

# Southern California's Health Care Workforce: Challenges, Approaches and Solutions



The Hospital Association of Southern California (HASC) region has a large workforce footprint in California.

## IMPACT

Health care accounts for nearly **9% of the total employment** in the country – totaling nearly **12.5 million health care workers across the U.S.**<sup>1</sup>



Health care occupations account for over **7% of the total employment in the state.**<sup>2</sup> California businesses employ nearly **1.4 million health care workers.**<sup>3</sup>



In Southern California, the hospital industry accounts for approximately **400,000 jobs.**<sup>4</sup>

## CHALLENGES BY COUNTY

### Los Angeles

**Demand:** specialty RNs and clinical laboratory scientists.

**Challenge:** housing, competition with other local hospitals, high market saturation, competition for candidates and difficult commutes.

### Orange

**Demand:** specialty RNs, clinical laboratory scientists, physical therapists, pharmacists, licensed social workers and mental health workers.

**Challenge:** competition with other local hospitals, high cost of living, and difficult commutes.



All counties expressed a need for **Specialty Registered Nursing.**

### Riverside/San Bernardino

**Demand:** specialty RNs and physical therapists.

**Challenge:** geographic location, long commutes, limited local candidate pool, and weather extremes.

### Santa Barbara/Ventura

**Demand:** specialty RNs and clinical laboratory scientists.

**Challenge:** aging workforce, lack of local training programs and clinical sites, high cost of living and housing, difficult commutes, high relocation costs, and out-of-state licensing transfer costs and difficulties.

## APPROACHES & SOLUTIONS



California's health care workforce is expected to grow **23%** by 2020 and account for **10%** of all new job in the state.<sup>5</sup> To address demand, HASC recommends: **post-secondary partnerships, K-12 educational partnerships, strategies that address the specialty nursing experience gap, and strategic workforce planning.**

Full Report: [bit.ly/38xdLhe](http://bit.ly/38xdLhe)