



Health Care

LABOR MARKET ANALYSIS
REPORT HIGHLIGHTS

San Diego County
October 2014

For the full report, please visit:
workforce.org/industry-reports



The Health Care sector is vital for attracting businesses and workers to San Diego County. One in every 10 jobs in the region is health-related, and employment in Health Care grew 11% while the overall County employment fell 6% during the Great Recession. This study serves to inform the workforce development system—educational training institutions, Workforce Investment Boards and community organizations—on how to best prepare the future Health Care workforce. The full report analyzes data on job growth, training gaps, hiring challenges and skills in demand from Health Care institutions.

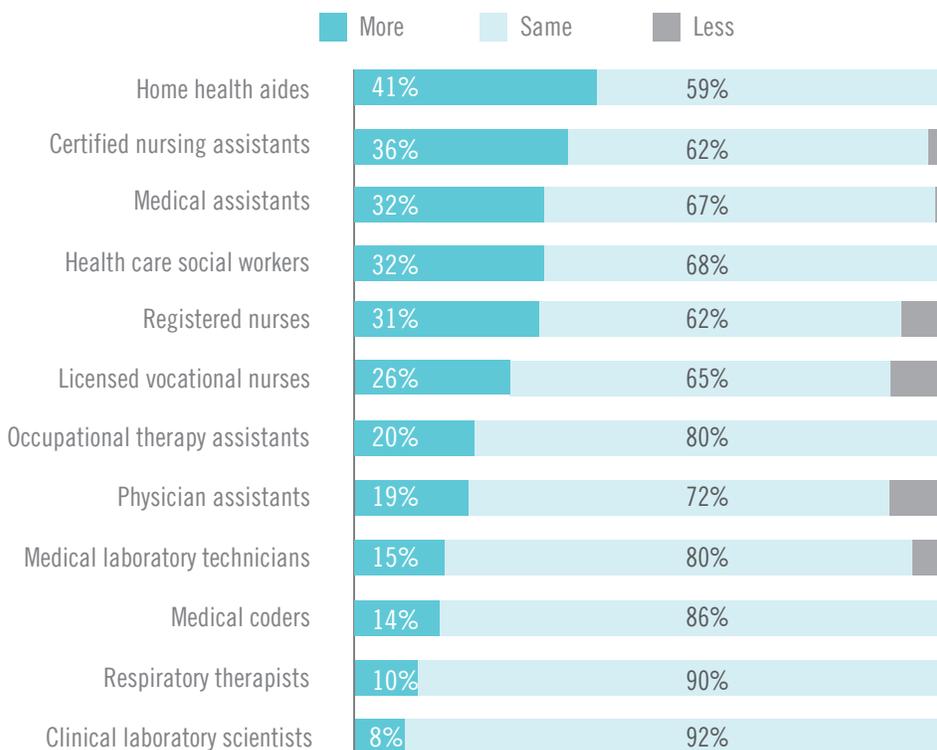
OVERVIEW OF THE HEALTH CARE SECTOR IN SAN DIEGO COUNTY

The Health Care sector accounts for more than 6,500 establishments¹ and 100,000 workers, providing more than \$8 billion in wages each year. Additionally, Health Care contributes more than \$9 billion to San Diego’s Gross Regional Product (GRP). Health Care is typically comprised of three subsectors: ambulatory health care services, hospitals, and nursing and long-term care. This report analyzes survey data from 16 hospitals and 187 ambulatory and long-term care facilities. Based on their responses, all 12 occupations are expected to grow at least 8% from 2014 to 2015.

Twelve occupations were selected for in-depth analysis in this study. Together, they represent one-third or 60,100 of all Health Care jobs in the region as of 2013, and are projected to grow 12% from 2014 to 2018. Annually, these occupations are projected to have 1,810 job openings with median hourly earnings of \$27.42.

1. Registered nurses
2. Licensed vocational nurses
3. Certified nursing assistants
4. Medical assistants
5. Home health aides
6. Medical coders
7. Medical laboratory technicians
8. Health care social workers
9. Clinical laboratory scientists
10. Respiratory therapists
11. Physician assistants
12. Occupational therapy assistants

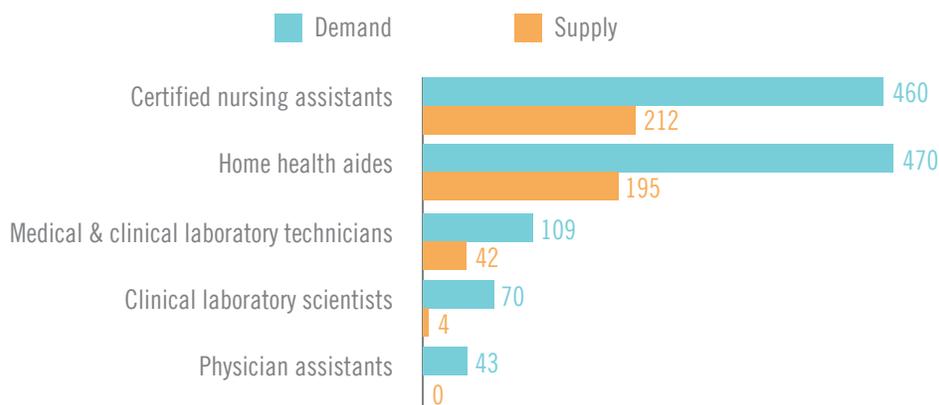
EMPLOYER EXPECTATIONS OF 12-MONTH EMPLOYMENT CHANGE*



*Based on survey responses from ambulatory and long-term care facilities.

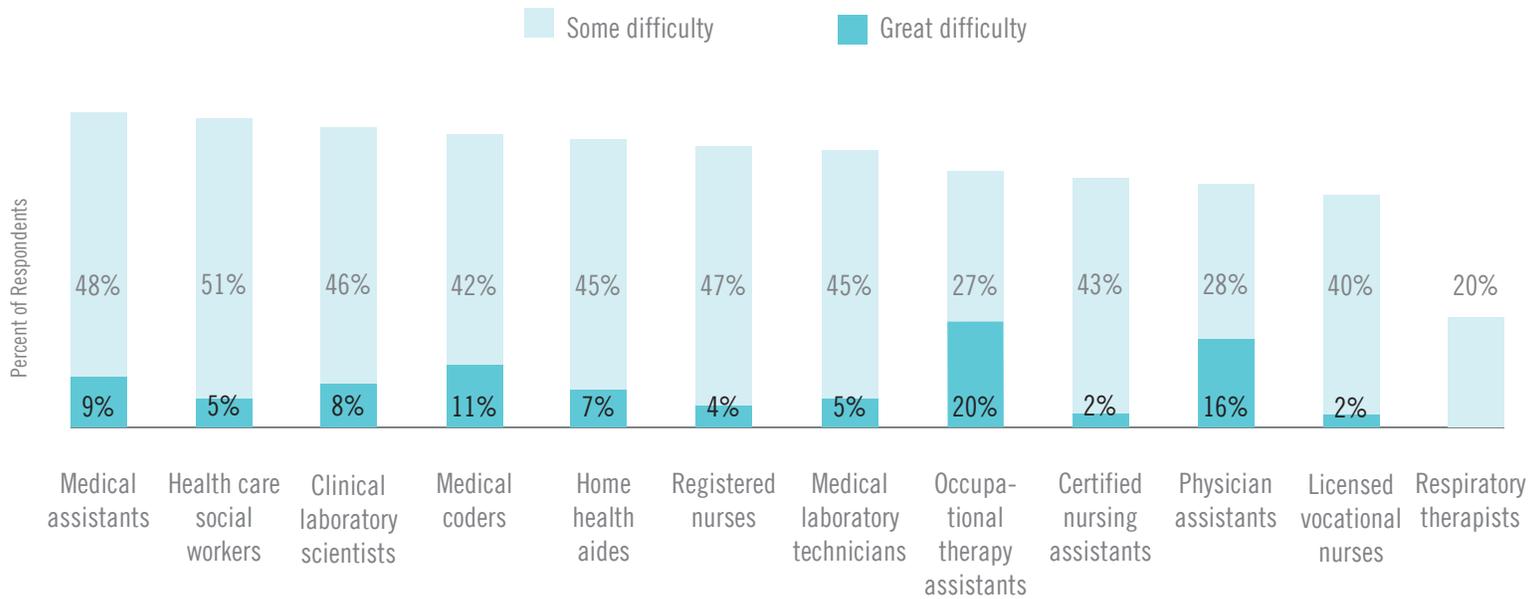
This study also provides an analysis of jobs gaps within the sector. A gap is created when the number of trained workers produced by the region’s educational institutions does not match the number of available job openings. Comparing employer demand with worker supply helps identify training gaps that can be filled with workforce development.

TOP 5 OCCUPATIONS WITH SUPPLY GAPS



1. An “establishment” is a single physical location of a business used for reporting purposes in government data sources. A single company may have multiple establishments.

In addition to identifying supply gaps in the region, analyzing employer difficulty in hiring for specific occupations provides a greater understanding of which occupational training programs should be developed to address employer needs. Employers reported at least some difficulty in finding qualified applicants for all 12 positions.



*Based on survey responses from ambulatory and long-term care facilities.

EMPLOYER-DESIRED KNOWLEDGE, SKILLS AND ABILITIES

This study analyzes online job postings and employment data for the required knowledge, skills and abilities (KSAs) in the Health Care sector. KSAs most commonly associated with the 12 occupations are:

- Team-based care
- Clinical experience
- Customer-focused care
- Computer skills (data entry)
- Record-keeping
- Communication skills (both written and spoken)
- Problem-solving and critical thinking skills
- Leadership and project management
- Quality control
- Ability to instruct and educate

RECOMMENDATIONS FOR WORKFORCE DEVELOPMENT

- Focus on soft skills in training programs such as teamwork, customer service, written and oral communication (both in English and Spanish), problem-solving, critical thinking, organization and time management
- Provide basic technical skills (basic computer, data entry and record-keeping) and job readiness skills (interviewing and workplace readiness) in training and educational programs
- Coordinate efforts of employers and educators to increase the number of externships
- Transfer valuable knowledge from soon-to-retire Health Care workers to new employees

For complete details, view full report at workforce.org/industry-reports

Acknowledgements

This report is the product of a regional collaboration in San Diego County. The San Diego Workforce Partnership (SDWP) commissioned, edited and designed the report.

SDWP would like to thank everyone who contributed to this project:

- Zhenya Lindstrom – California Community Colleges Center of Excellence for Labor Market Research, San Diego-Imperial Region
- Scott MacKay and Mary Lou Mendro – Probe Research, Inc.
- Tina Ngo and Kelley Ring – San Diego Workforce Partnership
- Mary Wylie – California Community Colleges San Diego/Imperial Counties Regional Consortium
- Ann Durham and Linda Zorn – Health Workforce Initiative
- Andrea Yoder Clark and Marco Castillo – YourBecause.is and anacommedia
- The 200+ San Diego-based employers who participated in the surveys, interviews and focus groups for this report. This study could not have been produced without their participation.

Funded by the U.S. Department of Labor through the San Diego Workforce Partnership



W / doingwhatmatters.cccco.edu



W / ca-hwi.org



W / myworkforceconnection.org



W / coecc.net

**SAN DIEGO
WORKFORCE
PARTNERSHIP®**
*A proud partner of America's
Job Center of California™ Network*

3910 University Ave., Suite 400
San Diego, CA 92105
P / 619.228.2900 W / workforce.org

 [sdworkforce](https://www.facebook.com/sdworkforce)  [@SDWorkforce](https://twitter.com/SDWorkforce)