

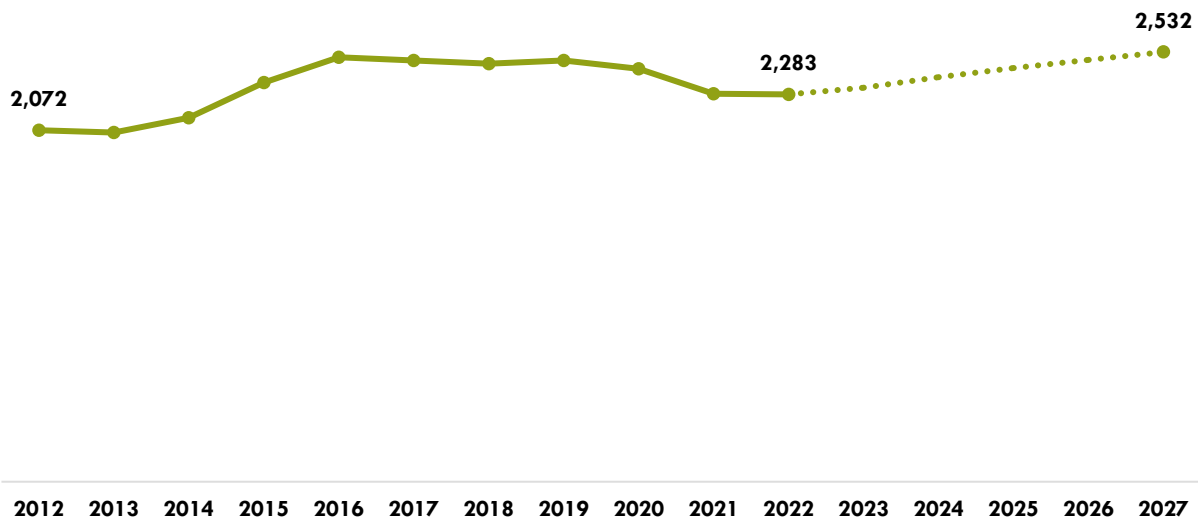


Licensed Vocational Nursing Labor Market Analysis

Employment

Exhibit 1a shows trends for Licensed Practical and Licensed Vocational Nurses (*Licensed Vocational Nurses*) for San Joaquin, Stanislaus and Tuolumne Counties. Between 2022 to 2027, the number of jobs for *Licensed Vocational Nurses* is projected to increase by 231 jobs representing a growth rate of 11%.

Exhibit 1a. Historical employment and projected occupational demand *Licensed Vocational Nurses* in the THREE-COUNTY AREA, 2012-2027



Licensed Vocational Nurses in the THREE-COUNTY AREA employed 2,283, workers in 2022 (Exhibit 1b).

Exhibit 1b. Current employment and projected occupational demand for *Licensed Vocational Nurses* in the THREE-COUNTY AREA, 2022-2027

Occupation	2022 Jobs	2027 Jobs	5-Year Change	5-Year % Change	Annual Openings
Licensed Practical and Licensed Vocational Nurses	2,283	2,532	250	11%	231

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Wages

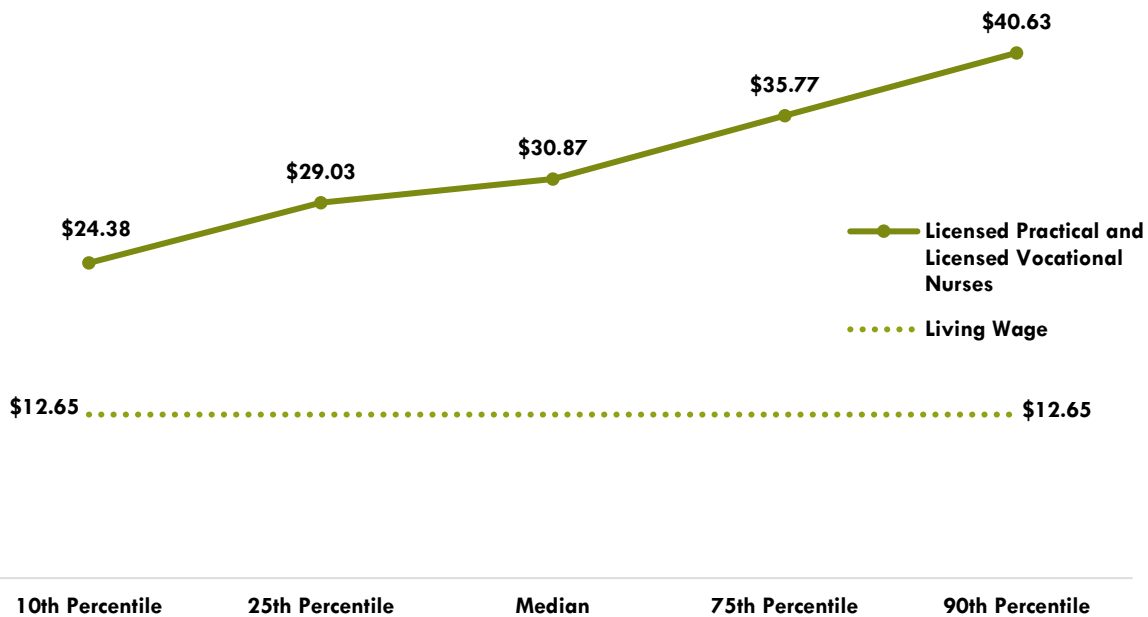
The average living wage for a single adult in the North Central Valley/Northern Mother Lode (NCV/NML) subregion is \$12.65/hour.¹ Exhibit 2a shows the highest entry-level hourly wage for *Licensed Vocational Nurses*, \$20.03/hour.²

Exhibit 2a. Hourly wages for Licensed Vocational Nurses in the THREE-COUNTY AREA

Occupation	Pct. 25 Hourly Wages	Median Hourly Wages	Pct. 75 Hourly Wages
Licensed Practical and Licensed Vocational Nurses	\$29.03	\$30.87	\$35.77

Exhibit 2b shows the average hourly wages for *Licensed Vocational Nurses*; the average entry-level wage is more than the living wage for the NCV/NML subregion.

Exhibit 2b. Average hourly wages for Licensed Vocational Nurses in the THREE-COUNTY AREA



¹ The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

² Note: 10th and 25th percentiles are considered entry-level wages while 75th and 90th are considered experienced wages, which may be obtained through long-term employment or extra training, etc.

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Job Postings

There were 320 unique job postings for *Licensed Vocational Nurses* in the THREE-COUNTY AREA from September 2023 to February 2024.³

Top Employers

The top employers with the most job postings are listed in Exhibit 3. The top employers in online job postings were Maxim Healthcare Services, Ro Health, and Adventist Health.

Exhibit 3. Top employers of *Licensed Vocational Nurses* in job postings

Employer	Job Postings
Maxim Healthcare Services	22
Ro Health	15
Adventist Health	14
Covenant Living Communities and Services	14
Sutter Health	13
Pinnacle Treatment Centers	10
Aveanna Healthcare	7
Redwood Family Care Network	7
Brookside Care Center	7
Golden Valley Health CTRS	5

Top Job Titles

Exhibit 4 shows the most common job titles for *Licensed Vocational Nurses* in the THREE-COUNTY AREA.

Exhibit 4. Top job titles in job postings for *Licensed Vocational Nurses*

Job Title	Job Postings
Licensed Vocational Nurses	102
Correctional Licensed Vocational Nurses	36
Licensed Practical Nurses/Licensed Vocational Nurses	23
Home Health Registered Nurses	10
Licensed Practical Nurses	9
Outpatient Registered Nurses	6
Pediatric Home Health Nurses	4
NOC Specialists	4
Home Health Aides	4
Morning Managers	4

³ Other than occupational titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

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Salaries

Exhibit 5 shows the “Market Salaries” for *Licensed Vocational Nurses*. These are calculated by Lightcast using a machine learning model built from millions of job postings every year. This accounts for adjustments based on location, industry, skills, experience, education, among other variables.

Exhibit 5. Market salaries for Licensed Vocational Nurses

Salary Range	Job Postings
\$63,000-\$69,999	83
\$70,000-\$76,999	75
\$56,000-\$62,999	70
\$77,000-\$83,999	32
\$105,000-\$259,000	18

Education

Of the 320 job postings, 175 listed a preferred or minimum educational requirement for the position being filled. Among those, 12% listed a high school diploma or GED, 46% requested an associate degree, and 7% requested a bachelor’s degree (Exhibit 6).

Exhibit 6. Education levels requested in job postings for Licensed Vocational Nurses

Education Level	Job Postings	% of Job Postings
Associate degree	146	46%
High school or GED	39	12%
Bachelor's degree	23	7%
Master's degree	7	2%
Ph.D. or professional degree	2	1%

Baseline, Specialized, and Software Skills

Exhibit 7 depicts the top baseline, specialized, and software skills in job postings. The most commonly requested baseline skill is communication. The most commonly requested specialized skill is nursing. The most commonly requested software skill is Microsoft Office.

Exhibit 7. In-demand baseline, specialized, and software skills for Licensed Vocational Nurses in job postings

Baseline Skills	Specialized Skills	Software Skills
Communication	Nursing	Microsoft Office
Organizational Skills	Nursing Care	Microsoft Excel
Transcribing	Medication Administration	Microsoft Outlook
Teaching	Home Health Care	Spreadsheets
Planning	Nursing Homes	SAP S 4HANA

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Certifications

Among the 320 job postings, there were 285 certifications listed. Among those, 89% indicated a need for a Licensed Vocational Nurse (LVN), 36% indicated Registered Nurse (RN) and 34% indicated Licensed Practical Nurse (LPN) This latter certification requirement demonstrates that out-of-state employers are soliciting workers or “phishing” in the THREE-COUNTY AREA (Exhibit 8).

Exhibit 8. Top Licensed Vocational Nurses certifications requested in job postings

Certifications	Percent
Licensed Vocational Nurse (LVN)	89%
Registered Nurse (RN)	36%
Licensed Practical Nurse (LPN)	34%
Basic Life Support (BLS) Certification	17%
Cardiopulmonary Resuscitation (CPR) Certification	16%

Education, Work Experience, & Training

A postsecondary nondegree award is typically required for *Licensed Vocational Nurses* (Exhibit 9).

Exhibit 9. Education, work experience, training, and Current Population Survey results for Licensed Vocational Nurses⁴

Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	CPS
Licensed Practical and Licensed Vocational Nurses	Postsecondary nondegree award	None	None	73.3%

⁴ “Labor Force Statistics from the Current Population Survey,” Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

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Supply

An analysis of program data from the Integrated Postsecondary Education Data System (IPEDS) for the last three program years (PY) shows that, on average, 70 awards were conferred in the THREE-COUNTY AREA (Exhibits 10 and 11).

Exhibit 10. TOP and CIP codes for Licensed Vocational Nurses

TOP Titles	CIP Titles
12530.20 – Licensed Vocational Nursing	51.3901 Licensed Practical/Vocational Training

Exhibit 11. Postsecondary supply for Licensed Vocational Nurses for PY 2019-20 through PY 2021-22

TOP/CIP Code - Title	College	Associate Degree	2 < 4 Years	30 < 60 Units	16 < 30 Units	Other Awards	Subtotal
123020 - Licensed Vocational Nursing	Bakersfield			22			22
	Cerro Coso	11		14			25
	Merced	23		23			46
	Reedley College	7		11			19
	San Joaquin Valley College-Madera	5			2		7
51.3901 - Licensed Practical/Vocational Nurse Training	Clovis Adult Education					56	56
	San Joaquin Valley College-Visalia	36					36
	Santa Barbara Business College-Bakersfield		18			28	46
	Xavier College School of Nursing					70*	70*
THREE-COUNTY AREA						70	70
CVML REGION TOTAL		83	18	71	2	154	326

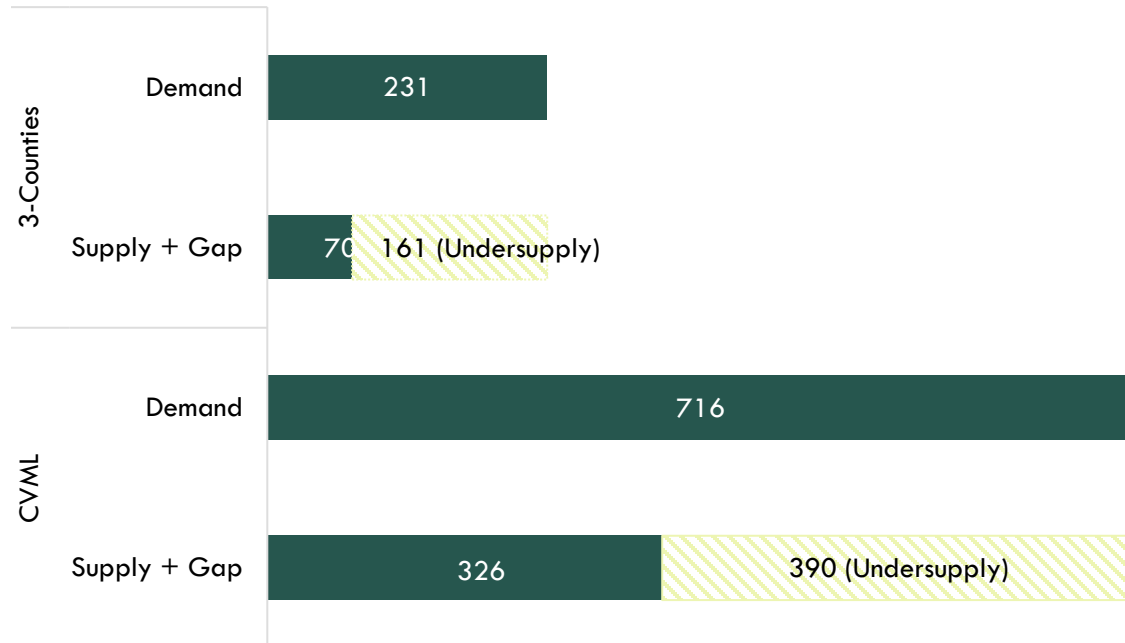
*THREE-COUNTY AREA awards

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There is an undersupply of 161 *Licensed Vocational Nurses* workers in the THREE-COUNTY AREA and an undersupply of 390 of these workers in the region (Exhibit 12).

Exhibit 12. Licensed Vocational Nurses workforce demand (annual job openings), postsecondary awards (supply), and additional students needed to fill gap in the THREE-COUNTY AREA and across the Central Valley/Mother Lode (CVML) region



Student Outcomes

Exhibits 13a-13b summarize outcomes from California Community College Chancellor’s LaunchBoard for the Licensed Vocational Nursing TOP code. There was no data for the three-county area; therefore, the NCV/NML subregional data was used instead.

Notably, 66% of students obtained a job closely related to their field of study and 63% of students attained a living wage in the subregion.

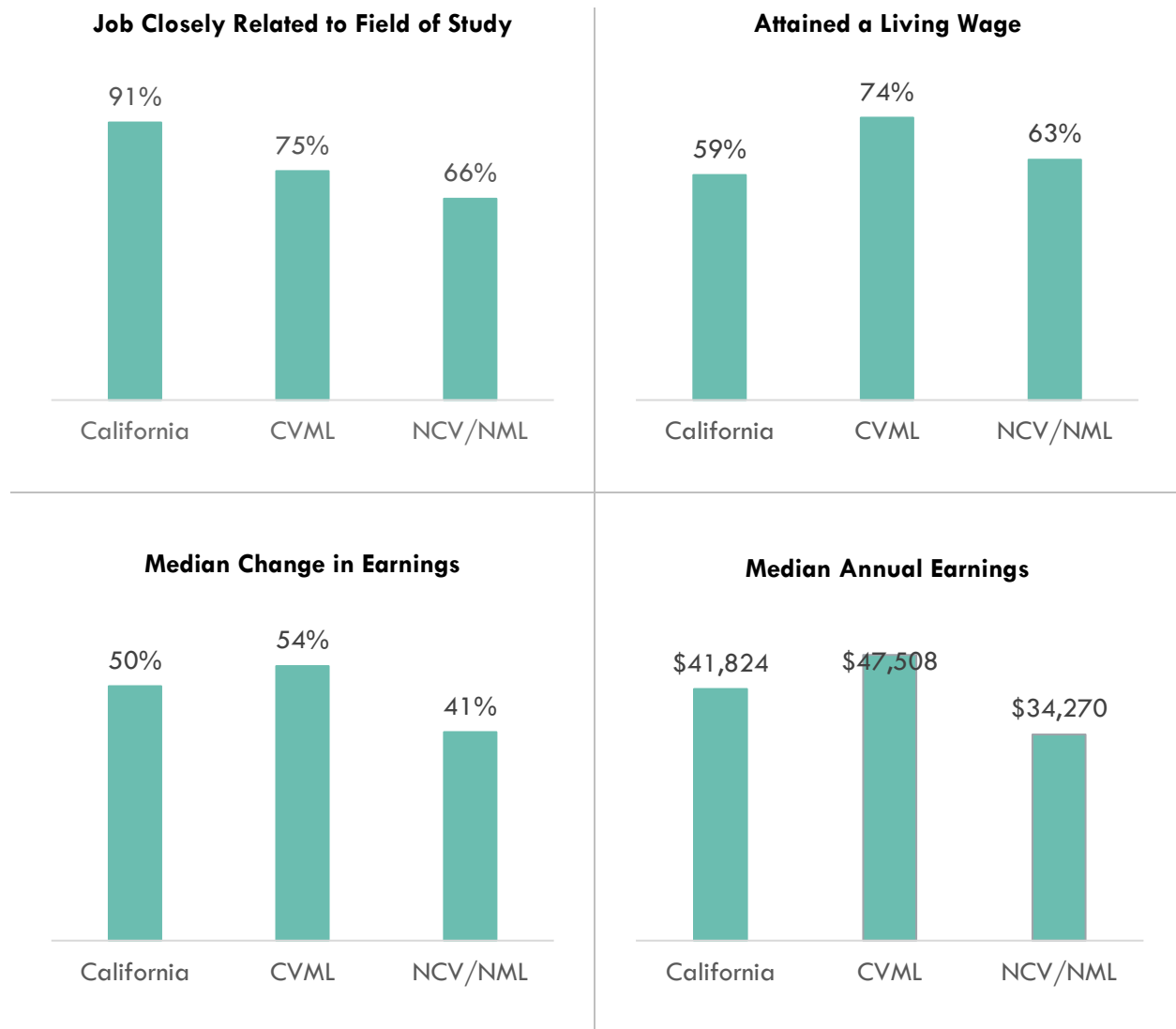
Exhibit 13a. LaunchBoard Metrics for TOP 1230.20 – Licensed Vocational Nurses in the NCV/NML subregion

Metric	
Students Who Got a Degree or Certificate or Attained Apprenticeship Journey Status	11

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Exhibit 13b. LaunchBoard Metrics for TOP 1230.20 – Licensed Vocational Nurses in California, CVML region, and NCV/NML subregion



Recommendation

This report suggests there is a shortage of 161 workers in the THREE-COUNTY AREA and a shortage of 390 workers across the CVML region for *Licensed Vocational Nurses*. Based on these findings, it is recommended that Modesto Junior College work with the regional directors, the college's advisory board, and local industry in the addition of programs to address the shortage of *Licensed Vocational Nurses* workers in the THREE-COUNTY AREA and across the region.

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Appendix: Methodology & Data Sources

Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor's Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (Lightcast). Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Lightcast earnings by industry: economicmodeling.com.
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: https://www.bls.gov/emp/tables/educational-attainment.htm .
LaunchBoard	Chancellor's LaunchBoard. https://www.calpassplus.org/LaunchBoard/SWP.aspx
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: labormarketinfo.edd.ca.gov .
Job Posting and Skills Data	Lightcast: https://lightcast.io/ .
Additional Education Requirements/ Employer Preferences	The O*NET Job Zone database includes over 900 as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: onetonline.org .

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Key Terms and Concepts

Annual Job Openings: Annual openings are calculated by dividing the number of years in the projection period by total job openings.

Education Attainment Level: The highest education attainment level of workers age 25 years or older.

Employment Estimate: The total number of workers currently employed.

Employment Projections: Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (LIGHTCAST) formula that includes historical employment and economic indicators along with national, state and local trends.

LaunchBoard (Attained the Living Wage): Among SWP students who exited college and did not transfer to any postsecondary institution, the proportion who attained the district county living wage for a single adult measured immediately following academic year of exit

LaunchBoard (Median Annual Earnings): Among SWP students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit.

LaunchBoard (Median Change in Earnings): Among SWP students who exited and who did not transfer to any postsecondary institution, median change in earnings between the second quarter prior to the beginning of the academic year of entry and the second quarter after the end of the academic year of exit from the last college attended.

LaunchBoard (Job Closely Related to Field of Study): Among SWP students who responded to the CTE Outcomes Survey and did not transfer to any postsecondary institution, the proportion who reported that they are working in a job very closely or closely related to their field of study.

Living Wage: The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

Occupation: An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

Percent Change: Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

Replacements: Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

Total Job Openings (New + Replacements): Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

Typical Education Requirement: represents the typical education level most workers need to enter an occupation.

Typical On-The-Job Training: indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.

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Centers of Excellence, Economic and Workforce Development Program

