



SAN DIEGO COUNTY LABOR MARKET ANALYSIS

HEALTH CARE

An Update on Labor Force and Training Needs

SAN DIEGO
WORKFORCE
PARTNERSHIP[®]

Health Care combines technology and empathy to help the public stay healthy and get well. It is one of the largest sectors in San Diego County; an estimated one in every eight jobs in the region is health services-related. This report is an update to the 2014 research that initially identified Health Care as a Priority Sector in San Diego County. The full report examines recent employment trends in the sector, specifically highlighting how the sector has evolved.

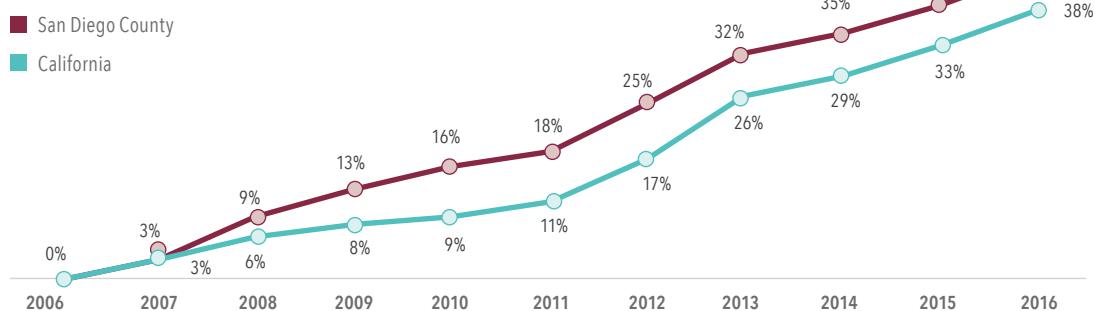
Visit workforce.org/reports to read the full report.

44%

more jobs in 2016 than in 2006

HISTORICAL EMPLOYMENT TRENDS

Between 2006 and 2016, Health Care has experienced a 44 percent increase in employment growth, higher than the 38 percent growth rate seen by the state of California. This sector is known to be "recession-proof" — it is the only industry that saw consistent job growth during the 2007–2009 recession.



HEALTH CARE FAST FACTS



7,376 establishments in 2016



121,696 overall jobs in 2016



38 educational programs trained for key Health Care occupations in 2016



The median hourly wage for these workers was \$26.86 as of 2016

CHANGING NEEDS OF THE INDUSTRY



Employment needs in Health Care have been shifting. Jobs in ambulatory health services, nursing and long-term care facilities have been growing, while hospitals have seen a decrease in employment. This means a larger portion of this workforce will be employed by smaller businesses, and will potentially need more external career support.

GENERAL RECOMMENDATIONS



- A major challenge faced by education and training programs in the Health Care sector is accommodating the number of clinical training hours required for students in California to become certified. This pain point could be eased by a policy change to allow Health Care students to count more simulation environment hours towards their certification.
- Health Care practitioners often struggle to keep track of which courses qualify for continuing education units (required to renew certifications/licenses). They mention that the California State website is frequently changing or not up-to-date. Stakeholders in the county can advocate for change at the state level, and encourage them to allow for a grace period in which programs that were previously qualified are still eligible for credit.

KEY HEALTH CARE OCCUPATIONS IN SAN DIEGO COUNTY, 2016

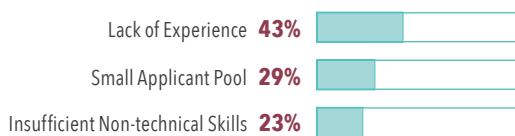
OCCUPATIONS	TYPICAL ENTRY-LEVEL EDUCATION	2016 JOBS IN INDUSTRY	2013-2016 IN-INDUSTRY CHANGE	MEDIAN HOURLY EARNINGS
Registered Nurses	Bachelor's degree	24,135	6%	\$41.09
Nursing Assistant	Postsecondary non-degree award	9,450	10%	\$13.93
Medical Assistant	Postsecondary non-degree award	7,031	18%	\$16.95
Licensed Vocational Nurses	Postsecondary non-degree award	5,337	12%	\$25.92
Home Health Aides	Postsecondary non-degree award	4,416	13%	\$12.50
Medical and Clinical Laboratory Technicians	Bachelor's degree	2,439	11%	\$22.52
Medical Records and Health Information Technicians	Postsecondary non-degree award	2,049	8%	\$19.08
Respiratory Therapists	Associate degree	1,481	-1%	\$34.56
Physician's Assistant	Master's degree	1,235	22%	\$50.30
Health Care Social Workers	Master's degree	1,215	15%	\$34.75

HIRING CHALLENGES

The positions most frequently identified by employers as hardest to fill are:

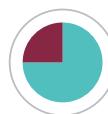


The most frequently cited reasons for hiring difficulties are:

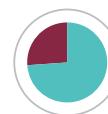


SKILLS ASSESSMENT

Skills that employers say are **very important**:



Social and verbal communication



Problem-solving and critical thinking



Industry-specific knowledge

Spotlight: Clinical Laboratory Scientist/Technologist

- Employers are concerned about their ability to backfill these positions for many who will retire soon; a hospital **must** have a CLS on site in order to operate
- Frequently work in basement labs with little patient interaction, making it challenging to attract talent
- Training sites are limited, and those licensed in other states often cannot work in California due to stricter requirements
- Health Care educators see Life Sciences companies as potential partners, using their labs as training sites



RECOMMENDATIONS FOR JOB SEEKERS

- The Health Care sector has well-defined pathways with clear requirements, but know that requirements vary from state-to-state, and they are usually stricter in California. A four-year degree is not always the appropriate entry point, as many occupations in this field require some combination of an Associate degree, certifications, clinical lab hours and on-the-job training.
- Health Care occupations are great for people who love to continuously learn on the job. New technical skills will need to be developed regularly as new research and technology change the field.
- Be aware of policy decisions that affect the industry, as they can change what's required for you to do your job.

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