



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

### HEALTHCARE COMMITTEE MEETING

Friday, March 11, 2016  
8:00 a.m.-9:30 a.m.

VCCF Nonprofit Center (Community Room)  
4001 Mission Oaks Blvd., Camarillo, CA

### AGENDA

- |           |   |                             |
|-----------|---|-----------------------------|
| 8:00 a.m. | <b>1.0 Call to Order and Agenda Review</b>  | Greg Barnes                 |
| 8:03 a.m. | <b>2.0 Public Comments</b>  | Greg Barnes                 |
|           | <i>Procedure:</i> 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. |                             |
| 8:08 a.m. | <b>3.0 Approval of Minutes:</b> January 22, 2016  | Greg Barnes                 |
|           | <b>4.0 Ventura County Regional Strategic Workforce Development Plan</b>   |                             |
| 8:10 a.m. | • Regional Healthcare Case Manager Pathway Project: Survey Review   | Survey Workgroup            |
| 8:20 a.m. | • Complementary Approaches to Workforce Development   | Greg Barnes                 |
| 8:30 a.m. | • Healthcare Committee 2-Year Plan: Data Review and Discussion  | Greg Barnes<br>Cheryl Moore |
|           | – <i>Extent to which 2015 REAP report reflects Ventura County</i>   |                             |
|           | – <i>Local business perspective on healthcare jobs currently hiring</i>   |                             |
|           | – <i>Positions considered hard to fill in Ventura County</i>  |                             |
|           | – <i>Business or workforce changes in next 12-18 months</i>   |                             |
|           | – <i>Training/certification needs for current and/or future employees</i>   |                             |
| 9:05 a.m. | • Healthcare Deputy Sector Navigator: Update  | John Cordova                |
| 9:15 a.m. | • CLS Field Experience Joint Application Update   | Dawn Neuman                 |
| 9:25 a.m. | <b>5.0 Committee Member Comments</b>  | Committee Members           |
| 9:30 a.m. | <b>6.0 Adjournment</b>  | Greg Barnes                 |

#### Next Meeting

May 6, 2016 (8:00 a.m. - 9:30 a.m.)  
VCCF Nonprofit Center (Community Room)  
4001 Mission Oaks Blvd., Camarillo, CA

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Development Board of Ventura County staff at (805) 477-5306 at least five days prior to the meeting. TTY line: 1-800-735-2922.

For information about the Workforce Development Board of Ventura County, go to [workforceventuracounty.org](http://workforceventuracounty.org)



**WDB Healthcare Committee**  
**January 22, 2016**

**MINUTES**

**Meeting Attendees**

Committee

Greg Barnes (Chair)\*  
John Cordova  
Sandy Melton  
Brett Watson

WDB Administration

Patricia Duffy  
Cheryl Moore  
Theresa Salazar Vital

Guests

Sally Harrison (Ventura County CEO's Office)  
Karen Jensen (California State University, Channel Islands)  
Amy Mantell ( St. John's Hospitals)  
Debbie Newcomb (Ventura College)  
Jim Rose (Oxnard Union HS District)

*\*WDB Member*

**1.0 Call to Order and Agenda Review**

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

**2.0 Public Comments**

There were no public comments.

**3.0 Receive and File Minutes: November 6, 2015**

Motion to approve: Greg Barnes  
Second: Sandra Melton  
Motion carried

**4.0 Ventura County Regional Strategic Workforce Plan**

• Los Angeles/Ventura Regional Healthcare Case Manager Pathway Project

Patricia Duffy reported that six Los Angeles Workforce Development Boards and the Ventura County WDB, along with industry partners in healthcare and education, are collaborating to identify the various healthcare system opportunities and training needs for developing a skilled workforce in Case Management/Care Coordination. Funded through a small concept development award from the California WDB, the collaborative is positioning the project to be eligible to receive additional funding for development and implementation.

The kick-off meeting for educators interested in the Case Manager Pathway Project was held in Los Angeles in December 2015. Both the Deputy Sector Navigator for Healthcare from our region and a professor from California State University, Channel Islands, invited by the Healthcare Committee, attended the meeting.

The Healthcare Committee members discussed ways that they could assist with the project.

- Inventory curriculum in our local region to determine existing courses that could be used.
- Identify skills by occupation (For example, a nurse needing training in care coordination might need to know about insurance.)
- Look at various levels and opportunities to create entry-level positions and career ladders.

Next Step: The Committee formed a workgroup to develop a local survey for get feedback from our local industry partners. A larger, more extensive survey will be done through the Regional Collaborative as the project moves forward.

- A.D.N. to B.S.N. Transition Challenges

Sandra Melton (Ventura College) provided an update on Associate Degree, Nursing (A.D.N.) to Bachelor of Science, Nursing (B.S.N.) transition challenges locally. There has been a concern that acute care hospitals would be requiring newly hired nurses to have Baccalaureate Degrees vs. Associate Degrees in Nursing. She noted that the same certification exam is taken to receive a Registered Nurse certification.

California has 78 public A.D.N. programs and 13 private; only 19 public Baccalaureate Degree programs and 18 private are available. Therefore, few public colleges in California offer a B.S.N. in comparison to the A.D.N public programs. Ms. Melton explained the history leading up to some hospitals requiring B.S.N. degrees. It appears that locally we are not facing a critical problem at this time and that 100% of the nursing graduates with A.D.N. degrees are finding employment.

Healthcare Committee members noted the importance of exploring ways to reduce the cost of A.D.N. to B.S.N. fast track programs to make them more affordable. Also helpful, would be to find out which local hospitals are requiring B.S.N. degrees by a certain date, after hiring, and if they are providing educational benefits.

- Deputy Sector Navigator: Update

John Cordova, Deputy Sector Navigator (DSN), submitted a written report. Topics included the successful Health Tech in Motion event held at the Ventura Crowne Plaza on December 12, 2015, for teachers and students. Schools had received \$100,000 in DSN Health Augmentation Funds for various events, including support for the VC Innovates Entrée to Employment event in March. The DSN continued to participate in the LA/Ventura County Regional Case Manager/Care Coordinator Project. In addition, the report included an announcement of an event on February 22, 2016, at College of the Canyons entitled "Making End of Life Amazing."

- Healthcare Committee 2 -Year Plan: REAP Data Review and Discussion

Committee members began their review of the Regional Economic Analysis Profile (REAP) for healthcare occupations in Ventura County and identified two issues:

- The Clinical Laboratory Scientist (CLS) occupation is not on the report; however it is a difficult-to-fill position for Ventura County employers. It was noted that because some CLS professionals work for multiple employers, it is difficult to get an accurate count.
- Dietary Manager is another difficult-to-fill occupation that does not appear in the REAP data.

Concerned that the REAP report might not provide sufficient information for healthcare workforce development decision making, the Committee decided to continue this discussion at the next meeting.

## **5.0 Committee Member Comments**

There were no comments.

## **6.0 Adjournment**

Greg Barnes adjourned the meeting at 9:33 a.m.

### Next Meeting

March 11, 2016 (8:00 a.m.-9:30 a.m.)  
VCCF Nonprofit Center (Community Room)  
4001 Mission Oaks Blvd., Camarillo, CA

**HEALTHCARE COMMITTEE**  
**Workforce Development Board of Ventura County**

**Case Management/Care Coordinator Survey**  
**March 2016**

**Case Manager/Care Coordinator**

**Introduction:**

The Healthcare Committee of the Workforce Development Board of Ventura County is conducting a survey, to understand the present and future Case Manager/Care Coordinator workforce and training needs in Ventura County. Because of the Affordable Care Act, there is an increased demand for Case Managers/Care Coordinators in various healthcare settings. These positions are often filled by professionals who require different levels of education and training.

**Please help us to understand the workforce and training needs for Case Managers/Care Coordinators by completing a brief survey. This survey should take 10 minutes or less.**

**Target:** Hospitals, skilled nursing facilities, clinics, surgical centers, medical practices.

**Titles include:** Case Manager, Care Coordinator, Case Worker (or related title)

**Survey Type:** Online, Telecommunicate

**Definition:** Case Managers/Care Coordinators: Coordinate care provided by multiple practitioners, monitor care plans, facilitate communication among patients, family, doctors, the hospitals, care facilities and the insurance providers.

**A. Is your facility/company physically located in Ventura County?**

1. Yes or No

**B. How would you classify your organization?**

1. Acute Care Facility/ Hospital
2. Community Health Clinic
3. Insurance Company
4. Medical Office Practice
5. Outpatient Services
6. Skilled Nursing Facility
7. Surgical Center
8. Other - (specify \_\_\_\_\_)

**C. Does your facility/company employ case managers/ care coordinators?**

1. Yes
2. Yes, in the future
3. No

**If no – Survey should terminate at this point and send in that result?**

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**Case Management/Care Coordinator Survey**  
**March 2016**

**D. Who currently fulfills this role?**

1. Registered Nurse
2. Licensed Vocational Nurse
3. Certified Nurse Assistant
4. Medical Assistant
5. Social Worker
6. Multi-disciplinary team
7. Other \_\_\_\_\_

**E. How many permanent full-time employees in these categories work as case managers/care coordinators (A permanent full-time employee is someone who works 30 hours a week or more regularly).**

# of full-time employees \_\_\_\_\_

**F. How many permanent part-time employees work as case managers care coordinators at or from your organization? (A part-time employee is someone who works less than 30 hours a week).**

# of part time employees \_\_\_\_\_

**G. Does your organization face any of the following barriers in expanding the role and responsibilities of case manager/ care coordinator at your organization? Check all that apply.**

1. Lack of training resources
2. Services not reimbursable
3. Personal barriers that limit CM/CC's roles (i.e. language skills, literacy, documentation status)
4. Lack of established scope of practice for roles & responsibilities
5. Inadequate supervision of CM/CCs
6. High turn over
7. Professional concerns from physicians and other health care staff
8. Limited healthcare information management and analysis capabilities
9. Lack of metrics to measure CM/CC's contributions to reducing costs, improving quality of care, and improving population health
10. Other (please specify):
11. None

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**Case Management/Care Coordinator Survey**  
**March 2016**

**H. Do you require certifications and/ or degree for this role?**

1. Yes
2. No

**I. What is your minimum education requirement for Case Manager/ Care Coordinator? Please select one.**

1. Less than High school
2. High school diploma or equivalent
3. Some college, no degree
4. Post-secondary Certificate
5. Associate's Degree
6. Bachelor's Degree
7. Master's Degree
8. Other: \_\_\_\_\_
9. Not Sure

**J. Thinking about educational requirements, please rank which degree you prefer for Case Manager/ Care Coordinator in order of preference? Your preferred degree would be your 1st choice, then 2nd choice, etc. If you only have a 1st choice, you can leave the 2nd and 3rd choice blank.**

	1st Choice	2 <sup>nd</sup> Choice	3rd Choice	No Preference
Registered nursing degree				
Vocational nursing degree				
Social work degree				
Human development degree				
Medical assisting degree				
Allied health degree				
Community health degree				
Other (Specify)				

**HEALTHCARE COMMITTEE**  
**Workforce Development Board of Ventura County**

**Case Management/Care Coordinator Survey**  
**March 2016**

**K. What are your minimum work experience requirements for Case Manager/ Care Coordinator?**

1. No work experience
2. Less than 12 months of related experience
3. 1 year of related experience
4. 2 years of related experience
5. More than 2 years of related experience.
6. Not Sure

**L. Next, please think about the skill and competency requirements for Case Manager/ Care Coordinators at your location.**

Please indicate how important the following skills and competencies are for **Case Manager/ Care Coordinator** employed at your location. To answer please use the following scale:

- **Must Have (MH)** – the applicant must have the skill otherwise he/she will not be considered for the position
- **Prefer to Have (PTH)** – you would prefer the applicant have the skill however you would consider an applicant if he/she didn't have the skill though it is not ideal
- **Not Required (NR)** – this skill is not very important and is something that can be easily trained on the job
- **Not Applicable (NA)** – the skill does not apply to the position

	<b>MH Must have</b>	<b>PTH Prefer to have</b>	<b>NR Not required</b>	<b>NA Not applicable</b>
Medical Knowledge (cursory; terminology, disease)				
Organizational Management				
Billing				
Insurance (e.g. Medicare, HMO, PPO, etc.)				
Software (e.g. Microsoft office suites, EHR)				
Utilization review				
Physician relations				
Discharge planning				
Medical cursory				
Written and oral communication				
Medicare and MediCal Criteria				
Other				

**M. How much time do your Case Managers/Care Coordinators devote to the following roles:**



**HEALTHCARE COMMITTEE**  
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**Case Management/Care Coordinator Survey**  
**March 2016**

		None	Little	Some	Most
1	<b>Insurance</b> :Navigating the insurance systems, understanding regulations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	<b>Communication</b> : Communicating with patient, family, physicians, caregivers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	<b>Education</b> : Providing health education and information.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	<b>Care Support</b> : Coordinating care support network for the patient. Researching and identifying resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	<b>Follow up</b> : Following up with patient post discharge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**N. Please indicate whether your organization has no difficulty, moderate difficulty, or extreme difficulty recruiting and hiring qualified Case Manager/ Care Coordinator.**

1. No difficulty
2. Moderate difficulty
3. Extreme difficulty

**O. Please indicate whether your organization has no difficulty, moderate difficulty, or extreme difficulty retaining your Case Manager/ Care Coordinator beyond one year of employment.**

1. No difficulty
2. Moderate difficulty
3. Extreme difficulty

**P. Do you expect to be increasing the number of Case Managers/Care Coordinators hired within the next year?**

1. Yes
2. No

**HEALTHCARE COMMITTEE**  
**Workforce Development Board of Ventura County**

**Case Management/Care Coordinator Survey**  
**March 2016**

**Q. Since it sometimes becomes necessary for the project manager to call back and confirm responses to certain questions, please provide us with your contact information.**

1. First Name
2. Last Name
3. Position
4. Phone
5. Email
6. Company Name
7. Company City

**Thank you for completing the survey.**

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Date of Interview \_\_\_\_\_

Time of Interview \_\_\_\_\_

Name of Interviewer \_\_\_\_\_

Employer Type \_\_\_\_\_

Primary NAICS \_\_\_\_\_

**Follow-up to Healthcare Committee Meeting on 3/11/16**  
**Workforce Development Board of Ventura County**

*Thank you for this feedback from WDBVC Healthcare Committee members and guests.*

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**Los Angeles/Ventura Regional Collaborative  
Healthcare Case Manager/Care Coordinator Pathway Project**

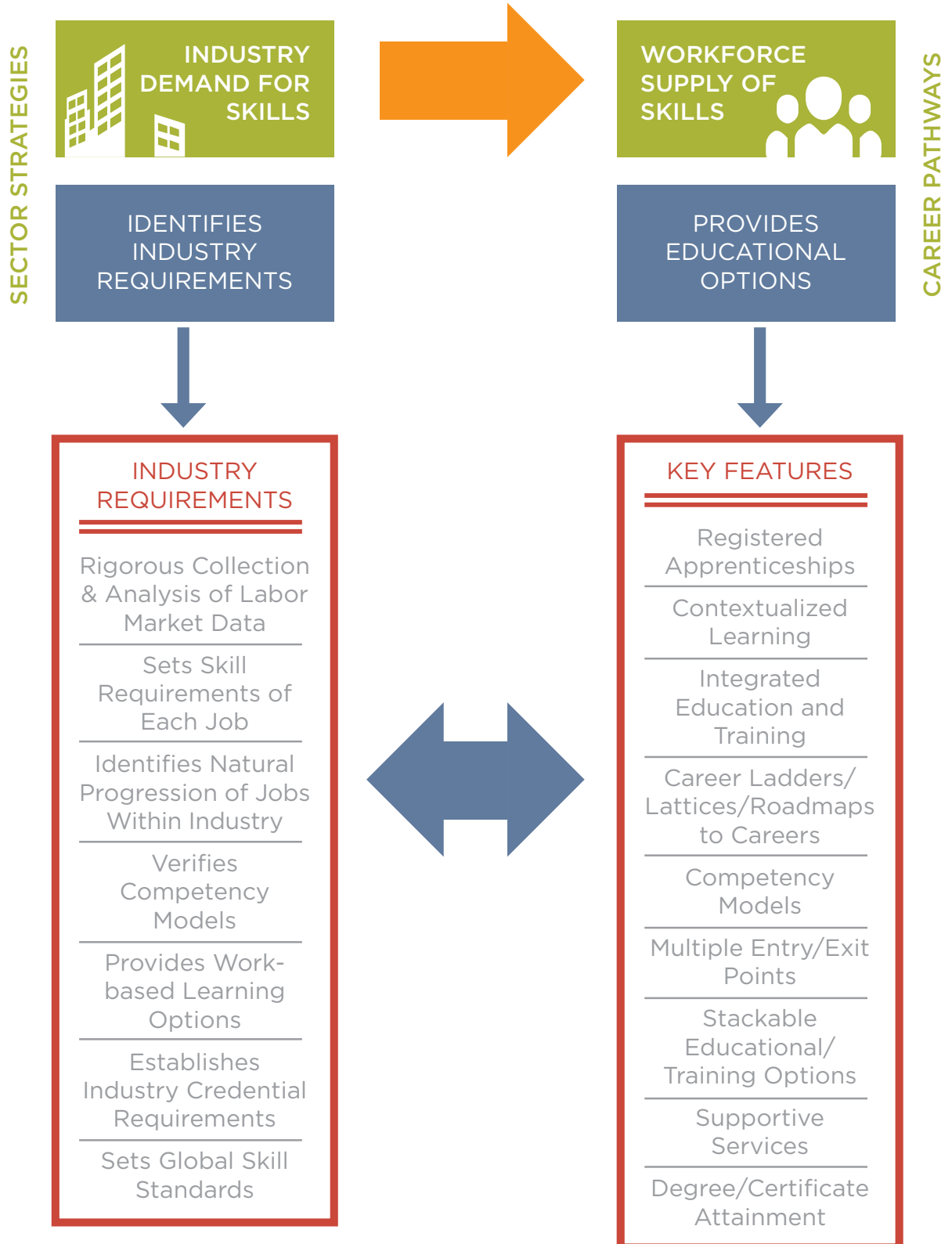
Suggested courses for the development of training for Case Managers/Care Coordinators

**EDUCATION FEEDBACK**

**BUSINESS FEEDBACK**

<b>EDUCATION FEEDBACK</b>	<b>BUSINESS FEEDBACK</b>
<p><b>Ventura College existing courses that may apply to developing a Case Manager certificate:</b></p> <ul style="list-style-type: none"><li>• Medical Terminology (BUS V27A)</li><li>• Medical Insurance (BUS V29)</li><li>• Organization and Management (BUS V31) or Organizational Behavior (BUS V40)</li></ul> <p><b>Suggested Case Manager courses to develop for a certificate:</b></p> <ul style="list-style-type: none"><li>• Fundamentals of the Healthcare System (Health Services, Managed Care, etc.)</li><li>• Principles of Healthcare Management</li><li>• Principles of Healthcare Law and Regulatory Compliance (including health rights and responsibilities)</li><li>• Introduction to Public Health (to include communicable diseases, drugs in society, immunizations, cancer registries, and mandatory reporting)</li></ul>	<p><b>List of classes and topics suggested by RN Case Managers</b></p> <ul style="list-style-type: none"><li>• Utilization management</li><li>• Medicare regulations review</li><li>• InterQual criteria</li><li>• Insurance overall/all types</li><li>• Physician relations</li><li>• MediCal criteria</li><li>• Discharge planning</li></ul>

### Complementary Approaches to Workforce Development





## HEALTHCARE COMMITTEE 2-YEAR PLAN Workforce Development Board of Ventura County 2016-2018

### Goal

The Healthcare Committee will strive to create a diverse pipeline of workers to fill healthcare positions in Ventura County and will work to bring together partners in business, economic development, education, labor, government, and community-based organizations to address workforce shortages in healthcare.

### Components of Plan

- 1. Engage Leaders**

Broaden the Healthcare Committee's core team of Ventura County employers, key agencies, and organizations most involved in healthcare workforce development. Develop ways to identify, engage, and communicate effectively with the core team and other healthcare workforce partners.

  - Hospitals
  - Home health
  - Assisted living
  - Skilled nursing
  - Community clinics/ambulatory care centers
  - Ambulatory surgical centers
  - Mental health clinics
  - Physician offices
  - Agencies (e.g., Area Agency on Aging)
  - California State University, Channel Islands
  - Ventura County Community College District
  - Ventura County Office of Education
  - Adult education
  - Elected officials
  - Others
  
- 2. Analyze Data**

Validate State employment data with a local survey of healthcare workforce needs.
  
- 3. Take Inventory**

Inventory current training providers in the region. Develop a matrix that includes inventories of high school academies, ROP, adult education, community colleges, universities, certification programs, apprenticeships and internships.

  - Industry-recognized certification programs
  - Apprenticeships
  - Internships
  - Externships
  - High school academies
  - Regional Occupational Program
  - Adult education
  - Community colleges
  - Universities



## HEALTHCARE COMMITTEE 2-YEAR PLAN Workforce Development Board of Ventura County 2016-2018

- 4. Determine Priorities** Determine focus area priorities for healthcare workforce development.
- Sector workforce readiness
  - Career pathways
  - Sector certifications
  - Stackable credentials
  - Pre-apprenticeship programs
  - Apprenticeship programs
  - Business participation:
    - Curriculum development
    - Job shadowing
    - Internships
    - Externships
    - On-the-job training
    - Career awareness/outreach
- 5. Identify Gaps** Identify the gaps between education and regional healthcare workforce needs and determine priorities.
- 6. Take Action** Develop an action plan to provide a bridge to fill those gaps.
- Clinical Laboratory Scientist: Finalize the Clinical Laboratory Field Experience Program pending State Certification of the joint application for four participating hospitals.
  - Case Manager/Care Coordinator: Assist the Case Manager/Care Coordinator Regional Career Pathway Project through the Healthcare Committee's input and survey of local needs. (The Case Manager/Care Coordinator Regional Career Pathway Project was initiated by six LA Workforce Development Boards and the Workforce Development Board of Ventura County to bring healthcare and education partners together to develop and implement a healthcare case manager/care coordinator career pathway and training program)
  - A.D.N. to B.S.N.: Identify nursing workforce development needs and form a workgroup to make recommendations.
  - Pharmacy Technician: Explore the possibility of an apprenticeship
  - Cultural Awareness: Encourage cultural awareness training in healthcare.
  - Education Advisory Process: Recommend the alignment of healthcare business advisory committees to help streamline the regional education advisory process.
- 7. Monitor Progress** Measurement is through the Healthcare Committee's annual Workforce Development Board Year-End Review report and a review of the Committee's 2-Year Plan.

**PLANNING DISCUSSION NOTES**  
**WDB Healthcare Committee**  
**November 6, 2015**

During the review and discussion of a draft WDB Healthcare Committee 2-Year Plan (Plan), prepared by a workgroup of the Committee and integrated into the WDB committee planning guidelines format, Committee members made comments and generated additional ideas to be considered in developing the Plan. (The draft Plan and advisory cycle attachment are included in the meeting packet.) Comments made during the meeting are listed below and organized by components of the draft Plan:

**Components of Plan**

**Workgroup Draft Plan 10/14/15**

**Committee Discussion Notes 11/06/15**

<b>1. Engage</b>	<p>Broaden the Healthcare Committee’s core team of Ventura County employers, key agencies, and organizations most involved in healthcare workforce development. Develop ways to identify, engage, and communicate effectively with the core team and other healthcare workforce partners.</p> <ul style="list-style-type: none"> <li>• Hospitals</li> <li>• Home health</li> <li>• Assisted living</li> <li>• Skilled nursing</li> <li>• Community clinics/ambulatory care centers</li> <li>• Ambulatory surgical centers</li> <li>• Mental health clinics</li> <li>• Physician offices</li> <li>• Agencies (e.g., Area Agency on Aging)</li> </ul> <ul style="list-style-type: none"> <li>• California State University, Channel Islands</li> <li>• Ventura County Community College District</li> <li>• Ventura County Office of Education</li> <li>• Adult education</li> <li>• Elected officials</li> <li>• Others</li> </ul>	<ul style="list-style-type: none"> <li>– <i>Focus on employer engagement on local workforce issues to address current and future business needs</i></li> <li>– <i>Options for participation include Committee membership; regular meeting guest; topic-specific meeting guest; invitation to be a guest speaker</i></li> <li>– <i>Recruitment in progress by Committee members and staff (Note: Please contact Patricia Duffy regarding recommendations for possible guests/members.)</i></li> </ul>
<b>2. Analyze Data</b>	<p>Validate State employment data with a local survey of healthcare workforce needs.</p>	<ul style="list-style-type: none"> <li>– <i>Need to look at scale/weight of business needs</i></li> <li>– <i>Consider community economic and social environment (reference made to the 2015 State of the Region Report, Ventura County Civic Alliance)</i></li> <li>– <i>Need to be aware of the impact of the diminishing middle class on the Ventura County workforce, businesses and economy</i></li> <li>– <i>Consider the potential impact of telemedicine on businesses and careers</i></li> </ul>

	<ul style="list-style-type: none"> <li>- Engage private education in discussions regarding offerings, competencies, and placement rates</li> <li>- Get input from hiring agencies</li> <li>- Hold a regular annual meeting with local employers to validate labor market data/needs</li> </ul>
<p><b>3. Take Inventory</b> Inventory current training providers in the region. Develop a matrix that includes inventories of high school academies, ROP, adult education, community colleges, universities, certification programs, apprenticeships and internships.</p> <ul style="list-style-type: none"> <li>• Industry-recognized certification programs</li> <li>• Apprenticeships</li> <li>• Internships</li> <li>• Externships</li> <li>• High school academies</li> <li>• Regional Occupational Program</li> <li>• Adult education</li> <li>• Community colleges</li> <li>• Universities</li> </ul>	<ul style="list-style-type: none"> <li>- Inventories of high school, adult education, and community college courses/programs are underway by VC Innovates; CSUCI interested in participating in inventory</li> <li>- Need to discuss issues and challenges of certifications and apprenticeships in healthcare</li> <li>- Need to understand the types and levels of internships needed in healthcare</li> </ul>
<p><b>4. Determine Priorities</b> Determine focus area priorities for healthcare workforce development</p> <ul style="list-style-type: none"> <li>• Sector workforce readiness</li> <li>• Career pathways</li> <li>• Sector certifications</li> <li>• Stackable credentials</li> <li>• Pre-apprenticeship programs</li> <li>• Apprenticeship programs</li> <li>• Business participation</li> <li>• Curriculum development</li> <li>• Job shadowing</li> <li>• Internships</li> <li>• Externships</li> <li>• On-the-job training</li> <li>• Career awareness/outreach</li> </ul>	
<p><b>5. Identify Gaps</b> Identify the gaps between education and regional healthcare workforce needs and determine priorities.</p>	<p><i>Need to determine the gaps between what is requested for career-related educational experiences and the interest/value for businesses to participate</i></p>



<p><b>6. Take Action</b></p>	<p>Develop an action plan to provide a bridge to fill those gaps.</p> <ul style="list-style-type: none"> <li>• <u>Clinical Laboratory Scientist</u>: Finalize the Clinical Laboratory Field Experience Program pending State Certification of the joint application for four participating hospitals.</li> <li>• <u>Case Manager/Care Coordinator</u>: Assist the Case Manager/Care Coordinator Regional Career Pathway Project through the Healthcare Committee's input and survey of local needs. (The Case Manager/Care Coordinator Regional Career Pathway Project was initiated by six LA Workforce Development Boards and the Workforce Development Board of Ventura County to bring healthcare and education partners together to develop and implement a healthcare case manager/care coordinator career pathway and training program)</li> <li>• <u>A.D.N. to B.S.N.</u>: Identify nursing workforce development needs and form a workgroup to make recommendations.</li> <li>• <u>Pharmacy Technician</u>: Explore the possibility of an apprenticeship</li> <li>• <u>Cultural Awareness</u>: Encourage cultural awareness training in healthcare.</li> <li>• <u>Education Advisory Process</u>: Recommend the alignment of healthcare business advisory committees to help streamline the regional education advisory process.</li> </ul>	<ul style="list-style-type: none"> <li>– <i>Need to continue:</i> <ul style="list-style-type: none"> <li>○ <i>Clinical Laboratory Scientist Field Experience Program (currently hospital certifications under State review; CSUCI implementation target Fall 2016)</i></li> <li>○ <i>Healthcare Case Manager/Care Coordinator Regional Career Pathway Project (six Los Angeles WDBs and Ventura County WDB collaborative)</i></li> <li>○ <i>Use/updating of WDB Healthcare Readiness Skills Categories chart</i></li> </ul> </li> <li>– <i>Following data/gap analyses, need to determine appropriate priorities/next steps, which might (or might not) include the following:</i> <ul style="list-style-type: none"> <li>○ <i>Other job category priorities from the Committee's previous Plan: Radiologic Technician, Occupational Therapist, Physical Therapist, Speech Therapist</i></li> <li>○ <i>A.D.N. to B.S.N.: business transition underway</i></li> <li>○ <i>Pharmacy Technician: possible apprenticeship</i></li> <li>○ <i>Cultural awareness: new and incumbent worker training</i></li> <li>○ <i>Ways to expand paid and unpaid internships (some students are placing themselves)</i></li> <li>○ <i>Consider appropriateness of apprenticeships vs. internships</i></li> <li>○ <i>Consider use of a business/education advisory cycle model (draft attached to draft Plan)</i></li> </ul> </li> </ul>
<p><b>7. Monitor Progress</b></p>	<p>Measurement is through the Healthcare Committee's annual Workforce Development Board Year-End Review report and a review of the Committee's 2-Year Plan.</p>	<p><i>(No comments)</i></p>

## Other Ideas

- *Have a timeline for topics at Healthcare Committee meetings (e.g., regional labor market analysis; pre-scheduled discussions of specific topics)*
- *Use Committee information/planning/activities as a regional platform and leverage point for educational grant proposals and other projects*
- *Consolidate lists of education programs in Ventura County for easy reference, collaboration, and planning (Note: VC Innovates is working on compilations of adult education, community college, and university programs to help counselors who are working with students.)*
- *Determine how to influence/inform the State regarding the nature of local needs and the viability of investments in Ventura County*

DRAFT

## Ventura County Occupational Employment Data Growth Projections HEALTHCARE

SOC Code*	Occupations	2014 Education and Training Level***	2014 VENTURA COUNTY Median Annual Wages**	2022 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2022 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2012 CALIFORNIA Average Annual Employment	2012 VENTURA COUNTY Average Annual Employment
31-1011	Home Health Aides	Less Than H.S.	\$23,267	39.0	2,610	43.1	25	81	44,900	1,300
29-2051	Dietetic Technicians	H.S. Diploma	\$20,204	23.5	120	25.0	1	3	3,400	80
31-9095	Pharmacy Aides	H.S. Diploma	\$24,158	11.1	270	N/A	N/A	N/A	9,000	N/A
31-2022	Physical Therapist Aides	H.S. Diploma	\$25,816	33.9	330	44.4	6	18	5,900	270
31-1013	Psychiatric Aides	H.S. Diploma	\$26,444	8.0	70	N/A	N/A	N/A	2,500	N/A
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	H.S. Diploma	\$27,045	4.3	210	7.1	5	7	9,200	280
31-9099*	Healthcare Support Workers, All Other	H.S. Diploma	\$32,819	13.7	400	21.9	6	12	12,400	320
31-9093	Medical Equipment Preparers	H.S. Diploma	\$36,648	21.2	260	0.0	1	2	6,600	80
29-2052	Pharmacy Technicians	H.S. Diploma	\$37,899	18.5	900	23.3	4	13	31,400	430
29-2081	Opticians, Dispensing	H.S. Diploma	\$41,561	17.3	350	29.4	5	10	7,500	170
31-1014	Nursing Assistants	Vocational / OJT	\$27,610	23.6	4,180	17.7	28	54	98,400	1,470
31-9092	Medical Assistants	Vocational / OJT	\$32,366	23.2	3,450	28.7	45	113	81,600	2,370
31-9091	Dental Assistants	Vocational / OJT	\$34,119	15.5	1,640	25.0	21	46	45,200	1,000
29-2041	Emergency Medical Technicians and Paramedics	Vocational / OJT	\$36,250	23.2	850	35.7	8	17	16,800	280
29-2071	Medical Records and Health Information Technicians	Vocational / OJT	\$37,575	20.6	780	14.8	7	11	16,500	270
29-2099	Health Technologists and Technicians, All Other	Vocational / OJT	\$38,354	26.0	540	10.0	1	1	15,000	100
31-9011	Massage Therapists	Vocational / OJT	\$44,982	18.0	500	22.2	2	6	17,200	180
29-2053	Psychiatric Technicians	Vocational / OJT	\$46,205	1.2	100	0.0	1	1	8,400	120
29-2061	Licensed Practical and Licensed Vocational Nurses	Vocational / OJT	\$49,402	25.7	3,040	26.7	18	38	60,700	750
31-9094	Medical Transcriptionists	Vocational / OJT	\$49,839	4.3	100	-20.0	1	1	4,600	50
29-2055	Surgical Technologists	Vocational / OJT	\$50,657	25.5	330	25.0	1	3	9,400	120
31-1015	Orderlies	Vocational / OJT	N/A	14.0	170	N/A	N/A	N/A	5,000	N/A
29-2056	Veterinary Technologists and Technicians	Associate's Degree	\$38,739	20.9	270	31.3	2	7	8,600	160
29-2012	Medical and Clinical Laboratory Technicians	Associate's Degree	\$40,367	28.1	870	7.1	4	5	16,000	140
31-2021	Physical Therapist Assistants	Associate's Degree	\$57,104	35.6	250	40.0	2	6	4,500	100
29-2031	Cardiovascular Technologists and Technicians	Associate's Degree	\$57,631	26.5	140	N/A	N/A	N/A	3,400	N/A



## Ventura County Occupational Employment Data Growth Projections HEALTHCARE

SOC Code*	Occupations	2014 Education and Training Level***	2014 VENTURA COUNTY Median Annual Wages**	2022 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2022 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2012 CALIFORNIA Average Annual Employment	2012 VENTURA COUNTY Average Annual Employment
19-4099	Life, Physical, and Social Science Technicians	Associate's Degree	\$59,317	20.0	470	40.0	6	12	8,000	150
31-2011	<i>Occupational Therapy Assistants</i>	<i>Associate's Degree</i>	<i>\$63,459</i>	<i>43.8</i>	<i>100</i>	<i>46.2</i>	<i>6</i>	<i>24</i>	<i>1,600</i>	<i>390</i>
29-2034	Radiologic Technologists	Associate's Degree	\$65,266	17.3	470	12.9	4	8	15,000	310
29-2032	Diagnostic Medical Sonographers	Associate's Degree	\$66,632	42.6	260	37.5	1	3	4,700	80
29-1126	Respiratory Therapists	Associate's Degree	\$73,430	17.7	450	13.0	3	6	14,100	230
29-1141	Registered Nurses	Associate's Degree	\$75,423	16.9	9,230	13.4	72	122	254,500	3,720
29-2033	<i>Nuclear Medicine Technologists</i>	<i>Associate's Degree</i>	<i>\$93,357</i>	<i>13.3</i>	<i>50</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1,500</i>	<i>N/A</i>
29-1124	<i>Radiation Therapists</i>	<i>Associate's Degree</i>	<i>\$95,808</i>	<i>18.2</i>	<i>40</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1,100</i>	<i>N/A</i>
29-2021	Dental Hygienists	Associate's Degree	\$99,057	23.4	1,060	31.8	17	38	21,800	660
19-4021	<i>Biological Technicians</i>	<i>Bachelor's Degree</i>	<i>\$44,607</i>	<i>17.1</i>	<i>520</i>	<i>9.1</i>	<i>0</i>	<i>3</i>	<i>11,100</i>	<i>110</i>
29-9091	<i>Athletic Trainers</i>	<i>Bachelor's Degree</i>	<i>\$45,972</i>	<i>16.7</i>	<i>50</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1,200</i>	<i>N/A</i>
21-1023	Mental Health and Substance Abuse Social Workers	Bachelor's Degree	\$47,025	11.6	370	26.7	3	6	11,200	150
21-1029	Social Workers	Bachelor's Degree	\$49,341	7.9	400	8.3	8	11	14,000	360
29-1125	<i>Recreational Therapists</i>	<i>Bachelor's Degree</i>	<i>\$60,879</i>	<i>14.3</i>	<i>50</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1,400</i>	<i>N/A</i>
29-1031	Dietitians and Nutritionists	Bachelor's Degree	\$68,574	19.2	240	10.0	1	2	7,800	100
11-9151	Social and Community Service Managers	Bachelor's Degree	\$70,901	15.5	510	20.0	6	12	14,200	300
29-2011	Medical and Clinical Laboratory Technologists	Bachelor's Degree	\$71,154	11.7	400	0.0	2	2	10,300	100
29-9011	Occupational Health and Safety Specialists	Bachelor's Degree	\$76,688	23.6	360	6.7	4	6	7,200	150
19-1022	<i>Microbiologists</i>	<i>Bachelor's Degree</i>	<i>\$77,332</i>	<i>20.0</i>	<i>210</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>4,500</i>	<i>N/A</i>
19-3099	<i>Social Scientists and Related Workers</i>	<i>Bachelor's Degree</i>	<i>\$78,465</i>	<i>21.4</i>	<i>160</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>4,200</i>	<i>N/A</i>
11-9111	Medical and Health Services Managers	Bachelor's Degree	\$94,286	22.2	1,290	16.3	12	20	27,900	490
29-1129	<i>Therapists, All Other</i>	<i>Master's Degree</i>	<i>\$42,454</i>	<i>31.6</i>	<i>160</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>3,800</i>	<i>N/A</i>
21-1022	Healthcare Social Workers	Master's Degree	\$66,520	24.2	600	15.2	7	12	13,200	330
29-1199	<i>Health Diagnosing and Treating Practitioners</i>	<i>Master's Degree</i>	<i>\$68,448</i>	<i>13.7</i>	<i>260</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>7,300</i>	<i>N/A</i>
29-1127	Speech-Language Pathologists	Master's Degree	\$79,389	14.3	330	18.8	5	11	11,200	320
29-1122	Occupational Therapists	Master's Degree	\$89,041	22.6	340	25.9	4	11	9,300	270
29-1071	Physician Assistants	Master's Degree	\$98,915	33.7	430	42.9	3	9	8,300	140
19-3039	<i>Psychologists</i>	<i>Master's Degree</i>	<i>\$101,402</i>	<i>7.7</i>	<i>50</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1,300</i>	<i>N/A</i>

## Ventura County Occupational Employment Data Growth Projections HEALTHCARE

SOC Code*	Occupations	2014 Education and Training Level***	2014 VENTURA COUNTY Median Annual Wages**	2022 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2022 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2012 CALIFORNIA Average Annual Employment	2012 VENTURA COUNTY Average Annual Employment
29-1011	Chiropractors	Doctoral Degree	\$66,731	3.1	80	25.0	2	4	3,200	80
29-1181	Audiologists	Doctoral Degree	\$74,231	30.0	50	N/A	N/A	N/A	1,000	N/A
19-1021	Biochemists and Biophysicists	Doctoral Degree	\$81,515	27.0	350	22.2	4	4	6,300	90
19-1042	Medical Scientists, Except Epidemiologists	Doctoral Degree	\$83,430	17.9	1,100	N/A	N/A	N/A	28,000	N/A
29-1123	Physical Therapists	Doctoral Degree	\$84,165	28.7	870	34.9	11	26	16,400	430
29-1131	Veterinarians	Doctoral Degree	\$93,169	5.8	260	11.8	6	8	6,900	170
29-1041	Optometrists	Doctoral Degree	\$111,208	14.9	210	33.3	3	5	4,700	90
29-1081	Podiatrists	Doctoral Degree	\$112,513	0.0	30	N/A	N/A	N/A	1,100	N/A
29-1021	Dentists, General	Doctoral Degree	\$116,418	8.3	470	14.8	6	10	14,400	270
29-1051	Pharmacists	Doctoral Degree	\$133,567	15.2	1,050	13.0	11	17	26,900	460
29-1029	Dentists, All Other Specialists	Doctoral Degree	\$138,971	0.0	50	N/A	N/A	N/A	1,300	N/A
29-1065	Pediatricians, General	Doctoral Degree	\$162,286	9.3	190	N/A	N/A	N/A	5,400	N/A
29-1063	Internists, General	Doctoral Degree	\$186,395	7.8	210	N/A	N/A	N/A	6,400	N/A
29-1023	Orthodontists	Doctoral Degree	N/A	9.1	30	N/A	N/A	N/A	1,100	N/A
29-1061	Anesthesiologists	Doctoral Degree	N/A	17.6	140	N/A	N/A	N/A	3,400	N/A
29-1062	Family and General Practitioners	Doctoral Degree	N/A	12.1	640	19.4	8	14	17,400	310
29-1064	Obstetricians and Gynecologists	Doctoral Degree	N/A	7.4	90	N/A	N/A	N/A	2,700	N/A
29-1066	Psychiatrists	Doctoral Degree	N/A	11.5	190	N/A	N/A	N/A	5,200	N/A
29-1067	Surgeons	Doctoral Degree	N/A	15.5	230	N/A	N/A	N/A	5,800	N/A
29-1069	Physicians and Surgeons, All Other	Doctoral Degree	N/A	12.9	1,050	24.3	9	19	27,900	370

\*2014 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 2014-1st 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

## Ventura County Occupational Employment Data Growth Projections HEALTHCARE

SOC Code*	Occupations	2014 Education and Training Level***	2014 VENTURA COUNTY Median Annual Wages**	2022 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2022 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2012 CALIFORNIA Average Annual Employment	2012 VENTURA COUNTY Average Annual Employment
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Additional Information:

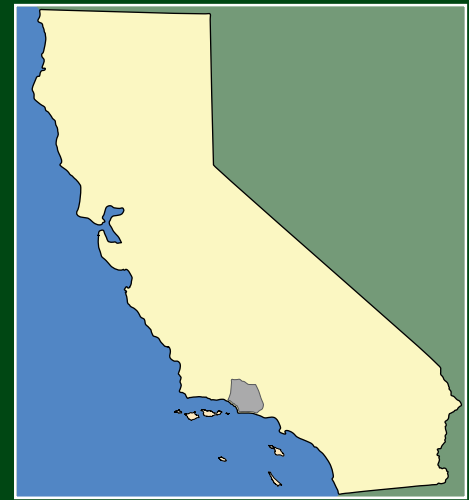
**Living Wage in Ventura County as of December 2013 (California Budget Project)**

- \$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.

<b>Current Employment Data</b>
2022 Growth Projection Data
Top 20 In-Demand Occupations Identified by Living Wages & Employment Growth
WIB Allied Health Committee: Critical, Hard-to-Fill Occupations/Resource Matrix (Sept. 2012)
<i>Removed from the 2012-2022 Occupational Employment Projections for Ventura County</i>
Removed from the 2012-2022 Occupational Employment Projections for California





# Occupational Analysis: Health Care Services Cluster

Ventura County Economic Sub-Market

July 2015

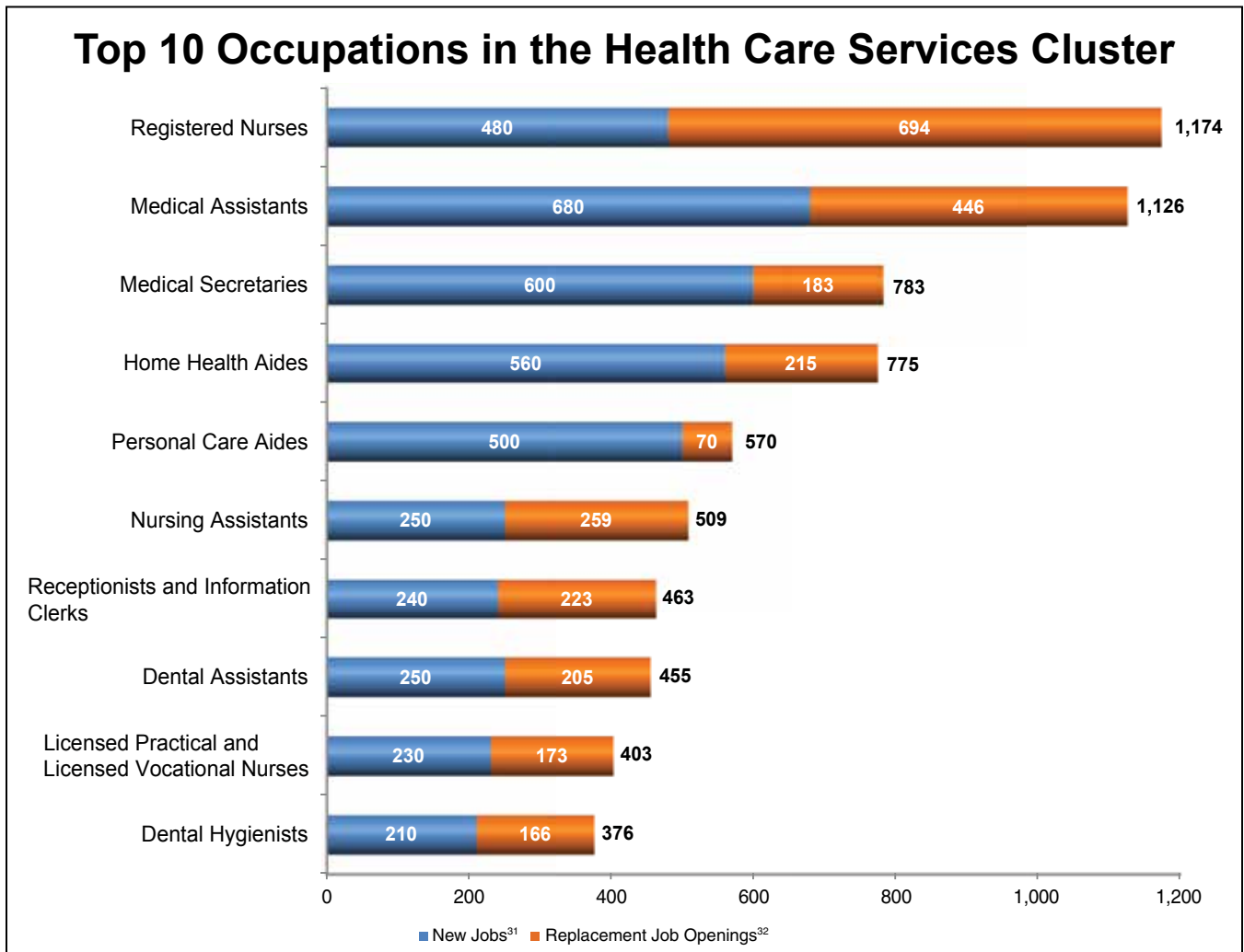


## What is the Health Care Services Cluster?

The Health Care Services cluster is comprised of 14 industries that include hospitals and doctor's offices, diagnostic laboratories, continuing care retirement communities, home health care services, and other activities related to health care. The workers employed within this cluster span all skill levels and share skills and work activities both within the cluster and in many other industry clusters, suggesting the potential for skills transference and upward mobility with additional training.

## Top 10 Occupations in the Health Care Services Cluster

The graph below identifies the top 10 occupations in the Health Care Services cluster, based on Ventura County Economic Sub-Market's new job growth plus replacement openings. In sum, these 10 occupations represent more than one-half of the 12,404 total job openings projected in this cluster between 2012 and 2022. Moreover, many share the same required skills such as active listening, critical thinking, reading comprehension, service orientation, social perceptiveness, and speaking.<sup>30</sup>



Source: California Employment Development Department, *Projections of Employment 2012-2022*. Industry and occupational employment projections for 2012-2022 in this report may not be directly comparable to the published 2012-2022 employment projections available online at [www.labormarketinfo.edd.ca.gov](http://www.labormarketinfo.edd.ca.gov).

<sup>30</sup> U.S. Department of Labor's *Occupational Information Network (O\*NET)* at [www.onetonline.org](http://www.onetonline.org).

<sup>31</sup> New jobs are only openings due to growth and do not include job declines. If an occupation's employment change is negative, there is no job growth and new jobs are set to zero.

<sup>32</sup> Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.



## Top 10 Occupations and Recent Job Demand in the Health Care Services Cluster

The table below further profiles the Ventura County Economic Sub-Market's top 10 occupations in the Health Care Services cluster by listing the total job openings for 2012-2022, median hourly and annual wages, and entry-level education requirements. Also included are online job advertisements extracted from The Conference Board Help Wanted OnLine™ (HWOL) data series over a 120-day period. HWOL compiles, analyzes, and categorizes job advertisements from numerous online job boards, including CalJOBS<sup>SM</sup> ([www.caljobs.ca.gov](http://www.caljobs.ca.gov)), California's online job listing system.

Occupations	Total Job Openings <sup>33</sup> (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	Entry Level Education <sup>34</sup>	HWOL Job Ads <sup>35</sup> (120 days)
Registered Nurses	1,174	\$36.83	\$76,612	Associate's degree	1,187
Medical Assistants	1,126	\$15.85	\$32,968	Postsecondary non-degree award	204
Medical Secretaries	783	\$16.97	\$35,304	High school diploma or equivalent	356
Home Health Aides	775	\$11.39	\$23,696	Less than high school	153
Personal Care Aides	570	\$10.40	\$21,624	Less than high school	463
Nursing Assistants	509	\$13.52	\$28,122	Postsecondary non-degree award	86
Receptionists and Information Clerks	463	\$13.94	\$29,000	High school diploma or equivalent	430
Dental Assistants	455	\$16.71	\$34,755	Postsecondary non-degree award	171
Licensed Practical and Licensed Vocational Nurses	403	\$24.12	\$50,173	Postsecondary non-degree award	254
Dental Hygienists	376	\$48.37	\$100,602	Associate's degree	53

Source: California Employment Development Department, *Projections of Employment 2012-2022*; *Occupational Employment Statistics Wage Survey*, updated to 4th Q, 2014; *The Conference Board Help Wanted OnLine™ (HWOL) Data Series*, 120-day period ending July 24, 2015.

<sup>33</sup> Total job openings are the sum of new jobs and replacement job openings.

<sup>34</sup> U.S. Department of Labor, Bureau of Labor Statistics (BLS) 2012 education levels.

<sup>35</sup> Totals represent job advertisements from employers in all industries. One job opening may be represented in more than one job advertisement.

## Top Occupations for the Health Care Services Cluster by Education Level

The table below identifies the occupations with the most total job openings, categorized by Bureau of Labor Statistics (BLS) 2012 entry-level education requirements, within the Health Care Services cluster. The table includes the Ventura County Economic Sub-Market's projected total job openings and median hourly and annual wages. In addition, recent totals of online job advertisements over 120-day period are included. Grouping occupations by education levels allows individuals to better gauge the potential for skills transference and upward mobility within the cluster.

Occupations	Total Job Openings <sup>36</sup> (2012-2022)	Median Hourly Wage (2014)	Median Annual Wage (2014)	HWOL Job Ads (120 days)
<b>Requires a Bachelor's Degree or Higher</b>				
Physical Therapists	248	\$41.10	\$85,490	203
Medical and Health Services Managers	204	\$46.27	\$96,248	403
Family and General Practitioners	130	>\$90.00	>\$187,200	30
Healthcare Social Workers	110	\$32.48	\$67,570	30
General and Operations Managers	109	\$51.15	\$106,377	202
<b>Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree</b>				
Registered Nurses	1,174	\$36.83	\$76,612	1,187
Medical Assistants	1,126	\$15.85	\$32,968	204
Nursing Assistants	509	\$13.52	\$28,122	86
Dental Assistants	455	\$16.71	\$34,755	171
Licensed Practical and Licensed Vocational Nurses	403	\$24.12	\$50,173	254
<b>Requires a High School Diploma or Equivalent or Less</b>				
Medical Secretaries	783	\$16.97	\$35,304	356
Home Health Aides	775	\$11.39	\$23,696	153
Personal Care Aides	570	\$10.40	\$21,624	463
Receptionists and Information Clerks	463	\$13.94	\$29,000	430
Office Clerks, General	305	\$15.47	\$32,185	395

Source: California Employment Development Department, *Projections of Employment 2012-2022*; *Occupational Employment Statistics Wage Survey*, updated to 4th Q, 2014; *The Conference Board Help Wanted OnLine™ (HWOL) Data Series*, 120-day period ending July 24, 2015.

<sup>36</sup> Total job openings are the sum of new jobs and replacement job openings.

## Skill Requirements in the Health Care Services Cluster

The table below lists the 10 top skills required for top occupations in the Health Care Services cluster, categorized by entry-level education requirements. The most commonly shared skills are active listening, critical thinking, reading comprehension, social perceptiveness, and speaking. The skills and work activities identified for each occupation are from the U.S. Department of Labor's Occupational Information Network (O\*NET).

Occupations	Skills																	
	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Instructing	Judgment and Decision Making	Learning Strategies	Management of Personnel Resources	Monitoring	Operations Analysis	Reading Comprehension	Science	Service Orientation	Social Perceptiveness	Speaking	Time Management	Writing
<b>Requires a Bachelor's Degree or Higher</b>																		
Physical Therapists		●		●	●		●			●		●		●	●	●		●
Medical and Health Services Managers			●		●	●		●			●	●	●			●	●	●
Family and General Practitioners	●	●	●		●		●					●	●		●	●		●
Healthcare Social Workers	●	●		●	●		●					●		●	●	●		●
General and Operations Managers	●	●		●	●				●	●		●			●	●		●
<b>Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree</b>																		
Registered Nurses	●	●		●	●			●		●		●		●	●	●		
Medical Assistants	●	●		●	●					●		●		●	●	●		●
Nursing Assistants	●	●		●	●					●		●		●	●	●		●
Dental Assistants	●	●			●	●				●		●		●	●	●		●
Licensed Practical and Licensed Vocational Nurses		●		●	●					●		●		●	●	●	●	●
<b>Requires a High School Diploma or Equivalent or Less</b>																		
Medical Secretaries		●		●	●					●		●		●	●	●	●	●
Home Health Aides	●	●		●	●			●		●		●		●	●	●		
Personal Care Aides	●	●		●	●					●		●		●	●	●		●
Receptionists and Information Clerks		●	●	●	●							●		●	●	●	●	●
Office Clerks, General		●		●	●					●		●		●	●	●	●	●

Source: U.S. Department of Labor's [Occupational Information Network \(O\\*NET\)](http://www.onetonline.org) at [www.onetonline.org](http://www.onetonline.org).

## Work Activities in the Health Care Services Cluster

The table below lists the 10 top work activities required for top occupations in the Health Care Services cluster, categorized by entry-level education requirements. The most common include establishing and maintaining interpersonal relationships; assisting and caring for others; organizing, planning, and prioritizing work; and communicating with supervisors, peers, or subordinates.

Occupations	Work Activities																											
	Analyzing Data or Information	Assisting and Caring for Others	Coaching and Developing Others	Communicating with Persons Outside Organization	Communicating with Supervisors, Peers, or Subordinates	Coordinating the Work and Activities of Others	Documenting/Recording Information	Establishing and Maintaining Interpersonal Relationships	Evaluating Information to Determine Compliance with Standards	Getting Information	Guiding, Directing, and Motivating Subordinates	Handling and Moving Objects	Identifying Objects, Actions, and Events	Interacting With Computers	Making Decisions and Solving Problems	Monitor Processes, Materials, or Surroundings	Monitoring and Controlling Resources	Organizing, Planning, and Prioritizing Work	Performing Administrative Activities	Performing for or Working Directly with the Public	Performing General Physical Activities	Processing Information	Provide Consultation and Advice to Others	Resolving Conflicts and Negotiating with Others	Scheduling Work and Activities	Thinking Creatively	Updating and Using Relevant Knowledge	
<b>Requires a Bachelor's Degree or Higher</b>																												
Physical Therapists		●					●	●				●	●		●	●						●				●	●	
Medical and Health Services Managers			●		●	●		●			●				●		●	●						●	●			
Family and General Practitioners	●	●					●	●		●			●		●	●							●				●	
Healthcare Social Workers		●			●		●	●							●		●			●				●	●			●
General and Operations Managers				●	●	●		●							●		●	●						●	●	●		●
<b>Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree</b>																												
Registered Nurses		●			●		●		●				●		●	●		●					●					●
Medical Assistants		●			●		●	●		●			●		●		●		●		●							●
Nursing Assistants		●			●		●		●			●	●		●	●		●					●					●
Dental Assistants		●					●	●	●			●	●		●	●		●										●
Licensed Practical and Licensed Vocational Nurses		●			●		●	●				●	●		●	●		●										●
<b>Requires a High School Diploma or Equivalent or Less</b>																												
Medical Secretaries		●		●	●		●		●				●		●		●						●					●
Home Health Aides		●			●		●	●				●	●		●		●						●					●
Personal Care Aides		●			●		●	●				●	●		●	●		●				●						●
Receptionists and Information Clerks		●					●	●		●			●		●			●		●	●							●
Office Clerks, General		●			●		●	●		●			●				●					●			●			●

Source: U.S. Department of Labor's [Occupational Information Network \(O\\*NET\)](http://www.onetonline.org) at [www.onetonline.org](http://www.onetonline.org).

## Related Occupations for the Health Care Services Cluster

The table below lists top occupations in the Health Care Services cluster by entry-level education requirements and provides a sample of related occupations. These related occupations match many of the skills, education, and work experience needed for the top Health Care Services cluster occupations.

Health Care Services Occupations	Related Occupations
<b>Requires a Bachelor's Degree or Higher</b>	
Physical Therapists	<ul style="list-style-type: none"> <li>• Health Specialties Teachers, Postsecondary</li> <li>• Nursing Instructors and Teachers, Postsecondary</li> <li>• Occupational Therapists</li> </ul>
Medical and Health Services Managers	<ul style="list-style-type: none"> <li>• Education Administrators, Elementary and Secondary School</li> <li>• Management Analysts</li> <li>• Training and Development Managers</li> </ul>
Family and General Practitioners	<ul style="list-style-type: none"> <li>• Nurse Practitioners</li> <li>• Pharmacists</li> <li>• Physician Assistants</li> </ul>
Healthcare Social Workers	<ul style="list-style-type: none"> <li>• Counseling Psychologists</li> <li>• Mental Health Counselors</li> <li>• Patient Representatives</li> </ul>
General and Operations Managers	<ul style="list-style-type: none"> <li>• Administrative Services Managers</li> <li>• Logistics Managers</li> <li>• Purchasing Managers</li> </ul>
<b>Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree</b>	
Registered Nurses	<ul style="list-style-type: none"> <li>• Cardiovascular Technologists and Technicians</li> <li>• Emergency Medical Technicians and Paramedics</li> <li>• Licensed Practical and Licensed Vocational Nurses</li> </ul>
Medical Assistants	<ul style="list-style-type: none"> <li>• Pharmacy Technicians</li> <li>• Physical Therapist Assistants</li> <li>• Speech-Language Pathology Assistants</li> </ul>
Nursing Assistants	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
Dental Assistants	<ul style="list-style-type: none"> <li>• Dental Hygienists</li> <li>• Medical Assistants</li> <li>• Veterinary Technologists and Technicians</li> </ul>
Licensed Practical and Licensed Vocational Nurses	<ul style="list-style-type: none"> <li>• Cardiovascular Technologists and Technicians</li> <li>• Dental Assistants</li> <li>• Radiologic Technicians</li> </ul>
<b>Requires a High School Diploma or Equivalent or Less</b>	
Medical Secretaries	<ul style="list-style-type: none"> <li>• Bill and Account Collectors</li> <li>• Medical Records and Health Information Technicians</li> <li>• Receptionists and Information Clerks</li> </ul>
Home Health Aides	<ul style="list-style-type: none"> <li>• Childcare Workers</li> <li>• Medical Assistants</li> <li>• Occupational Therapy Aides</li> </ul>
Personal Care Aides	<ul style="list-style-type: none"> <li>• Home Health Aides</li> <li>• Occupational Therapy Aides</li> <li>• Physical Therapist Aides</li> </ul>
Receptionists and Information Clerks	<ul style="list-style-type: none"> <li>• Bill and Account Collectors</li> <li>• Customer Service Representatives</li> <li>• Medical Secretaries</li> </ul>
Office Clerks, General	<ul style="list-style-type: none"> <li>• Receptionists and Information Clerks</li> <li>• Medical Secretaries</li> <li>• Medical Records and Health Information Technicians</li> </ul>

Source: U.S. Department of Labor's [Occupational Information Network \(O\\*NET\)](http://www.onetonline.org) at [www.onetonline.org](http://www.onetonline.org).

## Employer Demand for the Health Care Services Cluster

The following table lists the Ventura County Economic Sub-Market employers in the Health Care Services cluster who posted the most job advertisements during the 120-day period ending July 24, 2015. The table also includes the number of job advertisements from the previous year's period, as well as the numerical change and year-over percent change in these postings for the same 120-day period.

Health Care Services Cluster Employers	Recent Job Advertisements <sup>37</sup> (120-day period)	Prior Year Job Advertisements (120-day period)	Numerical Change	Year-Over Percent Change (HWOL Job Advertisements)
Memorial Health	111	94	17	18.1%
HCA - The Healthcare Company	95	122	-27	-22.1%
St. John's Hospital	64	0	64	—
St. John's Regional Medical Center	58	59	-1	-1.7%
Brookdale Senior Living	46	0	46	—
American Mobile Healthcare	31	28	3	10.7%
Clinicas Del Camino Real, Incorporated	28	35	-7	-20.0%
DaVita, Inc.	26	30	-4	-13.3%
Dignity Health	23	228	-205	-89.9%
Aureus Medical	19	2	17	850.0%
Kaiser Permanente	19	6	13	216.7%
St. John's Pleasant Valley Hospital	15	5	10	200.0%
Inventiv Health Inc	14	12	2	16.7%
Integrity Staffing	13	13	0	0.0%
Therapists Unlimited	12	1	11	1,100.0%
Aspiranet	9	5	4	80.0%
Center for Autism & Related Disorders	9	1	8	800.0%
Quest Diagnostics	8	6	2	33.3%
American Medical Response	7	11	-4	-36.4%
Onward Healthcare	7	10	-3	-30.0%

Source: The Conference Board Help Wanted OnLine™ (HWOL) Data Series: Period ending July 24, 2015.

<sup>37</sup> Totals do not include employers with anonymous job advertisements.

## Instructional Programs for the Top Health Care Services Occupations

The table below provides examples of instructional programs related to some of the top occupations in the Health Care Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the Health Care Services cluster. To view a more complete list of training programs, select the source links under the table below. The Taxonomy of Programs categorizes and describes instructional programs only for California Community Colleges.

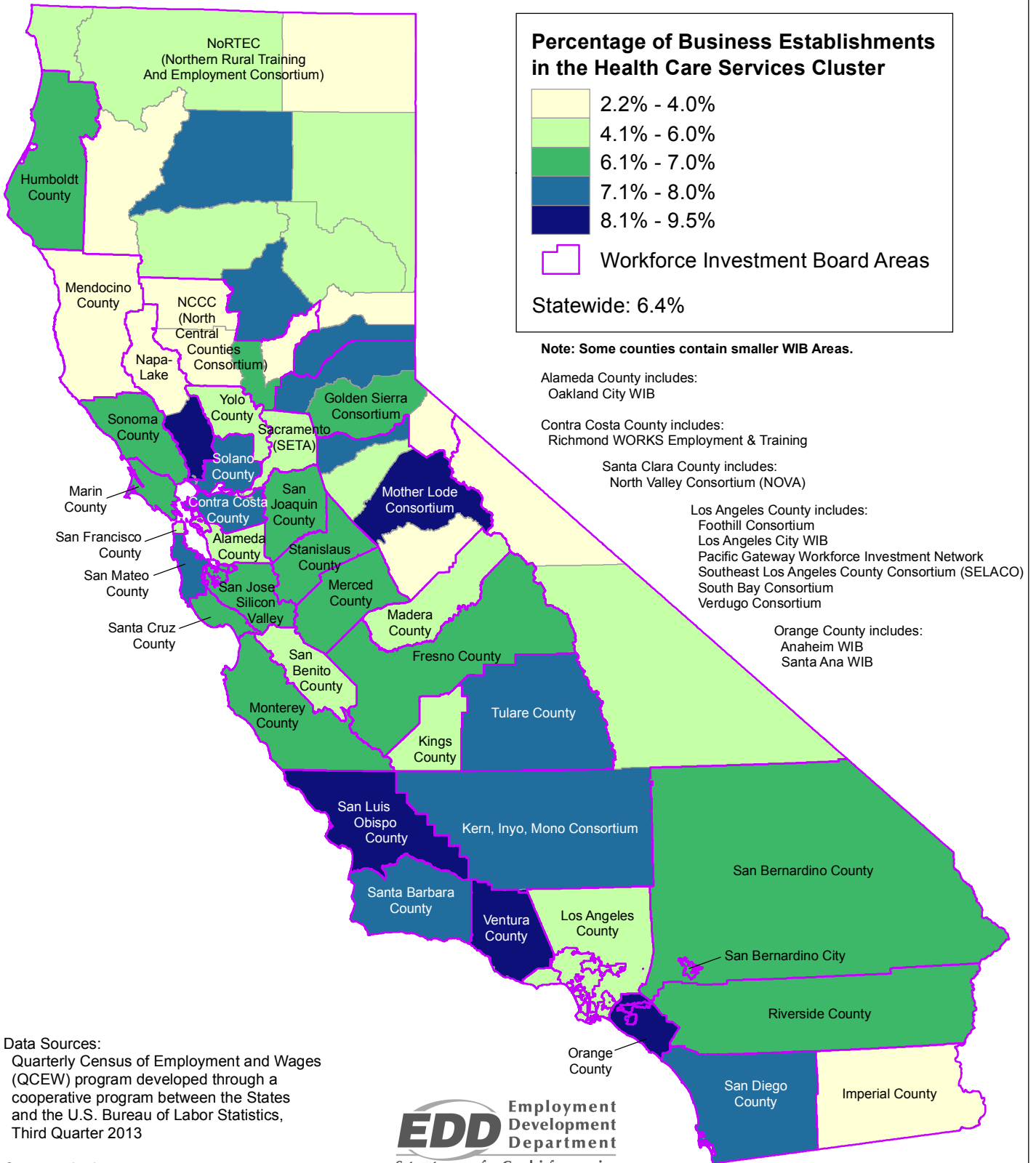
Occupations	Classification of Instructional Program (CIP)		Taxonomy of Programs (TOP)	
	CIP Code	CIP Title	TOP Code	TOP Title
Registered Nurses	51.3801	Registered Nursing/Registered Nurse	123000	Nursing
	51.3809	Pediatric Nurse/Nursing	123010	Registered Nursing
	51.3813	Clinical Nurse Specialist		
Medical Assistants	51.0710	Medical Office Assistant/Specialist	051420	Medical Office Technology
	51.0712	Medical Reception/Receptionist	120800	Medical Assisting
	51.0713	Medical Insurance Coding Specialist/Coder	120820	Administrative Medical Assisting
Nursing Assistants	51.2601	Health Aide	123030	Certified Nurse Assistant
	51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide		
	51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other		
Dental Assistants	51.0601	Dental Assisting/Assistant	124010	Dental Assistant
Licensed Practical and Licensed Vocational Nurses	51.3901	Licensed Practical/Vocational Nurse Training	123020	Licensed Vocational Nursing
	51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other		
Medical Secretaries	51.0710	Medical Office Assistant/Specialist	051420	Medical Office Technology
	51.0714	Medical Insurance Specialist/Medical Biller		
	51.0716	Medical Administrative/Executive Assistant and Medical Secretary		
Home Health Aides	51.2602	Home Health Aide/Home Attendant	123080	Home Health Aide
Personal Care Aides	51.2602	Home Health Aide/Home Attendant	123080	Home Health Aide
Receptionists and Information Clerks	52.0406	Receptionist	N/A	N/A
Office Clerks, General	52.0408	General Office Occupations and Clerical Services	N/A	N/A

Source: U.S. Department of Education [Integrated Postsecondary Education Data System \(IPEDS\)](http://www.nces.ed.gov) at [www.nces.ed.gov](http://www.nces.ed.gov); [California Community Colleges TOP-to-CIP Crosswalk 7th Edition \(2010\)](http://www.cccco.edu), [www.cccco.edu](http://www.cccco.edu).



# California Health Care Services Cluster

Percentage of Total County Establishments, 2013



Data Sources:  
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

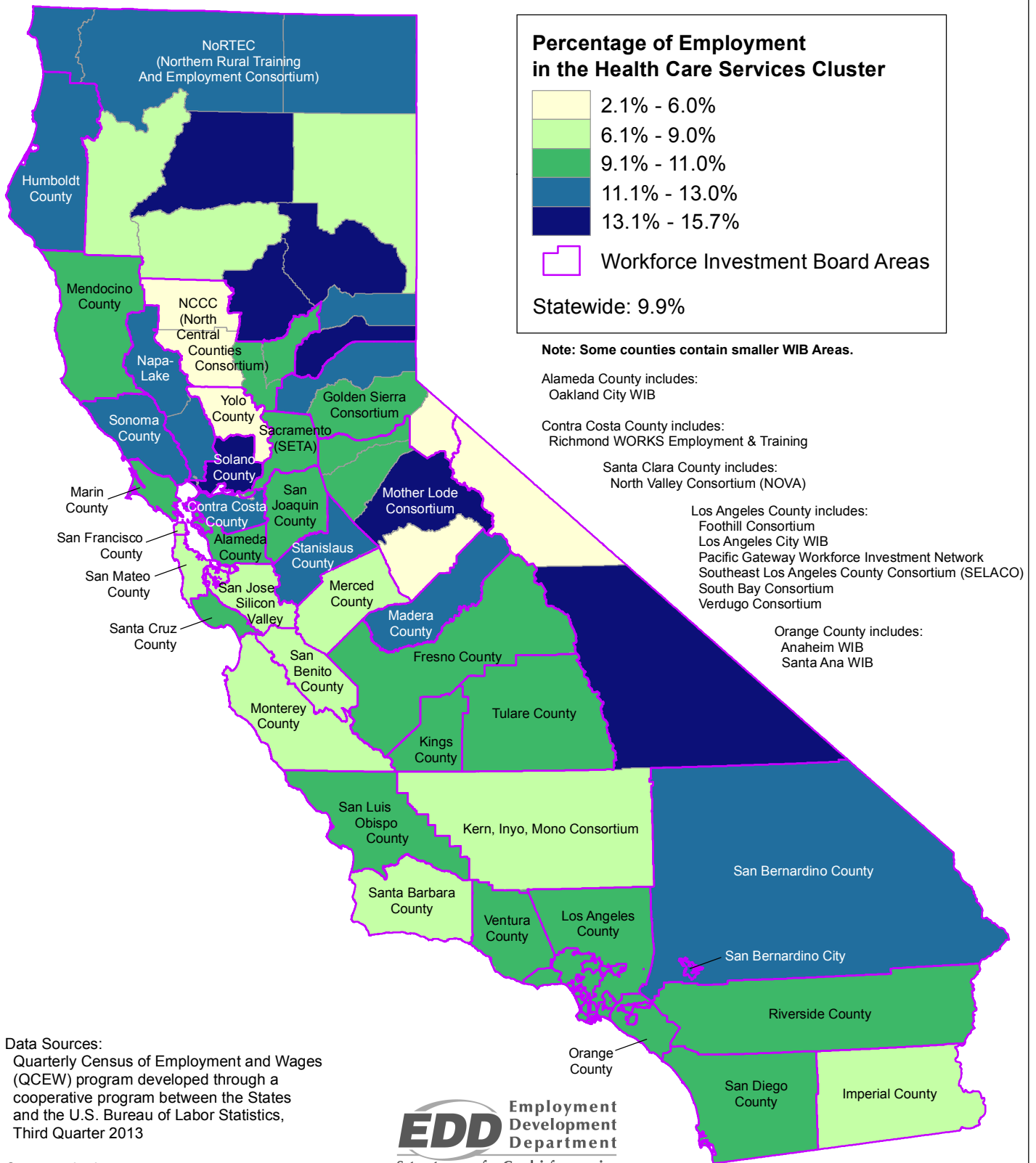
Cartography by:  
Labor Market Information Division  
California Employment Development Department  
<http://www.labormarketinfo.edd.ca.gov>  
July 2014





# California Health Care Services Cluster

Percentage of Total County Employment, 2013



Data Sources:  
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

Cartography by:  
Labor Market Information Division  
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July 2014

**EDD** Employment Development Department  
State of California

**LaborMarketInfo**



## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

#### Background

The Workforce Development Board of Ventura County (WDB) commissioned a Ventura County sub-market region occupational data report from the Labor Market Information Division (LMID) of the California Employment Development Department (EDD).

The resulting **Ventura County 2015 Regional Economic Analysis Profile** (REAP) is posted on the WDB website <http://www.workforceventuracounty.org>. The PDF document is bookmarked for easy reference to industry clusters. (*Important note:* Because of data confidentiality, the Aerospace and Biotechnology occupations are not included in the report.)

Because this is the first report of its kind in California, LMID is very interested in feedback from the Ventura County WDB. Angel Rodriguez, the LMID Research Manager in Sacramento, made a presentation at the WDB meeting on December 17, 2015. In preparation for the WDB meeting discussion, we sent Mr. Rodriguez as many WDB and WDB committee member questions/comments as possible in advance. All questions and comments received before and after the meeting are listed below with responses from the State of California LMID

#### WDBVC Questions/Comments and LMID Responses

##### GENERAL

###### 1. Question/Comment

It is important the methodology for gathering LMID data is clearly defined, as well as the margin of error based on that methodology, so that people using the data can weigh the accuracy of the data appropriately.

###### LMID Response

*Methodology and/or FAQ's are available on our website for each of our programs. Programs administered by the BLS, will also have additional methodology detail at [www.bls.gov](http://www.bls.gov).*

###### 2. Question/Comment

I could not locate the methodology for compilation of the data in this report. Did I miss it and if not, is that information available?

###### LMID Response

- *Occupational Employment Projections Methodology:*  
<http://www.labormarketinfo.edd.ca.gov/data/occupational-employment-projections-methodology.html>
- *Regional Economic Analysis Profiles Methodology:*  
<http://www.labormarketinfo.edd.ca.gov/geography/regional-economic-profiles.html>

###### 3. Question/Comment

It would be helpful if EDD explains to us the data classification and aggregation methodology so we can better judge or interpret the statistics.



## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

#### LMID Response

*We use the industry and occupational employment projections method established by the BLS. This is the same process used in all 50 states. We take staffing patterns and wages from the Occupation Employment Statistic survey (also a BLS program). Methodology and/or FAQ's are available on our website for each of our programs. Programs administered by the BLS, will also have additional methodology detail at [www.bls.gov](http://www.bls.gov).*

#### 4. Question/Comment

How do they determine the new and replacement demand for workers?

#### LMID Response

*New jobs are only openings due to growth and do not include job declines. If an occupation's employment change is negative, there is no job growth and new jobs are set to zero. Replacement needs estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced. The BLS develops replacement rates using occupational employment data from the Current Population Survey (CPS). For additional information on Occupational Employment Projections Methodology, visit the following website: [http://cwdb.ca.gov/sc\\_green\\_collar\\_jobs\\_council.htm](http://cwdb.ca.gov/sc_green_collar_jobs_council.htm)*

#### 5. Question/Comment

Are REAP reports available with data/information specific to each Ventura County city?

#### LMID Response

*No. County Level is as detailed as we can provide. We run into confidentiality issues with the data, the more concentrated we get. However, job ads data can be provided by city.*

#### 6. Question/Comment

Was CalJOBS data included in identifying employers posting most listings?

#### LMID Response

*Yes, but not exclusively. CalJOBS is one of the job boards that HWOL scrapes from.*

#### 7. Question/Comment

Why are so few of the largest employers not listed as employers posting most listings?

#### LMID Response

*Not all employers go through job boards. In fact, some of these large employers may be using temp/employment agencies, which would mask the relationship to the larger employer.*

#### 8. Question/Comment

The government/military/higher education sector seems to be missing. Not sure if civilian contractors associated with our bases are included in the other sectors. Seems like a general contractor would, but perhaps not some of the more military specific work - I will defer to others in our group for this analysis.

#### LMID Response

*Currently, only the education and Healthcare cluster have public employer data. We are discussing creating a government or public sector cluster for the next version of our reports.*



## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

#### 9. Question/Comment

Looking at the list of company hires, based on the number of job ads over a 4 month period prior to July 2015, how are the hiring numbers accurately capturing the Ventura County labor market?

##### LMID Response

*Just looking at 4 month timeframe probably does not capture much about the current labor market. A much larger time frame, with a breakdown of totals per month/year, would be more helpful in representing current trends in a labor market.*

#### 10. Question/Comment

It would be helpful to have an explanation of exactly how the data is gathered. Is it from ads and if so, where is that information coming from? (How broad of a reach is it?)

##### LMID Response

*We use multiple data sources: Quarterly Census of Employment and Wages, Occupation Employment Statistics, Industry and Occupational Employment Projections. Job Ads are used to provide a snapshot in time of the current demand. Job Ad data is outdated the day after it is pulled. HWOL scrapes from 40,000 job boards, including CalJOBS.*

#### 11. Question/Comment

How do they account for the fact that large companies and agencies often are hiring 100 people for the same job and just post one ad?

##### LMID Response

*One job ad does not equal one job opening. This is true for all job ad scraping tools, including CalJOBS. Some companies continuously post ads, even if they do not have an opening, in order to collect resumes.*

#### 12. Question/Comment

What information or methodology, not used for the 2015 report, would more accurately reflect our regional need and economy?

##### LMID Response

*Additional information or clarification is needed to provide guidance/response to this question.*

#### 13. Question/Comment

The report identifies that how the clusters are defined may overlap with other clusters. Although this is not noted in the report, this placement has a serious impact on the statistics in other clusters. For example Solar and water are listed under construction, which would remove them from the Energy/Utility Cluster. Although Solar came out as having the most ads for hiring, the fact that it is placed in the construction cluster vs. Energy/Utilities cluster drives the labor market need numbers down in the energy cluster and up in the construction cluster. This goes back to the need for a common language so that education, industry and government can be looking at employment data that reflects a common definition.

##### LMID Response

*Our clusters are not currently defined with industry overlap. Where industry overlap may occur is in the "Top Employer" listings. HWOL is responsible for categorizing the job ads and therefore employers may appear in multiple clusters.*



## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

#### 14. Question/Comment

It appears that the data is not keeping pace with the new jobs and new industries that are being developed. Maybe there needs to be a section for new jobs titles in the last 10 years.

##### LMID Response

*There will always be a lag between new occupations and official coding and recognition from the Department of Labor.*

#### 15. Question/Comment

New and emerging positions do not seem to be tracked, not just in the Ventura LMID information, but across the board. For example, Sustainability Managers are positions that have become very common but I cannot find them in LMID information. I tried to find APP developers and just assumed they must be somewhere under IT but could not find that title. The various jobs in water and wastewater do not appear to be accurately represented.

##### LMID Response

*Sustainability Managers does not have an official SOC code so there is no official data for that occupation. APP developers are found under Software Developers, Applications (15-1132) Occupation titles that are used in Job Ads are often different from SOC titles.*

#### 16. Question/Comment

Why did they leave out our two largest employers in the Ventura County: the County Agencies and the Naval Base?

##### LMID Response

*Those are government employers and the government sector is not included in our cluster definitions. According to HWOL, these two employers rank in the mid-20's and are not represented as the largest.*

#### 17. Question/Comment

I read LMI reports frequently, but am surprised that there was no mention (I could not find anything), of the local naval base or port. Some of the jobs related to those employers are covered (such as transportation, freight, engineering, technology), but if tourism received a top rating, should not have military installation or major seaport also been mentioned as contributing to the jobs?

##### LMID Response

*Currently only the Healthcare and Education and Training Clusters have public employment data. Incorporating public employment into all clusters or developing a public sector cluster is something we are currently discussing.*

#### 18. Question/Comment

Is data gathered from Labor Unions? Our experience locally is that they track turnover and job availability as well as retirements and appear to have accurate data.

##### LMID Response

*Official LMI data sources track all occupations. Online Job Ads do not do a good job of tracking Labor Union job postings.*



## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

#### 19. Question/Comment

My concern is if we are using data that does not represent the current and accurate picture, the data is of no use and possibly could be detrimental, since planning decisions are being made based on a presumption of relative accuracy. So there needs to be an explanation (disclaimer) of how much this data can deviate and why it can be inaccurate, so that local areas are informed and can contract for local surveys to fill those gaps.

#### LMID Response

*At the time of publication these data were the most current and accurate available. No data source is perfect. Labor Market Information is used to present the most current and accurate economic picture possible. We have the highest credibility standards in that we use methodology approved by the BLS.*

#### 20. Question/Comment

I reviewed the general section of the report as well as the “Hospitality” and “ICT” clusters. I found the report well written and very informative, and I have no specific questions. I just have two observations:

- I was surprised to see that the salaries for positions in the “Hospitality” and “ICT” clusters that require a bachelor’s degree are actually quite on par with each other. I don’t doubt that these numbers are correct, I was just surprised as we’ve heard for years about the low salaries in the hospitality and the high salaries in the ICT industries.

#### LMID Response

*The program used to calculate the wages, cannot pull industry specific wages, so the wages represent an occupation across all industries. There are many occupations with varying skills and education levels in all industry clusters. When looking at occupations in any of the industry clusters sort by education level or wage in order to get a better picture of the industry cluster. For example, Auditors and Computer support Specialists are found in the majority of industry clusters. Every industry needs book keeping and every industry uses computers. Both occupations are well paid and require some form of higher education.*

- Particularly when looking at the ICT cluster, I noticed that in one section the report talked about “bachelor degree or higher”, but generally it seems that advanced / graduate degrees are absent from the report.

#### LMID Response

*We use the BLS entry level education requirements. In general there are not many occupations that require an advanced degree. For most occupations the highest level of education needed is a B.S. or B.A. Employers may require a higher level of formal education or additional years of experience. Healthcare is probably the exception where you will find many advanced degrees, doctors need PhDs, etc.*

#### 21. Question/Comment

Interesting report. I did not realize the dominance of the hospitality industry in the county although retail, health care and ag are no surprise. Another surprise is the low employment profile of the oil and gas industry here, where years ago that industry was a primary economic driver throughout Southern California. Perhaps that’s a reflection of the rock bottom price of oil lately. There is certainly opportunity for manufacturing to thrive in the county with significantly better paying jobs than three of the four top clusters.





## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

As the purpose of the report “is to account for industry clusters with the largest number of projected total job openings and help the California workforce development system prepare the state’s workforce to compete for these future job opportunities” it is alarming that the median wage for a large number of jobs in the top four clusters seems insufficient to cover the basics (housing, food, clothing, transportation, etc.) for a minimum quality of life in Ventura County.

Each cluster description concludes with a statement that workers skill levels and work activities suggest potential for upward mobility within the cluster or in another industry cluster “with additional training.” Even for an optimist like me, this seems like a very optimistic projection on a worker population making \$9-\$15/hour. How does that full time worker (if she/he has the motivation and aptitude) find time for additional training, at what cost and by what means?

#### LMID Response

*The individual would need to find creative ways to make time to be able to pursue additional education and training opportunities, including working with their employer.*

## CLEAN/GREEN

### **22. Question/Comment**

It appears that data is not aligned under a common language between the Federal Government and the State. Solar is usually found under Energy and Utilities or sometimes manufacturing (if it is manufacturing of parts) but in the Ventura information it is under construction. How can we accurately project the growth of a relatively new industry in the area if alternative energy solutions are placed in construction?

#### LMID Response

*This is something we can look at more closely. It may require looking at only one industry (not an entire cluster). Please send additional information or clarification to Theresa Salazar Vital, so that we can investigate.*

### **23. Question/Comment**

I understand that these are broken out from federal codes and sector designations. However, there are some significant limitations that are particularly apparent in the Clean/Green sector:

- I believe that we received direction from either the federal or state level about what was, and was not, appropriate for a Clean/Green WDB group to focus on - so there should be attempts by the state to start pulling those acceptable categories into a sector and footnotes on the limitations and assumptions. However, it would at least start the process of developing a workable relevant database and provide some consistency in conversations/comparisons across the state.

#### LMID Response

*The BLS has designated NAICS codes that contain Clean/Green firms. However, we still cannot accurately determine the number of firms in a given NAICS code without an additional survey. A list of these codes as defined by BLS and used by California Energy Commission, can be made available upon request. Also, there is still no common definition of clean/green.*

- This may need to be an extrapolation from the other sectors. What percentage of the building industry is related to installation of energy efficiency upgrades? Of the professional and technical



## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

services group, how many are related to GHG reductions, consulting, implementation, LEED architecture design, etc.?

#### LMID Response

*The data we have available does not allow for that level of detail. Some big assumptions would have to be made to calculate this information. We use and disseminate data under SOCs and do not have occupational groups that deal specifically with LEED architecture design. A suggestion to the committee would be to connect with the construction industry and business partners in order to develop a method to estimate the needed data, and/or possibly conduct a survey.*

#### **24. Question/Comment**

For the chemical products, is there a percentage calculated for scientists working on green chemistry initiatives? This would include scientists in the biopharma sector that are reducing the toxicity of their products or waste streams.

#### LMID Response

*We do not have any data on this type of information. The committee may want to contact the California Workforce Development Board's "Green Collar Jobs Council" on the website: [http://cwdb.ca.gov/sc\\_green\\_collar\\_jobs\\_council.htm](http://cwdb.ca.gov/sc_green_collar_jobs_council.htm)*

#### **25. Question/Comment**

Where does the solar or EE salesperson/advocate/installer fit? In looking at the energy and utility employers it does not include the Gas Company. I don't see any solar.

#### LMID Response

*41-4011 Solar Sales Rep is an O\*Net breakout code, and it falls under the Sales Rep Wholesale family.*

#### **26. Question/Comment**

In looking at the Ag community, seems like we should be tracking organic farming/food to farm efforts which require different skills and infrastructure.

#### LMID Response

- We are not able to build a cluster around organic farming. This would require working with more detailed industry data (6-digit instead of 4-digit). Although, we do not think there would be a significant difference from the Ag cluster we already have.*
- This "could" be a "specialized" value chain local report; although, there would be a fee. We would also need to know if the interest is in organic or "sustainable" farming. "Organic farming can generally be classified as sustainable agriculture; however, it is important to distinguish between the two. Organic products can be produced on large industrial farms that are not sustainable. Meanwhile, non-certified organic can produce food using methods that will sustain the farm's productivity for generations."*





## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

#### HEALTHCARE

##### **27. Question/Comment**

It was through the Union that it was identified we would have a Clinical Lab Scientist shortage, even though LMID stats projected 0 job growth for Ventura in the CLS field and an average of 2 replacements a year and only 2 average annual job openings a year! The Union could see by their membership how many would be retiring at the same time. While we were looking at the LMID CLS data someone from County Human Resources was at the table and said they were advertising for 12 CLS positions that same week. (So one agency was hiring 12 people in a week, which is 6 times what was predicted for the year by LMID data and that was just one agency.) So how can this LMID data be so different from what is the actual regional picture? It was confirmed that only one ad goes in when hiring 12 people and at another meeting for another position, 88 people were being hired but one ad went in, appearing in the ad as though it was one position.

##### LMID Response

*Clinical Lab Scientist is not an official SOC title. The closest SOC title is Medical and Clinical Laboratory Technologists (29-2011).*

##### **28. Question/Comment**

Can the nursing data be broken down further to determine the type of nursing positions?

##### LMID Response

*The nursing data cannot be broken down further; the data provided is at the 6-digit standard occupational classification (SOC) code level.*

##### **29. Question/Comment**

Are the [nursing] positions in acute care hospitals? If so are they surgical nurses, administrators, etc.

##### LMID Response

*An estimate of the number of jobs can be given by Industry (NAICS) Code or Metropolitan Statistical Area (MSA)...EDD/LMID Occupational Survey Group (OSG) can provide on an AD Hoc basis. Please contact Tom Stassi at 916-651-5680 for further information.*

##### **30. Question/Comment**

How many [nursing] positions are in nursing homes or outpatient clinics?

##### LMID Response

*An estimate of the number of jobs can be given by Industry (NAICS) Code or Metropolitan Statistical Area (MSA)...EDD/LMID Occupational Survey Group (OSG) can provide on an AD Hoc basis. Please contact Tom Stassi at 916-651-5680 for further information.*

##### **31. Question/Comment**

Does this data include nursing instructors and school nurses?

##### LMID Response

*The data for Nursing Instructors and School Nurses (Registered Nurses) are found in the Education and Training Industry Cluster.*



## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

#### **32. Question/Comment**

The nursing data appears under Associate Degrees, as the educational category. Does this mean the data refers only to RNs with Associate Degrees?

##### LMID Response

*The data represents all education levels; however, the educational level listed represents the typical education level most workers need to enter an occupation.*

#### **33. Question/Comment**

Both Associate Degree nurses and Bachelor Degree Nurses are called RNs, so it is unclear if the data is actually separating Associate Degree RNs from Bachelor Degree RNs. This information is important since acute care hospitals are being informed that by 2020, 80% of their nurses need to have a Bachelor's Degree for the hospital to achieve Magnet status.

##### LMID Response

*The data does not distinguish between whether a person has an AA, BA/BS, or MA/MS. The educational requirement criteria can be set at the discretion of the employer or an association.*

## MANUFACTURING

#### **34. Question/Comment**

I took a look at the Occupational Analysis for the Manufacturing Cluster.

- Pg. 216—interesting to note that Ventura County appears to have a higher percentage of business establishments in the manufacturing cluster (0.5%-0.6%) than the statewide percentage (0.4%), but the percentage still seems a bit low.

##### LMID Response

*These data are derived from the quarterly tax reports submitted to the EDD by California employers.*

- Pg. 211—lists the 10 top skills required for various jobs in the manufacturing cluster, which confirms what many of us knew. What is surprising is the lack of instructional programs (pg. 215) in the T.O.P. for community colleges. In my mind this shines a spotlight on the need for manufacturing-related skills training in the county.
- Pg. 214—Employer demand, as determined by job postings, seems a bit unusual as I would have expected more employers with more than just 1-3 postings. Given the word on the street about the difficulty in finding candidates, I'm wondering how manufacturers are advertising their jobs. Also, Fastsigns and Sports Authority are listed as manufacturers, which makes me question how they determine who is a manufacturer.

##### LMID Response

*Manufacturers may be advertising their jobs through the trade unions, in which HWOL does not currently capture these jobs.*



## QUESTIONS AND ANSWERS

### 2015 Ventura County Regional Economic Analysis Profile EDD Labor Market Information Division

#### **35. Question/Comment**

Can we include parts of Los Angeles to look at the Biotech industry? Is this possible?

#### *LMID Response*

*This would not be possible; since Los Angeles is one of the Economic Sub-markets we could only provide data at the county level as long it is not confidential.*

#### **36. Question/Comment**

There must be more than meets the eye to the U.S. Dept. of Labor's O\*NET top ten skills required for General and Operations Managers in the Fabricated/Other Metal Manufacturing cluster, but I don't have time to research it and try to make sense of it.

For one thing, only nine skills were selected and Complex Problem Solving, Judgment and Decision Making, Management of Financial Resources, Mathematics and Operations Analysis didn't make the top nine. There's no doubt that Writing, Speaking, Social Perceptiveness, etc. are important but I personally would prefer a tongue-tied manager that can't write worth beans but can solve complex problems and consistently make good judgments and decisions.

This data suggests great opportunities in Ventura County for manufacturing companies that offer good jobs and good pay.

# OXNARD UNION HIGH SCHOOL DISTRICT ACADEMIES

Adolfo Camarillo 	Agriculture Science Business and Technology
Channel Islands 	Business and Finance Marine Science Transportation Technology
Hueneme 	Youth and Education Services Engineering and Design
Oxnard 	Green Technologies Law and Public Services Multimedia Business Aviation Engineering
Pacifica 	Culinary Arts Health Science Teaching and Educational Careers Business (DECA) Environmental Engineering Information Technology
Rancho Campana 	Medical Sciences Engineering Arts & Entertainment
Rio Mesa 	Manufacturing, Engineering, Robotics & Industrial Technology (MERIT) Hospitality and Business

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## OUHSD ADMINISTRATION

Jim Rose, Director of Career Pathways and Community Partnerships  
jim.rose@ouhsd.k12.ca.us / (805) 278-1607

Teresa Telles, Coordinator of Work-Based Learning  
teresa.telles@ouhsd.k12.ca.us / (805) 487-7582

## CONTACT US

The Ventura County Civic Alliance is serving as the business intermediary to recruit and manage employer and community involvement.

For more information or to participate, contact:

**Mary Anne Rooney**  
Project Director  
MARooney@CivicAlliance.org  
(805) 415-2787



# Alliance for Linked Learning

REDESIGNING  
THE HIGH  
SCHOOL  
EXPERIENCE

FOR THE  
21ST  
CENTURY  
LEARNER



State Superintendent Tom Torlakson visits Rio Mesa High School  
(Manufacturing, Engineering, Robotics & Industrial Technology Academy)

A collaboration between



309 South K Street  
Oxnard, CA 93030  
[www.ouhsd.k12.ca.us](http://www.ouhsd.k12.ca.us)  
[AllianceForLinkedLearning.org](http://AllianceForLinkedLearning.org)





# OVERVIEW

The Oxnard Union High School District (OUHSD) was awarded a \$6 million grant to implement Linked Learning and to develop partnerships with community and business leaders.

## The Linked Learning academy model:

- Is supported by the National Academy Foundation; and
- Provides the District with the most complete resources, tools, curriculum and professional development available for implementation.

## The National Academy Foundation (NAF):

- Is a leader in the movement to prepare young people for college and career success;
- Brings 30 years experience;
- Has a proven educational model which includes industry-focused curricula, work-based learning experiences, and business partner expertise; and
- Provides NAF track certification for job opportunities with over a dozen national business partners.



# WHAT IS AN ACADEMY?

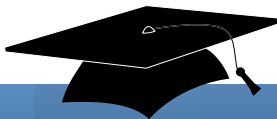
An Academy is a small cohort of students taking a sequence of rigorous college-ready courses throughout their four years that integrates academic classes with a specific industry sector.

# WHY USE THE ACADEMY MODEL?

The Linked Learning model is a comprehensive four-year program of study that:

- Prepares students for College, Career, and Life;
- Connects education to real-world application by integrating challenging academics with a rigorous curriculum;
- Leads to a full range of postsecondary and career opportunities, keeping all options open after high school; and
- Improves overall student achievement.

Academies produce strong outcomes. Research shows that 98% of seniors who participate in the Academy model graduate.



# HOW CAN YOU GET INVOLVED?

You can improve our workforce by becoming involved in Work-Based Learning experiences that offer Career Awareness, Exploration and Preparation.

# BENEFITS TO INVOLVEMENT

- Create a diverse talent pipeline
- Lower recruitment and training costs
- Increase interest in your industry
- Improve graduation rates
- Meet a corporate social responsibility

# OPPORTUNITIES

- Classroom speaker
- Mentoring
- Worksite visit
- Job shadowing
- Interviews
- Paid internships
- Advisory Board membership



**OUTCOMES** 98% OF SENIORS IN ACADEMIES GRADUATE