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.¹

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

In Southern California, the hospital industry accounts for approximately 400,000 jobs.⁴

### 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.

**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.

All counties expressed a need for Specialty Registered Nursing.

### 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.⁵ 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

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