Registered Nursing

Inland Empire/Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)

Summary

- Employment for registered nurses is expected to **increase by 14%** through 2022. **A total of 11,622 job openings** will be available over the next five years in the Inland Empire/Desert Region.

- The **entry-level wage** for registered nurses is **above the MIT Living Wage estimate of $12.30 per hour** for a single adult living in the Inland Empire/Desert Region.

- Based on the average annual number of program completions for registered nursing (**989 annual average credentials**), and the annual openings for registered nurses in the region (**2,324 annual job openings**), there appears to be an opportunity for program growth.

Introduction

Completion of the registered nursing program (TOP 1230.10) leads to licensure by the Board of Registered Nursing. It also includes nursing care in specialty areas. The occupational description for registered nurses is listed below along with its corresponding definition, sample job titles, education and training requirements, as well as the community college educational attainment of current workers within this occupation:

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).*

Entry-Level Educational Requirement: *Bachelor's degree*
Training Requirement: *None*
Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: *38%*

Job Opportunities

In 2017, there were 28,619 registered nursing jobs in the Inland Empire/Desert Region. Across the region, employment for registered nurses is expected to increase by 14% through 2022. Employers in the region will need to hire 11,622 workers over the next five years to fill new jobs and to backfill jobs that workers are leaving (includes retirements).

Exhibit 1: Job counts, five-year projections, and age demographics for registered nurses

Region	2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/ Desert Region	28,619	14%	11,622	2,324	25%

Source: EMSI 2018.3

Earnings

The entry-level wage for registered nurses is more than three times greater than the MIT Living Wage estimate of $12.30 per hour for a single adult living in the Inland Empire/Desert Region. Detailed information on the MIT Living Wage Calculator, including additional wage requirements for adults with dependent children, is available on their website: http://livingwage.mit.edu/metros/40140.

Exhibit 2: Earnings for registered nurses

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Avg. Annual Earnings
Registered Nurses	$38.05 to $54.90	$45.57	$97,200

Source: EMSI 2018.3

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

Job Posting Data (Real-Time Labor Market Information)

Exhibit 3 displays the number of job ads posted for registered nurses during the last 12 months along with the Inland Empire/Desert Region and national average time to fill jobs. On average, it takes three days longer for employers to find qualified candidates to fill open positions than the national average, indicating that open positions are slightly more challenging to fill locally.

Exhibit 3: Job ads and time to fill for registered nurses, November 2017 to October 2018

Occupation	Job Ads	Region Average Time to Fill (Days)	National Average Time to Fill (Days)
Registered Nurses	12,323	41	38

Source: Burning Glass – Labor Insights

Industry

Industry staffing patterns display a list of industries that employ particular occupations. Exhibit 4 shows the industries that employ the majority of registered nurses and the industries that have been posting the most job ads in the Inland Empire/Desert Region.

Exhibit 4: Sample of industries employing registered nurses, November 2017 – October 2018

Occupation	Top Industries from Staffing Pattern (NAICS) – Percent Of Occupation Employed In Industry	Industry Classification from Job Ads	
		Number of Job Postings (n=)	Top Industries from Job Ads (NAICS)
Registered Nurses	• General Medical and Surgical Hospitals (6221) 44% • Education and Hospitals (Local Government) (9036) 11%	5,169	• General Medical and Surgical Hospitals (6221) • Offices of Physicians (6211)

Source: EMSI 2018.3, Burning Glass – Labor Insights

Top Employers

Exhibit 5 displays a sample of employers that have posted the most job ads over the last 12 months searching for registered nurses.

Exhibit 5: Sample of employers posting the most job ads, November 2017 to October 2018

Occupation	Top Employers
Registered Nurses (n=7,485)	• Universal Health Services, Inc. • Kaiser Permanente • Hospital Corporation of America (HCA) • Tenet Healthcare • Loma Linda University Health

Source: Burning Glass – Labor Insights

In-Demand Skills

Exhibit 6 lists the in-demand skills that employers are seeking when looking for workers to fill registered nursing positions. The skills reported in job postings may be utilized as a helpful guide for curriculum development. Specialized skills are occupation-specific skills 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."

Exhibit 6: Skills in demand, November 2017 to October 2018

Occupation	Specialized skills	Employability skills
Registered Nurses (n=8,365)	• Advanced Cardiac Life Support (ACLS) • Patient Care • Treatment Planning	• Communication Skills • Planning • Teamwork/Collaboration

Source: Burning Glass – Labor Insights

Top Certifications

Exhibit 7 displays the certifications most frequently requested or required by employers in job postings over the last 12 months.

Exhibit 7: Certifications frequently requested for registered nurses, November 2017 to October 2018

Occupation	Top Certifications Requested in Job Postings
Registered Nurses (n=10,668)	• Registered Nurse (RN) • Advanced Cardiac Life Support (ACLS) Certification

Source: Burning Glass – Labor Insights

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 website: https://www.rn.ca.gov/careers/steps.shtml

Educational Requirements

Exhibit 8 displays the entry-level education typically required to become a registered nurse according to the Bureau of Labor Statistics, educational attainment for incumbent workers with "some college, no degree" and an "associate degree" from the Current Population Survey, and the minimum advertised education requirement requested by employers in online job ads.

Exhibit 8: Educational attainment and online job ads with minimum advertised education requirements for registered nurses, November 2017 to October 2018

Occupation	Work Experience Required	Typical Entry-Level Education Requirement	Two-Year Postsecondary Level of Educational Attainment*	Minimum Advertised Education Requirement from Job Ads			
				Number of Job Postings (n=)	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Registered Nurses	None	Bachelor's degree	38%	9,554	4%	66%	30%

Source: EMSI 2018.3, Current Population Survey, Burning Glass – Labor Insights
*Percentage of incumbent workers with a Community College Credential or Some Postsecondary Coursework

Student Completions

Exhibit 9 shows the annual average regional community college credentials (associate degrees and certificates) conferred during the three academic years between 2014 and 2017, with the relevant TOP code as well as the program titles used at each college, sourced from the Chancellor's Office Curriculum Inventory (COCI). Credentials granted from other educational institutions from 2013 to 2016 are displayed in Exhibit 10, along with the relevant CIP code. Please note, a credential is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate. Community College student outcome information is from the CTE LaunchBoard based on the selected TOP code(s) and region.

Exhibit 9: Inland Empire/Desert Region annual average community college student completions for registered nursing programs

1230.10 – Registered Nursing	Annual Community College Headcount (2016-17)	Community College Annual Average Credentials (2014-17)
Chaffey – *Nursing VN to RN, Nursing*	203	
Associate Degree		60
Copper Mountain – *Registered Nursing*	55	
Associate Degree		26
Desert – *Registered Nursing*	154	
Associate Degree		56
Mt. San Jacinto - *Nursing*	105	
Associate Degree		50
Riverside – *Nursing*	765	
Associate Degree		169
San Bernardino – *Nursing*	222	
Associate Degree		74
Victor Valley – *Nursing*	80	
Associate Degree		61
Certificate 60+ semester units		61
Total community college headcount (2016-17)	**1,578**	
Total annual average community college credentials (2014-17)		**558**

Source: LaunchBoard, IPEDS, COCI

1230.10 – Registered Nursing program Strong Workforce outcomes in the Inland Empire/Desert region in the academic year 2015-16 [unless noted otherwise]:

- Number of course enrollments: 5,896 (California median: 810) [2016-17]
- Number of students who transferred: 183 (CA: 34)
- Employed in the second fiscal quarter after exit: 86% (CA: 82%)
- Median earnings in the second fiscal quarter after exit: $14,778 (CA: $15,687)
- Employed in the fourth fiscal quarter after exit: 90% (CA: 86%)
- Median annual earnings: $54,675 (CA: $59,077)
- The percentage in a job closely related to the field of study: 93% (CA: 100%) [2014-15]
- Median change in earnings: 150% (CA: 158%)
- The proportion of students who attained a living wage: 86% (CA: 82%)

Exhibit 10: Inland Empire/Desert Region annual average other educational institutions student completions for registered nursing/registered nurse programs

51.3801 – Registered Nursing/Registered Nurse (CIP)	Other Educational Institutions Annual Average Certificates or Other Credit Credentials (2013-16)
Loma Linda University	
Bachelor's degree	163
West Coast University-Ontario	
Bachelor's degree	268
Total annual average other credentials (2013-16)	**431**

Source: IPEDS

Sources

California Community Colleges Chancellor's Office Management Information Systems (MIS)

Career and Technical Education LaunchBoard

Economic Modeling Specialists International (EMSI)

Labor Insight/Jobs (Burning Glass)

MIT Living Wage Calculator

O*Net Online

Statewide CTE Outcomes Survey

The Taxonomy of Programs, 6th Edition

U.S. Census, Current Population Survey

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