

**Labor Market Analysis: 1230.10/Registered Nursing
NURSING/NON-DEGREE LVN TO RN PATHWAY TO RN LICENSURE (30-Unit Option)**
Certificate requiring 16 to fewer than 30 semester units
Los Angeles Center of Excellence, January 2024

Summary

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 Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to one middle-skill 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. Includes Clinical Nurse Specialists.¹

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.² Although *registered nurses* typically require a bachelor's degree, they are 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, entry-level wages exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and more than one-third of current workers in the field have completed some college or an associate degree. **Therefore, due to all the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

¹ [Registered Nurses \(bls.gov\)](https://www.bls.gov)

² 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.

Demand:

- **Supply Gap Criteria** – Over the next five years, **8,576 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is more than the three-year average of 5,720 awards conferred** by educational institutions in the region.
- **Living Wage Criteria** – Within Los Angeles County, **typical entry-level hourly wages for registered nurses are \$49.85, which is higher than the self-sufficiency standard** hourly wage (living wage) for one adult in the region (\$18.10 in Los Angeles County).³
- **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 **34% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **22 community colleges** in the greater LA/OC region that issue awards related to registered nursing, conferring an average of **1,642 awards annually** between 2019 and 2022.
- Between 2019 and 2021, there was an average of **4,078 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *registered nurses*. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to increase by 9% through 2027. There will be more than 8,500 job openings per year through 2027 due to job growth and replacements.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁴

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	89,665	97,581	7,916	9%	6,618
Orange	25,621	28,178	2,557	10%	1,958
Total	115,286	125,759	10,473	9%	8,576

Wages

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

³ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Los Angeles County

The typical entry-level hourly wages for *registered nurses* are \$49.85, which is above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$69.31.

Exhibit 2: Earnings for Occupations in LA County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Registered Nurses (29-1141)	\$49.85	\$62.28	\$69.31	\$129,500

*Rounded to the nearest \$100

Orange County

The typical entry-level hourly wages for *registered nurses* are \$48.32, which is above the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$67.20.

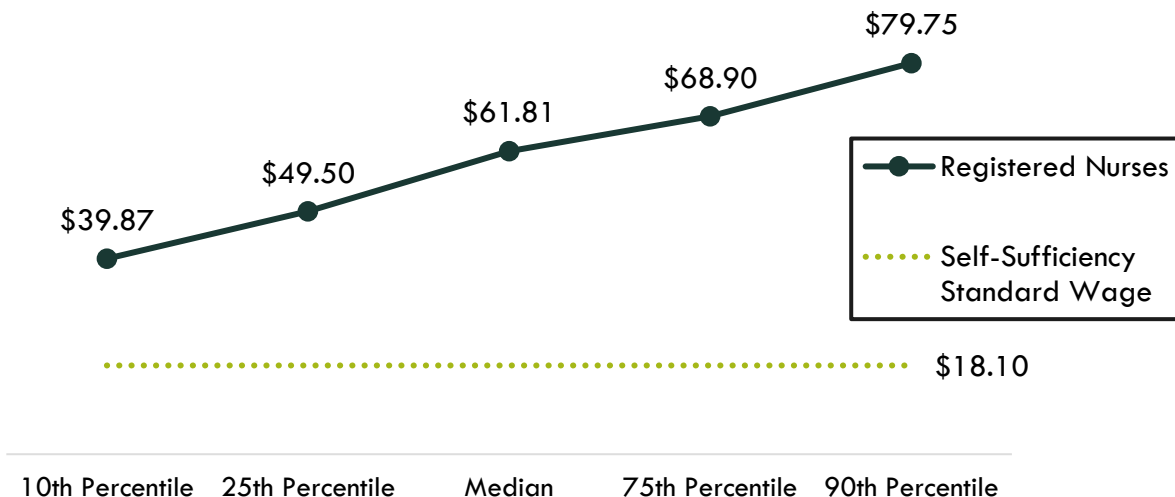
Exhibit 3: Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Registered Nurses (29-1141)	\$48.32	\$60.38	\$67.20	\$125,600

*Rounded to the nearest \$100

On average, the entry-level earnings for *registered nurses* are \$49.50; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupation in this report, from entry-level to experienced workers.

Exhibit 4: Average Hourly Earnings for Registered Nurses in LA/OC



Job Postings

There were 79,657 online job postings for *registered nurses* listed in the past 12 months. The highest number of job postings were for registered nurses, telemetry registered nurses, travel registered nurses, ICT registered nurses, and home health registered nurses. The top skills were nursing, discharge planning, intensive care unit, care coordinator, and acute care. The top three employers, by number of job postings, in the region were Healthcare Employment Network, Kaiser Permanente, and Providence.

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 34% of workers in the field have completed some college or an associate degree. Of the 36% of *registered nurse* job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 10% (2,902) requested high school or vocational training, 31% (9,005) requested an associate degree, and 59% (16,930) requested a bachelor's degree.

Educational Supply

Community College Supply

Exhibit 5 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: Nursing (1230.00), and Registered Nursing (1230.10). The colleges with the most completions in the region are Saddleback, Glendale, and Pasadena.

Exhibit 5: Regional community college awards (certificates and degrees), 2019-2022

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
1230.00	Nursing	Long Beach	71	73	63	69
		LA Subtotal	71	73	63	69
		Fullerton	-	-	51	17
		OC Subtotal	-	-	51	17
Supply Subtotal/Average			71	73	114	86
1230.10	Registered Nursing	Cerritos	71	55	50	59
		Citrus	38	31	29	33
		Compton	68	64	57	63
		East LA	57	55	30	47
		El Camino	64	72	78	71
		Glendale	171	176	134	160
		LA City	63	81	56	67
		LA Harbor	48	67	51	55
		LA Pierce	62	48	44	51
		LA Southwest	43	43	36	41
		LA Trade-Tech	68	76	62	69

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
		LA Valley	73	59	63	65
		Long Beach	17	11	2	10
		Mt San Antonio	53	110	112	92
		Pasadena	169	122	144	145
		Rio Hondo	77	56	66	66
		Santa Monica	28	106	35	56
		LA Subtotal	1,170	1,232	1,049	1,150
		Cypress	86	61	59	69
		Golden West	85	85	71	80
		Saddleback	181	178	149	169
		Santa Ana	98	84	81	88
		OC Subtotal	450	408	360	406
		Supply Subtotal/Average	1,620	1,640	1,409	1,556
		Supply Total/Average	1,691	1,713	1,523	1,642

Non-Community College Supply

For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for *registered nurses*. Exhibit 6 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2019 to 2021. Between 2019 and 2021, non-community college institutions in the region conferred an average of 4,084 bachelor's and sub-baccalaureate awards. Of the awards listed in Exhibit 7, 88% (3,569 awards) were bachelor's degrees and 12% (509 awards) were sub-baccalaureate awards. Bachelor's awards are included since *registered nurses* typically require a bachelor's degree. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete.

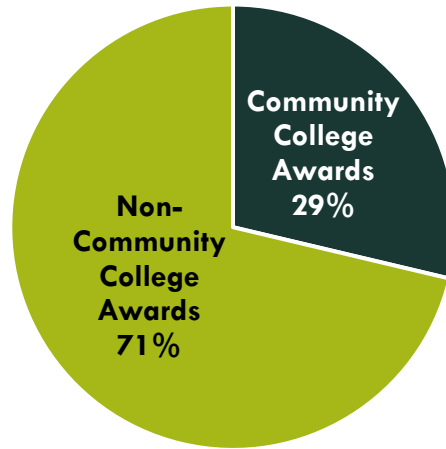
Exhibit 6: Regional non-community college awards, 2019-2021

CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
51.3801	Registered Nursing/ Registered Nurse	American Career College-LA	66	84	75
		American University of Health Sciences	55	92	74
		Angeles College	25	17	21
		Azusa Pacific Univ.	597	494	546

CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
		Biola University	59	29	44
		CSU-Dominguez Hills	130	195	163
		CSU-Fullerton	295	373	334
		CSU-Long Beach	236	137	187
		CSU-Los Angeles	171	159	165
		CSU-Northridge	90	92	91
		Career Networks Institute	115	111	113
		Charles R Drew Univ. of Medicine & Science	5	1	3
		Concordia Univ.-Irvine	105	135	120
		Glendale Career College	84	75	80
		Homestead Schools	9	1	5
		LA County College of Nursing & Allied Health	98	75	87
		Mount Saint Mary's University	287	207	247
		Pacific College	12	4	8
		Stanbridge University	86	80	83
		University of Massachusetts Global	11	4	8
		Vanguard University of Southern California	24	30	27
		West Coast University-LA	651	778	715
		West Coast University-Orange County	759	971	865
Supply Total/Average			3,986	4,170	4,078

Exhibit 7 shows the proportion of community college awards conferred in LA/OC compared to the number of non-community college awards for the programs in this report. Nearly three out of four awards conferred in these programs are awarded by non-community colleges in the LA/OC region.

Exhibit 7: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average



Appendix A: Occupational demand and wage data by county

Exhibit 8. Los Angeles County

Occupation (SOC)	2022 Jobs	2027 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)	89,665	97,581	7,916	9%	6,618	\$49.85	\$62.28	\$69.31

Exhibit 9. Orange County

Occupation (SOC)	2022 Jobs	2027 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)	25,621	28,178	2,557	10%	1,958	\$48.32	\$60.38	\$67.20

Exhibit 10. Los Angeles and Orange Counties

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	% Age 55 and older*	Typical Entry-Level Education
Registered Nurses (29-1141)	115,286	125,759	10,473	9%	8,576	26%	Bachelor's degree

*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. This occupation has a slightly smaller share of older workers, which typically indicates fewer replacements needs to offset the amount of impending retirements.

Appendix B: Sources

- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor’s Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women’s Welfare, University of Washington
- Chancellor’s Office Curriculum Inventory (COCI 2.0)

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