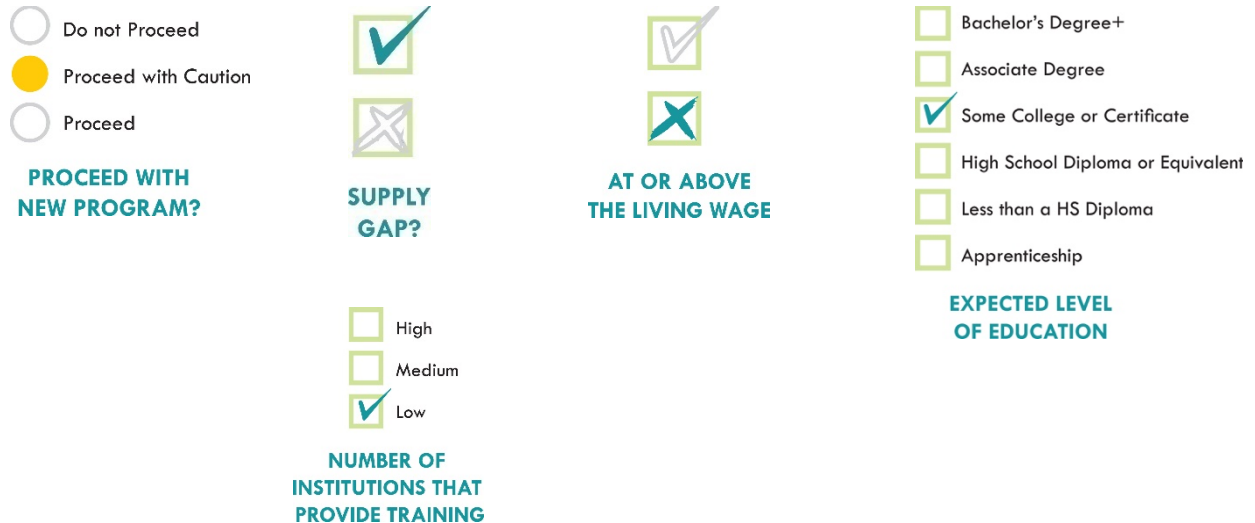


Certified Nurse Assistant

Labor Market Analysis for San Diego Continuing Education

September 2019

Summary



This report provides labor market information for occupation(s) selected by San Diego Continuing Education for its *Certified Nurse Assistant* program. The training provided by this program is likely to lead to employment as *Nursing Assistants*. According to available labor market information, the occupation has a labor market demand of 1,422 annual job openings, while average demand for an occupation in San Diego County is 277 annual job openings. Two community colleges supply the region with 91 for-credit awards: MiraCosta College and Southwestern College. (These institutions only awarded certificates with 6 to < 18 units.) San Diego Continuing Education is the only noncredit provider that reported supplying awards for this occupation—78 awards over the last three program years. In short, the region supplies 169 for-credit and noncredit awards for 1,422 annual job openings, suggesting that there is a labor market supply gap. However, the brief recommends to proceed with caution because entry-level and median earnings for this occupation are below the living wage. The expected level of education for this occupation is a postsecondary nondegree award.

Introduction

This report provides labor market information (LMI) in San Diego County for occupations related to the six-digit Taxonomy of Programs¹ (TOP) code, Certified Nurse Assistant (TOP 123030). The purpose of this brief is to assist noncredit program providers in the region, such as San Diego Continuing Education (SDCE), with program development and review. SDCE identified one occupation from the Standard Occupational Classification (SOC)² system for *Certified Nurse Assistant*, which will be the focus of this report:

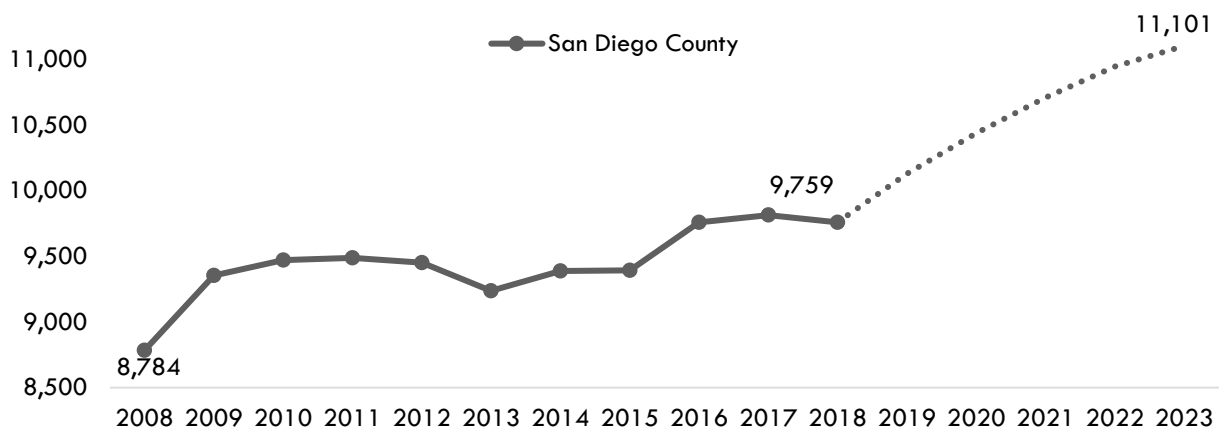
Nursing Assistants (SOC 31-1014): Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants. Sample reported job titles include:

- Nursing Assistant
- Patient Care Technician (PCT)
- Nursing Aide
- State Tested Nursing Assistant (STNA)
- Geriatric Nursing Assistant (GNA)
- Certified Nursing Assistant (CNA)
- Patient Care Assistant (PCA)
- Nurses' Aide
- Licensed Nursing Assistant (LNA)
- Certified Nurse Aide (CNA)

Projected Occupational Demand

Between 2018 and 2023, *Nursing Assistants* are projected to increase by 1,342 net jobs or 14 percent (Exhibit 1). Employers in San Diego County will need to hire 1,422 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 Nursing Assistants (2008-2023)³



¹ Taxonomy of Programs (TOP) is a system of codes used by the California Community Colleges for the purpose of collecting, calculating, or disseminating data about similar training programs.

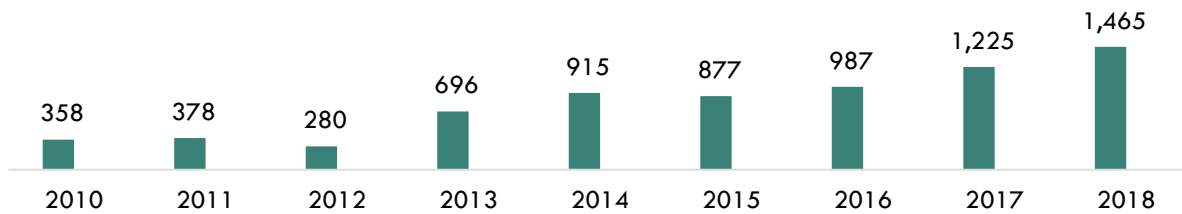
² The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc).

³ Emsi 2019.03; QCEW, Non-QCEW, Self-Employed.

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 demand that are not captured by historical data. Between 2010 and 2018, there was an average of 797 online job postings per year for *Nursing Assistants* in San Diego County (Exhibit 2).

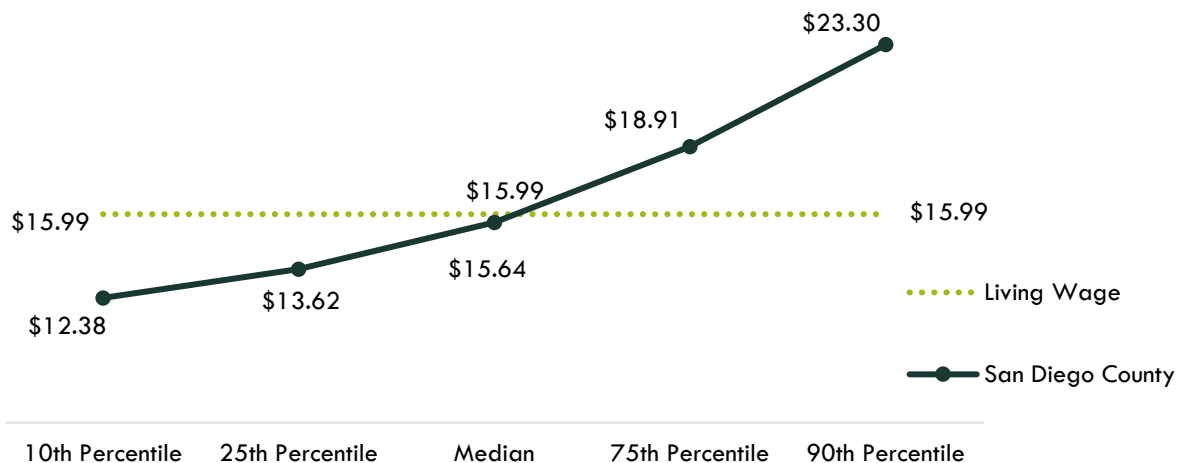
Exhibit 2: Number of Online Job Postings for *Nursing Assistants* in San Diego County (2010-2018)⁴



Earnings

Nursing Assistants have median hourly earnings of \$15.64; this is less than the living wage for a single adult in San Diego County, which is \$15.99 per hour (Exhibit 3).⁵

Exhibit 3: Hourly Earnings⁶ for *Nursing Assistants* in San Diego County⁷



⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2018.

⁵ "California Family Needs Calculator." Insight Center for Community Economic Development, last updated 2018. insightccd.org/2018-family-needs-calculator.

⁶ 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.

⁷ Emsi 2019.03; QCEW, Non-QCEW, Self-Employed.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards conferred by a course or program in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.⁸ According to TOP and CIP⁹ data, two community colleges supply the region with for-credit awards for Certified Nurse Assistant (TOP 123030): [MiraCosta College](#) and [Southwestern College](#) (Exhibit 4). The only award type was “Certificates 6 to < 18 units.”

**Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions
(Program Years 2015-16 through 2017-18)**

College	Award Type	PY 15-16	PY 16-17	PY 17-18	3-Year Avg
MiraCosta	Certificate 6 to < 18 units	81	0	0	27
Southwestern	Certificate 6 to < 18 units	0	64	128	64
Total		81	64	128	91

Note: The numbers may not add up exactly due to rounding.

In terms of noncredit awards, only San Diego Continuing Education provides noncredit awards for Certified Nurse Assistant (TOP 123030), with an average of 78 noncredit awards (Exhibit 5).

**Exhibit 5: Number of Noncredit Awards Conferred for by SDCE
(Program Years 2015-16 through 2017-18)**

Program Title	Award Type	PY 15-16	PY 16-17	PY 17-18	3-Year Avg
Nursing Assistant Training; Nurse Assistant Acute Care; Nurse Assistant Rehabilitative	Program Award	100	59	76	78

⁸ 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)

⁹ There is one CIP code related to Certified Nurse Assistant (TOP 123030): Nurse/Nursing Assistant/Aide and Patient Care Assistant/Aide (CIP 513902).

Demand vs. Supply

In short, the region supplies 169 for-credit and noncredit awards for 1,422 annual job openings, suggesting that there is a labor market supply gap (Exhibit 6).

Exhibit 6: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

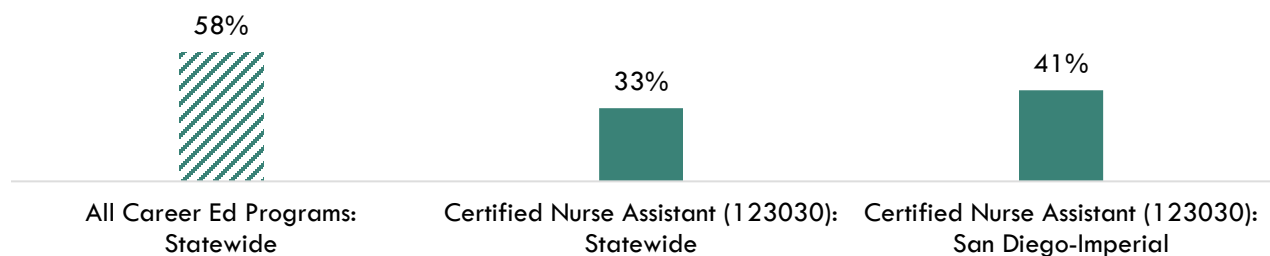
TOP6 Program	Demand (Annual Openings)	Supply (Total Annual Average Supply)		Supply Gap or Oversupply
		Noncredit	For-Credit	
Certified Nurse Assistant (TOP 123030)	1,422	78	91	1,253

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.

Student Outcomes and Regional Comparisons

According to the California Community Colleges LaunchBoard, 41 percent of students in the San Diego-Imperial region earned a living wage after completing a Certified Nurse Assistant (123030) program, compared to 33 percent statewide and 58 percent of students in Career Education programs in general across the state (Exhibit 7a).

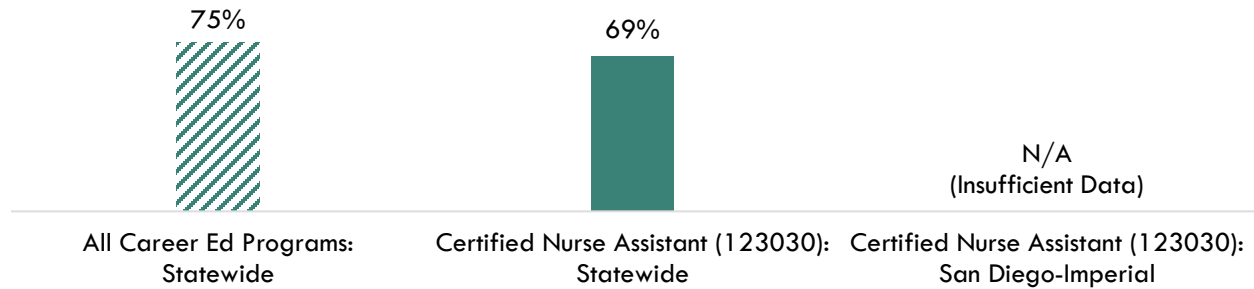
Exhibit 7a: Proportion of Students Who Earned a Living Wage, PY2015-16¹⁰



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

According to the California Community Colleges LaunchBoard, 0 percent of students (due to insufficient data) in the San Diego-Imperial region obtained a job closely related to their field of study after completing a Certified Nurse Assistant (123030) program, compared to 69 percent statewide and 75 percent of students in Career Education programs in general across the state (Exhibit 7b).

Exhibit 7b: Percentage of Students in a Job Closely Related to Field of Study, PY2014-15¹¹



Top Employers and Work Locations

Between January 1, 2016 and December 31, 2018, the top five employers in San Diego County for this occupation were Scripps Health, Providence Health & Services, Sharp Healthcare, Sunrise Senior Living, and Fresenius (Exhibit 8).

Exhibit 8: Top Employers in San Diego County for Nursing Assistants¹²

Top Employers	
<ul style="list-style-type: none"> • Scripps Health • Providence Health & Services • Sharp Healthcare • Sunrise Senior Living, Inc. • Fresenius 	<ul style="list-style-type: none"> • Ensign Services Incorporated • Palomar Health • Prime Healthcare Services • Rady Children's Hospital • Elmcroft Senior Living

¹¹ Most recent year with available data is Program Year 2014-15. 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.

¹² Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

Skills, Education, and Certifications

Exhibit 9 indicates the educational attainment for the occupation found currently in the national labor force. There is no typical on-the-job training for this occupation. The typical entry-level education is a [postsecondary nondegree award](#).¹³ Similarly, 100 percent of the online job postings between January 1, 2016 and December 31, 2018 listed [high school diploma or vocational training](#) as the educational requirement.¹⁴

Exhibit 9: National Educational Requirements for Nursing Assistants¹⁵

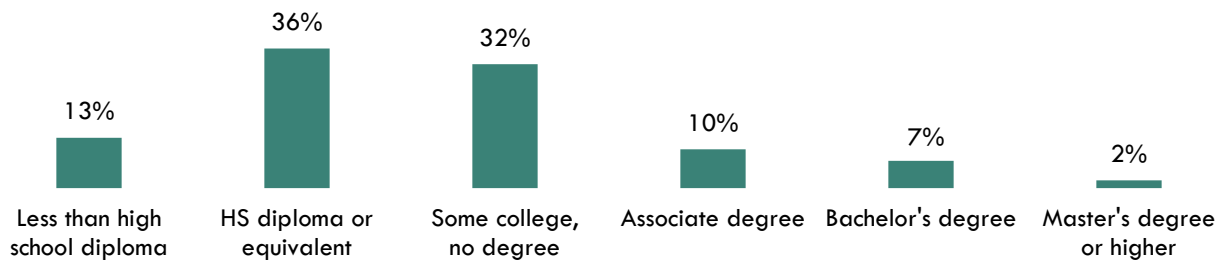


Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2016 and December 31, 2018.

Exhibit 10: Top Skills for Nursing Assistants in San Diego County¹⁶

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Patient Care • Acute Care • Patient Assistance • Cardiopulmonary Resuscitation (CPR) • Activities of Daily Living (ADL) 	<ul style="list-style-type: none"> • English • Communication Skills • Computer Literacy • Spanish • Bilingual 	<ul style="list-style-type: none"> • Microsoft Excel • Microsoft PowerPoint • Microsoft Access • Microsoft Windows • Microsoft Word

¹³ Emsi 2019.03; QCEW, Non-QCEW, Self-Employed.

¹⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

¹⁵ Emsi 2019.03; QCEW, Non-QCEW, Self-Employed.

¹⁶ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

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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.