



# REACH OUT

Strengthening Communities

March 2024  
**Inland SoCal  
Healthcare  
Update**

**Diana Fox, Executive Director  
Reach Out**

# Household vs. Occupational vs. Industry Employment



## Resident Population

- **Count of PEOPLE** where they live

## Occupations

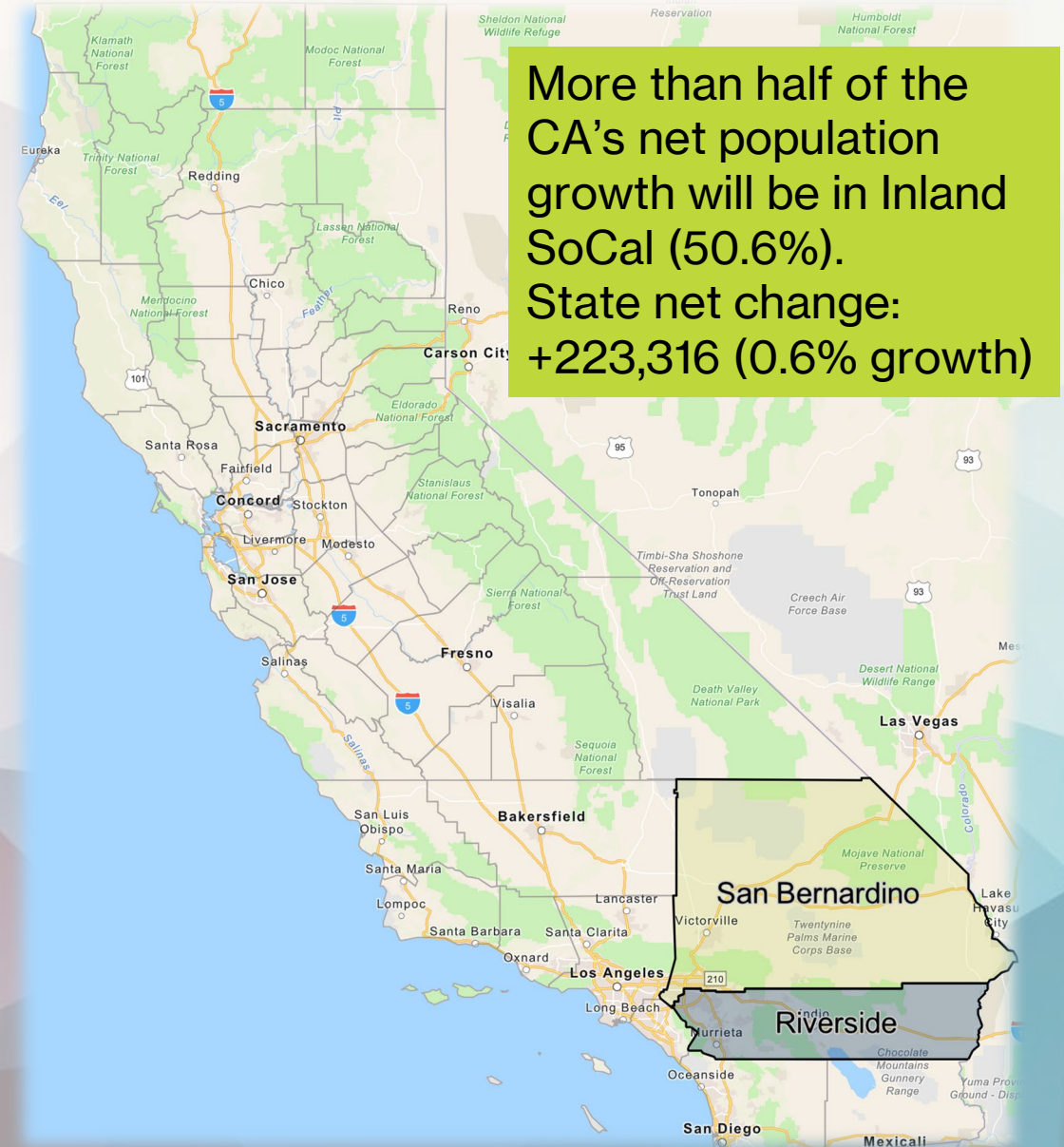
- **Occupational employment and wages**
- **What people do for work & pay**

## Industry

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

# Inland SoCal Population Riverside & San Bernardino counties

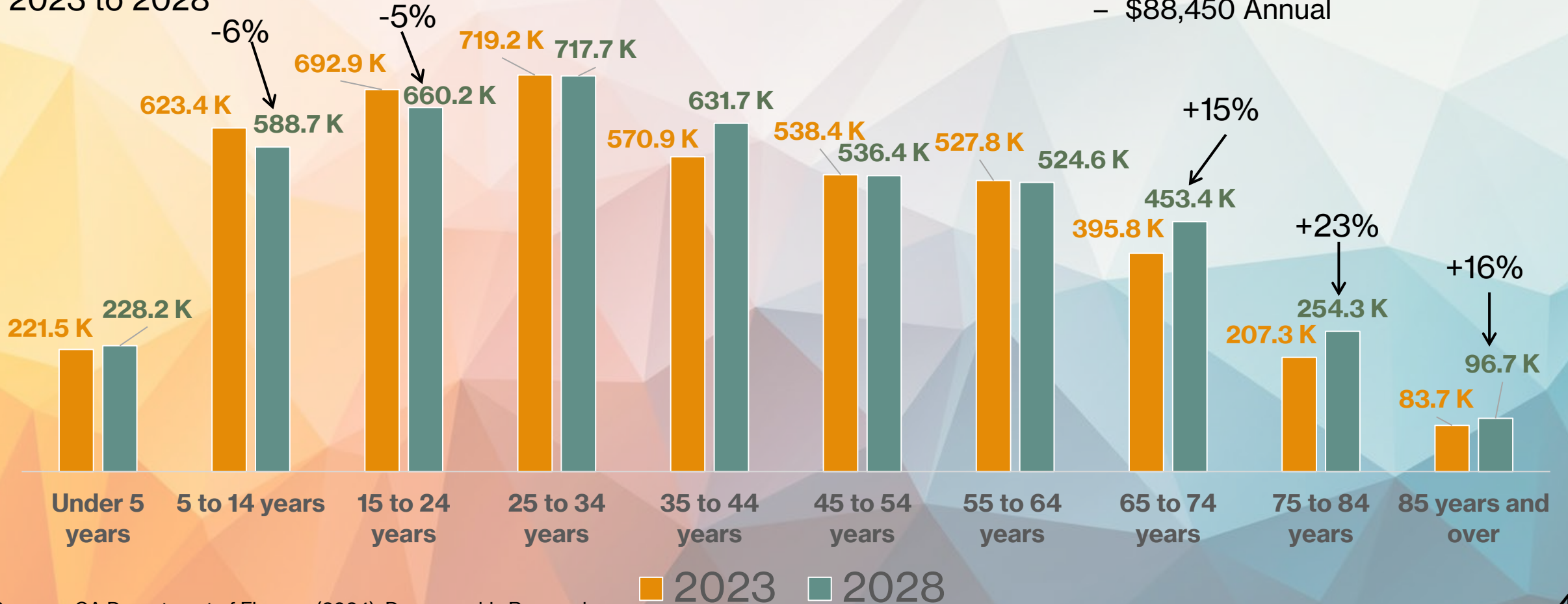
- 4.637 Million Residents in 2023
  - 11.9% of CA population
- +112,980 Residents by 2028
  - 2.4% growth
  - Riverside County will add the most residents in CA +63,380
  - San Bernardino: +49,600 residents.
    - San Diego Co. is 2<sup>nd</sup> and will add 61,974 residents.



# Inland SoCal Population

## Age by category

Current and 5-year Change  
2023 to 2028



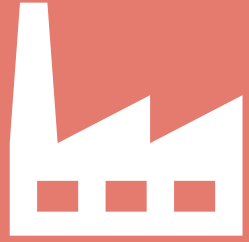
## Gender



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

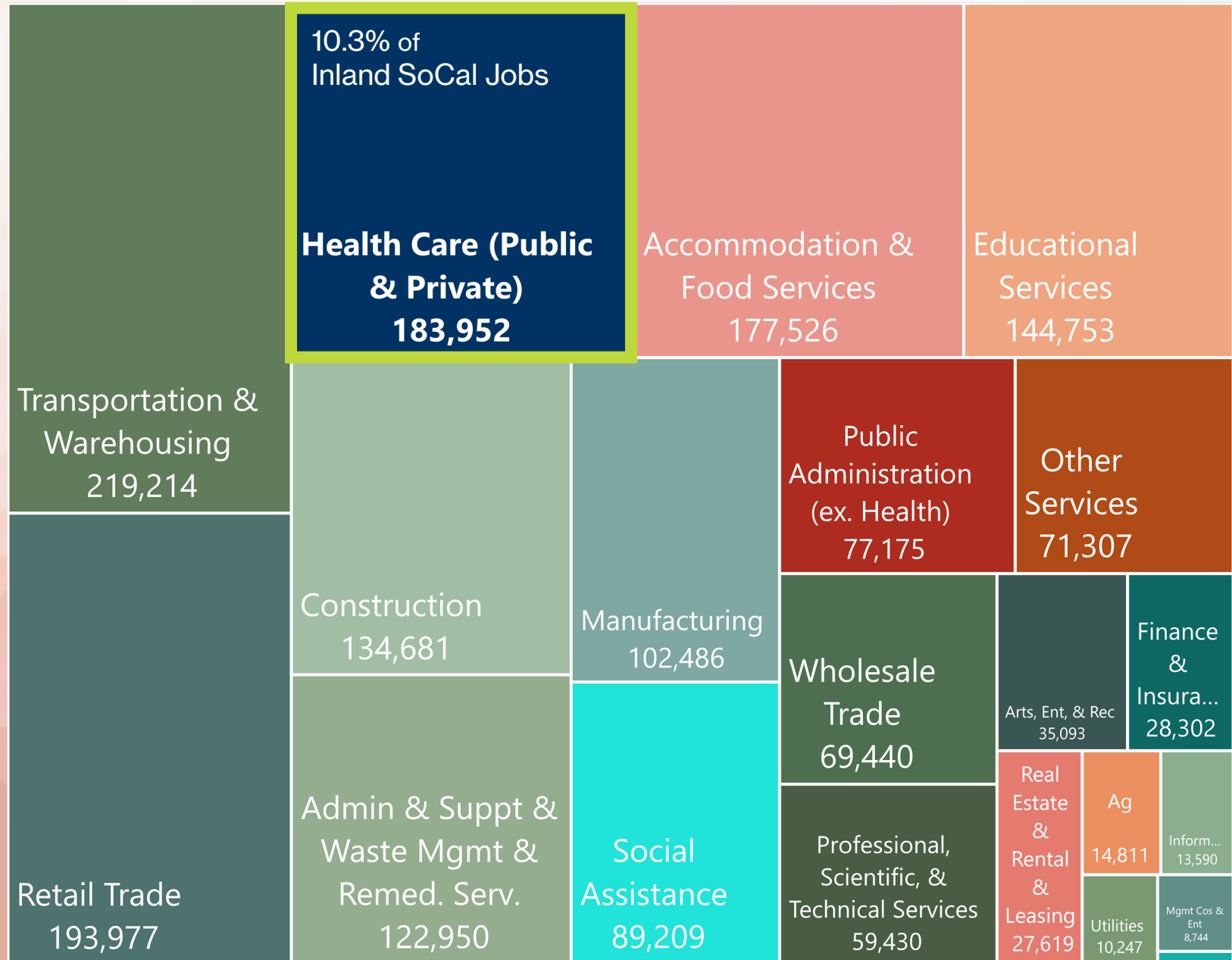


# Industry Employment

- 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

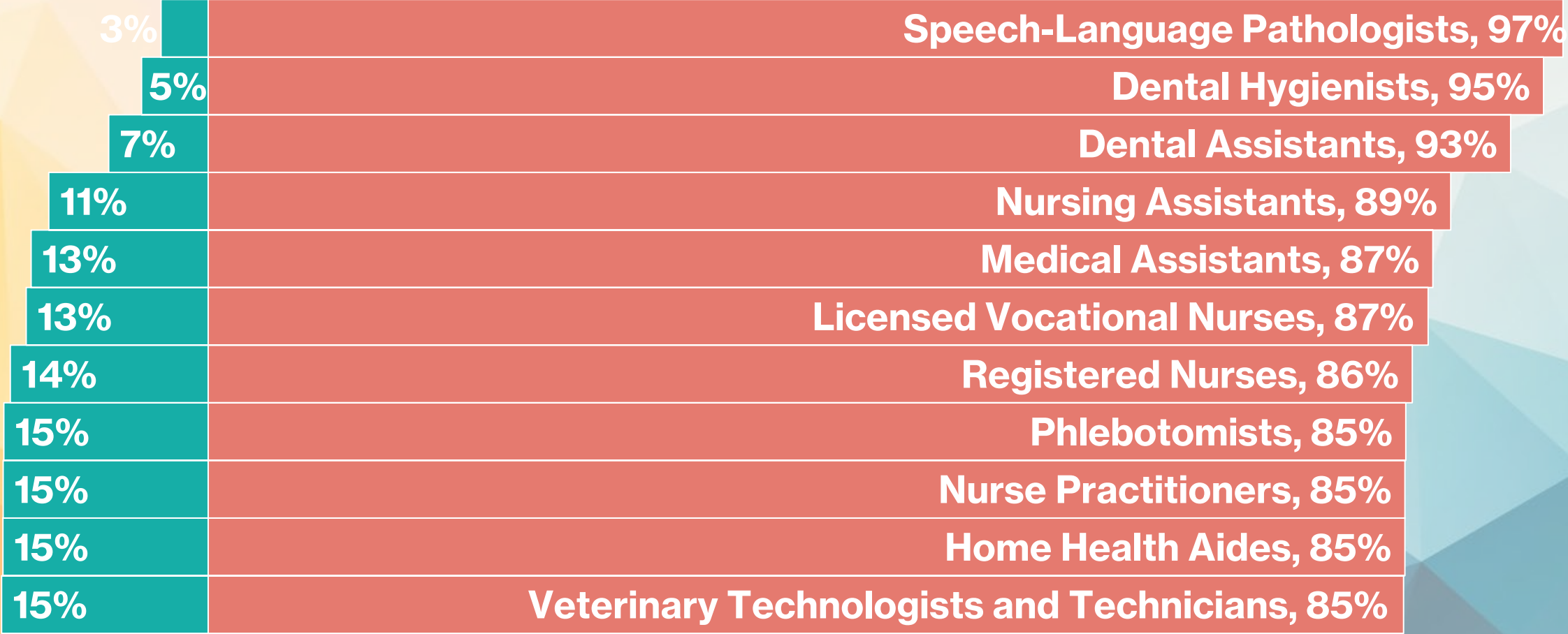


■ Male, Empl %   ■ Female, Empl %

# 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%

Source: JobsEQ Q3 2023  
U.S. Census, ACS 2022, 1-yr

# 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

# A Small Sampling of Current Initiatives



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# 2024 Health Professions Conference

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



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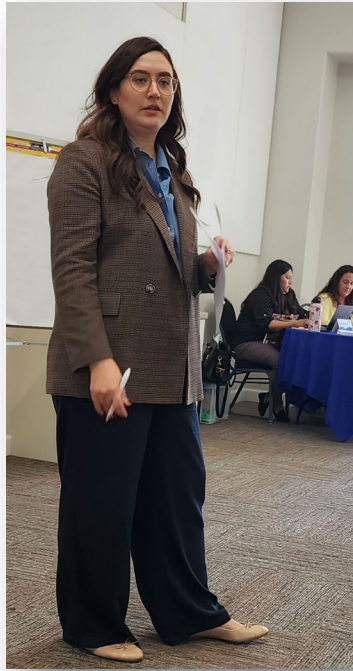


# Public Health Leadership Consortium

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.



# Last Thing!

## Your Invitation to NICC 2024

# NICC 2024

NATIONAL INNOVATIVE COMMUNITIES CONFERENCE

REAL CHANGE STARTS  
HERE



**JUNE 11<sup>th</sup> & 12<sup>th</sup> • RIVERSIDE CONVENTION CENTER**



For more information, visit:  
[we-reachout.org/nicc](https://we-reachout.org/nicc)

