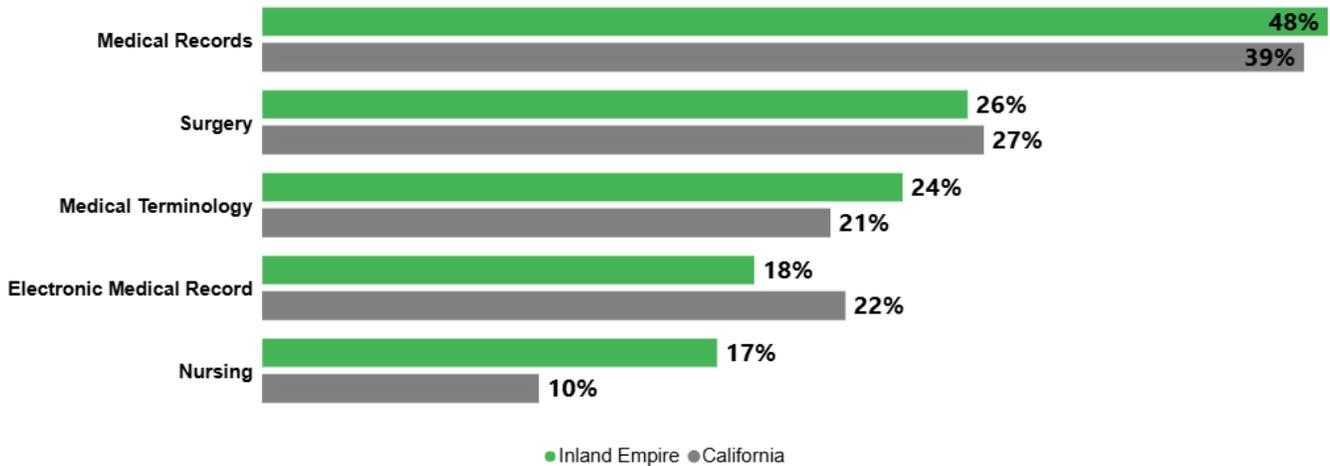


Source: Lightcast 2025.4 – Job Posting Analytics

Specialized Skills

Exhibit 2.6.3 displays the top specialized skills included in employer job advertisements for the other healthcare practitioners and technical occupations occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the specialized skills employers find critical to employment.

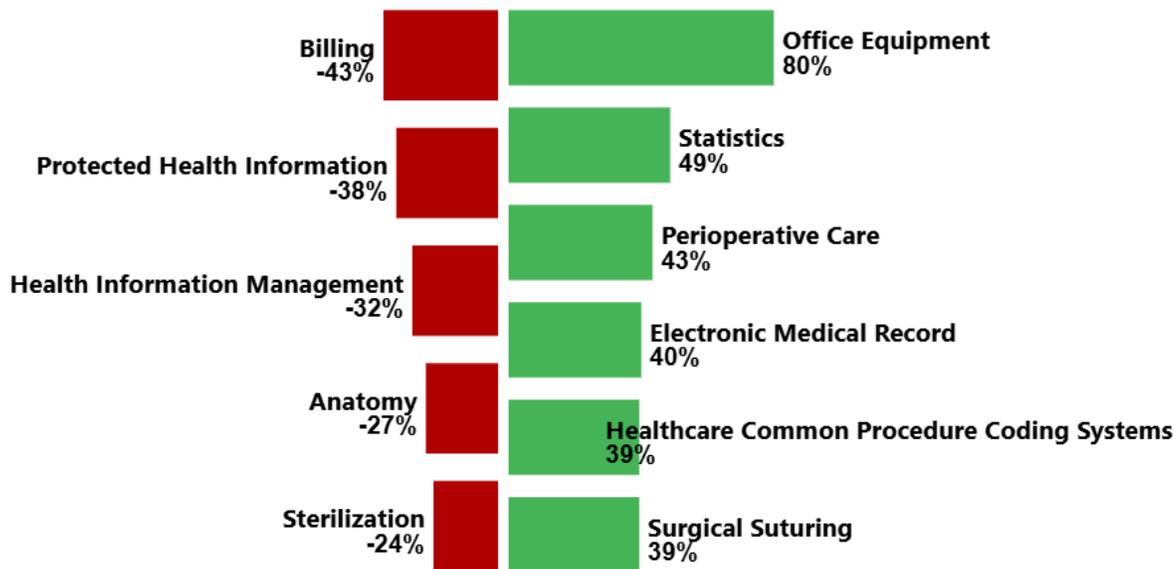
Exhibit 2.6.3: Top Specialized Skills from Employer Job Ads for the Other Healthcare Practitioners and Technical Occupations Occupational Group, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.6.4 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the other healthcare practitioners and technical occupations occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with office equipment skills has increased by 80% since the previous period (2018-2023). Employers' desire for candidates with billing skills has decreased by 43% between the two periods in the Inland Empire.

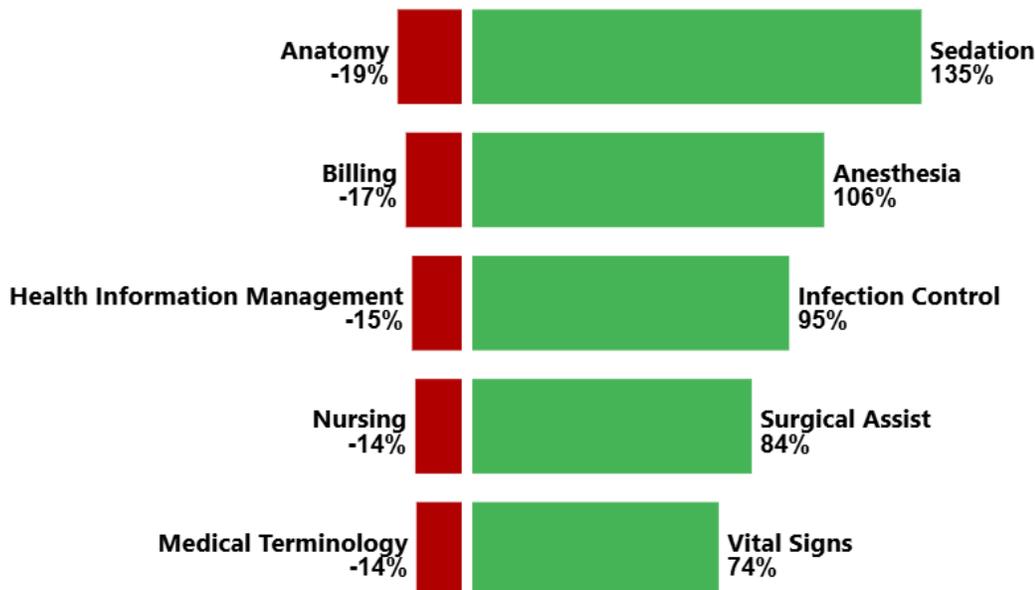
Exhibit 2.6.4: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Healthcare Practitioners and Technical Occupations Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.6.5 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the other healthcare practitioners and technical occupations occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with sedation and anesthesia skills has increased by over 100% since the previous period (2018-2023). Employers' desire for candidates with anatomy skills has decreased by 19% between the two periods in California.

Exhibit 2.6.5: Specialized Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Healthcare Practitioners and Technical Occupations Occupational Group in California

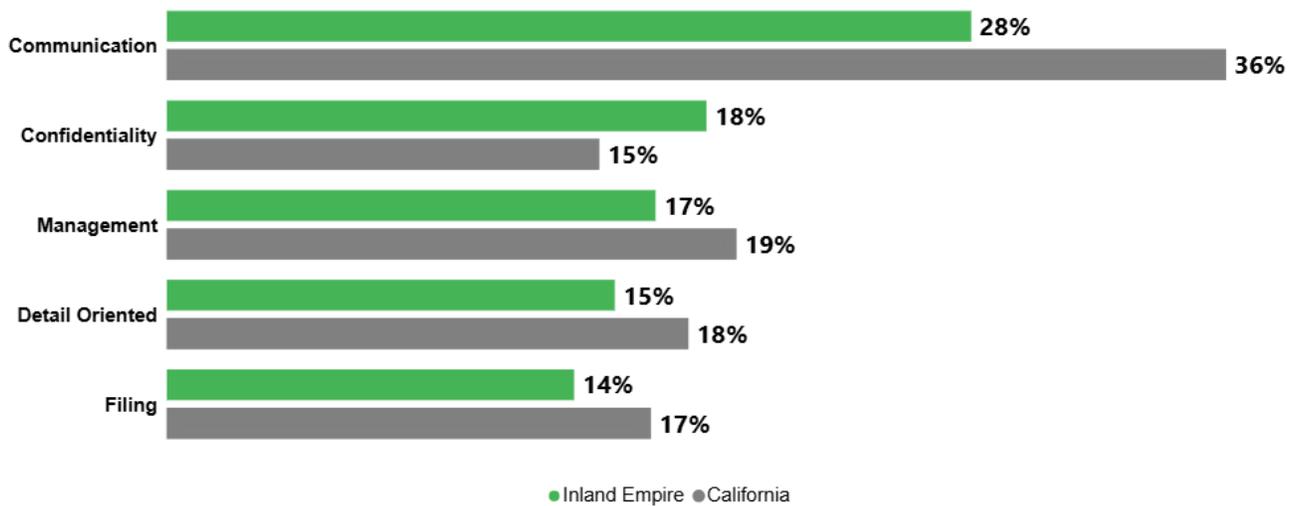


Source: Lightcast 2025.4 – Job Posting Analytics

Foundational Skills

Exhibit 2.6.6 displays the top foundational skills included in employer job advertisements for the other healthcare practitioners and technical occupations occupational group in the Inland Empire/Desert Region and their share of job ads in California. The top skills may provide insight into the foundational skills employers find critical to employment. Communication was the top foundational skill for this occupational group across both regions.

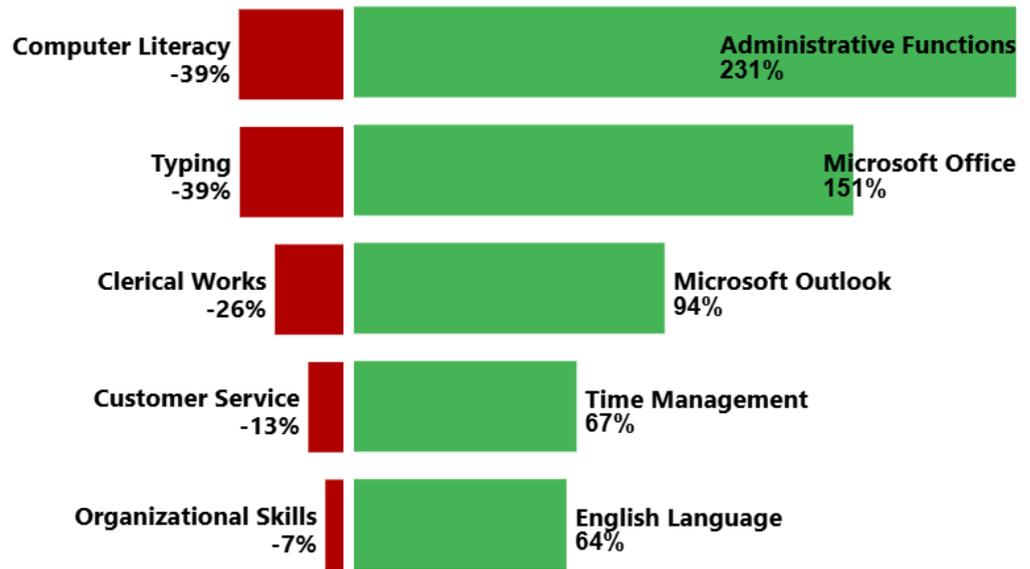
Exhibit 2.6.6: Top Foundational Skills from Employer Job Ads for the Other Healthcare Practitioners and Technical Occupations Occupational Group, Inland Empire/Desert Region and California, October 2023 – September 2025



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.6.7 displays the specialized skills that have increased or decreased the most in their share of job advertisements for the other healthcare practitioners and technical occupations occupational group in the Inland Empire/Desert Region, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with administrative functions skills has increased by more than 200% since the previous period (2018-2023). Employers' desire for candidates with computer literacy and typing skills has decreased by 39% between the two periods in the Inland Empire.

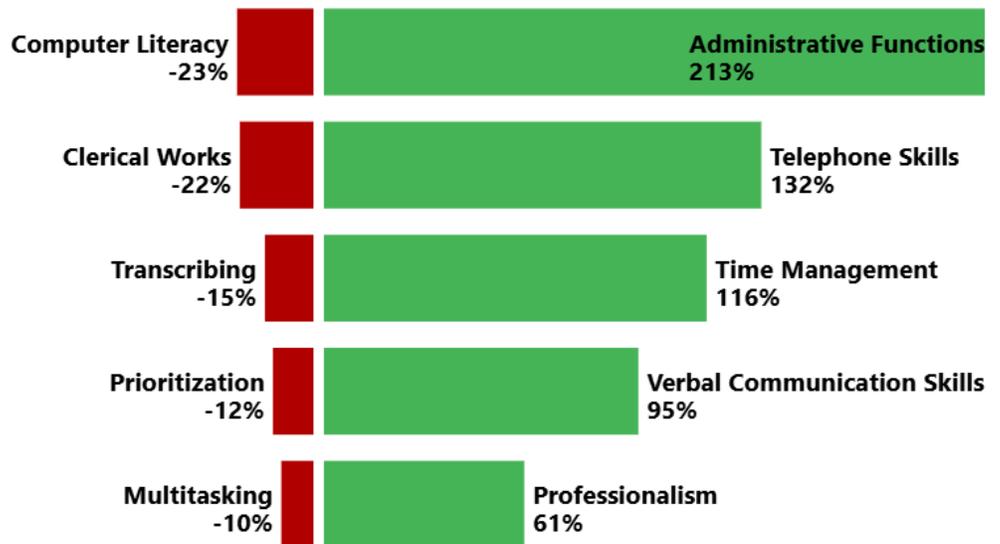
Exhibit 2.6.7: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for Other Healthcare Practitioners and Technical Occupations Occupational Group in the Inland Empire/Desert Region



Source: Lightcast 2025.4 – Job Posting Analytics

Exhibit 2.6.8 displays the foundational skills that have increased or decreased the most in their share of job advertisements for the other healthcare practitioners and technical occupations occupational group in California, based on a comparison of the two time periods. Recent employer demand (2023-2025) for candidates with administrative functions skills has grown by 213% since the previous period (2018-2023). Employers' desire for candidates with computer literacy and clerical works skills has decreased by more than 20% between the two periods in California.

Exhibit 2.6.8: Foundational Skills that Have Increased or Decreased the Most in Their Share of Job Advertisements for the Other Healthcare Practitioners and Technical Occupations Occupational Group in California



Source: Lightcast 2025.4 – Job Posting Analytics

Qualifications and Programs

Exhibit 2.6.9 displays the qualifications most frequently included in employer job advertisements for the other healthcare practitioners and technical occupations occupational group. The Basic Life Support (BLS) certification was the most frequently requested skill in employer job advertisements, appearing in approximately 25% of job ads.

Exhibit 2.6.9: Top Qualifications Skills from Employer Job Ads for the Other Healthcare Practitioners and Technical Occupations Occupational Group, Inland Empire/Desert Region and California, October 2023 – September 2025

Inland Empire/Desert Region		California	
Qualification	Share	Qualification	Share
Basic Life Support (BLS) Certification	25%	Basic Life Support (BLS) Certification	23%
Valid Driver's License	9%	Registered Health Information Technician (RHIT)	7%
Release of Information (ROI)	8%	Registered Nurse (RN)	6%
Registered Nurse (RN)	7%	Release of Information (ROI)	5%
Advanced Cardiovascular Life Support (ACLS) Certification	6%	Radiology Certification	5%

Source: Lightcast 2025.4 – Job Posting Analytics

The following community college programs prepare students for employment in the other healthcare practitioner and technical occupations occupational group.

- Health Facility Unit Coordinator (1208.30)
- Health Information Coding (1223.10)
- Health Information Technology (1223.00)
- Surgical Technician (1217.00)

SECTION 3: HOW CAN SKILLS INFORMATION BE USED TO GUIDE CAREER EDUCATION PROGRAM DEVELOPMENT IN THE INLAND EMPIRE/DESERT REGION?

To identify which skills are increasing most noticeably in employer demand, we compared their prevalence in job postings across the two time periods analyzed. We then examined how many middle-skill occupational minor groups each skill appeared in. Weighting skills by the number of occupational groups in which they increased provides a clearer indication of which skill shifts are occurring broadly across the sector rather than within isolated occupations. Below is the distribution within each skills tier for skills which are increasing by 10% or more:

- Foundational skills (41.1% IE/D; 43.6% California)
 - These are broad, transferable competencies that support interpersonal communication, coordination, and workflow management. While not technical or occupation-specific, these skills are increasingly central to modern healthcare delivery, where patient interaction, documentation, and teamwork are essential.
- Specialized or technical skills
 - Industry-specific (36.9% IE/D; 36.9% California)
 - These skills reflect deeper clinical or operational expertise and show the strongest alignment with the technical demands of healthcare work.
 - Occupation-specific: (16.3% IE/D; 14.3% California)
 - These are highly technical skills tied to particular roles or specialized tasks, such as radiology procedures, medication administration, rehabilitation techniques, or orthopedic support activities. They require more advanced training and typically reflect the unique technical demands of specific healthcare occupations.
 - Cross Sector: (5.7% IED; 5.3% California)
 - These are more specialized/technical than foundational skills but still found in multiple sectors. They require more advanced training but are not unique to the healthcare field.

Using the same approach as described above, we present the distribution of skills that declined in prevalence between the two time periods. This approach highlights which skill declines are sector-wide rather than limited to a single occupational group. Below is the distribution within each skills tier for skills which are decreasing by 10% or more:

- Foundational skills (42.5% IE/D; 39.5% California)
 - The skills decreasing in prevalence are not the interpersonal or communication abilities that appear in the growing analysis above. Instead, they are primarily routine, clerical, or administrative competencies, such as clerical work, billing, computer literacy, customer service, and typing, that reflect tasks more easily handled through digital tools or workflow automation. Their decline across multiple occupational groups suggests that employers increasingly expect technology to support or streamline these functions.
- Specialized or technical skills
 - Industry-specific (30.0% IE/D; 26.3% California)
 - These declining skills tend to be broad or baseline clinical competencies that employers increasingly treat as assumed knowledge rather than differentiating qualifications. Examples include acute care, critical care, and health information management. Their reduced appearances in postings does not indicate these skills are less important in practice; rather, employers no longer list them explicitly because they are expected of any working entering a middle-skill health role.

- Occupation-specific: (15.0% IE/D; 23.7% California)
 - Shrinking skills in this tier reflect baseline or non-differentiating technical activities that serve as foundational aspects of many healthcare occupations. These include skills such as nursing, direct patient care, clinical experience, and rehabilitation. Their decline suggests that employers assume proficiency in these competencies and now prioritize more specialized or advanced skills in job postings. In other cases, such as CPR, decreases potentially reflect the shift from listing basic abilities in job ads to focusing on higher-value technical competencies or required certifications.
- Cross Sector: (12.5% IED; 10.5% California)
 - These are more specialized/technical than foundational skills but still found in multiple sectors. They require more advanced training but are not unique to the healthcare field.

The distribution of growing skills indicates that employer demand is shifting in two notable directions. Foundational skills, such as communication, coordination, and workflow management, remain essential across all middle-skill health occupations; however, more than half of all skill growth (53% in the IE/D region) is concentrated in technical or specialized competencies that require deeper clinical knowledge and hands-on proficiency. These include industry-specific skills such as infection control, anatomy, vital signs, and electronic medical record (EMR) documentation, as well as occupation-specific skills tied to particular roles.

By comparison, the shrinking-skills show a consistent decline in routine, clerical, and administratively focused competencies. More than 40% of shrinking skills fall within foundational or cross-sector categories, but they are overwhelmingly associated with office workflows, clerical work, billing, computer literacy, customer service, and basic scheduling. Within the technical tiers, the shrinking skills tend to be broad or baseline competencies (e.g., CPR, nursing or direct patient care) that employers appear to treat as assumed prerequisites rather than differentiating skills worth listing in job postings.

Taken together, these patterns reveal a clear transition in the nature of middle-skill healthcare work. Tasks that are routine, repetitive, or heavily administrative are declining across multiple occupational groups, reflecting functions that are increasingly supported, streamlined, or automated by digital systems and AI-enabled tools.⁸ Conversely, the skills that are rising in prevalence are those that rely on human judgement, patient interaction, communication, and applied clinical expertise. These are domains where technology complements, rather than replaces, the work of middle-skill healthcare professionals.⁹

This shift underscores the importance of preparing students for strong foundational competencies that support modern, technology-enabled models of patient care. For K12 and community colleges, these findings highlight several opportunities to strengthen program design and student outcomes:

Curriculum alignment with growing skills.

Growing skills indicate a need for stronger emphasis on both foundational and technical competencies. Colleges can review program and course learning outcomes to ensure rising skills, such as communication, interpersonal communication, organizational skills, workflow management, EMR literacy, infection control, anatomy, vital signs, and patient education, are explicitly and consistently taught. These competencies show the strongest growth across occupational minor groups and

⁸ American Medical Association. "Physicians' Greatest Use for AI? Cutting Administrative Burdens." AMA, 20 Mar. 2025, <https://www.ama-assn.org/practice-management/digital-health/physicians-greatest-use-ai-cutting-administrative-burdens>.

⁹ https://www.oecd.org/content/dam/oecd/en/publications/reports/2025/05/digital-and-ai-skills-in-health-occupations_f428e5a9/5fbd42ab-en.pdf?utm_source=chatgpt.com

represent the skill sets most critical to modern, technology-integrated healthcare work. K12 health pathways can introduce early exposure to these foundational competencies so students enter community college programs with aligned expectations and baseline readiness.

Aligning curriculum and pathways to key certifications and credentials.

Qualifications data across all minor occupational groups point to a consistent set of required and preferred certifications in the regional labor market. Programs can map course content, clinical requirements, and practicum experiences directly to credentials ensuring students graduate with credentials employers actively request. Where possible, high schools can embed pre-certification or dual enrollment opportunities to accelerate student readiness and facilitate smoother transitions into community college health programs.

K12 Pathway Alignment.

The qualification and program lists can aid K12 partners aligning foundational health pathway courses with postsecondary preparation. High schools offering Patient Care, Public Health, and Biotechnology pathways can integrate early exposure to skills such as communication, professionalism, EMR literacy, basic vital signs, and infection control, while preparing students for pre-certification opportunities linked to stackable credentials.

APPENDICES

APPENDIX A: RESEARCH DEFINITIONS AND METHODOLOGIES

Definitions

Labor market information was pulled from Lightcast, a labor market analytics firm that specializes in providing insights for workforce development, economic planning, and education. Lightcast compiles its regional and occupational datasets from a variety of federal and state sources. Among these are the Quarterly Census of Employment and Wages (QCEW), which offers detailed industry employment and wage data, and other critical sources such as the U.S. Census Bureau's American Community Survey (ACS) and Quarterly Workforce Indicators, the Bureau of Labor Statistics' Occupational Employment and Wage Statistics and Current Population Survey, and data from the Bureau of Economic Analysis.¹⁰ These combined resources provide comprehensive insights into employment trends, wage patterns, and quality job workforce characteristics. The baseline year of 2024 was used to offer the maximum comparability with the student data available, and the projected data was through 2029.

Annual job openings include the projected growth (new jobs) and replacement needs of an occupation annually. This figure is often used to assess the expected employer demand for an occupation, providing a number of job openings that will require new workers to fill.

Educational attainment is the highest level of education attained by workers aged 25 years or older. This information may illuminate mismatches between resident skills and employment needs.

An **occupation** is a set of activities or tasks employees are paid to perform. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries. For example, jobs for registered nurses are concentrated in the healthcare industry sector, but educational industries may also employ these jobs.

SOC code: The Standard Occupational Classification system is a federally defined system used to classify workers into occupational categories that are grouped together according to job duties.¹¹

TOP code: The Taxonomy of Programs is a system of codes used by the State of California to compare differently named academic programs with similar outcomes across community colleges.¹² Each course offered by California Community Colleges is assigned to a TOP code.

Methodologies and Sources

The data sources used in this study include data from Lightcast, a labor market analytics firm that specializes in providing insights for workforce development, economic planning, and education. Lightcast compiles its regional and occupational datasets from a variety of federal and state sources. Among these are the Quarterly Census of Employment and Wages (QCEW), which offers detailed industry employment and wage data, and other critical sources such as the U.S. Census Bureau's American Community Survey (ACS) and Quarterly Workforce Indicators, the Bureau of Labor Statistics' Occupational Employment and Wage Statistics and Current Population Survey, and data from the

¹⁰ Lightcast (2025). Version 2025.1. Retrieved from <https://lightcast.io/> in April 2025.

¹¹ "Standard Occupational Classification," Bureau of Labor Statistics, bls.gov/soc/

¹² "Taxonomy of Programs," California Community Colleges, <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513>

Bureau of Economic Analysis.¹³ These combined resources provide comprehensive insights into employment trends, wage patterns, and industry-specific workforce characteristics across the Inland Empire/Desert regions.

The Lightcast taxonomy organizes skills into a tiered structure that groups related competencies according to the type of work or task they support. Within this framework, skills are categorized as common, specialized, or software skills. To determine which skills should be included in our analysis, we examined how frequently individual skills appear in job postings. We calculated the median share of job ads in which common skills appear across all occupations, providing a baseline measure of typical skill prevalence. Our analysis found that common skills typically appeared in roughly five percent of job postings across occupations. We used this median value as the threshold for determining which skills were included in our research.

The skills analysis compares skills posted over a two-year period (October 2023 – September 2025) to a historical five-year period (October 2018 – September 2023) to identify skills that are growing and shrinking in terms of their prevalence in job ads. This report intentionally uses a two-year period for the current analysis to ensure a sufficient volume of recent job advertisements and avoid the instability that can come with relying on a single year of data. The five-year historical period provides a stable benchmark of longer-term industry skill patterns and reduces the influence of short-term fluctuations. This analysis also illuminates the skills with the highest share of job ads in the most recent period to address employer demand for skills that are persistently in-demand across time.

The Standard Occupational Classification (SOC) system aggregates occupation information by four levels: major group, minor group, broad occupation, and detailed occupation.¹⁴ This report relies on the minor occupational groupings of detailed occupations for the skills analysis as it provides greater detail than the broader major occupational groups and ensures the feasibility and readability of this study that would lack in a detailed occupation skills analysis.

¹³ Lightcast (2025). Version 2025.3. Retrieved from <https://lightcast.io/> in July 2025.

¹⁴ Bureau of Labor Statistics. Standard Occupational Classification and Coding Structure. 2018. Retrieved from: https://www.bls.gov/soc/2018/soc_2018_class_and_coding_structure.pdf

APPENDIX B: ADDITIONAL OCCUPATIONS RELATED TO THE CCCCCO HEALTH SECTOR

Exhibit B.1 displays current and projected employment data for the miscellaneous occupational group from 2024 to 2029. The miscellaneous occupational group includes six occupations with over 17,238 jobs in 2024. This occupational group is projected to grow by 9%, adding 1,556 jobs to the region through 2029.

Exhibit B.1: Additional Occupations Related to the CCCCCO Health Sector, Inland Empire/Desert Region, 2024-2029

SOC Minor Group Title	2024 Jobs	2029 Jobs	2024 - 2029 % Change	Average Annual Openings	Median Hourly Earnings
Medical Secretaries and Administrative Assistants	10,824	11,666	8%	1,283	\$23.17
Social and Human Service Assistants	5,383	6,067	13%	709	\$22.77
Residential Advisors	468	516	10%	101	\$21.77
Dental Laboratory Technicians	304	273	(10%)	32	\$22.16
Biological Technicians	180	193	7%	24	\$26.91
Medical Appliance Technicians	79	79	(1%)	9	\$22.00
Total	17,238	18,794	9%	2,157	-

Source: Lightcast 2025.4 – Occupation Table, QCEW Employees, Non-QCEW Employees, and Self-Employed