



Labor Market Information Report

Phlebotomy Occupations

Cabrillo College

**Prepared by the San Francisco Bay Center of Excellence for Labor Market Research
October 2022**

Recommendation

Based on all available data, there appears to be an “undersupply” of Phlebotomy workers in the Bay region compared to the demand for this cluster of occupations. The undersupply is about 32 students. In the SC-Monterey Sub-Region (Monterey, San Benito, Santa Cruz counties), there may be an oversupply situation with 18 annual openings and 76 annual (3-year average) awards for an annual oversupply of 58 students.

Introduction

This report provides student outcomes data on employment and earnings for TOP 1205.10 Phlebotomy programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Cabrillo College and in the region.

This report profiles Phlebotomy Occupations in the 12 county Bay region and in the SC-Monterey sub-region for program modification (substantial change) at Cabrillo College.

- **Phlebotomists (31-9097):** Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.
 Entry-Level Educational Requirement: Postsecondary nondegree award
 Training Requirement: None
 Percentage of Community College Award Holders or Some Postsecondary Coursework: 62%

Occupational Demand

Table 1. Employment Outlook for Phlebotomy Occupations in Bay Region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Phlebotomists	2,424	2,880	456	19%	2,153	431	\$21	\$24
Total	2,424	2,880	456	19%	2,153	431	\$21	\$24

Source: EMSI 2022.3

Bay Region includes: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

Table 2. Employment Outlook for Phlebotomy Occupations in SC-Monterey Sub-region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Phlebotomists	105	118	12	11%	89	18	\$19	\$23
Total	105	118	12	11%	89	18	\$19	\$23

Source: EMSI 2022.3

SC-Monterey Sub-Region includes: Monterey, San Benito, Santa Cruz Counties**Job Postings in Bay Region and SC-Monterey Sub-Region****Table 3. Number of Job Postings by Occupation for latest 12 months (Oct 2021 - Sep 2022)**

Occupation	Bay Region	SC-Monterey
Phlebotomists	2,276	135

Source: Burning Glass

Table 4a. Top Job Titles for Phlebotomy Occupations for latest 12 months (Oct. 2021 – Sept. 2022) - Bay Region

Title	Bay	Title	Bay
Phlebotomist	673	Pst Specialist	25
Mobile Phlebotomist	178	Phlebotomist II	24
Phlebotomist I/Greeter	105	Medically Trained Mobile Collector/Phlebotomist	23
Phlebotomist I	100	Medically Trained Mobile Collector	21
Phlebotomy Technician	73	Nurse- Mobile Health	20
Mobile Phlebotomy Technician	60	Phlebotomist Per Diem	19
Phlebotomist II - Float	35	Phlebotomist With Benefits	18
Phlebotomist - Junior	29	Travel Phlebotomist	18
Phlebotomist Laboratory	25	Phlebotomist Float	17

Table 4b. Top Job Titles for Phlebotomy Occupations for latest 12 months (Oct 2021 - Sep 2022) - SC-Monterey Sub-Region

Title	SC-Monterey	Title	SC-Monterey
Phlebotomist	38	Medically Trained Mobile Phlebotomist	3
Phlebotomist I	11	Phlebotomist, Per Diem, Student Health Services	3
Mobile Phlebotomist	10	Medically Trained Mobile Collector/Phlebotomist Pt	2
Phlebotomist I/Greeter	10	Phlebotomist - Float	2

Phlebotomy Technician	9	Phlebotomist II	2
Certified Phlebotomist	4	Phlebotomist II - Float	2
Phlebotomist - Junior	4	Phlebotomist, Per Diem, Student Health Services University Of	2
Phlebotomist With Benefits	4		

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Phlebotomy Workers in Bay Region

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2020)	Jobs in Industry (2025)	% Change (2020-25)	% Occupation Group in Industry (2020)
Medical Laboratories	826	1,269	54%	40%
General Medical and Surgical Hospitals	548	470	-14%	19%
Diagnostic Imaging Centers	218	262	20%	9%
Hospitals (Local Government)	175	201	15%	8%
All Other Miscellaneous Ambulatory Health Care Services	136	163	20%	5%
Offices of Physicians (except Mental Health Specialists)	100	117	17%	5%
HMO Medical Centers	103	97	-5%	3%
Temporary Help Services	31	59	92%	2%
Hospitals (State Government)	35	54	56%	2%
Blood and Organ Banks	55	34	-39%	1%

Source: EMSI 2022.3

Employer	Bay	Employer	SC-Monterey
Quest Diagnostics Incorporated	425	Quest Diagnostics Incorporated	44
Laboratory Corporation of America	152	Laboratory Corporation of America	9
Tridentcare	56	Tridentcare	8

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2020)	Jobs in Industry (2025)	% Change (2020-25)	% Occupation Group in Industry (2020)
Vitalant	51	University Of California	5	
Pride Health	42	Montage Health	4	

Table 6. Top Employers Posting Phlebotomy Occupations in Bay Region and SC-Monterey Sub-Region (Oct. 2021 – Sept. 2022)

American Red Cross	41	Mee Memorial Hospital	4
One Medical	35	BioReference Laboratories	4
Integrated Resources Inc.	34	Mindlance Inc.	3
Actalent	34	Integrated Resources Inc.	3
Aya Healthcare	33	Foundation Laboratory	3

Source: Burning Glass

Educational Supply

There are three (3) community colleges in the Bay Region issuing 78 awards on average annually (last 3 years ending 2018-19) on TOP 1205.10 Phlebotomy. In the SC-Monterey Sub-Region, there is one (1) community college (Cabrillo College) that issued 14 awards on average annually (last 3 years) on this TOP code.

There are a three (3) other CTE educational institutions in the Bay Region issuing 321 awards on average annually (last 3 years ending 2019-20) on TOP 1205.10 Phlebotomy. There is one (1) other CTE educational institution in the SC-Monterey Sub-Region issuing 62 awards on average annually (last 3 years) on this TOP code.

Table 7a. Community College Awards on TOP 1205.10 Phlebotomy and CIP 51.1009 in Bay Region

College	Subregion	Award < 1 academic yr.	Total
Cabrillo College	SC-Monterey	14	14
De Anza College	Silicon Valley	40	40
Santa Rosa Junior College	North Bay	24	24
Total		78	78

Source: Data Mart

Note: The annual average for awards is 2017-18 to 2019-20.

Table 7b. Other CTE Institutions Awards on TOP 1205.10 Phlebotomy and CIP 51.1009 in Bay Region

College	Subregion	Award < 1 academic yr	Award 1 < 2 academic yrs	Total
Central Coast College	SC-Monterey	26	36	62
Contra Costa Medical Career College	East Bay	0	226	226
Institute for Business and Technology	Silicon Valley	33	0	33
Total		59	262	321

Source: Data Mart

Note: The annual average for awards is 2017-18 to 2019-20.

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 431 annual openings for the Phlebotomy occupational cluster and 399 annual (3-year average) awards for an annual undersupply of 32 students. In the SC-Monterey Sub-Region, there may be an oversupply with 18 annual openings and 76 annual (3-year average) awards for an annual oversupply of 58 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1205.10 Phlebotomy

Metric Outcomes	Bay All CTE Programs	Cabrillo All CTE Programs	State 1205.10	Bay 1205.10	SC-Monterey 1205.10	Cabrillo 1205.10
Students with a Job Closely Related to Their Field of Study	74%	80%	79%	70%	N/A	N/A
Median Annual Earnings for SWP Exiting Students	\$47,419	\$40,665	\$32,260	\$36,423	\$49,196	\$49,196
Median Change in Earnings for SWP Exiting Students	23%	23%	35%	60%	113%	113%
Exiting Students Who Attained the Living Wage	52%	47%	41%	33%	N/A	N/A

Source: Launchboard Strong Workforce Program Median of 2017 to 2020.

Skills, Certifications and Education

Table 9. Top Skills for Phlebotomy Occupations in Bay Region (Oct 2021 - Sep 2022)

Skill	Posting	Skill	Posting
Phlebotomy	2,198	Patient Care	258
Specimen Collection	1,067	Medical Coding	247
Venipuncture	912	Patient Contact	218
Data Entry	694	Specimen Processing	199

Skill	Posting	Skill	Posting
Blood Draws	633	Customer Checkout	178
Customer Service	633	Blood Collection	174
Customer Billing	563	Electrocardiogram (EKG / ECG)	169
Vaccination	531	Scheduling	168
Blood Samples	482	Quality Assurance and Control	156
Payment Collection	440	Vaccines	143
Retail Industry Knowledge	424	Occupational Health and Safety	140
Laboratory Testing	356	Cardiopulmonary Resuscitation (CPR)	139
Clerical Duties	351	Health Insurance Portability and Accountability Act (HIPAA)	111
Customer Contact	262	Medical Terminology	109

Source: Burning Glass

Table 10. Certifications for Phlebotomy Occupations in the Bay Region (Oct 2021 - Sep 2022)

Certification	Posting	Certification	Posting
Phlebotomy Certification	1,277	Certified Outpatient Coding (COC)	32
Driver's License	654	Hazardous Materials Certification	27
Basic Life Saving (BLS)	118	American Society For Clinical Pathology (ASCP) Certification	25
Basic Cardiac Life Support Certification	109	Advanced Cardiac Life Support (ACLS) Certification	24
Paramedic Certification	76	Certified Medical Laboratory Technician	23
First Aid Cpr Aed	76	Home Care Certificate	13
Emergency Medical Technician (EMT)	68	Certified Professional Collector (CPC)	12
Licensed Vocational Nurse (LVN)	60	Clinical Laboratory Scientist (CIS)	11
American Heart Association Certification	59	Computer Skills Certification	8
Certified Medical Assistant	39	Ca License	6

Source: Burning Glass

Table 11. Education Requirements for Phlebotomy Occupations in Bay Region

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	1,239	99%
Associate's degree	13	1%

Source: Burning Glass

Note: 45% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample.

Methodology

Occupations for this report were identified by use of skills listed in O*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCCO Data Mart.

Sources

O*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard www.calpassplus.org/Launchboard/

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor's Office MIS system

Contacts

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