

Medical Solutions

California Workforce Outlook | May 2026

Market Snapshot

- #1 in U.S. Nursing Demand: 676 open roles
- #1 in Allied Health Demand: 384 open roles
- Highest Nursing Bill Rates: Avg. \$108.42
- Demand Trend: Moderating (-23.7% M/M)

Key Workforce Trends

Premium Rate Environment: California leads the nation with rates well above the ~\$92.78 national average.

L&D; (\$114–\$127), OR (~\$120), ICU (~\$106+), ER (~\$101+).

Shifting Clinical Demand: Growth in ER and OR; declines in ICU, Med Surg, Telemetry, Stepdown.

Allied Health Momentum: Strong demand for CT Tech, Cath Lab, and Therapy roles.

Demand Moderation: Short-term decline reflects normalization, not reduced long-term need.

Strategic Implications

- Optimize workforce mix toward high-demand specialties
- Manage labor costs with flexible staffing models
- Expand allied workforce utilization
- Maintain agility in workforce planning

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