The healthcare sector consists of companies and organizations that provide medical services, manufacture medical equipment or drugs, provide medical insurance, or otherwise facilitate the provision of healthcare to patients.

Occupations in the healthcare industry are increasingly in demand because of an aging population and longer life spans.


### Representative Industry Occupations

#### Nursing
- **Personal Care Aide**
  - **Salary:** $15–19/hr
  - **Education:** HS diploma
- **Home Health Aide**
  - **Salary:** $15–23/hr
  - **Education:** HS diploma
- **Licensed Vocational Nurse (LVN)**
  - **Salary:** $22–38/hr
  - **Education:** HS + vocational ed
- **Registered Nurse (RN)**
  - **Salary:** $31–51/hr
  - **Education:** AS or BS or MS

#### Medical Assisting
- **Medical Assistant (back-end)**
  - **Salary:** $18–25/hr
  - **Education:** HS + vocational ed
- **Phlebotomist**
  - **Salary:** $17–26/hr
  - **Education:** HS + vocational ed

#### Clinical
- **EMT / Paramedic**
  - **Salary:** $18–28/hr
  - **Education:** HS + vocational ed
- **Clinical Laboratory Technologist**
  - **Salary:** $22–51/hr
  - **Education:** BS

#### Pharmacy
- **Pharmacy Technician**
  - **Salary:** $15–22/hr
  - **Education:** HS + vocational ed

#### Dental
- **Dental Assistant**
  - **Salary:** $18–29/hr
  - **Education:** HS + vocational ed
- **Dental Hygienist**
  - **Salary:** $33–57/hr
  - **Education:** AS / BS

#### Optical
- **Optometric Assistant**
  - **Salary:** $19–34/hr
  - **Education:** HS + vocational ed
- **Optician**
  - **Salary:** $24–40/hr
  - **Education:** HS + voc or AS

#### Administration
- **Medical Billing/Coding**
  - **Salary:** $18–44/hr
  - **Education:** HS + voc or AS
- **Patient Representative**
  - **Salary:** $17–29/hr
  - **Education:** AS

### Occupational Distribution (NOVAworks region)

- **Registered Nurses** 12,516
- **Home Health Aides** 6,581
- **Nursing Assistants** 3,713
- **LVN** 2,290
- **Nurse Practitioners** 716
- **Optical** 624
- **Pharmacy** 1,791
- **Personal Care Aides** 17,913
- **Medical Assisting** 5,346
- **Health Admin** 2,361
- **Clinical** 3,284
- **Dental** 3,856

### Career Advisor Corner

To gain experience as an entry-level healthcare worker, consider small medical settings, such as doctor offices or dental practices before applying to larger healthcare systems or hospitals.

Some of the top skills valued by employers include empathy, a strong work ethic, time management, and the ability to deal well with criticism.
HEALTHCARE IN THE SAN FRANCISCO BAY AREA

Top Regional Employers by Size

<table>
<thead>
<tr>
<th>Local Midsize Employers (50–250 employees)</th>
<th>Location</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catalyst Family</td>
<td>Morgan Hill</td>
<td>75</td>
</tr>
<tr>
<td>Catholic Charities of Santa Clara County</td>
<td>San Jose</td>
<td>200</td>
</tr>
<tr>
<td>Community Solutions for Children</td>
<td>Gilroy</td>
<td>120</td>
</tr>
<tr>
<td>CRC Health</td>
<td>Cupertino</td>
<td>140</td>
</tr>
<tr>
<td>GHC of Sunnyvale</td>
<td>Sunnyvale</td>
<td>151</td>
</tr>
<tr>
<td>Indian Health Center of Silicon Valley</td>
<td>San Jose</td>
<td>200</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Local Small Employers (10–50 employees)</th>
<th>Location</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aspiranet</td>
<td>South San Francisco</td>
<td>25</td>
</tr>
<tr>
<td>Gardner Family Health Network</td>
<td>San Jose</td>
<td>50</td>
</tr>
<tr>
<td>Health Care Center at the Forum</td>
<td>Cupertino</td>
<td>21</td>
</tr>
<tr>
<td>Hope Services</td>
<td>San Jose</td>
<td>50</td>
</tr>
<tr>
<td>Jumpstart Medicine</td>
<td>Burlingame</td>
<td>17</td>
</tr>
<tr>
<td>Mills Peninsula Hospital</td>
<td>Burlingame</td>
<td>18</td>
</tr>
</tbody>
</table>

Source: Econovue (2022)
Methodology: Companies were filtered by size (employee count), then sorted by “financial stress index” (low) and “annual sales” (high). The top six companies in each size category have been listed alphabetically.

Education & Training

<table>
<thead>
<tr>
<th>Training Areas</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Nursing Assistant (CNA)</td>
<td>Medical Assistant</td>
</tr>
<tr>
<td>Dental Assisting</td>
<td>Medical Billing &amp; Coding</td>
</tr>
<tr>
<td>Dispensing Optician</td>
<td>Medical Interpreter</td>
</tr>
<tr>
<td>Home Health Aide</td>
<td>Medical Office Assistant</td>
</tr>
<tr>
<td>Licensed Vocational Nurse (LVN)</td>
<td>Pharmacy Technician</td>
</tr>
</tbody>
</table>

Staffing Agencies

- Adecco: adeccousa.com
- Aerotek: aerotek.com
- AppleOne: appleone.com
- Express Employment Professionals: expresspros.com
- Interim Healthcare: interimhealthcare.com
- Josephine's Personnel Services: jps-inc.com
- Kelly Services: kellyservices.com
- Manpower: manpower.com/manpowerUSA/home
- Maxim Healthcare: maximhealthcare.com
- Per Diem Staffing: perdiemstaffing.com
- Randstad: randstadusa.com
- Robert Half: roberthalf.com
- United Health Care Staffing: uhstaffing.com

Job Boards

- Berkeley Public Health: Career Services: publichealth.berkeley.edu/student-life/career-and-leadership-development/career-services/resources
- California Department of Public Health: cdph.ca.gov
- Public Health Jobs: publichealthjobs.org