

Labor Market Analysis: 1230.30 – Certified Nurse Assistant

Certified Nurse Assistant – Certificate requiring 8 to <16 semester units

Los Angeles Center of Excellence, May 2024

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" 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, 25 th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupation¹ or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the one identified middle-skill occupation in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, the Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education.

Recommendation: Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 7,578 annual job openings are projected in the region through 2027. This number is substantially greater than the three-year average of 714 awards conferred by educational institutions in the region.

¹ Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. 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.

Living Wage

- \$17.88 is the typical entry-level hourly wages for nursing assistants, which is lower than Los Angeles County's self-sufficiency standard hourly (\$18.10/hour).²

Educational Attainment

- A postsecondary non-degree award is the typical entry-level education for nursing assistants, according to the Bureau of Labor Statistics (BLS).
- 44% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

Community college supply

- 7 community colleges issued awards related to nursing assistants in the greater LA/OC region.
- 273 awards (degrees and certificates) were conferred on average each year between 2020 and 2023.

Other postsecondary supply

- 13 educational institutions in the LA/OC region offer programs related to nursing assistants.
- 441 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region.

TARGET OCCUPATION

LA COE prepared this report to provide regional labor market and postsecondary supply data related to one middle-skill occupation.

- **Nursing Assistants (31-1131)** Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants.³

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for nursing assistants. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to increase by 13% through 2027. There will be nearly 7,600 job openings per year through 2027 due to job growth and replacements. The majority of jobs in 2022 for nursing assistants (78%) were located in Los Angeles County.

² Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

³ [Nursing Assistants and Orderlies \(bls.gov\)](https://www.bls.gov/news.release/naos.pdf)

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁴

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	33,781	38,203	4,422	13%	5,975
Orange	9,263	10,355	1,092	12%	1,603
Total	43,044	48,558	5,514	13%	7,578

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for the target occupation in Los Angeles County. The percentage of workers aged 55+ and automation index is included in order to visualize upcoming replacement demand for this occupation. Nursing assistants have a lower-than-average risk of automation.

Exhibit 2: Current employment, projected occupational demand, percentage of workers aged 55+, Los Angeles County⁵

Occupation	2022 Jobs	2027 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older*	Automation Index**	% Full Time Workers***
Nursing Assistants	33,781	38,203	13%	5,975	24%	97.0	90%

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

**The automation index captures an occupation's risk of being affected by automation with a base of 100. An automation index greater than 100 indicates a higher-than average risk of automation; less than 100 indicates a lower-than-average risk.

*** Across all jobs in California, 81% of workers are employed full-time.

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for nursing assistants 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 Los Angeles/Orange County region.

Los Angeles County

The typical entry-level hourly wages for nursing assistants are \$17.88, which is below the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$21.80, which is higher than the self-sufficiency standard (Exhibit 3).

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.

⁵ Ibid.

Exhibit 3: Earnings for occupation in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Nursing Assistants	\$17.88	\$18.66	\$21.80	\$38,800

*Rounded to the nearest \$100

Orange County

The typical entry-level hourly wages for nursing assistants are \$18.64, which is below the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$22.70, which is higher than the self-sufficiency standard (Exhibit 4).

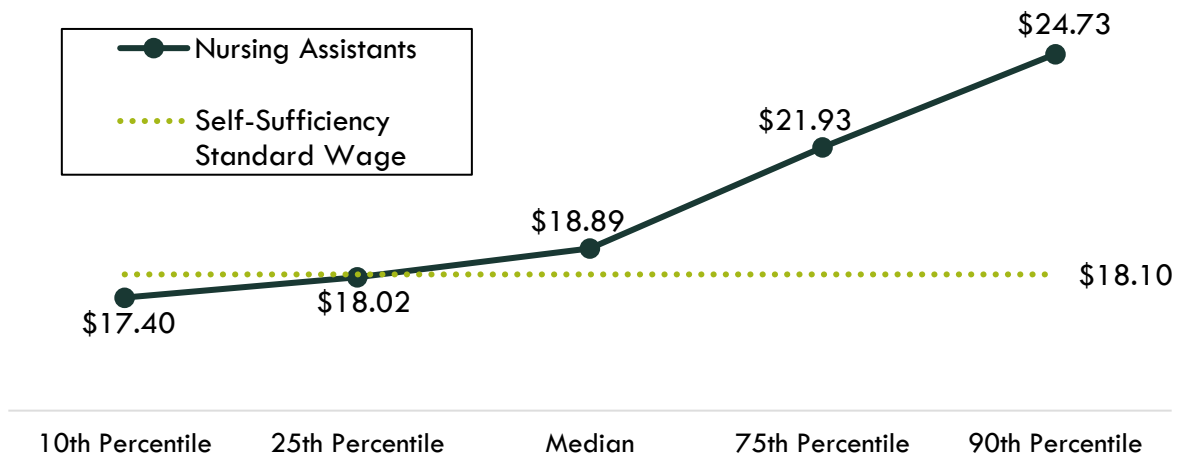
Exhibit 4: Earnings for occupation in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Nursing Assistants	\$18.64	\$19.45	\$22.70	\$40,500

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for nursing assistants are \$18.02; this is below the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 5 shows the average hourly wage for the occupation in this report, for entry-level to experienced workers.

Exhibit 5: Average hourly earnings for nursing assistants, Los Angeles and Orange counties



JOB POSTINGS

There were 6,208 online job postings for nursing assistants listed in the past 12 months in Los Angeles and Orange counties. Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupation in this report (Exhibit 6).

Exhibit 6: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> • Certified nursing assistants • Medication technicians • Nursing assistants • Certified nurse assistants • Certified nurse aides 	<ul style="list-style-type: none"> • Nursing • Activities of daily life (ADLs) • Vital signs • Medical terminology • Patient assistance 	<ul style="list-style-type: none"> • Alta Hospitals System • PIH Health • Providence • University of California • Cedars-Sinai

In the greater Los Angeles/Orange County region, 49% of the nursing assistant job postings listed a minimum educational requirement. The number and percentage of job postings by educational level appear in exhibit 7.

Exhibit 7: Education levels requested in job postings for nursing assistants, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	93	3%
Associate degree	211	7%
High school diploma or vocational training	2,726	90%

EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education for nursing assistants (Exhibit 8). Furthermore, the national-level data indicates 44% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupation in this report:

Exhibit 8: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Nursing assistants	Postsecondary non-degree award

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 9 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: Nursing (1 230.00) and Certified Nurse Assistant (1 230.30). The colleges with the most completions in the region are Santiago Canyon, Long Beach, and Mt. San Antonio.

Exhibit 9: Regional community college awards (certificates and degrees), 2020-2023

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1230.00	Nursing	Long Beach	73	63	52	63
		LA Subtotal	73	63	52	63
		Fullerton	-	51	41	31
		OC Subtotal	-	51	41	31
Supply Subtotal/Average			73	114	93	93
1230.30	Certified Nurse Assistant	LA Mission	3	3	7	4
		Mt San Antonio	52	54	73	60
		LA Subtotal	55	57	80	64
		Saddleback	2	3	57	21
		Santa Ana	62	29	1	31
		Santiago Canyon	52	73	68	64
		OC Subtotal	116	105	126	116
Supply Subtotal/Average			171	162	206	180
Supply Total/Average			244	276	299	273

Other Postsecondary 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 nursing assistants. Exhibit 10 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2019 to 2022. Between 2019 and 2022, other postsecondary college institutions in the region conferred an average of 441 sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete.

Exhibit 10: Other regional postsecondary awards, 2019-2022

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	Angeles College	-	21	11	11
		CA Career Institute	-	6	-	2
		Hacienda La Puente Adult Education	27	33	51	37
		Healthcare Career College	7	161	-	56
		Medical Allied Career Center	-	19	6	8
		Platt College-Anaheim	41	-	-	14

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
		Platt College-LA	33	-	-	11
		Smith Chason College	31	31	-	21
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other	Annenberg School of Nursing	-	12	19	10
		Concorde Career College-Garden Grove	71	99	79	83
		Concorde Career College-N. Hollywood	103	114	154	124
		Integrity College of Health	8	24	-	11
		Premiere Career College	88	50	23	54
Supply Total/Average			409	570	343	441

Exhibit 11 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by other institutions in the greater Los Angeles/Orange County region.

Exhibit 11: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



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POWERED BY

**DATA 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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