

LABOR MARKET OVERVIEW: SOUTH CENTRAL VALLEY/ SOUTHERN MOTHER LODGE SUBREGION

Prepared by the
Central Valley/Mother Lode Region
Center of Excellence

August 2017



C·O·E

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Inform Connect Advance

HEALTH CARE

Current & Projected Employment

Of all the industries analyzed, the health care industry is expected to offer the most employment opportunities in the South Central Valley/Southern Mother Lode Subregion over the next five years. Overall, more than 22,400 new jobs are anticipated. Individual and family services will create the greatest number of new jobs, 10,019 by 2021, with a growth rate of 32% (Exhibit 71).

Another job generator will be general medical and surgical hospitals, which will expand by 11%, a gain of nearly 3,000 jobs.

Outpatient care centers will undergo rapid growth. This industry type also has a 36% growth rate and will add nearly 2,400 positions in the subregion by 2021.

Offices of physicians will increase by 11%, adding 1,758 jobs, and nursing care facilities (skilled nursing facilities) will grow by the same rate, adding 859 positions.

Also noteworthy are offices of other health practitioners, which will add more than 1,200 jobs, a 25% growth rate, and continuing care retirement communities and assisted living facilities for the elderly, which will add more than 1,000 jobs, representing 23% growth.

Exhibit 71: Health care current and projected employment

Description (NAICS)	2016 Jobs	2021 Jobs	5-Year Change	5-Year % Change	# of Firms
Individual and Family Services (6241)	30,878	40,897	10,019	32%	23,146
General Medical and Surgical Hospitals (6221)	25,920	28,866	2,946	11%	57
Offices of Physicians (6211)	16,258	18,016	1,758	11%	1,746
Nursing Care Facilities (Skilled Nursing Facilities) (6231)	7,682	8,541	859	11%	96
Outpatient Care Centers (6214)	6,569	8,966	2,397	36%	234
Offices of Dentists (6212)	5,856	6,296	440	8%	821
Offices of Other Health Practitioners (6213)	4,872	6,108	1,236	25%	561
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly (6233)	4,328	5,344	1,016	23%	189
Home Health Care Services (6216)	3,195	4,078	883	28%	108

Industry Staffing Patterns

The occupation of registered nurses is the largest in the health care industry, with 12,843 jobs (Exhibit 72). This occupation also has the greatest projected five-year change in the industry, 2,161 new jobs. Home health aides has the next greatest growth projection, 1,333 new jobs. The nursing assistants occupation had 6,044 jobs in 2016 and more than 1,100 new jobs projected by 2021.

Occupation	Annual Openings (2016-21)	Program - TOP6	Total Annual Avg Degrees (2013-16)	Total Annual Avg Certificates (2013-16)
Computer, Automated Teller and Office Machine Repairers (49-2011)	15	Computer Electronics - 093410	-	5
Web Developers (15-1134)	14	Website Design and Development - 061430	7	22
		Computer Science (Transfer) - 070600	12	-
		Computer Software Development - 070700	-	-
		Computer Programming - 070710	1	0
		World Wide Web Administration - 070900	1	1
		E-Commerce (Technology Emphasis) - 070910	-	-
Computer Network Architects (15-1143)	11	Computer Systems Analysis - 070730	-	-
		Computer Infrastructure and Support - 070800	-	11
		Computer Networking - 070810	50	56

Source: EMSI, MIS, Data Mart, Center of Excellence TOP-CIP-SOC

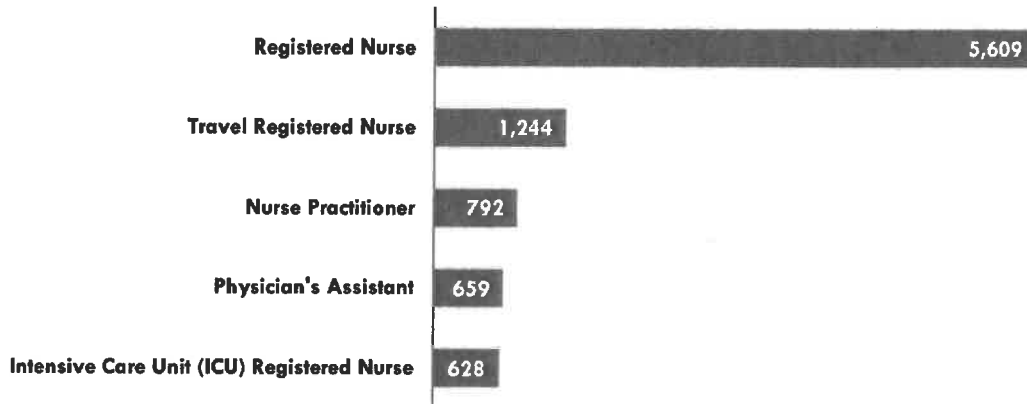
Exhibit 72: Health care staffing patterns

SOC	Description	Employment		5-Year Change	5-Year % Change
		2016	2021		
* 29-1141	Registered Nurses	12,843	15,004	2,161	17%
31-1011	Home Health Aides	2,081	3,414	1,333	64%
31-1014	Nursing Assistants	6,044	7,176	1,132	19%
31-9092	Medical Assistants	5,017	5,725	708	14%
29-2061	Licensed Practical and Licensed Vocational Nurses	3,275	3,798	523	16%
43-6013	Medical Secretaries	3,346	3,817	471	14%
31-9091	Dental Assistants	2,576	2,778	202	8%
29-2041	Emergency Medical Technicians and Paramedics	926	1,109	183	20%
29-2071	Medical Records and Health Information Technicians	899	1,022	123	14%
29-2012	Medical and Clinical Laboratory Technicians	702	821	119	17%
29-2034	Radiologic Technologists	818	933	115	14%
31-9097	Phlebotomists	759	869	110	14%
29-2021	Dental Hygienists	866	955	89	10%
29-2055	Surgical Technologists	507	595	88	17%
29-2011	Medical and Clinical Laboratory Technologists	464	551	87	19%
29-1126	Respiratory Therapists	676	758	82	12%
31-2022	Physical Therapist Aides	379	447	68	18%
31-9099	Healthcare Support Workers, All Other	480	545	65	14%
29-2081	Opticians, Dispensing	211	274	63	30%
29-2057	Ophthalmic Medical Technicians	473	535	62	13%
31-2021	Physical Therapist Assistants	173	234	61	35%
29-2052	Pharmacy Technicians	420	479	59	14%
29-2032	Diagnostic Medical Sonographers	259	315	56	22%
29-2053	Psychiatric Technicians	461	506	45	10%
31-9093	Medical Equipment Preparers	284	326	42	15%
29-2031	Cardiovascular Technologists and Technicians	177	215	38	21%
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	173	205	32	18%
31-2011	Occupational Therapy Assistants	72	101	29	40%
29-9099	Healthcare Practitioners and Technical Workers, All Other	155	183	28	18%
31-1015	Orderlies	203	231	28	14%
31-1013	Psychiatric Aides	95	118	23	24%
29-2051	Dietetic Technicians	168	190	22	13%
29-2035	Magnetic Resonance Imaging Technologists	116	134	18	16%
31-9011	Massage Therapists	82	98	16	20%

Job Postings

An analysis of job posting data for the 34 staffing pattern occupations shows the positions employers most sought to fill in the last 12 months. Exhibit 73 details the top five jobs requiring less than a bachelor's degree advertised by employers.

Exhibit 73: Health care job postings



Skills

The following tables show the most commonly requested baseline, specialized and software skills sought by health care employers in job postings in the subregion. The two tables contain the same top five skills with communication skills and English in top spots (Exhibit 74).

Exhibit 74: Health care baseline skills

Occupational Cluster		Industry: Health Care	
Baseline Skills	Job Postings	Baseline Skills	Job Postings
Communication Skills	1595	Communication Skills	2100
English	982	English	1294
Computer Skills	925	Team Work/Collaboration	1181
Planning	904	Planning	1163
Team Work/Collaboration	819	Computer Skills	1145

Exhibit 75 shows specialized skills commonly listed by health care employers. The industry-level software skills data mirrors that in the occupational analysis table. Patient care is the most highly ranked skill overall.

Exhibit 75: Health care specialized skills

Occupational Cluster		Industry: Health Care	
Specialized Skills	Job Postings	Specialized Skills	Job Postings
Patient Care	2653	Patient Care	3317
Advanced Cardiac Life Support (ACLS)	1498	Treatment Planning	1909
Cardiopulmonary Resuscitation (CPR)	1345	Cardiopulmonary Resuscitation (CPR)	1811
Treatment Planning	1082	Advanced Cardiac Life Support (ACLS)	1625
Acute Care	1035	Acute Care	1235

Top software skills for jobs related to health care are shown in Exhibit 76. The top three requested skills are Microsoft Excel, Word and Office.

Exhibit 76: Health care software skills

Occupational Cluster		Industry: Health Care	
Software Skills	Job Postings	Software Skills	Job Postings
Microsoft Excel	298	Microsoft Excel	378
Microsoft Word	279	Microsoft Word	357
Microsoft Office	212	Microsoft Office	282
Microsoft Windows	106	Microsoft SharePoint	250
ICD-10	90	Microsoft Windows	156

Occupational Demand Projections

The three largest health care occupations are: registered nurses with 17,233 jobs and 2,517 new jobs projected by 2021; nursing assistants, with 7,105 jobs and 1,222 new jobs; and home health aides, 2,186 jobs and 1,349 new jobs (Exhibit 77).

Exhibit 77: Health care occupational projections

Occupation	2016	2021	5-Yr Change	5-Yr % Change	Annual Openings
* Registered Nurses	17,233	19,750	2,517	15%	953
Nursing Assistants	7,105	8,327	1,222	17%	425
Home Health Aides	2,186	3,535	1,349	62%	343
Medical Assistants	5,536	6,287	751	14%	277
Licensed Practical and Licensed Vocational Nurses	4,193	4,752	559	13%	242
Medical Secretaries	3,986	4,489	503	13%	147
Dental Assistants	2,769	2,982	213	8%	115
Pharmacy Technicians	2,279	2,491	212	9%	67
Medical Records and Health Information Technicians	1,239	1,382	143	12%	59
Medical and Clinical Laboratory Technicians	866	997	131	15%	49
Radiologic Technologists	1,053	1,178	125	12%	47
Phlebotomists	887	1010	123	14%	45
Respiratory Therapists	866	963	97	11%	42
Medical and Clinical Laboratory Technologists	659	762	103	16%	38
Healthcare Support Workers, All Other	862	947	85	10%	36
Dental Hygienists	901	994	93	10%	35
Opticians, Dispensing	377	486	109	29%	34
Physical Therapist Aides	441	512	71	16%	28
Psychiatric Technicians	1,411	1,394	-17	-1%	27
Surgical Technologists	613	710	97	16%	26
Massage Therapists	738	834	96	13%	25
Physical Therapist Assistants	208	273	65	31%	20
Diagnostic Medical Sonographers	305	367	62	20%	19
Ophthalmic Medical Technicians	493	557	64	13%	18
Medical Equipment Preparers	364	413	49	13%	18
Psychiatric Aides	191	251	60	31%	17
Pharmacy Aides	575	590	15	3%	16
Cardiovascular Technologists and Technicians	236	281	45	19%	14
Orderlies	254	288	34	13%	13
Veterinary Technologists and Technicians	367	412	45	12%	13
Healthcare Practitioners and Technical Workers, All Other	274	305	31	11%	12
Occupational Therapy Assistants	85	117	32	38%	9
Medical Transcriptionists	286	296	10	3%	9

Wages

The highest occupational hourly wages are earned by registered nurses, dental hygienists and medical and clinical laboratory technologists (Exhibit 78). However, 10 of the health care occupations have entry-level wages that fall below the subregion's average living wage for one adult, \$11.32/hour.

Exhibit 78: Health care wages

Occupation	Pct. 10 Hourly Wages	Median Hourly Wages
* Registered Nurses	\$30.68	\$40.85
Dental Hygienists	\$29.39	\$41.48
Medical and Clinical Laboratory Technologists	\$29.17	\$42.53
Diagnostic Medical Sonographers	\$26.20	\$41.64
Respiratory Therapists	\$25.26	\$35.99
Physical Therapist Assistants	\$22.14	\$32.68
Radiologic Technologists	\$21.91	\$34.59
Psychiatric Technicians	\$21.07	\$27.82
Surgical Technologists	\$20.21	\$27.05
Licensed Practical and Licensed Vocational Nurses	\$18.98	\$24.24
Occupational Therapy Assistants	\$17.85	\$26.96
Cardiovascular Technologists and Technicians	\$16.83	\$28.39
Healthcare Practitioners and Technical Workers, All Other	\$16.27	\$26.16
Medical and Clinical Laboratory Technicians	\$14.93	\$21.62
Medical Equipment Preparers	\$13.78	\$18.15
Opticians, Dispensing	\$13.41	\$19.24
Healthcare Support Workers, All Other	\$13.40	\$19.59
Medical Transcriptionists	\$12.51	\$18.77
Pharmacy Technicians	\$12.33	\$17.26
Medical Records and Health Information Technicians	\$11.73	\$17.96
Phlebotomists	\$11.55	\$16.17
Orderlies	\$11.45	\$15.68
Ophthalmic Medical Technicians	\$11.44	\$16.73
Veterinary Technologists and Technicians	\$10.57	\$13.88
Dental Assistants	\$10.55	\$15.24
Medical Secretaries	\$10.55	\$15.54
Medical Assistants	\$10.38	\$14.27
Massage Therapists	\$10.36	\$13.45
Psychiatric Aides	\$9.91	\$12.15
Physical Therapist Aides	\$9.89	\$12.71
Pharmacy Aides	\$9.78	\$13.24
Nursing Assistants	\$9.55	\$12.14
Home Health Aides	\$9.21	\$10.43

Education Level

Exhibit 79 shows education levels required for occupations that fall within the health care industry. Although registered nurses at the national level have a typical education level of a bachelor's degree, California only requires an associate degree. Nearly two-thirds of the health care occupations typically require community college education. Most of the remaining occupations that indicate no formal educational credential or a high school diploma/equivalent do require some formal training and an accompanying third-party certification.

Exhibit 79: Health care education levels

Occupation	Typical Entry-Level Education	Work Experience Required	Typical On-The-Job Training	CPS
Registered Nurses	Bachelor's degree	None	None	42.1%
Nursing Assistants	Postsecondary nondegree award	None	None	41.7%
Home Health Aides	No formal educational credential	None	Short-term	41.7%
Medical Assistants	Postsecondary nondegree award	None	None	65%
Licensed Practical and Licensed Vocational Nurses	Postsecondary nondegree award	None	None	74.1%
Medical Secretaries	High school diploma or equivalent	None	Moderate-term	47.5%
Dental Assistants	Postsecondary nondegree award	None	None	58.3%
Pharmacy Technicians	High school diploma or equivalent	None	Moderate-term	56.4%
Medical Records and Health Information Technicians	Postsecondary nondegree award	None	None	54.9%
Medical and Clinical Laboratory Technicians	Associate degree	None	None	36.2%
Radiologic Technologists	Associate degree	None	None	66.1%
Phlebotomists	Postsecondary nondegree award	None	None	61.1%
Respiratory Therapists	Associate degree	None	None	69.9%
Medical and Clinical Laboratory Technologists	Bachelor's degree	None	None	36.2%
Healthcare Support Workers, All Other	High school diploma or equivalent	None	None	38.1%
Dental Hygienists	Associate degree	None	None	60.8%
Opticians, Dispensing	High school diploma or equivalent	None	Long-term	56.1%
Physical Therapist Aides	High school diploma or equivalent	None	Short-term	70.9%
Psychiatric Technicians	Postsecondary nondegree award	Less than 5 years	Short-term	56.4%

Occupation	Typical Entry-Level Education	Work Experience Required	Typical On-The-Job Training	CPS
Surgical Technologists	Postsecondary nondegree award	None	None	56.4%
Massage Therapists	Postsecondary nondegree award	None	None	54%
Physical Therapist Assistants	Associate degree	None	None	70.9%
Diagnostic Medical Sonographers	Associate degree	None	None	66.1%
Ophthalmic Medical Technicians	Postsecondary nondegree award	None	None	56.4%
Medical Equipment Preparers	High school diploma or equivalent	None	Moderate-term	38.1%
Psychiatric Aides	High school diploma or equivalent	None	Short-term	41.7%
Pharmacy Aides	High school diploma or equivalent	None	Short-term	50.3%
Cardiovascular Technologists and Technicians	Associate degree	None	None	66.1%
Orderlies	High school diploma or equivalent	None	Short-term	41.7%
Veterinary Technologists and Technicians	Associate degree	None	None	56.4%
Healthcare Practitioners and Technical Workers, All Other	Postsecondary nondegree award	None	None	27.3%
Occupational Therapy Assistants	Associate degree	None	None	85.6%
Medical Transcriptionists	Postsecondary nondegree award	None	None	60.9%

Community College Supply

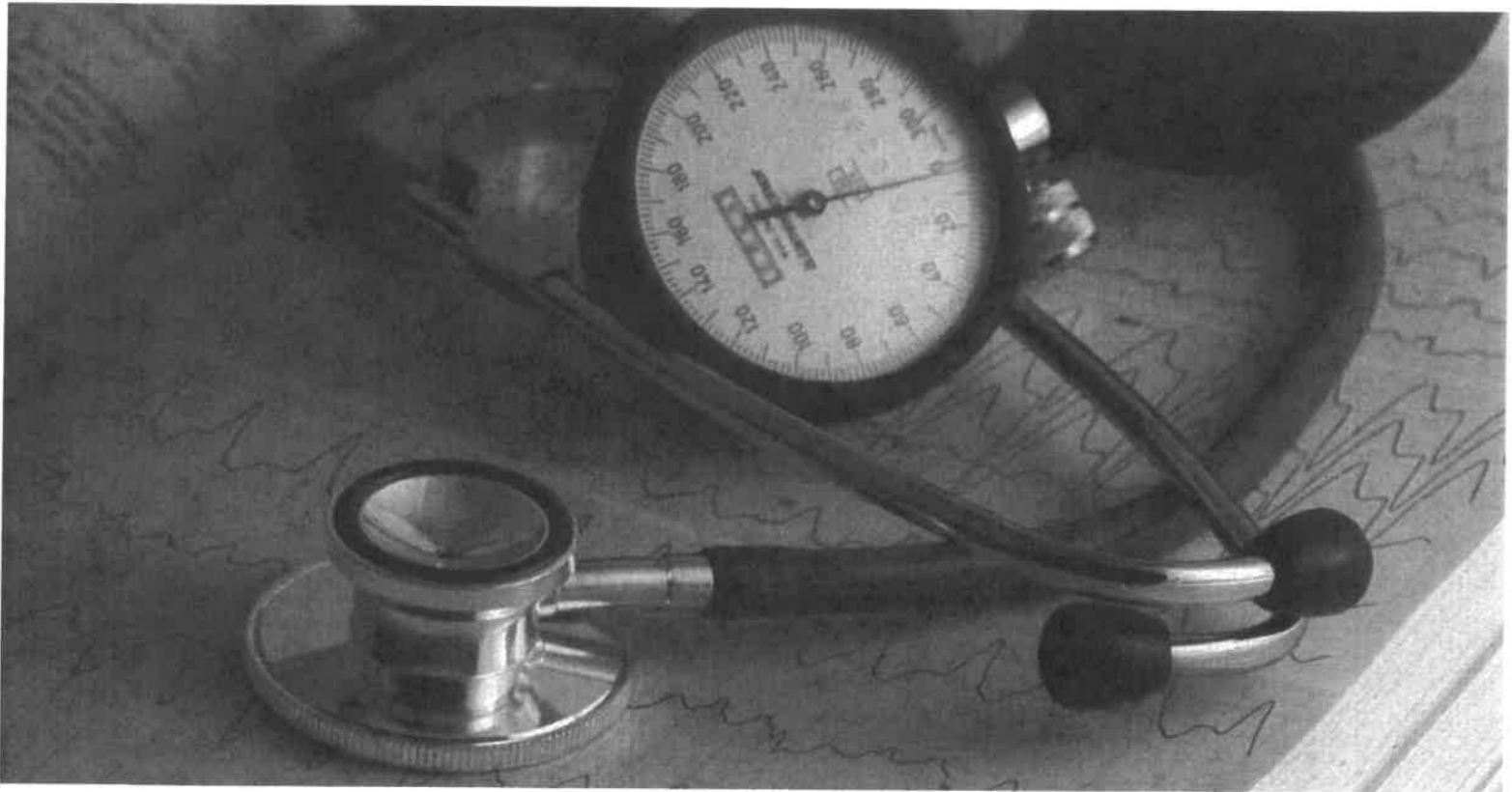
Exhibit 80 shows annual job openings and corresponding program titles with student completion data.

Exhibit 80: Health care community college supply

Occupation	Annual Openings (2016-21)	Program - TOP6	Total Annual Avg Degrees (2013-16)	Total Annual Avg Certificates (2013-16)
Registered Nurses (29-1141)	953	Nursing - 123000	-	-
		Registered Nursing - 123010	628	7
Nursing Assistants (31-1014)	425	Health Occupations, General - 120100	42	-
		School Health Clerk - 122400	-	-
		Nursing - 123000	-	-
		Certified Nurse Assistant - 123030	-	191
Home Health Aides (31-1011)	343	Health Occupations, General - 120100	42	-
		Nursing - 123000	-	-
		Home Health Aide - 123080	-	-
		Gerontology - 130900	-	-
Medical Assistants (31-9092)	277	Medical Assisting - 120800	716	1,827
		Clinical Medical Assisting - 120810	15	10
Licensed Practical and Licensed Vocational Nurses (29-2061)	242	Nursing - 123000	-	-
		Licensed Vocational Nursing - 123020	50	221
Medical Secretaries (43-6013)	147	Medical Office Technology - 051420	36	95
		Administrative Medical Assisting - 120820	-	7
Dental Assistants (31-9091)	115	Dental Occupations - 124000	-	-
		Dental Assistant - 124010	49	384
Pharmacy Technicians (29-2052)	67	Pharmacy Technology - 122100	223	228
Medical Records and Health Information Technicians (29-2071)	59	Health Information Technology - 122300	7	-
		Health Information Coding - 122310	20	120
Medical and Clinical Laboratory Technicians (29-2012)	49	Biotechnology and Biomedical Technology - 043000	-	-
		Laboratory Science Technology - 095500	-	-
		Medical Laboratory Technology - 120500	-	-
Radiologic Technologists (29-2034)	47	Radiologic Technology - 122500	48	14
Phlebotomists (31-9097)	45	Phlebotomy - 120510	-	14

Occupation	Annual Openings (2016-21)	Program - TOP6	Total Annual Avg Degrees (2013-16)	Total Annual Avg Certificates (2013-16)
Respiratory Therapists (29-1126)	42	Respiratory Care/Therapy - 121000	176	-
Medical and Clinical Laboratory Technologists (29-2011)	38	Electron Microscopy - 093470	-	-
Healthcare Support Workers, All Other (31-9099)	36	Health Facility Unit Coordinator - 120830	-	-
		Speech/Language Pathology and Audiology - 122000	-	-
Dental Hygienists (29-2021)	35	Dental Occupations - 124000	-	-
		Dental Hygienist - 124020	98	18
Opticians, Dispensing (29-2081)	34	No Corresponding Programs		
Physical Therapist Aides (31-2022)	28	No Corresponding Programs		
Psychiatric Technicians (29-2053)	27	Psychiatric Technician - 123900	39	105
Surgical Technologists (29-2055)	26	Surgical Technician - 121700	25	0
Massage Therapists (31-9011)	25	Massage Therapy - 126200	7	119
Physical Therapist Assistants (31-2021)	20	Physical Therapist Assistant - 122200	22	-
Diagnostic Medical Sonographers (29-2032)	19	Diagnostic Medical Sonography - 122700	9	-
Ophthalmic Medical Technicians (29-2057)	18	Optical Technology - 121900	-	-
Medical Equipment Preparers (31-9093)	18	Hospital Central Service Technician - 120900	-	-
Psychiatric Aides (31-1013)	17	Psychiatric Technician - 123900	39	105
Pharmacy Aides (31-9095)	16	No Corresponding Programs		
Cardiovascular Technologists and Technicians (29-2031)	14	Cardiovascular Technician - 121300	-	3
		Electrocardiography - 121500	-	-
Orderlies (31-1015)	13	No Corresponding Programs		
Veterinary Technologists and Technicians (29-2056)	13	Veterinary Technician (Licensed) - 010210	38	1
Healthcare Practitioners and Technical Workers, All Other (29-9099)	12	No Corresponding Programs		
Occupational Therapy Assistants (31-2011)	9	Occupational Therapy Technology - 121800	-	-
Medical Transcriptionists (31-9094)	9	Medical Office Technology - 051420	36	95

Occupation	Annual Openings (2016-21)	Program - TOP6	Total Annual Avg Degrees (2013-16)	Total Annual Avg Certificates (2013-16)
		Administrative Medical Assisting - 120820	-	7
		Health Information Coding - 122310	20	120
Source: EMS, and Data Mark, Center of Excellence TOP-CIP-SOC				



Occupation Overview

Emsi Q2 2018 Data Set

May 2018

Porterville College

100 E. College Avenue
Porterville, California 93257
559.791.2459

Parameters

Occupations

Code	Description
29-1141	Registered Nurses

Regions

Code	Description
6107	Tulare County, CA

Timeframe

2018 - 2028

Datarun

2018.2 - QCEW Employees, Non-QCEW Employees, Self-Employed, and Extended Proprietors

Registered Nurses in Tulare County

Registered Nurses (SOC 29-1141):

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), and "Nurse Practitioners" (29-1171).

Sample of Reported Job Titles:

Registered Nurse (RN)
Public Health Nurse (PHN)
Staff Nurse
Progressive Care Unit Registered Nurse
Psychiatric Clinical Nurse Specialist
Advanced Practice Psychiatric Nurse
Intensive Care Unit Nurse
Critical Care Registered Nurse (CCRN)
Pediatric Clinical Nurse Specialist
Clinical Nurse Specialist

Related O*NET Occupations:

Registered Nurses (29-1141.00)
Acute Care Nurses (29-1141.01)
Advanced Practice Psychiatric Nurses (29-1141.02)
Critical Care Nurses (29-1141.03)
Clinical Nurse Specialists (29-1141.04)

Occupation Summary for Registered Nurses

2,194

Jobs (2018)
32% below National average

+20.0%

% Change (2018-2028)
Nation: +15.5%

\$36.77/hr

Median Hourly Earnings
Nation: \$32.62/hr

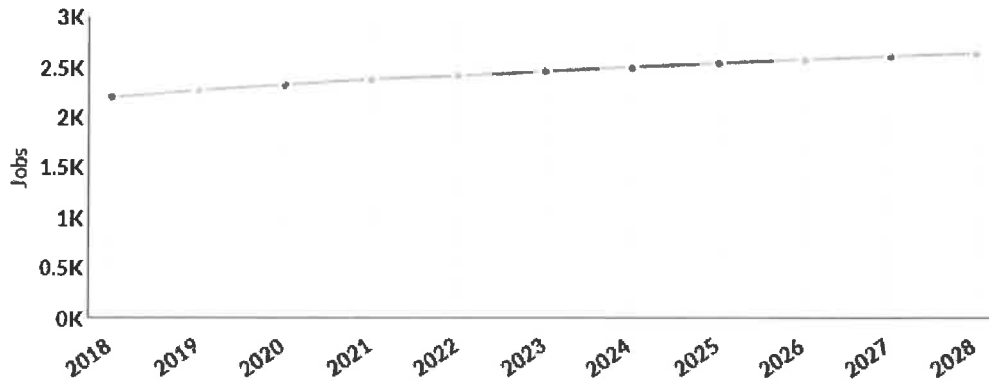
Growth for Registered Nurses (29-1141)

2,194
2018 Jobs

2,632
2028 Jobs

438
Change (2018-2028)

20.0%
% Change (2018-2028)

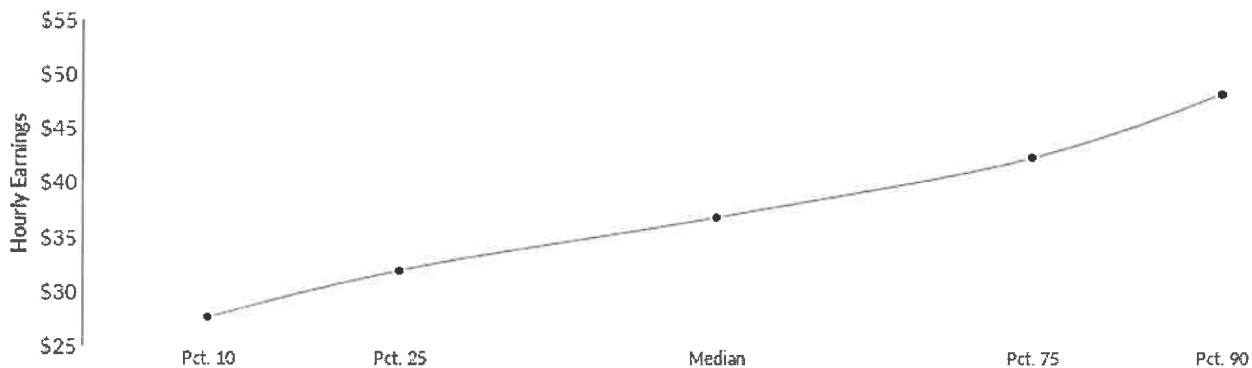


Percentile Earnings for Registered Nurses (29-1141)

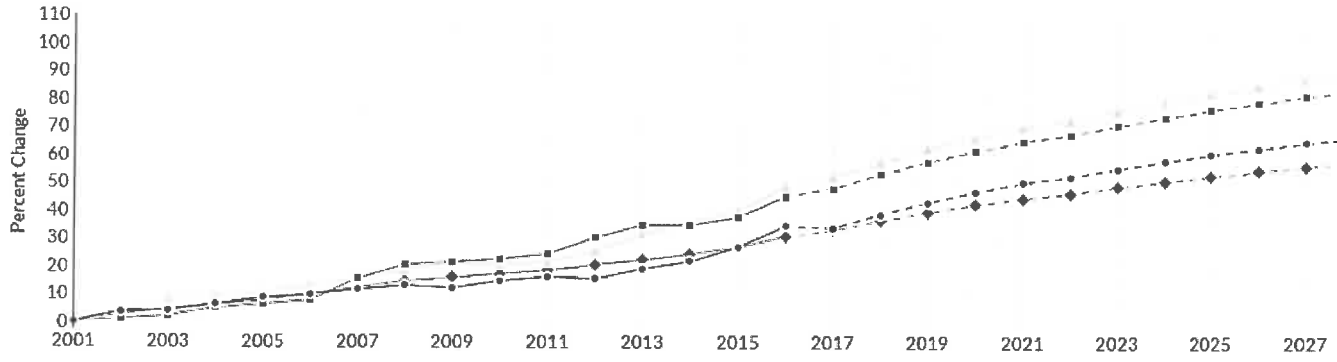
\$31.88/hr
25th Percentile Earnings

\$36.77/hr
Median Earnings

\$42.33/hr
75th Percentile Earnings



Regional Trends



Region	2018 Jobs	2028 Jobs	Change	% Change
Region	2,194	2,632	438	20.0%
Four County	7,813	9,363	1,550	19.8%
State	316,028	381,462	65,434	20.7%
Nation	3,098,594	3,579,294	480,700	15.5%

Regional Breakdown



* Highlighted areas show counties that contain the selected zip codes

ZIP	2028 Jobs
Visalia, CA 93291 (in Tulare county)	1,369
Porterville, CA 93257 (in Tulare county)	639
Visalia, CA 93277 (in Tulare county)	200
Tulare, CA 93274 (in Tulare county)	158
Dinuba, CA 93618 (in Tulare county)	53

Job Postings Summary

796
Unique Postings
2,436 Total Postings

3 : 1
Posting Intensity
Regional Average: 3 : 1

30 days
Median Posting Duration
Regional Average: 25 days

There were 2,436 total job postings for your selection from January 2018 to April 2018, of which 796 were unique. These numbers give us a Posting Intensity of 3-to-1, meaning that for every 3 postings there is 1 unique job posting.

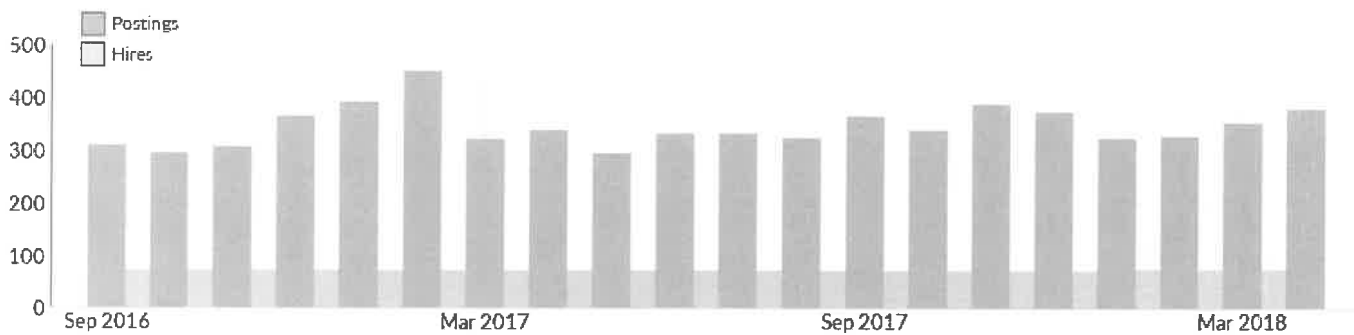
This is close to the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they are putting average effort toward hiring for this position.

Job Postings vs. Hires

345
Avg. Monthly Postings (Jan 2018 - Apr 2018)

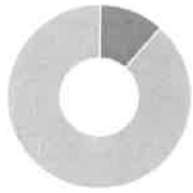
74
Avg. Monthly Hires (Jan 2018 - Apr 2018)

In an average month, there were 345 unique job postings for *Registered Nurses*, and 74 actually hired. This means there was approximately 1 hire for every 5 unique job postings for *Registered Nurses*.



Occupation	Avg Monthly Postings (Jan 2018 - Apr 2018)	Avg Monthly Hires (Jan 2018 - Apr 2018)
Registered Nurses	345	74

Occupation Gender Breakdown

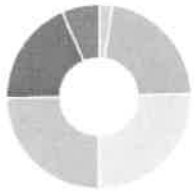


Gender

- Males
- Females

	2017 Jobs	2017 Percent	
Males	242	11.5%	<div style="width: 11.5%;"></div>
Females	1,874	88.5%	<div style="width: 88.5%;"></div>

Occupation Age Breakdown

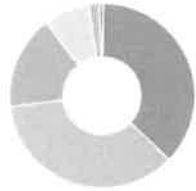


Age

- 14-18
- 19-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

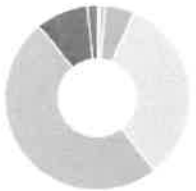
	2017 Jobs	2017 Percent	
14-18	0	0.0%	<div style="width: 0.0%;"></div>
19-24	49	2.3%	<div style="width: 2.3%;"></div>
25-34	467	22.1%	<div style="width: 22.1%;"></div>
35-44	540	25.5%	<div style="width: 25.5%;"></div>
45-54	525	24.8%	<div style="width: 24.8%;"></div>
55-64	396	18.7%	<div style="width: 18.7%;"></div>
65+	140	6.6%	<div style="width: 6.6%;"></div>

Occupation Race/Ethnicity Breakdown



Race/Ethnicity	2017 Jobs	2017 Percent
Asian	784	37.1%
White	760	35.9%
Hispanic or Latino	347	16.4%
Black or African American	172	8.1%
Two or More Races	38	1.8%
Native Hawaiian or Other Pacific Islander	12	0.6%
American Indian or Alaska Native	2	0.1%

National Educational Attainment



Education Level	2017 Percent
Less than high school diploma	0.3%
High school diploma or equivalent	1.0%
Some college, no degree	5.0%
Associate's degree	33.0%
Bachelor's degree	49.6%
Master's degree	9.2%
Doctoral or professional degree	1.8%

Occupational Programs

3
Programs (2016)

205
Completions (2016)

110
Openings (2016)

CIP Code	Program	Completions (2016)
51.3801	Registered Nursing/Registered Nurse	205
51.0000	Health Services/Allied Health/Health Sciences, General	0
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other	0

Industries Employing Registered Nurses

Industry	Occupation Jobs in Industry (2017)	% of Occupation in Industry (2017)	% of Total Jobs in Industry (2017)
Hospitals (Local Government)	1,165	55.1%	20.2%
Hospitals (State Government)	171	8.1%	14.8%
Nursing Care Facilities (Skilled Nursing Facilities)	158	7.5%	8.4%
All Other Outpatient Care Centers	107	5.0%	12.7%
Offices of Physicians (except Mental Health Specialists)	82	3.9%	3.8%

Appendix A - Data Sources and Calculations

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

State Data Sources

This report uses state data from the following agencies: California Labor Market Information Department

Porterville College Health Careers
Health Careers Advisory Committee Meeting
Minutes

December 8, 2016
1400-1700

Present:

Pamela Avila, Salma Aziz, Terry Bady, Kim Behrens, Blanca Bonilla, Terri Didway, Valerie Fisher, Traci Follet, Natalia Gaeta, Lupe Guillen, Jeffery Hudson-Covolo, Federico Huerta, Marycruz Leyva, Katherine Portillo, Patricia Sutherland, Debra Vaughn, Rebecca Velasco, Beverly Ward

Handouts

National University Bachelor of Science in Nursing-RN Completion
ADN Brochure and Application

AGENDA ITEM	<u>DISCUSSION</u>	ACTION
Meeting minutes Health Careers Webpage	<p>Webpage: http://www.portervillecollege.edu/healthcareers Health Careers website reviewed. Public can obtain information regarding the Health Careers Programs.</p>	
PT Program CAPTE Conference	<p>Porterville College Psych Tech Program hosted the California Association Psych Tech Educators conference in October. 36 attendees from all over the state. Topics were education focus flipping the classroom and simulation in PT programs. Judge Roper presented drug court and mental health court.</p>	
Applicants	<p>Health Careers admitted a new cohort 30 Psych. Tech. students. PDC had funding and they are funding one of the current cohorts. We had 100 applicants with 30 students enrolling in each cohort.</p>	

<p>CPTLEX Pass Rates</p> <p>Curriculum Revision Math and English</p>	<p>California Psych. Tech. Licensing Examination our pass rates is averaging 72%.</p> <p>Math and English will be added as prerequisites with the curriculum revision. Curriculum revision to include current PT practice and industry standards. The program will reach out to advisory meeting member for review and input into curriculum revision. Target date for implementation is 2019.</p> <p>PDC Vacancy 46-50 positions (PT) - PTA filled with PTA</p>
<p>EMT Program</p> <p>Success Rates</p>	<p>Decreased class size to 24 students. Previously instructors were admitting 45 students, but due to lack of professional experts to help with skills lab enrollment was downsized. Once sufficient skills lab personal are in place, the program will increase enrollment as long as there is a need. Success rates have improved from 30% to 50%.</p>
<p>RN Program</p> <p>COADN/CACN Conference Eating our young</p> <p>Outpatient clinical placement</p>	<p>Speaker from Pennsylvania his topic was "Eating our Young" he said its not going to stop and we need to prepare out students for it. Prepare our student for conflict resolution. Conflict management. Baby boomers is different. Discussion about how lateral bullying does occur on a frequent basis and ideas shared of how to better prepare students for this culture.</p> <p>The BRN is encouraging increased outpatient clinical placement. The Health Careers is currently using Tule Indian River Clinic. BRN thanked Terri and TIRC for establishing arranging this clinical experience for pediatric nursing students.</p>

COADN Director Meeting

- Message from BRN Executive Officer Dr. Morris re: Livescans

The ADN Directors group had a meeting last week Dr. Morris, BRN Executive Director. He asked all directors to share with all clinical agencies the new Livescan policy. All RN's who previously had the hardcopy fingerprinting completed are now required to complete a Livescan. RN's will be notified by mail and will have 30 days to comply. If not in compliance by due date their license will be put on hold and they will not be able to work.

Assessment, Remediation, Retention Grant

PC ADN program was awarded an \$114,000 grant for assessment, remediation, and retention. The funding is being used for student support case manager, updating skills lab equipment, curriculum revision and faculty development.

Pass rate for 2015-2016 year is 94.4%

NCLEX Pass Rates

The ADN program will implement the multicriterion process

Multi Criterion Selection

Multi Criterion Selection policy and procedure was reviewed. Implementation planned for August 2017 class. Purpose to select the better prepared student. The new screening and selection process has been posted since January. Science and English faculty report they are already seeing an improvement in student performance in the prerequisite classes.

Curriculum revision
Concept based
Critical thinking
Transition to Practice
ADN-BSN

Discussion regarding concept based curriculum, active learning strategies, critical thinking, clinical reasoning, and improving/stabilizing NCLEX pass rates. Faculty shared new active learning strategies they have been implementing in theory. Starting in the spring the faculty will have 1/2 of students working on clinical reasoning and the other 1/2 doing traditional student nurse activities. The purpose is for new nurses' to start with higher level of critical thinking and clinical reasoning skills to improve patient outcomes.

<p>Health Careers Faculty Shortage Adjunct Faculty Clinical Teaching Assistants Simulation Lab Coverage</p> <p>College Master Plan</p>	<p>Advisory committee members present agreed 100% new graduates needed stronger clinical reasoning skills. Strategies such as concept based curriculum, active learning strategies, and improved critical thinking were needed. 100% of the advisory committee approved the plan for a major curriculum revision to include these strategies.</p> <p>ADN program having difficulty finding part time faculty and clinical teaching assistants for spring semester. SVMC agreed to assist the college in recruiting part time instructors.</p> <p>Hospitals and Development Center future needs:</p> <p>Hospitals</p> <ol style="list-style-type: none"> 1. Increase RN program enrollment to twice a year 2. Re-establish the LVN program 3. Add Medical Office Assisting program <p>Developmental Center</p> <ol style="list-style-type: none"> 1. Increase PT program enrollment to once a year (from once every 18 months) 2. Increase RN program enrollment to twice a year 3. Add Occupational Therapy Assistant program 4. Re-establish the LVN program <p>Nurse Manager Surveys were distributed.</p>	
<p>Employer Surveys</p>		
<p>Other</p>	<p>None</p>	

Porterville College Health Careers
Health Careers Advisory Committee Meeting
Minutes

December 7, 2017
1300-1500

Present: Pam Avila, Kim Behrens, BillyJean Cabunoc, Blanca Bonilla, Lynette Christianson, Valerie Fisher, Joel Wiens, Debra Vaughn, Terri Didway, Terry Bady, Sean Roberts, Traci Follett, Jeannie Pascua

- Handouts
- New Nursing Curriculum
- Clinical Requirements
- The Silent Treatment – Just Culture

AGENDA ITEM	DISCUSSION	ACTION
Meeting minutes		
HC Programs and Policies Health Careers Webpage	<p>Webpage: http://www.portervillecollege.edu/healthcareers/healthcareers Health Careers website reviewed. Public can obtain information regarding the Health Careers Programs.</p> <p>Clinical requirements reviewed. No changes recommended.</p>	
PT Program BVNPT Passing Standard Program Passing Standard CAPTLEX	<p>The new proposed passing standard for PT licensure is 75% and will be voted on in January. The program course passing standard is 75%. Discussion regarding decision to increase the course passing standard to 77%. Rationale is to maintain a slightly higher passing standard than the state. The most recent California Psych. Tech. Licensing Examination pass rates was 52%. Changes to program policy to improve success are:</p> <ul style="list-style-type: none"> • 77% or higher final course grade to pass with “C” or higher. 	

<p>Major Curriculum Revision</p>	<ul style="list-style-type: none"> • Students must attain an average exam grade of 77% to pass course. Other assignments will be added for final course grade. • Continuation of major curriculum revision • Revision of course/semester assessment and remediation. • Program completion assessment and remediation program for graduates. <p>Discussion of major curriculum revision. Target start date fall 2019. New curriculum to include the following:</p> <ul style="list-style-type: none"> • Pre-requisites <ul style="list-style-type: none"> ○ Math and English ○ Anatomy & Physiology ○ Concepts of Nursing • Current industry practice • Better alignment program with licensing test plan • Revised PLO's, SLO's, objectives, and content. • Discussion regarding Developmental Disabilities moved to 3rd semester and Mental Health/Psych Nursing move to 2nd semester. • 100% committee approval of proposed new PT curriculum. The program will continue to reach out to advisory meeting members for review and input. 	
<p>EMT Program New regulation</p>	<p>EMT regulations now require an additional 10 hours of instruction to include training in narcan, epi, blood glucose, and expanded disaster training. Sean Roberts from Imperial Ambulance stated now that AMR is no longer in Tulare County, Imperial Ambulance is impacted with student requests for field observations. Discussion of requirements to use hospital emergency rooms for observation hours and required patient contacts. Traci Follett from SVMC stated that may be a possibility. Students would be required to meet all health and safety requirements, including immunizations. Current NREMT pass rates for 2017 is 55%</p>	<p>Kim Behrens to follow up with Educational Agreement with SVMC for EMT students.</p>

<p>RN Program</p> <p>COADN/CACN Conference Collaboration Just Culture</p> <p>Assessment, Remediation, Retention Grant</p> <p>NCLEX Pass Rates</p> <p>Multi Criterion Selection</p> <p>Curriculum revision Concept based Critical thinking Transition to Practice</p> <p>LVN-RN</p>	<p>Partnerships and collaboration was the theme of the conference. Jeff Hudson from SVMC was one of the guest speakers who highlighted partnerships with education to include both nursing and physicians. Another speaker discussed “Just Culture”. Just Culture is one of the concepts selected by the nursing faculty for the new curriculum.</p> <p>The CCCCCO grant was renewed. Work continues in the area of student remediation and success. Attrition rates are decreasing from 2015-2016 36.8% to 2016-2017 21.1%. New birthing simulation equipment (birthing bed, birthing manikin, fetal heart monitoring) purchased with grant funding.</p> <p>Pass rate for 2016-2017 year is 93.75%</p> <p>Multi Criterion Selection implemented with August cohort. 20 students selected from the top 30%.</p> <p>Advisory Committee review with 100% approval of curriculum revision. The new curriculum is concept based with current nursing practice as the unifying theme. Curriculum includes a critical thinking course and transition to practice course. Total degree units remain unchanged at 83-85 units. Faculty have started implementing new active learning strategies in both theory and clinical. Clinical focus will be on clinical reasoning rather than task driven. Revised curriculum scheduled for review by the BRN Education Licensing Committee in January with tentative BRN approval February 2018 and implementation fall 2018.</p> <p>The revised LVN-RN program will be implemented the following fall in 2019. 30 unit option discussion. Clinical agencies prefer LVN-ADN rather than 30 unit option LVN-RN. 100% committee agreement to maintain 30</p>
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<p>RN-BSN</p>	<p>unit option at maximum allowed 30 units with 18 of those units being nursing courses.</p> <p>Local options available to students include a partnerships with National University and CSU Bakersfield. An MOU with University of Phoenix is in progress.</p>
<p>Strong Workforce Funding</p>	<p>Strong workforce funding has allowed the purchase of a Pyxis medication dispensing station. Students now have the full medication administration experience from order to med cart to bedside as in the hospital.</p>
<p>Employer Surveys</p>	<p>Distributed</p>
<p>Other</p> <p>HWI</p> <ul style="list-style-type: none"> • Pathways <ul style="list-style-type: none"> • Item writing workshop 	<p>Valerie Fisher - HWI has compiled information regarding pathways for all careers health. There is much more out there than nursing. Advisors/counselors are encouraged to use this information to guide students in exploring careers in healthcare.</p> <p>Clovis Community Occupation Therapy Assistant program is no in its second year. College of the Sequoias has Physical Therapy Assistant program.</p> <p>Test item writing workshop in Fresno, 2/7/17.</p>
<p>SVMC</p> <ul style="list-style-type: none"> • Nurse Residency Program 	<p>Traci Follet - Sierra View Medical Center started the Vizient program for new grads. The program is one year. Participants have class once a month in a safe environment where they can also discuss how things are going. An evidence based project is completed during second half of the program.</p>

<ul style="list-style-type: none"> • RN Aide • Student internships 	<p>The RN-aide position has been re-instated.</p> <p>Discussion regarding whether the college could implement a student nurse internship rotation. Traci shared nurse managers at SVMC thought new graduates with 2-3 weeks of internship experience were better prepared and ready to take a full load of patients earlier than graduates without this experience. Kim explained the new curriculum revision emphasis was on critical thinking with the goal of stronger clinical reasoning skills in the new graduate nurse. Traci agreed improved critical thinking was important and would it be possible to do both. An internship program would not be feasible without adding units or taking hours away from existing clinical hours. Adding additional units is not an option. Adding an internship rotation would require a curriculum revision, and the new curriculum will not be implemented until August 2018.</p> <p>The nurse externship was discussed as a viable option. The nurse externship is a work study program. The hospital would interview, hire, and find extern opportunity for students. The college would provide the course and instructor.</p>	<p>Kim to meet with Division Chair, Lupe Guillen, regarding creating a nurse extern course and implementation.</p>
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