

Registered Nurses

Labor Market Analysis: Imperial County

January 2021

Summary



The San Diego-Imperial Center of Excellence for Labor Market Research (COE) developed this brief to assist the region's community colleges with strategic planning and program development. According to available labor market information, *Registered Nurses* in Imperial County have a labor market demand of 61 annual job openings (while average demand for a single occupation in Imperial County is 14 annual job openings), and one educational institution in Imperial County supplies 46 awards for this occupations, suggesting that there is a supply gap in the labor market. Entry-level and median wages for this occupation are above the living wage. This brief recommends proceeding with developing a **new** program because 1) entry-level and median earnings are above the living wage; 2) a high number of annual openings exist; and 3) a supply gap exists for these positions.

Introduction

This report provides labor market information in Imperial County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

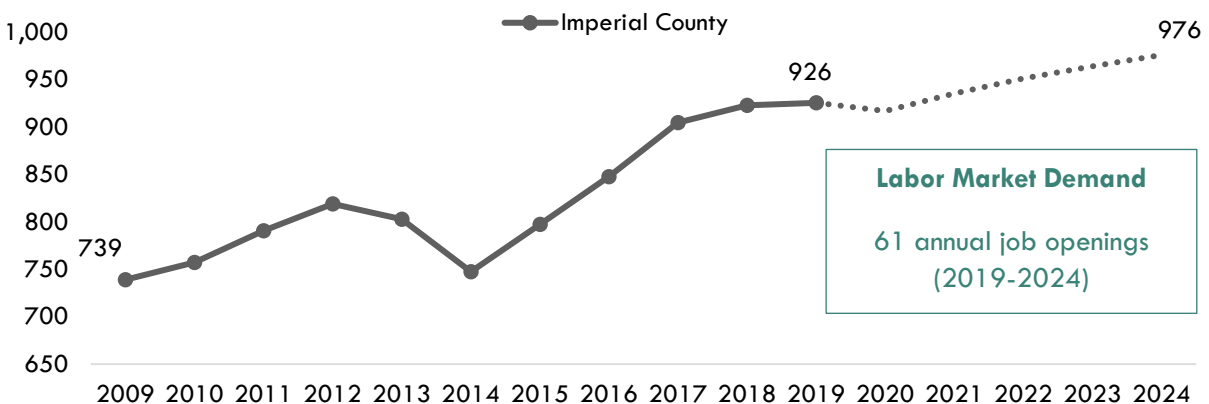
Registered Nurses (SOC 29-1141): Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Sample reported job titles include:

- Public Health Nurse
- Staff Nurse
- Progressive Care Unit Registered Nurse
- Psychiatric Mental Health Nurse
- Psychiatric Clinical Nurse Specialist
- ICU Nurse (Intensive Care Unit Nurse)
- Critical Care Registered Nurse
- Clinical Nurse Specialist
- Pediatric Clinical Nurse Specialist

Projected Occupational Demand

Between 2019 and 2024, *Registered Nurses* are projected to increase by 50 net jobs or five percent (Exhibit 1). Employers in Imperial County will need to hire 61 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

Exhibit 1: Number of Jobs for Registered Nurses (2009-2024)²



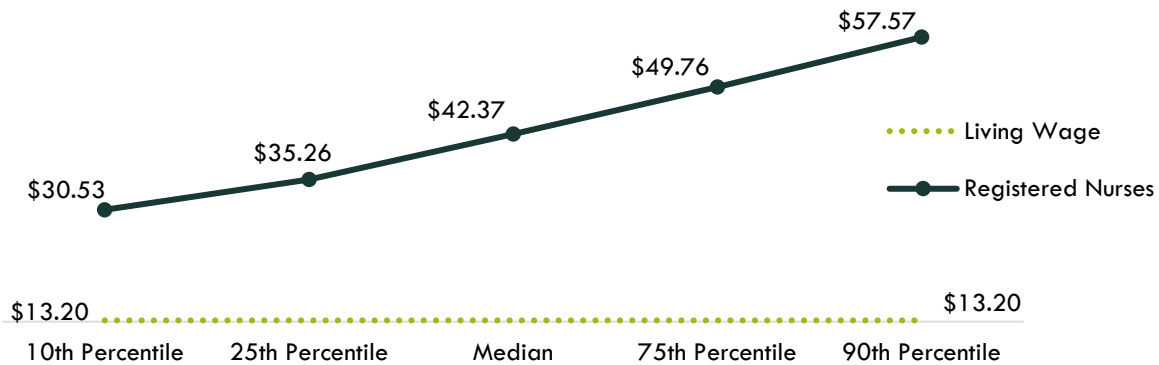
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

² Emsi 2020.04; QCEW, Non-QCEW, Self-Employed.

Earnings

Registered Nurses receive entry-level hourly earnings of \$35.26; this is more than the living wage for a household of two adults and two school-age children in Imperial County, which is \$13.20 per hour (Exhibit 2).³

Exhibit 2: Hourly Earnings⁴ for Registered Nurses in Imperial County⁵



Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.⁶ There is one TOP code and one CIP code related to Registered Nurses (Exhibit 3).

Exhibit 3: Related TOP and CIP Codes for Registered Nurses

Registered Nurses

TOP 1230.10: Registered Nursing

CIP 51.3801: Registered Nursing/ Registered Nurse

³ "California Family Needs Calculator (formerly the Self-Sufficiency Standard)," Insight: Center for Community Economic Development, last updated 2018. insightccd.org/2018-self-sufficiency-standard.

⁴ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁵ Emsi 2020.04; QCEW, Non-QCEW, Self-Employed.

⁶ TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

According to TOP data, **one** community college supplies the region with awards for this occupation, **Imperial Valley College**. According to CIP data, no non-community college supplies the region with awards (Exhibit 4).

Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2014-15 through PY2018-19 Average)

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY16-17 to PY18-19)	Other Educational Institutions 3-Yr Annual Average Awards (PY14-15 to PY16-17)	3-Yr Total Average Supply (PY14-15 to PY18-19)
1230.10	Registered Nursing	46	0	46
	• Imperial Valley	46	0	
			Total	46

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply⁷ suggests that there is a **supply gap** for this occupation in Imperial County, with **61** annual openings and **46** awards. Comparatively, there are **22,357** annual openings in California and **12,692** awards, suggesting that there is a supply gap across the state⁸ (Exhibit 5).

Exhibit 5: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

Community Colleges and Other Postsecondary Educational Institutions	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
Imperial	61	46	15
California	22,357	12,692	9,665

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

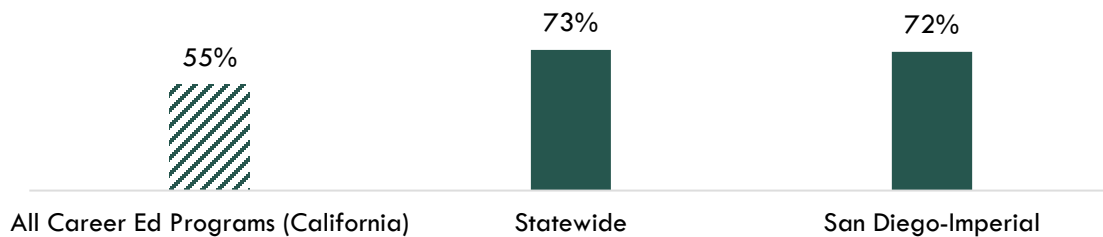
⁷ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

⁸ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/Supply-and-Demand.aspx.

Student Outcomes and Regional Comparisons

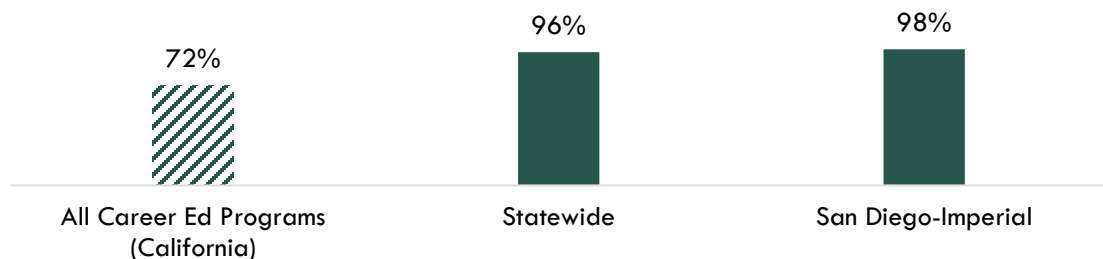
According to the California Community Colleges LaunchBoard, 72 percent of students in the San Diego-Imperial region earned a living wage after completing a Registered Nursing (TOP 1230.10) program, compared to 77 percent statewide and 55 percent of students in Career Education programs in general across the state (Exhibit 6a).⁹

Exhibit 6a: Proportion of Students Who Earned a Living Wage (Registered Nursing, PY2017-18)¹⁰



According to the California Community Colleges LaunchBoard, 98 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing Registered Nursing programs, compared to 96 percent statewide and 72 percent of students in Career Education programs in general across the state (Exhibit 6b).¹¹

Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study (Registered Nursing, PY2016-17)¹²



⁹ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁰ Among completers and skills builders who exited, the proportion of students who attained a living wage.

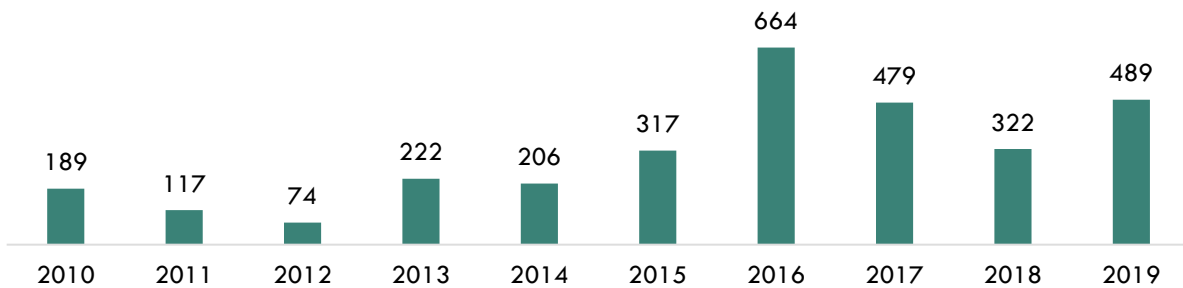
¹¹ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹² Most recent year with available data is Program Year 2016-17. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2010 and 2019, there was an average of 308 online job postings per year for *Registered Nurses* in Imperial County (Exhibit 7). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 7: Number of Online Job Postings for Registered Nurses in Imperial County (2010-2019)¹³



Top Employers

Between January 1, 2017 and December 31, 2019, the top five employers in Imperial County for this occupation were [Fresenius](#), [Accentcare](#), [El Centro Regional Medical Center](#), [Pioneers Memorial Healthcare District](#), and [Healthcare Travelers Nursing](#) based on online job postings (Exhibit 8).

Exhibit 8: Top Employers in Imperial County for Registered Nurses¹⁴

Top Employers	
<ul style="list-style-type: none"> • Fresenius • Accentcare • El Centro Regional Medical Center • Pioneers Memorial Healthcare District • Healthcare Travelers Nursing 	<ul style="list-style-type: none"> • Cariant Health Partners • Healthtrust Workforce Solutions • Onward Health • Stability Healthcare • Indian Health Service

¹³ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2019.

¹⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

Education, Skills and Certifications

Exhibit 9 indicates the educational attainment for the occupation found currently in the national labor force. The typical entry-level education is a [bachelor's degree](#).¹⁵

Exhibit 9: National Educational Attainment of Registered Nurses¹⁶

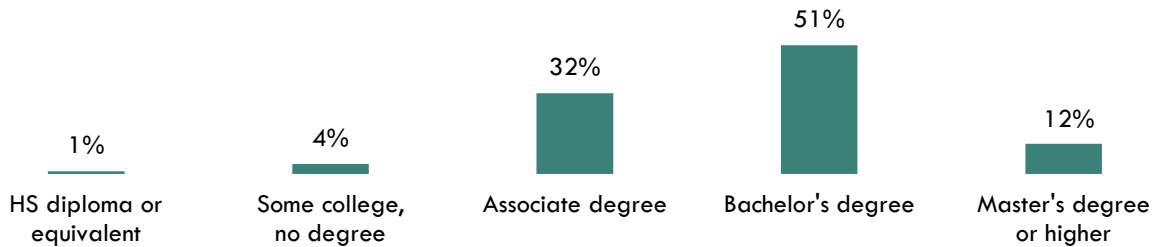


Exhibit 10 lists the top specialized, soft and software skills that appeared in online job postings between January 1, 2017 and December 31, 2019.

Exhibit 10: Top Skills for Registered Nurses in Imperial County¹⁷

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> Advanced Cardiac Life Support Patient Care Cardiopulmonary Resuscitation Treatment Planning Dialysis Acute Care Life Support Neonatal Intensive Care Unit Case Management Patient/Family Education and Instruction Employee Training Hemodialysis Home Health Critical Care Patient Evaluation 	<ul style="list-style-type: none"> Teamwork / Collaboration Planning Physical Abilities Computer Literacy Problem Solving Leadership Building Effective Relationships Research Multi-Tasking Communication Skills Organizational Skills Troubleshooting Critical Thinking Spanish Bilingual 	<ul style="list-style-type: none"> ICD-9-CM Coding Prognosis Microsoft Excel Microsoft PowerPoint Microsoft Word Facebook Hypertext Preprocessor .NET ASP.NET Active Server Pages Adobe Acrobat ICD-10 SAP Google Drive Speech Recognition

¹⁵ Emsi 2020.04; QCEW, Non-QCEW, Self-Employed.

¹⁶ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 4, 2019. bls.gov/emp/tables/educational-attainment.htm.

¹⁷ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2017 and December 31, 2019.

Exhibit 11: Top 15 Certifications for Registered Nurses in Imperial County¹⁸

Top Certifications in Online Job Postings

1. Registered Nurse
2. Advanced Cardiac Life Support (ACLS) Certification
3. Basic Life Saving (BLS)
4. First Aid CPR AED
5. American Heart Association Certification
6. Neonatal Resuscitation Program (NRP)
7. Basic Cardiac Life Support Certification
8. Pediatric Advanced Life Support (PALS) Certification
9. Critical Care Registered Nurse (CCRN)
10. Nephrology Certification
11. Certified Flight Registered Nurse
12. Chemotherapy Certified
13. Certified Registered Nurse Practitioner
14. Licensed Vocational Nurse (LVN)
15. Licensed Practical Nurse (LPN)

¹⁸ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

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Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.