California’s Health Workforce: Training Allied Workers

Shannon McConville
The health workforce is a growing segment of California’s economy

- California is projected to need nearly 450,000 new health workers by 2020
- Most growth is driven by an aging population, which is becoming more ethnically diverse
- Many new jobs will require some college training below a bachelor’s degree
- Two-year institutions—particularly community colleges—play a key role
The share of new jobs in allied technical and health support is growing

Current health jobs, 2010
- Healthcare support: 33%
- Therapists: 9%
- Nurses: 22%
- Technicians and diagnostic support: 22%
- Other clinicians: 7%
- Doctors: 7%

New health jobs, 2020
- Healthcare support: 38%
- Therapists: 6%
- Nurses: 22%
- Technicians and diagnostic support: 24%
- Other clinicians: 4%
- Doctors: 6%
Most allied health workers have some college training

- Nurses
- Technicians and diagnostic support
- Healthcare support

- High school or less
- Some college
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral or professional degree
Nearly 40 percent of new health jobs will need some college training
The number of health degrees has risen, especially from private for-profits.
Training should meet both health workforce needs and student needs

- Training programs need to be affordable and offer good labor market opportunities
  - Health care support certificates have relatively low labor market returns

- Workforce should diversify to accommodate a more diverse aging population

- Health care occupations have the potential to provide career ladders
Most for-profit degrees are short-term certificates in allied support fields
Black and Latino students are more likely to get degrees from for-profits.
How can the state meet future health workforce needs?

- Planning and coordination across multiple state and regional actors
- Improved accessibility and consistency of health workforce training, employment, and wage data
- Continued oversight of for-profit institutions
- Expanded access and financial support for community college health training programs
Notes on the use of these slides

These slides were created to accompany a presentation. They do not include full documentation of sources, data samples, methods, and interpretations. To avoid misinterpretations, please contact:

Shannon McConville
mcconville@ppic.org; 415-291-4481

Thank you for your interest in this work.