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**Health Care Reform in California: What are the Workforce Needs?
Considerations for the Health Workforce Development Council (HWDC)**

Health Professions Mentioned throughout the HCR Planning Process	Health Workforce Analysis Literature Review ¹	Focus Groups	EDD Labor Data Market High Growth Statistics ²	Career Pathway Sub-Committee Identified Priority	HWDC Public Meetings	Mentioned in Title V of the Patient Protection and Affordable Care Act
Acupuncture		X				
Administrative Staff		X				
Allied Health ³	X	X	X	X	X	X
Case Managers		X				
Certified Nurse Midwives						X
Chiropractors		X			X	
Clinical Lab Specialists	X	X	X	X		
Community Health Workers	X	X	X	X		X
Dental Assistants	X	X	X			X
Dental Hygienists	X		X			X
Dentists	X ⁴	X				X
Dispensing Opticians	X					
Eastern Medicine Practitioners		X				
EMT/Paramedic	X		X			X
ER Physicians		X				X
Health Coaches		X				
Health Information Technology	X	X	X		X	X

Home Health Aide	X	X	X		X	X
Licensed Vocational Nurse	X		X			
Medical Assistants	X	X	X	X		
Medical/ Public Health Social Workers	X	X	X	X	X	X
Mental Health <ul style="list-style-type: none"> • Psychiatrists • Psychologists • Clinical Social Worker • Psychiatric Nurse Specialists • Marriage and Family Therapist • Mental Health Counselor 	X	X		X	X	X
Nurse Practitioners <ul style="list-style-type: none"> • Family Nurse practitioners • Geriatric Nurse practitioners • Mental Health Nurse Practitioner 	X	X		X		X
Nursing Assistants/ Aides	X	X	X			X
Optometrist	X	X			X	X
Personal Care Aide			X			X
Pharmacist	X					X
Pharmacy Technicians	X		X			
Physical Therapists		X	X			
Physician Assistant	X	X	X	X		X
Physician (Allopathic and Osteopathic)	X	X		X	X	X
Podiatric Medicine	X					
Primary Care Physician <ul style="list-style-type: none"> • General Internal Medicine • OB/GYNs • Pediatrics 	X	X	X	X	X	X
Public Health	X	X		X	X	X

<ul style="list-style-type: none"> • Epidemiology • Health Education • Biostatistics • Environmental Health • Biomedical/Infectious Disease • International Health • Nutrition 						
Radiologic Technologist	X		X			
Respiratory Therapists	X		X			
Registered Nurses	X	X	X	X	X	X
Substance Abuse/Behavioral Disorder Counselor	X			X	X	X

Notes

¹ The “Health Workforce Analysis Research: Recent Findings” matrix (Matrix) is a summary of important health care workforce research publications. The matrix was compiled through data extraction from research publications and other resources such as the California Postsecondary Education Commission (CPEC) and Health Licensing entities in California. The data extracted from these publications includes current supply, future demand, demand determination race/ethnicity of current supply and practice patterns.

² EDD Occupational Employment Projections estimate the changes in occupational employment over time resulting from industry growth, technological changes, and other factors. Industry growth exists when the demand for goods and services increases, resulting in an increased demand for workers to produce these goods and services. Technological changes can raise the demand for some skills while eliminating the demand for others. The State and sub-state area Long-Term projections are for a 10-year period. The projections are revised every two years to incorporate economic changes that occur in the State and local areas. Statewide Short-Term projections are for a two-year period and are revised annually. The EDD collects survey data from approximately 105,000 California employers through the Occupational Employment Statistics (OES) program over a three year period. The survey samples two panels annually, with approximately 17,500 establishments per panel. Employers report on the survey how many individuals they employ in each occupation. The OES program uses the Standard Occupational Classification (SOC) definitions to collect the survey data, which covers over 800 occupations. *Employment Change* is displayed in "Numerical" and "Percent Change." Numerical Employment Change is the net difference between the base and projected year employment and reflects job growth or decline. The base and projected year employment are independently rounded. Therefore, numerical change may not equal new jobs. The percent change measures the projected rate of change of employment in an occupation. The occupational projections in this report are based on the following assumptions; 1) The institutional framework of the U.S. economy will not change radically; 2) Recent technological and scientific trends will continue; 3) The long-term employment patterns will continue in most industries; 4) Federal, state, and local government agencies are expected to operate under budgetary constraints; 5) No major events will occur that will significantly alter the industrial structure of the

economy, the occupational staffing patterns, or the rate of long-term growth; 6) Population growth rates and age distributions will not differ significantly from Department of Finance projections presently available; 7) Attitudes toward work, education, income, and leisure will not change significantly. Because the occupational data are based on a survey, it is important that the following points be considered: 1) There is inherent statistical error as a result of both the sampling process and the level of employer response to the survey mailings; 2) The OES staffing patterns may contain errors because employers may have difficulties completing the survey. Employers may misunderstand survey instructions, misinterpret occupational definitions and/or titles on the forms, or make clerical errors when filling out the forms; 3) The employer's response to the survey may reflect conditions that are uncommon. The employer may have a temporary shutdown, seasonal high or low employment, or temporary increase in demand for product or service.

³ Allied Health Professions include: clinical lab assistant, Dental Assistant, Dental Health aide Therapist, Dental Hygienist, Echocardiography tech, EEG Technician, EKG Technician, EMT/ETT, Mammographer, Massage Therapist, Medical Assistant, Medical Lab Technician, Medical Technologist, MRI/CT Technician, Nuclear Medicine Tech, Paramedic, Pharmacy Technician, phlebotomist, Physical Therapy Assistant, Radiological Technician, Respiratory Therapists, Sonographer, Sterile Processing Technician, Surgical Technician, Anesthesia Technician, Anesthesiologist Assistant, Cardiovascular Technologist, Cytotechnologist, Diagnostic Medical Sonographer, Electroneurodiagnostic Technologist, Emergency Medical Technician-Paramedic, Exercise Physiologists, Exercise Scientists, Kinesiotherapist, Lactation Consultant, Medical Assistant, Medical Illustrator, Orthotic and Prosthetic Practitioner, Perfusionists, Personal Fitness Trainer, Polysomnographic Tech, Recreational Therapists, Specialists in Blood Bank Technology, Surgical Assistant, Surgical Technologists, Diagnostic and Medical Sonographer, Occupational Therapists, Physical Therapists, Radiographers, Respiratory Therapists, Speech Language Pathologists.

⁴ While overall shortages of Dentists are not projected there is a high demand for dentists in certain geographic shortage areas.