MEMORANDUM

To: Denise Adams, Dean of Instruction, Butte College

Laurie Meyer, Nursing Department Chair/RN Program Director

From: Sara Phillips, Director, Far North Center of Excellence

Date: Monday, October 25, 2021

Re: Program review, accelerated RN AS Degree Program

Background

Butte College contacted the Far North Center of Excellence to request labor market information for development of an accelerated program to train registered nurses.

This memo provides an analysis of occupational demand and program supply data to assess labor market gaps. Data is provided for the fifteen-county Far North subregion and comes from EMSI. Occupations are aligned to career education programs using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the ONet OnLine education crosswalk. Program awards data comes from Management Information Systems (MIS) Data Mart.

Findings

What occupations are aligned to the proposed program?

- The middle-skill occupation that aligns with the proposed program modification is registered nurses (SOC 29-1141).

What are the hourly wages for the studied occupation?

- Entry-level hourly wages for this occupation exceeds the living wage of $12.09 for a single adult in the region (Exhibit 1).

What is the employment outlook for the studied occupation?

- Overall, employment for registered nurses in the Far North is projected to grow over the next five years (Exhibit 2), with 7% projected growth.

- Between 2020 and 2025, there are projected to be 417 job openings for this occupation each year in the Far North subregion.

What does job postings data look like for the studied occupations?

- In the last 12 months (October, 2020 through September, 2021), there were 7,202 job postings for registered nurses in the Far North. Top employers and top job titles are listed in Exhibits 3 and 4.

- Registered nurse is the top occupation on the list of hard-to-fill jobs in the Far North region. Critical care nursing positions are also hard-to-fill in the Far North, with 927 postings over the last 12 months.

What does training supply look like for the studied occupation?

- Five of the seven colleges in the Far North currently offer a training program for registered nurses. Over the last three academic years, an average of 265 awards were conferred for registered nursing (Exhibit 5).

Recommendations

- Data analysis shows an undersupply of awards (n=265) compared to occupational demand (n=417) for registered nurses in the Far North.

- The Far North Center of Excellence recommends moving forward with the proposed program modification.

Please contact Sara Phillips, Director, Far North COE, for further information at sphillips@shastacollege.edu or 530-242-7635.

Exhibit 1. Summary of entry-level work requirements by occupation

Occupation	Skill Level	Typical Entry-Level Education	Work Experience Requirements	Typical On-the-job Training Required	Entry-level Hourly Wage
Registered nurses (RN)	Middle Skill	Bachelor's degree	None	None	$37.45

Exhibit 2. Occupational employment and projected demand, 2020-2025

Occupation	2020 Jobs	2025 Jobs	2020-2025 Projected Change	2020-2025 Projected % Change	2020-2025 Annual Openings
Registered nurses (RN)	6,480	6,951	471	7%	417

Exhibit 3. Employers with the most job postings

Employer	Number of Job Postings	Share of Job Postings
Dignity Health	284	8%
Healthcare Travelers	230	6%
Oroville Hospital	209	6%
Adventist Health	197	5%
Next Travel Nursing	136	4%
Asante	133	4%
Emerald Health Services	115	3%
Aya Healthcare	111	3%
Enloe Medical Center	107	3%

Exhibit 4. Top job titles

Job Title	Number of Job Postings	Share of Job Postings
Registered Nurse	324	5%
Er Registered Nurse	51	1%
Registered Nurse/Medical/Surgical M/S	43	1%
Travel Nurse Registered Nurse - Med/Surg	39	1%
Registered Nurse - Er	38	1%
Registered Nurse/Emergency Department Trauma	34	1%
Registered Nurse/Travel Assignment	32	1%
Travel Nurse Registered Nurse - Ed - Emergency Department	29	1%
Medical Surgical Nurse	26	1%

Exhibit 5. Far North program supply, 2017-18 through 2019-20

Program - TOP/CIP Code	College	Annual Awards 2017-18	Annual Awards 2018-19	Annual Awards 2019-20	3-Yr Annual Awards Average
Registered Nursing – 1230.10	Butte	93	104	117	105
	Mendocino	25	22	23	23
	Redwoods	51	76	55	61
	Shasta	51	51	51	51
	Siskiyous	25	27	25	26
	RN TOTAL	**245**	**280**	**271**	**265**