

Join Us for the Advisory & Industry Skills Panel

Licensed Vocational Nursing (LVN) Regional Advisory Meeting

Please join us for invigorating conversation bringing together educators and business professionals to discover the latest trends, industry demands, employment skills needed, and training practices.



**March 4, 2024
4 - 6 p.m.**

[Register Here!](#)

GOAL

To design curricula and programs responsive to industry needs, preparing a highly skilled workforce.

EDUCATORS

This regional meeting is for community colleges, K-12, adult schools, community stakeholders and industry.

INDUSTRY

Your partnership is critical in building a Strong Workforce. Please join us!

The agenda includes a labor market update, an industry panel with state and regional partners, and group discussions.

For more information, please contact: Wendy Deras at wederas@collegeofthedesert.edu



**INLAND EMPIRE/DESERT
REGIONAL CONSORTIUM**
STRONG WORKFORCE

*The Riverside Community College District does not discriminate on the basis of race, color, ethnicity, national origin, sex, disability, age, or any other protected class in its programs and activities. The following person has been designated to handle inquiries regarding the nondiscrimination policies or practices:
District Compliance Officer, 3801 Market Street, Riverside, CA 92501, (951) 222-8039.*

HEALTHCARE ADVISORY AGENDA: CNA/LVN

Zoom

March 4th, 2024

4pm-6pm

- 4:00 pm Welcome & Introductions: Wendy Deras, Industry Sector Manager, Health, Inland Empire
- 4:10 pm “Inland Empire Health LMI Update” Juan Madrigal, Centers of Excellence, IE
- 4:30 pm Keynote Speaker “Apprenticeship Models in Healthcare: Career Pathways for CNAs and LVNs” Justin Susi, LAUNCH
- 4:45 pm Curriculum approval/discussion items
- IV Therapy/Blood Withdrawal Course
 - Chaffey College
 - Crafton Hills College
 - LVN Model Curriculum
 - LVN to RN options in the IED
 - NCLEX changes: Next Gen
 - BVNPT changes for programs
 - High school to college career pathways CNA to LVN
 - Program capacity in the IED at community colleges
- 5:15pm *Moderated Industry Skills Panel*
- Carol Wagner, RN, Director of Clinical Initiatives
Providence Healthcare Group
- Susan Vedley, MSN, RN, CEN, MICN
Clinical Director
4 South Cardiovascular Unit & Central Monitoring Unit (CMU)
- Jerome De Jesus
Hospice and Palliative Administrator/Director of Patient Services
Case Manager, Riverside University Health Services
- Jessica McFarland, recruiter
Providence Healthcare Group
- Moderator: Wendy Deras*

Licensed Vocational Nurses (LVN) in the Inland Empire/Desert Region (Riverside & San Bernardino Counties)

Presented by: Juan Madrigal
Labor Market Research Consultant

March 4, 2024



C·O·E

**CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH**

About the Centers of Excellence (COE)

California Community Colleges need to ensure that CTE curriculum produces workers with the skills relevant to the regional and statewide economies.

The COE provide **quality labor market data and information** to help colleges and K-12 partners respond to workforce needs.

Data is used for:



Investing in new and relevant programs



Assessing labor market needs



Reviewing existing programs



Pursuing grants



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CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

Today's Conversation

→ Industry Data

→ Occupational Demand

→ 2022 Jobs, 5-year Growth, Annual Openings

→ Hourly Earnings

→ Job Postings – Employers and Skills

→ Educational Supply

→ Completions by TOP & CIP

→ Regional Programs

→ Student Outcomes

→ Questions

Top Industry Sectors in the Inland Empire/Desert Region

1,870,378

2022 Jobs



202,213

5-Year Change

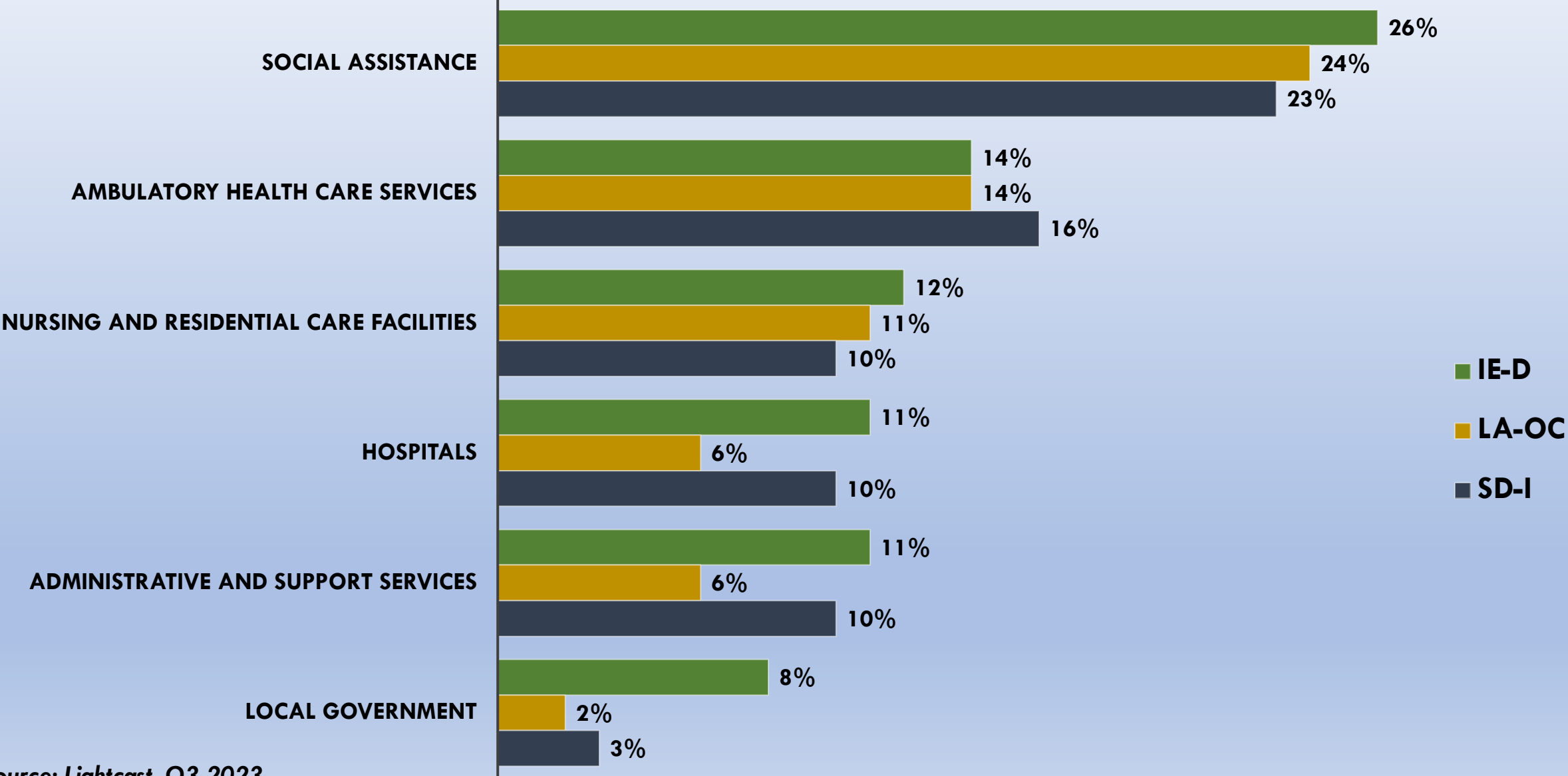


2,072,591

2027 Jobs

Industry (NAICS)	2022 Jobs
Government (90)	279,886
Health Care and Social Assistance (62)	248,722
Transportation and Warehousing (48-49)	221,839
Retail Trade (44-45)	192,915
Accommodation and Food Services (72)	164,819

Health + Related Subsectors, Projected 5-Year Job Growth



Source: Lightcast, Q3 2023

What is a Licensed Vocational Nurse?

“Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.”

O*NET OnLine

Licensed Vocational Nursing
Community College Program
(TOP 1230.20)



Provides training for
Licensed Vocational Nurses (29-2061)
Occupation

Common Job Titles

Clinic Licensed Practical Nurse (Clinic LPN),
Home Health Licensed Practical Nurse (Home Health LPN),
Licensed Vocational Nurse (LVN),
Pediatric LPN (Pediatric Licensed Practical Nurse),
Triage LPN (Triage Licensed Practical Nurse)

Occupational Demand in the Inland Empire/Desert Region

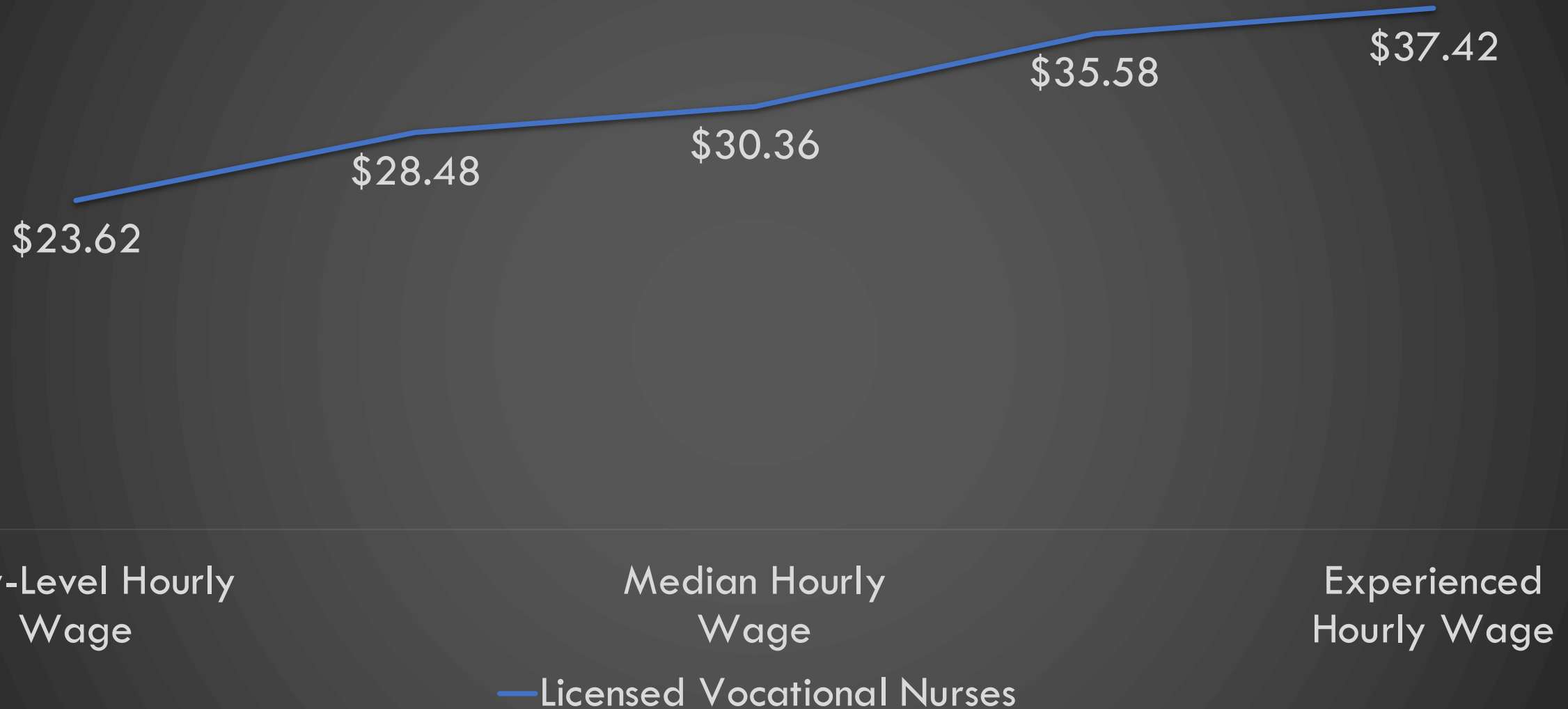
Occupation (SOC)	2022 Jobs	2027 Jobs	5-Year Change	5-Year % Change	Annual Openings*
Licensed Vocational Nurses (29-2061)	8,387	9,391	1,005	12%	873
Total	8,387	9,391	1,005	12%	873

*Annual openings = new jobs + replacements (retirements)

Where are LVNs employed in the Inland Empire/Desert Region?

Industry	2022 Jobs	% of Occupation in Industry
Nursing Care Facilities (Skilled Nursing Facilities)	2,109	25%
Offices of Physicians (except Mental Health Specialists)	824	10%
General Medical and Surgical Hospitals	704	8%
Home Health Care Services	678	8%
HMO Medical Centers	548	7%
Temporary Help Services	416	5%
Hospitals (Local Government)	342	4%
Assisted Living Facilities for the Elderly	305	4%

Hourly Wages in the Inland Empire/Desert Region



Licensed Vocational Nurses – 4,890 Job Postings

Top Employers & Skills (January – December 2023)

- 35% of job postings did not list experience requirement
- 70% of employers desired entry-level workers (0 to 1 year of experience)

Employers	Specialized Skills	Common Skills
Kaiser Permanente	Nursing	Communication
Loma Linda University Health	Home Health Care	Management
Eisenhower Health	Medical Administration	Scheduling
UnitedHealth Group	Medical Records	Compassion
Prime Home Health	Acute Care	Transcribing
Aveanna Healthcare	Direct Patient Care	Coordinating
Riverside Medical	Tracheotomy	Emergency Procedures
Providence Healthcare	Infection Control	Customer Service

Supply – Community College (CC) Awards in the Inland Empire/Desert Region, 2019-2022

- The awards below include certificates and associate degrees

CC Program (TOP Code)	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Yr Award Average
Licensed Vocational Nursing (1230.20)	207	161	164	177
Chaffey	49	29	42	40
Copper Mountain	24	23	25	24
Desert	35	41	1	26
Palo Verde	11	-	7	6
Riverside	88	68	89	82

Community College Pipeline Students in the Inland Empire/Desert Region

CC Program (TOP Code)	2020-21 Students
Licensed Vocational Nursing (1230.20)	517
Chaffey	91
Copper Mountain	13
Desert	27
Palo Verde	18
Riverside	368

Supply – Non-Community College Awards in the Inland Empire/Desert Region, 2019-2021

Non-CC Program (CIP Code)	2019-20 Awards	2020-21 Awards	2-Yr Award Average
Licensed Practical/Vocational Nurse (51.3901)	386	361	374
American Career College - Ontario	195	229	212
Baldy View Regional Occupational Program	20	-	10
Beaumont Adult School	40	54	47
California Nurses Educational Institute	64	33	49
North-West College - Riverside	67	45	56

Additional Programs in the Region

- California Healthcare Skills Center, Riverside
- Career Care Institute, Moreno Valley
- Concorde Career College, San Bernardino
- Summit College, San Bernardino
- High Desert Medical College Temecula
- Inland Career Education Center, San Bernardino
- Pacific Times Healthcare College, Corona
- Platt College, Riverside
- San Joaquin College, Rancho Mirage
- Smith Chason School of Nursing, Ontario
- Southeast California College, San Bernardino
- Stanbridge University, Riverside

Student Outcomes – Inland Empire/Desert Region & California

Strong Workforce Program Metrics:	Inland Empire/ Desert Region	California
1230.20 – Licensed Vocational Nursing		
Unduplicated count of enrolled students	504	3,131
Completed 9+ career education units in one year	45%	46%
Students who attained a noncredit workforce milestone in a year	96%	9%
Students who earned a degree, certificate, or attained apprenticeship	96	652
Job closely related to the field of study	100%	91%
Median annual earnings (all exiters)	\$38,338	\$41,824
Median change in earnings (all exiters)	78%	50%
Attained a living wage (completers and skills-builders)	63%	59%

Estimated Labor Gap in the Inland Empire/Desert Region

Demand

Annual Openings: **873**

Growth by 2027: **12%**

Supply

Awards Conferred: **551**

- 177 CC Awards

- 374 Non-CC Awards

322

Estimated
Labor Gap



<https://bit.ly/IECareerMap>

Inland Empire/Desert Region Career Education Programs, Pathways & Employers

Riverside & San Bernardino Counties



Career Education Programs, Pathways & Employers

2022-2023 School Year

~5,900 Health Business Locations

~30+ COE Labor Market Assessments

Community College Health Programs

11 Colleges
Enrollment 20,953*

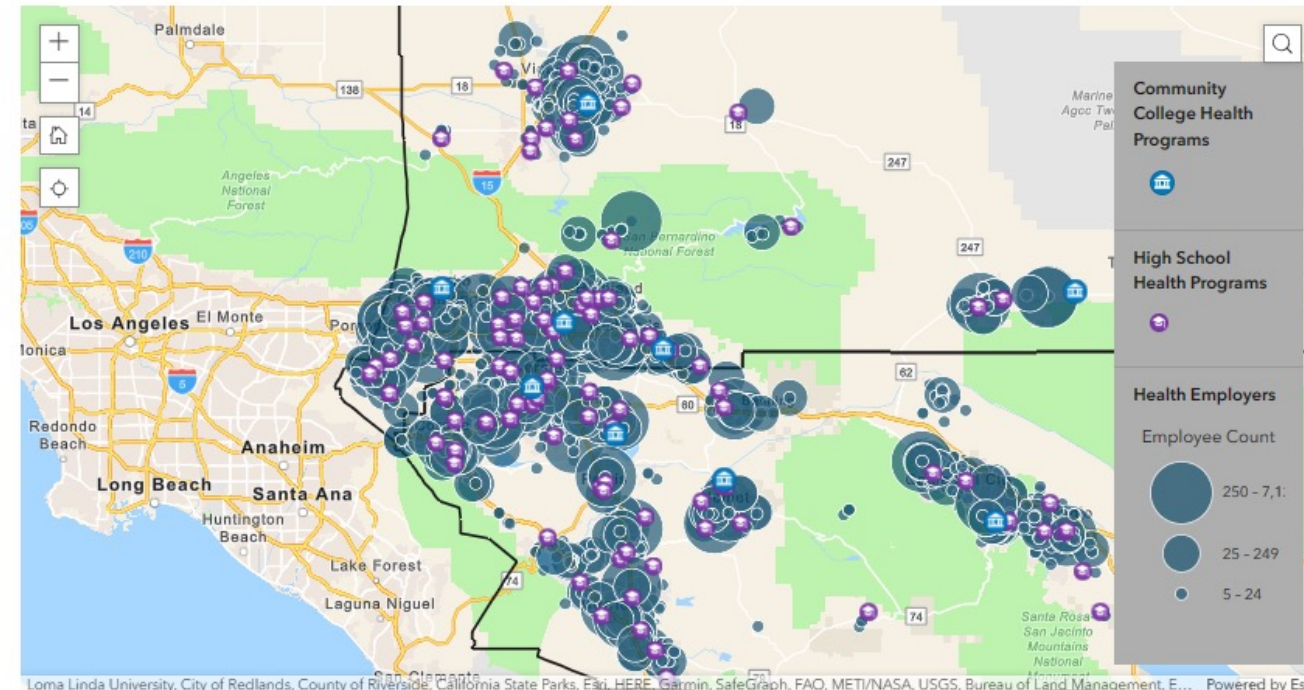
*Totals from Datamart for 2018-2019

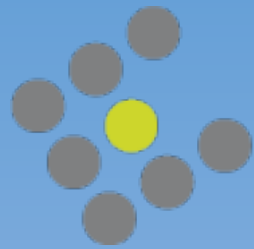


High School Pathways

117 High Schools
Enrollment 15,169*

*Totals from CA CDE DataQuest for 2018-2019





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Thank You!

Juan Madrigal

Labor Market Research Consultant

juan@coeccc.net

Inland Empire/Desert Region

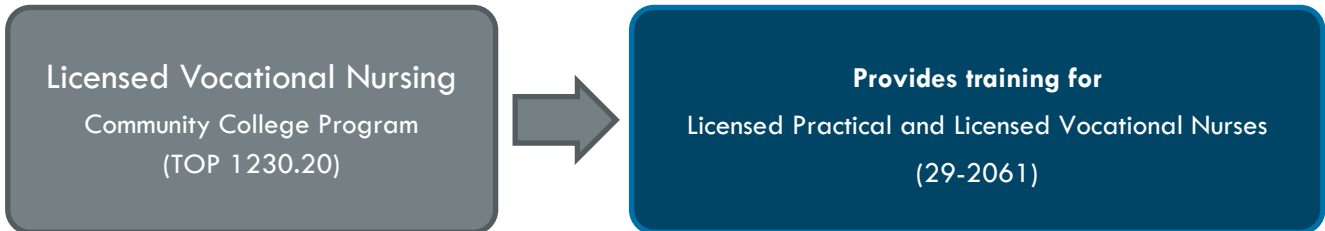
Centers of Excellence *for* Labor Market Research

<https://coeccc.net/region/inland-empire-desert/>

Licensed Vocational Nursing (LVN)

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

Summary



Over the next five years (2022-2027), employment for licensed practical and licensed vocational nurses is projected to:



The Inland Empire/Desert Center of Excellence
 **Recommends**
 the licensed vocational nursing program
 in the Inland Empire/Desert Region

Introduction

California Community College licensed vocational nursing (TOP 1230.20) programs prepare students for employment through the instruction of technical and manual nursing skills, practiced under the direction of a registered nurse, physician, or other medical staff, specific to the scope of practice of the licensed vocational nurse. Programs leading to vocational nurse licensure by the Board of Vocational Nursing and Psychiatric Technicians (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by licensed vocational nursing programs lead to employment as:

- Licensed Practical and Licensed Vocational Nurses (29-2061)

Job Demand

In 2022, there were 8,387 jobs for licensed practical and licensed vocational nurses in the region.

Employment for licensed practical and licensed vocational nurses is projected to increase by 12% through 2027 in the two counties; 873 job openings are projected annually. Exhibit 1 displays the job counts, five-year projected job growth, and job openings in the Inland Empire/Desert region.

Exhibit 1. Five-year projections for licensed practical and licensed vocational nurses, Inland Empire/Desert Region, 2022-2027

Occupation	2022 Jobs	2027 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Licensed Practical and Licensed Vocational Nurses	8,387	9,391	12%	4,364	873
Total	8,387	9,391	12%	4,364	873

Source: Lightcast 2023.3

An online job ad search for licensed practical and licensed vocational nurses was conducted to reveal the employers seeking these workers, including the median posting duration, earnings information, and in-demand skills. Exhibit 2 displays the number of job ads posted for licensed practical and licensed vocational nurses over the last 12 months and the median posting duration. Over the previous 12 months, there were 4,890 job ads for licensed practical and licensed vocational nurses in the Inland Empire/Desert Region.

Exhibit 2. Job ads and posting duration, Inland Empire/Desert Region, January through December 2023

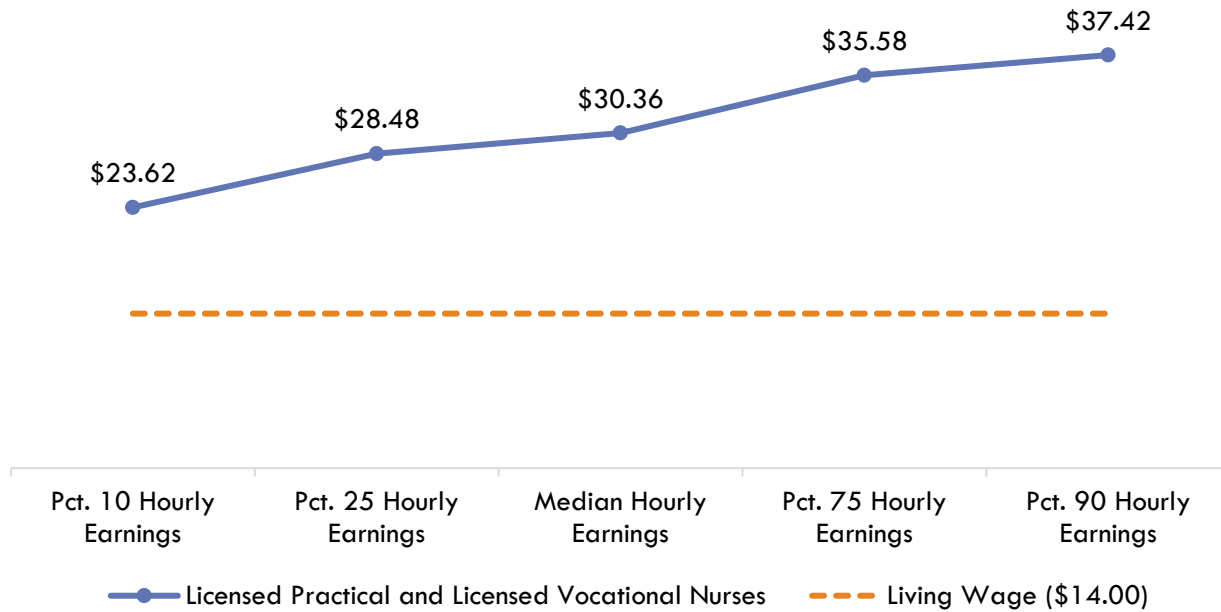
Occupation	Job Ads	Median Posting Duration (Days)
Licensed Practical and Licensed Vocational Nurses	4,890	28

Source: Lightcast 2023.3

Earnings

The living wage for one adult in the Inland Empire/Desert Region (Riverside and San Bernardino Counties) is \$14 per hour or \$29,120 annually. Exhibit 3 displays the hourly earnings for licensed practical and licensed vocational nurses in the Inland Empire/Desert Region. Notably, all hourly wages for licensed practical and licensed vocational nurses are significantly above the living wage estimate.

Exhibit 3. Hourly earnings by percentile for licensed practical and licensed vocational nurses, Inland Empire/Desert Region, 2022

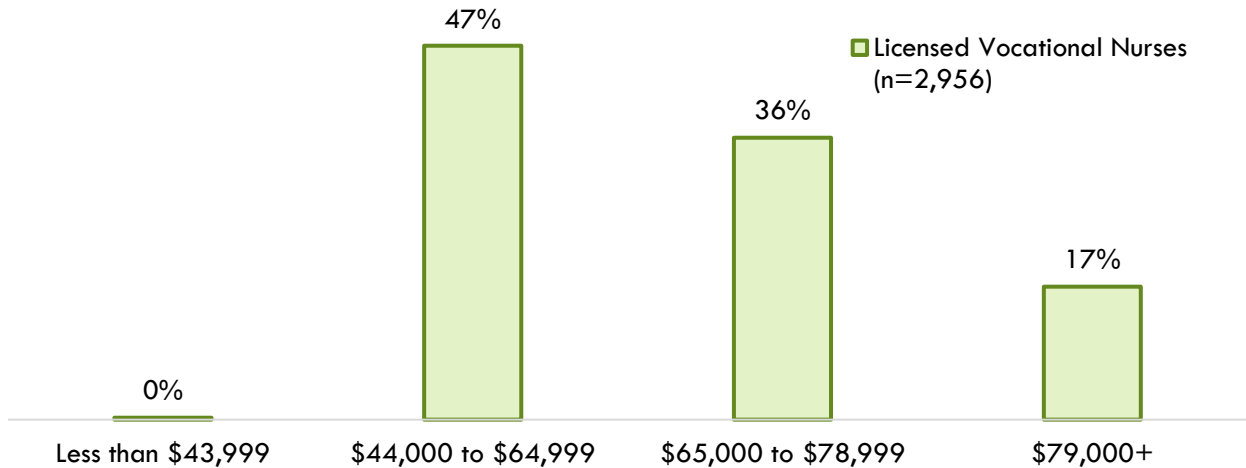


Source: Lightcast 2023.3

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for licensed practical and licensed vocational nurses over the last 12 months. Online job ad salary information reveals that the majority of employers (47%) advertise an annual salary between \$44,000 and \$65,000.

Exhibit 4. Online advertised salaries for licensed practical and licensed vocational nurses, Inland Empire/Desert Region, January through December 2023



Source: Lightcast 2023.3

Online Job Advertisements: Job Titles, Employers, Skills, Education, & Work Experience

Exhibit 5 displays the job titles most frequently used in job ads over the last 12 months. Displaying advertised job titles may provide insight into the types of positions sought by employers posting job ads.

Exhibit 5. Job titles most frequently used in job ads, Inland Empire/Desert Region, January through December 2023

Job Titles	Unique Job Ads
Licensed Vocational Nurses	1,254
Licensed Practical Nurses/Licensed Vocational Nurses	260
Correctional Licensed Vocational Nurses	213
Licensed Vocational Nurses/Charge Nurses	203
Outpatient Registered Nurses	150
Home Health Registered Nurses	85
Home Health Managers	77
Home Health Field Registered Nurses	64
Treatment Nurses	55
Day Care Assistants	52

Source: Lightcast 2023.3

Exhibit 6 displays the employers posting the most job ads for licensed practical and licensed vocational nurses during the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. The top employers are Kaiser Permanente and Maxim Healthcare Services.

Exhibit 6. Employers posting the most job ads for licensed practical and licensed vocational nurses, Inland Empire/Desert Region, January through December 2023

Top Employer	Unique Job Ads
Kaiser Permanente	522
Maxim Healthcare Services	195
UnitedHealth Group	88
Loma Linda University Health	80
Telecare	76
Eisenhower Health	75
Prime Home Health	74
AccentCare	65
Aveanna Healthcare	64
Inland Empire Health Plan	54

Source: Lightcast 2023.3

Exhibit 7 lists a sample of specialized and employability skills employers seek when seeking workers to fill positions for licensed practical and licensed vocational nurses. Specialized skills are occupation-specific skills that employers request for industry or job competency. Common skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

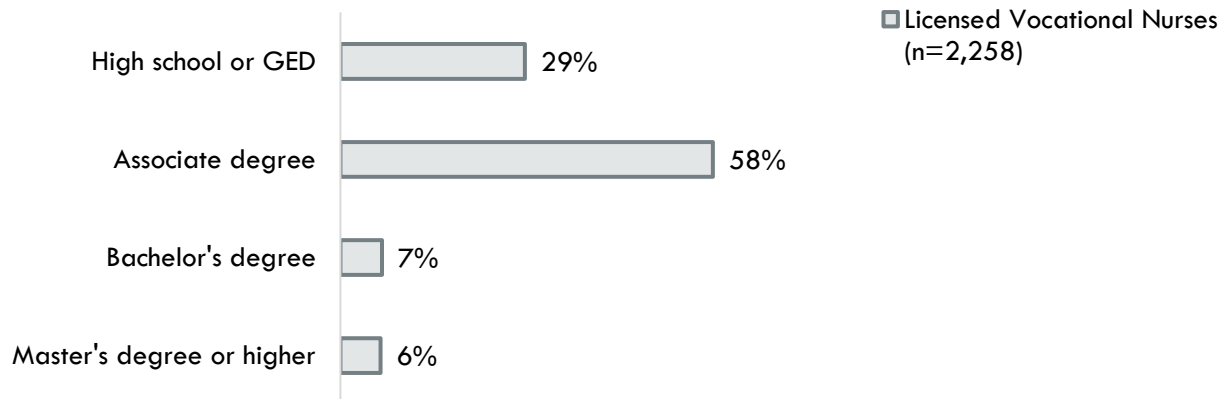
Exhibit 7. Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, January through December 2023

Specialized skills	Common skills
<ul style="list-style-type: none"> • Nursing • Home Health Care • Medication Administration • Medical Records • Acute Care • Direct Patient Care • Tracheotomy • Infection Control • Nursing Interventions Classification • Respiration 	<ul style="list-style-type: none"> • Communication • Management • Scheduling • Compassion • Transcribing • Coordinating • Emergency Procedures • Customer Service • Non-Verbal Communication • Ethical Standards and Conduct

Source: Lightcast 2023.3

Exhibit 8 displays the minimum advertised education requirements for licensed practical and licensed vocational nurses. According to the Bureau of Labor Statistics, 73% of incumbent workers in this occupation hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Less than half (46%) of employer job ads included minimum education requirements. Most employer job ads (58%) sought an associate degree as the minimum education requirement.

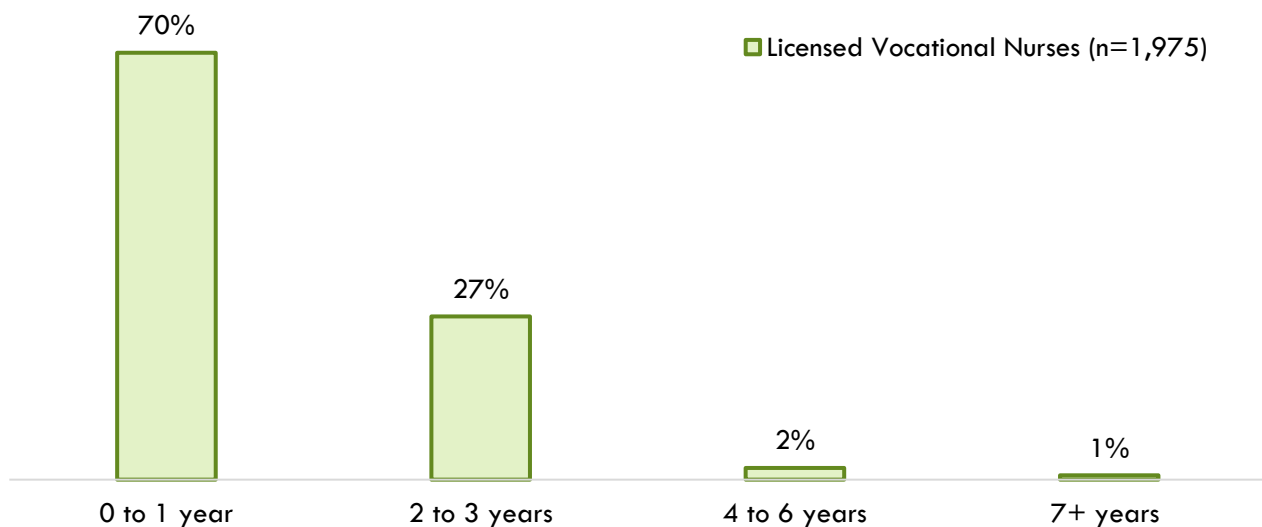
Exhibit 8. Minimum advertised education requirements, Inland Empire/Desert Region, January through December 2023



Source: Lightcast 2023.3

Exhibit 9 displays the work experience typically required from employer job ads for licensed practical and licensed vocational nurses. More than two-thirds (70%) of employers listing minimum experience requirements sought candidates with zero to one year of previous work experience.

Exhibit 9. Real-time work experience requirements, Inland Empire/Desert Region, January through December 2023



Source: Lightcast 2023.3

Certifications

Exhibit 10 displays the most frequently requested certifications by employers in job advertisements.

Exhibit 10. Certifications most frequently required by employers, Inland Empire/Desert Region, January through December 2023

Certification	Jobs Ads
Licensed Vocational Nurse (LVN)	4,109
Registered Nurse (RN)	2,123
Basic Life Support (BLS) Certification	1,609
Licensed Practical Nurse (LPN)	1,005
Cardiopulmonary Resuscitation (CPR) Certification	651

Source: Lightcast 2023.3

Student Completions and Programs Outcomes

Exhibit 11 displays student completions for licensed vocational nursing (TOP 1230.20) programs over the last three academic years (2019-2022). In the previous three academic years, 5 regional community colleges issued an average of 177 awards in licensed vocational nursing programs.

Exhibit 11. Annual average community college awards for licensed vocational nursing programs, Inland Empire/Desert Region, Academic Years 2019-2022

TOP Code	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Award Average
1230.20	Licensed Vocational Nursing	Chaffey	49	29	42	40
		Copper Mountain	24	23	25	24
		Desert	35	41	1	26
		Palo Verde	11	-	7	6
		Riverside	88	68	89	82
Supply Total/Average			207	161	164	177

Source: MIS Data Mart

California program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12.

Exhibit 12. TOP 1230.20 – Licensed Vocational Nursing strong workforce program outcomes, Inland Empire/Desert Region, most recent academic year

Strong Workforce Program Metrics: 1230.20 – Licensed Vocational Nursing	Inland Empire/Desert Region	California Region
Unduplicated count of enrolled students (2021-22)	504	3,131
Completed 9+ career education units in one year (2021-22)	45%	46%
Students who attained a noncredit workforce milestone in a year (2021-22)	N/A	9%
Students who earned a degree, certificate, or attained apprenticeship (2021-22)	96	652
Job closely related to the field of study (2019-20)	100%	91%
Median annual earnings (all exiters) (2020-21)	\$38,338	\$41,824
Median change in earnings (all exiters) (2020-21)	78%	50%
Attained a living wage (completers and skills-builders) (2020-21)	63%	59%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 13 displays awards for other postsecondary education providers reported in licensed practical/vocational nurse training programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent two years. Five non-community college institutions issued an average of 374 awards over the last two academic years.

Exhibit 13. Other educational providers for licensed practical/vocational nurse training programs, Inland Empire/Desert Region, Academic Years 2019-2021

CIP Code	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Award Average
51.3901	Licensed Practical/Vocational Nurse Training	American Career College-Ontario	195	229	212
		Baldy View Regional Occupational Program	20	-	10
		Beaumont Adult School	40	54	47
		California Nurses Educational Institute	64	33	49
		North-West College-Riverside	67	45	56
Supply Total/Average			386	361	374

Source: IPEDS

Summary of Findings & Recommendation

Over the next five years, the occupation – licensed practical and licensed vocational nurses – is projected to have 873 annual job openings and increase employment by 12% in the Inland Empire/Desert Region. All hourly wages for licensed practical and licensed vocational nurses are above the region's living wage estimate (\$14). Over the last 12 months, there were 4,890 job ads posted for licensed practical and licensed vocational nurses in the Inland Empire/Desert Region.

Over the last three academic years, there were 177 award completions for Licensed Vocational Nursing (TOP 1230.20) programs in the Inland Empire/Desert Region. Five non-community college postsecondary education institutions issued an average of 374 awards across the following program: Licensed Practical/Vocational Nurse Training (CIP 51.3901). In total, regional institutions issued an average of 551 awards in relevant training programs.

Based on the 873 annual job openings (demand) and the annual average of 551 awards conferred (supply), there appears to be an undersupply in the Inland Empire/Desert Region. Due to this, the Centers of Excellence finds that there is a regional need for programs that train students to become licensed practical and licensed vocational nurses. Colleges considering this program should partner with applicable employers to document their demand for licensed practical and licensed vocational nurses and the skills/certifications required for students to earn a living wage after exiting the program.

Contact

Juan Madrigal

Center of Excellence, Inland Empire/Desert Region

juan@coecc.net

February 2024

References

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Appendix: Methodology

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 come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported 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, 2023a). 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, 2023a).

Table 1. 2022 to 2027 job growth, wages, entry-level education, training, and work experience required for licensed practical and licensed vocational nurses in the Inland Empire/Desert Region

Occupation (SOC)	2022 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Licensed Practical and Licensed Vocational Nurses (29-2061)	8,387	9,391	12%	873	\$23.62 - \$37.42	\$30.36	\$65,000	Postsecondary nondegree award & None	None
Total	8,387	9,391	12%	873	-	-	-	-	-

Source: Lightcast 2023.3



4:00 pm

Welcome & Introductions: Wendy Deras, RDEE Health, Inland Empire

- Brief overview of meeting and Wendy asked the attendees to introduce themselves in the chat. She also explained that you can save and download the chat at any time during the meeting.
- If you are interested the CNA, Home Health Aide, and Acute Care Regional Advisory on March 25 from 4-6pm, the flyer was uploaded to the chat.

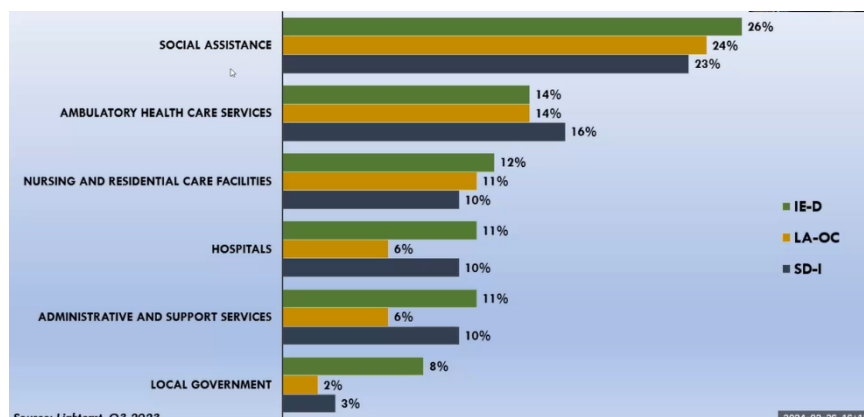
“Inland Empire Health Licensed Vocational Nursing (LVN) LMI Update”

Juan Madrigal, Consultant with Center of Excellence

- Reviewed the work of the Centers of Excellence (COE).
 - The purpose is to provide quality labor market data and information to all the community colleges in the region as well as K-12 partners.
 - The COE assists stakeholders with program development, modifying existing programs, and pursuing new grants and meetings like this.
 - Industry Data, Occupational Demand and Educational Supply on both the community college and non-community college side will be reviewed.
- Job Projections in our region. It is broken down into the top five industries.



- Health + Related Subsectors. Inland Empire Desert region is at the top and is leading the growth in the the area. In the chart below the IE/D is data is in green.



- What is a Licensed Vocational Nurse (LVN)?

“Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.”

O*NET OnLine

Licensed Vocational Nursing
Community College Program
(TOP 1230.20)

Provides training for
Licensed Vocational Nurses (29-2061)
Occupation

Common Job Titles
Clinic Licensed Practical Nurse (Clinic LPN),
Home Health Licensed Practical Nurse (Home Health LPN),
Licensed Vocational Nurse (LVN),
Pediatric LPN (Pediatric Licensed Practical Nurse),
Triage LPN (Triage Licensed Practical Nurse)

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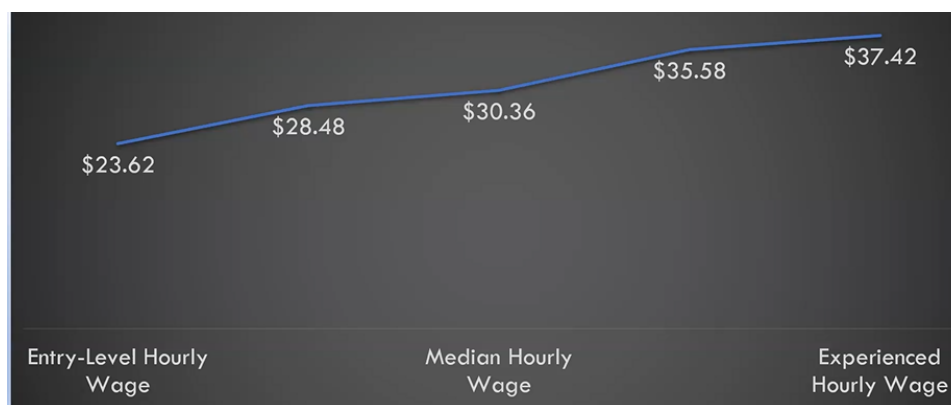
- Occupational Demand

- The table below shows the number of jobs back in 2022 and the projected number for these occupations through 2027. The chart below is projections using historical data.

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Year Change	5-Year % Change	Annual Openings*
Licensed Vocational Nurses (29-2061)	8,387	9,391	1,005	12%	873
Total	8,387	9,391	1,005	12%	873

*Annual openings = new jobs + replacements (retirements)

- The table below shows the average estimate of LVN wages in our region.



- Where are LVN employed in the region?

Industry	2022 Jobs	% of Occupation in Industry
Nursing Care Facilities (Skilled Nursing Facilities)	2,109	25%
Offices of Physicians (except Mental Health Specialists)	824	10%
General Medical and Surgical Hospitals	704	8%
Home Health Care Services	678	8%
HMO Medical Centers	548	7%
Temporary Help Services	416	5%
Hospitals (Local Government)	342	4%
Assisted Living Facilities for the Elderly	305	4%

- What are employers posting in the region?

Licensed Vocational Nurses – 4,890 Job Postings Top Employers & Skills (January – December 2023)



- 35% of job postings did not list experience requirement
- 70% of employers desired entry-level workers (0 to 1 year of experience)

Employers	Specialized Skills	Common Skills
Kaiser Permanente	Nursing	Communication
Loma Linda University Health	Home Health Care	Management
Eisenhower Health	Medical Administration	Scheduling
UnitedHealth Group	Medical Records	Compassion
Prime Home Health	Acute Care	Transcribing
Aveanna Healthcare	Direct Patient Care	Coordinating
Riverside Medical	Tracheotomy	Emergency Procedures
Providence Healthcare	Infection Control	Customer Service

- Educational Supply

- The table below shows the award (and associate degrees) conferred by the community colleges in the region over the last three years.
- Question: How many students were enrolled in the programs listed below? Juan shared he will add a slide on enrollment when the packet is sent out.

- The awards below include certificates and associate degrees

CC Program (TOP Code)	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Yr Award Average
Licensed Vocational Nursing (1230.20)	207	161	164	177
Chaffey	49	29	42	40
Copper Mountain	24	23	25	24
Desert	35	41	1	26
Palo Verde	11	-	7	6
Riverside	88	68	89	82

- Non Community College (last 2 years) awards conferred.

Non-CC Program (CIP Code)	2019-20 Awards	2020-21 Awards	2-Yr Award Average
Licensed Practical/Vocational Nurse (51.3901)	386	361	374
American Career College - Ontario	195	229	212
Baldy View Regional Occupational Program	20	-	10
Beaumont Adult School	40	54	47
California Nurses Educational Institute	64	33	49
North-West College - Riverside	67	45	56

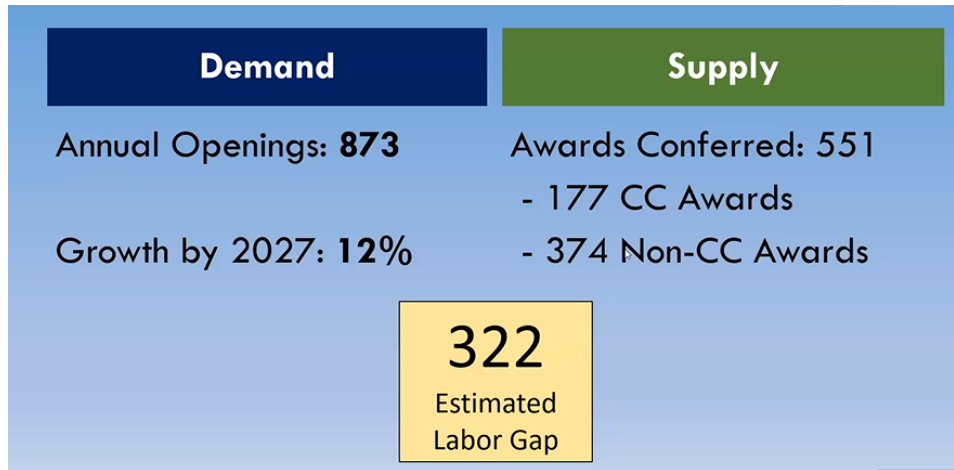
Additional Programs in the Region

- California Healthcare Skills Center, Riverside
- Career Care Institute, Moreno Valley
- Concorde Career College, San Bernardino
- Summit College, San Bernardino
- High Desert Medical College Temecula
- Inland Career Education Center, San Bernardino
- Pacific Times Healthcare College, Corona
- Platt College, Riverside
- San Joaquin College, Rancho Mirage
- Smith Chason School of Nursing, Ontario
- Southeast California College, San Bernardino
- Stanbridge University, Riverside

- Student Outcomes
 - After a student completes the program a survey is sent out (self-reported data).
 - The biggest takeaway is that 100 of students had a job closely related to the field of study. That's a great thing. We rarely see numbers that are higher than 50. So that is very good.

Strong Workforce Program Metrics:	Inland Empire/ Desert Region	California
1230.20 – Licensed Vocational Nursing		
Unduplicated count of enrolled students	504	3,131
Completed 9+ career education units in one year	45%	46%
Students who attained a noncredit workforce milestone in a year	96%	9%
Students who earned a degree, certificate, or attained apprenticeship	96	652
Job closely related to the field of study	100%	91%
Median annual earnings (all exiters)	\$38,338	\$41,824
Median change in earnings (all exiters)	78%	50%
Attained a living wage (completers and skills-builders)	63%	59%

- Estimated Labor Gap



- Shared the IE/Desert Regional Career Education Map (<https://bit.ly/IECareerMap>). Juan shared how the map works and that you can view information on the region's community colleges, high schools and pathways.
- It gives you the option to drill down and find out more about industries that you're specifically interested in.
- If you have questions or need more information reach out to juan@coeccc.net

"Partnering to Build Talent: How Healthcare Providers & LEAs can plug into apprenticeship initiatives here in the Inland Empire"

- Natalie Maris Weaver, Director, Partnership and Programs, LAUNCH Apprenticeship Network introduced Justin Susi, Manager Regional Partnerships, LAUNCH Apprenticeship Network
- The presentation will be how healthcare providers and LEAs and how they can plug into apprenticeship initiatives here in the Inland Empire.
- The job vacancy and skills gap shortage will be analyzed at very macro and micro lens. A skill gap is defined as the point at which an organization can no longer grow or remain competitive, because it cannot fill critical jobs with the skilled employees based off that sectors need, especially within the CNA, LVN, and RN nursing space.
- There's going to be a shortfall of about 44,500 nurses by 2030 on a micro lens. Hospitals, facilities, healthcare facilities in our region are willing to pay upwards of \$90,000 on average to fill these employment gaps and we do not have the candidates to fill those positions.
- How to solve the problem?
 - One of the big initiatives is this new and innovative idea of utilizing apprenticeship. A new apprenticeship approach through a talent development as we all know apprenticeship, pre-apprenticeship and work-based learning are proven models for supporting economic advancement for career seekers. But sometimes employers and schools struggle to implement apprenticeship programs. Also, even though we've been doing a lot of apprenticeship initiatives throughout our State equity gaps still exist.
 - We need to use aggregate LMI data to make sure that we make sound decisions within and impacting our industry needs.
 - We can create expansive collaborations that will nurture, regional and cluster-based collaborations and industry, academic institutions and communities to innovate new and novel ideas with work-based learning, especially through the apprenticeship model. And we are doing that now in the Inland Empire.

- Secondly, we have a charge as educators, both secondary and post-secondary institutions, to intentionally collaborate, to help achieve 500,000 earn and learn apprentices by 2029.
- The Launch Apprenticeship Network is answering this charge.
 - Shared history, LAUNCH was started in 2018 by the by the Inland Empire Desert Regional Consortium (IEDRC). LAUNCH is now hosted with The Foundation of Community Colleges, which definitely lets us expand our reach throughout the State.
 - And with that LAUNCH can leverage the workforce and educational systems of several regions, such as community colleges K- 12 Districts, Workforce Development Boards and successfully implementing apprenticeship initiatives throughout the State, such as nursing launch also acts as an intermediary for schools and entities.
 - LAUNCH makes apprenticeship easily accessible and effective for those who want to, partner within this collaborative sector.
- What is an intermediary structure? It is a 3-tiered approach. It is industry led and apprentice centered. See presentation slide below.



- The diagram depicts how schools, LAUNCH and accrediting agencies work all together within a regional committee led by industry. The schools and the LEAs provide the administrative services to register and operate the apprenticeship program, recruit, retain high touch point support programs, counseling.
- The industry partners provide work-based learning experiences for apprentices through employment and targeting up skilling.
- LAUNCH will always work with the employer to determine what OJT is, what competencies and what work processes must be completed within the standards.
- And lastly, schools and LEAs provide the related educational component.
- We want to compound theoretical learning, clinical hands-on activities with real-world application.
- The goal is Apprenticeship for the health care partner experience.

APPRENTICESHIP FRAMEWORK

The Healthcare Partner Experience



- Apprenticeship for the student experience.



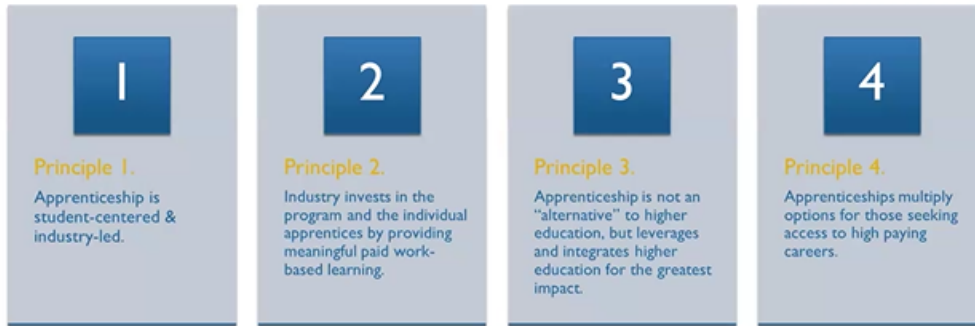
- Apprenticeship for the colleges.
 - There are also practical advantages for colleges and students, as per Ed. Code colleges can close sections, restrict enrollment and still meet open access requirements for apportionment funding. What does this mean? It means that through an aligned apprenticeship with apprenticeships, agreements in place. This allows the cost to operate closer to a contract education model, and if anyone is familiar with contract education, it's definitely a more customized approach of servicing the apprentice while still adhering to accreditation guidelines which allows them to receive public funding for instructional portions of the apprenticeship.
 - Tuition is not to be charged to the student, and the State's general budget reimburses the difference through apportionment allocations. What that means in a very simple sense, for the colleges on the call is that if you waive tuition fees of a student, then you get reimbursed by apportionment. It is not subtracted from your apportionment fund. What this means is that there's a net 0 difference for colleges providing instruction, tuition, instructional tuition or instruction tuition free.

PRACTICAL ADVANTAGES FOR COLLEGES & STUDENTS

- Colleges (LEAs) can close sections, restrict enrollment, and still meet open-access requirements for apportionment funding.
 - This allows the colleges to operate closer to a "Contract Education Model" while still receiving sustained public funding for the instructional portion of the apprenticeship.
- Tuition is not charged to the student, and the state's general budget reimburses the difference through apportionment allocations.
 - This means there is a net-zero difference for the colleges providing instruction tuition-free.
- Colleges can work with multiple industry partners to establish cohorts of apprentice students through the intermediary program sponsorship of **LAUNCH**.



Four Principles for Apprenticeship to matter within the Healthcare Industry



- This takes all the guesswork out of what a person wants to be. It's very transparent, and it definitely creates that roadmap in terms of student educational plan of what they want to complete, or an apprentice wants to complete.
- If you want to find out more about the programs at LAUNCH, scan the QR code below.

FIND OUT MORE:



LAUNCH



- Wendy shared LAUNCH in our region is because they figured it all out, and they figured it out for all the schools and all the students and all the employers. They have templates. They have the pathway on how to get these things done. "We've started more in the Inland Empire than any other region in the State and have more graduates because of LAUNCH".

Advisory Committee vote: Chaffey College and Crafton Hills College

Chaffey College and Crafton Hills College are proposing an LVN IV Therapy/ Blood Withdrawal course,

Shelly Eckvahl, Chaffey College, IV Therapy and Blood Withdrawal course

- Overview of course. The college had been working on developing this course since before the pandemic.
- Chaffey will offer the as a non-credit course to make the student more employable.

Wendy Deras, Crafton Hills College, IV Blood withdrawal Therapy Course

- Overview of the 36-hour course. It will be offered through Contract Education and Community Education.

Wendy asked if there were any question for either of the programs

Wendy explained the committee voting process. The committee voted on the certificate.

While the committee was voting Carol Wagner shared her experience on the benefits of having CNAs trained In IV therapy.

The committee voted on Chaffey College, IV Blood withdrawal Therapy Course.

Yes: 24 No: 0 Abstain: 0.

The committee voted on Crafton Hills College, IV Blood withdrawal Therapy Course.

Yes: 23 No: 0 Abstain: 0.

LVN Model Curriculum Update, Wendy Deras

- Next week, the LVN model curriculum will be available that any of our schools can take and use as a plug and play model.
- We spent our regional dollars on developing this curriculum. Email Wendy if you would like to receive a copy of the curriculum.

LVN to RN Options in the Inland Empire and Other LVN Updates, Wendy Deras

- All five colleges offer a bridge program an LVN to RN program (Palo Verde College, College of the Desert, Copper Mountain College, Riverside City College, and Chaffey College).
- In our community LVN can go to one of our community colleges that has an RN program and find that bridge program though these programs are unique to each school. The prerequisites for each of the bridge programs and length are different between schools.
- Crafton Hills college is in process of creating an LVN program. It will be a 16-month program, and it will be 50/50 general population admittance and the other 50% will be an apprenticeship model. Estimated start is 2025. They're actively working on getting that started, because, as the labor market showed, we have a huge gap for LVNs.
- Upcoming NCLEX changes / licensing test requirement for their state board.

Wendy asked one of the Nursing Directors to speak to the changes with Nextgen and LVN

- Shelley Eckvahl shared the changes went into practice last April. Pass rates seem to be higher now.
- The National Council of State Boards of Nursing recognized students were not recognizing cues, so they set up this whole way of evaluating or testing for clinical judgment, or clinical decision making. And so, they have changed the way students need to think, but it's only doing like 5% of the test. I think maybe it's 10% of the test questions are considered next gen questions. But they're very intricate. They're very involved. They are case study based.
- There are all different sorts of types of questions that they have, and the way that we prepared for it was in our case we used. ATI
- Theresa Becker shared she agreed with Shelly. They use ATI which makes a big difference because the students are used to that type of testing. Palo Verde does take advantage of the professional development activities to increase the interactive learning in the classroom, along with case studies. They have not seen a change in pass rates, but there have been small classes, so makes big difference to not see any changes.

- The NCSBN did some research and found that new grads were not prepared. And clinical judgment was identified as one of the primary issues. So, the new test, or next Gen is based on and has changed to include clinical judgment questions. So, they are in case study format. And the students have to go into electronic health records and find the data that they need to answer the questions. It really makes them find what's pertinent, find what's important to this person and this type of questioning. So, their case studies, including EHRs and preparation has helped. We have changed quite a few things. So, in our classes, day to day we have case studies that we include including some of those EHR aspects so that they aren't brand new for the students to see. We do have it in our testing system. And then we've added some language changes to our everyday teaching, including in the clinical setting.

What the Board of Vocational Nursing and Psychiatric Technician changes have been over this last year, if any that you must comply with? What are the challenges?

- Anatomy & Physiology for our program is it prerequisite, and it's not integrated in the in the curriculum itself. We had to actually make that term one of our semester when they call it term. We call it semester, one of the programs and then everything else is, you know, then the first semester is term 2, and second is term there. So that was the only real change. I've heard a lot of you know. The instructional plan, the map, anatomy, physiology, or any other prerequisite, is considered term one. The students are given 54 hours for that class.
- They've updated all the forms. So, make sure you get your forms off the website and not anything you have saved, or else we'll return it back to you. And from my understanding on what Shelly was saying. I think that there's going to be a big change in ours and how we account for those hours. The research shows that we California has the highest required number of hours for LVN programs. Yet we don't see a difference in our success and in clicks pass rates and in comparison. So, I think that that's what's coming down the pipe.

Content area that wanted to be discussed high school to college career pathways from CNA to LVN. We have 5 colleges currently with an LVN program, and we have some K 12 partners here that are interested in talking to build these pathways. Has anything been done, or is anything in the works at any of your colleges with a CNA to LVN.

- College of the Desert is actively working on is getting dual enrollment CNA, so that they can take it when they're in high school, and then and I guess this also at this time we can mention that we are offering our pre-reqs to our LVN program as dual enrollment. We're piloting that through a grant this next this coming year.
- Palo Verde has pre-reqs re dual enrollment. And now we don't have anything that sounds great. Sarah, I'd love to hear more about the dual enrollment CNA.
- RCC shared we have a dual enrollment at our local high schools. We also have a C-Cap dual enrollment RN program. They're offered courses starting in ninth grade. The high school program starting in 9th grade they take courses throughout, and they come over for a semester. After one semester of college they enter our RN program.

Industry Skills Panel

- Carol Wagner, Director of Clinical Initiatives, State for Providence Healthcare Group.
- Jerome De Jesus, Case Manager Riverside, University health Systems, and concurrently, I also am a hospice administrator and a hospice director of nursing services.
- Jessica McFarlane, Regional Director of Recruitment, PACs.

Question: Do you hire LVNs? And if so, what do you expect them to have when coming into your job? And by that, I mean is an LVN license enough. Do you need a CIs. Do you need IV therapy? What is required to work at your facility?

- Carol Wagner - We want is a committed intelligent, proactive, caring candidate.

- Jerome – we do hire new grads. The biggest problem that he sees is their confidence level.
- Jessica - Exactly what Carol and Jerome said. So, I am the individual that's looking at resumes and scheduling those interviews, making those calls. So typically, our buildings, either. Like to see, you know, tenure at a previous employer. New grad, choppy work. History is something that typically deters a facility just because we're looking for. You know, nurses to stay. Our patients are there long term and kind of get attached to our nurses. So that's something that's important that I look for before sending them for interview.

Question: What does your hiring process look like at your institution? Is it online in person? How do they know you have jobs available, and what advice would you give them as they are applying to your facility?

- Jessica shared we make it easy. I've actually created a website with all of the facilities that I support throughout both the Inland Empire and Arizona. Where they can go in and schedule themselves for interview. But in terms of, you know, looking at open positions, we also created a separate website called Sniff jobs.com. And that links to all of the facilities that Pax currently supports from an administrative standpoint. And nurses. Or you know, students can actually see all of our job openings there. From there it takes them to a quick application. It typically takes someone anywhere from one to 3 min to complete asking for a very basic information.
- Jerome shared Our practice for hiring is very different. We normally don't. look at the online applications very much when they call in. If they ask us if there's an opening, or if we have an ad, we usually tell them to come in and fill out an application, and they get in their interview right on the spot.

Question: Are there any skills they're lacking that we should consider helping them with at the college.

- Jerome shared honestly, what I've seen from new grads is really the med pass, trache care, trache suctioning. They seem to be petrified when they see Traches for the first time. They're more confident with wound cares. I guess, because you follow you follow the instruction on the order, and everything is right there.
- Jessica shared or new grads. It's really just don't downplay that clinical experience that they've received. So, add in, you know, all that clinical experience. So, I one I can see it. But also, I can pass that along to our DONs or DSDs whoever's conducting that interview.

Question: We know every year we hear almost the same thing with interpersonal skills. But I want to know if it's better or worse, or if we need to focus on specific interpersonal skills for our new grads coming out.

- It seems like candidates that share about the personal skills are the ones who get hired.
- Jerome shared good interpersonal skills.
- Carol shared that's a tough one for me to answer, only because I'm not facilitating those interviews at the facility level. But in just you know, small communication kind of understanding their experience. mean just having that candidate be open.

Question: Over the last year with technology that we need to consider incorporating into the curriculum.

- Jerome shared that he didn't think anything changed.
- Jessica shared e use an electronic system for charting. But most of the time our nurses' new grads, you know, doesn't matter. Age they can. They can get a grasp on it quickly.
- Carol shared You might want to have some kind of ethics behind how you use an electronic medical record because nurses, I still see multiple deficiencies from nurses leaving things open. and someone else being able to see them. And the other thing is they shouldn't be using copy paste for their charting.

Question: How many openings do you have right now?

Jessica shared I do have an exact number. I have 13 total of the 13.

Jerome shared he didn't have exact numbers. He thought that staffing was very fluid.

Susan Veldey, Eisenhower Health - I'm very involved in our community and recruiting and getting out to the schools and events, and I absolutely love it so. I'm not even sure how many positions. You know, they're a very integral part of the healthcare team. you know, we I go out to health fairs and career fairs. As Janet had written in the chat. We do work very closely with COD and have an LVN to our end program. And I just hired one of the new grads who is an LVN. We do ask that they have the IV certification.

Pomona Valley Hospital, Riverside Community Hospital is hiring LVNs

The advisory committee went to breakout rooms.

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K12	5
Community College	19
Adult school	6
Employer	5
Community Stakeholder	4