

Program Endorsement Brief: 1230.10/Registered Nursing
30-unit Non-Degree Option Career Mobility: Licensed Vocational Nurse to Non-Degree Registered Nurse

Orange County Center of Excellence, February 2022

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some Criteria Met <input type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Living Wage: (Entry-Level, 25th)	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Education:	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Emerging Occupation(s)			
	Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *registered nurses* (29-1141). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ Although this occupation typically requires a bachelor’s degree, it is considered middle-skill because approximately one-third of workers in the field have completed some college or an associate degree. This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data there appears to be a supply gap for *registered nurses* in the region. Furthermore, while the Bureau of Labor Statistics (BLS) lists a bachelor’s degree as the typical entry-level education for this occupation, 33.7% of workers in the field have completed some college or an associate degree as their highest level of education. Additionally, entry-level wages exceed the living wage in both Los Angeles and Orange counties. **Therefore, due to all the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **7,430 jobs available annually** in the region due to new job growth and replacements, **which is more than the 6,120 awards conferred annually** by educational institutions in the region.

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

- **Living Wage Criteria** –Within Orange County, **typical entry-level hourly wages** for registered nurses are **\$44.32, which is higher than the living wage** for one adult in the region (\$20.63 in Orange County).²
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists a **bachelor's degree as the typical entry-level education** for registered nurses.
 - However, the national-level educational attainment data indicates **33.7% of workers in the field have completed some college or an associate degree** as their highest level of education.

Supply:

- There are **21 community colleges** in the LA/OC region that issue awards related to *registered nurses*, conferring an average of **1,752 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **4,368 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **28 individual non-community college institutions** throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for registered nurses. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 7% through 2025. There will be more than 7,400 job openings per year through 2025 due to job growth and replacements.

This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	87,372	93,144	5,772	7%	5,841
Orange	23,488	25,127	1,640	7%	1,589
Total	110,860	118,272	7,412	7%	7,430

² Living wage data was pulled from California Family Needs Calculator on 1/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *registered nurses* in Orange County as they relate to the county's living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Orange County: The typical entry-level hourly wages for *registered nurses* are \$42.91, which is above the living wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$62.27, which is higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$57.77 for this occupation.

Los Angeles County: The typical entry-level hourly wages for *registered nurses* are \$45.00, which is above the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$65.27, which is higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$57.77 for this occupation.

Job Postings

There were 67,777 online job postings related to *registered nurses* listed in the past 12 months. The highest number of job postings were for registered nurses, case managers, registered nurse supervisors, and patient care coordinators. The top skills were patient care, advanced cardiac life support (ACLS), treatment planning, acute care, and case management. The top three employers, by number of job postings, in the region were Anthem Blue Cross, Aya Healthcare, and the University of California.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education for *registered nurses*. However, the national-level educational attainment data indicates 33.7% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 83% of *registered nurse* job postings listing a minimum education requirement in Los Angeles/Orange County, 5.6% (3,164) requested high school or vocational training, 55.8% (31,423) requested an associate degree, and 36.3% (20,433) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Nursing (1 230.00) and Registered Nursing (1230.10). The colleges with the most completions in the region are: Saddleback, Pasadena, and Glendale. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
1230.00	Nursing	Glendale	33	14	-	16
		Long Beach	-	95	71	55
		LA Subtotal	33	109	71	71
Supply Subtotal/Average			33	109	71	71
1230.10	Registered Nursing	Cerritos	67	80	71	73
		Citrus	28	30	38	32
		Compton	52	55	66	58
		East LA	68	68	57	64
		El Camino	77	86	64	76
		Glendale	79	84	171	111
		LA City	60	81	63	68
		LA Harbor	48	67	48	54
		LA Pierce	63	58	62	61
		LA Southwest	35	44	43	41
		LA Trade	68	71	68	69
		LA Valley	69	68	73	70
		Long Beach	98	5	17	40
		Mt San Antonio	116	105	53	91
		Pasadena	197	174	169	180
		Rio Hondo	73	80	77	77
		Santa Monica	46	55	28	43
		LA Subtotal	1,244	1,211	1,168	1,208
		Cypress	91	102	86	93
		Golden West	81	82	85	83
		Saddleback	228	203	181	204
		Santa Ana	93	91	98	94
OC Subtotal	493	478	450	474		
Supply Subtotal/Average			1,737	1,689	1,618	1,681
Supply Total/Average			1,770	1,798	1,689	1,752

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for *registered nurses*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Registered Nursing/Registered Nurse (51.3801). Due to different data collection periods,

the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 4,368 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
51.3801	Registered Nursing/ Registered Nurse	American Career College-Los Angeles	56	58	60	58
		American University of Health Sciences	61	55	74	63
		Angeles College	4	12	15	10
		Azusa Pacific University	639	734	697	690
		Biola University	41	39	39	40
		Brandman University	3	8	7	6
		California Career College	-	-	56	19
		California State University-Dominguez Hills	247	226	206	226
		California State University-Fullerton	365	282	358	335
		California State University-Long Beach	338	379	309	342
		California State University-Los Angeles	265	273	246	261
		California State University-Northridge	95	119	53	89
		Career Care Institute	-	-	-	-
		Career Networks Institute	109	123	103	112
		Charles R Drew University of Medicine and Science	-	3	17	7
		Concordia University-Irvine	101	86	125	104
		Glendale Career College	-	-	100	33
		Homestead Schools	5	16	12	11
Los Angeles County College of Nursing and Allied Health	90	85	110	95		

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Medical Allied Career Center	-	-	-	-
		Mount Saint Mary's University	312	312	287	304
		Pacific College	41	30	31	34
		Stanbridge University	53	47	62	54
		Trinity School of Health and Allied Sciences	2	-	-	1
		University of Phoenix-California	242	176	223	214
		West Coast University-Los Angeles	472	527	587	529
		West Coast University-Orange County	547	586	684	606
		Western University of Health Sciences	137	120	122	126
Supply Total/Average			4,225	4,296	4,583	4,368

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Registered Nurses (29-1141)	23,488	25,127	1,640	7%	1,589	\$42.91	\$52.36	\$62.27

Exhibit 5. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Registered Nurses (29-1141)	87,372	93,144	5,772	7%	5,841	\$45.00	\$54.89	\$65.27

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Registered Nurses (29-1141)	110,860	118,272	7,412	7%	7,430

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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