

Healthcare

LA REGIONAL PROGRAM ADVISORY

March 4, 2025
10:00 AM – 12:00 PM

POWERED BY



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The LA-19 is leading industry-education partnerships to collaboratively strengthen our region's talent development ecosystem

1. Data-driven research on the supply and demand for talent
2. Industry Councils and Regional Program Advisories
3. Developing work-based learning and employment opportunities

For more information, visit: <https://losangelesrc.org>

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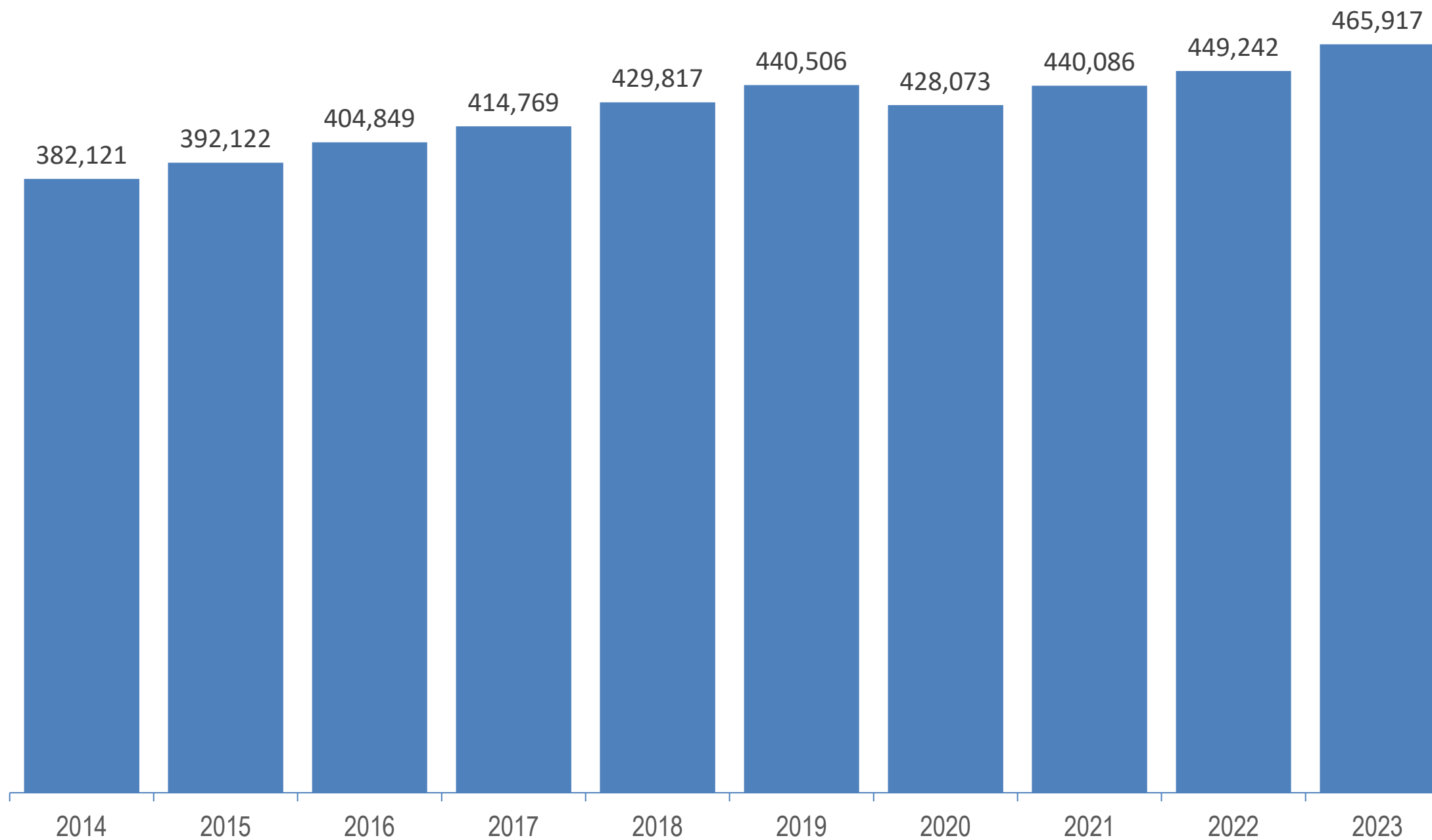
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For the Healthcare industry, employment is measured using 3 distinct NAICS subsector codes

- **621: Ambulatory Health Care Services**
- **622: Hospitals**
- **623: Nursing and Residential Care Facilities**

Healthcare Industry Employment
Los Angeles County 2014-2023

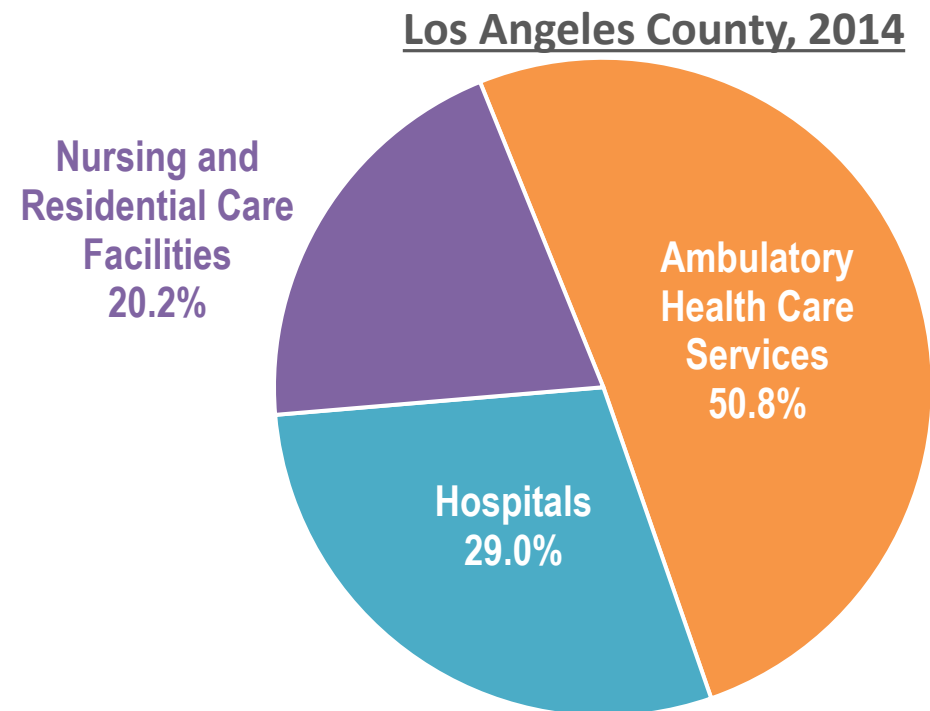


Source: CA EDD, Lightcast

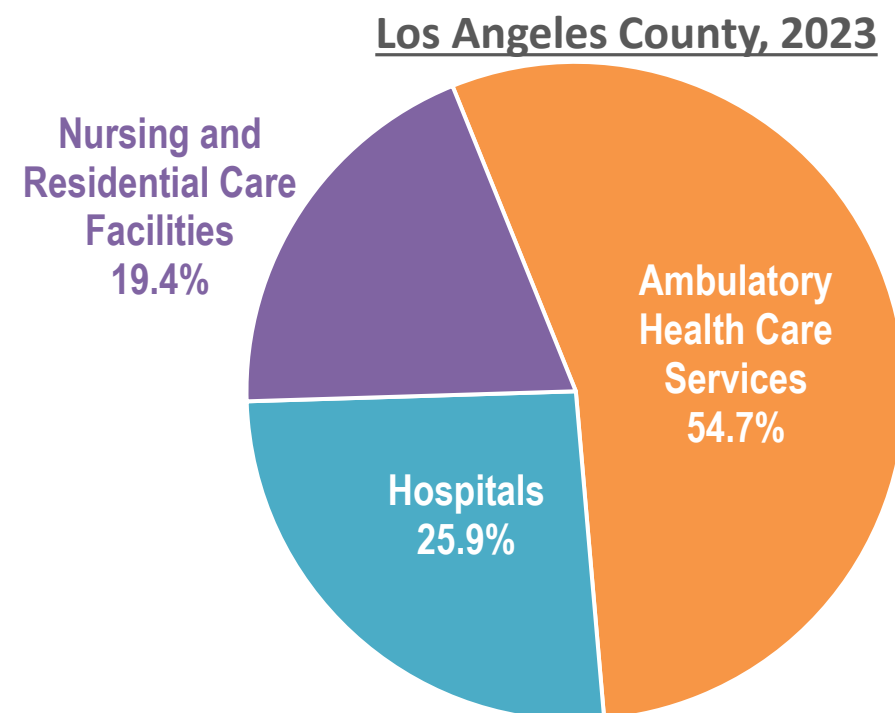
- Industry has employed over 382,000 people in the period from 2014 to 2023, and over 400,000 since 2016
- Payroll employment was highest in 2023, reaching nearly 466,000 jobs
- Payroll employment experienced a decline in 2020, dropping to just over 428,000 jobs
- Since this decline, employment grew at 8.8 percent between 2020 and 2023, adding more than 37,800 net new jobs in this three-year period



Change in Healthcare Industry Employment,
Los Angeles County, 2014 - 2023



Source: CA EDD, Lightcast

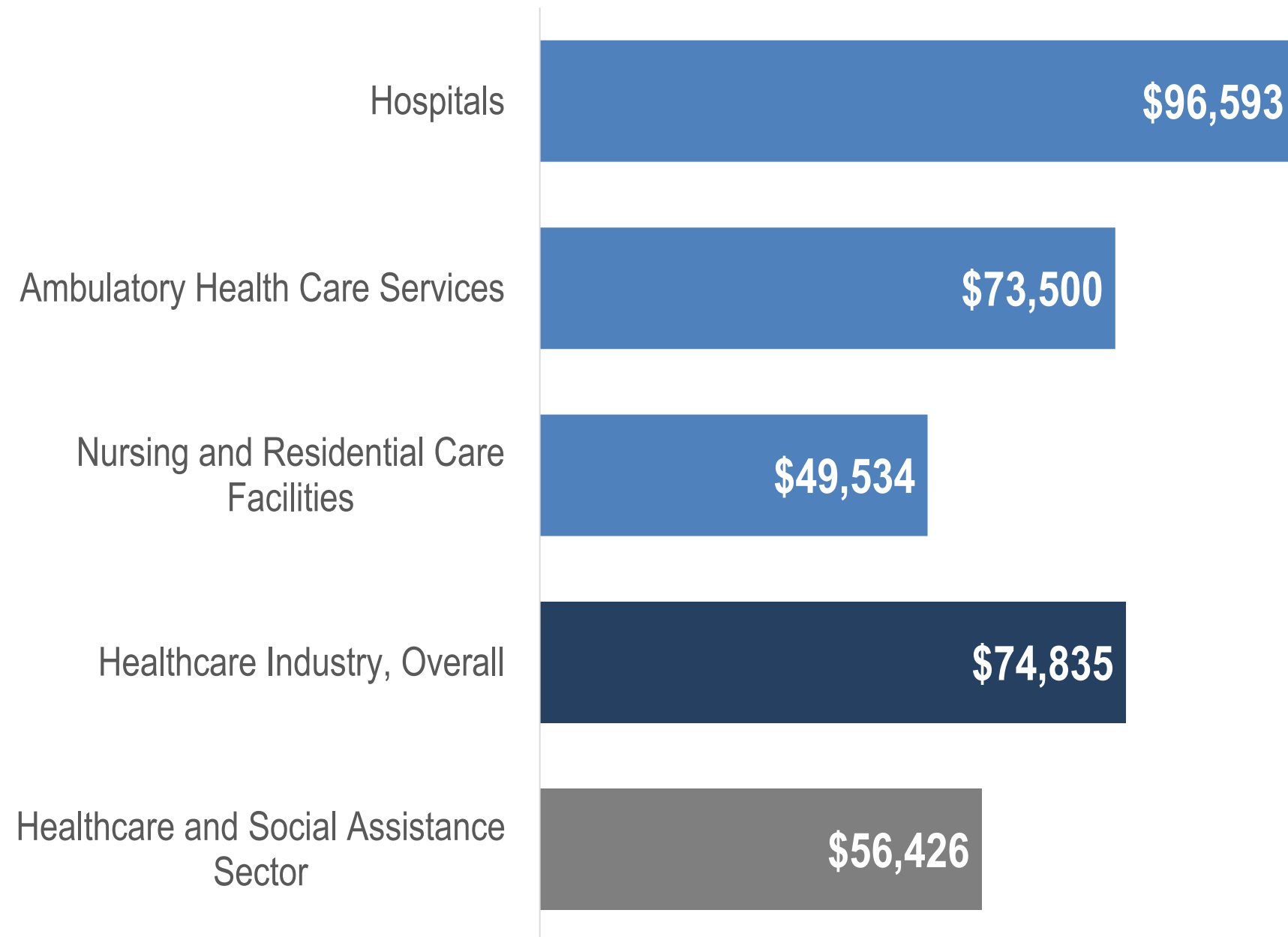


Source: CA EDD, Lightcast

- **Ambulatory Health Care Services** has continued to be the largest subsector by employment share since 2014, with its share in 2023 up from 50.8% in 2014, but by 3.9 percentage points between 2014 and 2023
- **Hospitals** subsector has declined by 3.1 percentage points between 2014 and 2023
- **Nursing and Residential Care Facilities** subsector experienced modest loss of 0.8 percentage points between 2014 and 2023
- **Ambulatory Health Care Services** was the only subsector that consistently experienced growth throughout this period, adding more than 60,900 jobs.
- **Hospitals** saw a decline in employment from 2019 to 2021 but rebounded slightly by 2023

Average Annual Pay in Healthcare Industry

Los Angeles County, 2023

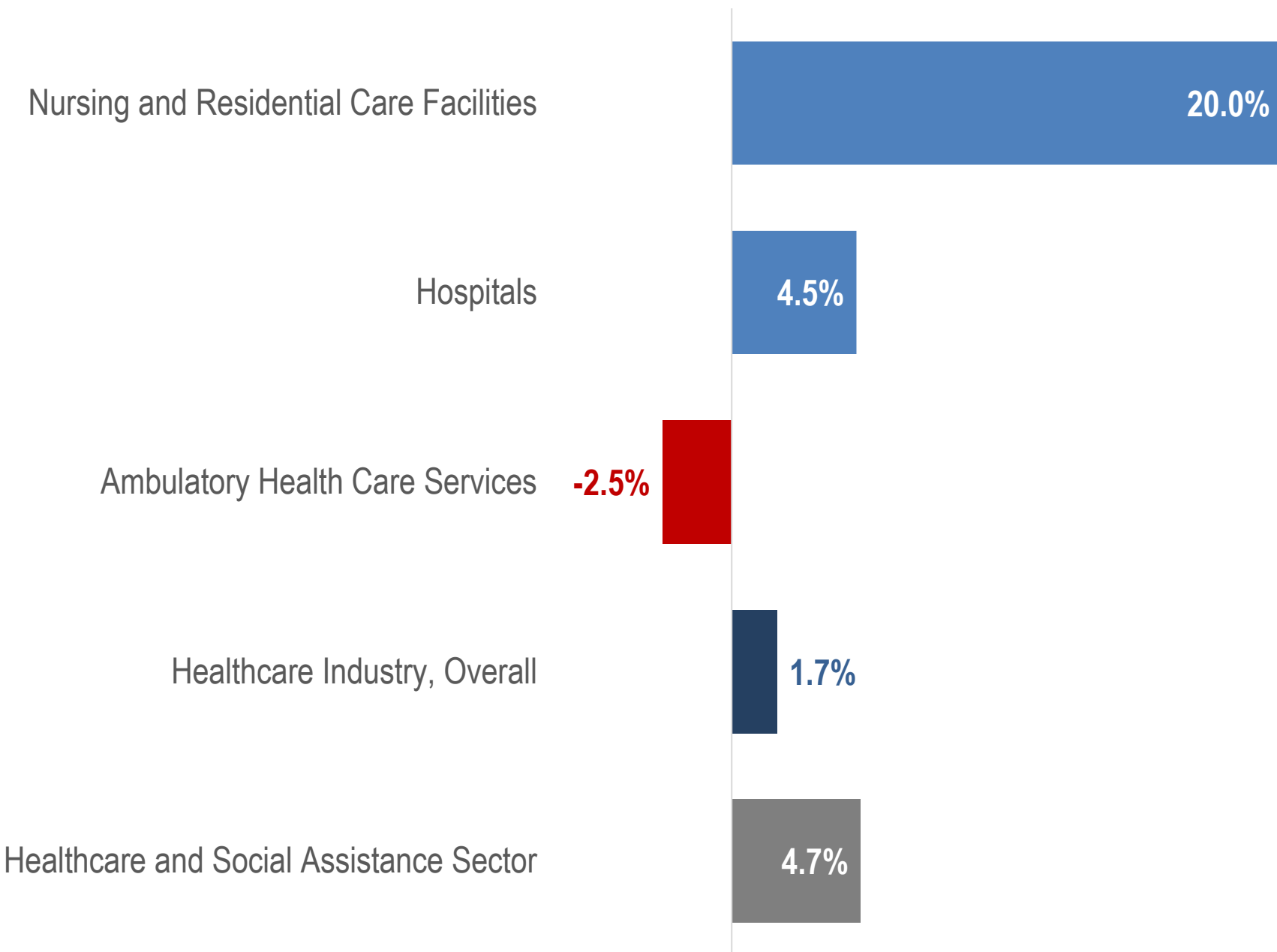


- All three subsectors in Healthcare have average annual earnings exceeding the MIT living wage of \$48,942 in Los Angeles County (single person in 2023)
- **Hospitals** is highest at over \$96,500, nearly double the living wage threshold
- **Ambulatory Health Care Services** followed at \$73,500, 1.5 times the living wage threshold
- In 2023, the average annual wage in:
 - Los Angeles County, \$78,600 per year
 - Healthcare Industry, \$74,835 per year
 - Healthcare and Social Assistance Sector, \$56,426 per year

Source: QCEW

Real Wage Growth in Healthcare Industry

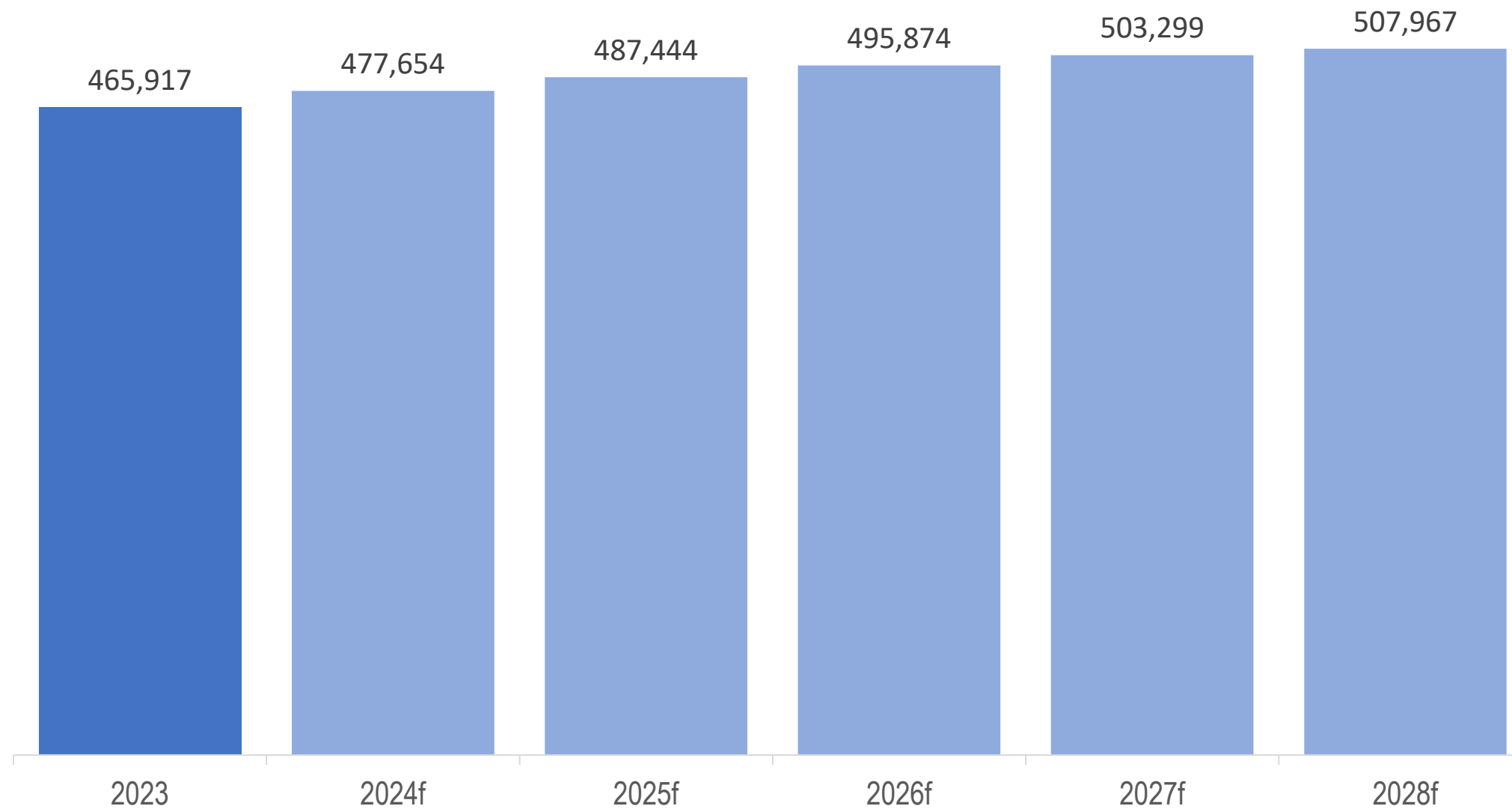
Los Angeles County, 2014 to 2023



- The largest increase occurred in the **Nursing and Residential Care Facilities** subsector; real wages grew 20% since 2014
- The **Hospitals** subsector experienced slower growth at 4.5%
- The **Ambulatory Health Care Services** subsector had a slight decline of 2.5%
- Overall, real wages in the **Healthcare Industry** grew by 1.7%, while the **Healthcare and Social Assistance** sector grew by 4.7%

Source: QCEW

Healthcare Industry Forecasted Employment
Los Angeles County, 2023-2028



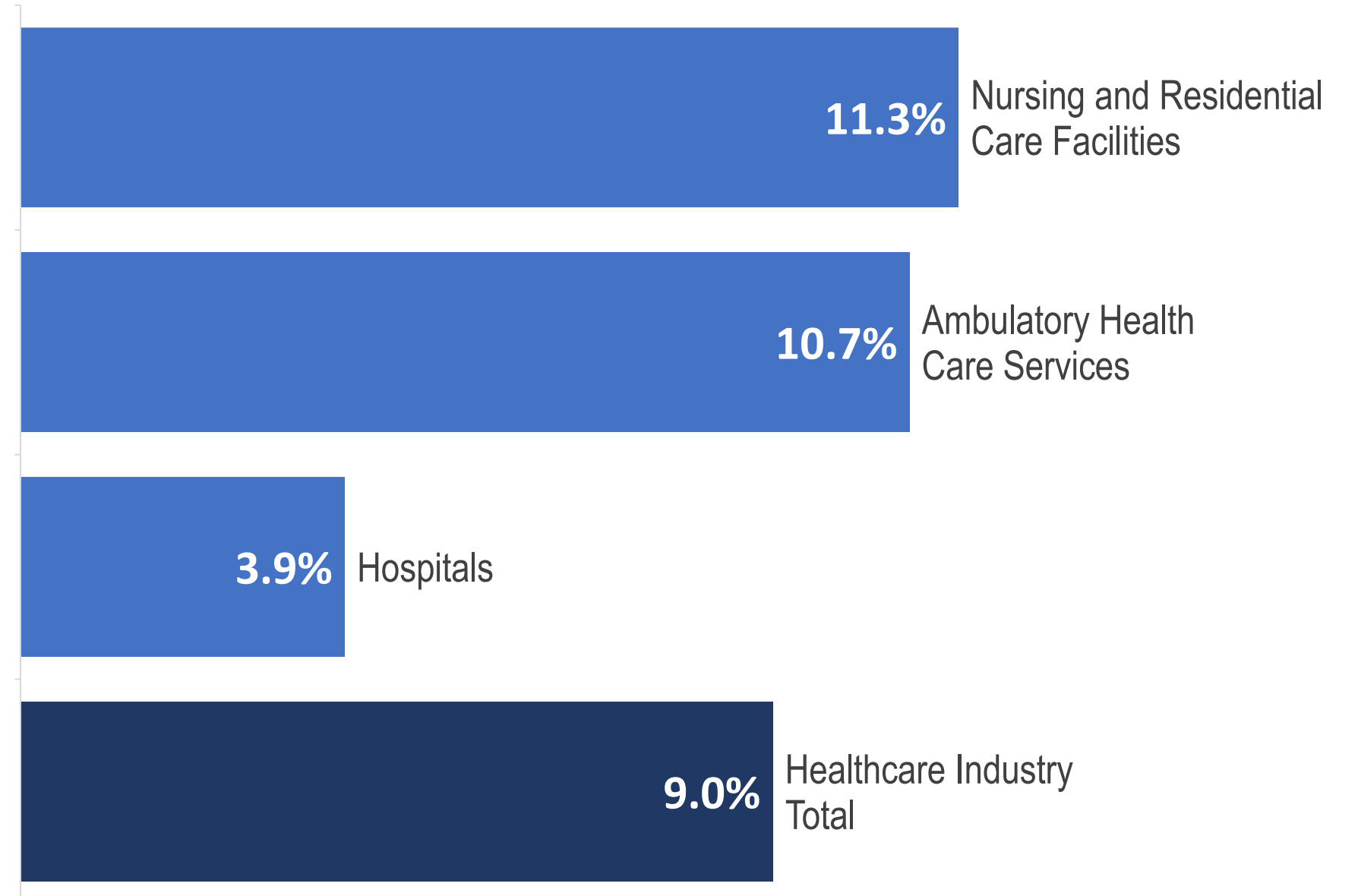
Source: CA EDD, Lightcast

- From 2023 to 2028, payroll employment in the **Healthcare Industry** overall is forecasted to grow by 9%
- The **Healthcare Industry** is expected to add approximately 42,000 net new jobs over the next 5 years at a rate of more than 3,500 new jobs per year

- Within the industry, the subsectors have varying growth projections
- The **Nursing and Residential Care Facilities** subsector is forecasted to have the highest rate of job growth, increasing by 11.3% (10,100 jobs)
- The **Ambulatory Health Care Services** subsector is expected to have the second highest rate of growth at 10.7% and the highest growth in actual job numbers (27,200 jobs)
- The **Hospitals** subsector is forecasted to have a growth rate of 3.9% (4,700 jobs)

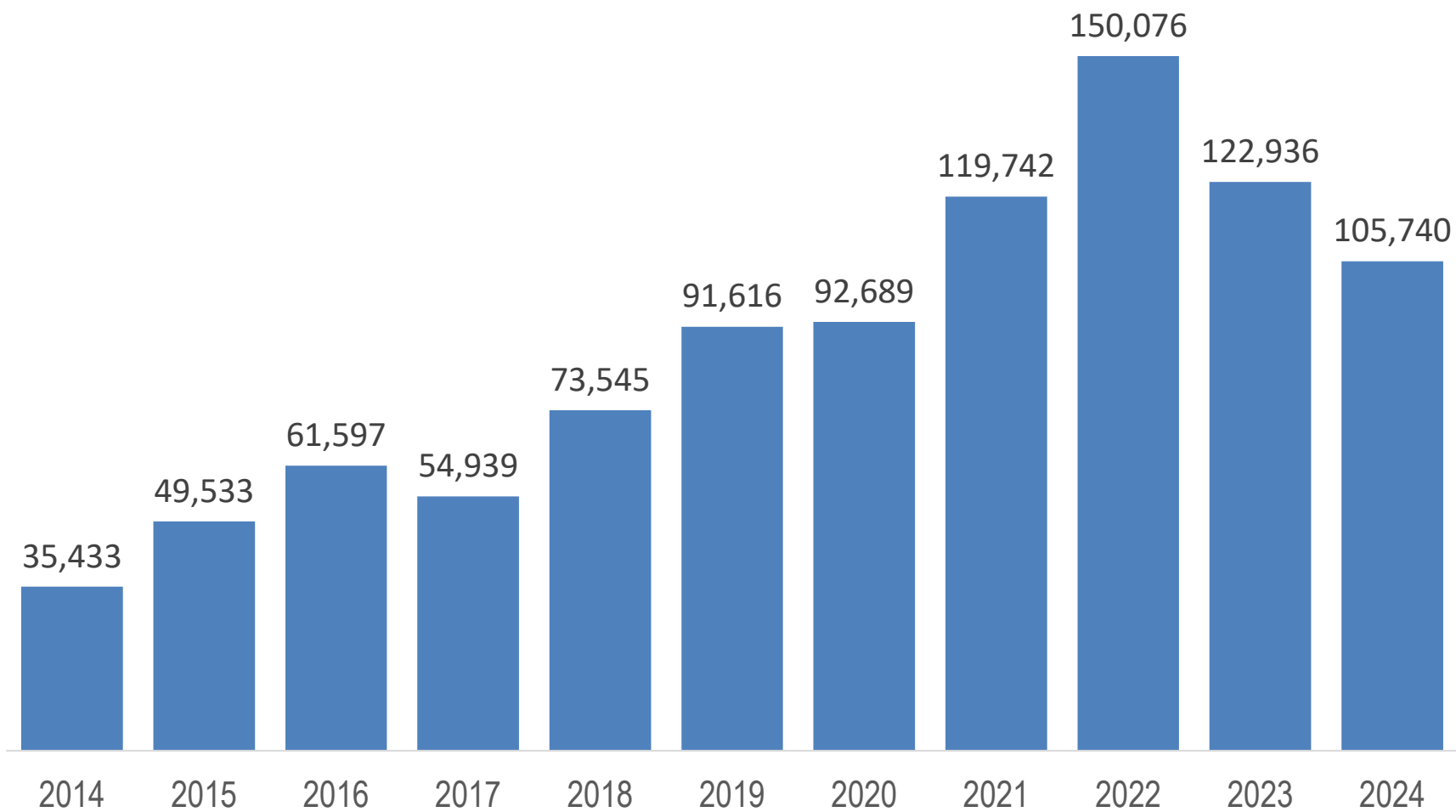
Looking Forward

Forecasted Employment Growth in Healthcare Industry, Los Angeles County, 2022 to 2028



Source: Lightcast

Total Healthcare Industry Job Postings,
Los Angeles County, 2012 to 2022

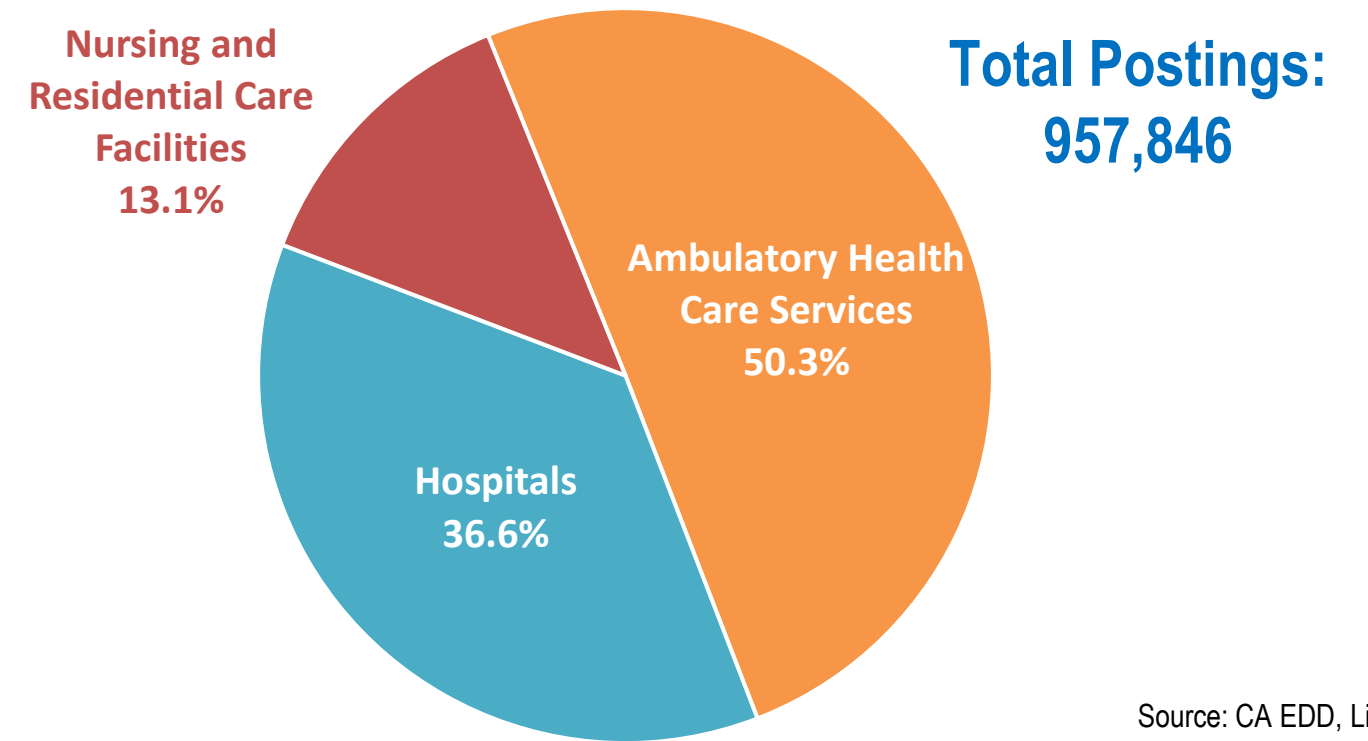


Source: Lightcast

- Job postings peaked in 2022, with over 150,000 job postings compared to nearly 35,500 job postings in the subsector in 2014.

Employer Job Postings

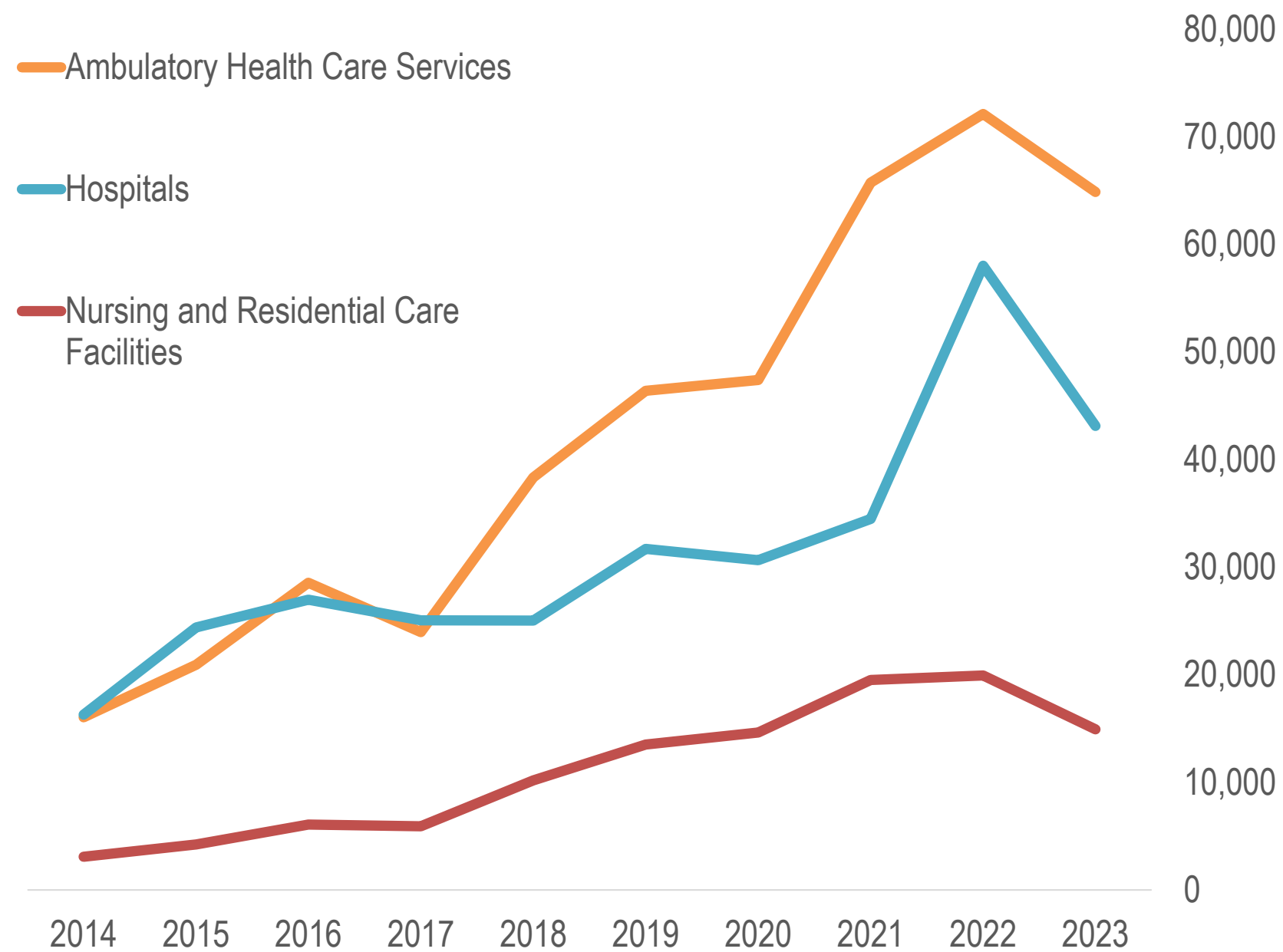
Distribution of Job Postings, Los Angeles
County 2012 to 2022



Source: CA EDD, Lightcast

- The **Ambulatory Health Care Services** subsector represents the largest share of job postings over the period of 2014 to 2024, accounting for over 50% of total job postings
- The **Hospitals** subsector followed, accounting for 36.6% of total job postings in this period
- The **Nursing and Residential Care Facilities** subsector accounted for 13.1% of all job postings over this period

Job Postings by Subsector
Los Angeles County, 2014-2023

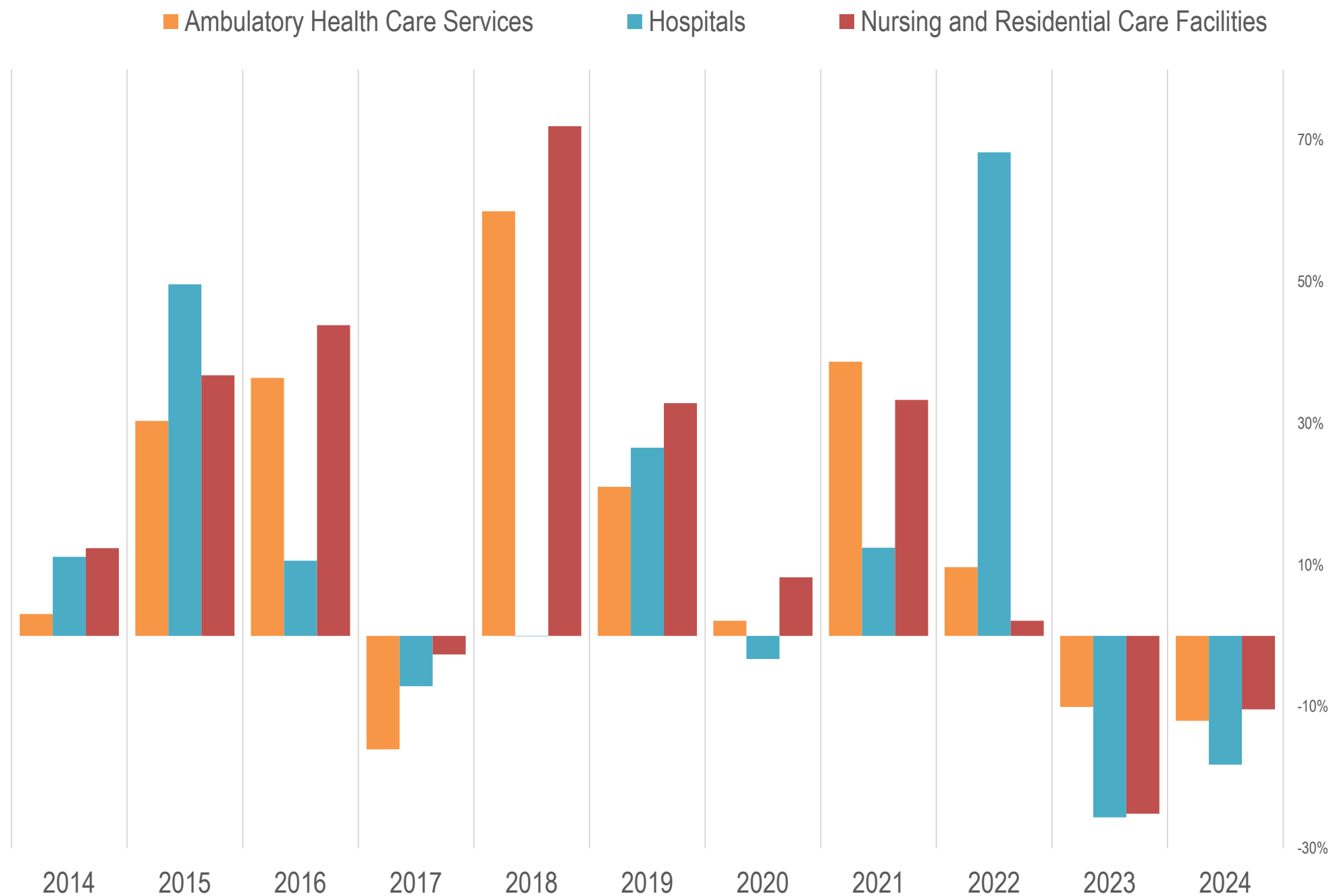


Source: Lightcast

Employer Job Postings

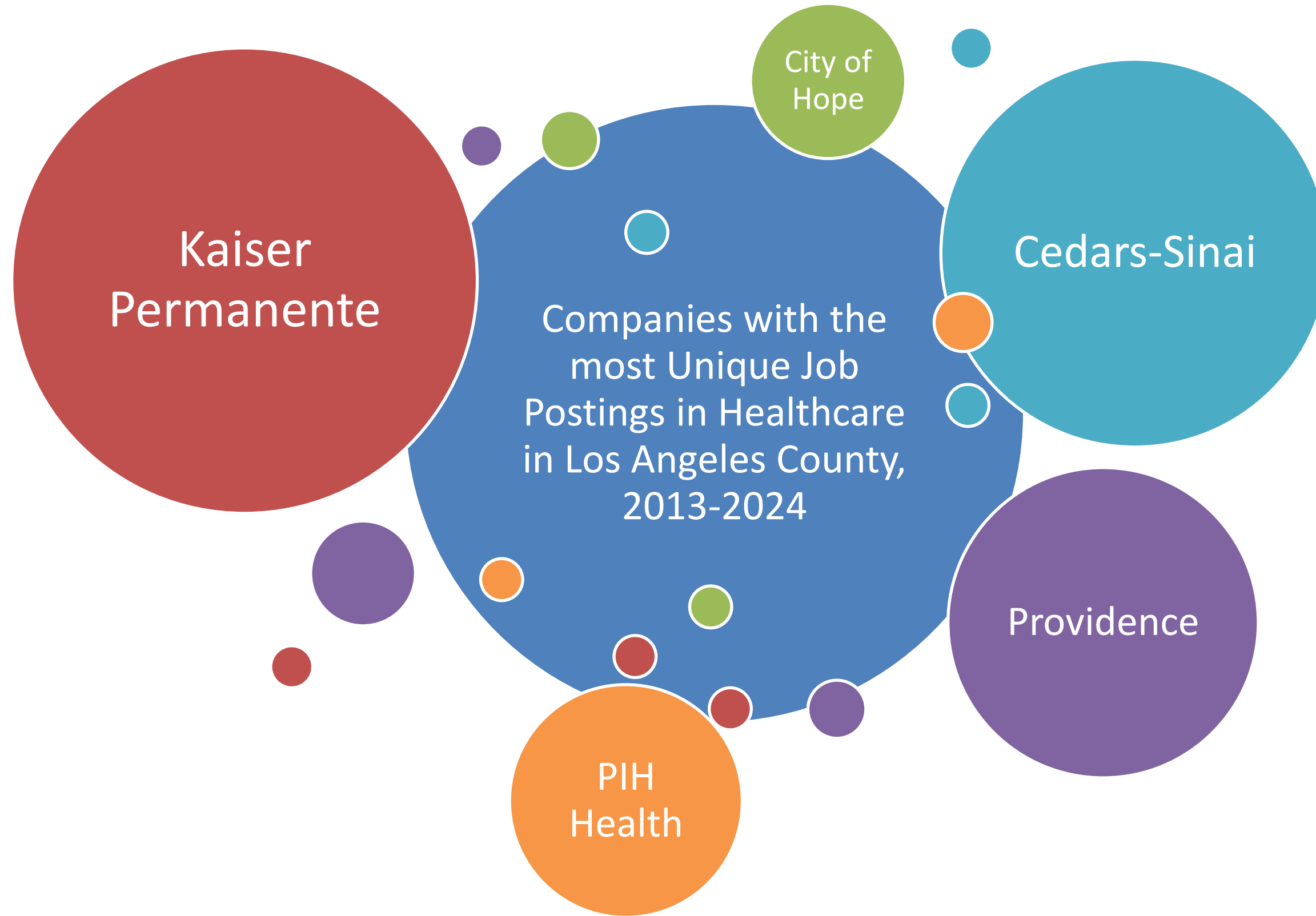
- **Ambulatory Health Care Services** has been the subsector with the most job postings since 2018, peaking in 2022 to over 72,000
- **Hospitals** was the highest subsector in 2014, 2015, and 2017, but second highest the remainder of this period. Job postings peaked in 2022 with over 58,000
- **Nursing and Residential Care Facilities** was the subsector with the fewest job postings during this period, reaching its highest point in 2022 with nearly 20,000 job postings

Growth in Job Postings by Subsector
Los Angeles County, 2014-2024

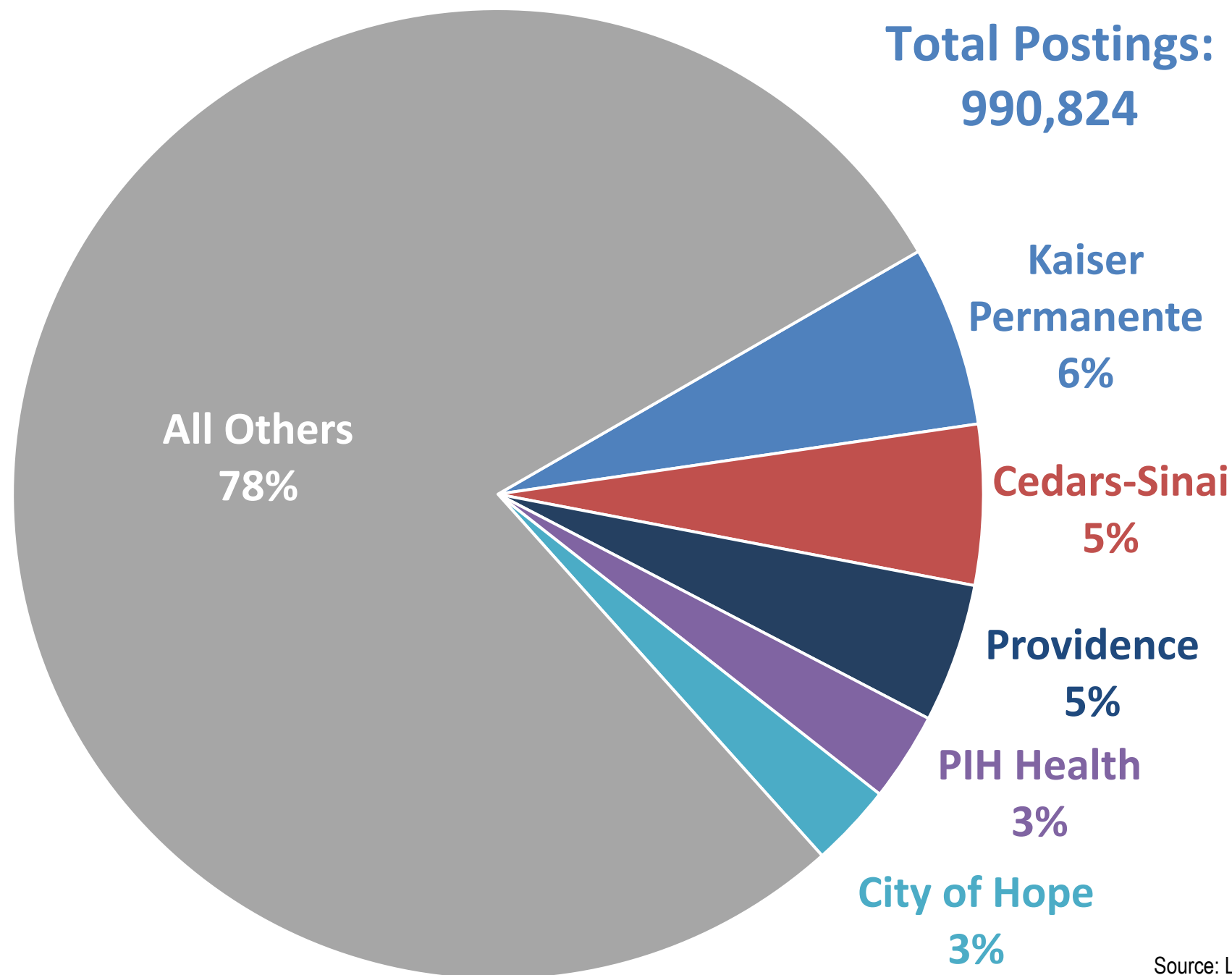


Source: Lightcast

- The **Nursing and Residential Care Facilities** subsector has experienced the most year-to-year variability since 2014, experiencing year-to-year growth of over 72%, and decline exceeding 25% other years
- The **Hospitals** subsector has also experienced significant variability, with years of growth over 68%, but also years of decline exceeding 25%
- The **Ambulatory Health Care Services** subsector has had years of growth of 60% but also decline of 16%



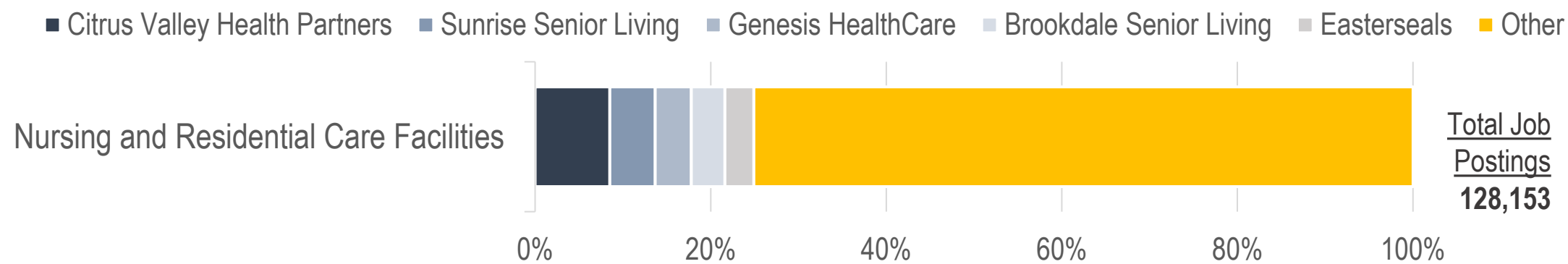
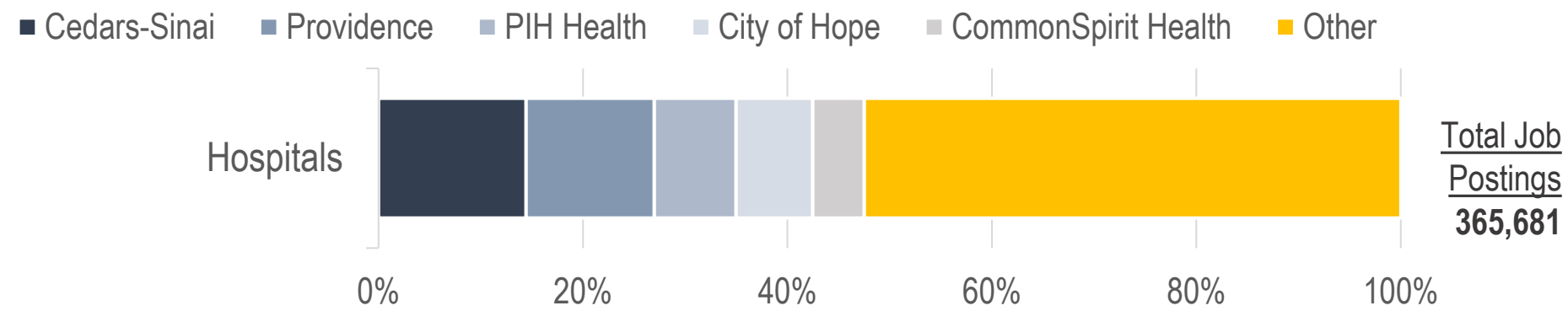
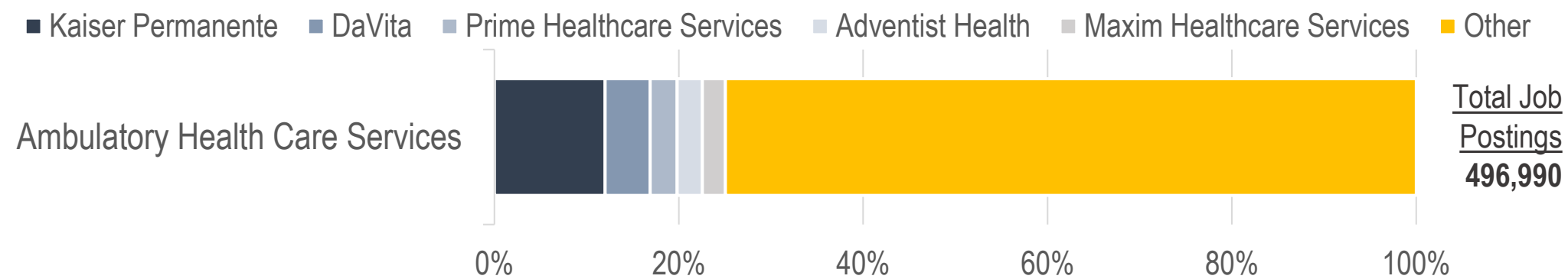
Top Companies by Job Postings in Industry
Los Angeles County, 2013 to 2024



Source: Lightcast

- Kaiser Permanente has the largest share of job postings, representing 6% of posted opportunities
- Cedars-Sinai and Providence each account for 5%
- PIH Health and City of Hope each account for 3%
- Postings are fairly concentrated in these 5 companies, accounting for 22% of all unique job postings in the industry over the period

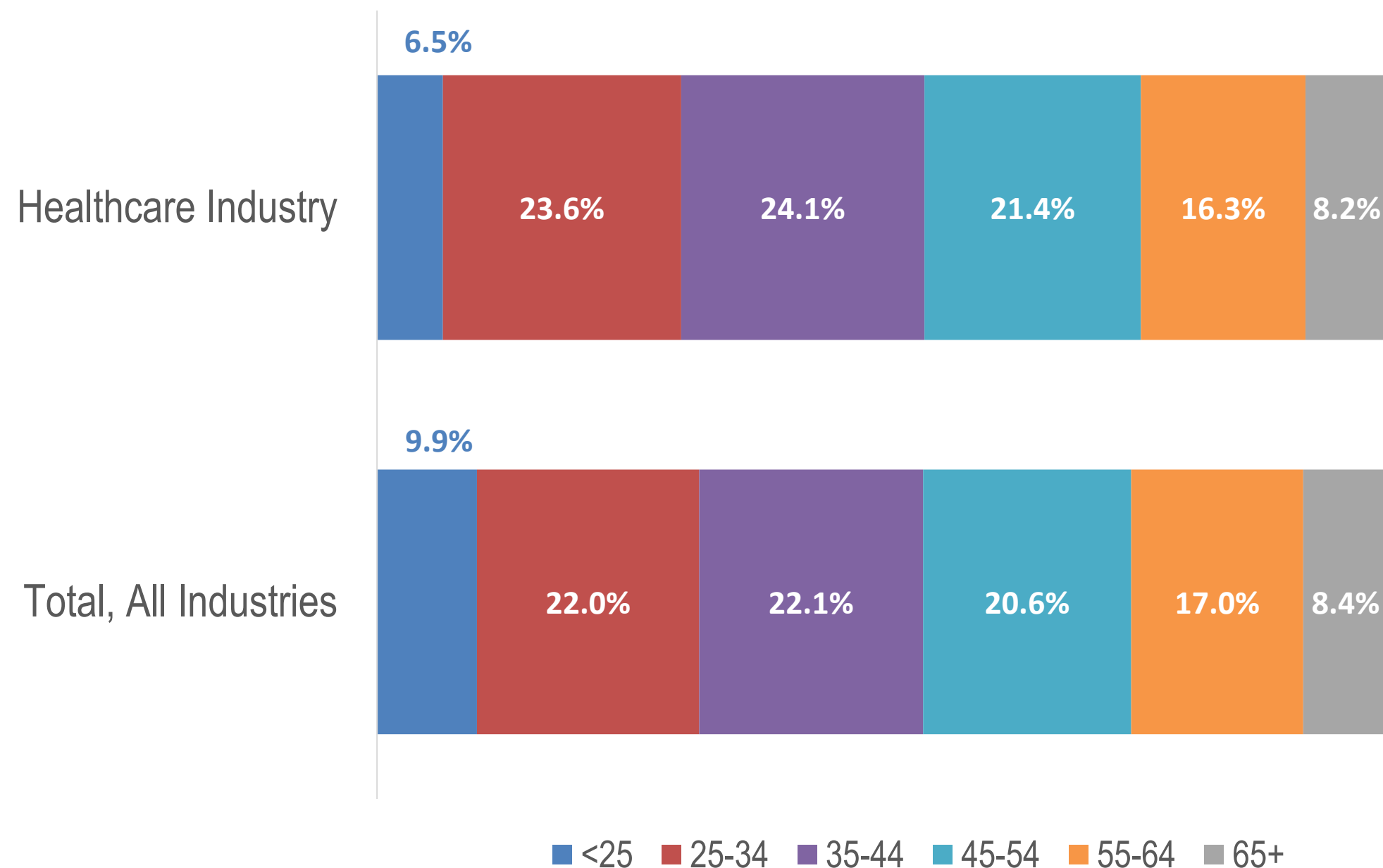
Concentration of Hiring Among the Top 5 Companies by Job Postings by Subsector, Los Angeles County, 2013-2024



Source: CA EDD, Lightcast

- Each subsector has as have a high concentration of their job postings within their top 5 respective companies
- The **Hospitals** subsector is the most concentrated with nearly 48% of postings coming from the top 5 companies
- The **Ambulatory Health Care Services** and **Nursing and Residential Care Facilities** are fairly concentrated with 25% of postings from their respective top 5 companies

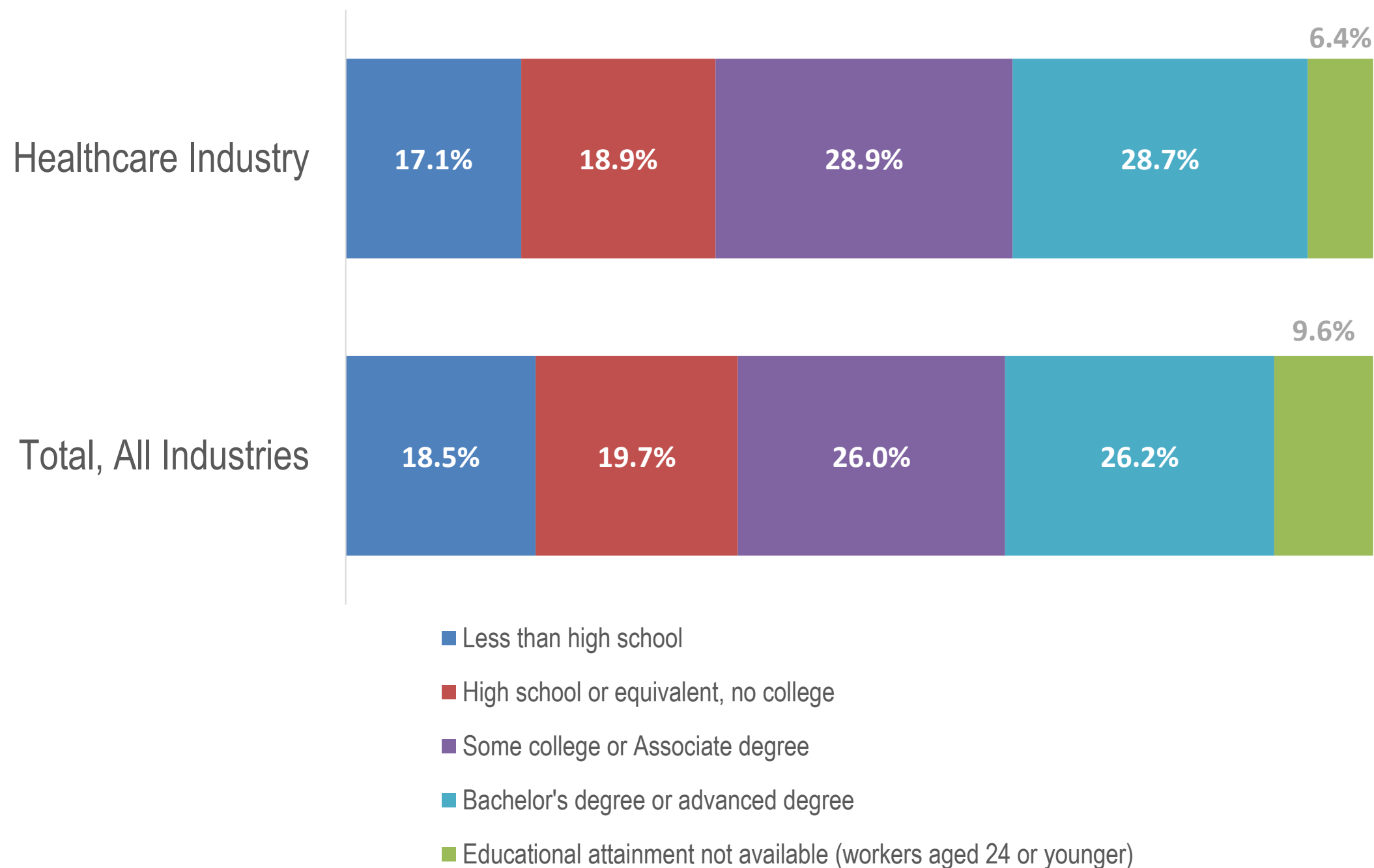
Age Distribution of Healthcare Industry Workers, 2023



- Over 45% of employees in the Healthcare Industry are between 25 and 44 years old, about 3% more than in other industries in LA County
- Workers that are 65 years or older are just slightly less in the Healthcare Industry compared to other industries in LA County
- Workers between the ages of 45 and 64 are nearly the same in the Healthcare Industry compared to other industries in LA County.

Source: Lightcast

Educational Attainment of Healthcare Industry Workers, 2023

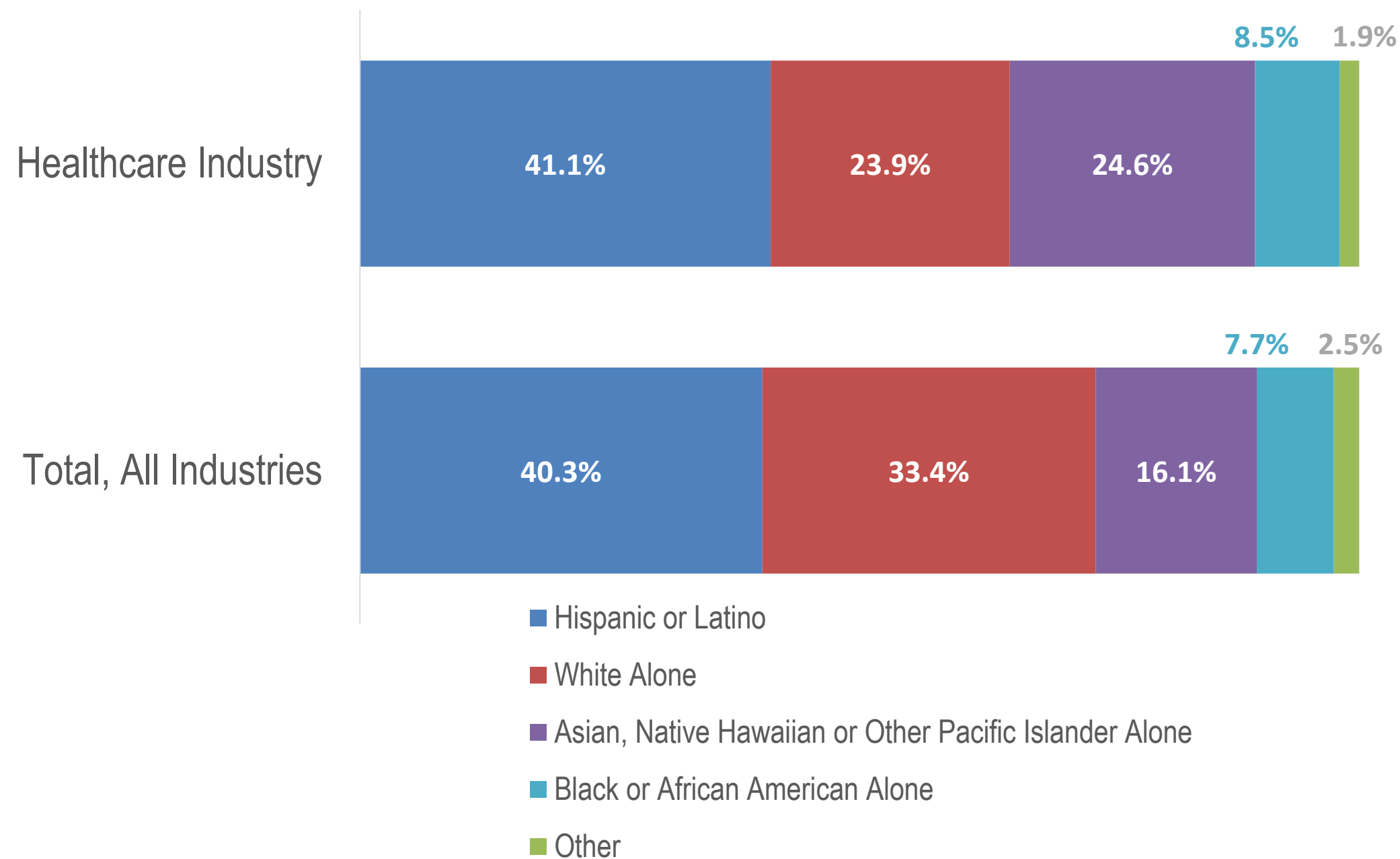


Source: Census QWI

- Nearly 29% of employees in the Healthcare Industry have a Bachelor’s degree or higher
 - 2.5% higher than in other industries in Los Angeles County
- Compared to other industries, workers have a slightly lower proportion of employees with a high school diploma (or equiv.)
 - Over 2% less than all industries
- About 29% of employees have some college experience, or associate degree.
 - Almost 3% higher than all industries



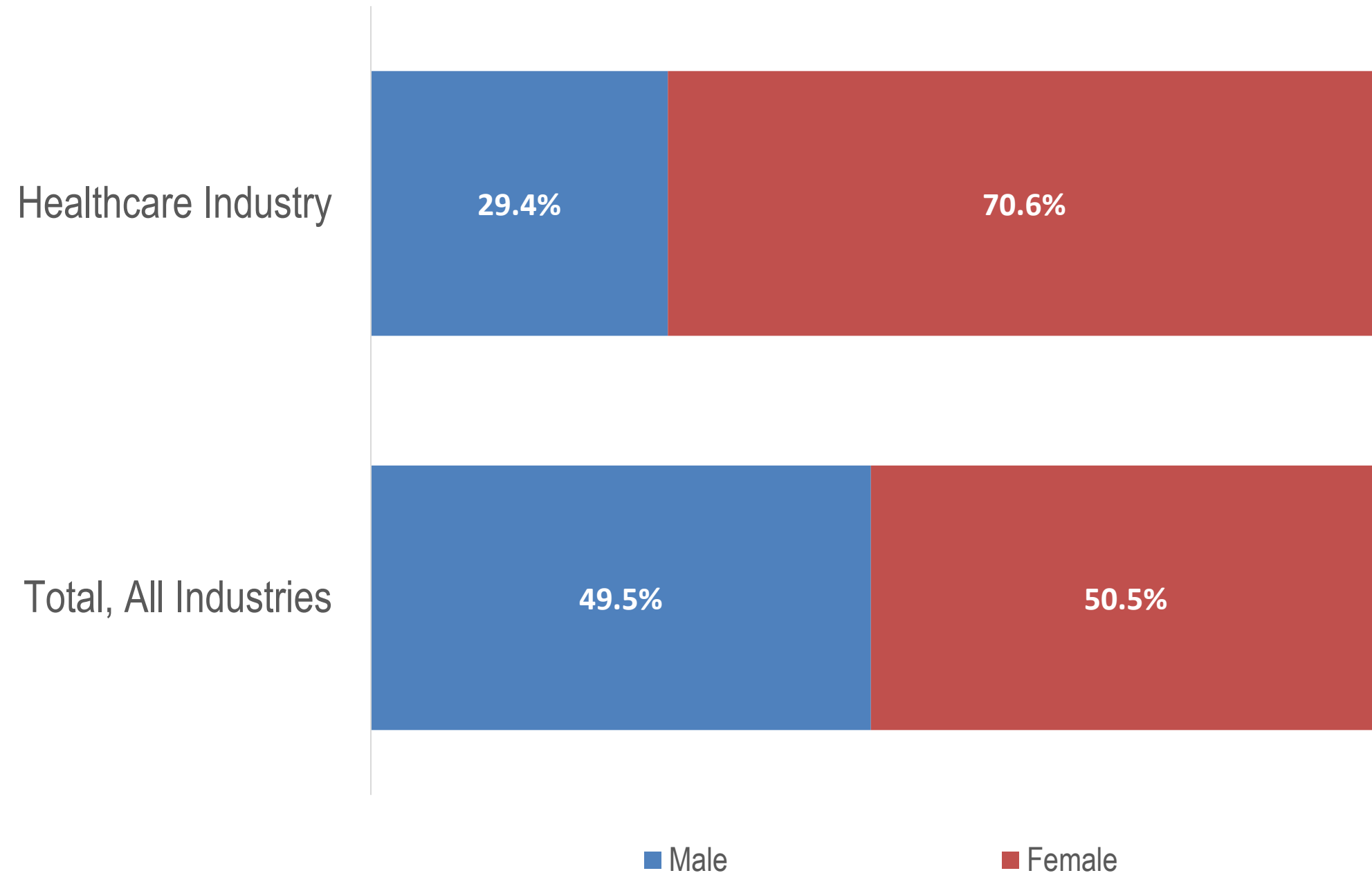
Race / Ethnicity of Healthcare Industry Workers, 2023



Source: Census Lightcast

- Less than 24% of workers report their ethnicity as white, over 9 percentage points lower than the all-industry average in LA County
- Asian and Pacific Islander workers are represented at a higher level at nearly 25%, 8.5 percentage points higher compared to all industries
- Black workers are represented at a slightly higher level at 8.5% compared to 7.7% in all industries
- Hispanic or Latino workers are represented at a similar level, at less than 1 percentage point higher than the all-industry average

Gender of Healthcare Industry Workers, 2023



- The gender distribution in the Healthcare Industry is predominantly female, with those reporting as female accounting for over 70% of the workforce
 - 20 percentage points higher than all industries in LA County
- Across all industries in Los Angeles County the distribution between genders is more even, skewing slightly female with just over 50 percent of workers reporting as female
 - 1 percent points higher than male

Source: Census Lightcast

Metric		Ambulatory Health Care Services	Hospitals	Nursing and Residential Care Facilities	All Industries
Gender	Male	28.4%	30.9%	30.2%	49.5%
	Female	71.6%	69.1%	69.8%	50.5%
Education	Less than HS	16.6%	14.5%	22.3%	18.5%
	High School	19.0%	18.0%	20.0%	19.7%
	Some College / Associates	28.5%	31.2%	27.1%	26.0%
	Bachelor's degree or advanced degree	28.5%	33.3%	23.1%	26.2%
	Educational attainment not available (workers aged 24 or younger)	7.5%	3.0%	7.5%	9.6%
Age	<25	7.5%	3.0%	7.5%	9.6%
	25-34	24.1%	23.4%	20.9%	21.8%
	35-44	24.4%	26.2%	20.2%	22.1%
	45-54	20.6%	23.3%	21.3%	20.2%
	55-64	14.9%	16.9%	19.9%	16.9%
	>65	8.5%	7.2%	10.1%	9.3%
Race	Hispanic	42.4%	35.9%	44.4%	40.3%
	White	26.8%	22.7%	17.3%	33.4%
	Asian	21.2%	30.9%	23.9%	15.8%
	Black	7.2%	8.2%	12.4%	7.7%
	All Others	2.3%	2.3%	2.0%	2.9%

- About 27% to 31% of workers in the Healthcare Industry subsectors are middle-skill workers
- Female workers are significantly represented, accounting for **71.6%** in **Ambulatory Health Care Services**, **69.1%** in **Hospitals**, and **69.8%** in **Nursing and Residential Care Facilities**, compared to **50.5%** across all industries in LA County
- The 34 years old and younger group is most concentrated in **Ambulatory Health Care Services** at **31.6%**
- The 35-54 years old group is most concentrated in **Hospitals** at **49.5%**
- The 55 years and older age group is most concentrated in **Nursing and Residential Care Facilities** at **30%**

Metric		Ambulatory Health Care Services	Hospitals	Nursing and Residential Care Facilities	All Industries
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	White	26.8%	22.7%	17.3%	33.4%
	Asian	21.2%	30.9%	23.9%	15.8%
	Black	7.2%	8.2%	12.4%	7.7%
	All Others	2.3%	2.3%	2.0%	2.9%

- Asian workers are most represented in the **Hospitals** subsector, making up 30.9% of the workforce, followed by 23.9% in **Nursing and Residential Care Facilities** and 21.2% in **Ambulatory Health Care Services**
- Black workers are most represented in **Nursing and Residential Care Facilities** at 12.%, compared to 8.2% in **Hospitals** and 7.2% in **Ambulatory Health Care Services**
- Hispanic workers are most represented in the **Nursing and Residential Care Facilities** occupations, accounting for 44.4% of workers, followed by 42.4% in **Ambulatory Health Care Services**



Employment Trends

- Grew 8.8% (2020-2023), adding 37,800 jobs (465,900 total in 2023).
- Ambulatory Health Care Services is the largest subsector (54.7% of jobs).
- Industry projected to grow 9.0% by 2028 (+42,000 jobs).

Job Market & Wages

- 150,000+ job postings in 2022, mostly in Ambulatory Health Care Services (50.3%).
- Average annual wage: \$74,800; highest in Hospitals (\$96,500).
- Real wages grew 1.7% (2014-2023), with Nursing & Residential Care up 20%.

Workforce Demographics

- 70% female workforce (vs. 50.5% across all industries).
- 45% of workers are 25-44 years old.
- 29% have a Bachelor's or higher (above county average).
- Hispanic (41%) and Asian/Pacific Islander (24.6%) workers are well-represented.

Top Employers

- Kaiser Permanente, Cedars-Sinai, Providence, PIH Health, City of Hope accounted for 22% of all postings (2013-2024).

CONTACT INFORMATION

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Healthcare

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Los Angeles Center of Excellence for
Labor Market Research

hosted at MT. SAN ANTONIO COLLEGE

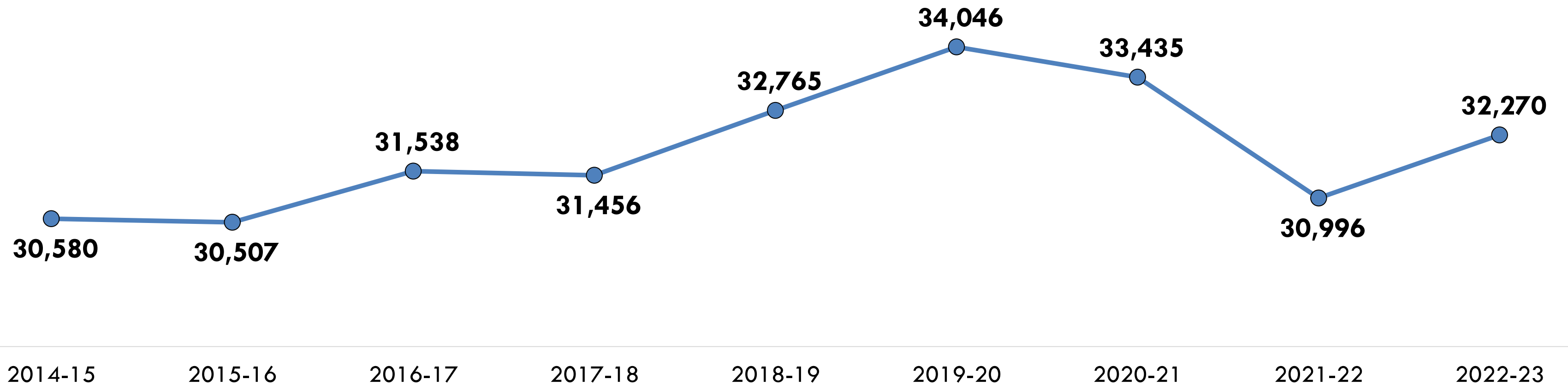
Healthcare programs are offered at all 19 LA community colleges in 39 different TOP codes.

Administrative Medical Assisting	Dental Laboratory Technician	Health Information Technology	Nursing	Phlebotomy
Alcohol and Controlled Substances	Dental Occupations	Health Occupations, General/Public Health	Nutrition, Foods, and Culinary Arts	Physical Therapist Assistant
Athletic Training and Sports Medicine	Dietetic Services and Management	Home Health Aide	Occupational Therapy Technology	Psychiatric Technician
Certified Nurse Assistant	Dietetic Technology	Hospital and Health Care Administration	Optical Technology	Radiologic Technology
Clinical Medical Assisting	Electrocardiography	Licensed Vocational Nursing	Orthopedic Assistant	Registered Nursing
Community Health Care Worker	Emergency Medical Services	Medical Assisting	Other Health Occupations	Respiratory Care-Therapy
Dental Assistant	Gerontology	Medical Laboratory Technology	Paramedic	Speech-Language Pathology and Audiology
Dental Hygienist	Health Information Coding	Medical Office Technology	Pharmacy Technology	

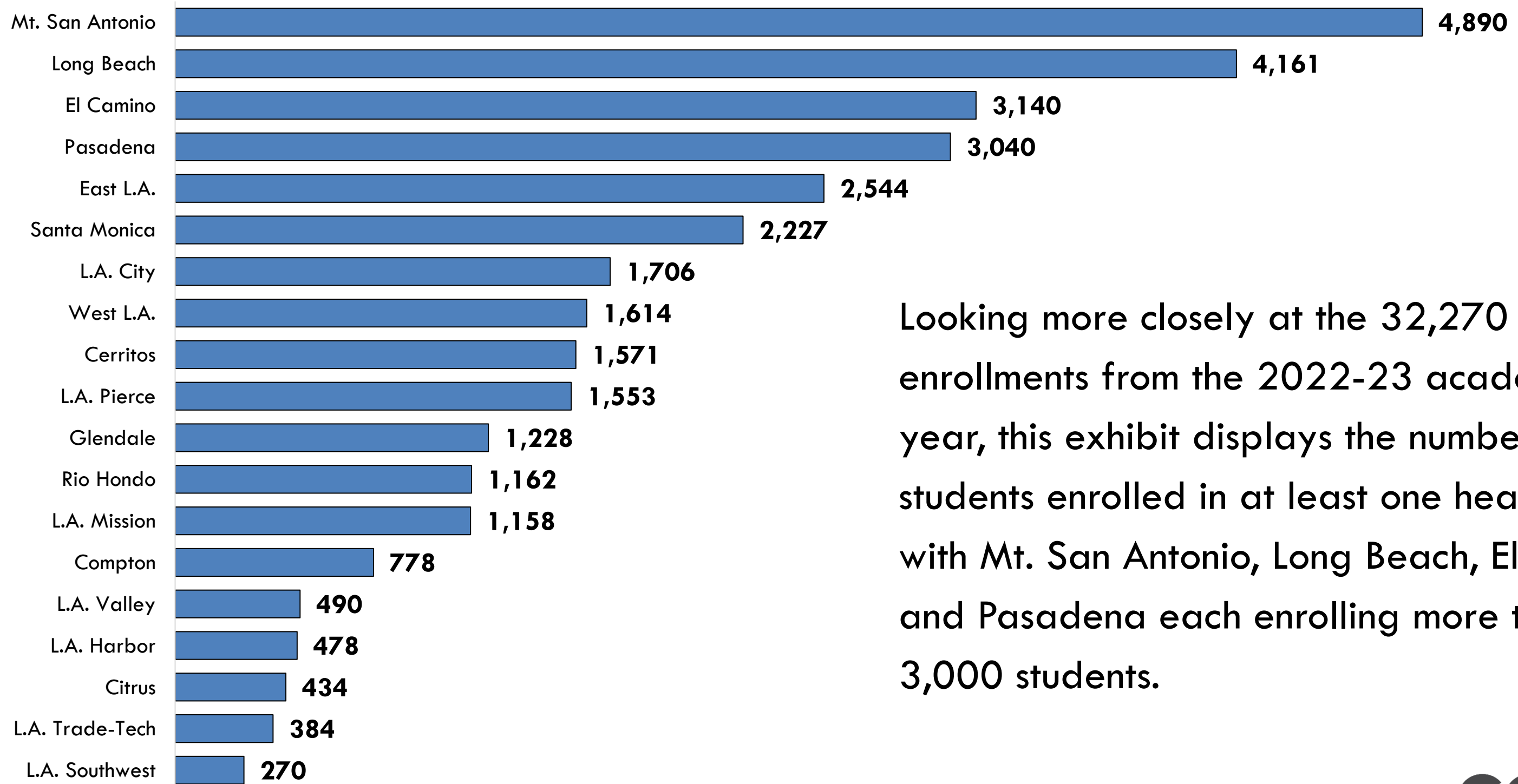
TOP Code	3-Year Average Awards	TOP Code (Cont'd)	3-Year Average Awards	TOP Code (Cont'd)	3-Year Average Awards
123010 - Registered Nursing	1,080	125000 - Emergency Medical Services	87	124030 - Dental Laboratory Technician	33
210440 - Alcohol and Controlled Substances	293	126100 - Community Health Care Worker	78	122310 - Health Information Coding	30
120100 - Health Occupations, General/ Public Health	263	120820 - Administrative Medical Assisting	74	120500 - Medical Laboratory Technology	26
120800 - Medical Assisting	246	123030 - Certified Nurse Assistant	64	122800 - Athletic Training and Sports Medicine	19
123080 - Home Health Aide	178	123000 - Nursing	63	120810 - Clinical Medical Assisting	18
123020 - Licensed Vocational Nursing	172	125100 - Paramedic	57	130900 - Gerontology	11
124010 - Dental Assistant	166	122000 - Speech-Language Pathology and Audiology	56	121800 - Occupational Therapy Technology	10
121000 - Respiratory Care/Therapy	152	124000 - Dental Occupations	55	130660 - Dietetic Technology	9
122500 - Radiologic Technology	138	051420 - Medical Office Technology	48	120510 - Phlebotomy	8
129900 - Other Health Occupations	116	122300 - Health Information Technology	43	121900 - Optical Technology	5
124020 - Dental Hygienist	110	123900 - Psychiatric Technician	43	121400 - Orthopedic Assistant	4
130600 - Nutrition, Foods, and Culinary Arts	102	122200 - Physical Therapist Assistant	37	121500 - Electrocardiography	2
122100 - Pharmacy Technology	97	130620 - Dietetic Services and Management	36	120200 - Hospital and Health Care Administration	1

Since the 2014-15 academic year, enrollments in health courses have grown by 1,690 students or 6%, to 32,270 students in the 2022-23 academic year.

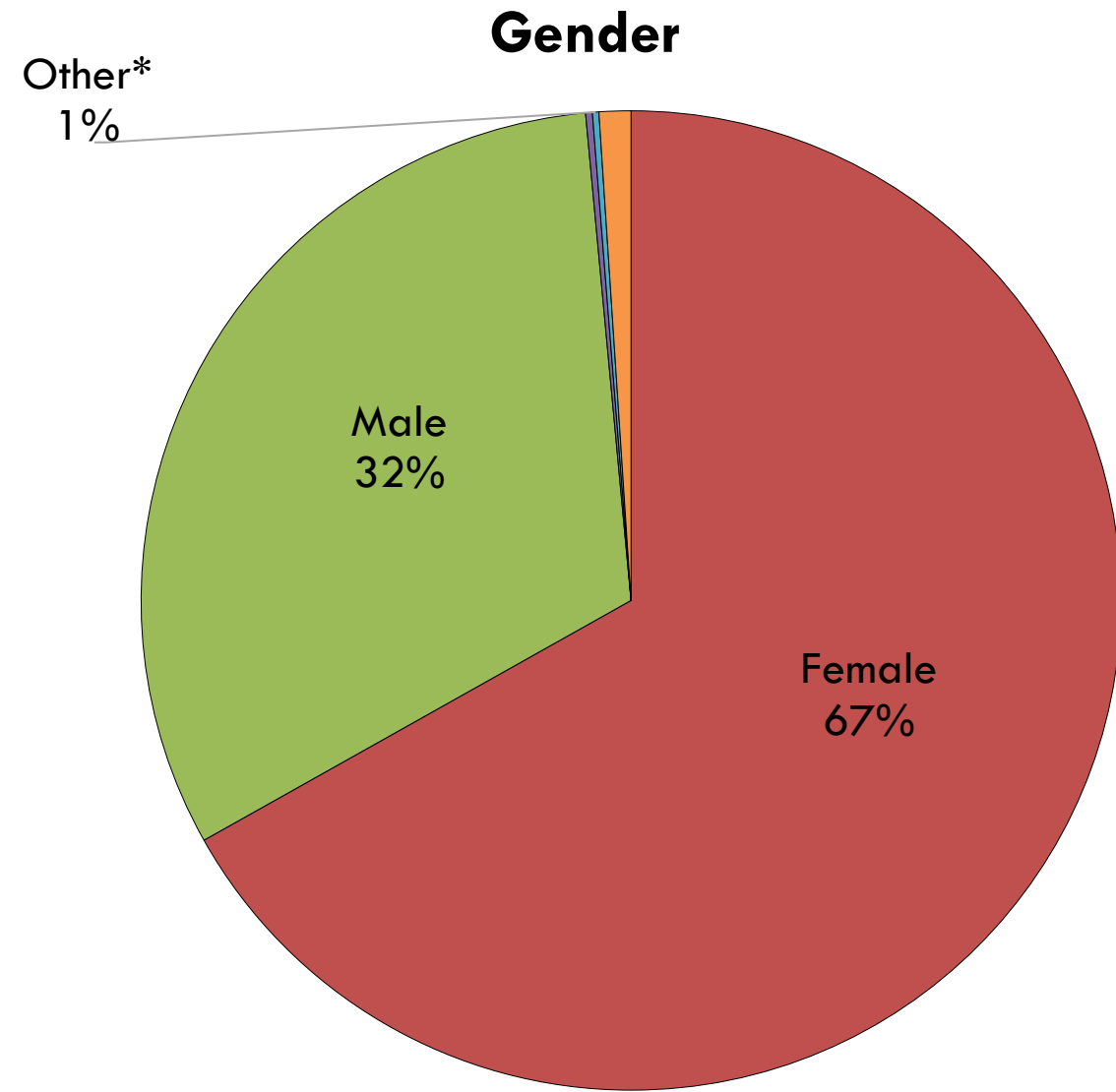
LA Health Student Enrollments



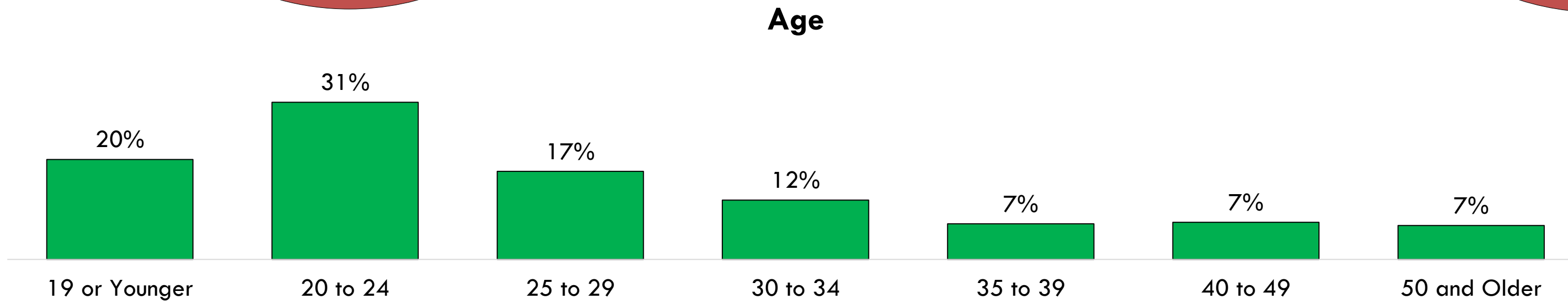
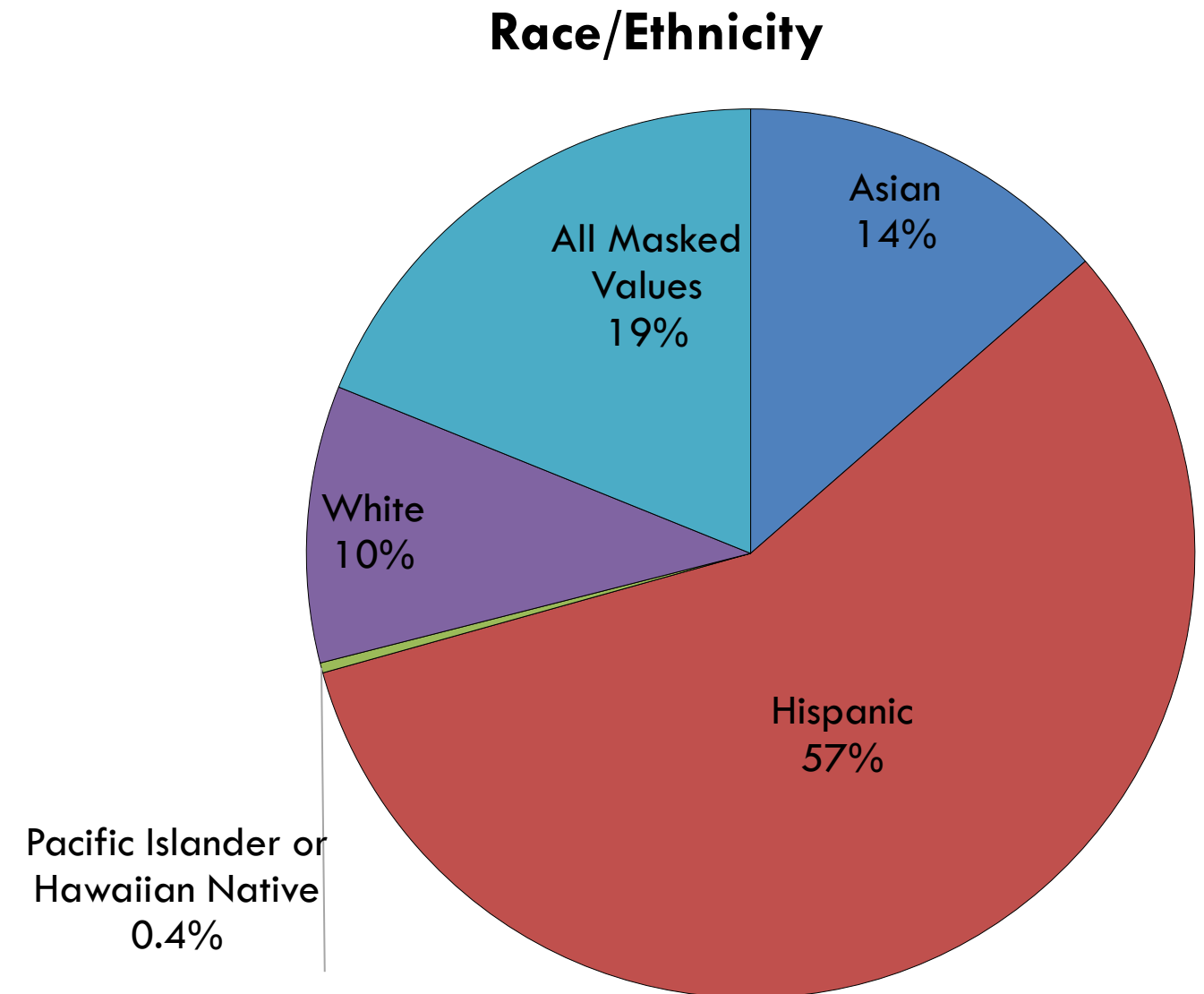
LA Health Students by College, 2022-23



Looking more closely at the 32,270 student enrollments from the 2022-23 academic year, this exhibit displays the number of students enrolled in at least one health term, with Mt. San Antonio, Long Beach, El Camino, and Pasadena each enrolling more than 3,000 students.



Two-thirds of health students at the LA community colleges are female, more than half identify as Hispanic, and half are 24-years-old or younger.

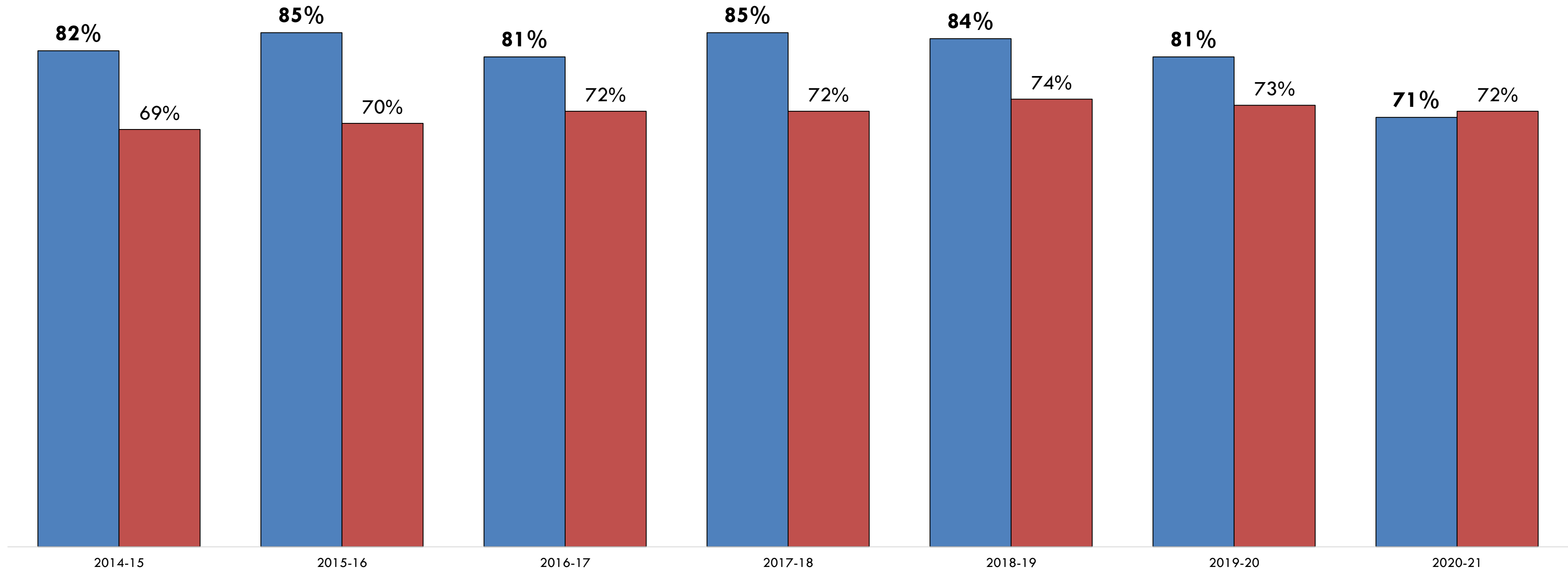


Source: DataVista

*Other includes unknown/non-respondent, multiple values reported, and non-binary

Students with a Job Closely Related to Their Field of Study

■ Health ■ All CTE Programs



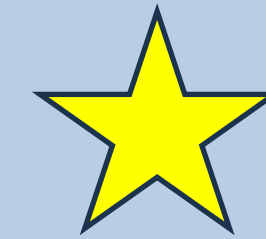
Students with a Job Closely Related to Their Field of Study

Registered Nursing (1 230.10)

72%
(147/206)

Licensed Vocational Nursing
(1 230.20)

78%
(14/18)



Certified Nursing Assistant
(1 230.30)

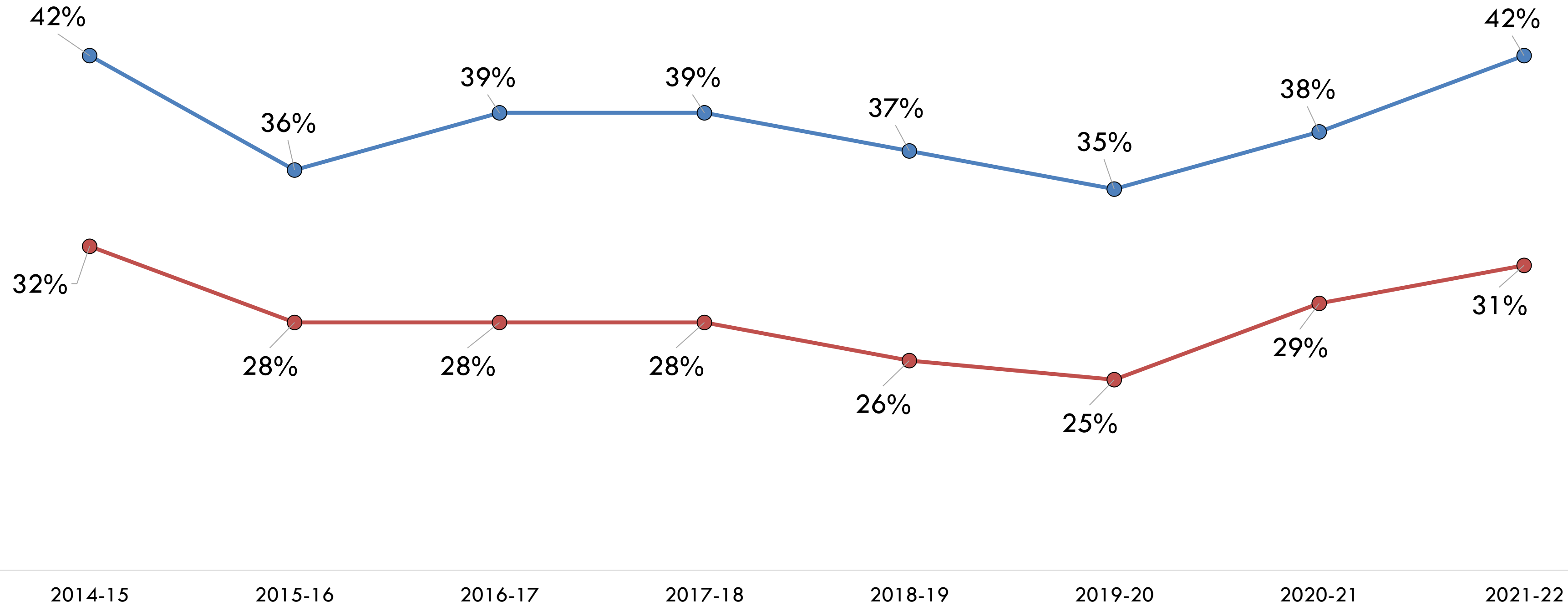
73%
(11/15)

All CTE Programs

72%
(3,854/5,384)

Median Change in Earnings

● Health ● All CTE Students



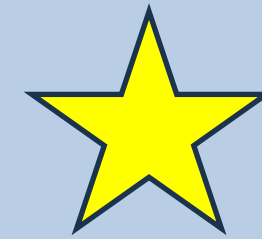
Median Change in Earnings

Registered Nursing (1 230.10)

76%
(N=454)

Licensed Vocational Nursing
(1 230.20)

115%
(N=27)



Certified Nursing Assistant
(1 230.30)

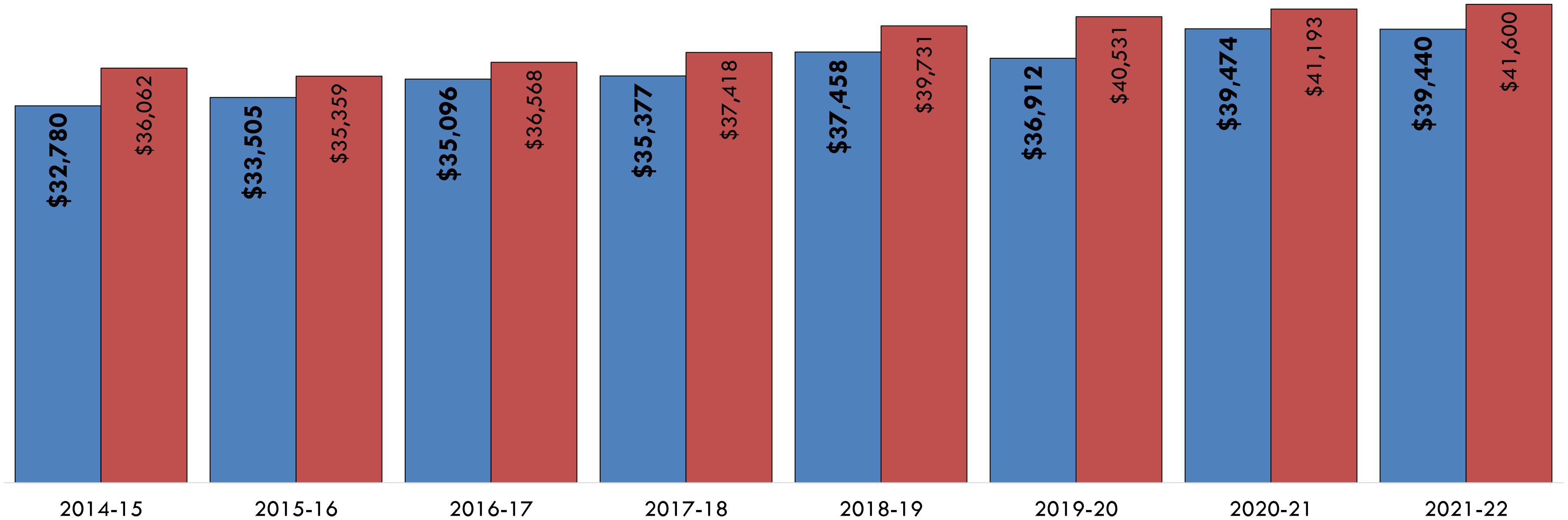
76%
(N=35)

All CTE Programs

30%
(N=23,095)

Median Annual Earnings

■ Health ■ All CTE Programs



Median Annual Earnings

Registered Nursing (1 230.10)



\$58,728
(N=707)

Licensed Vocational Nursing
(1 230.20)

\$43,692
(N=48)

Certified Nursing Assistant
(1 230.30)

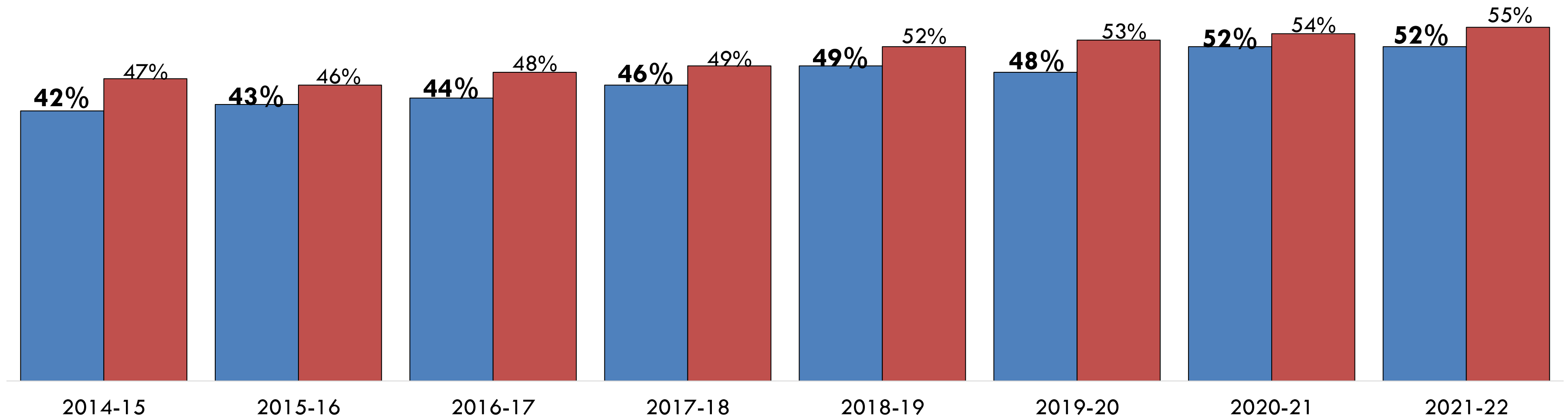
\$31,542
(N=78)

All CTE Programs

\$41,600
(N=36,212)

Attained Living Wage

■ Health ■ All CTE Programs



Attained Living Wage

Registered Nursing (1 230.10)



70%
(498/707)

Licensed Vocational Nursing
(1 230.20)

52%
(25/48)

Certified Nursing Assistant
(1 230.30)

33%
(26/78)

All CTE Programs

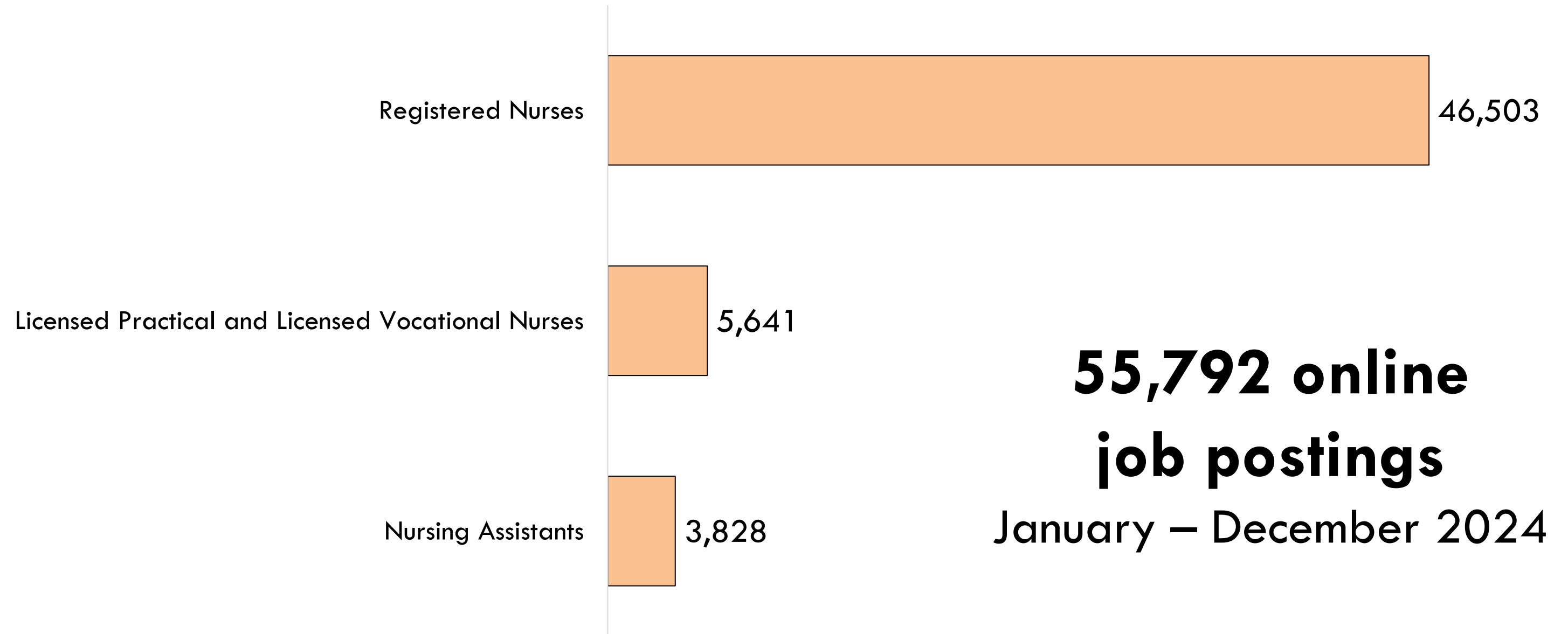
55%
(19,966/36,212)

Occupation	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Median Annual Earnings*
Registered Nurses	98,965	104,459	6%	6,586	\$47.93	\$62.09	\$129,100
Nursing Assistants	35,976	39,670	10%	6,119	\$18.81	\$21.26	\$44,200
Licensed Practical and Licensed Vocational Nurses	25,451	27,475	8%	2,416	\$30.86	\$35.79	\$74,400

Source: Lightcast, datarun 2024.4

*Rounded to nearest \$100

Number of Job Postings by Occupation



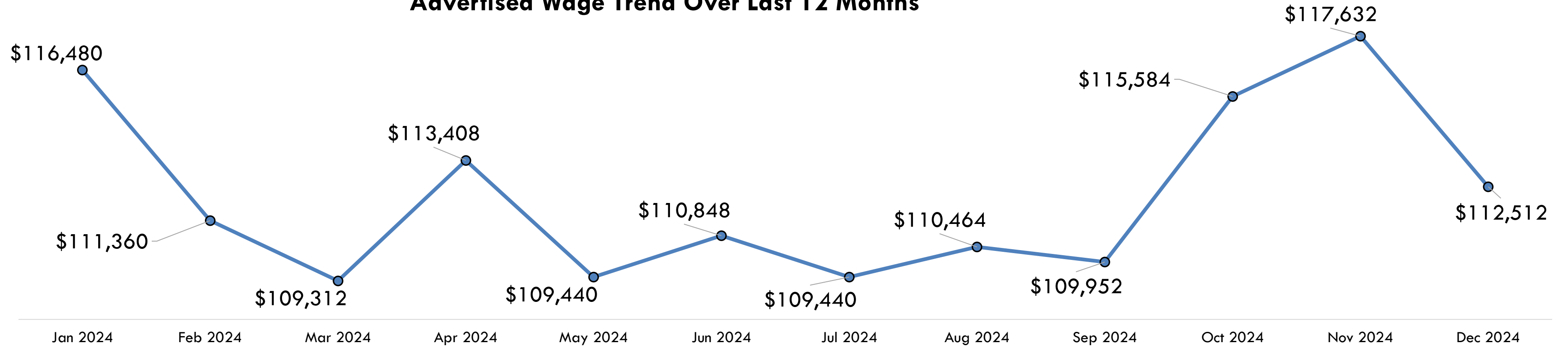
**55,792 online
job postings**
January – December 2024

Job Title	Job Ads	Employer	Job Ads
Registered Nurses (RNs)	3,699	Prospect Medical Holdings	2,999
Licensed Vocational Nurses	2,799	Kaiser Permanente	2,428
Certified Nursing Assistants	1,341	Providence	1,637
ICU RNs	1,341	MLK Jr. Community Hospital	1,072
Travel RNs	1,334	PIH Health	1,043
RN Case Managers	1,237	Cedars-Sinai	896
Medical Surgical RNs	1,228	University of California	823
Telemetry RNs	1,200	Aya Healthcare*	654
Home Health RNs	997	Adventist Health	609
Emergency Room RNs	973	Amergis*	555

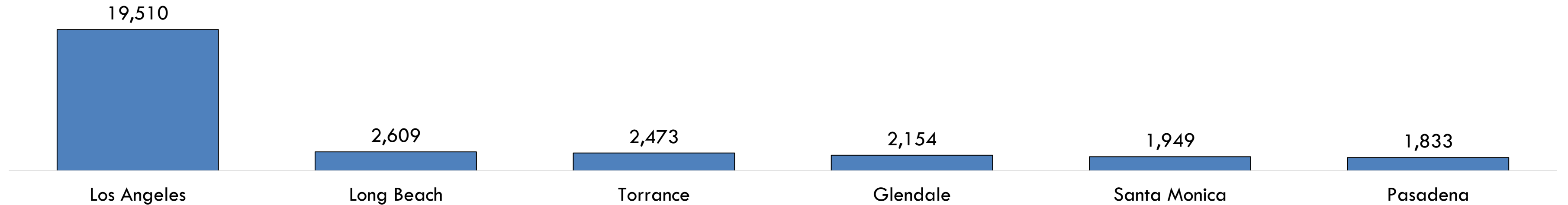
Source: Lightcast Job Postings, datarun 2024.4

*Staffing company

Advertised Wage Trend Over Last 12 Months



Number of Job Postings by City



Source: Lightcast Job Postings, datarun 2024.4

CONTACT INFORMATION

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ROUNDTABLE DISCUSSION

- **Mute yourself throughout discussion**
- **Submit questions through the chat box**
- **15-20 minutes of discussion per topic**
- **Discussion will be followed by Q&A**

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FEEDBACK POLL AND NEXT STEPS

THANK YOU!

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