



Bay Area Labor Market Overview: Patient Navigators & Related Occupations

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SF Bay Area Patient Navigator & Related Occupations Summit
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Definition of Community Health Worker

(adapted from CA Healthcare Workforce Alliance, 2013)



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- A person who has an unusually close understanding of the community served in the delivery of health-related services
- Works either directly with providers or their partner organizations.
- Serves as a liaison between health/social services and the community to facilitate members' access to services and improve the quality and cultural competence of services delivered.
- Build individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support, and advocacy.

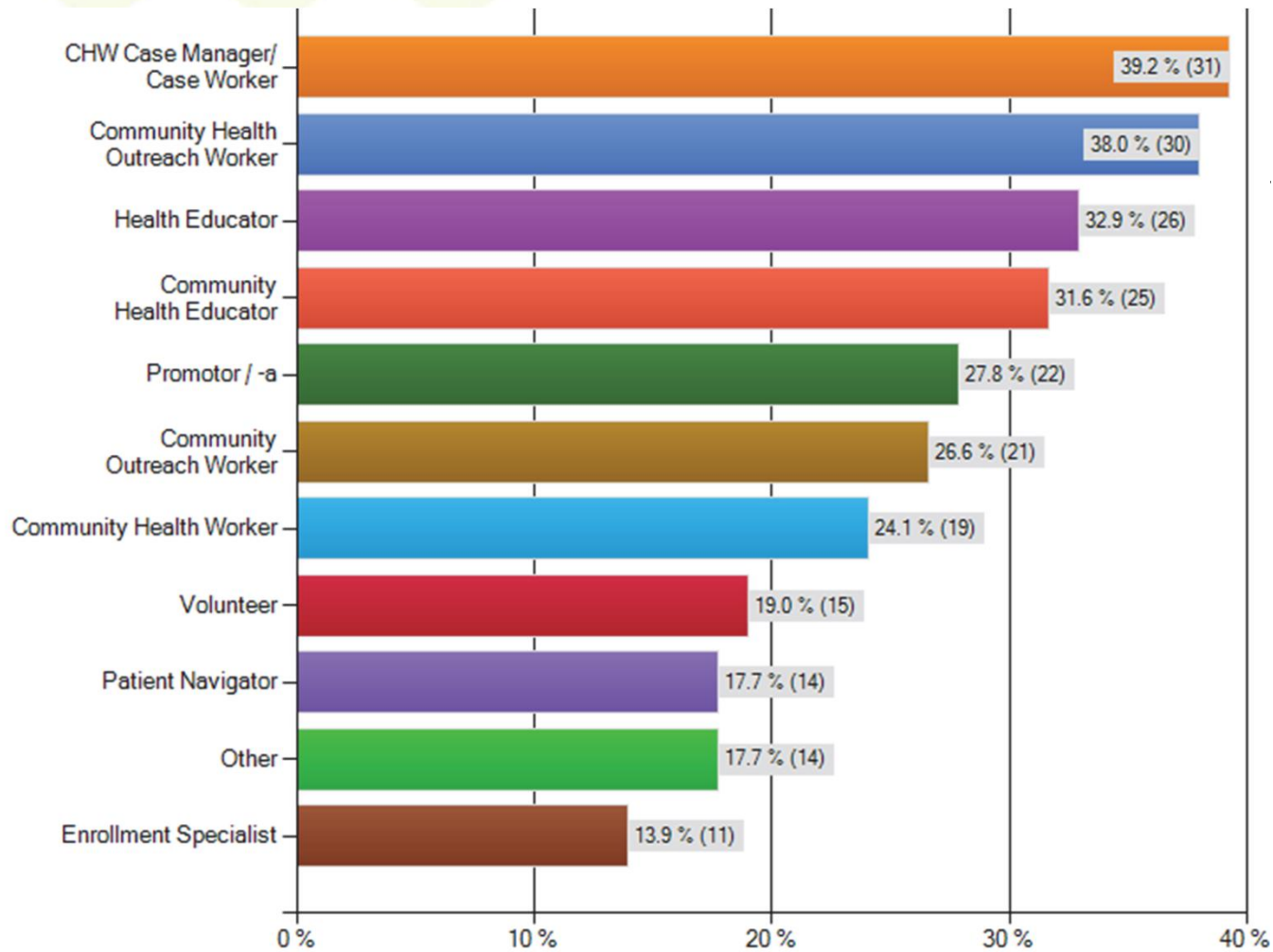


Many Job Titles are Used by Employers

source: CA Health Workforce Alliance, 2013 (n=79)



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Bay Area Jobs Data for CHWs & Health Educators

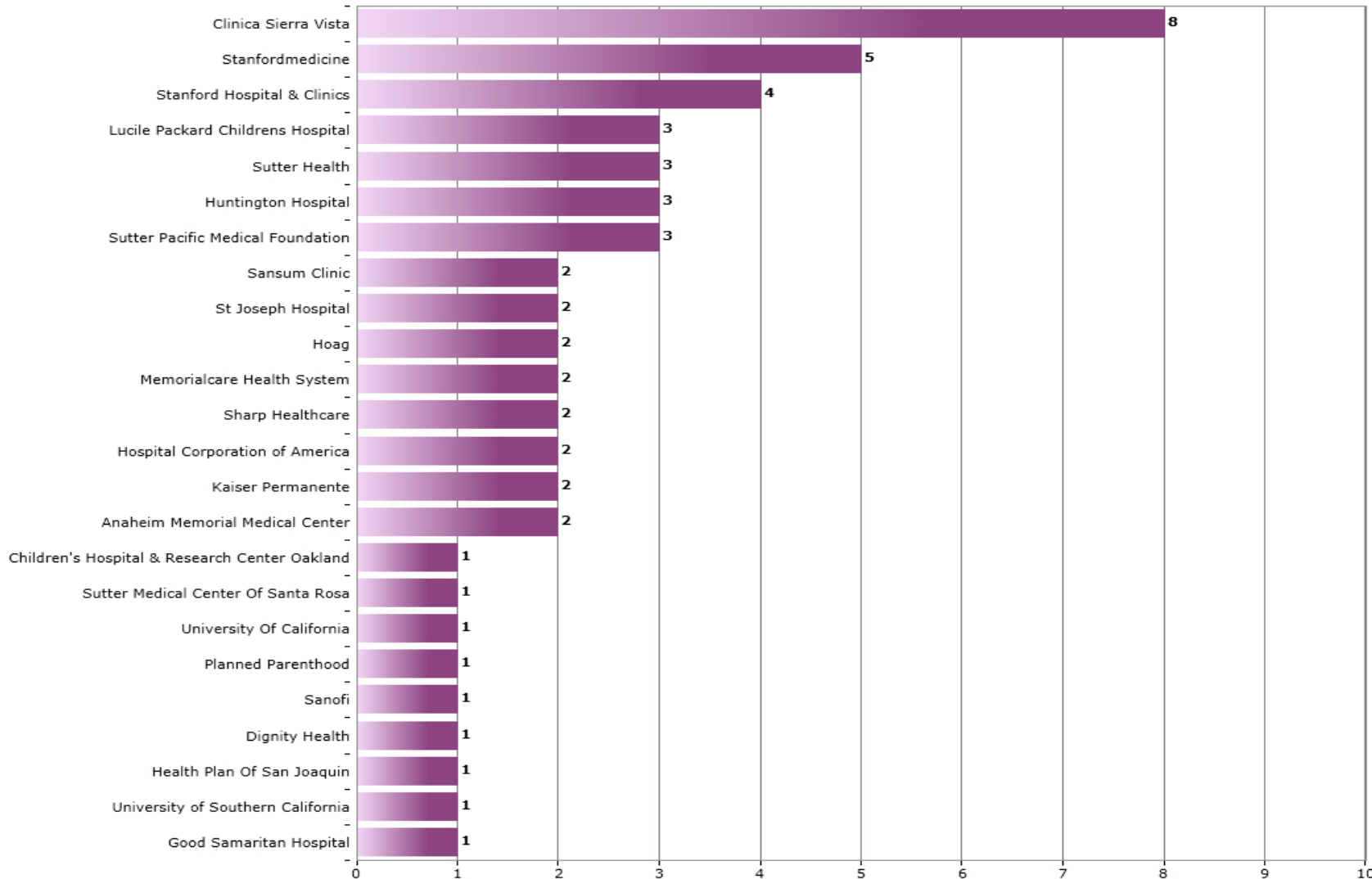
(source: EMSI)

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SOC	Description	2013 Jobs	2016 Jobs	Change	% Change (2012-2015)	Total Openings (New Jobs + Replacements)	Annual Openings	25% Hourly Earnings	Median Hourly Earnings	75% Hourly Earnings	Education Level
21-1091	Health Educators	2,284	2,514	230	10.1%	388	129	\$21.31	\$25.71	\$34.29	Bachelor's
21-1094	Community Health Workers	1,433	1,537	104	7.3%	201	67	\$16.54	\$21.41	\$25.92	Associates/ Bachelor's
	Total	3,718	4,051	333	9.0%	589	196				

Patient Navigator - Top Employers

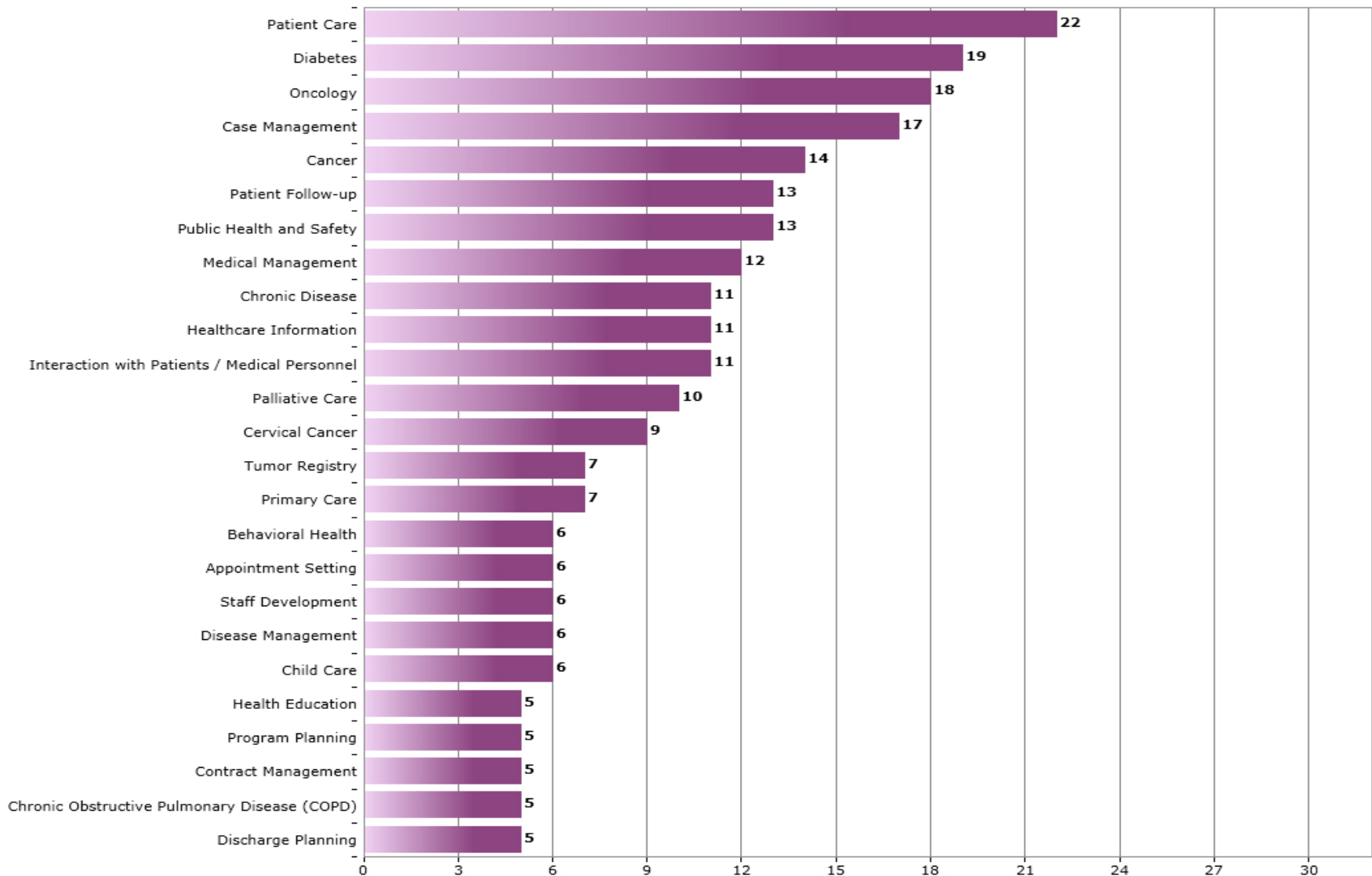
Keyword(s): Patient Navigators, California, Dec. 2012 – Nov. 2013
(source: Burning Glass) (i.e. Real Time LMI)



Patient Navigator - Skills in Demand

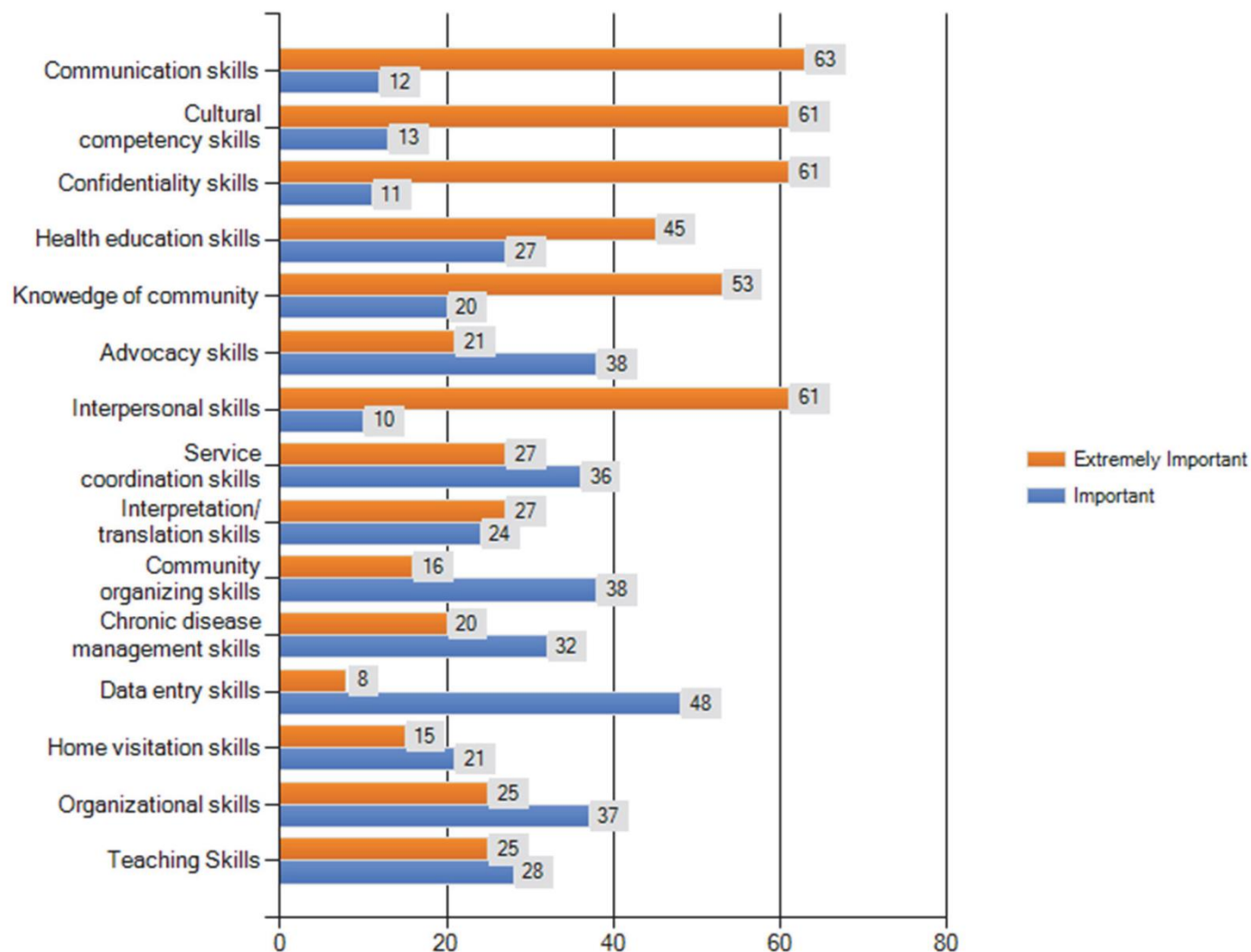
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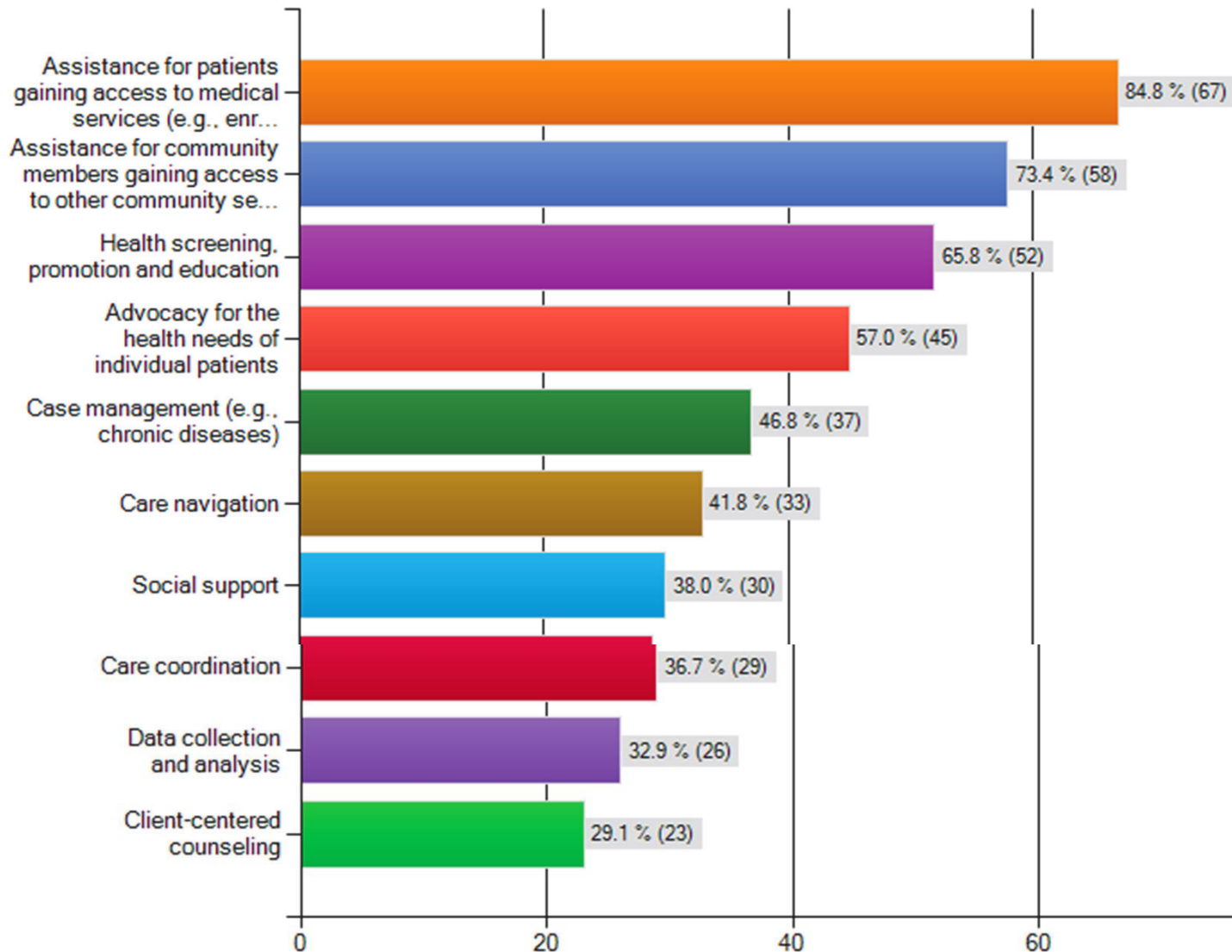
Another Perspective: Skills in Demand by Employers

source: CA Health Workforce Alliance, 2013 (n=79)



Operational Roles of CHWs

source: CA Health Workforce Alliance, 2013 (n=79)

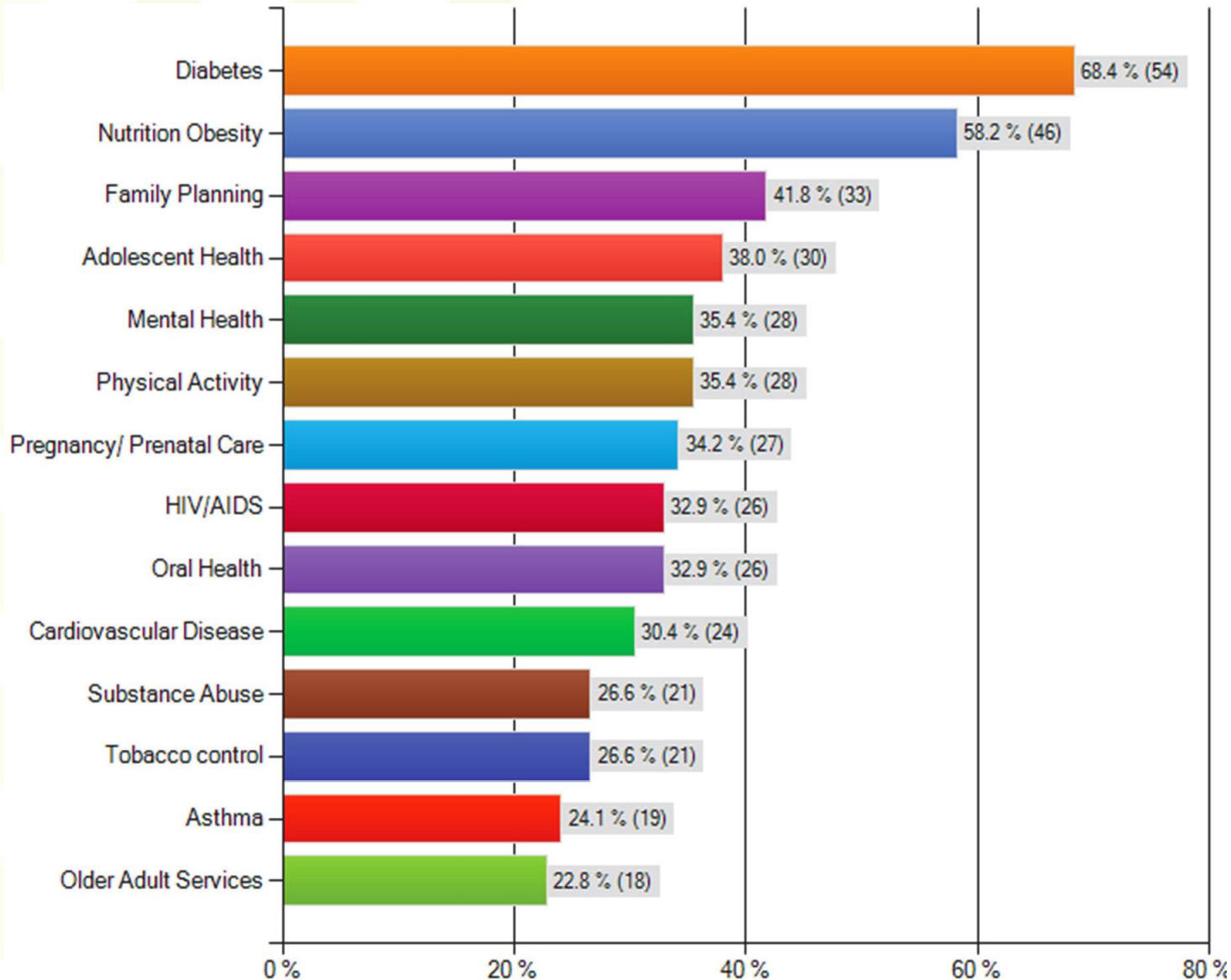


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Program Areas of Focus for CHWs

source: CA Health Workforce Alliance, 2013 (n=79)



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Challenges re: Understanding Employment Demand



- **No Standard Occupational Classification (SOC) codes currently for Patient Navigators and most of the other related job titles**
- **Without SOC codes, no occupational data is available from EDD or EMSI**
- **Colleges are hesitant/unable to create or expand CHW or PN programs without being able to document demand**
- **Limited data and/or confusing signals from various data sources makes it hard for colleges to plan**



Challenges re: Understanding Employment Demand



- **When job titles are numerous, confusing, or changing – it is useful to focus on skills in demand. If colleges know the skills required by employers, then job titles matter less.**
- **With implementation of ACA, what will impact be on demand for CHWs? If more PNs/CHWs are needed – how many more and with what skills?**
- **CHWA’s report highlights lack of stable funding and insufficient reimbursement mechanisms as the leading barriers to expanding CHWs engagement.**



Thank You!



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