



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

### HEALTHCARE COMMITTEE MEETING

**Friday, May 6, 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> March 11, 2016	Greg Barnes
8:10 a.m.	<b>4.0 Committee Spotlight: Westminster Free Clinic</b> <i>Lisa Safaeinili, MPH. Executive Director</i>	Patricia Duffy
	<b>5.0 Ventura County Regional Strategic Workforce Development Plan</b>	
8:35 a.m.	<ul style="list-style-type: none"><li>Regional Healthcare Case Manager/Care Coordinator Pathway Project: Survey Update</li></ul>	Survey Workgroup
8:40 a.m.	<ul style="list-style-type: none"><li>Healthcare Committee 2-Year Plan</li></ul> <i>Committee discussion to identify the top three healthcare workforce development priorities for Ventura County</i>	Greg Barnes Cheryl Moore
9:10 a.m.	<ul style="list-style-type: none"><li>Healthcare Deputy Sector Navigator: Update</li></ul>	John Cordova
9:15 a.m.	<ul style="list-style-type: none"><li>CLS Field Experience Joint Application: Update</li></ul>	Dawn Neuman
9:20 a.m.	<b>6.0 2016-2017 Meeting Calendar</b>	Patricia Duffy
9:25 a.m.	<b>7.0 Committee Member Comments</b>	Committee Members
9:30 a.m.	<b>8.0 Adjournment</b>	Greg Barnes
	<u>Next Meeting</u> TBA	

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.



**WDB Healthcare Committee**  
**March 11, 2016**

**MINUTES**

**Meeting Attendees**

Committee

Greg Barnes (Chair)\*  
John Cordova  
Teresa Johnson\*  
Amy Mantel  
Dawn Neuman  
Mary Anne Rooney  
Brett Watson  
Bill Werner  
Celina Zacarias\*

*\*WDB Member*

WDB Member

Bill Pratt (Kinamed, Inc.)

WDB Administration

Patricia Duffy  
Cheryl Moore

Guests

Gabriela Flores (Los Robles Homecare)  
Heidi Hayes (theAgency)  
Marybeth Jacobsen (Workforce Education Coalition)  
Patrick Newburn (CSD/WIOA)  
Irene Ornelas (VCOE, VC Innovates)  
Lisa Safaeinili (Westminster Free Clinic)  
Karen Sauer (Los Robles Homecare).

**1.0 Call to Order and Agenda Review**

Greg Barnes called the meeting to order at 8:08 a.m. No changes were made to the agenda.

**2.0 Public Comments**

There were no public comments.

**3.0 Approval of the Minutes: January 22, 2016**

Motion to approve: Bill Werner  
Second: Teresa Johnson  
Motion carried

**4.0 Ventura County Regional Strategic Workforce Plan**

• CLS Field Experience Joint Application: Update

Dawn Neuman reported good news on the combined application to the State for the Clinical Laboratory Scientist (CLS) field experience program in Ventura County. The State has approved the application with some minor requests for information, from some of the partners. The information is being gathered and submitted and with this news efforts and timelines to initiate the program are underway.

• Regional Healthcare Case Manager/Care Coordinator Pathway Project Survey Review

The Healthcare Committee survey workgroup reported on their progress and demonstrated the survey format. The survey's purpose is to identify the local healthcare industry's employment and training needs for Case Managers/Care Coordinators. John Cordova, Deputy Sector Navigator, presented the survey on screen for the committee to view how it would appear on participant computers and cell phones. Committee members reviewed the survey questions and made recommendations. The plan is to have the survey sent out in the beginning of April 2016.

- Complementary Approaches to Workforce Development

Greg Barnes explained a reference chart from the Department of Labor's Career Pathways Toolkit. The chart illustrates the roles of industry and education in workforce and career pathway development. This chart exemplifies the need for education and industry to work closely together. For example, career technical educators who are developing competency models and curriculum should have industry representatives verify their relevance at each step of the process.

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

Committee members continued their review of the EDD Labor Market Information Division (LMID) Regional Economic Analysis Profile (REAP) for Ventura County and discussed the LMID questions and answers. Because concerns expressed were similar across all of the other WDB sector committees, the WDB staff planned to form a cross-sector Data Analysis Workgroup. The group would look at available labor market data relating to Ventura County, identify gaps, and consider ways for the WDB to get current information about local businesses.

Next step: Committee members will identify the top three healthcare workforce development priorities for Ventura County.

- Deputy Sector Navigator: Update

John Cordova, Deputy Sector Navigator (DSN), reported on their roundtable discussions with industry representatives and educators. He also commented on new training opportunities related to the Healthcare Information Technology field, including Health IT cyber security.

## **5.0 Committee Member Comments**

Mary Anne Rooney distributed the latest brochure on the Alliance for Linked Learning program. In commenting on the Pacifica High School Health Academy, she suggested that the committee consider having a meeting at Pacifica High School to meet students participating in the Healthcare Academy.

## **6.0 Adjournment**

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

### Next Meeting

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



## 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.

**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

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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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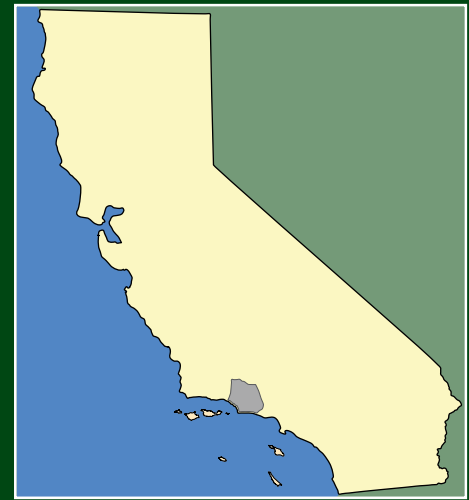
Additional Information:

**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

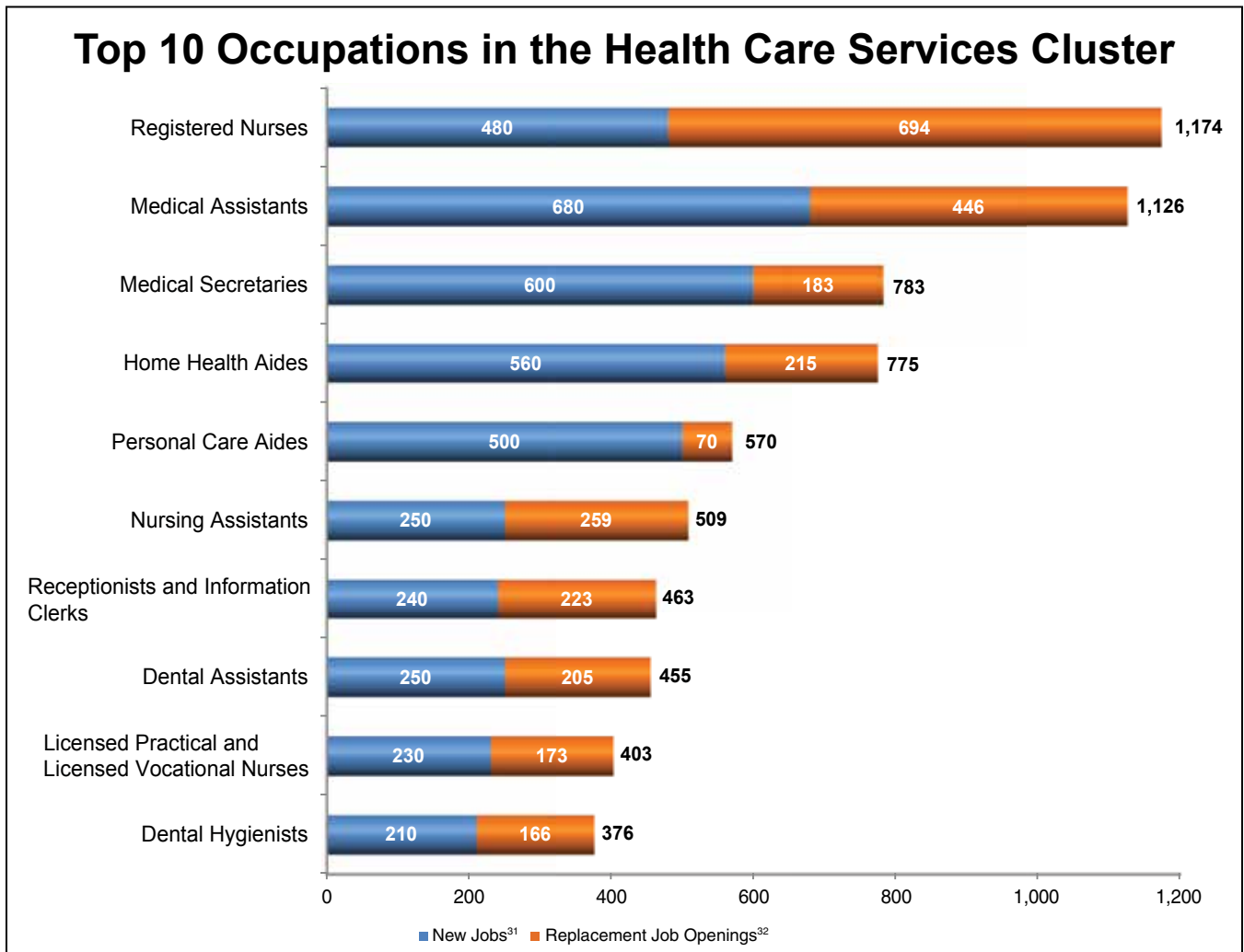


## What is the Health Care Services Cluster?

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 \(O\\*NET\)](http://www.onetonline.org) 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), 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

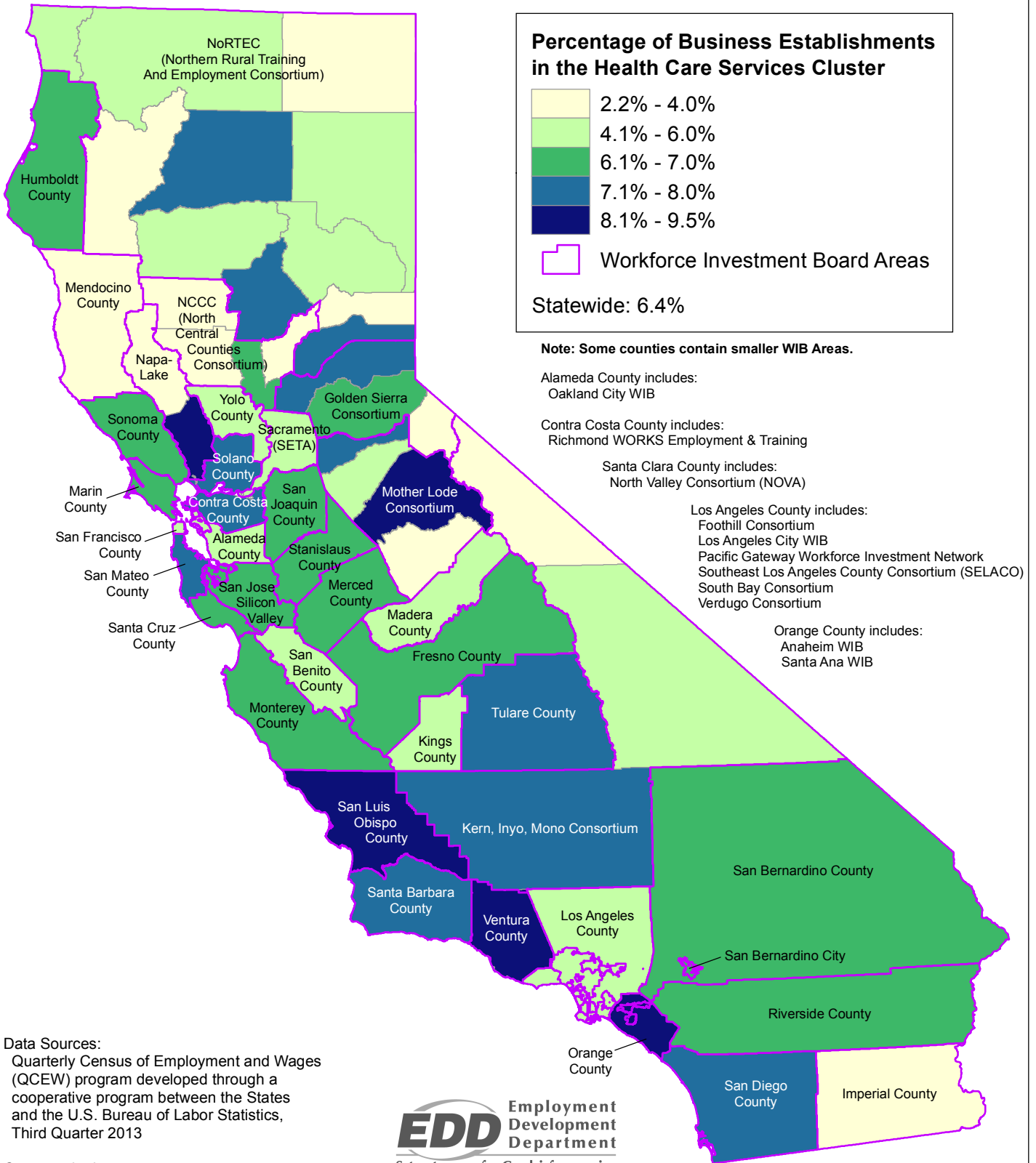
The table below provides examples of instructional programs related to some of the top occupations in the Health Care Services cluster, particularly those that require less than a bachelor's degree. These programs train individuals for occupations throughout many industries and are not limited to the 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



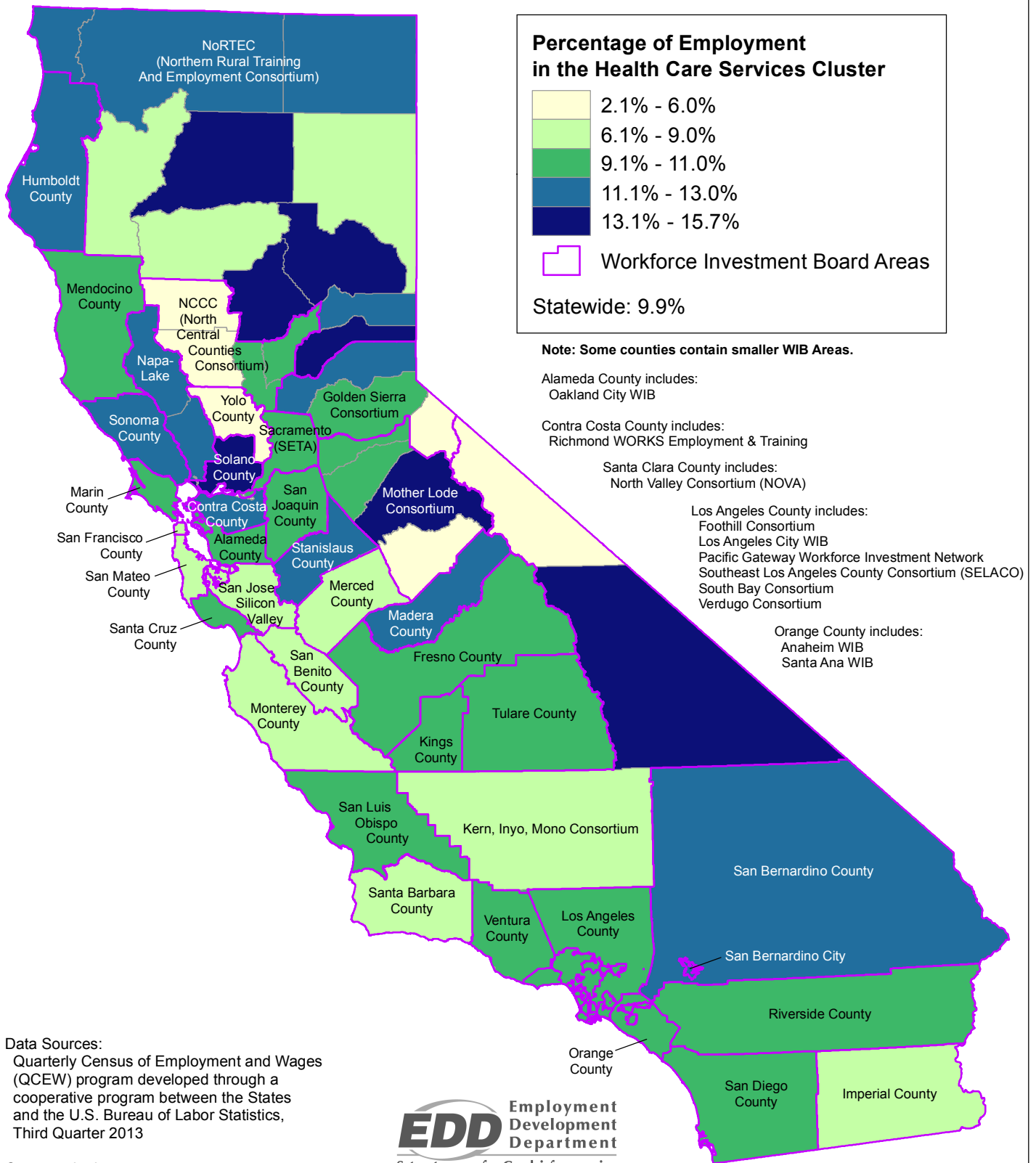
Data Sources:  
Quarterly Census of Employment and Wages (QCEW) program developed through a cooperative program between the States and the U.S. Bureau of Labor Statistics, Third Quarter 2013

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  
 California Employment Development Department  
<http://www.labormarketinfo.edd.ca.gov>  
 July 2014



# STUDENTS IN ACTION



AS PART OF WESTMINSTER CLINIC'S MEDICAL TEAM, STUDENTS LEARN ABOUT CAREERS IN HEALTHCARE.

## Local Teens Provide Hope & Health Care

Westminster Free Clinic's (WFC) 80 High School students actually participate in providing health care for people who are low-income and uninsured. They take their patient's pulse, measure their respiration, take their temperature and complete a patient interview to collect all the

information they will need to present their patient to the volunteer doctor. Doctors and other professionals teach/mentor patient and students.

Extensive training, field trips and weekly experience helping people in their local community, allows students to see the

difference they can make and the rewarding opportunities available in the field of health care.

In addition to patient care, our students help with community outreach, and new student training, and receive support applying for college.



CPR TRAINING

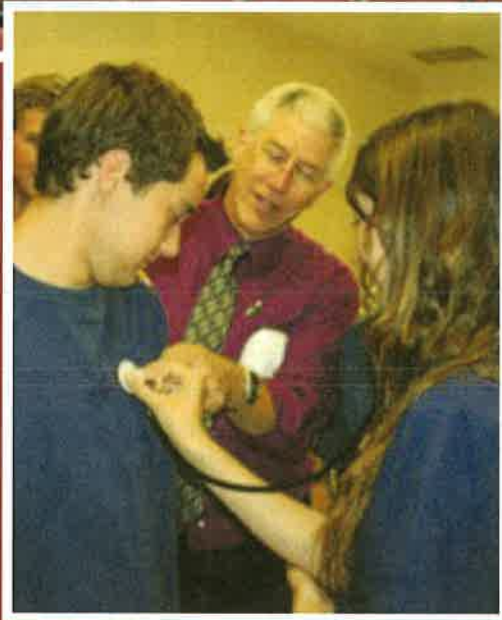


CROSS-CULTURAL LEARNING



ADULTS & TEENS ARE A TEAM

# PHOTOS OF WFC TEENS IN ACTION



BEING AN INTERN AT WESTMINSTER FREE CLINIC IS A BIG COMMITMENT. THEIR INTERNSHIP LAST AT LEAST 2-YEARS, 5-6 HOURS ON A CLINIC NIGHT EVERY OTHER WEEK AND IS 12 MONTHS OF THE YEAR.

99% OF OUR STUDENTS ENROLL IN A 2-YEAR OR 4-YEAR COLLEGE WHEN THEY GRADUATE. FREE SAT PREP CLASSES, AND COLLEGE COUNSELING MAKE THAT POSSIBLE. WHEN THEY STARTED THE WFC INTERNSHIP, MANY NEVER IMAGINED GOING TO COLLEGE OR PURSUING A HEALTHCARE CAREER.