

**Labor Market Assessment:
Medical Equipment Preparers
(1209.00 Hospital Central Service Technician)
Inland Empire/Desert Center of Excellence, Feb 2026**
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Summary

| | | | |
|--------------------------------|-----------------------------|---|-----------------------------|
| Program LMI Endorsement | All LMI Criteria Met | Some LMI Criteria Met (Proceed with Caution) | LMI Criteria NOT Met |
| | ✓ | <input type="checkbox"/> | <input type="checkbox"/> |

| Program LMI Endorsement Criteria | | |
|----------------------------------|--|-----------------------------|
| Supply Gap | Yes ✓ | No <input type="checkbox"/> |
| | <i>Comments: There is projected to be 138 annual job openings throughout the Inland Empire/Desert region, which is more than the 11 annual average awards conferred by educational institutions over the last 3 years. Supply data includes both community college awards (0) and non-community college awards (11).</i> | |
| Living Wage | Yes ✓ | No <input type="checkbox"/> |
| | <i>Comments: This occupation has entry-level hourly wages \$3 above the IE/D living wage of 20.42.¹</i> | |
| Education | Yes ✓ | No <input type="checkbox"/> |
| | <i>Comments: This occupation has some college or postsecondary degree or associate degree as their typical entry-level education level, and more than 33% of all workers in the field (43%) have completed some college or an associate degree as their highest level of education. See Exhibit 9 for more details.</i> | |

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Below Middle-Skill (typically require training/education at or below a HS diploma)
 - Medical Equipment Preparers (31-9093)

Summary of findings

Demand

- The number of jobs related to the assessed occupation is projected to increase 14% through 2029, 138 annual job openings (new and replacement jobs).Repo
- Hourly entry-level wages for this occupation are above living wage at the 25th percentile hourly wage estimated to be \$23.05 in IE/D.
- There were 139 online job postings from 45 employers over the past 12 months with the highest postings for sterile processing technicians and travel sterile processing technicians.
- Most job postings for target occupations require a high school diploma or equivalent (92%), followed by a bachelor’s degree (5%), and an associate degree (3%).

Supply

- On average, there were 11 annual awards conferred by educational institutions over the last 3 years in related fields: 0 from community colleges and 11 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of \$49,369 (\$23.74 per hour).
- 48% of California students that exited their program in 2022-23 reported that they are now earning a living wage.

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

Introduction

California Community College Hospital Central Service Technician (TOP 1209.00) programs prepare students for employment in the services and techniques used in support of patient care, such as receipt, evaluation, storage and distribution of supplies, equipment, and instruments, including sterile processing (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Hospital Central Service Technician programs lead to employment in medical equipment preparation.

Job Demand

In 2024, there were 849 jobs in medical equipment preparation in the IE/D region. Regional employment for this occupation group is projected to increase by 14% through 2029 with 138 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for medical equipment preparation, IE/D Region, 2024-2029

| Occupation | SOC | 2024 Jobs | 2029 Jobs | 2024 - 2029 % Change | 5-Yr Openings (New + Replacement Jobs) | Annual Openings (New + Replacement Jobs) |
|-----------------------------|---------|-----------|-----------|----------------------|--|--|
| Medical Equipment Preparers | 31-9093 | 849 | 971 | 14% | 690 | 138 |

SOURCE: LIGHTCAST 2026.1

Job Postings

The following analysis for medical equipment preparation using online job posting data.

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

Exhibit 2 displays the number of job ads posted for medical equipment preparation over the last 12 months and the median posting duration. Over the previous 12 months, there were 139 unique job postings for medical equipment preparation in the region from 45 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Feb 2025 – Jan 2026

| Job Title | Job Ads | Median Posting Duration |
|-----------------------------|---------|-------------------------|
| Medical Equipment Preparers | 139 | 21 days |

SOURCE: LIGHTCAST 2026.1

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

Earnings

Exhibit 3 displays the hourly earnings for medical equipment preparation compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$25.73.⁴

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



SOURCE: 2026.1

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

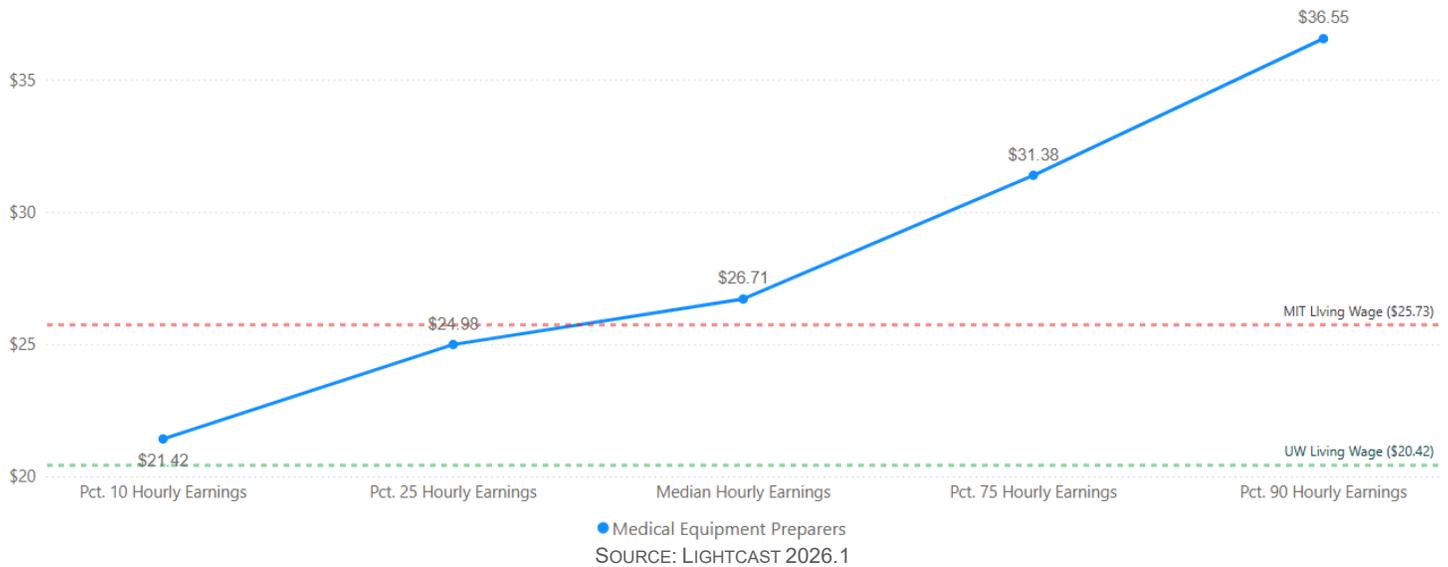
³ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

⁴ *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the medical equipment preparation over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages equal to \$24.99 (estimated to be equal to an annual salary of \$51,979).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, Feb 2025 – Jan 2026



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

Exhibit 5 displays the job titles most frequently used in job postings for the medical equipment preparation over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Feb 2025 – Jan 2026

| Job Title | Unique Postings |
|---|-----------------|
| Sterile Processing Technicians | 70 |
| Travel Sterile Processing Technicians | 9 |
| Central Sterile Processing Technicians | 7 |
| Sterilization Technicians | 7 |
| Central Sterile Technicians | 6 |
| Lead Sterile Processing Technicians | 5 |
| Sterile Processing Supervisors | 5 |
| Sterile Processing Managers | 4 |
| Surgical Sterile Processing Technicians | 4 |
| Assistant Equipment Managers | 3 |

SOURCE: LIGHTCAST 2026.1

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

Exhibit 6. Employers posting the most job ads, IE/D Region, Feb 2025 – Jan 2026

| Company | Total/Unique (Feb 2025 - Jan 2026) | Posting Intensity | Median Posting Duration |
|-------------------------------|------------------------------------|-------------------|-------------------------|
| Loma Linda University | 84 / 20 | 4 : 1 | 17 days |
| Kaiser Permanente | 97 / 16 | 6 : 1 | 11 days |
| County Of Riverside | 25 / 7 | 4 : 1 | 45 days |
| HCA Healthcare | 69 / 7 | 10 : 1 | 19 days |
| Uhs | 18 / 6 | 3 : 1 | 33 days |
| San Antonio Regional Hospital | 35 / 5 | 7 : 1 | 43 days |
| Providence | 23 / 4 | 6 : 1 | 52 days |
| Precision Scans | 12 / 4 | 3 : 1 | 26 days |
| NavitsPartners | 4 / 3 | 1 : 1 | 21 days |
| Centurion Health | 11 / 3 | 4 : 1 | 19 days |

SOURCE: LIGHTCAST 2026.1

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

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Feb 2025 – Jan 2026

| Common skills | Total Postings | Skill Growth Relative to Market |
|-----------------------------------|----------------|---------------------------------|
| Communication | 38 | Lagging |
| Detail Oriented | 37 | Stable |
| Customer Service | 34 | Stable |
| English Language | 25 | Growing |
| Prioritization | 25 | Rapidly Growing |
| Writing | 23 | Growing |
| Management | 22 | Stable |
| Interpersonal Communications | 20 | Growing |
| Assertiveness | 17 | Stable |
| Leadership | 15 | Stable |
| Troubleshooting (Problem Solving) | 15 | Growing |

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

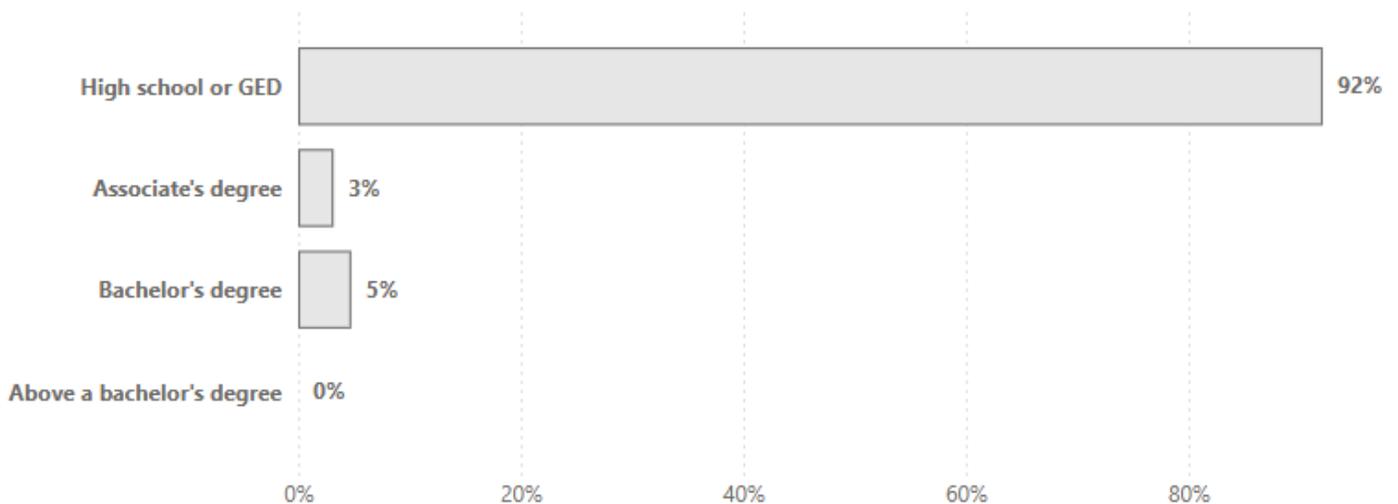
| Specialized skills | Total Postings | Skill Growth Relative to Market |
|-----------------------------------|----------------|---------------------------------|
| Sterile Processing | 121 | Stable |
| Sterilization | 106 | Growing |
| Surgical Instruments | 69 | Lagging |
| Asepsis | 41 | Growing |
| Disinfecting | 33 | Growing |
| Infection Control | 32 | Growing |
| Sterile Techniques And Procedures | 28 | Lagging |
| Surgery | 26 | Stable |
| Decontamination | 25 | Growing |
| Biology | 22 | Rapidly Growing |

| Computer Skills | Total Postings | Skill Growth Relative to Market |
|--|----------------|---------------------------------|
| Microsoft Outlook | 5 | Rapidly Growing |
| Inventory Management System | 3 | Growing |
| Epic EMR | 2 | Growing |
| Microsoft Excel | 2 | Growing |
| Microsoft Office | 2 | Growing |
| Microsoft PowerPoint | 2 | Rapidly Growing |
| Microsoft Word | 1 | Stable |
| Patient Management Software | 1 | Growing |
| Project Management Information Systems | 1 | Stable |
| R (Programming Language) | 1 | Rapidly Growing |

SOURCE: LIGHTCAST 2026.1

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with high school diploma or equivalent (92%) significantly greater than bachelor’s degree (5%) or associate degree (3%).

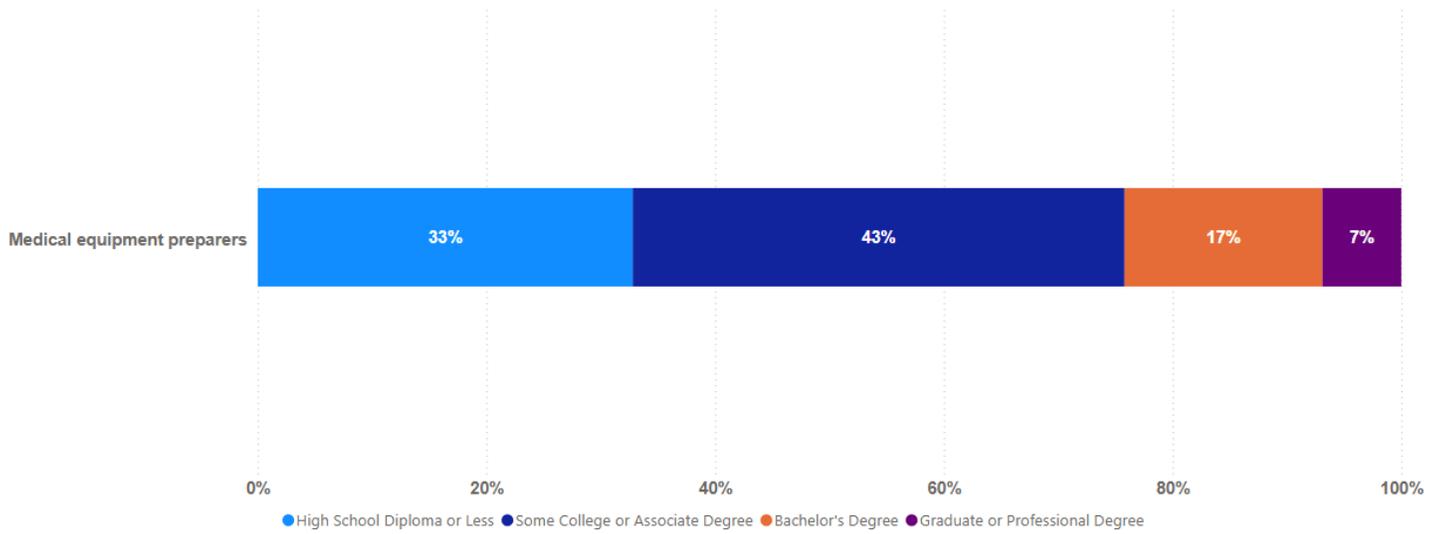
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Feb 2025 – Jan 2026



SOURCE: LIGHTCAST 2026.1

For the assessed occupation, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that 43% of workers have completed some college or an associate degree as their highest level of education.

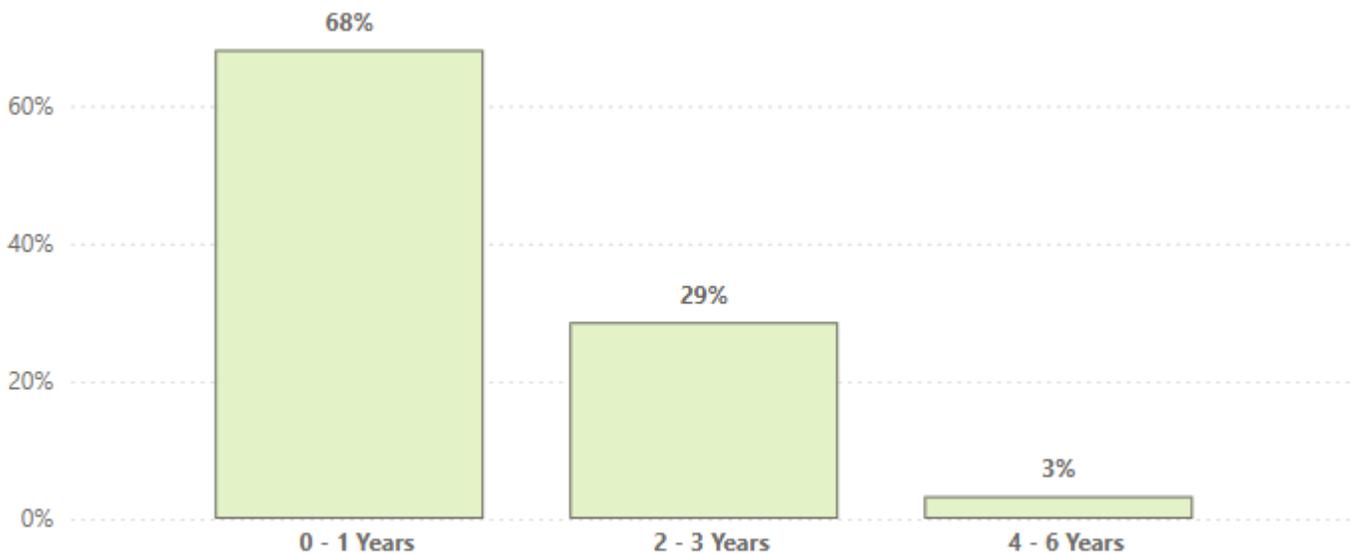
Exhibit 9 National-level Education Attainment for the Occupational Group



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (68%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, Feb 2025 – Jan 2026



SOURCE: LIGHTCAST 2026.1

Student Completions and Program Outcomes

No student completions for the Hospital Central Service Technician (TOP 1209.00) programs were found over the last three academic years (2021-2024). Based on the lack of data, it appears that in the previous three academic years 0 regional community colleges issued an average of 0 awards in relevant programs.

Non-Community College Supply

Exhibit 11 displays award completion data available for these IE/D non-community college programs: Health and Medical Administrative Services, Other (CIP 51.0799).

However, student award completion data was not found in the IE/D for other related non-community college programs: Sterile Processing Technology/Technician (CIP 51.1012).

In the previous three academic years, 1 regional non-community college institution issued an average of 11 awards in relevant programs.

Exhibit 11 Annual average non-community college awards for medical equipment preparation programs, IE/D, 2020-2023

| CIP | Program | College | 2020-2021 Awards | 2021-2022 Awards | 2022-2023 Awards | 3-Year Award Average |
|---------|---|---|------------------|------------------|------------------|----------------------|
| 51.0799 | Health and Medical Administrative Services, Other | American College of Healthcare and Technology | 0 | 15 | 18 | 11 |

SOURCE: IPEDS

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12.

Exhibit 12 Hospital Central Service Technician strong workforce program outcomes, IE/D & California, AY 2022-23

| Program Metric Title | Inland Empire | Statewide |
|---|---------------|-----------|
| Students | - | 39 |
| Earned 9+ Career Education Units | - | 31% |
| Completed Noncredit Workforce Preparation Milestone | - | |
| Earned an Award: Degree or Cert or Attained Appren. Journey Level Status | - | |
| Transferred to a Four-Year Institution: Four-Year Postsecondary Institution | - | 5% |
| Median Annual Earnings | - | \$49,369 |
| Median Change in Earnings | - | 115% |
| Attained Living Wage | - | 48% |

SOURCE: DATAVISTA

Appendix: Methodology

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

Appendix: References

| Type of Data | Source |
|---|--|
| Occupational Projections, Wages, and Job Postings | Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/ |
| Living Wage (UW) | Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California . The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average living wage to represent Inland Empire/Desert is \$20.42 per hour (\$43,123 annually). |
| Living Wage (MIT) | Glasmeier, A. K. (2024). <i>Living wage calculator</i> . Massachusetts Institute of Technology. Accessed on April 14, 2025, https://livingwage.mit.edu/states/06/locations The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually) |
| Typical Education and Training Requirements, and Educational Attainment | The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm |
| Educational Supply | The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions |
| Student Metrics and Demographics | DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult |

Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard.

DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see:
https://datavista.cccco.edu/data_views/swp_report