



EAST BAY ECONOMIC DEVELOPMENT ALLIANCE

Dennis Freeman
Assistant to the Executive Director



WHAT IS EAST BAY EDA:

- Began as Advisory Committee to Alameda County Board President
- Solved the Port Dredging Issue through Cross Sector Leadership
- 26 years later, an independent 501 (c)(3) nonprofit
- Services to both East Bay Counties
- 116 organizations representing hundreds of individuals
- Cross-sector governing arm



Healthcare Patterns and Projections

- East Bay
 - Largest Employment
 - Fastest Growth
 - Annual Openings
 - Highest Median Wage
- Healthcare Practitioners and Technical Occupations
- Healthcare Support Jobs



Healthcare Patterns and Projections

Exhibit 1: Five-year Projected by Major Occupational Group (2015-20) in the East Bay Sub-Region (ranked by Annual Openings)

Employment by Major Group* (Number of occupations in group in parentheses)	2015 Jobs	5-Yr Job Change	5-Yr % Change	Replace- ments	Annual Job Openings	Median Wages
Office & Administrative Support (21)	84,372	3,498	4%	8,196	2,339	\$23.02
Healthcare Practitioners & Technical (21)	41,346	4,674	11%	4,841	1,904	\$45.91
Healthcare Support (13)	27,616	5,112	19%	3,398	1,702	\$18.33



Practitioners & Technical Occupations Demand

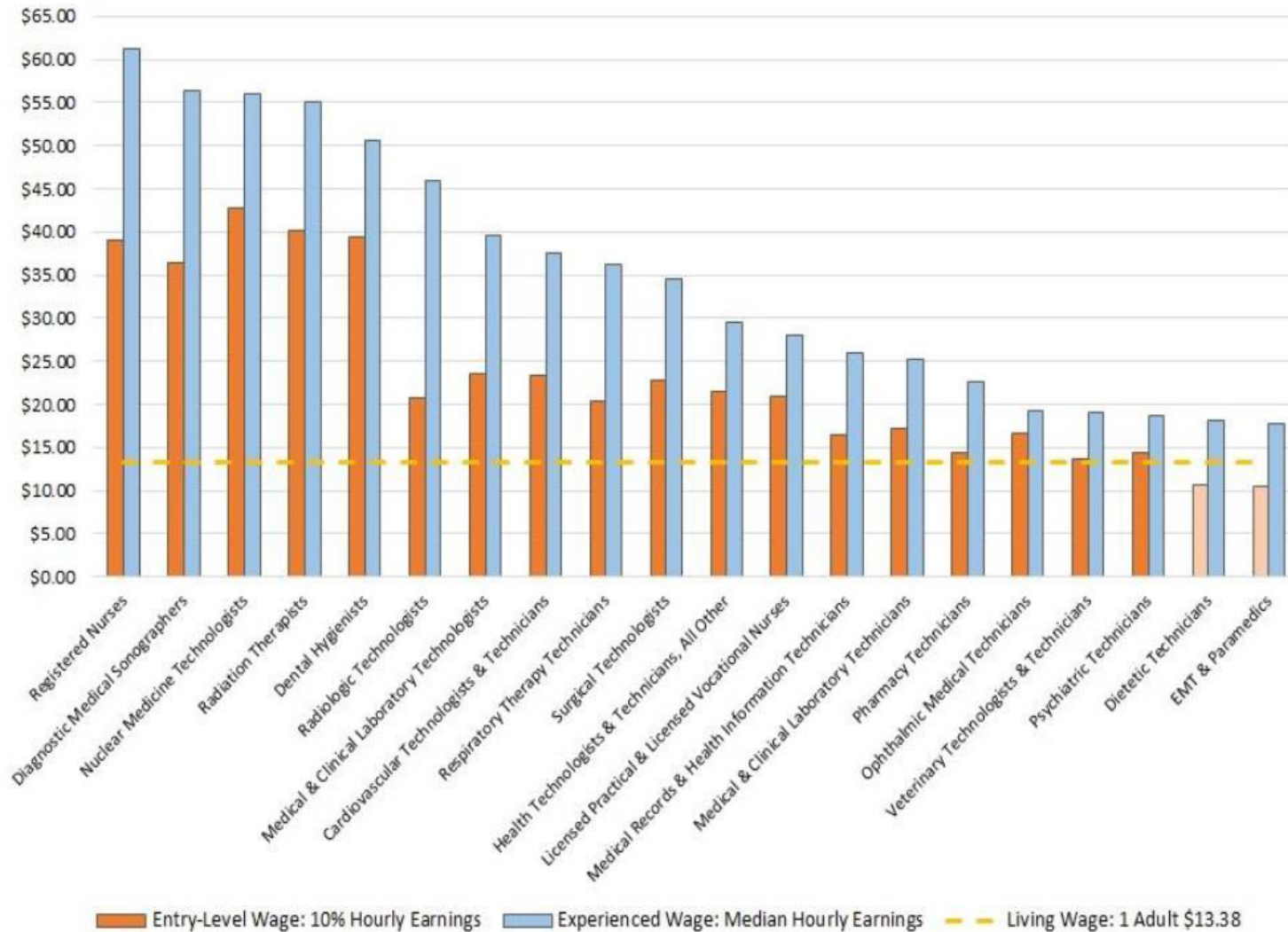
Exhibit 4a: 5-Year Projected Occupation Data, Health Practitioners & Technical Occupations

SOC	Occupation	2015 Jobs	5-Yr Change	5-Yr % Change	5-Yr Re-placements	Annual Openings	Median Hourly Earnings	Typical Entry Level of Educ. (% of Workers with Associate or Some College) ⁷
29-1141	Registered Nurses	20,052	2,155	11%	2,574	946	\$61.27	Bachelor's (42%)
29-2061	Licensed Practical & Licensed Vocational Nurses	4,789	719	15%	763	296	\$28.08	Postsecondary nondegree award (74%)
29-2041	EMT and Paramedics	1,860	235	13%	165	80	\$17.73	Postsecondary nondegree award (68%)
29-2071	Medical Records & Health Information Technicians	1,423	153	11%	172	65	\$26.00	Postsecondary nondegree award (55%)
29-2012	Medical & Clinical Laboratory Technicians	1,170	162	14%	152	63	\$25.14	Associate (36%)
29-2099	Health Technologists & Technicians, All Other	779	259	33%	47	61	\$29.49	HS diploma or equivalent (45%)
29-2034	Radiologic Technologists	1,655	115	7%	164	56	\$45.86	Associate (66%)
29-2056	Veterinary Technologists & Technicians	1,210	210	17%	68	56	\$19.10	Associate (56%)
29-2021	Dental Hygienists	1,660	130	8%	144	55	\$50.52	Associate (61%)
29-2052	Pharmacy Technicians	2,260	137	6%	117	51	\$22.59	HS diploma (56%)
29-1126	Respiratory Therapists	1,232	34	3%	170	41	\$42.70	Associate (70%)
29-2011	Medical & Clinical Lab Technologists	611	87	14%	80	33	\$39.53	Bachelor's (36%)
29-2055	Surgical Technologists	707	101	14%	39	28	\$34.50	Postsecondary nondegree award (56%)
29-2032	Diagnostic Medical Sonographers	579	73	13%	60	27	\$56.29	Associate (66%)
29-2031	Cardiovascular Technologists & Technicians	333	31	9%	34	13	\$37.55	Associate (66%)
29-2057	Ophthalmic Medical Technicians	195	37	19%	12	10	\$19.24	Postsecondary nondegree award (56%)
29-2051	Dietetic Technicians	334	21	6%	17	8	\$18.14	Associate (56%)
29-1124	Radiation Therapists	135	11	8%	17	6	\$55.09	Associate (43%)
29-2033	Nuclear Medicine Technologists	215	(4)	(2%)	28	5	\$55.93	Associate (66%)
29-2053	Psychiatric Technicians	119	10	9%	6	3	\$18.66	Postsecondary nondegree award (56%)
29-2054	Respiratory Therapy Technicians	27	(2)	(6%)	11	3	\$36.30	Associate (56%)
All Middle-skilled Health Practitioners & Technical		41,346	4,674	11%	4,841	1,904	\$45.91	
All Other Health Practitioners & Technical* (6)		3,088	448	14%	319	154	\$45.70	
Total Health Practitioners & Technical		44,434	5,122	12%	5,161	2,058	\$45.89	

*The "All Other Health Practitioners & Technical" data, aggregate occupations in the major group that did not meet the minimum demand criteria. More information on these occupations may be found in Appendix D.

Practitioners & Technical Occupations Wages

Exhibit 4b. Comparison of Entry & Experienced Wages with Living Wages, Health Practitioners & Technical Occupations





Practitioners & Technical Jobs – Pipeline

Exhibit 4c: Annual Average Awards and Headcount, Health Practitioners & Technical Occupations

TOP CODE	TOP Title	Community College Annual Average (2012-15)			Other Education Annual Average (2012-15)		Total Awards Annual Avg (2012-15)	Community College (cohort 2011-12)		
		Head-count	Associate Degrees	Certificates	Associate Degrees	Certificates	Degrees & Certificates	Skills Wage Gain	Builders % Gain	Median Population Size (n)
010210	Veterinary Technician (Licensed)	2	0	0	82	0	82	n/a	n/a	
043000	Biotechnology and Biomedical Technology	580	14	85	0	0	99	\$2,692	7%	25
120500	Medical Laboratory Technology	11	3	1	0	3	7	n/a	n/a	
121000	Respiratory Care/Therapy	44	19	0	18	0	37	n/a	n/a	
121700	Surgical Technician	8	3	2		12	17	n/a	n/a	
122100	Pharmacy Technology	34	0	0	99	48	147	n/a	n/a	
122500	Radiologic Technology	187	18	18	0	0	36	(\$1,596)	(5%)	10
122700	Diagnostic Medical Sonography	0	0	0	11	1	11	n/a	n/a	
123000	Nursing	0	0	0	0	35	35	n/a	n/a	
123010	Registered Nursing	980	173	0	84	0	257	\$2,310	16%	36
123020	Licensed Vocational Nursing	25	0	7	0	512	520	n/a	n/a	
124020	Dental Hygienist	104	35	11	0	0	46	n/a	n/a	
125000	Emergency Medical Services	1,003	0	144	0	16	160	\$4,003	23%	109
130600	Nutrition, Foods & Culinary Arts	3,064	0	0	0	0	0	\$446	5%	14
130620	Dietetic Services & Management	57	0	21	0	0	21	n/a	n/a	
130660	Dietetic Technology	407	9	0	0	0	9	\$14,276	75%	48
Total		6,507	274	290	295	626	1,485	\$5,216	27%	242



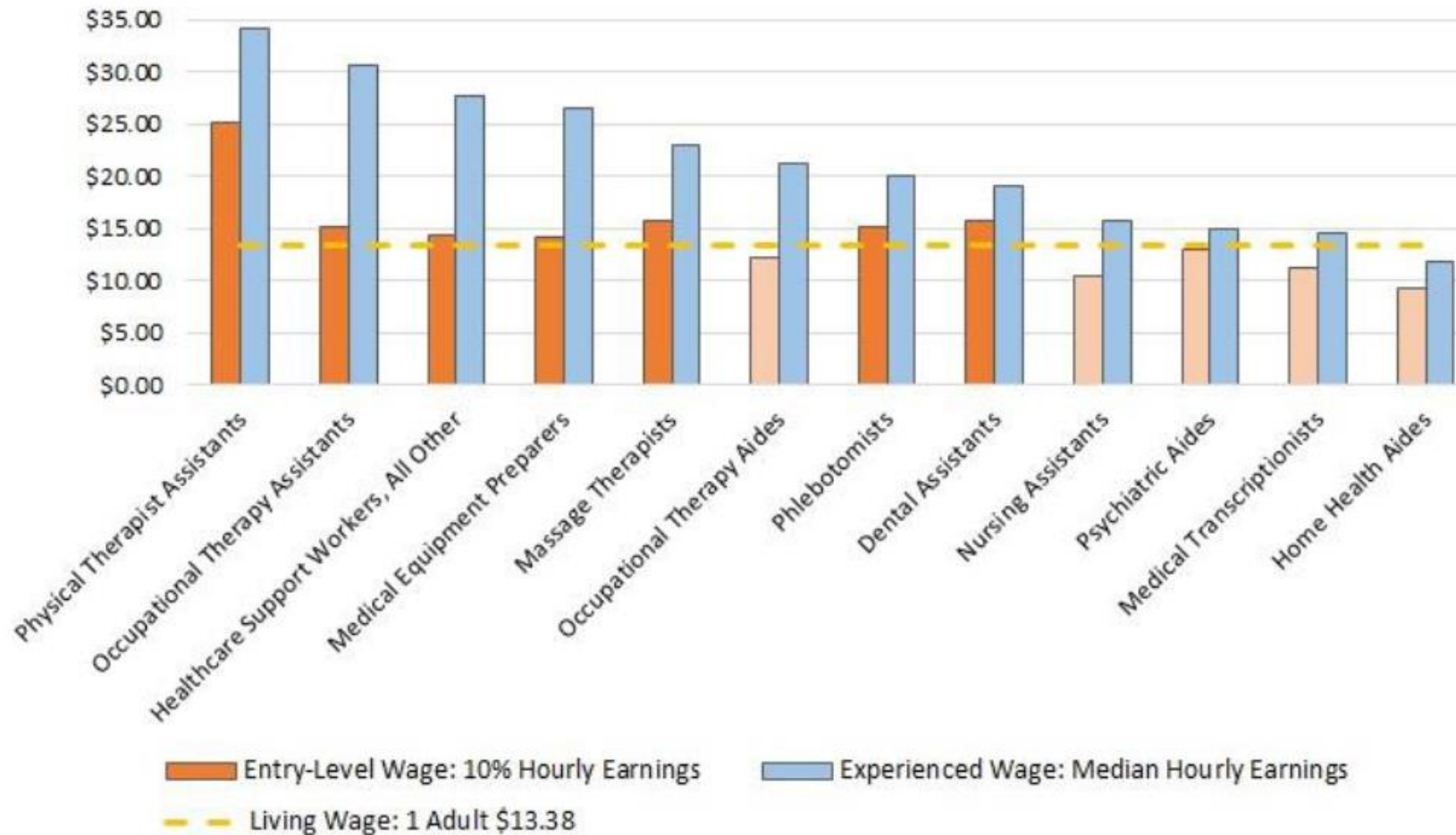
Healthcare Support Occupations - Demand

Exhibit 6a: 5-Year Projected Occupation Data, Healthcare Support Occupations

SOC	Occupation	2015 Jobs	5-Yr Change	5-Yr % Change	5-Yr Replacements	Annual Openings	Median Hourly Earnings	Typical Entry Level of Education (% of Workers with Associate or Some College) ¹⁰
31-1011	Home Health Aides	3,473	2,032	58%	552	517	\$11.83	No formal educational credential (42%)
31-1014	Nursing Assistants	9,192	1,379	15%	1,137	503	\$15.63	Postsecondary nondegree (42%)
31-9092	Medical Assistants	5,402	851	16%	639	298	\$21.12	Postsecondary nondegree (65%)
31-9091	Dental Assistants	4,396	276	6%	571	169	\$18.96	Postsecondary nondegree (58%)
31-9011	Massage Therapists	1,500	241	16%	62	61	\$22.94	Postsecondary nondegree (54%)
31-9099	Healthcare Support Workers, All Other	1,392	72	5%	155	45	\$27.69	HS diploma or equivalent (38%)
31-9097	Phlebotomists	639	107	17%	74	36	\$20.12	Postsecondary nondegree (61%)
31-2021	Physical Therapist Assistants	310	63	20%	51	23	\$34.12	Associate (71%)
31-9093	Medical Equipment Preparers	545	45	8%	61	21	\$26.45	HS diploma or equivalent (38%)
31-9094	Medical Transcriptionists	562	(1)	(0%)	64	13	\$14.53	Postsecondary nondegree (61%)
31-2011	Occupational Therapy Assistants	105	27	26%	18	9	\$30.72	Associate (86%)
31-1013	Psychiatric Aides	61	14	23%	8	4	\$14.85	HS diploma or equivalent (42%)
31-2012	Occupational Therapy Aides	41	5	13%	7	2	\$21.13	HS diploma or equivalent (86%)
All Middle-skilled Healthcare Support		27,616	5,112	19%	3,398	1,702	\$18.33	

Healthcare Support Occupations - Wages

Exhibit 6b: Comparison of Entry & Experienced Wages with Living Wages for Healthcare Support Occupations





Healthcare Support Occupations - Pipeline

Exhibit 6c: Annual Average Awards and Headcount, Healthcare Support Occupations

TOP CODE	TOP Title	Community College Annual Average (2012-15)			Other Education Annual Average (2012-15)		Total Awards Annual Avg (2012-15)	Community College (cohort 2011-12)		
		Head-count	Associate Degrees	Certificates or non-credit	Associate Degrees	Certificates	Degrees & Certificates	Skills Wage Gain	Builders % Gain	Median Population Size (n)
051420	Medical Office Technology	0	0	1	44	8	53	n/a	n/a	
120100	Health Occupations, General	429	0	15	0	0	15	\$4,828	44%	31
120510	Phlebotomy	0	0	0	0	2	2	n/a	n/a	
120800	Medical Assisting	498	14	25	220	428	687	\$6,618	31%	30
120810	Clinical Medical Assisting	159	0	0	0	0	0	n/a	n/a	
120830	Health Facility Unit Coordinator	0	0	0	3	0	3	n/a	n/a	
122200	Physical Therapist Assistant	105	15	0	23	0	39	n/a	n/a	
123000	Nursing	0	0	0	0	35	35	n/a	n/a	
123030	Certified Nurse Assistant	40	0	0	0	0	0	\$648	16%	11
123080	Home Health Aide	13	0	0	0	0	0	n/a	n/a	
124010	Dental Assistant	112	12	28	52	165	256	n/a	n/a	
126200	Massage Therapy	0	0	0	0	718	718	n/a	n/a	
130900	Gerontology	0	2	5	0	0	8	n/a	n/a	
	Total	1,355	44	73	342	1,355	1,815	\$4,935	35%	72



Specific Healthcare Occupations

- Mental Health Practitioners
- Health Navigators
- RNs, GP, Medical Assistants, PT & OT



Mental Health Practitioners

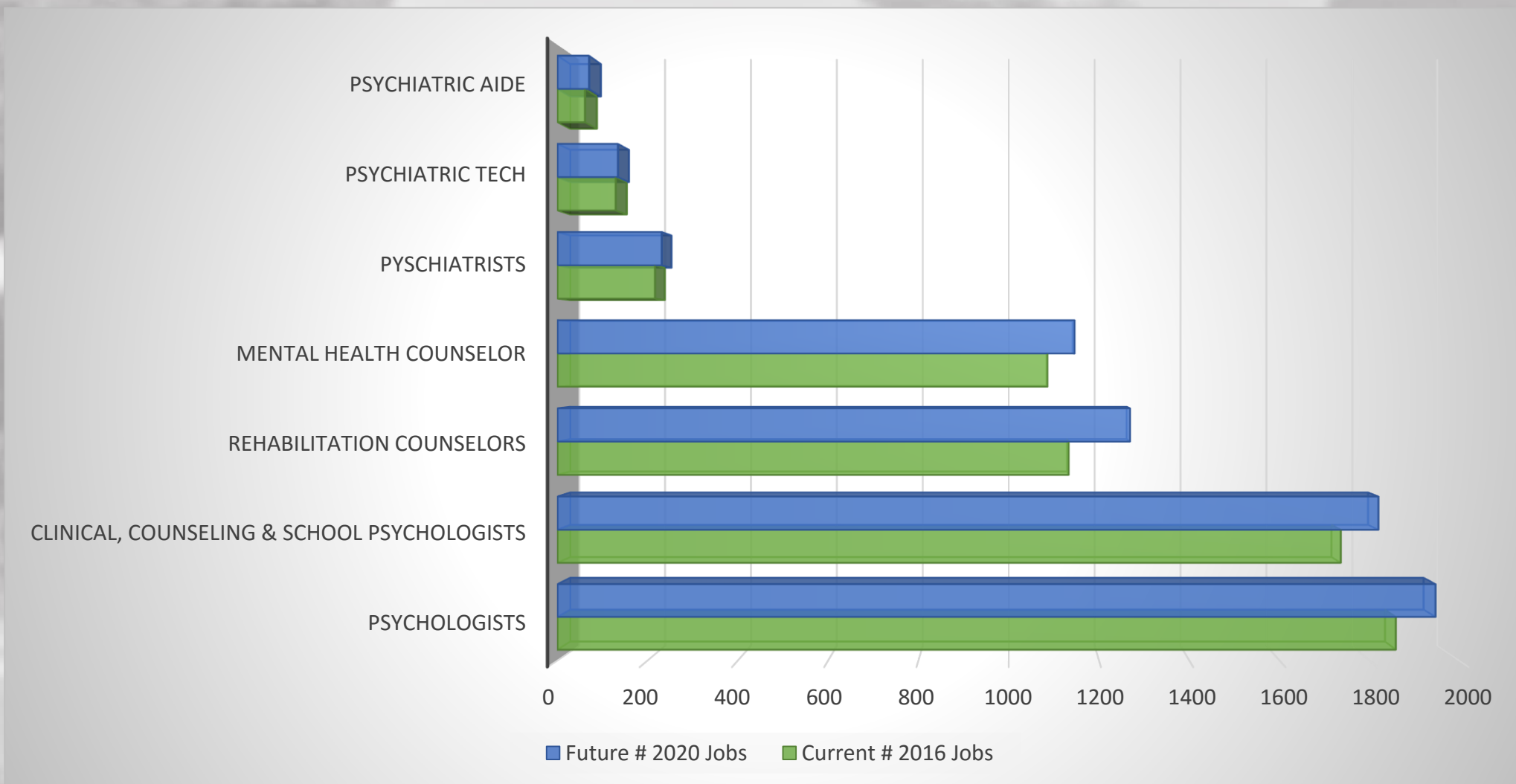
Occupation Types

- Clinical, Counseling & School Psychologists
- Psychiatric Aide
- Psychologist
- Rehabilitation Counselor
- Mental Health Counselor
- Psychiatric Tech
- Psychiatrist



Mental Health Practitioners

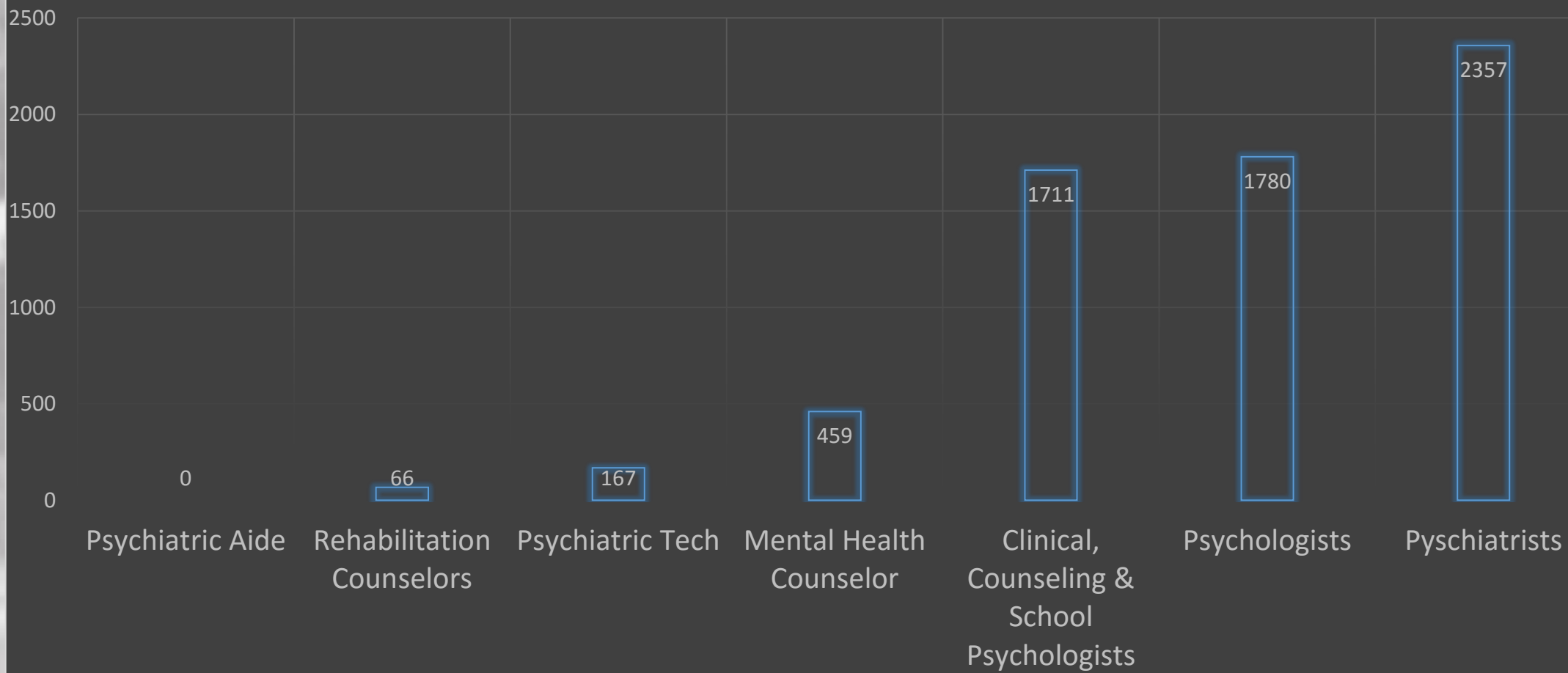
Forecast of Jobs – 2016 - 2020





Mental Health Practitioners

Number of Job Posts (January 2016 – September 2016)





Mental Health Practitioners

Hiring Organizations

- Elderly & Disabled Facilities
- HMO Medical Centers
- Hospitals
- Schools
- Nursing Care Facilities
- Outpatient Mental Health Clinics



Health Navigators

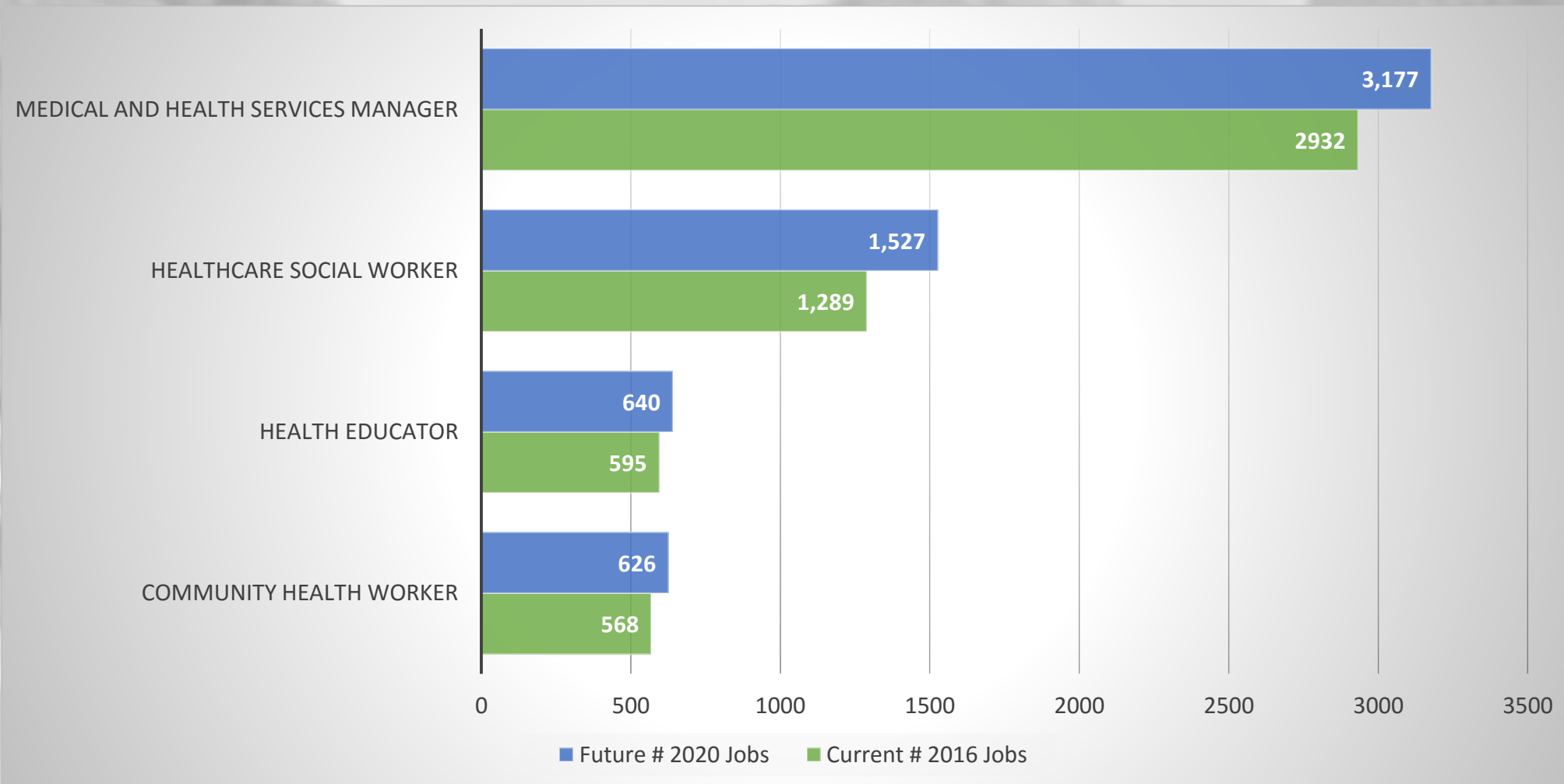
Occupation Types

- Community Health Worker
- Healthcare Social Worker
- Health Educator
- Medical & Health Services Manager



Health Navigators

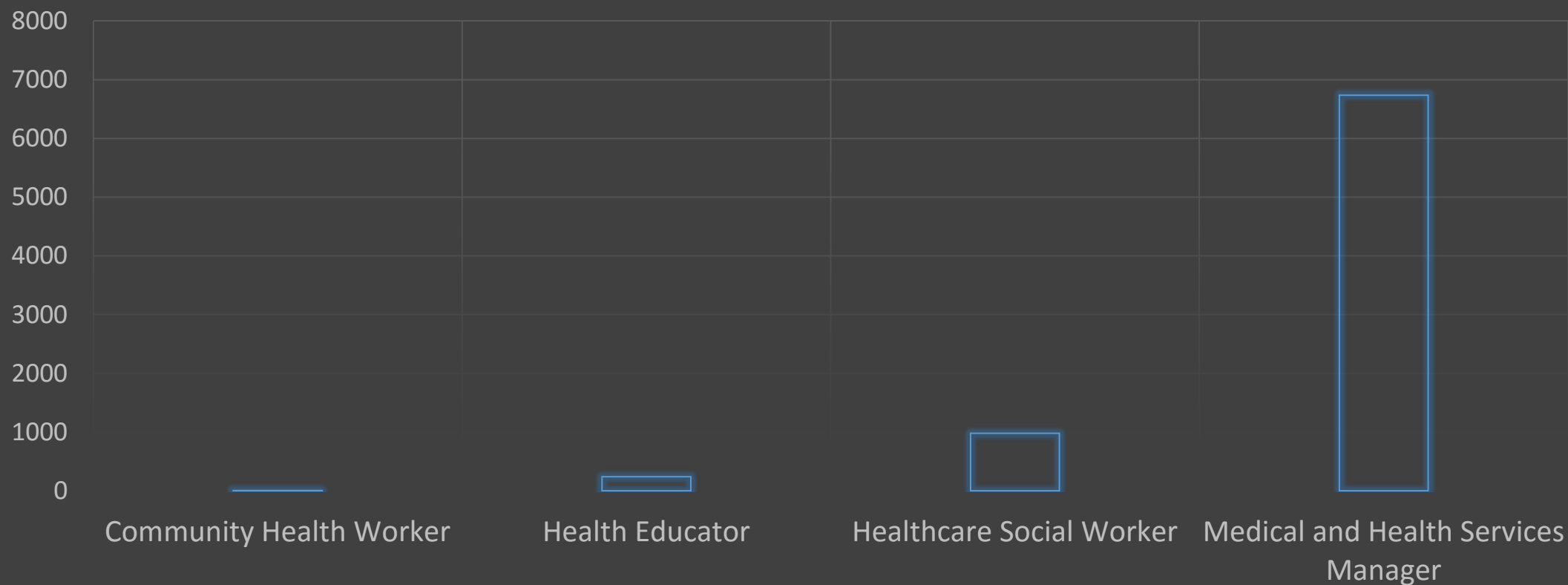
Forecast of Jobs – 2016 - 2020





Health Navigators

Number of Job Posts (January 2016 – September 2016)





Health Navigators

Hiring Organizations

- Elderly & Disabled Facilities
- HMO Medical Centers
- Hospitals
- Offices
- Government
- Home Health Care Services



RNs, GP, Medical Assistants, PT & OT

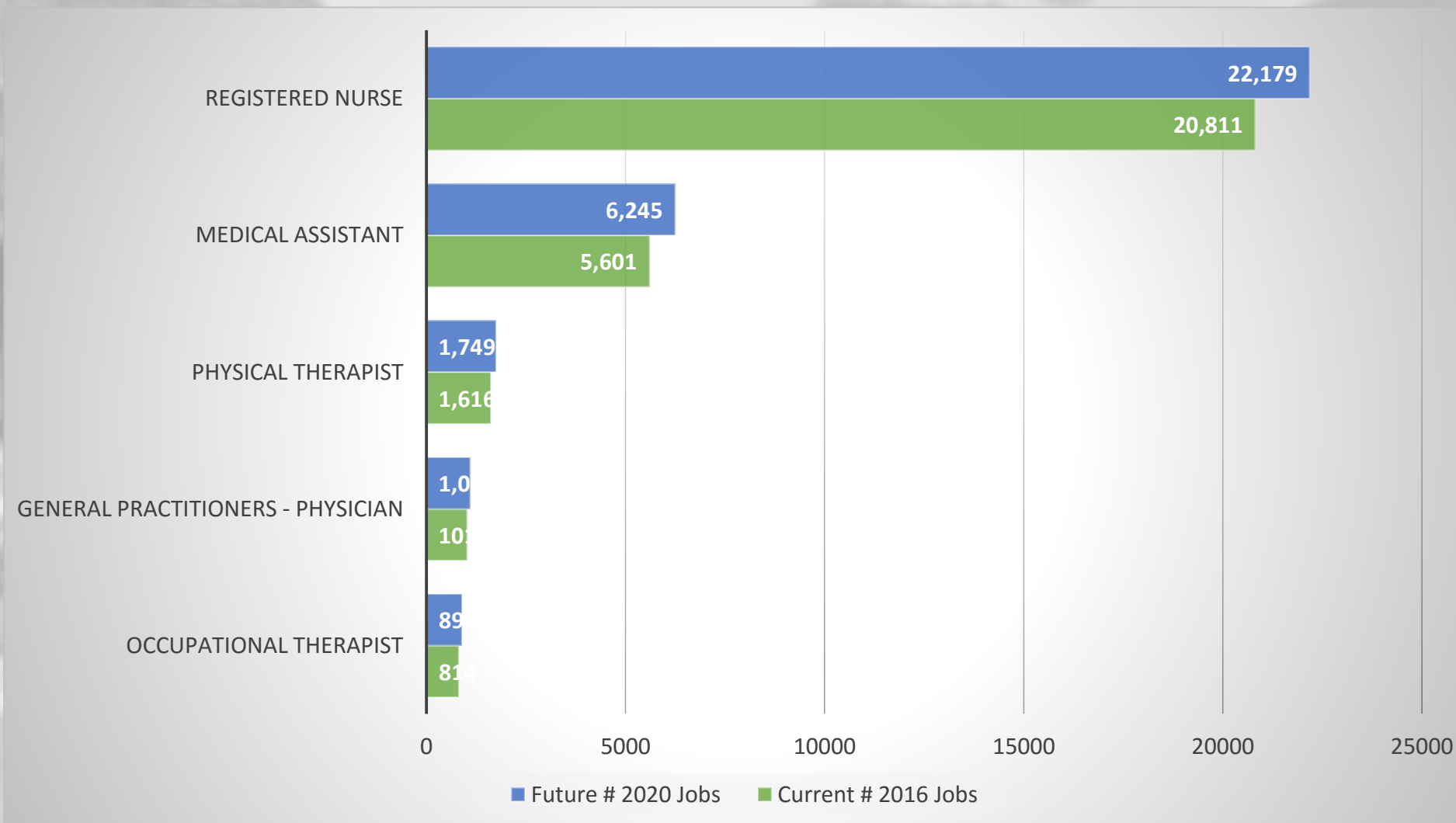
Occupation Types

- Registered Nurses
- Medical Assistants
- General Practitioners, Physicians
- Physical Therapist
- Occupational Therapist



RNs, GP, Medical Assistants, PT & OT

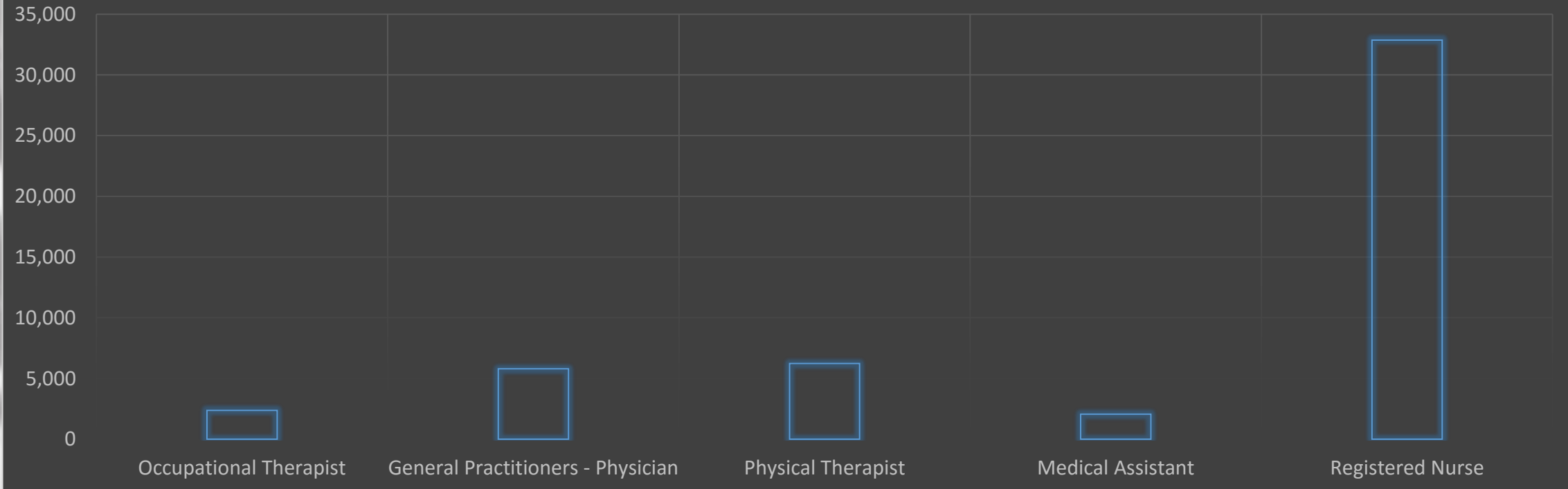
Forecast of Jobs – 2016 - 2020





RNs, GP, Medical Assistants, PT & OT

Number of Job Posts (January 2016 – September 2016)





RNs, GP, Medical Assistants, PT & OT

Hiring Organizations

- Colleges
- HMO Medical Centers
- Hospitals
- Offices
- Nursing Care Facilities
- Home Health Care Services

QUESTIONS?