
VENTURA COLLEGE

Institute for Community and Professional Development

Center of Excellence

**California Community Colleges
Economic and Workforce Development**

**Business and Workforce Performance Improvement Initiative
Ventura College Center of Excellence - Grant Number: 07-305-011**

▣ SURVEY OF ALLIED HEALTH EMPLOYERS ▣

▪ ▪ ▪ ▪ South Central Region ▪ ▪ ▪ ▪

**A Survey to Obtain Industry Data on Employment Levels in Eleven Allied Health
Occupations and the Expected Demand for New Workers in these Occupations**

Presented to

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■ **EXECUTIVE SUMMARY**

• **Introduction**

The **Survey of Allied Health Employers** was conducted in **January 2008**. The purpose of the survey is to provide the Center of Excellence with current regional industry data in support of the Center’s external scanning efforts in the area of **allied health**. An electronic database of selected employers in the South Central Region was created using data from the following three sources: infoUSA, Antelope Valley College and Moorpark College. These combined sources resulted in a Regional Allied Health Database composed of **897** organizations.

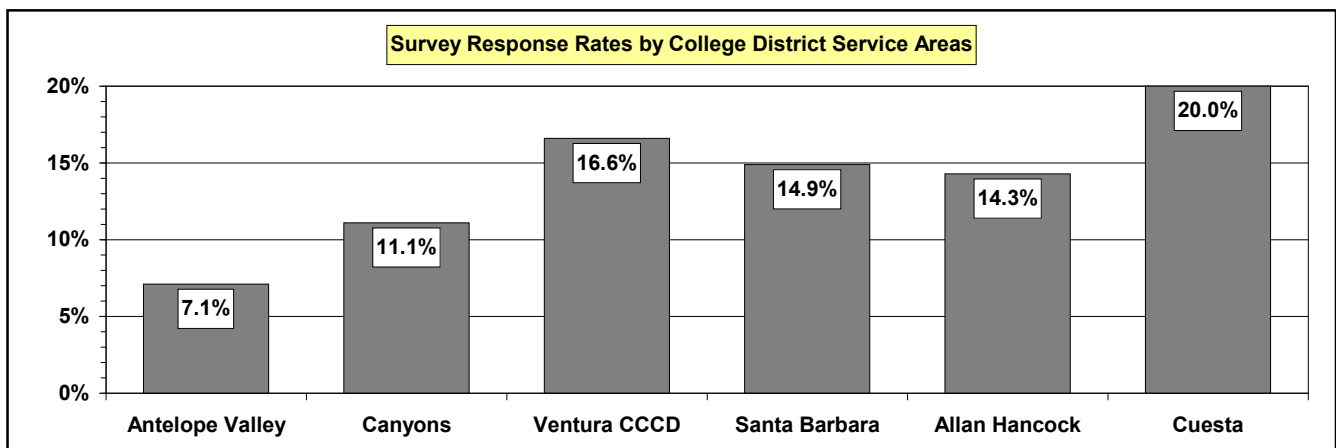
Workers in the **eleven (11)** occupations that are the focus of this survey are employed in several industry sectors. However, since not all of the occupations are represented in all of the industry sectors, **six (6)** versions of the survey instrument were created. The differences among the survey forms relate to the occupations that are listed on each form. The only form to contain all eleven (11) occupations is Form 1, which was mailed to general medical and surgical hospitals. A sample of “Form 1 – General Medical / Surgical Hospitals” is appended as **Attachment A**.

• **Survey Response Rates**

The **overall** response rate is **15%** – **125** of the **845** employers in the Survey Population completed and returned their surveys. Although 897 surveys were mailed, 52 were returned by the Postal Service as “undeliverable.” After removing these 52 employers from the Regional Allied Health Database, the **Survey Population** is composed of the remaining **845** allied health organizations.

Response data by respondents’ **locations** (i.e., service areas for college districts in the South Central Region) are indicated in the table below, and response rates are graphically depicted in the chart that follows the data table.

| Locations by College District Service Areas Code College District | Total Organizations Surveyed | | Total Organizations Completing Surveys | | Calculations of Response Rates |
|---|---------------------------------|---------------|---|--------------|--------------------------------------|
| | Number | Percent | Number | Res. Rate | |
| A V C Antelope Valley College | 140 | 16.6% | 10 | 7.1% | (10 ÷ 140) x 100 |
| C O C College of the Canyons | 63 | 7.5% | 7 | 11.1% | (7 ÷ 63) x 100 |
| VCCCD Ventura County CCD | 355 | 42.0% | 59 | 16.6% | (59 ÷ 355) x 100 |
| S B C C Santa Barbara City College | 101 | 11.9% | 15 | 14.9% | (15 ÷ 101) x 100 |
| A H C Allan Hancock College | 56 | 6.6% | 8 | 14.3% | (8 ÷ 56) x 100 |
| C C Cuesta College | 130 | 15.4% | 26 | 20.0% | (26 ÷ 130) x 100 |
| Totals / Overall Response Rate | 845 | 100.0% | 125 | 14.8% | (125 ÷ 845) x 100 |



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• Survey Results

The survey is divided into *four* sections: (1) Contact Information and Total Employees, (2) Entry-level Skills; (3) Current Employees and Expected Hires; and (4) Vocational and Technical Training.

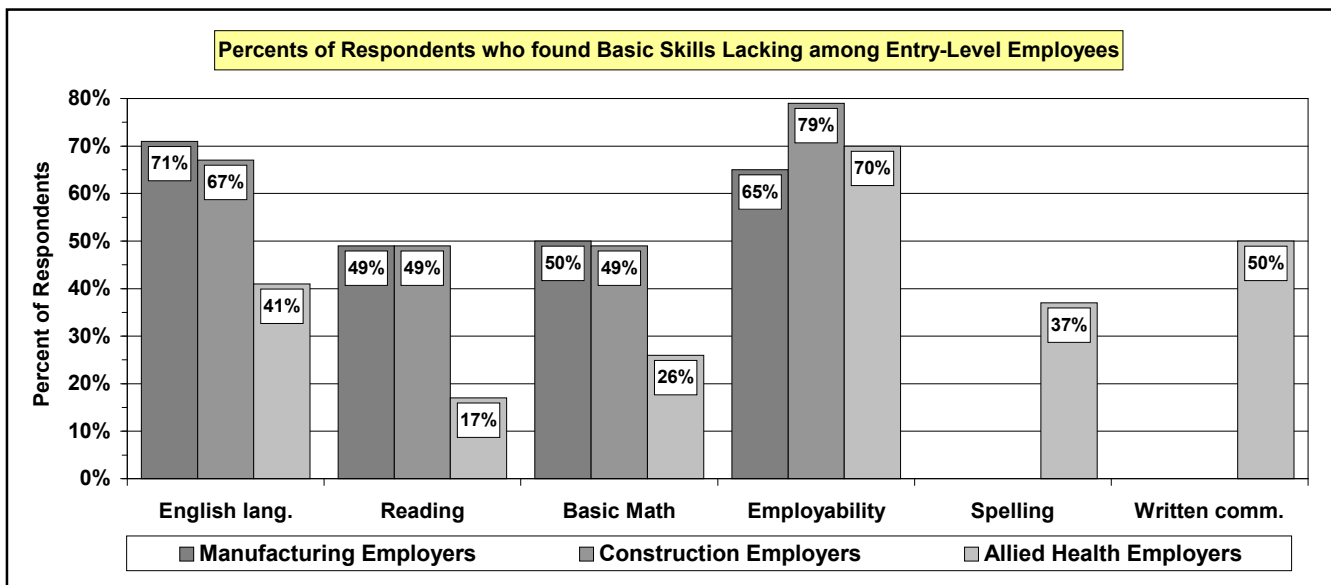
◆ Lack of Entry-Level Skills

This section of the survey consists of **six (6)** skills that most employers consider as being fundamental for entry-level employment in the majority of occupations. Survey respondents were asked to check-off those skills which they find are lacking among entry-level employees. Indicated in the table below are the number and percentage of respondents who checked-off each of the skill areas (as being lacking among entry-level employees).

| Statements Abbreviated Formats | Respondents | | Number of Respondents – By College District | | | | | |
|-----------------------------------|-------------|---------|---|-------|-------|---------|-------|-----|
| | Number | Percent | A V C | C O C | VCCCD | S B C C | A H C | C C |
| 4. English language skills | 51 | 41% | 2 | 3 | 31 | 6 | 4 | 5 |
| 5. Reading skills | 21 | 17% | -- | 1 | 15 | 3 | -- | 2 |
| 6. Basic math skills | 32 | 26% | 1 | 2 | 15 | 5 | 1 | 8 |
| 7. Spelling | 46 | 37% | 2 | 1 | 26 | 2 | 3 | 12 |
| 8. Written communications | 62 | 50% | 4 | 4 | 34 | 9 | 3 | 8 |
| 9. Employability skills | 88 | 70% | 5 | 5 | 42 | 9 | 8 | 19 |

In previous years, the VC Office of Research and Evaluation has conducted regional surveys of employers in several industry sectors. Two of these surveys included sections that address the basic-skills preparation of entry-level workers. The Construction Industry Survey (July 2005) and the Survey of Selected Regional Manufacturers (December 2006) both contain questions regarding **four** basic skills that *also* appear on the allied health survey, namely: English language skills, reading skills, basic math skills, and employability skills. In the chart below, the percentages of respondents, from each survey, are shown for each of the **four** basic skills. Spelling and written communications, which appear only on the allied health survey, are also depicted.

In three of the areas – English language, reading, and employability – response percentages by construction survey respondents are very similar to those by respondents to the manufacturer survey. Response percentages derived from the allied health survey, however, are significantly lower than the percentages from the other surveys. In the case of employability skills, the response percentage by respondents to the allied health survey (**70%**) lies between the percentage from the manufacturer survey (**65%**) and the percentage from the construction survey (**79%**).



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◆ Current Employees -- Finding Qualified Applicants -- Expected Hires

In the third section of the survey, respondents were asked to answer **three** questions/statements regarding each of the eleven (11) allied health occupations in which they employed workers. Responses from the six (6) versions of the survey were combined for each of the occupations. The table below summarizes response data associated with each of the eleven (11) allied health occupations. The occupations are numbered as they appear on the “Form 1” (General Medical / Surgical Hospitals) version of the survey.

Data in **Section A** reflect the aggregate number of employees that were reported by respondent organizations. To respond to the statement in the heading of **Section B**, respondents were asked to use a scale of **1 to 5**, where **1** is equal to “Not Very Difficult” and **5** is equal to “Very Difficult.” **Section B** is divided into three columns: Number of Responders, Number of “4” or “5” Responses, and Percent of “4” or “5” Responses. Response numbers 4 and 5 are equal to “Difficult” and “Very Difficult”, respectively. The Percent of “4” or “5” Responses is an indicator of the difficulty that employers experience in finding qualified applicants.

Data in **Section C** represent the expected number of hires, over the next two years, by **all** survey respondents. To denote their expected number of hires, respondents were asked to check-off one of three groupings that appear on the survey: 1 – 3 hires, 3 – 4 hires, or 5 + hires. Calculations of total expected hires for each occupation were based on the minimum value in each of the hiring groups. For example, calculations to arrive at the total expected hires of Pharmacy Technicians are as follows.

| Hiring Group | Minimum | Times | Number of Respondents | Equals | Number of Hires |
|--------------|---------|-------|-----------------------|--------|-----------------|
| 1 – 2 | 1 | x | 19 | = | 19 |
| 3 – 4 | 3 | x | 5 | = | 15 |
| 5 / more | 5 | x | 3 | = | 15 |

Total Estimated Pharmacy Technician Hires: 49

Total current number of employees in all eleven of the occupations is **1,504**. Expected hires in all of the eleven occupations are estimated to be **347**. Difficulty in finding qualified applicants varies from a low indicator value of **35%** for *physical therapist aides* to a high indicator value of **100%** for both *diagnostic medical sonographers* and *occupational therapist assistants*. When comparing difficulty “indicator values” among occupations, it is necessary to take into account the “number of responders” for each of the occupations.

| Allied Health Occupations Occupational Classifications | A <u>TOTAL</u> Current Number of Employees | B Difficulty in finding Qualified Applicants | | | C <u>TOTAL</u> Expected Hires Over the Next 2 Years |
|---|---|---|----------------------|---------|--|
| | | Num. of Responders | “4” or “5” Responses | | |
| | | | Number | Percent | |
| 10. Diagnostic Medical Sonographer | 3 | 1 | 1 | 100% | 3 |
| 11. Dietetic Technician | 21 | 4 | 3 | 75% | 12 |
| 12. Dietitian or Nutritionist | 19 | 3 | 2 | 67% | 5 |
| 13. Fitness Trainer or Aerobics Instructor | 179 | 10 | 7 | 70% | 41 |
| 14. Home Health Aide | 147 | 11 | 9 | 82% | 50 |
| 15. Occupational Therapist Assistant | 2 | 5 | 5 | 100% | 8 |
| 16. Occupational Therapist Aide | 3 | 4 | 2 | 50% | 12 |
| 17. Personal and Home Care Aide | 827 | 22 | 14 | 64% | 93 |
| 18. Pharmacy Technician | 143 | 30 | 18 | 60% | 49 |
| 19. Physical Therapist Assistant | 22 | 12 | 9 | 75% | 22 |
| 20. Physical Therapist Aide | 138 | 17 | 6 | 35% | 52 |
| Totals | 1,504 | | | | 347 |

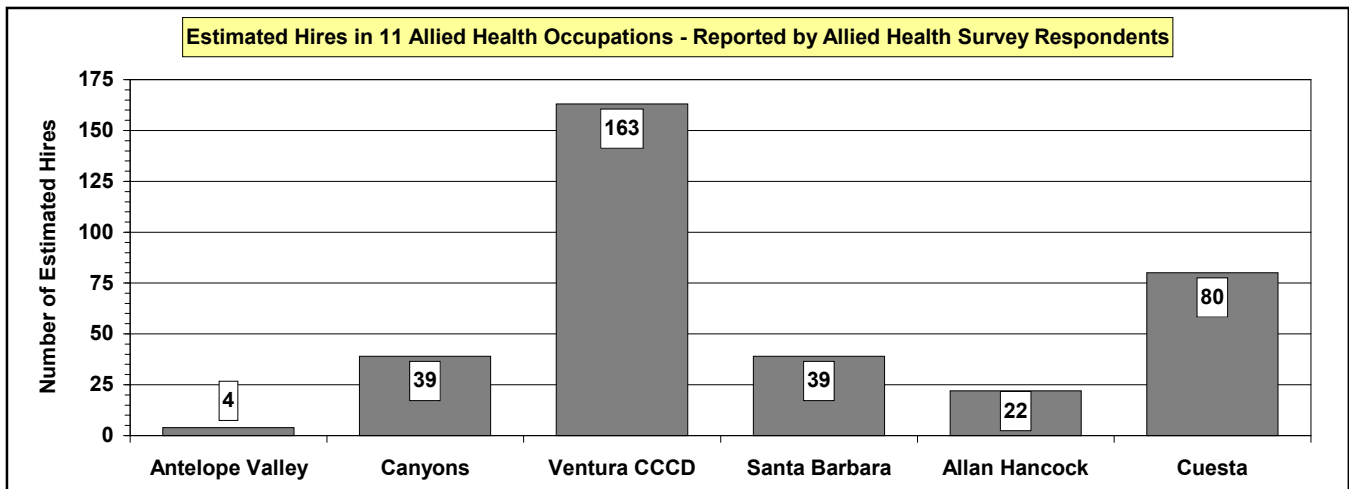
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◆ Expected Hires by Occupation and Location

In the table below, hiring estimates are displayed for each of the **eleven** allied health occupations according to the locations (college district service areas) of responding organizations.

| Allied Health Occupations Occupational Classifications | Total Hires | Estimated Number of Hires by Location | | | | | |
|---|-------------|---------------------------------------|-----------|------------|-----------|-----------|-----------|
| | | A V C | C O C | VCCCD | SBCC | A H C | C C |
| 10. Diagnostic Medical Sonographer | 3 | -- | -- | 3 | -- | -- | -- |
| 11. Dietetic Technician | 12 | -- | -- | 11 | -- | -- | 1 |
| 12. Dietitian or Nutritionist | 5 | -- | -- | 4 | -- | -- | 1 |
| 13. Fitness Trainer or Aerobics Instructor | 41 | -- | 8 | 15 | 8 | 5 | 5 |
| 14. Home Health Aide | 50 | 3 | 10 | 21 | 5 | -- | 11 |
| 15. Occupational Therapist Assistant | 8 | -- | -- | 6 | -- | 1 | 1 |
| 16. Occupational Therapist Aide | 12 | -- | -- | 5 | -- | 6 | 1 |
| 17. Personal and Home Care Aide | 93 | -- | 15 | 36 | 13 | 5 | 24 |
| 18. Pharmacy Technician | 49 | 1 | 1 | 25 | 5 | 1 | 16 |
| 19. Physical Therapist Assistant | 22 | -- | -- | 11 | 2 | 1 | 8 |
| 20. Physical Therapist Aide | 52 | -- | 5 | 26 | 6 | 3 | 12 |
| Total Estimated Hires | 347 | 4 | 39 | 163 | 39 | 22 | 80 |

In the chart below, **total** estimated hires related to each college district service areas is shown.



◆ Minimum Education and CCC Training Programs

If survey respondents require a minimum level of education for entry-level employees, they were asked to check-off that educational level (i.e., one of the four educational categories on the survey). The responses are as follows:

| Response Category | Response – Number and Percentage | |
|--------------------------------------|----------------------------------|---------------|
| a. High School Diploma or GED | 49 | 39.2% |
| b. Certification (after High School) | 28 | 22.4% |
| c. AA / AS Degree | 7 | 5.6% |
| d. Other | 10 | 8.0% |
| No Response | 31 | 24.8% |
| Totals | 125 | 100.0% |

Survey respondents were asked if California Community College vocational and technical programs met their needs. The responses were as follows: **66** respondents (**53%**) answered in the affirmative. Of the remaining **59** respondents, **54** provided a written reason/comment to explain their “no” answer.

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■ **BACKGROUND**

• **External Industry Scans**

In **spring 2008**, the Ventura College Center of Excellence plans to conduct scans on two sub-sectors of the allied health industry. These industry sub-sectors will be comprised of organizations that employ workers in two or three allied health occupational clusters. To obtain industry data on employment levels in **eleven (11)** allied health occupations and the expected demand for new workers in these occupations, this survey of regional allied health employers was undertaken.

• **Purpose and Goal of the Survey**

The ***purpose*** of the survey is to provide current industry-related data for use by the Center of Excellence as part of its allied health scans, or customized reports, on individual occupations. Survey questions focus on basic skills that employers find lacking among entry-level workers and the expected hires in **eleven (11)** allied health occupations.

The ***goal*** of the survey is (a) to obtain current, meaningful employment data from allied health employers located in the South Central Region, and (b) to provide colleges in the region with relevant information derived from the responses of companies that are located in their respective service areas.

• **Survey Instrument**

The survey instrument was created by Michael Callahan, based on discussions with Sharon Dwyer regarding her initial research into employment in selected occupations in **allied health** at the regional and state levels. Because the eleven (11) occupations are represented in many different industries ***and*** since all of the occupations are not employed in each of these industries, **six (6)** versions of the survey instrument (Form 1 to Form 6) were created. The differences among the forms relate to the occupations that are listed on each form. The only form to contain ***all*** eleven occupations is Form 1, which was mailed to general medical / surgical hospitals. The eleven occupations are listed on the next page in the Allied Health Occupations section.

The six survey forms are:

Form 1 – General Medical / Surgical Hospitals

Form 2 – Employers of Pharmacy Technicians

Form 3 – Employers of Home Health Aides / Personal and Home Care Aides

Form 4 – Employers of Occupational Therapist Assistants or Aides / Physical Therapist Assistants or Aides

Form 5 – Employers of Fitness Trainers or Aerobics Instructors

Form 6 – Employers of Dietetic Technicians and Dietitians or Nutritionists

Designed to be short and concise, the one-page survey forms consist of four sections: Contact Information and Total Employees; Entry-Level Skills; Current Employees and Expected Hires; and Vocational and Technical Training Programs. Most of the statements/questions on the survey can be answered by simply checking-off (✓) the responses that apply to the employer's particular business situation. Survey respondents were also afforded the opportunity to comment on vocational and technical programs offered at California Community Colleges.

A sample of "Form 1 – General Medical / Surgical Hospitals" is appended as **Attachment A**.

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• Regional Allied Health Database

The **Regional Allied Health Database** was created using employer data acquired from following *three* sources:

infoUSA (ESRI Business Analyst)

Most of the records in the Regional Allied Health Database were extracted from the ESRI Business Analyst database, which consists of employer-related data that were obtained from infoUSA. Criteria used to select records for the Regional Allied Health Database were (1) employer location (South Central Region) and (2) NAICS Codes for organizations who are likely to employ workers in the allied-health occupations that are the focus of this survey. These occupations are outlined in the section that follows.

Dietary Employer Listings: Antelope Valley College and Moorpark College

Listings of organizations that might employ dietitians/nutritionists or dietary technicians were provided by Antelope Valley College and Moorpark College. Marsha Roberson, Director of the South Central Region RHORC, facilitated/coordinated communications with AVC and MC.

The **Regional Allied Health Database** consists of **897** employer-related records, selected from the three data sources indicated above.

• Allied Health Occupations

The **eleven (11)** allied health occupations appearing on the survey are indicated in the table below. SOC (Standard Occupational Classification) codes are also displayed.

| SOC Code | Occupational Title | SOC Code | Occupational Title |
|----------|--|----------|----------------------------------|
| 29-2032 | Diagnostic Medical Sonographer | 31-2011 | Occupational Therapist Assistant |
| ----- | Dietetic Technician | 31-2012 | Occupational Therapist Aide |
| 29-1031 | Dietitian or Nutritionist | 29-2052 | Pharmacy Technician |
| 39-9031 | Fitness Trainer or Aerobics Instructor | 31-2021 | Physical Therapist Assistant |
| 21-1011 | Home Health Aide | 31-2022 | Physical Therapist Aide |
| 39-9021 | Personal and Home Care Aide | | |

• College District Service Areas

For purposes of this report, service areas for college districts in the South Central Region consist of the cities/areas listed in the table below. The Ventura County Community College District consists of the following three colleges: Moorpark College, Oxnard College and Ventura College.

| <u>College District</u> | <u>County</u> | <u>Cities/Areas in Service Area</u> |
|----------------------------|-----------------|---|
| Antelope Valley College | Los Angeles | Acton, Lancaster, Littlerock, Palmdale, Quartz Hill |
| College of the Canyons | Los Angeles | Canyon Country, Castaic, Newhall, Santa Clarita, Valencia |
| Cuesta College | San Luis Obispo | All cities/areas in San Luis Obispo County |
| Allan Hancock College | Santa Barbara | Buellton, Lompoc, Santa Maria, Vandenberg AFB |
| Santa Barbara City College | Santa Barbara | Carpinteria, Goleta, Santa Barbara, Solvang |
| Ventura County CCD | Ventura | All cities/areas in Ventura County |

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■ **SURVEY ADMINISTRATION**

• **Survey Distribution**

On **December 26, 2007**, surveys were mailed to the **897** employers that comprise the Regional Allied Health Database. Enclosed with each survey were a cover letter and a postage-paid, pre-addressed envelope for returning the completed survey to Ventura College ICPD. The cover letter included a request that surveys be completed and returned by **January 15, 2008**. A sample survey (**Attachment A**) and cover letter (**Attachment B**) are appended.

The Postal Service returned **52** envelopes (surveys) marked “undeliverable” or “unable to forward.” These 52 employer names were subsequently removed from the listing of employers in the Regional Allied Health Database.

• **Survey Population**

The Regional Allied Health Database consisted of **897** employers; however, as noted above, **52** employers were removed from the database resulting in a regional Allied Health Survey Population of **845** organizations. The numbers of employers surveyed, according to **location** and **survey version** (form number), are indicated below.

| Location according to College District Service Areas | Total Organizations Surveyed | | Survey Version | | | | | |
|--|---------------------------------|---------------|---------------------|---------------|--------------|------------------------|--------------------|------------------|
| | Number | Percent | Form 1 | Form 2 | Form 3 | Form 4 | Form 5 | Form 6 |
| | | | General Hospital | Pharm Tech | Home Aide | Occ Thrpy Assistant | Fitness Trainer | Dietetic Tech |
| Antelope Valley College | 140 | 16.6% | 4 | 30 | 23 | 4 | 19 | 60 |
| College of the Canyons | 63 | 7.5% | 1 | 30 | 11 | 3 | 18 | -- |
| Ventura County CCD | 355 | 42.0% | 22 | 101 | 95 | 26 | 73 | 38 |
| Santa Barbara City College | 101 | 11.9% | 5 | 34 | 34 | 6 | 22 | -- |
| Allan Hancock College | 56 | 6.6% | 5 | 19 | 19 | 5 | 8 | -- |
| Cuesta College | 130 | 15.4% | 11 | 43 | 38 | 9 | 29 | -- |
| Totals | 845 | 100.0% | 48 | 257 | 220 | 53 | 169 | 98 |
| Percentage by Survey Form | | 100.0% | 5.7% | 30.4% | 26.0% | 6.3% | 20.0% | 11.6% |

• **Response Rates**

The overall response rate for the survey is **15%**. Of the **845** allied health organizations in the survey population, **125** completed their survey and mailed or faxed it to Ventura College. The last surveys to be included in the report were received on Wednesday, February 20, 2008. Response rates by **location** and **survey version** (form number) are indicated below.

| Location according to College District Service Areas | Total Organizations Completing Surveys | | Survey Version | | | | | |
|--|---|--------------|----------------|--------------|--------------|--------------|--------------|--------------|
| | Number | Res. Rate | Form 1 | Form 2 | Form 3 | Form 4 | Form 5 | Form 6 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| Antelope Valley College | 10 | 7.1% | -- | 1 | 1 | -- | 1 | 7 |
| College of the Canyons | 7 | 11.1% | -- | 1 | 3 | 1 | 2 | -- |
| Ventura County CCD | 59 | 16.6% | 3 | 12 | 17 | 11 | 10 | 6 |
| Santa Barbara City College | 15 | 14.9% | -- | 4 | 4 | 2 | 5 | -- |
| Allan Hancock College | 8 | 14.3% | -- | 1 | 3 | 3 | 1 | -- |
| Cuesta College | 26 | 20.0% | 1 | 10 | 8 | 5 | 2 | -- |
| Totals / Overall Res. Rate | 125 | 14.8% | 4 | 29 | 36 | 22 | 21 | 13 |
| Response Rate by Survey Form | | | 8.3% | 11.3% | 16.4% | 41.5% | 12.4% | 13.3% |

The table on the following page presents response rates by **industry** and by **survey version**.

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The table below presents survey response rates by **industry** (NAICS Code and Title) and by **survey version** (form number). For example, “Form 3 – Home Health Aides Employers” was sent to organizations that are coded as belonging to one of six (6) different industries. Within that group, the response rate for industries with NAICS Code 623110 (Nursing Care Facilities) was 17.9%. The overall response rate for employers receiving Form 3 surveys was 16.4%

| Survey | Industry Description according to NAICS Code and Title | Survey Population | Response | |
|---|--|-------------------|------------|--------------|
| | | | Num. | Rate |
| Form 1 – General Medical and Surgical Hospitals | | | | |
| | 622110 General Medical and Surgical Hospitals | 48 | 4 | 8.3% |
| Form 2 – Employers of Pharmacy Technicians | | | | |
| | 445110 Supermarkets and Other Grocery (except Convenience) Stores | 124 | 7 | 5.6% |
| | 446110 Pharmacies and Drug Stores | 133 | 22 | 16.5% |
| | Total | 257 | 29 | 11.3% |
| Form 3 – Employers of Home Health Aides | | | | |
| | 621610 Home Health Care Services | 75 | 11 | 14.7% |
| | 623110 Nursing Care Facilities | 67 | 12 | 17.9% |
| | 623311 Continuing Care Retirement Communities | 32 | 5 | 15.6% |
| | 623312 Homes for the Elderly | 33 | 7 | 21.2% |
| | 623990 Other Residential Care Facilities | 4 | -0 | 0.0% |
| | 624120 Services for the Elderly and Persons with Disabilities | 9 | 1 | 11.1% |
| | Total | 220 | 36 | 16.4% |
| Form 4 – Employers of Occupational / Physical Therapist Assistants & Aides | | | | |
| | 621340 Offices of Physical/Occupational/ Speech Therapists; Audiologists | 53 | 22 | 41.5% |
| Form 5 – Employers of Fitness Trainers or Aerobics Instructors | | | | |
| | 561330 Professional Employer Organizations | 2 | -0 | 0.0% |
| | 611620 Sports and Recreation Instruction | 21 | 4 | 19.0% |
| | 713910 Golf Courses and Country Clubs | 55 | 9 | 16.4% |
| | 713940 Fitness and Recreational Sports Centers | 91 | 8 | 8.8% |
| | Total | 169 | 21 | 12.4% |
| Form 6 – Employers of Dietetic Technicians and Dietitians or Nutritionists | | | | |
| | 611110 Elementary and Secondary Schools | 50 | 8 | 16.0% |
| | 611620 Sports and Recreation Instruction | 1 | -0 | 0.0% |
| | 621399 Offices of All Other Miscellaneous Health Practitioners | 13 | 1 | 7.7% |
| | 621498 All Other Outpatient Care Centers | 5 | -0 | 0.0% |
| | 622310 Specialty (except Psychiatric and Substance Abuse) Hospitals | 5 | -0 | 0.0% |
| | 623110 Nursing Care Facilities | 19 | 4 | 21.0% |
| | 624110 Child and Youth Services | 1 | -0 | 0.0% |
| | 624120 Services for the Elderly and Persons with Disabilities | 1 | -0 | 0.0% |
| | 922140 Correctional Institutions | 3 | -0 | 0.0% |
| | Total | 98 | 13 | 13.3% |
| Grand Totals and Overall Response Rate | | 845 | 125 | 14.8% |

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■ **DATA ANALYSIS AND TABLES**

Responses to the items and statements appearing on the **Survey of Allied Health Employers** have been aggregated and are presented in the data tables that follow. The text of each item/statement precedes the data tables.

• **E-Mail Address and Number of Employees**

Respondents were asked to enter their **e-mail address** and report the **total number of employees** at their company.

▶ **E-mail Address**: Eighty-nine (89) of the 125 respondents (71% of respondents) entered their e-mail address.

▶ **Total Number of Employees**

Seven (7) of the 125 survey respondents did **not** indicate the number of employees at their respective companies. These 7 respondents were **excluded** from the **Mean**-column calculations and the **Min.** column in **Table A-1**.

Table A-1. Respondents and Numbers of Employees

| Survey Version Form Number | Respondents | | Employees | | | | |
|--|-------------|---------------|---------------|---------------|--------------|--------------|----------|
| | Number | Percent | Number | Percent | Mean | Max. | Min. |
| Form 1 – Gen. Med / Surg Hospitals | 4 | 3.4% | 10,180 | 49.7% | 2,545.0 | 8,000 | 12 |
| Form 2 – Pharmacy Tech Employers | 27 | 22.9% | 465 | 2.3% | 17.2 | 128 | 3 |
| Form 3 – Home Health Aide Employers | 36 | 30.5% | 2,961 | 14.4% | 82.3 | 502 | 1 |
| Form 4 – Occ / Phys Thry Ass't Emp.s | 20 | 16.9% | 3,435 | 16.8% | 171.8 | 2,800 | 6 |
| Form 5 – Fitness Trainer Employers | 20 | 16.9% | 1,009 | 4.9% | 50.5 | 137 | 5 |
| Form 6 – Dietetic Tech / Dietitian Emp.s | 11 | 9.4% | 2,448 | 11.9% | 222.5 | 800 | 2 |
| Totals & Overall Mean, Max., Min. | 118 | 100.0% | 20,498 | 100.0% | 173.7 | 8,000 | 1 |

Table A-2. Numbers of Employees by College District Service Area

| Survey Version Form Number | Employees | | Number of Employees – By College District | | | | | |
|--|---------------|---------------|---|-------------|---------------|--------------|-------------|--------------|
| | Num. | Perct | A V C | C O C | VCCCD | SBCC | A H C | C C |
| Form 1 – Gen. Med / Surg Hospitals | 10,180 | 49.7% | -0 | -0 | 8,141 | -0 | -0 | 2,039 |
| Form 2 – Pharmacy Tech Employers | 465 | 2.3% | 6 | 5 | 315 | 39 | 14 | 86 |
| Form 3 – Home Health Aide Employers | 2,961 | 14.4% | 37 | 160 | 1,452 | 190 | 638 | 484 |
| Form 4 – Occ / Phys Thry Ass't Emp.s | 3,435 | 16.8% | -0 | 49 | 335 | 2,819 | 54 | 178 |
| Form 5 – Fitness Trainer Employers | 1,009 | 4.9% | 100 | 36 | 461 | 226 | 5 | 181 |
| Form 6 – Dietetic Tech / Dietitian Emp.s | 2,448 | 11.9% | 1,231 | -0 | 1,217 | -0 | -0 | -0 |
| Totals | 20,498 | 100.0% | 1,374 | 250 | 11,921 | 3,274 | 711 | 2,968 |
| Percentage of Employees by College District | | 100.0% | 6.7% | 1.2% | 58.1% | 15.9% | 3.5% | 14.6% |

♦ **College District Codes**

| | | | |
|-------------|---|-------------|----------------------------|
| Code | College District | Code | College District |
| AVC | Antelope Valley College | SBCC | Santa Barbara City College |
| C O C | College of the Canyons | A H C | Allan Hancock College |
| VCCCD | Ventura County Community College District | C C | Cuesta College |

Table A-3. Size of Responding Companies by Number of Employees

| Company Size Number of Employees | Respondents | | Company Size Number of Employees | Respondents | |
|-------------------------------------|-------------|------------|-------------------------------------|-------------|------------|
| | Number | Percentage | | Number | Percentage |
| Not reported | 7 | 5.6% | 100 to 249 | 18 | 14.4% |
| 1 to 24 | 54 | 43.2% | 250 to 499 | 3 | 2.4% |
| 25 to 49 | 18 | 14.4% | 500 to 999 | 2 | 1.6% |
| 50 to 99 | 20 | 16.0% | 1,000 and over | 3 | 2.4% |

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• **Entry-Level Skills**

The statements in this section relate to factors that can present workforce challenges to employers in almost any industrial, commercial or professional enterprise. Survey respondents were asked to check-off the **basic skills** that they have found to be lacking among entry-level workers.

Text of the **Entry-Level Skills** section of the survey is reproduced below, as it appears on the survey.

Entry-Level Skills

Please **check-off** (✓) the **basic skills** that you find **lacking** among entry-level workers. Use **two** or **three** checkmarks to emphasize those skills which are most often lacking in entry-level employees.

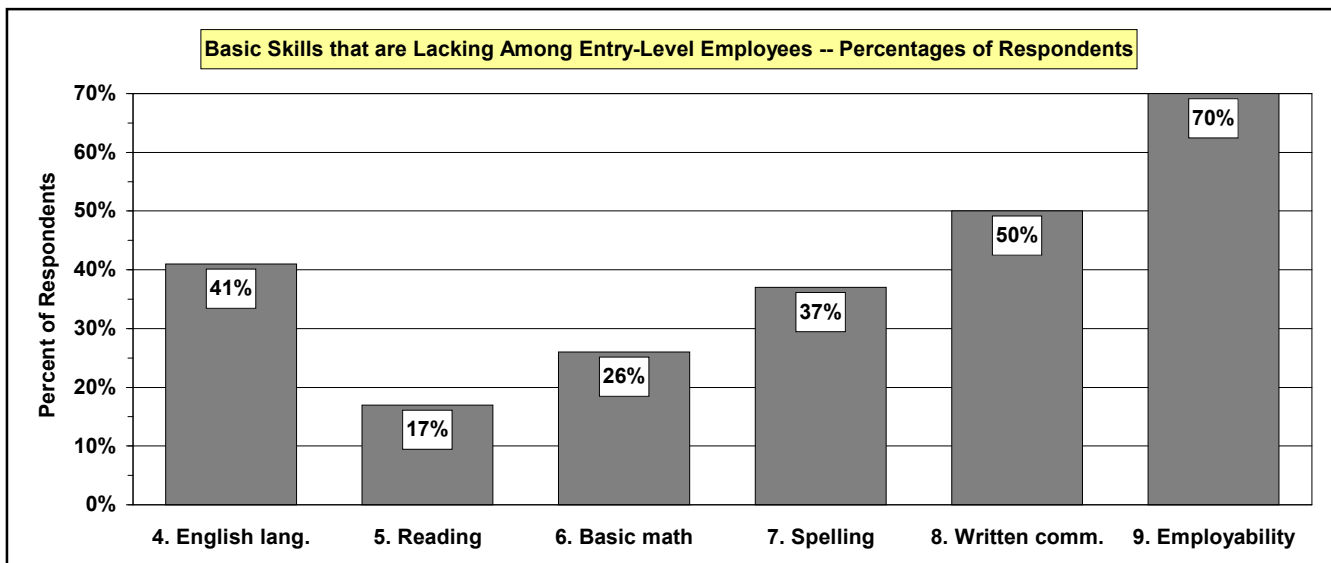
4. ___ English language skills 5. ___ Reading skills 6. ___ Basic math skills 7. ___ Spelling
 8. ___ Written Communications 9. ___ Employability skills (work ethic, attendance, job responsibility, etc.)

In **Table B** (below) are the number and percentage of respondents **checking-off** each statement (**Respondents – Num.** and **Prcnt**). Also, the numbers of checkmarks entered by respondents are shown in the next section of the table. For instance, in the case of statement “9. Employability skills”, there is a total of **88** respondents – **64** of the respondents entered **one** checkmark, **seven** of the respondents entered **two** checkmarks, and **17** of the respondents entered **three** or more checkmarks. Data in the right-hand portion of the table indicate the numbers of respondents according to geographical location – i.e., college district service area.

Table B. Responses to Statements Related to Entry-Level Skills

| Statements Abbreviated Formats | Respondents | | Num. of Checkmarks | | | Number of Respondents – By College District | | | | | |
|-----------------------------------|-------------|-------|--------------------|---|-----|---|-------|-------|------|-------|-----|
| | Num. | Prcnt | 1 | 2 | 3 + | A V C | C O C | VCCCD | SBCC | A H C | C C |
| 4. English language skills | 51 | 41% | 44 | 6 | 1 | 2 | 3 | 31 | 6 | 4 | 5 |
| 5. Reading skills | 21 | 17% | 19 | 1 | 1 | -- | 1 | 15 | 3 | -- | 2 |
| 6. Basic math skills | 32 | 26% | 28 | 3 | 1 | 1 | 2 | 15 | 5 | 1 | 8 |
| 7. Spelling | 46 | 37% | 37 | 7 | 2 | 2 | 1 | 26 | 2 | 3 | 12 |
| 8. Written Communications | 62 | 50% | 52 | 7 | 3 | 4 | 4 | 34 | 9 | 3 | 8 |
| 9. Employability skills | 88 | 70% | 64 | 7 | 17 | 5 | 5 | 42 | 9 | 8 | 19 |

The percentage of respondents checking-off each basic skill is depicted in the chart that follows.



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• Current Employees and Expected Hires

Items 10 through 20 are the allied health occupations which are the focus of this survey. As mentioned earlier, the only form to contain all **eleven** occupations is “Form 1 – General Medical / Surgical Hospitals.” The differences among the other five forms relate to the occupations that are listed on each form. Also, of the eleven occupations, Diagnostic Medical Sonographer is listed *only* on Form 1, while the remaining **ten (10)** occupations also appear on a second version of the survey. For example, Pharmacy Technician appears on “Form 2 – Employers of Pharmacy Technicians” as well as being listed on “Form 1 – General Medical / Surgical Hospitals.”

Respondents were asked to answer three questions/statements associated with each of the occupations in which they employ workers. **Table C-1** (below) lists all eleven of the occupations, as they appear on “Form 1 – General Medical / Surgical Hospitals.”

The text of the **Current Employees and Expected Hires** section of the survey is reproduced below.

Current Employees and Expected Hires

For each occupation in which your organization **employs** workers:

Column **A** – Please enter your **current number of employees**

Column **B** – To respond to the statement, please use a **scale of 1 – 5**, where 1 = Not Very Difficult and 5 = Very Difficult

Column **C** – Please check-off (✓) the box indicating your **number of expected hires** over the next two years

In the table below, data in **Section A** represent the total current number of employees reported by all respondents for each of the listed occupations. **Section B** is divided into three columns: Number of Respondents, Number of “4” or “5” Responses, and Percentage of “4” or “5” Responses (responses “4” and “5” are equal to “Difficult” and “Very Difficult”, respectively). The Percentage of “4” or “5” Responses is an indicator of the difficulty that employers experience in finding qualified applicants. The Total column in **Section C** indicates the numbers of expected hires in each occupation over the next two years. Computations of total expected hires were based on the minimum value in each of the groups; e.g., in the case of Pharmacy Technicians, the calculations are as follows.

| <u>Hiring Group</u> | <u>Minimum</u> | <u>Times</u> | <u>Number of Respondents</u> | <u>Equals</u> | <u>Number of Hires</u> |
|---|----------------|--------------|------------------------------|---------------|------------------------|
| 1 – 2 | 1 | x | 19 | = | 19 |
| 3 – 4 | 3 | x | 5 | = | 15 |
| 5 / more | 5 | x | 3 | = | 15 |
| Total Estimated Pharmacy Technician Hires: 49 | | | | | |

Table C-1. Allied Health Occupations – Current Employees, Difficulty in finding Qualified Applicants & Expected Hires

| Allied Health Occupations Occupational Classifications | A TOTAL Number of Employees | B | | C Number of Expected Hires Over the Next 2 Years | | | | |
|---|--|-----------------------------|-------------------------|---|------------|-----|----|----|
| | | Num. of Respond- ents | “4” or “5” Responses | TOTAL | 1-2 | 3-4 | 5+ | |
| | | | Num. | Prcnt | | | | |
| 10. Diagnostic Medical Sonographer | 3 | 1 | 1 | 100% | 3 | -- | 1 | -- |
| 11. Dietetic Technician | 21 | 4 | 3 | 75% | 12 | 1 | 3 | 1 |
| 12. Dietitian or Nutritionist | 19 | 3 | 2 | 67% | 5 | 2 | 1 | |
| 13. Fitness Trainer or Aerobics Instructor | 179 | 10 | 7 | 70% | 41 | -- | 2 | 7 |
| 14. Home Health Aide | 147 | 11 | 9 | 82% | 50 | 2 | 1 | 9 |
| 15. Occupational Therapist Assistant | 2 | 5 | 5 | 100% | 8 | 5 | 1 | -- |
| 16. Occupational Therapist Aide | 3 | 4 | 2 | 50% | 12 | 4 | 1 | 1 |
| 17. Personal and Home Care Aide | 827 | 22 | 14 | 64% | 93 | 2 | 2 | 17 |
| 18. Pharmacy Technician | 143 | 30 | 18 | 60% | 49 | 19 | 5 | 3 |
| 19. Physical Therapist Assistant | 22 | 12 | 9 | 75% | 22 | 9 | 1 | 2 |
| 20. Physical Therapist Aide | 138 | 17 | 6 | 35% | 52 | 6 | 7 | 5 |
| Totals | 1,504 | | | | 347 | | | |

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In **Table C-2** (below), the numbers of expected hires for each occupation are indicated by location.

Table C-2. Allied Health Occupations – Expected Hires by Location (College District Service Areas)

| Allied Health Occupations Occupational Classifications | Total Hires | Estimated Number of Hires by Location | | | | | |
|---|----------------|---------------------------------------|-----------|------------|-----------|-----------|-----------|
| | | A V C | C O C | VCCCD | SBCC | A H C | C C |
| 10. Diagnostic Medical Sonographer | 3 | -- | -- | 3 | -- | -- | -- |
| 11. Dietetic Technician | 12 | -- | -- | 11 | -- | -- | 1 |
| 12. Dietitian or Nutritionist | 5 | -- | -- | 4 | -- | -- | 1 |
| 13. Fitness Trainer or Aerobics Instructor | 41 | -- | 8 | 15 | 8 | 5 | 5 |
| 14. Home Health Aide | 50 | 3 | 10 | 21 | 5 | -- | 11 |
| 15. Occupational Therapist Assistant | 8 | -- | -- | 6 | -- | 1 | 1 |
| 16. Occupational Therapist Aide | 12 | -- | -- | 5 | -- | 6 | 1 |
| 17. Personal and Home Care Aide | 93 | -- | 15 | 36 | 13 | 5 | 24 |
| 18. Pharmacy Technician | 49 | 1 | 1 | 25 | 5 | 1 | 16 |
| 19. Physical Therapist Assistant | 22 | -- | -- | 11 | 2 | 1 | 8 |
| 20. Physical Therapist Aide | 52 | -- | 5 | 26 | 6 | 3 | 12 |
| Total Estimated Hires | 347 | 4 | 39 | 163 | 39 | 22 | 80 |

• Vocational and Technical Training Programs

Items 21 and 22 relate to the minimum level of education for an entry-level worker, and the vocational and technical programs offered by California Community Colleges. The text of this section of the survey is reproduced below.

Vocational and Technical Training Programs

21. If you require a **minimum** level of education for entry-level employees, please check-off that educational level.

a. HS Diploma/GED b. Certification (after HS) c. AA/AS Degree d. Other _____

22. Do California Community College vocational and technical training programs meet your needs?

a. Yes

b. No, specifically: _____

Table D presents response data associated with **Item 21**.

Table D. Minimal Level of Education for Entry-Level Employees

| Category | Number and Percentage of Responses | |
|--|------------------------------------|---------------|
| a. High School Diploma or GED | 49 | 39.2% |
| b. Certification (after High School) | 28 | 22.4% |
| c. AA / AS Degree | 7 | 5.6% |
| d. Other | | |
| One-year experience or HH certificate for HHAS | 1 | |
| Current lifeguard/CPR FPR/FA Certifications | 1 | |
| Experience | 1 | |
| Fitness certification | 1 | |
| LVN or RN | 1 | |
| Medical technical training | 1 | |
| No requirement | 1 | |
| None | 1 | |
| Prefer BA/BS | 1 | |
| Tech license | 1 | |
| Sub-total: Other Responses | 10 | 8.0% |
| No Response | 31 | 24.8% |
| Total | 125 | 100.0% |

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Item 22 asked respondents whether or not Community College vocational and technical programs meet their needs. Of the **125** employers who responded to the survey, **66** of them (**53%**) answered in the affirmative. Of the remaining **59** respondents (negative responders), **54** provided a written reason/comment to explain their “no” answer. In **Table E** (below), these written responses are duplicated. For the **five** respondents who did not provide a written response, “(Did not specify.)” was entered. Data in the **Ref.** column are Reference Numbers – a unique Reference Number was assigned to each survey.

Table E. Specific Comments Regarding California Community College Vocational and Technical Training Programs

| Ref. | Specific Comment |
|------|--|
| 130 | In some cases (nursing, for example) |
| 168 | But more math skills needed. |
| 223 | We require experience. |
| 247 | Need pharmacy technician programs. |
| 258 | Many do not have simple math skills |
| 260 | Techs need to take the pharmacy tech exam as well. |
| 265 | Have not used your programs. |
| 335 | Not fully trained and lack experience to start. Comprehension is poor, but most are trainable. If I could be of help for future direction of tech training - please call. |
| 366 | Not usually very strong applicants. |
| 373 | In the sense that we need more competent pharmacy techs - quality and quantity. We are chronically under-staffed, and projections are for that trend to continue, not just for me or my company, but for the whole profession! |
| 380 | Don't know. I have not had an opportunity. |
| 401 | I've had the same technicians for 10, 8 and 5 years. |
| 421 | There is a shortage of qualified CHAs and CMHAs. |
| 458 | We use CNAs. |
| 484 | At our community college, all RN and LVN students first have to go through CNA class. As a result, most CNA graduates do not want to go to work as CNAs but want to continue on to LVN and RN. Very few of our community college CNA graduates ever work as a CNA. |
| 489 | More emphasis on employability skills. There is not enough applicants leading to shortage and driving costs up. There should be more expedited programs for training nurses' aides. |
| 501 | Not aware of program for personal care aides. Also, would like to see training for medication aides that meets current ACFE requirements. |
| 523 | (Did not specify.) |
| 525 | CNA programs must have one additional year of caregiving experience. |
| 532 | (Did not specify.) |
| 535 | Community colleges often offer the right classes, but put barriers in the way of attending those classes; i.e., math requirements, etc. Our employees are high school graduates, but rarely have the scholastic background required by community colleges. |
| 554 | We need licensed nurses and certified nursing assistants. |
| 581 | Except need a year of acute care experience before able to provide in-home service per our company policy. |
| 586 | We do not require college grads. |
| 594 | We rarely get applicants from these programs. |
| 597 | We see too many candidates who have taken medical billing courses which we don't need at all. There doesn't appear to be any coursework in handling medical insurance claims and not much in general customer service. |
| 603 | CNAs from California community colleges are not interested in working in LTC or nursing homes but are interested only in pursuing the LVN or RN program. |

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| Ref. | Specific Comment |
|------|---|
| 610 | I don't know of any home care aide programs. We would only need a 20 -40 hour certificate program. Community college level education may be too much. |
| 620 | Employ 60 CNAs; have difficulty in finding qualified applicants; expect to hire 5 or more CNAs in the next 2 years. |
| 655 | Don't address anatomy and basic exercise physiology. Normally hire kinesiology or science students/grads with an interest in becoming a PT. Have tried voc tech programs and the grads are not educated and not motivated. Would really love to have a PT Assistant program!! Every PT clinic in Ventura could and would use them. We have no resource pool for PTAs. States such as Texas have them hanging from trees as we do lemons. I would hire several if they were available. Thanks very much. |
| 656 | No close by program for [not legible] assistant. |
| 667 | Not enough graduates. Good quality, but not quantity. |
| 668 | There are no physical therapy or occupational therapy programs in Ventura County or Santa Barbara County. |
| 669 | Would like to see a certificate program for P.T. aides at the J/C level. With the mandated doctorate entry-level for PT, do not see where the J/Cs could help. We have a big shortage of PTs presently and to be so in the upcoming years. |
| 679 | We need a PTA/COTA program on the Central Coast. |
| 681 | We have never really had an employee from one of these programs. |
| 690 | Need physical therapist assistants. |
| 691 | We would love to see more PTA programs. It is very difficult to find licensed PT assistants (PTAs) and would like to incorporate more into our practice. |
| 700 | They seem to give a very broad overview, but lack in specific needs for our office. Overall, we like to hire those who have completed the programs, because it shows us that they are serious about being in this field. |
| 702 | COTA and PTA must meet criteria for state licensing. |
| 760 | We train our own employees. |
| 781 | Need to teach gymnastics instructional classes. |
| 786 | Lack of employment skills and history a problem. |
| 800 | Lifeguard / Swim Instructors -- No training courses |
| 821 | Office staff and tennis instructors -- Never used it, not familiar with program. |
| 839 | While some applicants have technical training (e.g., culinary), they lack communication skills and often employability skills. Thanks for the work you do; however, somehow we need better skills coming out of high school. |
| 846 | Lack of common sense seems to be the biggest problem in our 16 - 30 age group employees! |
| 883 | Not on the technical side. They need gymnastics experience. |
| 905 | (Did not specify.) |
| 922 | (Did not specify.) |
| 923 | (Did not specify.) |
| 929 | Do not have programs/times/courses that will meet our staff needs. |
| 930 | I don't know -- Medical Assistant / Medical Billing Programs |
| 951 | Must be a certified nursing assistant. |
| 955 | Health Technician II: 12 employees; expect to hire 1-2 |
| 969 | We do not employ anyone in these areas. |
| 973 | We do not employ anyone in these areas. |
| 983 | Note: Teachers have credentials. This hardly applies to our school. |
| 988 | We do not employ anyone in these areas. |

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■ **SURVEY RESPONDENTS**

The **six** tables in this section provide contact information for companies that completed and returned their surveys. Abbreviations in the “**Survey Form**” column are used in lieu of the full survey description. Tables contain data related to companies that are located in specific college district service areas, namely:

| <u>Table</u> | <u>College District</u> | <u>Number of Organizations</u> | <u>Page</u> |
|--------------|---|--------------------------------|-------------|
| F-1 | College of the Canyons | 7 | 16 |
| F-2 | Allan Hancock College | 8 | 16 |
| F-3 | Antelope Valley College | 10 | 16 |
| F-4 | Santa Barbara City College | 15 | 17 |
| F-5 | Cuesta College | 26 | 17 |
| F-6 | Ventura County Community College District | 59 | 18 |

Table F-1. College of the Canyons (7 organizations)

| Organization Name | City | Survey Form | Contact | Title |
|----------------------------|---------------|--------------------|---------------------|---------------|
| Gymnastics Unlimited | Valencia | Form 5 - Fitness | Ms Lisa Eichman | Sec/Treasurer |
| Home Instead Senior Care | Newhall | Form 3 - Hm Hlth | Ms Charlene Perrone | Owner |
| Larc Foundation | Santa Clarita | Form 3 - Hm Hlth | Mr Wayne Wright | Comptroller |
| Uni Health Care, Inc | Santa Clarita | Form 3 - Hm Hlth | Mr Roy Davison | ---- |
| Vargo Physical Therapy Inc | Valencia | Form 4 - Occ Thr | Mr E Wolpert | Reg. Director |
| Vons | Newhall | Form 2 - Pharm | Dr Talin Djabourian | Pharmacy Mgr |
| Waller's Gymnasium Academy | Santa Clarita | Form 5 - Fitness | Ms Cynthia Waller | Owner |

Table F-2. Allan Hancock College (8 organizations)

| Organization Name | City | Survey Form | Contact | Title |
|--------------------------------|-------------|--------------------|--------------------|---------------|
| Beck & Cale Physical Therapy | Santa Maria | Form 4 - Occ Thr | Ms Chloe Overton | Office Mngr |
| Country Oaks Care Center | Santa Maria | Form 3 - Hm Hlth | Mr John Henning | Administrator |
| Curves | Santa Maria | Form 5 - Fitness | Ms Karan Westhoff | Manager |
| Lompoc Healthcare District | Lompoc | Form 3 - Hm Hlth | Ms Kathleen Welch | H R Assistant |
| Longs Drugs | Lompoc | Form 2 - Pharm | Ms Kristin Wallace | Pharmacy Mgr |
| Marian Physical & Occupational | Santa Maria | Form 4 - Occ Thr | Mr Ron Prober | Dir Rehab Ser |
| Santa Maria Care Center | Santa Maria | Form 3 - Hm Hlth | Mr Randal Rich | ---- |
| Santa Maria Valley PT Service | Santa Maria | Form 4 - Occ Thr | Mr Jared Bailey | Owner |

Table F-3. Antelope Valley College (10 organizations)

| Organization Name | City | Survey Form | Contact | Title |
|-----------------------------------|-------------|--------------------|--------------------|------------------|
| Albertsons Sav-On Drugs | Lancaster | Form 2 - Pharm | Ms Cecilia Watson | Pharmacy Mgr |
| Desert Blossom Christian School | Littlerock | Form 6 - Dietary | Ms Margree Oggs | Director |
| Desert Christian Elem School | Lancaster | Form 6 - Dietary | Ms Connie Jones | CFO |
| Desert Christian High School | Lancaster | Form 6 - Dietary | Ms Connie Jones | CFO |
| Procare Hospice | Lancaster | Form 3 - Hm Hlth | Ms Karen Gregg | Dir Patient Care |
| Rancho Vista Golf Course | Palmdale | Form 5 - Fitness | Ms Regina Carvalho | Manager |
| Rosamond HS (S. Kern USD) | Rosamond | Form 6 - Dietary | Ms Kara Lyons | Personnel Tech |
| Southern Kern Unified School Dist | Rosamond | Form 6 - Dietary | Ms Kara Lyons | Personnel Tech |
| St Mary's Elementary School | Palmdale | Form 6 - Dietary | Ms Carolyn Gries | Principal |
| Tropico Mid. School (S Kern USD) | Rosamond | Form 6 - Dietary | Ms Kara Lyons | Personnel Tech |

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Table F-4. Santa Barbara City College (15 organizations)

| Organization Name | City | Survey Form | Contact | Title |
|---------------------------------|---------------|------------------|------------------------|------------------|
| Birnam Wood Golf Club | Santa Barbara | Form 5 - Fitness | Mr Michael | ---- |
| Cottage Health System | Santa Barbara | Form 4 - Occ Thr | Ms Patti Corbett | Hlthcare Recruit |
| Hayashida & Assoc Physical Thpy | Goleta | Form 4 - Occ Thr | Dr Maury Hayashida | CEO |
| Katherine Van Slyke | Goleta | Form 3 - Hm Hlth | Ms Katherine Van Slyke | Owner |
| Longs Drugs | Santa Barbara | Form 2 - Pharm | Ms Sandy Aggarwal | Pharmacy Mngr |
| Longs Drugs | Santa Barbara | Form 2 - Pharm | Ms Anne Hutchins | Pharmacy Mngr |
| Los Banos Del Mar Pool | Santa Barbara | Form 5 - Fitness | Ms Lucille Boss | Pool Manager |
| Medicine Shoppe | Santa Barbara | Form 2 - Pharm | Ms Lyz Allen | Office Manager |
| Prescription Pharmacy | Santa Barbara | Form 2 - Pharm | Ms Sheila neary | Pharmacist |
| Santa Barbara Golf Club | Santa Barbara | Form 5 - Fitness | Mr Richard Chavez | Director of Golf |
| Santa Barbara Recreation Div | Santa Barbara | Form 5 - Fitness | Mr Jason Bryan | Rec Supervisor |
| Senior Planning Service Inc | Santa Barbara | Form 3 - Hm Hlth | Ms Lenda Smith | Elder Care Cord |
| Twin Lakes Golf Course | Goleta | Form 5 - Fitness | Mr Jim Ley | General Mngr |
| Villa Alamar | Santa Barbara | Form 3 - Hm Hlth | Ms Jackie Marston | Administrator |
| Wood Glen Hall | Santa Barbara | Form 3 - Hm Hlth | Ms Colleen Lewis | ---- |

Table F-5. Cuesta College (26 organizations)

| Organization Name | City | Survey Form | Contact | Title |
|-------------------------------|-----------------|------------------|-----------------------|-----------------|
| Arc Physical Therapy | Templeton | Form 4 - Occ Thr | Mr David Hammer | Owner |
| Atascadero State Hospital | Atascadero | Form 1 - Hosp | Ms Cynthia Pauls | Progrm Analyst |
| Bay Osos Residential Care | Los Osos | Form 3 - Hm Hlth | Mr Rodolfo Pacaoan | ---- |
| Bayside Care Center | Morro Bay | Form 3 - Hm Hlth | Ms Mindi Martin | Human Resour |
| Bestcare Pharmacy | Grover Beach | Form 2 - Pharm | Ms Pashmina Patel | ---- |
| Cayucos Pharmacy | Cayucos | Form 2 - Pharm | Mr Malin Lebbard | Pharmacist |
| Central Coast Pharmacy Spclst | Templeton | Form 2 - Pharm | Ms Krisa Watson | Office Manager |
| CVS Pharmacy | Nipomo | Form 2 - Pharm | Ms Melissa Murray | Pharmacy Mngr |
| Garden House | Morro Bay | Form 3 - Hm Hlth | Ms Gari Cave | Administrator |
| Gentiva Independent Living | San Luis Obispo | Form 3 - Hm Hlth | Ms Elaine Clark | Program Coord |
| Healthplus Pharmacy | San Luis Obispo | Form 2 - Pharm | Ms Catherine Asper | Manager |
| Home-Care Giver Service | San Luis Obispo | Form 3 - Hm Hlth | Ms Dietridi Boost | Administrator |
| Kennedy Club Fitness | Arroyo Grande | Form 5 - Fitness | Mr Mark Patell | General Mngr |
| Longs Drugs | Atascadero | Form 2 - Pharm | Mr Charles Adams | ---- |
| Longs Drugs | Arroyo Grande | Form 2 - Pharm | Mr Scott Landers | Pharmacy Mngr |
| Los Osos Rexall Drug | Los Osos | Form 2 - Pharm | Mr Gary Tewell | Pharmacist |
| Mission View Health Center | San Luis Obispo | Form 3 - Hm Hlth | Ms Valerie Rhofen | ---- |
| Nipomo Rexall Drug | Nipomo | Form 2 - Pharm | Ms Barbara Papageorge | ---- |
| North County Physical Therapy | Atascadero | Form 4 - Occ Thr | Mr Michael Sherman | ---- |
| San Luis Obispo Golf Club | San Luis Obispo | Form 5 - Fitness | Ms Shari Holton | Controller |
| San Luis Sports Therapy | Atascadero | Form 4 - Occ Thr | Mr Dave Svetich | Director |
| San Luis Sports Therapy | San Luis Obispo | Form 4 - Occ Thr | Dr Kelly Sanders | Dir Clinic Ops |
| Sav-On Drugs | Arroyo Grande | Form 2 - Pharm | Mr Jason Keck | Pharmacy Mngr |
| Sports Spine & Orthopedic Ctr | San Luis Obispo | Form 4 - Occ Thr | Ms Teresa Vlassis | Owner |
| The Village at Sydney Creek | San Luis Obispo | Form 3 - Hm Hlth | Ms Jamie Neutill | Personnel Cord |
| Wyndham Residence | Arroyo Grande | Form 3 - Hm Hlth | Ms Karen Fanos | Bus Office Mngr |

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Table F-6. Ventura County Community College District (59 organizations)

| Organization Name | City | Survey Form | Contact | Title |
|-------------------------------|------------------|------------------|-------------------------------|-----------------|
| Access TLC Caregivers | Moorpark | Form 3 - Hm Hlth | Ms Tina Campbell | Dir Admin Serv |
| Advantage Physical Therapy | Ventura | Form 4 - Occ Thr | Ms Valeria Whalin | General Mngr |
| Albertsons Sav-On Drugs | Simi Valley | Form 2 - Pharm | Mr Kambiz Barzam | Pharmacy Mgr |
| All Med Drugs | Thousand Oaks | Form 2 - Pharm | Mr Max Rai | ---- |
| Assisted Home Care | Ventura | Form 3 - Hm Hlth | Ms Christine Cortez | Branch Mngr |
| Body Mechanix Physical Thrpy | Simi Valley | Form 4 - Occ Thr | Ms Melanie | Gissinger |
| Breatherite | Newbury Park | Form 2 - Pharm | Ms Karen Snyder | Office Manger |
| Brighton Gardens Of Camarillo | Camarillo | Form 6 - Dietary | Ms Mary Mohr | ---- |
| Brookdale At The Lexington | Ventura | Form 3 - Hm Hlth | Ms Laura Boatman | Exec Director |
| Buena Vista Hospice Care | Westlake Village | Form 3 - Hm Hlth | Dr Razmig Krumian | Med. Director |
| Buenaventura Golf Course | Ventura | Form 5 - Fitness | Mr Cole Gibson | Ass't Gen Mgr |
| California Hand Therapy | Oxnard | Form 4 - Occ Thr | Ms Sara | McColloch |
| Camarillo Springs Golf Course | Camarillo | Form 5 - Fitness | Mr Tom Park | ---- |
| Comfort Keepers | Thousand Oaks | Form 3 - Hm Hlth | Mr Andy Smith | Owner |
| Complete Therapy Svc Provider | Westlake Village | Form 4 - Occ Thr | Ms Beverly Ingram | President |
| CVS Pharmacy | Oxnard | Form 2 - Pharm | Mr Brian Weiss | Pharmacy Mgr |
| Daland Swim School | Thousand Oaks | Form 5 - Fitness | Ms Janie Smith | Office Mngr |
| Darancare Corp | Camarillo | Form 3 - Hm Hlth | Mr Farzad Darabi | CEO |
| Dos Caminos Physical Therapy | Camarillo | Form 4 - Occ Thr | Dr Fred | King |
| Filmore Convalescent Center | Fillmore | Form 6 - Dietary | Mr Eduardo Gonzales | ---- |
| First Care Medical Center | Thousand Oaks | Form 6 - Dietary | Mr H Drew | Office Mngr |
| Gelson's Markets | Westlake Village | Form 2 - Pharm | Mr Eric Gibson | Store Director |
| Genesis Physical Therapy | Simi Valley | Form 4 - Occ Thr | Ms Marce Johnson | Owner |
| Hillcrest Royale Retirement | Thousand Oaks | Form 3 - Hm Hlth | -- ---- | ---- |
| Home Instead Senior Care | Simi Valley | Form 3 - Hm Hlth | Ms Laurie Reid | Vice President |
| Imagymnation Gymnastics Ctr | Simi Valley | Form 5 - Fitness | Mr Jeff Lulla | President |
| L A Workout | Camarillo | Form 5 - Fitness | Mr Jim Brewster | President |
| Las Posas Country Club | Camarillo | Form 5 - Fitness | Mr Sandy McNolty | Controller |
| Le Mirage Fitns & Spa For Wmn | Ventura | Form 5 - Fitness | Ms Ginger Gonzales | General Mngr |
| Mary Health Of The Sick | Newbury Park | Form 3 - Hm Hlth | Ms Joddi Rupp | Administrator |
| Maverick's Sports Club | Ventura | Form 5 - Fitness | Ms Jaclyn Martinez | Dir Operations |
| Maywood Acres Healthcare | Oxnard | Form 6 - Dietary | Ms Esther Cowley | H R Depart. |
| Medicine Shoppe | Ventura | Form 2 - Pharm | Mr Bruce Sharp | Owner |
| Moorpark School District | Moorpark | Form 6 - Dietary | Ms Cathy Drake | Dir Class Prsnl |
| Newbury Park Physical Therapy | Newbury Park | Form 4 - Occ Thr | Ms Jody Dollar | ---- |
| Newbury Park Urgent Care Ctr | Newbury Park | Form 1 - Hosp | Ms Lynette Henrod | Administrator |
| Ojai Rexall Drug | Ojai | Form 2 - Pharm | Mr Butch Atchley | Owner |
| Oxnard Public Health Ctr | Oxnard | Form 1 - Hosp | Mr Jose Bernard | Personnel An. |
| Oxnard Tennis Center | Oxnard | Form 5 - Fitness | Mr Mark McCampbell | Owner |
| River Ridge Golf Club | Oxnard | Form 5 - Fitness | Mr Otto Kanny | General Mngr |
| Sea View Medical Group | Oxnard | Form 3 - Hm Hlth | Ms Karen Renard | H R Manager |
| Seeber's Pharmacy | Santa Paula | Form 2 - Pharm | Mr John Skovmand | ---- |
| Shoreline Care Ctr | Oxnard | Form 3 - Hm Hlth | Ms Gliceria Ramos | OSD |
| Silverado Hospice | Simi Valley | Form 3 - Hm Hlth | Ms Sheri Ingilizian | ---- |
| Simi Valley Care Center | Simi Valley | Form 6 - Dietary | Ms Maria Curiel | Bus Office Mgr |
| Stay Home Senior Care | Simi Valley | Form 3 - Hm Hlth | Mr Bill Mohr | ---- |
| Swanner Physical Therapy | Ojai | Form 4 - Occ Thr | Mr Dan Swanner | Owner |
| Telesis Physical Therapy | Thousand Oaks | Form 4 - Occ Thr | Ms Alissa Lemon | CFO |
| The Gables Of Ojai | Ojai | Form 3 - Hm Hlth | Ms Suzanne Collinsworth-Smith | ---- |
| Theracare Rehabilitation Svc | Simi Valley | Form 4 - Occ Thr | Ms Nancy Cumins | Director |
| Thousand Oaks Healthcare Ctr | Thousand Oaks | Form 3 - Hm Hlth | Ms Elizabeth Rondon | ---- |
| Thousand Oaks Surgical Hosp | Thousand Oaks | Form 1 - Hosp | Ms Jean Callahan | H R Manager |
| Ventura Orthopaedics & Med | Ventura | Form 4 - Occ Thr | Ms Jocelyn Silerio | H R Depart. |
| Ventura Townehouse | Ventura | Form 3 - Hm Hlth | Ms Aris Salgado | Human Resour |
| Venturan Convalescent Ctr | Ventura | Form 3 - Hm Hlth | Ms Aris Salgado | Human Resour |
| Vons | Ventura | Form 2 - Pharm | Dr Frank Wood | Pharmacy Mgr |
| Vons | Oxnard | Form 2 - Pharm | Mr Mitchell Lechuga | ---- |
| Vons | Simi Valley | Form 2 - Pharm | Mr Paul Szilagi | Pharmacy Mgr |
| Walgreens | Ventura | Form 2 - Pharm | Dr William Wong | General Mngr |

VENTURA COLLEGE
Office of Research and Evaluation
SURVEY OF ALLIED HEALTH EMPLOYERS

■ ATTACHMENTS

- Attachment A. Survey of Allied Health Employers
Form 1 - General Medical / Surgical Hospitals
- Attachment B. Survey Cover Letter

◆ SURVEY OF ALLIED HEALTH EMPLOYERS ◆

▶ **ABCDE Medical /Surgical Hospital 1500 XXXXXXX Street Ventura, CA 93003**

Ref: 100

▶ **Completed by:** _____

1. Please write your **name** and **title** on the line above, and **correct** the organizational information, if necessary.
2. _____ Please enter your **e-mail address**.
3. _____ Please enter your organization's **total number of employees**.

ENTRY-LEVEL SKILLS

Please **check-off** (✓) the **basic skills** that you find **lacking** among entry-level workers. Use **two** or **three** checkmarks to emphasize those skills which are most often lacking in entry-level employees.

4. _____ English language skills 5. _____ Reading skills 6. _____ Basic math skills 7. _____ Spelling
8. _____ Written Communications 9. _____ Employability skills (work ethic, attendance, job responsibility, etc.)

CURRENT EMPLOYEES AND EXPECTED HIRES

For each occupation in which your organization **employs** workers:

Column **A** – Please enter your **current number of employees**

Column **B** – To respond to the statement, please use a **scale of 1 – 5**, where 1 = Not Very Difficult and 5 = Very Difficult

Column **C** – Please check-off (✓) the box indicating your **number of expected hires** over the next two years

| Allied Health Occupations Occupational Classifications | <u>A</u> Current Number of Employees | <u>B</u> Difficulty in finding Qualified Applicants | <u>C</u> Number of Expected Hires Over the Next 2 Years | | |
|---|---|--|---|-------|----------|
| | | | 1 – 2 | 3 – 4 | 5 / more |
| 10. Diagnostic Medical Sonographer | | | | | |
| 11. Dietetic Technician | | | | | |
| 12. Dietitian or Nutritionist | | | | | |
| 13. Fitness Trainer or Aerobics Instructor | | | | | |
| 14. Home Health Aide | | | | | |
| 15. Occupational Therapist Assistant | | | | | |
| 16. Occupational Therapist Aide | | | | | |
| 17. Personal and Home Care Aide | | | | | |
| 18. Pharmacy Technician | | | | | |
| 19. Physical Therapist Assistant | | | | | |
| 20. Physical Therapist Aide | | | | | |

VOCATIONAL AND TECHNICAL TRAINING PROGRAMS

21. If you require a **minimum** level of education for entry-level employees, please check-off that educational level.

- a. ___ HS Diploma/GED b. ___ Certification (after HS) c. ___ AA/AS Degree d. ___ Other _____

22. Do California Community College vocational and technical training programs meet your needs?

- a. ___ Yes
- b. ___ No, specifically: _____



December 20, 2007

**Director of Human Resources
 ABCDE Medical / Surgical Hospital
 1500 XXXXXXX Street
 Ventura, CA 93003**

SURVEY OF ALLIED HEALTH EMPLOYERS

Dear Director of Human Resources:

As California's population continues to grow and age, demand for all types of health care services will increase. This will result in a corresponding need for additional **allied health** professionals. Employment demand for allied health care workers in California is predicted to grow by 25% within ten years, compared to an overall employment growth of 16%.

The Ventura College Center of Excellence is conducting a survey to determine the hiring needs of allied health employers located in the **South Central Region** of Community Colleges serving San Luis Obispo County, Santa Barbara County, Ventura County and northern Los Angeles County.

The enclosed survey is short and concise – your responses will be confidential and only aggregate data will be reported. Please take about **five minutes** to complete the survey and return it to us in the enclosed envelope by **January 15, 2008**. Or, if you prefer, **fax** the completed survey to us at **(805) 648-8944**.

- If another manager at your organization is the appropriate person to complete the survey, please forward this letter and the enclosed survey to that person.
- We will send a summary of survey results to organizations that complete the survey.

Thank you very much for taking the time to complete and return this survey. Should you have any questions about the survey, please call or e-mail us.

Sincerely,

Sharon A. Dwyer

Director of Resource Development
 Phone: (805) 648-8976
 E-mail: sdwyer@vcccd.edu

Michael J. Callahan

Research and Evaluation Officer
 Phone: (805) 654-6344
 E-mail: mcallahan@vcccd.edu

Colleges in the South Central Region

Allan Hancock College
 Antelope Valley College
 College of the Canyons
 Cuesta College

Moorpark College
 Oxnard College
 Santa Barbara City College
 Ventura College