

Registered Nursing

Inland Empire/Desert Region (Riverside and San Bernardino counties combined)

Summary

- Employment for registered nurses is expected to **increase by 12% between 2018 and 2023** in the Inland Empire/Desert Region. A total of **11,537 job openings** will be available over the five-year timeframe.
- The **entry-level wage** for registered nurses is **above the MIT Living Wage estimate of \$12.39 per hour** for a single adult living in the Inland Empire/Desert Region.
- **There appears to be an opportunity for program growth** because there are more annual job openings for registered nurses in the region (**2,307 average annual openings**) than credentials issued for the selected community college program in the Inland Empire/Desert Region (558 annual average community college credentials, 684 other educational institution credentials, **1,242 total**).

Introduction

The California Community College registered nursing program (TOP 1230.10) prepares students for licensure by the Board of Registered Nursing. This program also includes nursing care in specialty areas (Taxonomy of Programs, 2012). The occupational description for registered nurses is listed below:

Registered Nurses (29-1141)

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

Sample job titles: Charge Nurse, Director of Nursing (DON), Emergency Department RN (Emergency Department Registered Nurse), Oncology RN (Oncology Registered Nurse), Operating Room Registered Nurse (OR RN), Public Health Nurse (PHN), Registered Nurse (RN), School Nurse, Staff Nurse, Staff RN (Staff Registered Nurse)

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: None

Work Experience Required: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 38%

Job Opportunities

In 2018, there were 29,683 registered nurse jobs in the Inland Empire/Desert Region. This occupation is projected to increase employment by 12% by 2023. Employers in the region will need to hire 11,537 workers over the next five years to fill new jobs and backfill jobs that workers are permanently vacating (includes occupational transfers and retirements). Exhibit 1 displays five-year projections for registered nurses in the Inland Empire/Desert Region.

Exhibit 1: Five-year projections for registered nurses

Region	2018 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert	29,683	12%	11,537	2,307	25%

Source: EMSI 2019.2

Earnings

The entry-level wage for registered nurses is above the MIT Living Wage estimate of \$12.39 per hour for a single adult living in the Inland Empire/Desert Region (Glasmeier, 2019). This wage is also sufficient for two working adults and one child (\$14.75 per hour, per adult, or \$30,680 annually for each adult).

Exhibit 2 displays wage information for registered nurses in the Inland Empire/Desert Region.

Exhibit 2: Earnings for registered nurses

Occupation	Entry to Experienced Hourly Wage Range*	Median Wage*	Average Annual Earnings
Registered Nurses	\$38.04 to \$54.91	\$46.73	\$97,200

Source: EMSI 2019.2

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, and experienced is 75th percentile wage.

Job Postings, Employers, Skills, Education, and Certifications

Exhibit 3 displays the number of job ads posted during the last 12 months along with the regional and statewide average time to fill for registered nurses in the Inland Empire/Desert Region. On average, local employers fill online job postings for registered nurses within 42 days. This regional average is the same as the statewide average, indicating that local employers fill open positions within a similar timeframe as other California employers.

Exhibit 3: Job ads and time to fill for registered nurses, Apr 2018 – Mar 2019

Occupation	Job Ads	Regional Average Time to Fill (Days)	California Average Time to Fill (Days)
Registered Nurses	13,812	42	42

Source: Burning Glass – Labor Insights

Exhibit 4 displays the employers posting the most job ads for registered nurses during the last 12 months in the Inland Empire/Desert Region.

Exhibit 4: Employers posting the most job ads for registered nurses, Apr 2018 – Mar 2019

Occupation	Employers
Registered Nurses (n=8,516)	<ul style="list-style-type: none"> • Universal Health Services, Inc. • Anthem Blue Cross • Kaiser Permanente

Source: Burning Glass – Labor Insights

Exhibit 5 displays a sample of specialized and employability skills that employers are seeking when looking for workers to fill registered nurse positions. Specialized skills are occupation-specific skills that employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly referred to as “soft skills.” The skills requested in job postings may be utilized as a helpful guide for curriculum development.

Exhibit 5: Sample of in-demand skills from employer job ads for registered nurses, Apr 2018 – Mar 2019

Occupation	Specialized Skills	Employability Skills
Registered Nurses (n=9,238)	<ul style="list-style-type: none"> • Advanced Cardiac Life Support (ACLS) • Patient Care • Acute Care 	<ul style="list-style-type: none"> • Communication Skills • Planning • Teamwork/Collaboration

Source: Burning Glass – Labor Insights

The educational attainment table has been removed from this report due to the low number of employer job advertisements with a minimum educational requirement. The low number of employer ads with an educational requirement may be indicative of employers focusing specifically on registered nurse licensing instead of education level when seeking individuals to fill registered nurse positions. Exhibit 6 displays the certifications most frequently requested or required by employers in job postings for registered nurses over the last 12 months in the Inland Empire/Desert Region. California requires licensing for registered nurses by the California Board of Registered Nursing (BRN). Further details are available on the California Board of Registered Nursing (2019) website, which can be found in the References section on page seven.

Exhibit 6: Certifications most frequently required by employer job ads for registered nurses, Apr 2018 – Mar 2019

Occupation	Certifications
Registered Nurses (n=11,628)	<ul style="list-style-type: none"> • Registered Nurse License • Advanced Cardiac Life Support (ACLS) • Basic Life Support (BLS)

Source: Burning Glass – Labor Insights

Student Completions and Program Outcomes

Exhibit 7 displays the average annual regional California Community College (CCC) credentials conferred during the three academic years between 2014 and 2017, from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, along with the enrollments from the most recent year available on LaunchBoard. Credentials are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case in order to calculate an annual average. This is done to minimize the effect of atypical variation that might be present in a single year. Enrollments are the count of enrollments in courses assigned to the TOP code in the selected year. The relevant TOP code is from the Taxonomy of Programs manual, and the corresponding program titles used at each college (in *italics*) are sourced from the Chancellor's Office Curriculum Inventory (COCI). Please note, a credential is not always equal to a single person in search of a job opening since a student may earn more than one credential, such as an associate degree in addition to a certificate.

Exhibit 7: Annual average community college credentials and enrollments for the registered nursing programs in the Inland Empire/Desert Region

1230.10 – Registered Nursing	CCC Enrollments, Academic Year 2016-17	CCC Annual Average Credentials, Academic Years 2014-17
Chaffey – Nursing(A.D.N.)/Nursing V.N. to R.N.	920	
Associate Degree		60
Copper Mountain – Registered Nursing	257	
Associate Degree		26
Desert – Registered Nursing	285	
Associate Degree		56
Mt. San Jacinto – Registered Nursing	603	
Associate Degree		50
Riverside – Registered Nursing	2,632	
Associate Degree		169
San Bernardino - Nursing	1,119	
Associate Degree		74
Victor Valley – Nursing	80	
Associate Degree		61
Certificate 60+ semester units		61
Total CCC Enrollments, Academic Year 2016-17	5,896	
Total Annual Average CCC Credentials, Academic Years 2014-17		558

Source: LaunchBoard, MIS Data Mart, COCI

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which comes from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from records provided by California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported in order to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2019a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2017). Data from the latest academic year for each metric is provided in Exhibit 8.

Exhibit 8: Registered nursing strong workforce program outcomes

Strong Workforce Program Metrics: 1230.10 – Registered Nursing Academic Year 2015-16, unless noted otherwise	Inland Empire/Desert Region	California Median
Course enrollments (2016-17)	5,896	810
Completed 12+ units in one year (2016-17)	798	107
Economically disadvantaged students* (2016-17)	87%	82%
Transferred to a four-year institution* (transfers)	183	34
Employed in the fourth fiscal quarter after exit* (completers)	92%	90%
Median annual earnings* (completers)	\$56,732	\$63,335
Job closely related to the field of study (2014-15)	93%	100%
Median change in earnings* (completers)	158%	188%
Attained a living wage (completers and skills-builders)	86%	79%

Source: LaunchBoard

*Data for these metrics is available in Community College Pipeline. All others are available in Strong Program Workforce Metrics.

Credentials granted from other educational providers outside of the California Community College system are displayed in Exhibit 9, along with the relevant CIP code. This is final release data compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years available.

Exhibit 9: Annual average other educational institution completions for the registered nursing/registered nurse program in the Inland Empire/Desert Region

51.3801 – Registered Nursing/Registered Nurse	Other Educational Institutions Annual Average Certificates or Other Credit Credentials (2013-16)
California Baptist University	
Bachelor's degree	126
California State University-San Bernardino	
Bachelor's degree	127
Loma Linda University	
Bachelor's degree	163
West Coast University-Ontario	
Bachelor's degree	268
Total annual average other awards, Academic Years 2013-16	684

Source: IPEDS

References

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