

# MEMORANDUM

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To: Chris Morris, Dean of Instruction & Career Education, Folsom Lake College

From: Ebony J. Benzing, Research Manager, North/Far North Center of Excellence

Date: Monday, October 2, 2023

Re: Labor market data request for Acute Care Nursing Assistants (ACNA)

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## Introduction

Folsom Lake College contacted the North (Greater Sacramento) Center of Excellence to request labor market information for a new program: Acute Care Nursing Assistants (ACNA). This memo aims to support the college's application to the North Far North Regional Consortium for program approval.

This memo provides a brief analysis of occupational demand and program supply data to assess labor market gaps. Data is provided for the seven-county 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.

## Labor Market Demand

Acute Care Nursing Assistants (ACNAs) are a subset of jobs in the Certified Nursing Assistant (CNA) occupation. As a result, we can use demand for CNAs to estimate demand for ACNAs. However, using demand for CNAs will most likely overestimate the demand for ACNAs. In June 2023, the Center of Excellence released a labor market analysis for program recommendation, "[Certified Nursing Assistants in the Greater Sacramento Region](#)." Key findings from the report are summarized below:

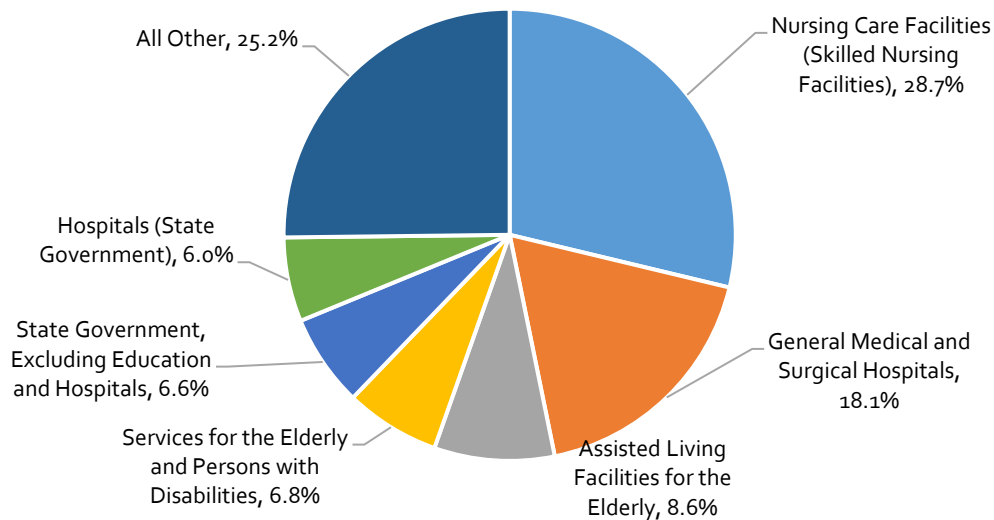
- The Greater Sacramento subregion held more than 5,700 nursing assistant jobs in 2021. Jobs for nursing assistants are projected to increase by 13% over the next five years, adding 772 new jobs to the subregion by 2026.
- Over the next five years, nursing assistant jobs are projected to have 1,064 annual openings in the Greater Sacramento subregion.
- Analysis of wage data shows that nursing assistants earn nearly \$3 above the single adult living wage of \$14.53 per hour.

- Awards data analysis shows that North (Greater Sacramento) training providers conferred an average of 24 awards (certificates and associate degrees) in nursing assistant programs over the last three academic years.
- Based on a comparison of annual job openings to average annual awards in the Greater Sacramento subregion, there seems to be an undersupply of nursing assistants in the subregion.

## Top Industries for Employment and Job Postings

Acute Care Nursing Assistants (ACNAs) provide care to patients in acute care settings, such as hospitals and emergency rooms. Analysis of inverse staffing patterns showed that 75% of Greater Sacramento’s nursing assistants were employed in five industries, including skilled nursing facilities, hospitals, and assisted living facilities for the elderly (Exhibit 1). Businesses in at least two of these industries, general medical and surgical hospitals and state government hospitals, would classify as acute care settings.

**Exhibit 1. Top industries for Nursing Assistant Employment**



The COE also conducted an additional review of job postings for nursing assistants for the last 12 months and found 26% of CNA job postings (or, 317 of 1,192) were for positions in specialized settings, including general medical and surgical hospitals (235) and kidney dialysis centers (82).

## ACNA Training Programs

Acute Care Nursing Assistant training programs target existing CNAs to upskill them in providing acute care needs. ACNA programs provide training in areas such as medical, surgical, orthopedic, pediatric, and obstetrics.

The [California Department of Public Health](#) maintains a list of state-approved training providers including CNA training programs, facility-based nursing assistant training programs, and online CNA programs. Exhibit 2 provides a count of programs offered across the 7-county Greater Sacramento region; additional details can be found on the state public health website.

**Exhibit 2. Count of State-Approved CNA training programs in Greater Sacramento**

CNA Programs	Facility-Based	Online
24	14	6

A review of state-approved training programs revealed that most programs were focused on training towards basic patient care for certified nursing assistants (CNAs). There seems to be few to no options for training towards the Acute Care Nursing Assistant career pathway.

**Recommendations**

- The North (Greater Sacramento) Center of Excellence recommends developing new programs related to nursing assistants.

Please contact Ebony Benzing, COE Research Manager, for further information at [Ebony.Benzing@losrios.edu](mailto:Ebony.Benzing@losrios.edu) or 916-563-3215.

New Program Recommendation		
<p><b>Move forward with the new program</b></p> <p><input checked="" type="checkbox"/></p>	<p><b>Proceed with caution</b></p> <p><input type="checkbox"/></p>	<p><b>A new program is not recommended</b></p> <p><input type="checkbox"/></p>