



## WORKFORCE INVESTMENT BOARD OF VENTURA COUNTY

### HEALTHCARE COMMITTEE MEETING

**Friday, March 14, 2014**  
**8:00 a.m. - 9:30 a.m.**

Ventura County Community Foundation (Board Room)  
4001 Mission Oaks Blvd., Camarillo, CA

### AGENDA

- |           |   |               |
|-----------|---|---------------|
| 8:00 a.m. | <b>1.0 Call to Order and Agenda Review</b>  | Martel Fraser |
| 8:02 a.m. | <b>2.0 Public Comments</b><br><u>Procedure:</u> The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.                     | Martel Fraser |
| 8:05 a.m. | <b>3.0 Approval of Minutes:</b> January 10, 2014  | Martel Fraser |
|           | <b>4.0 Ventura County Regional Strategic Workforce Development Plan</b>   |               |
| 8:10 a.m. | • Clinical Lab Science Field Experience Update  | Dawn Neuman   |
| 8:20 a.m. | • Certification of Medical Assistants   | John Cordova  |
| 8:30 a.m. | • Healthcare Workforce Research Update  | Cheryl Moore  |
| 8:35 a.m. | • Job Priorities in the Healthcare Sector   | Committee     |
| 9:15 a.m. | • Next Steps  | Committee     |
| 9:25 a.m. | <b>5.0 Committee Member Comments</b>  | Members       |
| 9:30 a.m. | <b>6.0 Adjournment</b><br><u>Next Meeting</u><br>May 9, 2014 (8:00 a.m.-9:30 a.m.)<br>Ventura County Community Foundation (VCCF Nonprofit Center)<br>4001 Mission Oaks Blvd., Board Room, Camarillo, CA | Martel Fraser |

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Investment Board of Ventura County staff at (805) 477-5306, at least five days prior to the meeting. TTY line: 1-800-735-2922. For more information, visit the Ventura County Workforce Investment Board Website at <http://wib.ventura.org>



## **WIB Healthcare Committee Meeting** **January 10, 2014**

### **MINUTES**

#### **Meeting Attendees**

##### Committee Members

Martel Fraser (Chair)\*  
Celina Zacarias (Vice Chair)\*  
Greg Barnes  
Paul Matakiewicz\*  
Tiffany Morse  
Dawn Neuman  
Sandra Werner\*

##### WIB Staff

Patricia Duffy  
Jennifer Harkey  
Richard McNeal  
Cheryl Moore

##### Guests

John Cordova (College of the Canyons)  
Ed Gonzales (St. John's Regional  
Medical Center)  
Claudia Peters (Ventura College), for  
Sandra Melton

*\*WIB Member*

#### **1.0 Call to Order and Agenda Review**

Martel Fraser called the meeting to order at 8:10 a.m. No changes were made to the agenda.

#### **2.0 Public Comments**

No comments

#### **3.0 Approval of the Minutes: November 8, 2013**

Motion to approve: Claudia Peters  
Second: Sandra Werner  
Unanimous approval

#### **4.0 Health Spotlight: The Affordable Care Act**

Patricia Duffy presented a general overview of the Affordable Care Act (ACA), noting those areas that could result in the most significant long-term changes in healthcare workforce needs: home healthcare, mental health and substance abuse. The ACA shifts focus from acute care to wellness and prevention, provision for both of which are a part of all offered plans. Committee members commented on how ACA was affecting their respective businesses/organizations.

#### **5.0 Ventura County Regional Strategic Workforce Development Plan**

- Healthcare Committee Two-Year Plan Outline

The Committee reviewed an updated draft of the two-year plan and added community clinics to the list of organizations needed for the expanded WIBVC Healthcare Committee. The plan includes steps to address regional priorities for healthcare workforce development and will be used to help align WIBVC committee activities with sector priorities. To engage a broader perspective of healthcare providers in healthcare workforce development discussions, Committee members will contact members of their networks to raise interest in the strategic regional workforce discussions.

- Healthcare Workforce Research Update (Job Priorities)

Committee members reviewed the most recent update of the Ventura County Occupational Employment Data and Growth Projections: Healthcare and thanked Jennifer Harkey, WIBVC Program Assistant, for her helpful research. The Committee noted the large number of non-hospital jobs and expressed concern at the number of job categories that pay below a Ventura County living wage. Discussion will continue at future meetings.

- Healthcare Career Pathways

In reviewing the most recent working draft of the K-14 Industry Sector Pathways inventory, the Committee expressed appreciation to Tiffany Morse (Ventura County Office of Education) for the first-time compilation of the information from a wide range of sources. The inventory will provide a baseline reference list of healthcare programs, certificates, and pre-apprenticeships that are available in Ventura County. With that information, the Committee will be able to compare employer needs with available programs with employer needs, identify gaps, and strengthen educational pathways to careers. Committee members requested that the inventory be converted to an Excel format and emailed to the group for individual review and analysis.

## **6.0 Committee Member Comments**

No comments

## **7.0 Adjournment**

The Committee adjourned by acclamation at 9:40 a.m.

### Next Meeting

March 14, 2014 (8:00 a.m.-9:30 a.m.)

Ventura County Community Foundation (VCCF Nonprofit Center)

4001 Mission Oaks Blvd. (Board Room), Camarillo, CA

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**For informational and discussion purposes only**

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## **Medical Assistant**

- Unlicensed
- Work in MD, podiatrist or optometrist offices; and clinics
  - (not for inpatient care in licensed general acute care hospitals)
- Regulated by CA Board of Medicine
- Must be over 18
- Must be trained (approved program or on the job training (not traditional at this time)
- May be certified
- Current Roles
  - Administrative
  - Clerical
  - Technical support services
- **Expanding the role of Medical Assistants (MAs)**
  - Innovative practice models/ emerging
    - Improved patient outcomes
    - Patient orders
    - Coaching

## **Certification**

- Multiple national & state-based options
- Usually states don't require certification
- CA requires certification of MAs who are training/ supervising other MAs
  - (16 CA ADC §1366.3)
- Employers may require certification
- The Medical Board of California
  - Medical Assistants - Certifying Agencies
    - American Association of Medical Assistants <http://www.aama-ntl.org>
    - American Medical Technologists <http://www.amt1.com>
    - California Certifying Board of Medical Assistants <http://www.ccbma.org>

## **Findings**

- New CMS reimbursements require that MAs have certification to perform advance or expansion of roles
- Federal regulations have always required that any MA that supervises or trains another MA must be certified.
- Most MAs in the current workforce are not currently certified

- Employers in Santa Clarita, Antelope Valley and surrounding areas are already making it mandatory for any new MA hired to be certified
  - These same employers are giving the current workforce a year to get their certification

### **Partner and Collaboration with the Health Workforce Initiative (HWI)**

- An updated Medical Assistant curriculum is currently available for programs to update the current training and regulatory required coursework.
- HWI is currently ready to implement training for the current workforce with the role expansion of the MAs, through community education and fee based training.
  - This could also be funded in cohorts via the WIB and employer
- A new curriculum is in development for preparing the current MA workforce to prepare to take the certification exams.
  - The HWI, CC and WIB can partner to provide incumbent workers this course to provide them the means to prepare for the certification exam to retain employment
  - Most MAs have been out of school and need the prep course to be ready for the certification exam
- The DSN- Health is currently conducting a skills gap analysis for the MAs in the current workforce
  - Employers have identified there are many key skills required by the current MA workforce that may and can jeopardize the safety of the patient care
  - There will be a model designed for competency skills training that can be replicated throughout the region to other service providers, in partnership with the CCs and WIBs.

### **Resources**

- CA Business and Professions (B&P) Code §§ (Sections) 2069-2071
- CA Code of Regulations Title 16 §§ 1366–1366.4; 1366.31-33
- Medical Board of California ([www.mbc.ca.gov/allied](http://www.mbc.ca.gov/allied))
- California Board of Registered Nursing

### **Attachments:**

- Medical Assistants in California: Legal Scope of Practice
- The CMS Rule for Meaningful Use Order Entry American Association of Medical Assistants

# Medical Assistants in California

## Legal Scope of Practice

*Note: this document is for information purposes only; it is not legal advice or counsel. It is a summary based on California statute and regulations. It does not include setting-specific rules or policies, which may be more restrictive than state law; nor does it include payment and reimbursement policies and rules. Inquiries and specific questions about the practice of medical assistants in any given setting or situation should be directed to the Medical Board of California and/or the practice setting's legal department.*

**Overview** - In California, medical assistants (MAs) are unlicensed personnel who work in physician (MD), podiatrist (DPM), or optometrist (OD) offices; and clinics. MAs may not work for inpatient care in licensed general acute care hospitals. They are regulated by the Medical Board of California. They must be over 18 years old, trained and supervised. They may be certified. Unless prohibited by law, California MAs can perform basic administrative, clerical and technical supportive services when conditions regarding supervision, training, specific authorization, and records are met. This summary does not cover the details of MAs working in optometry and ophthalmology settings; for more information about assistants in eye care settings, see CA B&P Code §2544 and related laws.

**Prohibitions** - In California, MAs are prohibited from providing some services or performing some tasks. Unless otherwise specifically permitted by code or regulation, **as unlicensed individuals, MAs may not:**

- Perform any task that is invasive
- Perform any task that requires assessment
- Treat
- Diagnose

Unless otherwise specifically permitted by code or regulation, **California MAs specifically may not:**

- Perform invasive procedures such as placing the needle or starting and disconnecting the infusion tube of an IV;
- Administer medications or injections in the IV line;
- Insert a urine catheter;
- Inject collagen;
- Chart the pupillary responses;
- Independently perform triage;
- Use lasers to remove hair, wrinkles, scars, moles or other blemishes;
- Administer chemotherapy;
- Interpret test findings or results;
- Perform any test involving penetration of human tissues except skin tests;
- Interpret the results of skin tests;
- Administer anesthetic agents.

Nothing in the regulations regarding MAs prohibits the administration of first aid or cardiopulmonary resuscitation (CPR) in an emergency or authorizes an MA to practice physical therapy or perform any clinical laboratory test or examination for which he or she is not otherwise authorized.

**Permitted technical supportive services** are simple routine medical tasks and procedures that may be safely performed by a medical assistant who has limited training and who functions under the specific authorization and supervision of a licensed MD or DPM or, in certain clinics (Health and Safety Code § 1204), by a PA, NP, or CNM. A technical supportive service may be provided by an MA in California provided the service is not prohibited by another law; is a usual and customary part of the practice where the MA works; the supervising MD/DPM authorizes MA to perform service and is responsible for patient care; the MA has completed specified training and demonstrated competence; and a record is made in the patient chart.

**Examples** - Under specific authorization and supervision, and as long as the training and record-keeping requirements are met, California MAs may:

- Administer medication only by intradermal, subcutaneous, or intramuscular injections (including flu and pneumonia shots);
- Administer medication orally, sublingually, topically, vaginally or rectally, or by providing a single dose to a patient for immediate self-administration;
- Administer by inhalation if medications are patient-specific and have been or will be routinely and repetitively administered by patient;
- Perform venipuncture or skin puncture (including “finger sticks”) for the purposes of withdrawing blood;
- Perform skin tests;
- Measure and describe skin test reaction and make a record in the patient’s chart;
- Perform electrocardiogram, electroencephalogram, or plethysomography (except full body)
- Fit prescription lenses or use any optical device in connection with ocular exercises, visual training, vision training or orthoptics according to B&P §§ 2544, 3042.
- Apply and remove bandages and dressings;
- Apply orthopedic appliances such as knee immobilizers, envelope slings, orthotics;
- Remove cases, splints and other external devices;
- Obtain impressions for orthotics, padding and custom molded shoes;
- Select and adjust crutches for patients;
- Instruct patient in proper use of crutches;
- Remove sutures or staples from superficial incisions or lacerations;
- Perform ear lavage;
- Collect by non-invasive techniques (including nasal smears and throat swabs), and preserve specimens (including urine, sputum, semen, stool) for testing;
- Assist patients in ambulation and transfers;
- Prepare patients for and assist MD, DPM, PA or RN in exams or procedures including positioning, draping, shaving, disinfecting treatment site, prepare patients for gait analysis testing;
- As authorized by MD or DPM, provide patient information and instructions;
- Collect and record patient data including height, weight, temperature, pulse, respiration rate and blood pressure, and basic information about presenting and previous conditions;
- Perform simple laboratory and screening tests customarily performed in a medical office;
- Cut the nails of otherwise healthy patients;
- Perform other basic technical supportive services.

→ In all cases of prior to administration, MD or DPM or other authorized person shall verify the correct medication and dosage.

→ MAs may not administer anesthetic agents.

## **The STAR analysis – Meeting the conditions for MAs to perform technical supportive services in California**

For a medical assistant in California to provide any technical supportive services, including the examples listed in the statute and regulations as well as others not specifically mentioned, conditions in four categories must be met. These four categories are Supervision, Training, Authorization and Records (STAR).

- **Supervision**

- Required supervision of California MAs means the supervision
  - Of procedures authorized by California code
  - By MDs, DPMs or ODs in any site where MAs are permitted to work
    - Or by PAs, NPs or CNMs, in H&S §1204 clinics, within their scope of practice, if the supervisory function of the MA has been delegated in writing by the supervising MD
  - The supervising MD, DPM, OD, PA, NP or CNM must be physically present in the treatment facility during the performance of the procedures
- In any setting, the supervising MD or DPM may provide in writing that a PA or registered nurse (RN) may assign a task authorized by a physician or podiatrist.

- **Training**

- Prior to performing technical supportive services, MA must receive training, as necessary, in the judgment of the supervising MD, DPM or instructor to assure the MA's competence in performing the service at the appropriate standard of care.
- Each MA must receive training in infection control and demonstrate understanding of its purposes and techniques.
- To administer medications by intramuscular, subcutaneous, and intradermal injection, to perform skin tests or to perform venipuncture or skin puncture for purposes of withdrawing blood, a medical assistant shall be for the duration required to demonstrate to the supervising MD, DPM or instructor (as defined in 16 CCR 1366.3) proficiency in these procedures, but shall include no less than:
  - ten hours of training in administering injections and performing skin tests, and/or ten hours of training in venipuncture and skin puncture for the purpose of withdrawing blood, and
  - satisfactory performance by the MA of at least ten each of intramuscular, subcutaneous, and intradermal injections and ten skin tests, and/or at least ten venipunctures and ten skin punctures.
  - For MAs only administering medication by inhalation, ten hours of administering medication by inhalation.
  - Training for any of these procedures must include instruction and demonstration in: pertinent anatomy and physiology; choice of equipment; proper technique including sterile technique; hazards and complications; patient care following treatment or test; emergency procedures; and California law and regulations for medical assistants.
- Training regulations may require documentation of completion or sign-off.



- **Authorization**

- Specific authorization is required for MA to provide any technical supportive services.
- Specific authorization may be either:
  - a specific written order prepared by the supervising MD or podiatrist (or prepared by PA, NP or CNM in H&S § 1204 clinic) authorizing procedure to be performed on a patient and placed in the patient's medical record; or
  - a standing order prepared by the supervising MD or DPM (or by PA, NP or CNM in H&S § 1204 clinic) authorizing the procedure be performed, the duration of which shall be consistent with accepted medical practice and a notation of standing order placed on patient's record.
- Service must be usual and customary part of medical or podiatric practice where MA works
- Authorization cannot be for anything otherwise prohibited by law

- **Records**

- For any technical supportive services provided by MAs, a record must be made:
  - In the patient chart of other record, including a computerized record, if any, of
  - Each technical supportive service performed by the MA, indicating:
    - The name, initials or other identifier of the MA,
    - The date and time,
    - Description of the service performed
    - Name of the MD or DPM [or PA, NP, CNM if § 1204 clinic] who:
      - gave MA patient-specific authorization to perform the task or
      - Authorized such performance under a patient-specific standing order
- If applicable, supervisory delegation of MA from MD to NP or PA must be documented in written standardized procedure (for NPs) or protocol (for PA).
- Documentation of training may be required; see regulations.

### **Resources and References**

California Business and Professions (B&P) Code Sections (§§) 2069-2071, 2544

California Code of Regulations (CCR) Title 16, §§ 1366-1366.4, 1366.31-1366.33

Medical Board of California (<http://www.mbc.ca.gov>)

*Medical Assistants – Frequently Asked Questions*

*Is Your Medical Assistant Practicing Beyond His or Her Scope of Training?*

Medical Board of California Board of Podiatric Medicine (<http://www.bpm.ca.gov/>)

*Medical Assistant Information*

California Board of Registered Nursing (<http://www.rn.ca.gov>)

*Information About Medical Assistant*

*Nurse Practitioners & Nurse-Midwives – Supervision of Medical Assistants*

California Health and Safety (H&S) Code §§ 1204 (*note: CA AB 2009 (Galgiani 2012) repealed H&S §104900, which had implications for an earlier version of this document*)

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# The CMS Rule for Meaningful Use Order Entry

Donald A. Balasa, JD, MBA

AAMA Executive Director, Legal Counsel

Robert Anthony

Deputy Director, HIT Initiatives Group, Office of E-Health Standards and Services,  
Centers for Medicare and Medicaid Services

AAMA 57<sup>th</sup> Annual Conference

September 29, 2013 | Atlanta

Who can enter orders into  
the EHR for meeting the  
Stage 1 and 2 measures?



- Stage 1 final rule
  - Only “licensed health care professionals” allowed to enter orders
- August 23, 2012 final rule
  - “Credentialed medical assistants” also allowed to enter orders



# How does CMS define “credentialed medical assistants”?



- Credentialing must come from outside the organization of employment
- Clinics, health systems cannot grant “credentials” to medical assistants



When does the CMS final rule allowing credentialed medical assistants to enter orders into the CPOE go into effect?



- CMS rule is in effect for reporting periods in 2013
- Incorrect to assert that the CMS rule does not go into effect until 2014





Does the CMS final rule  
only apply to entry of  
orders under Stage 2 of  
the Incentive Programs?



- CMS FAQ 7693
  - Final rule applies to all stages of Medicare and Medicaid Incentive Programs
    - Stage 1, Stage 2, Stage 3 (when in effect)

# Will CMS enforce the “credentialed medical assistant” requirement?



- EHRs can keep track of who makes each entry
  - Auditors can access entry logs
  - If entries are not made by licensed health care professionals or credentialed medical assistants, the EP may be ineligible to receive incentive payments



# Questions?

## For more information

- Subscribe to *Legal Eye on Medical Assisting*
- Contact [dbalasa@aama-ntl.org](mailto:dbalasa@aama-ntl.org)
- Call 800/ACT-AAMA

### Legal Eye

On Medical Assisting

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AMERICAN ASSOCIATION  
OF MEDICAL ASSISTANTS



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Technologies (ICT) / Digital Media



Advanced Manufacturing



Health



Presented by:



# South Central Coast Region Industry and Educational Advisory Roundtable Discussion

This workshop is open to all industry, faculty/instructors and WIBs from the South Central Coast Region (San Luis Obispo, Santa Barbara, Ventura and North Los Angeles counties).

## "Educational Transformation for our Workforce and Local Economy"

This collaborating workshop will engage educators on emerging and evolving industries within our service region to prepare students for workforce readiness.

The roundtables will evoke in-depth conversations on the emerging and priority trends in various sectors with industry input about skills gaps and knowledge sets required of the future employees.

The discussion will include keynote speakers and a panel of industry partners. Along with state wide resources for all levels of education discussing tools to prepare for program alignment, curriculum development, articulation and developing stackable certificate career pathways.

**Attendees will include:** middle and high school teachers, community college faculty, industry representatives and professional associations.

**Saturday  
March 29, 2014**

Crowne Plaza Ventura Beach  
450 East Harbor Blvd. Ventura, CA 93001

Registration starts at 8:00am Event is from 9:00am-3:00pm  
A working lunch will be provided

### Keynote Speaker - Robert S. Tipton

Robert has more than 30 years experience as a professional speaker and is the author of a best-selling book, "Jump!". Robert's years in the trenches developing and deploying real-world solutions for multi-million dollar companies allows him to inspire and share the big secret to change: "Real" change doesn't happen through training or performance management systems- real change happens when people want it!

- Panel of Industry Partners
- Statewide Career Pathways Project
- California Department of Education
- Career Cafe

For additional information and to register, please visit Eventbrite:  
<http://scrc-dsn.eventbrite.com> by March 14, 2014

This project was supported by funds from the Economic and Workforce Development of the Chancellors Office, California Community College, Doing What Matters for Jobs and the Economy Deputy Sectors Navigator grants for the South Central Coast Region.

## Ventura County Occupational Employment Data Growth Projections

### HEALTHCARE

SOC Code*	Occupations	2013 Education and Training Level***	2010 VENTURA COUNTY Median Annual Wages**	2020 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2020 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2010 CALIFORNIA Average Annual Employment	2010 VENTURA COUNTY Average Annual Employment
31-1011	Home Health Aides	Less Than H.S.	\$21,712	52.4	3,990	62.8	15	86	61,100	1,130
29-2051	Dietetic Technicians	H.S. Diploma	\$35,032	15.8	60	N/A	N/A	N/A	1,900	N/A
31-9799*	Healthcare Support Workers, All Other	H.S. Diploma	\$36,308	15.6	710	16.7	7	15	23,100	480
31-9093	Medical Equipment Preparers	H.S. Diploma	\$32,449	12.7	200	12.5	1	2	7,100	80
29-2081	Opticians, Dispensing	H.S. Diploma	\$37,615	17.7	240	30.0	4	10	6,200	200
31-9095	Pharmacy Aides	H.S. Diploma	\$24,158	32.1	380	N/A	N/A	N/A	8,100	N/A
29-2052	Pharmacy Technicians	H.S. Diploma	\$38,285	33.1	1,460	27.1	8	21	29,000	480
31-2022	Physical Therapist Aides	H.S. Diploma	\$26,165	29.7	300	50.0	4	15	6,400	240
31-1013	Psychiatric Aides	H.S. Diploma	\$26,444	19.2	70	N/A	N/A	N/A	2,600	N/A
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	H.S. Diploma	\$25,173	1.2	130	N/A	N/A	N/A	8,100	N/A
31-9091	Dental Assistants	Vocational / OJT	\$35,516	12.1	1,450	24.5	20	43	43,700	940
29-2041	Emergency Medical Technicians and Paramedics	Vocational / OJT	\$31,578	42.1	990	30.4	4	12	15,900	230
29-2799	Health Technologists and Technicians, All Other	Vocational / OJT	\$41,211	25.3	680	28.1	6	15	15,000	320
29-2061	Licensed Practical and Licensed Vocational Nurses	Vocational / OJT	\$51,760	22.5	3,170	27.3	29	59	64,500	1,100
31-9011	Massage Therapists	Vocational / OJT	\$34,422	14.1	730	20.0	3	7	24,100	200
31-9092	Medical Assistants	Vocational / OJT	\$31,586	22.4	3,050	23.5	31	78	80,900	2,000
29-2071	Medical Records and Health Information Technicians	Vocational / OJT	\$37,923	19.0	680	13.3	6	10	17,400	300
31-9094	Medical Transcriptionists	Vocational / OJT	\$43,045	1.7	100	-20.0	1	1	6,000	50
31-1012	Nursing Aides, Orderlies, and Attendants	Vocational / OJT	\$27,898	22.5	3,880	17.9	20	49	109,500	1,560
29-2053	Psychiatric Technicians	Vocational / OJT	\$53,623	21.3	340	0.0	2	3	8,900	120
29-2055	Surgical Technologists	Vocational / OJT	\$50,710	14.6	290	8.3	2	3	8,900	120
29-2031	Cardiovascular Technologists and Technicians	Associate's Degree	\$57,631	25.0	150	N/A	N/A	N/A	3,600	N/A
29-2021	Dental Hygienists	Associate's Degree	\$96,317	17.1	750	30.2	13	32	19,900	630
29-2032	Diagnostic Medical Sonographers	Associate's Degree	\$83,540	37.7	280	N/A	N/A	N/A	5,300	N/A
19-4099	Life, Physical, and Social Science Technicians	Associate's Degree	\$46,349	14.1	440	6.3	2	36	7,800	950



## Ventura County Occupational Employment Data Growth Projections

### HEALTHCARE

SOC Code*	Occupations	2013 Education and Training Level***	2010 VENTURA COUNTY Median Annual Wages**	2020 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2020 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2010 CALIFORNIA Average Annual Employment	2010 VENTURA COUNTY Average Annual Employment
29-2012	Medical and Clinical Laboratory Technicians	Associate's Degree	\$40,799	14.8	580	0.0	2	2	16,900	120
29-2033	Nuclear Medicine Technologists	Associate's Degree	\$93,357	12.5	50	N/A	N/A	N/A	1,600	N/A
31-2011	Occupational Therapy Assistants	Associate's Degree	\$63,459	35.0	100	46.2	6	24	2,000	390
31-2021	Physical Therapist Assistants	Associate's Degree	\$58,643	30.4	210	40.0	2	6	4,600	100
29-1124	Radiation Therapists	Associate's Degree	\$95,808	12.5	50	N/A	N/A	N/A	1,600	N/A
29-2037	Radiologic Technologists and Technicians	Associate's Degree	\$69,409	23.8	680	21.1	6	14	17,200	380
29-1111	Registered Nurses	Associate's Degree	\$89,577	21.6	9,980	21.7	68	150	251,800	3,780
29-1126	Respiratory Therapists	Associate's Degree	\$70,318	26.1	630	19.0	4	8	14,200	210
29-2056	Veterinary Technologists and Technicians	Associate's Degree	\$34,876	31.0	410	N/A	N/A	N/A	8,400	N/A
29-9091	Athletic Trainers	Bachelor's Degree	\$45,972	30.0	60	N/A	N/A	N/A	1,000	N/A
19-4021	Biological Technicians	Bachelor's Degree	\$44,607	16.7	570	9.1	0	3	11,400	110
29-1031	Dietitians and Nutritionists	Bachelor's Degree	\$68,621	20.0	390	9.1	4	6	7,000	110
29-9799	Healthcare Practitioners and Technical Workers	Bachelor's Degree	\$67,897	19.3	450	25.0	4	7	8,300	120
29-2011	Medical and Clinical Laboratory Technologists	Bachelor's Degree	\$81,068	11.9	370	0.0	2	2	11,800	110
11-9111	Medical and Health Services Managers	Bachelor's Degree	\$101,695	18.7	1,210	19.6	12	22	27,800	510
21-1023	Mental Health and Substance Abuse Social Workers	Bachelor's Degree	\$44,668	17.9	440	25.0	5	10	10,600	200
19-1022	Microbiologists	Bachelor's Degree	\$77,332	22.2	160	N/A	N/A	N/A	3,600	N/A
29-9011	Occupational Health and Safety Specialists	Bachelor's Degree	\$80,890	14.3	310	7.7	5	6	6,300	130
29-1125	Recreational Therapists	Bachelor's Degree	\$60,879	10.0	50	N/A	N/A	N/A	1,000	N/A
11-9151	Social and Community Service Managers	Bachelor's Degree	\$64,750	20.5	660	15.7	11	19	15,600	510
19-3099	Social Scientists and Related Workers	Bachelor's Degree	\$78,465	22.5	260	N/A	N/A	N/A	4,000	N/A
21-1029	Social Workers	Bachelor's Degree	\$63,971	13.1	490	5.9	12	16	13,000	510
29-1199	Health Diagnosing and Treating Practitioners	Master's Degree	\$68,448	20.0	180	N/A	N/A	N/A	4,500	N/A
21-1022	Healthcare Social Workers	Master's Degree	\$60,777	31.0	690	26.5	14	17	12,600	340
29-1122	Occupational Therapists	Master's Degree	\$86,960	24.4	380	37.5	4	14	9,000	240



## Ventura County Occupational Employment Data Growth Projections

### HEALTHCARE

SOC Code*	Occupations	2013 Education and Training Level***	2010 VENTURA COUNTY Median Annual Wages**	2020 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2020 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2010 CALIFORNIA Average Annual Employment	2010 VENTURA COUNTY Average Annual Employment
29-1071	Physician Assistants	Master's Degree	\$95,207	25.3	380	25.0	2	4	8,300	80
19-3039	Psychologists	Master's Degree	\$101,402	11.8	70	N/A	N/A	N/A	1,700	N/A
29-1127	Speech-Language Pathologists	Master's Degree	\$84,861	13.9	380	22.9	7	15	11,500	350
29-1128	Therapists, All Other	Master's Degree	\$42,454	22.5	180	N/A	N/A	N/A	4,000	N/A
29-1061	Anesthesiologists	Doctoral Degree	N/A	17.2	220	N/A	N/A	N/A	5,800	N/A
29-1181	Audiologists	Doctoral Degree	\$74,231	20.0	40	N/A	N/A	N/A	1,500	N/A
19-1021	Biochemists and Biophysicists	Doctoral Degree	\$81,515	37.5	390	22.2	4	4	6,400	90
29-1011	Chiropractors	Doctoral Degree	\$66,731	5.1	100	25.0	2	4	3,900	80
29-1029	Dentists, All Other Specialists	Doctoral Degree	\$138,971	0.0	50	N/A	N/A	N/A	1,300	N/A
29-1021	Dentists, General	Doctoral Degree	\$134,204	4.1	580	15.4	8	12	17,000	260
29-1062	Family and General Practitioners	Doctoral Degree	\$167,470	22.0	510	N/A	N/A	N/A	12,300	N/A
29-1063	Internists, General	Doctoral Degree	\$186,395	20.5	340	N/A	N/A	N/A	8,300	N/A
19-1042	Medical Scientists, Except Epidemiologists	Doctoral Degree	\$83,430	41.4	1,320	N/A	N/A	N/A	27,800	N/A
29-1064	Obstetricians and Gynecologists	Doctoral Degree	N/A	21.9	130	N/A	N/A	N/A	3,200	N/A
29-1041	Optometrists	Doctoral Degree	\$91,913	17.1	220	26.7	5	9	4,100	150
29-1023	Orthodontists	Doctoral Degree	N/A	9.1	30	N/A	N/A	N/A	1,100	N/A
29-1065	Pediatricians, General	Doctoral Degree	\$162,286	19.7	250	N/A	N/A	N/A	6,100	N/A
29-1051	Pharmacists	Doctoral Degree	\$130,563	26.7	1,230	21.4	11	20	23,600	420
29-1123	Physical Therapists	Doctoral Degree	\$87,194	23.6	580	38.1	5	21	16,500	420
29-1069	Physicians and Surgeons, All Other	Doctoral Degree	>\$187,200	15.7	1,060	17.9	5	10	29,900	280
29-1081	Podiatrists	Doctoral Degree	\$112,513	0.0	30	N/A	N/A	N/A	1,100	N/A
29-1066	Psychiatrists	Doctoral Degree	N/A	14.6	170	N/A	N/A	N/A	4,800	N/A
29-1067	Surgeons	Doctoral Degree	N/A	19.3	220	N/A	N/A	N/A	5,700	N/A
29-1131	Veterinarians	Doctoral Degree	\$91,950	17.2	210	33.3	4	11	5,800	210

\*2010 Standard Occupational Classifications and Occupational Information Network provided by the Department of Labor

\*\*Median Annual Wages are the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above the median wage.  
The wages are from 2010-1st quarter and do not include self-employed or unpaid family workers.

\*\*\*Occupational training and education classifications were developed by the Bureau of Labor Statistics (BLS).

\*\*\*\*Average Annual Job Openings includes new jobs and replacement needs.

Data Source: State of California Employment Development Department - Labor Market Info

Additional Information:

Ventura County Occupational Employment Data Growth Projections  
HEALTHCARE

		2013 Education and Training Level***	2010 VENTURA COUNTY Median Annual Wages**	2020 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2020 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2010 CALIFORNIA Average Annual Employment	2010 VENTURA COUNTY Average Annual Employment
SOC Code*	Occupations									

Living Wage in Ventura County as of December 2013 (California Budget Project)

\$34,109.00 Single Adult

\$79,549.00 Single-Parent Family\*

\$64,203.00 Two-Parent Family\* (one working)

\$85,713.00 Two-Working-Parent Family\*

\*All family types are assumed to have two children.

Current Employment Data
2020 Growth Projection Data
Priority Occupations Identified by Living Wages & Employment Growth



Ventura County Occupational Employment Data & Growth Projections																	
HEALTHCARE																	
SOC Code*	Occupations	2010 CALIFORNIA Average Annual Employment	2010 VENTURA COUNTY Average Annual Employment	2010 VENTURA COUNTY Median Annual Wages**	2013 Education and Training Level***	2020 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2020 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Openings****	2010-2013 WIA Placements	2010-2013 Training Related Placements	JTA 53 Job Readiness Training	JTA 54 Occupational Skills Training	JTA 55 On-the-Job Training	OS License	OS Certificate	Notes
29-1061	Home Health Aides	61,100	1,130	\$21,712	Less Than H.S.	52.4	3,990	62.8	86	9	3	0	0	0	0	4	
29-1064	Medical Assistants	80,900	2,000	\$31,586	Vocational / OJT	22.4	3,050	23.5	78	32	22	1	97	1	0	24	
29-1023	Nursing Aides, Orderlies, and Attendants	109,500	1,560	\$27,898	Vocational / OJT	22.5	3,880	17.9	49	0	0	0	0	0	0	0	
29-1066	Dental Assistants	43,700	940	\$35,516	Vocational / OJT	12.1	1,450	24.5	43	2	2	0	4	1	0	2	
29-1067	Life, Physical, and Social Science Technicians	7,800	950	\$46,349	Associate's Degree	14.1	440	6.3	36	5	4	0	0	0	1	1	
29-1063	Dental Hygienists	19,900	630	\$96,317	Associate's Degree	17.1	750	30.2	32	0	0	0	0	0	0	0	
29-1062	Occupational Therapy Assistants	2,000	390	\$63,459	Associate's Degree	35.0	100	46.2	24	0	0	0	0	0	0	0	
29-1065	Social and Community Service Managers	15,600	510	\$64,750	Bachelor's Degree	20.5	660	15.7	19	1	0	0	2	0	0	0	
29-1029	Health Technologists and Technicians, All Other	15,000	320	\$41,211	Vocational / OJT	25.3	680	28.1	15	0	0	0	0	0	0	0	
29-1081	Healthcare Support Workers, All Other	23,100	480	\$36,308	H.S. Diploma	15.6	710	16.7	15	0	0	0	0	0	0	0	
19-3039	Physical Therapist Aides	6,400	240	\$26,165	H.S. Diploma	29.7	300	50.0	15	2	1	0	2	0	0	2	
29-1124	Emergency Medical Technicians and Paramedics	15,900	230	\$31,578	Vocational / OJT	42.1	990	30.4	12	0	0	0	0	0	0	0	
29-2033	Medical Records and Health Information Technicians	17,400	300	\$37,923	Vocational / OJT	19.0	680	13.3	10	5	5	0	5	1	0	3	
29-2032	Opticians, Dispensing	6,200	200	\$37,615	H.S. Diploma	17.7	240	30.0	10	2	1	0	0	1	0	1	
19-1042	Respiratory Therapists	14,200	210	\$70,318	Associate's Degree	26.1	630	19.0	8	0	0	0	0	0	0	0	
19-3099	Massage Therapists	24,100	200	\$34,422	Vocational / OJT	14.1	730	20.0	7	2	0	0	0	0	0	1	
19-1022	Psychiatric Technicians	8,900	120	\$53,623	Vocational / OJT	21.3	340	0.0	3	1	1	0	2	0	0	1	
29-1181	Surgical Technologists	8,900	120	\$50,710	Vocational / OJT	14.6	290	8.3	3	2	2	0	4	0	0	2	
29-1199	Medical and Clinical Laboratory Technicians	16,900	120	\$40,799	Associate's Degree	14.8	580	0.0	2	0	0	0	0	0	0	0	
29-1125	Medical Equipment Preparers	7,100	80	\$32,449	H.S. Diploma	12.7	200	12.5	2	0	0	0	0	0	0	0	
29-2031	Anesthesiologists	5,800	N/A	N/A	Doctoral Degree	17.2	220	N/A	N/A	0	0	0	0	0	0	0	
29-9091	Obstetricians and Gynecologists	3,200	N/A	N/A	Doctoral Degree	21.9	130	N/A	N/A	0	0	0	0	0	0	0	
29-1128	Orthodontists	1,100	N/A	N/A	Doctoral Degree	9.1	30	N/A	N/A	0	0	0	0	0	0	0	
29-2051	Psychiatrists	4,800	N/A	N/A	Doctoral Degree	14.6	170	N/A	N/A	0	0	0	0	0	0	0	
29-2056	Surgeons	5,700	N/A	N/A	Doctoral Degree	19.3	220	N/A	N/A	0	0	0	0	0	0	0	
31-1013	Internists, General	8,300	N/A	\$186,395	Doctoral Degree	20.5	340	N/A	N/A	0	0	0	0	0	0	0	
31-9096	Family and General Practitioners	12,300	N/A	\$167,470	Doctoral Degree	22.0	510	N/A	N/A	0	0	0	0	0	0	0	
31-9095	Pediatricians, General	6,100	N/A	\$162,286	Doctoral Degree	19.7	250	N/A	N/A	0	0	0	0	0	0	0	
29-1111	Dentists, All Other Specialists	1,300	N/A	\$138,971	Doctoral Degree	0.0	50	N/A	N/A	0	0	0	0	0	0	0	
31-1011	Podiatrists	1,100	N/A	\$112,513	Doctoral Degree	0.0	30	N/A	N/A	0	0	0	0	0	0	0	
31-9092	Psychologists	1,700	N/A	\$101,402	Master's Degree	11.8	70	N/A	N/A	0	0	0	0	0	0	0	
29-2061	Radiation Therapists	1,600	N/A	\$95,808	Associate's Degree	12.5	50	N/A	N/A	0	0	0	0	0	0	0	
31-1012	Nuclear Medicine Technologists	1,600	N/A	\$93,357	Associate's Degree	12.5	50	N/A	N/A	0	0	0	0	0	0	0	
31-9091	Diagnostic Medical Sonographers	5,300	N/A	\$83,540	Associate's Degree	37.7	280	N/A	N/A	0	0	0	0	0	0	0	
19-4099	Medical Scientists, Except Epidemiologists	27,800	N/A	\$83,430	Doctoral Degree	41.4	1,320	N/A	N/A	0	0	0	0	0	0	0	
29-2021	Social Scientists and Related Workers	4,000	N/A	\$78,465	Bachelor's Degree	22.5	260	N/A	N/A	0	0	0	0	0	0	0	
31-2011	Microbiologists	3,600	N/A	\$77,332	Bachelor's Degree	22.2	160	N/A	N/A	0	0	0	0	0	0	0	
11-9111	Audiologists	1,500	N/A	\$74,231	Doctoral Degree	20.0	40	N/A	N/A	0	0	0	0	0	0	0	
29-1123	Health Diagnosing and Treating Practitioners	4,500	N/A	\$68,448	Master's Degree	20.0	180	N/A	N/A	0	0	0	0	0	0	0	
29-2052	Recreational Therapists	1,000	N/A	\$60,879	Bachelor's Degree	10.0	50	N/A	N/A	0	0	0	0	0	0	0	
29-1051	Cardiovascular Technologists and Technicians	3,600	N/A	\$57,631	Associate's Degree	25.0	150	N/A	N/A	1	1	0	0	0	0	0	
11-9151	Athletic Trainers	1,000	N/A	\$45,972	Bachelor's Degree	30.0	60	N/A	N/A	0	0	0	0	0	0	0	
21-1022	Therapists, All Other	4,000	N/A	\$42,454	Master's Degree	22.5	180	N/A	N/A	0	0	0	0	0	0	0	
21-1029	Dietetic Technicians	1,900	N/A	\$35,032	H.S. Diploma	15.8	60	N/A	N/A	0	0	0	0	0	0	0	
29-1127	Veterinary Technologists and Technicians	8,400	N/A	\$34,876	Associate's Degree	31.0	410	N/A	N/A	2	1	0	0	1	0	0	
29-2799	Psychiatric Aides	2,600	N/A	\$26,444	H.S. Diploma	19.2	70	N/A	N/A	0	0	0	0	0	0	0	
31-9799*	Veterinary Assistants and Laboratory Animal Caretakers	8,100	N/A	\$25,173	H.S. Diploma	1.2	130	N/A	N/A	3	3	0	0	3	0	0	
31-2022	Pharmacy Aides	8,100	N/A	\$24,158	H.S. Diploma	32.1	380	N/A	N/A	0	0	0	0	0	0	0	
29-1122	Registered Nurses	251,800	3,780	\$89,577	Associate's Degree	21.6	9,980	21.7	150	0	0	0	0	0	0	0	
29-2037	Licensed Practical and Licensed Vocational Nurses	64,500	1,100	\$51,760	Vocational / OJT	22.5	3,170	27.3	59	5	2	0	4	0	0	2	
29-1021	Medical and Health Services Managers	27,800	510	\$101,695	Bachelor's Degree	18.7	1,210	19.6	22	0	0	0	0	0	0	0	
29-2041	Physical Therapists	16,500	420	\$87,194	Doctoral Degree	23.6	580	38.1	21	0	0	0	0	0	0	0	
29-1131	Pharmacy Technicians	29,000	480	\$38,285	H.S. Diploma	33.1	1,460	27.1	21	12	9	0	24	0	0	10	
29-1069	Pharmacists	23,600	420	\$130,563	Doctoral Degree	26.7	1,230	21.4	20	0	0	0	0	0	0	0	



Ventura County Occupational Employment Data & Growth Projections																	
HEALTHCARE																	
SOC Code*	Occupations	2010 CALIFORNIA Average Annual Employment	2010 VENTURA COUNTY Average Annual Employment	2010 VENTURA COUNTY Median Annual Wages**	2013 Education and Training Level***	2020 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2020 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Openings****	2010-2013 WIA Placements	2010-2013 Training Related Placements	JTA 53 Job Readiness Training	JTA 54 Occupational Skills Training	JTA 55 On-the-Job Training	OS License	OS Certificate	Notes
21-1023	Healthcare Social Workers	12,600	340	\$60,777	Master's Degree	31.0	690	26.5	17	0	0	0	0	0	0	0	
29-2071	Social Workers	13,000	510	\$63,971	Bachelor's Degree	13.1	490	5.9	16	0	0	0	0	0	0	0	
29-2081	Speech-Language Pathologists	11,500	350	\$84,861	Master's Degree	13.9	380	22.9	15	0	0	0	0	0	0	0	
29-1041	Occupational Therapists	9,000	240	\$86,960	Master's Degree	24.4	380	37.5	14	0	0	0	0	0	0	0	
29-1126	Radiologic Technologists and Technicians	17,200	380	\$69,409	Associate's Degree	23.8	680	21.1	14	0	0	0	0	0	0	0	
29-9799	Dentists, General	17,000	260	\$134,204	Doctoral Degree	4.1	580	15.4	12	0	0	0	0	0	0	0	
31-9011	Veterinarians	5,800	210	\$91,950	Doctoral Degree	17.2	210	33.3	11	0	0	0	0	0	0	0	
29-9011	Physicians and Surgeons, All Other	29,900	280	>\$187,200	Doctoral Degree	15.7	1,060	17.9	10	0	0	0	0	0	0	0	
	Mental Health and Substance Abuse Social Workers	10,600	200	\$44,668	Bachelor's Degree	17.9	440	25.0	10	1	0	0	0	0	0	0	
29-1031																	
31-2021	Optometrists	4,100	150	\$91,913	Doctoral Degree	17.1	220	26.7	9	0	0	0	0	0	0	0	
29-1071	Healthcare Practitioners and Technical Workers	8,300	120	\$67,897	Bachelor's Degree	19.3	450	25.0	7	0	0	0	0	0	0	0	
19-1021	Occupational Health and Safety Specialists	6,300	130	\$80,890	Bachelor's Degree	14.3	310	7.7	6	1	1	0	0	0	0	1	
29-1011	Dietitians and Nutritionists	7,000	110	\$68,621	Bachelor's Degree	20.0	390	9.1	6	3	0	0	0	0	0	1	
29-2053	Physical Therapist Assistants	4,600	100	\$58,643	Associate's Degree	30.4	210	40.0	6	0	0	0	0	0	0	0	
29-2055	Physician Assistants	8,300	80	\$95,207	Master's Degree	25.3	380	25.0	4	0	0	0	0	0	0	0	
19-4021	Biochemists and Biophysicists	6,400	90	\$81,515	Doctoral Degree	37.5	390	22.2	4	0	0	0	0	0	0	0	
29-2011	Chiropractors	3,900	80	\$66,731	Doctoral Degree	5.1	100	25.0	4	0	0	0	0	0	0	0	
29-2012	Biological Technicians	11,400	110	\$44,607	Bachelor's Degree	16.7	570	9.1	3	6	6	0	0	6	0	0	
	Medical and Clinical Laboratory Technologists	11,800	110	\$81,068	Bachelor's Degree	11.9	370	0.0	2	0	0	0	0	0	0	0	
31-9093																	
31-9094	Medical Transcriptionists	6,000	50	\$43,045	Vocational / OJT	1.7	100	-20.0	1	1	1	0	0	0	0	1	

\*2010 Standard Occupational Classifications and Occupational Information Network provided by the Department of Labor  
\*\*Median Annual Wages are the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above the median wage. The wages are from 2010-1st quarter and do not include self-employed or unpaid family workers.  
\*\*\*Occupational training and education classifications were developed by the Bureau of Labor Statistics (BLS).  
\*\*\*\*Average Annual Job Openings includes new jobs and replacement needs.

Data Source: State of California Employment Development Department - Labor Market Info

Additional Information:  
Living Wage in Ventura County as of December 2013 (California Budget Project)

\$34,109.00 Single Adult  
\$79,549.00 Single-Parent Family\*  
\$64,203.00 Two-Parent Family\* (one working)  
\$85,713.00 Two-Working-Parent Family\*

\*All family types are assumed to have two children.

Current Employment Data
WIA Placement and Training Data
2020 Growth Projection Data