



Labor Market Analysis: 1251.00 - Paramedic

Paramedic – Certificate requiring 30 to <60 semester units

Los Angeles Center of Excellence, May 2025

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/> (See comments below)	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations¹ or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the two target occupations in the region based on available program completion data. However, the supply data does not take into account the 4,798 students who passed the NREMT exams, required to become an *emergency medical technician* or *paramedic*, in Los Angeles County in 2023. The majority of annual openings have entry-level wages that are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties; however, approximately two-thirds of current workers in the field have completed some college or an associate degree.

Recommendation: Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 586 annual job openings are projected in the region through 2028. This number is greater than the three-year average of 256 awards conferred by educational institutions in the region.

¹ Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

- The supply data does not take into account the 4,798 students who passed the NREMT certification required to become an *emergency medical technician* or *paramedic* in 2023. Based on this metric, **there may be an oversupply of emergency medical service workers in the LA/OC region.**
- Furthermore, the NREMT certification is also preferred or required in other occupations such as firefighters, police officers, and others in the medical field; therefore, not every certified EMT will work as an *emergency medical technician* or *paramedic*.

Living Wage

- 82% of annual job openings for these emergency medical service occupations have entry-level wages **below** Los Angeles County’s self-sufficiency standard hourly wage (\$24.03/hour).²

Educational Attainment

- A postsecondary non-degree award is the typical entry-level education for both target occupations in this report, according to the Bureau of Labor Statistics (BLS).
- 63%-66% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

Community college supply

- Nine community colleges issued awards related to emergency medical services and/or paramedic in the greater LA/OC region.
- 256 awards (degrees and certificates) were conferred on average each year between 2021 and 2023.

Other postsecondary supply

- In 2023, there were 4,798 students who passed the National Registry of Emergency Medical Technicians (NREMT) in Los Angeles County (82% passing rate).

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to two middle-skill occupations. While the two target occupations in this report have similar job descriptions, there are key differences in education and certification requirements. *Emergency medical technicians* are typically entry-level jobs. Students do not need prior medical experience, must be 18 years of age, must complete a minimum of 170 hours in coursework, and pass the National Registry of Emergency Medical Technicians (NREMT) exam. *Paramedics* may be the next step on the career ladder for EMTs. To be eligible for entry into a paramedic program (1,200 to 1,800 course hours), students must have already worked in the field as an EMT for at least six months.³ **While students who complete the paramedic program are qualified to work as emergency medical technicians, emergency medical technicians are not qualified to work as paramedics.** [For full occupation descriptions, please see Appendix.](#)

² Center for Women’s Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024.* <http://selfsufficiencystandard.org/California>.

³ [What’s the Difference Between an EMT and a Paramedic? | UCLA CPC](#)

- **Emergency Medical Technicians (29-2042)**⁴
- **Paramedics (29-2043)**⁵

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these emergency medical services occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 7% through 2028. There will be nearly 600 job openings per year through 2028 due to job growth and replacements. The majority of jobs in 2023 for these middle-skill emergency medical services occupations (66%) were located in Los Angeles County.

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁶

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	4,776	4,794	18	0%	311
Orange	2,484	2,981	496	20%	275
Total	7,260	7,774	514	7%	586

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. Positive scores for automation resilience⁷ reflect a lower-than-average threat of the occupation(s) being replaced by automation, while negative scores reflect a greater-than-average risk of automation. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁸

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	Auto-mation Resilience	% Aged 55 and older	% Full Time Workers
Emergency Medical Technicians	3,720	3,712	(0%)	257	16.3	9%	81%

⁴ [EMTs and Paramedics \(bls.gov\)](https://www.bls.gov)

⁵ [Ibid.](#)

⁶ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁷ Automation risk is calculated based on the percentage of time spent on high-risk compared to low-risk work, the number of high-risk jobs in compatible occupations, and the overall industry automation risk.

⁸ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	Auto-mation Resilience	% Aged 55 and older	% Full Time Workers
Paramedics	1,056	1,082	2%	55	16.3	9%	Data unavail.
Total	4,776	4,794	0%	311	-	-	-

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these emergency medical services occupations in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater Los Angeles/Orange County region.

Los Angeles County

The majority, 83%, of annual openings for emergency medical services occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$17.69 and \$28.75. (Exhibit 3).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Paramedics*, \$28.75

Experienced workers can expect to earn wages between \$27.63 and \$38.35, which are higher than the self-sufficiency standard.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Emergency Medical Technicians	\$17.69	\$21.33	\$27.63	\$44,400
Paramedics	\$28.75	\$30.35	\$38.35	\$63,100

*Rounded to the nearest \$100

Orange County

The majority, 84%, of annual openings for emergency medical services occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$18.54 and \$28.86 (Exhibit 4).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Paramedics*, \$28.86

Experienced workers can expect to earn wages between \$28.96 and \$38.91, which are higher than the self-sufficiency standard.

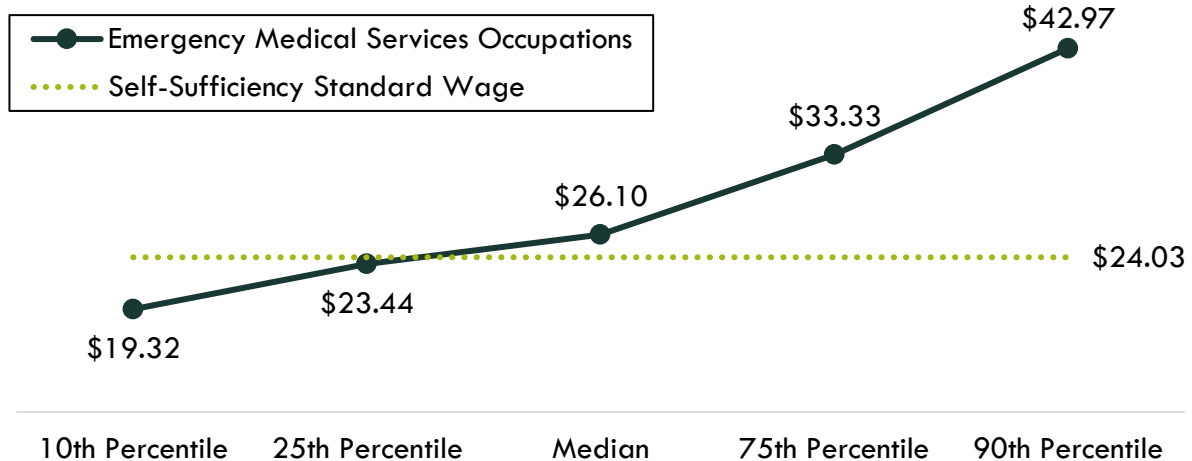
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Emergency Medical Technicians	\$18.54	\$22.35	\$28.96	\$46,500
Paramedics	\$28.86	\$30.87	\$38.91	\$64,200

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$23.44; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

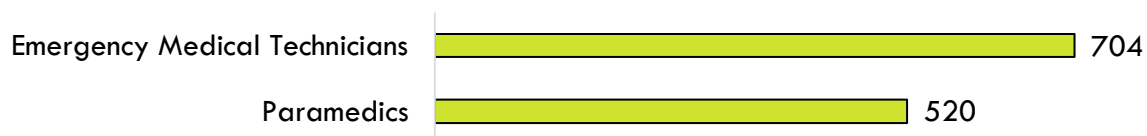
Exhibit 5: Average hourly earnings for emergency medical services occupations, Los Angeles and Orange counties



JOB POSTINGS

There were 1,224 online job postings related to emergency medical services listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (58%) were for *emergency medical technicians*, followed by *paramedics* (42%).

Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> • Paramedics • Emergency Medical Technicians – Basic • Emergency Response Managers • Clinical Car Partners • Ambulance Drivers • Rescue Technicians 	<ul style="list-style-type: none"> • Ambulances • Cardiopulmonary resuscitation (CPR) • Electrocardiography • National Incident Management Systems • Defibrillation • Medical equipment 	<ul style="list-style-type: none"> • AMR • Global Medical Response • Northwell Health • AHMC Healthcare • West Coast Ambulance • PM Ambulance • Lincare

In the greater Los Angeles/Orange County region, 82% of the emergency medical service job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for occupations related to emergency medical services, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	8	1%
Associate degree	9	1%
High school diploma or vocational training	990	98%

EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education for the target occupations (Exhibit 9). Furthermore, the national-level data indicates between 63% and 66% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Emergency Medical Technicians	Postsecondary non-degree award
Paramedics	Postsecondary non-degree award

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 10 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: Emergency Medical Services (1250.00) and Paramedic (1251.00). The colleges with the most completions in the region are Saddleback, Mt. San Antonio, and West LA.

Exhibit 10: Regional community college awards (certificates and degrees), 2021-2023

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1250.00	Emergency Medical Services	East LA	36	8	1	15
		Glendale	1	1	-	1
		LA Harbor	1	-	-	0
		Long Beach	2	1	7	3
		Mt San Antonio	34	69	98	67
		West LA	-	2	-	1
		LA Subtotal	74	81	106	87
		Orange Coast	65	-	3	23
		Saddleback	74	52	78	68
		OC Subtotal	139	52	81	91
		Supply Subtotal/Average			213	133
1251.00	Paramedic	El Camino	26	6	4	12
		Mt San Antonio	2	34	23	20
		West LA	72	1	3	25
		LA Subtotal	100	41	30	57
		Saddleback	12	39	13	21
		OC Subtotal	12	39	13	21
Supply Subtotal/Average			112	80	43	78
Supply Total/Average			325	213	230	256

Other Postsecondary Supply

For a comprehensive regional supply analysis, it is important to consider the supply from other avenues, including community colleges programs and others that do not report their completion data to the Chancellor's Office (e.g., skills awards, contract education), and other non-community college programs that do not report their completions to IPEDS⁹. According to the California Emergency Medical Services Authority, the programs listed in Exhibit 11 are approved for EMT-Basic or Paramedic training.¹⁰

⁹ IPEDS (<https://nces.ed.gov/ipeds/>)

¹⁰ [EMT | EMSA \(ca.gov\)](#)

Exhibit 11: Regional training programs for EMTs and Paramedics

EMT-Basic Training Program	City
Alhambra Unified School District	Alhambra
American EMT Academy (AEMTA)	Los Angeles & Anaheim
California Advancing Pathways for Students (Cal APS) <i>For Bellflower USD students only</i>	Bellflower
California Institute of Emergency Medical Training	Long Beach
California Providers Training Center	Orange
California State University Long Beach	Long Beach
California State University Dominguez Hills	Carson
Cedars Sinai Medical Center Prehospital Care Program	Los Angeles
Central Orange County CTEp	Costa Mesa
Citrus College	Glendora
Coastline ROP	Costa Mesa
College and Career Advantage	San Juan Capistrano
Compton College	Compton
Downey Adult School	Downey
East Los Angeles College	Monterey Park
East San Gabriel Valley ROP	West Covina
El Camino College	Torrance
Glendale Community College	Glendale
HealthPro EMT Training	Ladera Ranch
LA Harbor College	Wilmington
LA Valley College	Valley Glen
Long Beach City College	Long Beach
Long Beach Fire Department	Long Beach
Mt. San Antonio College EMT Program	Walnut
North Orange County ROP	Anaheim
North Valley Occupational Center	Mission Hills
Orange Coast College	Costa Mesa
Orange County EMT	Lake Forest
Pasadena College	Pasadena
Professional Career Development Center	Montebello
ProTech Life Safety Services	Anaheim
Rio Hondo College	Santa Fe Springs
Saddleback College	Mission Viejo
Santa Ana College - Fire Technology & Nursing Department	Santa Ana
Southern California Regional Occupational Center	Torrance
The Falck Health Institute	Orange
UCLA Center for Prehospital Care	Los Angeles
US Colleges – Santa Ana	Santa Ana
West Coast EMT	Torrance & Anaheim
West LA College	Culver City

Paramedic Training Program	City
Mt. San Antonio College Paramedic Program	Walnut
Los Angeles County EMS Agency – Paramedic Training Institute	Santa Fe Spring
Orange County Emergency Medical Training (OCEMT)	Lake Forest
Saddleback College	Mission Viejo
UCLA Paramedic Education Program	Los Angeles

EMT & Paramedic Training Programs

In California, EMT training programs are approved by the local county’s EMS agency. After training completion, EMTs must pass the National Registry (NREMT) cognitive and psychomotor examinations and apply for certification at a local EMS agency. Passing rates for the NREMT Exam (1st attempt) for Los Angeles County programs are listed in Exhibit 12. Please note that these exam pass rates differ from the program award numbers in Exhibit 10 since not all completers take this exam immediately, or in the same year that they earn their award, and in some cases not at all. Orange County’s updated NREMT Exam pass rates are also available online; however, the state EMSA website is currently down.¹¹

Exhibit 12: Los Angeles County EMT and Paramedic Training Program Passing Rates^{12,13}

Program	NREMT Exam Pass Rates (total taking exam)			3 Year Average
	2021	2022	2023	
Alhambra Unified School District	0% (0)	0% (0)	0% (0)	0% (0)
American EMT Academy (AEMTA)	-	-	53% (163)	53% (163)
California Advancing Pathways for Students (Cal APS)	50% (2)	0% (0)	0% (0)	50% (2)
California Institute of Emergency Medical Training (CIEMT)	97% (248)	92% (210)	90% (205)	93% (663)
California State University Long Beach	80% (44)	46% (12)	57% (30)	61% (86)
California State University Dominguez Hills	0% (0)	63% (15)	92% (24)	78% (39)
Cedars Sinai Medical Center Prehospital Care Program	-	-	-	-
Citrus College	100% (25)	100% (17)	100% (29)	100% (71)
Compton College	-	-	50% (2)	50% (2)

¹¹ [EMT Training Programs | Orange County California - Health Care Agency \(ohealthinfo.com\)](https://ohealthinfo.com/emt-training-programs-orange-county-california)

¹² [Los Angeles County Approved EMT Programs with NREMT Exam 1st Attempt Pass Rate \(lacounty.gov\)](https://lacounty.gov/los-angeles-county-approved-emt-programs-with-nremt-exam-1st-attempt-pass-rate)

¹³ [Los Angeles County Approved Paramedic Programs with NREMT Exam 1st Attempt Pass Rate \(lacounty.gov\)](https://lacounty.gov/los-angeles-county-approved-paramedic-programs-with-nremt-exam-1st-attempt-pass-rate)

Program	NREMT Exam Pass Rates (total taking exam)			3 Year Average
	2021	2022	2023	
Downey Adult School	55% (42)	39% (7)	54% (24)	49% (73)
East Los Angeles College	47% (17)	38% (6%)	43% (23)	43% (46)
El Camino College	64% (116)	63% (74)	63% (162)	63% (352)
Glendale Community College	46% (35)	53% (25)	63% (51)	54% (111)
LA Harbor College	0% (0)	33% (1)	100% (2)	67% (3)
LA Valley College	93% (54)	85% (44)	76% (54)	85% (152)
Long Beach City College	64% (22)	63% (24)	58% (57)	62% (103)
Los Angeles County Paramedic Training Institute*	68% (34)	76% (35)	80% (70)	76% (139)
Mt. San Antonio College EMT Program*	87% (61)	76% (65)	69% (101)	77% (227)
Mt. San Antonio College Paramedic Program	89% (19)	89% (33)	76% (34)	84% (86)
North Valley Occupational Center	53% (40)	44% (20)	25% (12)	41% (72)
Pasadena College	81% (108)	70% (62)	77% (126)	76% (296)
Rio Hondo College	74% (84)	74% (46)	78% (97)	75% (227)
Southern California Regional Occupational Center	90% (21)	67% (4)	67% (18)	75% (224)
UCLA Center for Prehospital Care	93% (565)	95% (614)	94% (675)	94% (1,854)
UCLA Paramedic Education Program*	86% (105)	87% (86)	82% (110)	85% (110)
West Coast EMT	85% (224)	86% (189)	82% (332)	84% (745)

*denotes paramedic program

For most career education programs, the COE compares the number of completions from related programs (supply) to the number of projected job openings (demand) in the region in order to determine if a supply gap exists. In this particular case, it is best to both consider the traditional supply figures as well as the NREMT Initial Exam Pass Rates since only the individuals that pass this exam that are eligible to work as *emergency medical technicians* or *paramedics*, whereas a certificate or degree in emergency medical services or paramedic is not sufficient for employment

as an *emergency medical technician* or *paramedic*. Therefore, it is likely more useful to compare the 4,798 passing scores on the NREMT exam to the 586 average annual job openings in LA/OC than it is to consider the 256 awards issued from community college EMT programs.

APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- **Emergency Medical Technicians (29-2042)** Assess injuries and illnesses and administer basic emergency medical care. May transport injured or sick persons to medical facilities.¹⁴
- **Paramedics (29-2043)** Administer basic or advanced emergency medical care and assess injuries and illnesses. May administer medication intravenously, use equipment such as EKGs, or administer advanced life support to sick or injured individuals.¹⁵

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If for any reason this document is not accessible or if you have specific needs for readability, please contact us and we will do our utmost to accommodate you with a modified version.

DATA SOURCES

- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)



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¹⁴ [EMTs and Paramedics \(bls.gov\)](#)

¹⁵ Ibid.