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Labor Market Analysis

Vocational Nursing



Prepared by Central Valley/Mother Lode Center of Excellence



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Summary

The Central Valley/Mother Lode Center of Excellence developed this report for Bakersfield College to determine whether there is demand in the local labor market that is not being met by the supply from postsecondary programs. This report summarizes labor market demand, wages, skills, and postsecondary supply for:

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

Key Findings

- **Occupational Demand** — *Licensed Practical and Licensed Vocational Nurses* have a labor market demand of 447 annual job openings in the South Central Valley/Southern Mother Lode (SCV/SML) subregion.
- **Wages** — The average entry-level wage (25th percentile) for *Licensed Practical and Licensed Vocational Nurses* is \$29.69/hour, which is higher than the living wage in the SCV/SML subregion.
- **Employers** — Employers in the SCV/SML subregion include FullShift Staffing, Adventist Health, and Maxim Healthcare Services.
- **Skills** — The top baseline skill is communication; the top specialized skill is nursing; and the top software skill is HealthStream.
- **Education** — A postsecondary nondegree award is typically required for *Licensed Practical and Licensed Vocational Nurses*.
- **Supply and Demand Analysis** — Based on 447 annual openings (i.e., demand) and 230 postsecondary degrees awarded (i.e., supply), an analysis of supply and demand suggests there is an undersupply of 217 workers in the SCV/SML subregion. In the CVML region, 332 awards were conferred suggesting an undersupply of 387 workers (based on 719 annual openings in the CVML region).

Recommendation

Based on a comparison of demand and supply, there is an undersupply of trained workers in the SCV/SML subregion and the CVML region. The Center of Excellence recommends that Bakersfield College work with the regional directors, the college's advisory board, and local industry in the creation or expansion of programs to address the shortage of workers.

Introduction

The Central Valley/Mother Lode Center of Excellence developed this report to provide Bakersfield College with labor market information for *Licensed Practical and Licensed Vocational Nurses*. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. Analysis of the program and occupational data related to *Licensed Practical and Licensed Vocational Nurses* is included in the report. The Standard Occupational Classification (SOC) System codes and occupational titles used in this report are from the Bureau of Labor Statistics and O*NET OnLine.

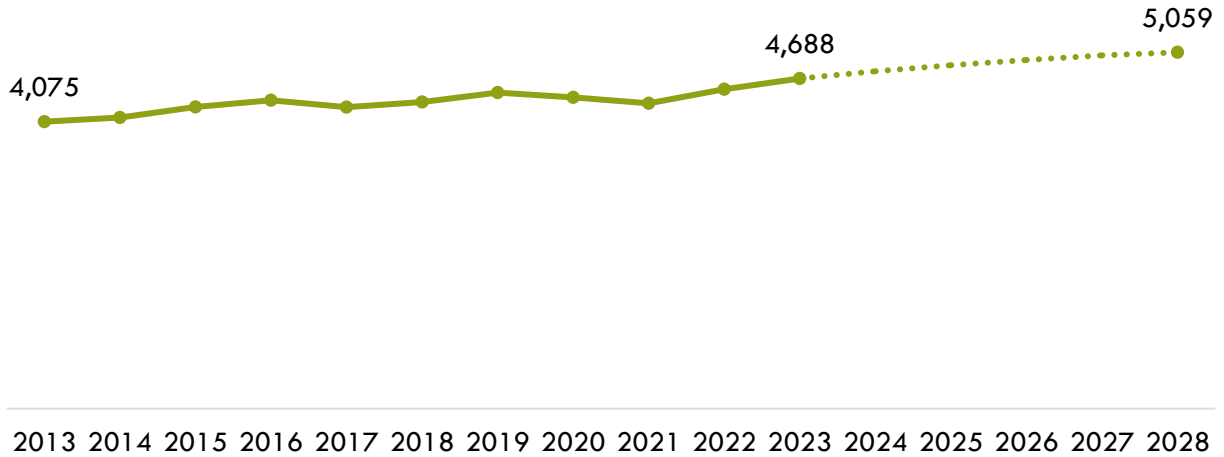
Licensed Practical and Licensed Vocational Nurses (SOC 29-2061)

- **Job Description:** 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.
- **Knowledge:** Customer and Personal Service, English Language, Psychology, Medicine and Dentistry, Administration and Management
- **Skills:** Service Orientation, Coordination, Social Perceptiveness, Active Listening, Monitoring

Employment

Exhibit 1a shows employment trends for *Licensed Practical and Licensed Vocational Nurses* in the SCV/SML subregion. Between 2023 to 2028, the number of jobs for *Licensed Practical and Licensed Vocational Nurses* is projected to increase by 371, growing by 8%.

Exhibit 1a. Historical employment and projected occupational demand for *Licensed Practical and Licensed Vocational Nurses* in the SCV/SML subregion, 2023-2028



There were 4,688 *Licensed Practical and Licensed Vocational Nurses* employed in the SCV/SML subregion in 2023 (Exhibit 1b). *Licensed Practical and Licensed Vocational Nurses* are projected to have 447 annual openings through 2028.

Exhibit 1b. Current employment and projected occupational demand for *Licensed Practical and Licensed Vocational Nurses* in the SCV/SML subregion, 2023-2028

Occupation	2023 Jobs	2028 Jobs	5-Year Change	5-Year % Change	Annual Openings
Licensed Practical and Licensed Vocational Nurses	4,688	5,059	371	8%	447
TOTAL	4,688	5,059	371	8%	447

Wages

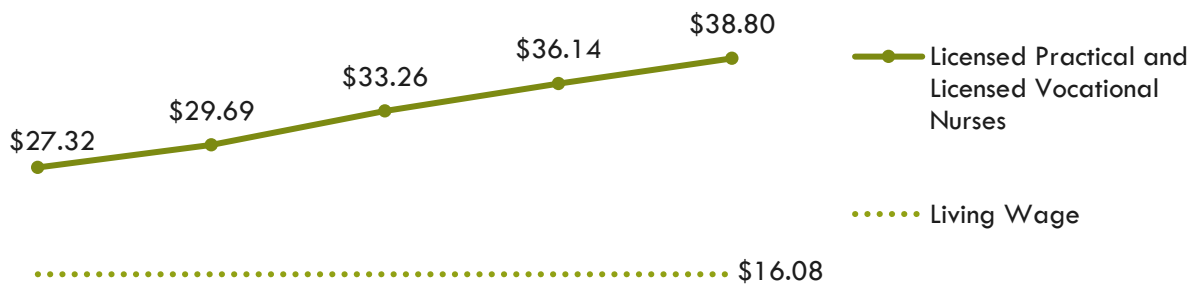
Exhibit 2a shows the hourly wages for the occupation studied in this report. The entry-level hourly wage for *Licensed Practical and Licensed Vocational Nurses* is \$29.69/hour.¹

Exhibit 2a. Hourly wages for Licensed Practical and Licensed Vocational Nurses in the SCV/SML subregion

Occupation	25 th Percentile Hourly Earnings	Median Hourly Earnings	75 th Percentile Hourly Earnings
Licensed Practical and Licensed Vocational Nurses	\$29.69	\$33.26	\$36.14

Exhibit 2b shows the average hourly wages for *Licensed Practical and Licensed Vocational Nurses*; all five average entry-level wages are above the living wage for the SCV/SML subregion.

Exhibit 2b. Average hourly wages for Licensed Practical and Licensed Vocational Nurses in the SCV/SML subregion



10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
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¹ 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.

Job Postings

There were 1,508 unique job postings for *Licensed Practical and Licensed Vocational Nurses* in the SCV/SML subregion from November 2023 to October 2024.²

Top Employers

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

Exhibit 3. Top employers

Employer
FullShift Staffing
Adventist Health
Maxim Healthcare Services
Kaweah Health
Kaiser Permanente
State of California
Community Regional Medical Center
Clinica Sierra Vista
Siri Infosolutions
Amergis

Salaries

Exhibit 4 shows the “Market Salaries” for *Licensed Practical and 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 4. Market salaries for Licensed Practical and Licensed Vocational Nurses

Market Salary	Job Postings
\$42,000-\$48,999	7
\$49,000-\$55,999	49
\$56,000-\$62,999	204
\$63,000-\$69,999	251
\$70,000-\$76,999	147
\$77,000-\$83,999	93
\$84,000-\$90,999	47
\$91,000-\$97,999	31
\$98,000+	94

² 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.

Education

Of the 1,508 unique job postings, 980 listed a preferred or minimum educational requirement (65%) for the position being filled. Among those, 18% requested a high school or GED, 70% requested an associate degree, and 9% requested a bachelor's degree (Exhibit 5).

Exhibit 5. Education levels requested in job postings for Licensed Practical and Licensed Vocational Nurses

Education Level	Job Postings	% of Job Postings
High school or GED	175	18%
Associate degree	685	70%
Bachelor's degree	90	9%
Master's degree or higher	30	3%

Baseline, Specialized, and Software Skills

Exhibit 6 depicts the top baseline, specialized, and software skills in job postings. The most common baseline skill is communication. The most common specialized skill is nursing. The most common software skill is HealthStream.

Exhibit 6. In-demand baseline, specialized, and software skills for Licensed Practical and Licensed Vocational Nurses in job postings

Baseline Skills	Specialized Skills	Software Skills
Communication	Nursing	HealthStream
Management	Nursing Care	Microsoft Excel
Transcribing	Medication Administration	Microsoft Word
Planning	Computerized Physician Order Entry	Microsoft Outlook
Incident Reporting	Infection Control	Microsoft Office

Education, Work Experience, & Training

A postsecondary nondegree award is typically required for *Licensed Practical and Licensed Vocational Nurses* (Exhibit 7).

Exhibit 7. Education, work experience, and training for *Licensed Practical and Licensed Vocational Nurses*³

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

Supply

An analysis of program data from the California Community Colleges Chancellor’s Office Datamart for the last three program years shows that, on average, 74 awards were conferred in the SCV/SML subregion (Exhibit 8 and 9).

Exhibit 8. TOP and CIP codes

TOP Titles	CIP Titles
1230.20 – Licensed Vocational Nursing	51.3901 - Licensed Practical/Vocational Nurse Training

Exhibit 9. Community College Awards in the CVML region

TOP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
1230.20	Licensed Vocational Nursing	Merced	8	58	61	42
		NCV/NML Subtotal	8	58	61	42
		Bakersfield	27	2	26	18
		Cerro Coso	11	27	23	20
		Madera	22	31	41	31
		Reedley	11	1	-	4
		SCV/SML Subtotal	71	61	90	74
Supply Total/Average			79	119	151	116

³ “Labor Force Statistics from the Current Population Survey,” Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for the occupation of interest. Exhibit 10 shows the annual and three-year average number of awards conferred by institutions in the related Classification of Instructional Programs (CIP) Code: Licensed Practical/Vocational Nurse Training (51.3901)

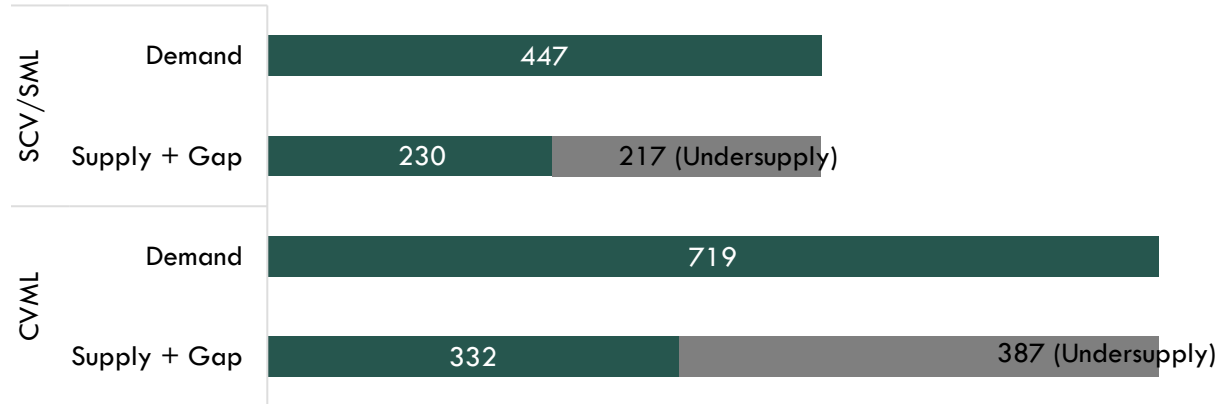
Due to different data collection periods, the most recent three-year period of available data is from 2019 to 2022. Between 2019 and 2022, there were 216 awards conferred by CVML non-community colleges in the related program(s).

Exhibit 10. Non-Community College Awards in the CVML region

CIP Code	Program	Institution	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
51.3901	Licensed Practical/Vocational Nurse Training	Xavier College School of Nursing	64	72	45	60
		NCV/NML Total	64	72	45	60
		Clovis Adult Education	46	59	72	59
		San Joaquin Valley College-Bakersfield	-	-	46	15
		San Joaquin Valley College-Visalia	52	28	52	44
		Santa Barbara Business College-Bakersfield	53	61	-	38
		SCV/SML Total	151	148	170	156
		Supply Total/Average	215	220	215	216

There is an undersupply of 217 *Licensed Practical and Licensed Vocational Nurses* in the SCV/SML subregion and 387 workers in the CVML region (Exhibit 11).

Exhibit 11. Workforce demand (annual job openings), postsecondary awards (supply), and additional students needed to fill gap in the SCV/SML subregion and CVML region



Recommendation

This report suggests there is a shortage of 217 workers in the SCV/SML subregion and a shortage of 387 workers in the CVML region for *Licensed Practical and Licensed Vocational Nurses*. Based on these findings, it is recommended Bakersfield College work with the regional directors, the college’s advisory board, and local industry in the creation or expansion of programs to address the shortage of workers in the region.

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 .

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.