



# REACH OUT

Strengthening Communities

April 2024  
Inland SoCal  
Health Workforce  
Update  
Diana Fox, Executive Director  
Reach Out



# Household vs. Occupational vs. Industry Employment



## Resident Population

- Count of PEOPLE where they live

## Occupations

- Occupational employment and wages
- What people do for work & pay

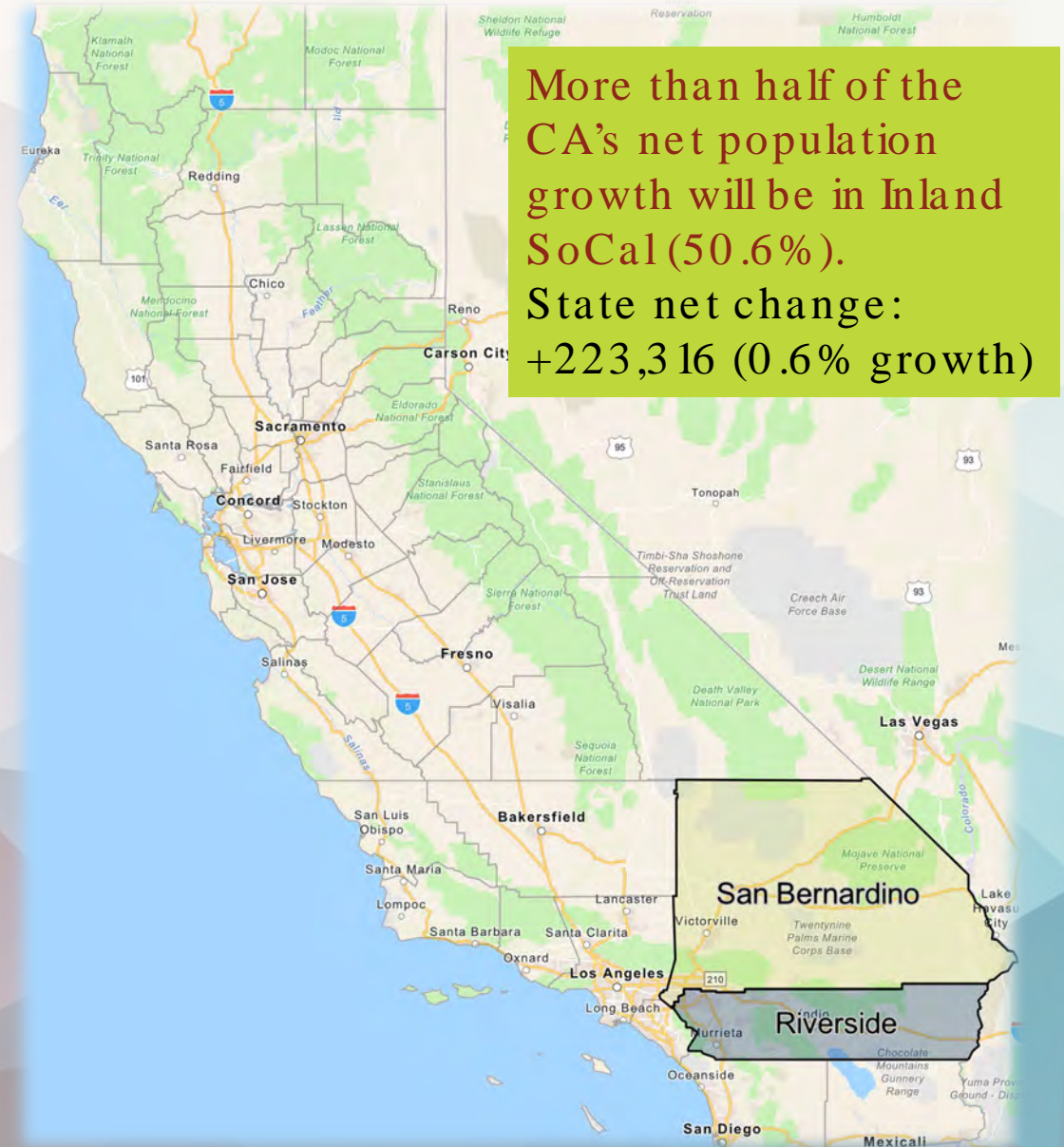
## Industry

- Wage & Salary or Payroll Employment
- Count of JOBS & where they are located

# Inland SoCal Population

Riverside & San Bernardino  
counties

- 4.637 Million Residents in 2023
  - 11.9% of CA population
- +112,980 Residents by 2028
  - 2.4% growth
  - Riverside County will add the most residents in CA +63,380
  - San Bernardino: +49,600 residents.
    - San Diego Co. is 2<sup>nd</sup> and will add 61,974 residents.



Source: CA Department of Finance (2024). Demographic Research Unit.





# Inland SoCal Population

## Age by category

Current and 5-year Change  
2023 to 2028



## Gender



49.8% 50.2%

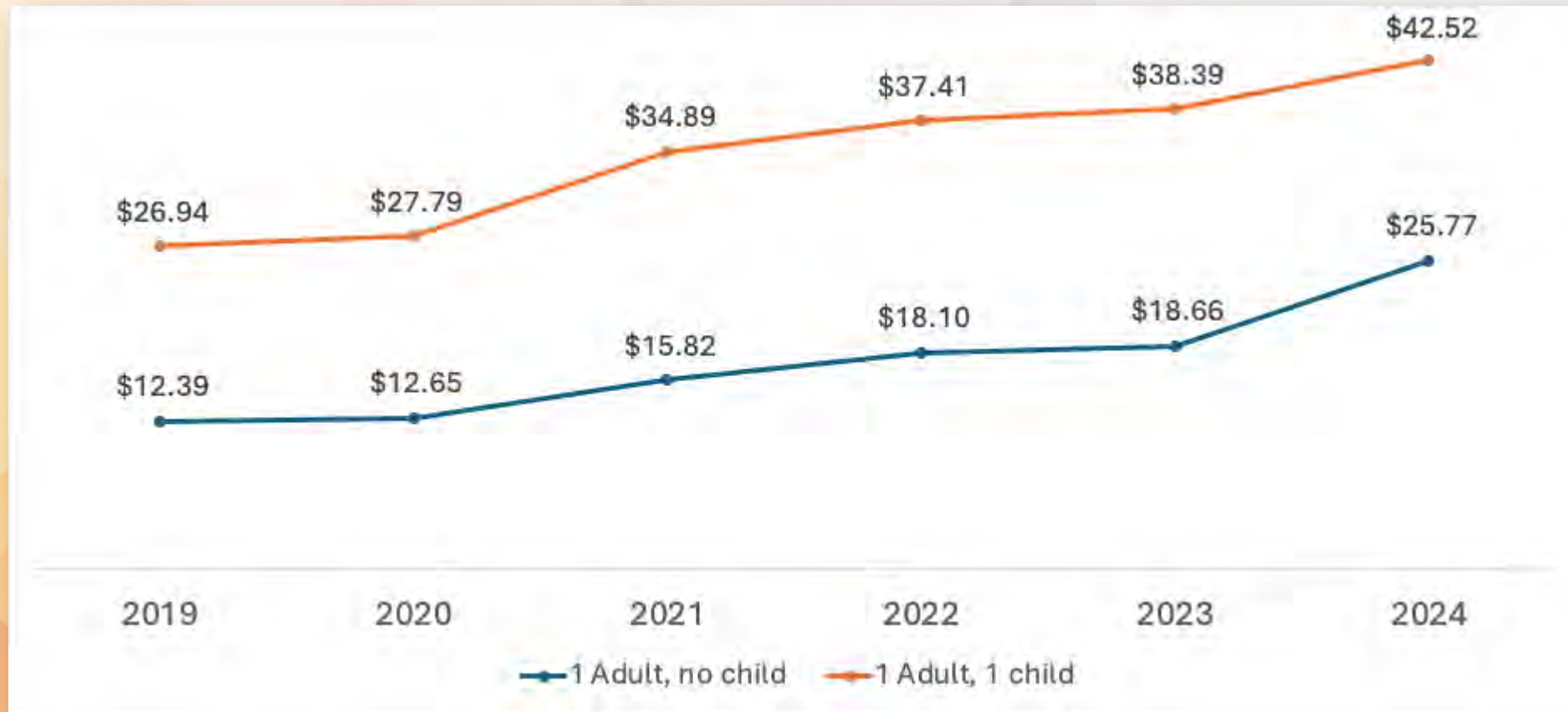
## Living Wage 2024

- \$25.77/hour for a single adult  
– \$53,599 Annual
- \$42.52/hour for 1 adult with 1 child  
– \$88,450 Annual

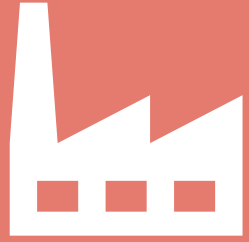
Sources: CA Department of Finance (2024). Demographic Research Unit., MIT Living Wage

2023 2028

# Inland SoCal Living Wage



Historical MIT Living Wage Calculator 2019-2024, Riverside-San Bernardino-Ontario MSA



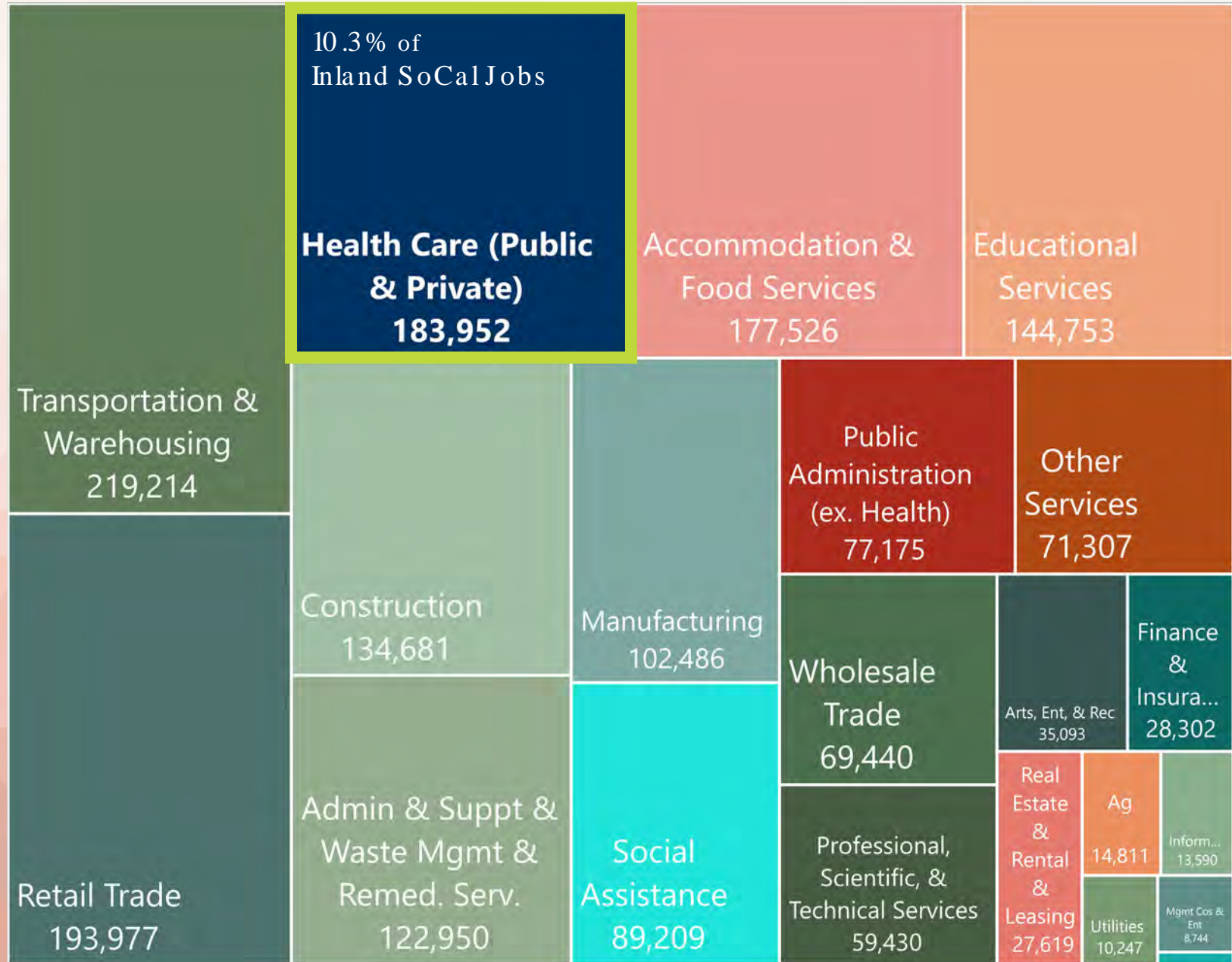
# Industry Employment

- Industries are categorized by business activity
- Count of jobs (all jobs from leadership to direct activity workers to support staff)
  - A hospital employs patient care doctors and nurses, in addition to accountants and IT support to support their activity.
- Staffing patterns (share of jobs employed by an industry)
- Projected job increases



# Inland SoCal Industry 10 Largest Q3 2023 Job Share

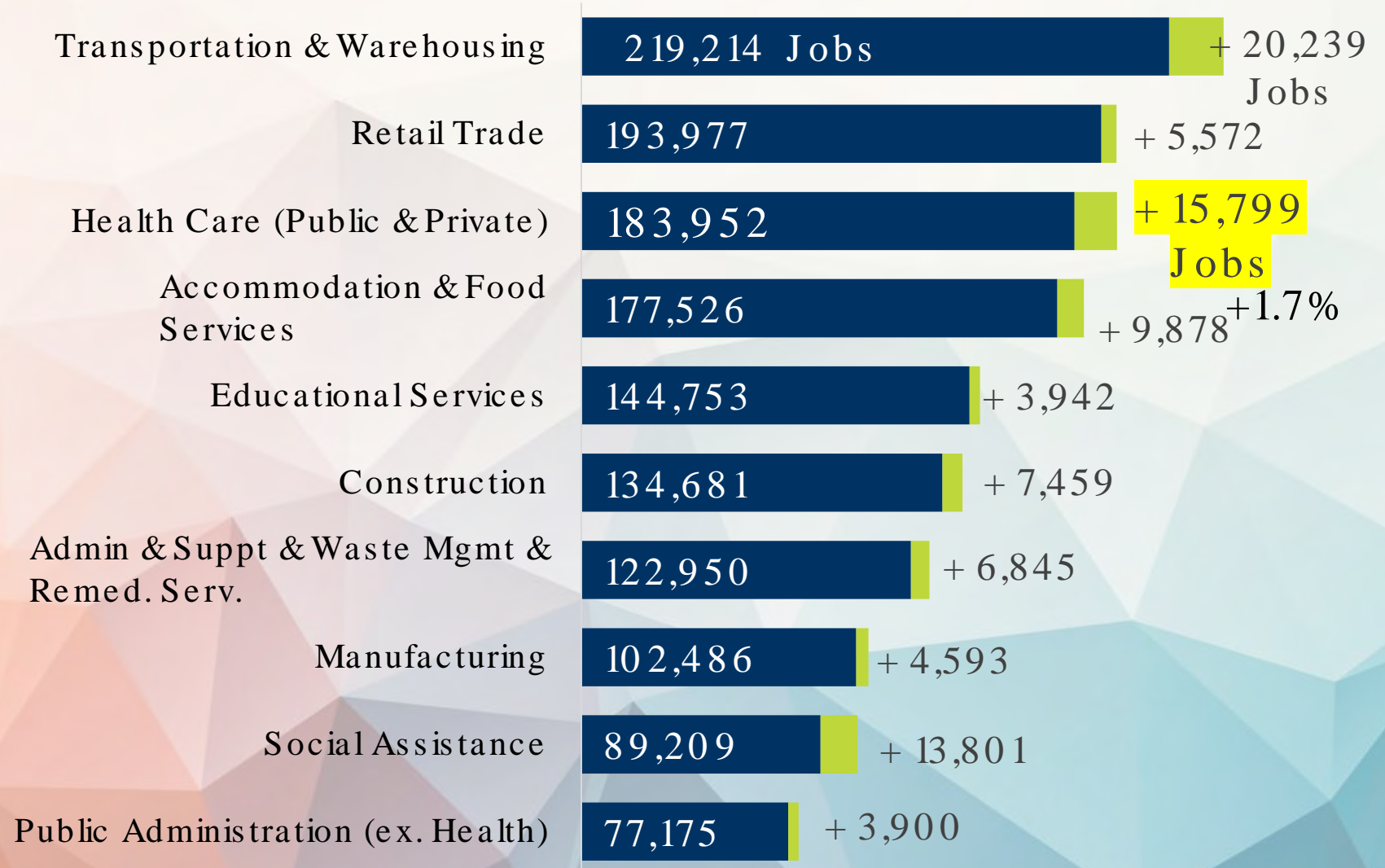
- 1.79 Million Total Jobs in 2023
- 10.3% are in Public and Private Health Care





# Inland SoCal 10 Largest Industries 2023 to 2028

- Inland SoCal is projected to add 113,332 jobs by 2028
- Health Care employers are expected to contribute 14% of new jobs over the next 5 years, by 2028
- 15,800 jobs, 1.7% growth
  - 102,436 jobs will be available due to new growth & replacement needs (all occupations)



■ 2023 Jobs    ■ 2028, 5-year Projection





# Occupational Employment

- Categorizes workers with similar knowledge, skills, activities
  - Collects lay job titles
- Count of jobs
- Earnings
- Education, training, and experience requirements
- Demographics

# Inland SoCal Healthcare Occupation Demand

- 2023 Annual Average Unemployment Rate: 4.6%
- All job 5-year growth: 6.7%

- Non-health avg. hourly wage: \$35.56
- Living Wage: \$25.77/ hour

## Advanced Degree (Master's Deg. and up)

2023

- 26,700 jobs
- Avg. Hrly.: \$102.81
- Avg. Unemp. Rate: 1.6%

• By 2028

- 8.6% growth
- 8,400 job openings

• Non-Health (occupations)

- 7.3% growth
- Avg. Hrly.: \$58.78
- Avg. Unemp.: 1.8%

## Bachelor's Degree

• 2023

- 48,200 jobs
- Avg. Hrly.: \$46.22
- Avg. Unemp. Rate: 1.8%

• By 2028

- 9.5% growth
- 20,400 job openings

• Non-Health

- 6.6% growth
- Avg. Hrly.: \$48.27
- Avg. Unemp.: 2.8%

## Assoc. Deg. and Cert.

2023

- 56,200 jobs
- Avg. Hrly.: \$35.19
- Avg. Unemp. Rate: 2.6%

By 2028

- 9% growth
- 36,700 job openings

Non-Health

- 5.4% growth
- Avg. Hrly.: \$33.12
- Avg. Unemp.: 3.6%

## High School Diploma

2023

- 11,400 jobs
- Avg. Hrly.: \$25.25
- Avg. Unemp. Rate: 2.2%

By 2026

- 8.5% growth
- 8,300 job openings

Non-Health

- 4.2% growth
- Avg. Hrly.: \$27.09
- Avg. Unemp.: 4.9%

# Inland SoCal Healthcare Occupation Demographics

Yes, We Know There Are Healthcare Worker Shortages, but...

Potential **retirement** in the next 10 years (workers 55+)

Advanced  
Degree

- Dentist, 27%
- Orthodontist, 26%

Bachelor's  
Degree

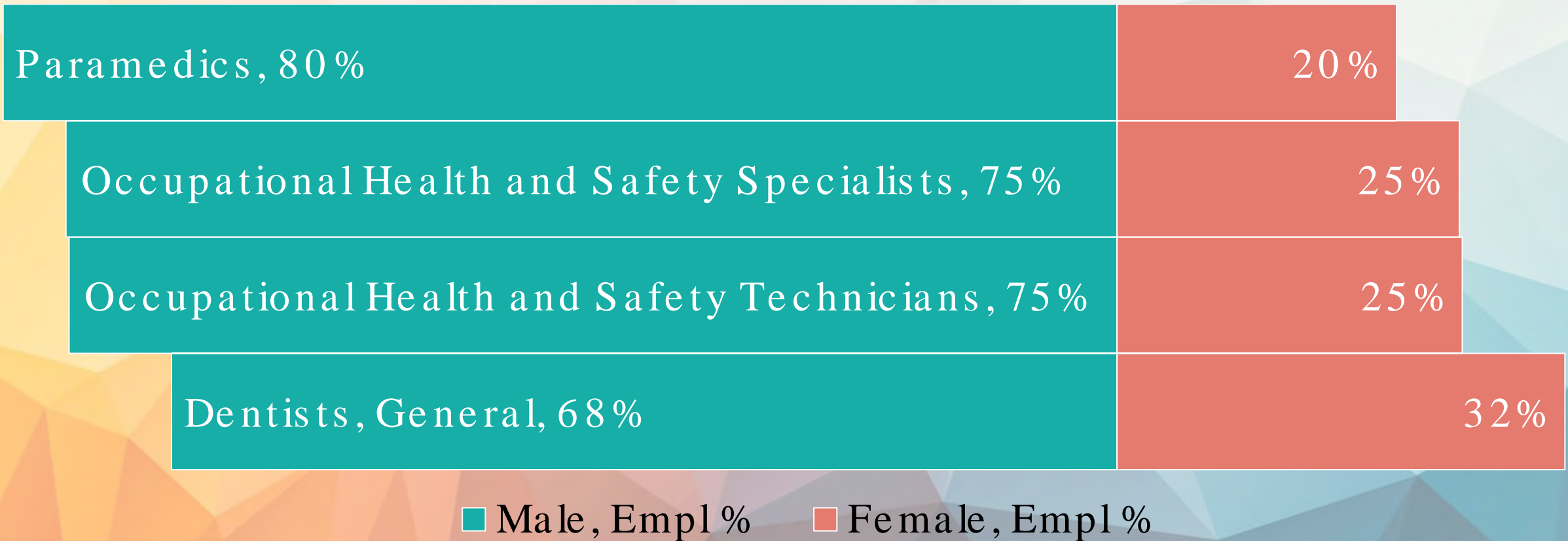
- Respiratory Therapists, 29%
- Medical Records Specialists, 27%



# Inland SoCal Healthcare Occupation Demographics

Yes, We Know There Are Healthcare Worker Shortages, but...

Majority Male Employed



# Inland SoCal Healthcare Occupation Demographics

Yes, We Know There Are Healthcare Worker Shortages, but...

Majority Female Employed



■ Male, Empl %    ■ Female, Empl %

# Inland SoCal Healthcare Occupation Demographics

Hispanic or Latino Population: 54% of residents

Advanced Degree  
Avg Hispanic or Latino  
27.6%  
Speech-Language Pathologists  
9.5%

Bachelor's Degree  
Avg Hispanic or Latino  
32.6%  
Medical Dosimetrists  
23.3%

Associate Degree or Certificate  
Avg Hispanic or Latino  
36.8%  
Environmental Science & Protection  
Techs, Inc. Health  
20.9%

High School Diploma  
Avg Hispanic or Latino  
42.6%  
Physical Therapist Aides  
21.4%



# Inland SoCal Healthcare Occupation Demand Advanced Degrees

## Healthcare Practitioners



# Inland SoCal Healthcare Occupation Demand Bachelor's Degrees Healthcare Practitioners

Registered  
Nurses  
Associate to  
Bachelor's Degree



5-yr job openings:  
11,772  
Entry-level:  
\$45.22/Hr.  
\$94.1 K Annual



Potential training  
gap: 335 Annually

## Healthcare Support

Medical and  
Health Services  
Managers  
Bachelor's Degree



5-yr job openings:  
2,930  
Entry-level:  
\$34.24/Hr.  
\$71.3 K Annual



Potential training  
gap: 297 Annually

# Inland SoCal Healthcare Occupation Demand Associate Degree or Certificate Healthcare Technical

Medical Records  
Specialists  
Postsecondary non-  
degree award



5-yr job openings:  
767  
Average Earnings:  
\$40.90/Hr.  
\$85.1 K Annual



Potential training  
gap: 42 Annually

## Community and Social Services Health

Massage  
Therapists  
Postsecondary non-  
degree award



5-yr job openings:  
1,451  
Average Earnings:  
\$29.82/Hr.  
\$62K Annual



Potential training  
gap: 99 Annually



# Inland SoCal Healthcare Occupation Demand High School

## Healthcare Technical

Medical  
Equipment  
Preparers

High School Diploma



5-yr job openings:  
606

Average Earnings:  
\$26.04/Hr.  
\$54.2 K Annual



Potential training  
gap: 122 Annually

## Community and Social Services Health

Community  
Health Workers

High School Diploma



5-yr job openings:  
473

Average Earnings:  
\$27.97/Hr.  
\$58.2 K Annual



Potential training  
gap: 352 Annually



# Public Health Workforce

Healthcare Practitioners &  
Technical Public Health  
25 Occupations



Scientific Public Health  
8 Occupations



Community and Social  
Services Public Health  
13 Occupations



# Public Health Workforce

## Healthcare Practitioners & Technical Public Health

- 14 Advanced Degree (Doctorate or Master's Degree) jobs
- 3 Bachelor's Degree
- 8 Associate Degree or Certificate

## Community and Social Services Public Health

- 1 Advanced Degree jobs
- 4 Bachelor's Degree
- 3 Associate Degree or Certificate
- 5 High School Diploma

## Research & Education

- 2 Advanced Degree jobs
- 5 Bachelor's Degree
- 1 High School Diploma

# Public Health Workforce – Job Demand

## Healthcare Practitioners & Technical Public Health

- 14 Advanced Degree: 8.9% growth, 4,500 job openings by 2028
- 3 Bachelor's Degree: 12.4% growth, 3,300 job openings
- 8 Associate Degree or Certificate: 8.1% growth, 21,200 job openings

## Community and Social Services Public Health

- 1 Advanced Degree job: 10.7% growth, 870 job openings by 2028
- 4 Bachelor's Degree: Avg. 9.1% growth. 2,180 job openings
- 3 Associate Degree or Certificate: Avg. 15.1% growth. 2,561 job openings
- 5 High School Diploma: Avg. 10.4% growth. 9,550 job openings

## Scientific

- 2 Advanced Degree jobs: 12.1% growth, 250 job openings by 2028
- 5 Bachelor's Degree: 8.1% growth, 2,400 job openings
- 1 High School Diploma: 14% growth, 293 job openings



# Public Health Workforce – Wages

## Healthcare Practitioners & Technical Public Health

- 14 Advanced Degree: avg. median \$80.50/hr or \$167,400/yr
- 3 Bachelor's Degree: avg. median \$47.65/hr or \$99,100/yr
- 8 Associate Degree or Certificate: avg. med \$35.09/hr or \$72,900/yr

## Community and Social Services Public Health

- 1 Advanced Degree job: avg. median \$42.12/hr or \$87,600/yr
- 4 Bachelor's Degree: avg. median \$40.22/hr or \$83,680/yr
- 3 Associate Degree or Certificate: avg. med \$36.52/hr or \$75,900/yr
- 5 High School Diploma: avg. med \$23.89/hr or \$49,700/yr

## Scientific

- 2 Advanced Degree jobs: avg. median \$50.92/hr or \$105,900/yr
- 5 Bachelor's Degree: avg. median \$41.95/hr or \$87,260/yr
- 1 High School Diploma: avg. med \$31.38/hr or \$65,300/yr

# Public Health Workforce – In-demand & High Wage Jobs

## Healthcare Practitioners & Technical Public Health

- Physician Assistants
  - Master’s Degree
  - 18.9% growth by 2028
  - 730 job openings by 2028
  - **551 job postings**  
Feb 2023-Feb 2024



Postsecondary Programs Linked to Physician Assistants		Awards
California Baptist University		
Physician Associate/Assistant		29
Loma Linda University		
Physician Associate/Assistant		36

# Public Health Workforce – In-demand & High Wage Jobs

## Community and Social Services Public Health

- Community Health Workers
  - High School Diploma
  - 12.8% growth by 2028
  - 473 job openings by 2028
  - 53 job postings  
Feb 2023-Feb 2024

Mean



Entry Level



Experienced



Postsecondary Programs Linked to Community Health Workers	Awards
California Baptist University, Public Health, General	74
California State University-San Bernardino, Public Health, General	35
La Sierra University, Public Health, General	1
Loma Linda University, Public Health, General	10

# Public Health Workforce – In-demand & High Wage Jobs

## Scientific

- Occupational Health and Safety Specialists
- Bachelor's Degree
- 12.4% growth by 2028
- 769 job openings by 2028
- 356 job postings  
Feb 2023-Feb 2024



Postsecondary Programs Linked to Occupational Health and Safety Specialists	Awards
California State University-San Bernardino, Environmental Health	3
University of California-Riverside, Environmental Toxicology	11





# Behavioral & Mental Health

## Snapshot of Inequitable Access to Care



Initiatives that Have a Proven Impact in  
Building the Inland Empire's  
Health Workforce

# Inland Health Professions Consortium

## Building the Health Workforce Pipeline since 2007 with over 300 IE Partners



**REACH OUT**  
Strengthening Communities







The White Coat program each year matches exceptionally motivated students with local hospitals and private practices to explore the healthcare arena, giving them unparalleled experience as they pursue their health career goals.

*In partnership with San Bernardino County Medical Society*

# White Coat Program Intensive Internship





# Work-Based Learning



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Our Work-Based Learning program impacted more than 700 students from the Inland Empire, taking students through internships, shadowing, and speaker experiences.





# 2024 Health Professions Conference

450 High School Students from Health Pathways in the IE,  
75 Health Professionals and Teachers



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# 2024 Health Professions Conference

450 High School Students from Health Pathways in the IE,  
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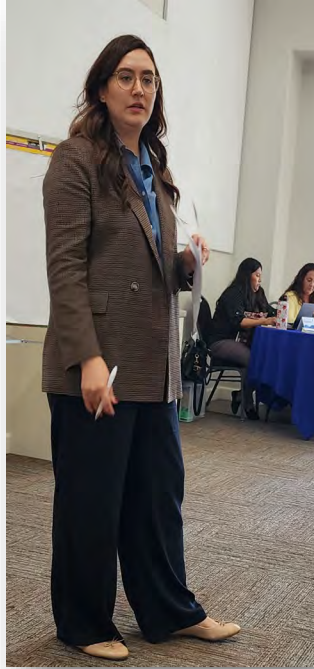


# Public Health Leadership Consortium

All IE Universities that have Public Health Degree Programs,  
Riverside and San Bernardino Public Health Departments and Workforce Development



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Rebuilding our Public Health Workforce through a multi-strategy plan of action for the Inland Empire





# Community Health Worker Training Through Reach Out's State-Certified PACIFIC EMPIRE COLLEGE



**REACH OUT**  
Strengthening Communities

**A day in the life of a**  
**community health worker**

**Meet Carmen,**  
a community health worker at a local nonprofit.

Community health workers like Carmen go by many different titles and work for organizations like clinics, hospitals, and insurance companies.

- PROMOTORA DE SALUD
- COMMUNITY HEALTH REPRESENTATIVE
- OUTREACH WORKER
- HEALTH COACH
- PATIENT NAVIGATOR
- PEER COUNSELOR
- HEALTH ADVISOR





ADVANCING DIVERSITY AND EDUCATION IN THE HEALTH PROFESSIONS



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Strengthening Communities

# Inland Health Professions Consortium Recommendations

- Increased Collaboration between Higher Education and Inland Health Professions Consortium
- Increased collaboration on Community Based Organizations working with K-12 Districts for Work Based Learning
- Creation of increased number of health professions Apprenticeship pathways
- More opportunities for justice-involved learners
- Increased mentorship opportunities throughout the health career ladder and pathway