

# Certified Nurse Assistant

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

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*This workforce demand report uses state and federal job projection data 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.*

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## Summary

- Community college certified nurse assistant programs provide the knowledge, skills, and abilities that lead to the nursing assistant occupation.
- Employment is expected to increase by 15% through 2025, with 1,157 annual job openings expected over the five-year period.
- This occupation's 50th percentile hourly earnings are \$17.27 per hour, below the regional \$24.36 per hour self-sustainable earnings standard for a single adult with one child.
- Regional community colleges have issued 108 awards annually over the last three academic years. Other postsecondary educational institutions in the region issued 154 awards annually over the last three academic years in programs related to nursing assistants.
- The Centers of Excellence cautiously recommends expanding certified nurse assistant programs to meet the regional demand for nursing assistants. For more information, see the [recommendation section](#).

## Introduction

This report aims to quantify regional supply and demand related to nursing assistants in the Inland Empire/Desert Region. California Community College certified nurse assistant (TOP 1230.30) programs prepare students for employment as nursing assistants through instruction related to routine nursing services of patients in hospitals or long-term care facilities practiced under the direction of nursing or medical staff, and specific to the nurse assistant certification examination. These programs include preparation for acute care nurse assistants (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by certified nurse assistant programs lead to the nursing assistant occupation.

### **Nursing Assistants (31-1131)**

Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants.

**Sample job titles:** Certified Medication Aide (CMA), Certified Nurse Aide (CNA), Certified Nurses Aide (CNA), Certified Nursing Assistant (CNA), Licensed Nursing Assistant (LNA), Nurses' Aide, Nursing Aide, Nursing Assistant, Patient Care Assistant (PCA), State Tested Nursing Assistant (STNA)

*Entry-Level Educational Requirement: Postsecondary nondegree award*

*Work Experience Required: None*

*Training Requirement: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 44%*

## Job Counts and Projections

In 2020, there were 8,329 nursing assistant jobs in the region. Employment for this occupation is expected to grow by 15% through 2025. Over this period, there will be 1,157 annual job openings projected for nursing assistants. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

*Exhibit 1: Five-year projections, 2020-2025*

2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
8,329	9,554	15%	5,786	1,157	21%

Source: Emsi 2021.3

A search of online job advertisements over the last 12 months for nursing assistant jobs was conducted to reveal the details about the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Over the previous 12 months, 1,252 job advertisements for nursing assistants were posted in the region. Please note that job advertisements were limited to positions that required nursing assistant certifications.

Exhibit 2 shows the number of job ads posted during the last 12 months in the region and the regional and statewide average time to fill this job. On average, regional employers fill online job advertisements for nursing assistants within 30 days. The regional average time to fill is the same as the statewide average time to fill, indicating that regional employers face similar challenges filling open positions as other employers in California.

*Exhibit 2: Job ads and time to fill*

Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
1,252	30	30

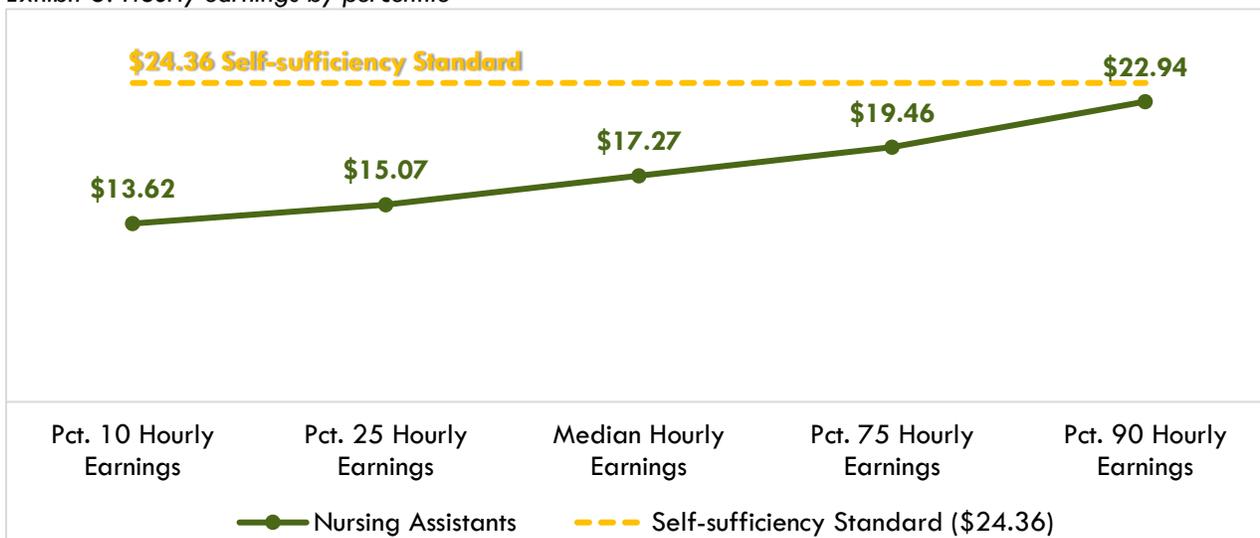
Source: Burning Glass – Labor Insights

## Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

The earnings for nursing assistants do not surpass the regional self-sustainability rate. Exhibit 3 displays the hourly earnings for nursing assistants.

Exhibit 3: Hourly earnings by percentile



Source: Emsi 2021.3

According to the occupational guides developed by the California Labor Market Information Division, benefits for nursing assistants typically include medical benefits (Detailed Occupational Guides, 2021).

### Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for nursing assistants over the last 12 months. Online job ad salary information reveals that employers are willing to pay nursing assistants a median annual salary of \$36,000, below the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. Consider the salary information with caution since only 28% (345 out of 1,252) of online job advertisements for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual earnings status.

Exhibit 4: Advertised salary information

Number of job ads	Real-Time Salary Information				Median Annual Salary
	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
345	42%	49%	6%	3%	\$36,000

Source: Burning Glass – Labor Insights

## Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers that posted ten or more job ads for nursing assistants in the region over the last 12 months. Showing employer names provides some insight into where students may find employment after completing a program. DaVita, a dialysis company, posted the most job advertisements for nursing assistants over the last 12 months.

Exhibit 5: Employers posting the most job ads for nursing assistants

Top Employers	Job Ads
DaVita Incorporated	91
Shifts by Aya Healthcare	68
Kindred Healthcare	46
Loma Linda University Health	45
Desert Regional Medical Center	45
Doctors Hospital of Riverside	37
St. Bernardine Medical Center	28
Brightstar Care	26
Hi-Desert Continuing Care Center	25
Temecula Valley Hospital	24
Raincross at Riverside – Watermark Retirement Communities	24
Chino Valley Medical Center	23
John F. Kennedy Memorial Hospital	22
Genesis HealthCare Corporation	18
Inland Valley Medical Center	17
Riverside Community Hospital	17
Highland Springs Care Center	15
Montclair Hospital Medical Center	14
Community Hospital of San Bernardino	14
Desert Valley Hospital	13
Redlands Community Hospital	12
Hi-Desert Medical Center	12

Top Employers	Job Ads
San Antonio Regional Hospital	11
All other employers	605
<b>Total</b>	<b>1,252</b>

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of specialized and employability skills employers' seek when looking for workers to fill nursing assistant positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability 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 6: Sample of in-demand skills from employer job ads

Specialized skills (n=1,049)	Employability skills
<ul style="list-style-type: none"> <li>• Cardiopulmonary Resuscitation (CPR)</li> <li>• Patient Care</li> <li>• Activities of Daily Living (ADL)</li> <li>• Patient Bathing</li> <li>• Vital Signs Measurement</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• English</li> <li>• Teamwork/Collaboration</li> <li>• Organizational Skills</li> <li>• Computer Literacy</li> </ul>

Source: Burning Glass – Labor Insights

According to the Bureau of Labor Statistics, approximately 44% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." All of the job advertisements for nursing assistants sought candidates with a high school diploma or vocational training. Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for nursing assistants.

Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements

Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
			High school or vocational training	Associate degree	Bachelor's degree or higher
Postsecondary nondegree award	44%	543	100%	-	-

Source: Emsi 2021.3, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 8 displays the work experience typically required and the real-time work experience requirements from employer job ads for nursing assistants. Most employers sought candidates with zero to two years of work experience.

*Exhibit 8: Work experience required and real-time work experience requirements*

Work Experience Typically Required	Real-Time Work Experience			
	Number of job ads	0 – 2 years	3 – 5 years	6+ years
None	475	96%	4%	-

Source: Emsi 2021.3, Burning Glass – Labor Insights

Exhibit 9 displays the certifications most frequently requested or required by employers in job ads for nursing assistants in the region over the last 12 months. To become a certified nursing assisting in California, individuals must first complete a state-approved educational program, obtain a criminal record clearance, pass the competency evaluation examination, and then obtain a license. For more information regarding licensure, please visit the California Department of Public Health's (CDPH) website (CDPH, 2021).

*Exhibit 9: Certifications most frequently required by employers*

Certification (n=1,252)	Job Ads
Certified Nursing Assistant	1,252
Basic Life Support	393
First Aid CPR AED	307

Source: Burning Glass – Labor Insights

## Student Completions and Programs Outcomes

Exhibit 10 displays completion data for California Community College certified nurse assistant (TOP 1230.30) programs between 2017 and 2020. Over the last three academic years, regional community colleges have issued 108 awards annually in certified nurse assistant programs. Palo Verde College and Riverside City College's certified nurse assistant programs have been approved by the California Department of Public Health (CDPH, 2021a). The student completion and outcome methodology are available on page 10.

*Exhibit 10: 2017-20, Annual average community college awards for certified nurse assistant programs in the Inland Empire/Desert Region*

TOP 1230.30 – Certified Nurse Assistant	Certificate requiring 6 to < 18-semester units	Total CC Annual Average Awards, Academic Years 2017-20
<b>Palo Verde</b>	39	39
<b>Riverside</b>	69	69
<b>Total</b>	<b>108</b>	<b>108</b>

Source: MIS Data Mart

Program outcome data may provide a 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 11. Among the students exiting certified nursing assistant programs in the region, the reported median annual earnings were \$25,536, and 37% attained a living wage. The outcome methodology is available in the appendix section of this report. The outcome methodology is available in the appendix section of this report.

*Exhibit 11: 1230.30 – Certified nurse assistant strong workforce program outcomes*

<b>Strong Workforce Program Metrics: 1230.30 – Certified Nurse Assistant Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Unduplicated count of enrolled students (2019-20)	403	4,102
Completed 9+ career education units in one year (2019-20)	28%	21%
Perkins Economically disadvantaged students	90%	82%
Students who attained a noncredit workforce milestone in a year (2019-20)	21%	72%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	-	375
Transferred to a four-year institution (transfers)	15	168
Job closely related to the field of study (2017-18)	-	77%
Median annual earnings (all exiters)	\$25,536	\$26,788
Median change in earnings (all exiters)	54%	26%
Attained a living wage (completers and skills-builders)	37%	35%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 12 displays awards reported by other postsecondary education providers in nursing assistant/aide and patient care assistant/aide (CIP 51.3902) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years available. On average, three other postsecondary education institutions in the region have issued 154 awards annually over the last three academic years. The training programs offered by the other postsecondary educational institutions listed below have been approved by the California Department of Public Health (CDPH, 2021a).

*Exhibit 12: Other educational provider nursing assistant/aide and patient care assistant/aide programs, three-year annual average credentials in the Inland Empire/Desert Region*

51.3902 – Nursing Assistant/Aide and Patient Care Assistant/Aide	Award <1 Academic Year	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
California Nurses Educational Institute	67	67
Riverside County Office of Education – School of Career Education	24	24
Summit College	63	63
<b>Total</b>	<b>154</b>	<b>154</b>

Source: IPEDS

## Recommendation

Community college certified nurse assistant programs provide the knowledge, skills, and abilities that lead to the nursing assistant occupation. Employment for nursing assistants is expected to increase by 15% through 2025, with 1,157 job openings expected annually. This hourly earnings for this occupation does not surpass the regional self-sustainability standard of \$24.36 per hour, indicating that workers in this occupation may struggle to sustain themselves.

Regional community colleges certified nurse assistant (TOP 1230.30) programs issued 108 annual average awards over the last three academic years. Among the students exiting certified nursing assistant programs in the region, the reported median annual earnings were \$25,536, and 37% attained a living wage. Other postsecondary educational institutions have issued 154 awards annually over the last three academic years. Combined, regional state-approved programs have issued 262 awards annually in the region.

The Centers of Excellence cautiously recommends expanding certified nurse assistant programs. While there is significant demand for more workers, the hourly earnings for this occupation fall short of the regional self-sustainability rate of \$24.36 per hour. Colleges considering this program should partner with applicable employers to document the knowledge, skills, and certifications needed for students to earn self-sustainable earnings after exiting the program.

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## Appendix: Methodology

Exhibit 10 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2017 and 2020 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

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 records. 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 in each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021 a). 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, 2021 a).

Job advertisement data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job advertisements often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or collect resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for nursing assistants in the Inland Empire/Desert Region (Riverside and San Bernardino counties combined)

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Nursing Assistants (31-1131)	8,329	1,225	15%	1,157	\$13.62 to \$22.94	\$17.27	\$36,700	Postsecondary nondegree award & None	None

Source: Emsi 2021.3