

Program Endorsement Brief: 1230.10 - Registered Nursing

Registered Nursing (AS Degree/Certificate of Achievement)

Los Angeles/Orange County Center of Excellence, October 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met	<input checked="" type="checkbox"/>	Endorsed: Some Criteria Met	<input type="checkbox"/>	Not Endorsed	<input type="checkbox"/>
Program Endorsement Criteria						
Supply Gap:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Living Wage: (Entry-Level, 25 th)	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Education:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Emerging Occupation(s)						
Yes			<input type="checkbox"/>			
			No <input checked="" type="checkbox"/>			

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *registered nurses* (29-1141). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ Although the occupation *registered nurses* typically requires a bachelor's degree, it is considered middle-skill because at least one-third of workers in the field have completed some college or an associate degree. This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupation.

Based on the available data, there appears to be a supply gap for *registered nurses* in the Los Angeles/Orange County region. In addition to this occupation's entry-level wage exceeding the self-sufficiency standard wage in both Los Angeles and Orange counties, at least one-third of incumbent workers have completed some college or an associate degree as their highest level of education. **Therefore, due to all of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be nearly **7,250 jobs available annually** in the region due to new job growth and replacements, **which is more than the 5,534 awards conferred annually** by educational institutions in the region.

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

- **Living Wage Criteria** – In Los Angeles County, the **typical entry-level hourly wage** for registered nurses is **\$45.00, which is higher than the self-sufficiency standard wage** (living wage) for one adult in the region (\$18.10 in Los Angeles County).²
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **bachelor’s degree** as the **typical entry-level education for registered nurses**.³
 - However, national-level educational attainment data indicates **34% of workers in the field have completed some college or an associate degree**.

Supply:

- Between 2017 and 2020, **21 community colleges** in the LA/OC region issued awards in nursing and registered nursing programs, conferring an **average of 1,752 awards**.
- Between 2016 and 2019, non-community college institutions in the region conferred an **average of 3,782 awards** in related training programs.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *registered nurses* (29-1141). In Los Angeles/Orange County, the number of jobs for *registered nurses* is projected to increase by 8% through 2025. There will be nearly 7,250 job openings per year through 2025 due to job growth and replacements.

This report includes employment projection data by Emsi which uses EDD information. Emsi’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁴

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	87,329	94,176	6,847	8%	5,714
Orange	23,456	25,278	1,822	8%	1,530
Total	110,785	119,453	8,668	8%	7,244

² Self-sufficiency standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 9/27/2021. For more information, visit: <http://selfsufficiencystandard.org/california>.

³ Nationally a bachelor’s degree is typically required for registered nurses, but in California, an associate degree is acceptable for entry-level employment.

⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Wages

The labor market endorsement in this report considers the hourly wages for *registered nurses* in Los Angeles County, as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County — The typical entry-level hourly wage for *registered nurses* is \$45.00, which is **above** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn approximately \$65.26, which is higher than the self-sufficiency standard wage estimate.

Orange County — The typical entry-level hourly wage for *registered nurses* is \$42.91, which is **above** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn approximately \$62.28, which is higher than the self-sufficiency standard wage estimate.

Job Postings

Over the past 12 months, there have been 69,695 online job postings for *registered nurses*. The top skills were advanced cardiac life support (ACLS), patient care, acute care, treatment planning, and case management. The top employers, by number of job postings, in the region were Anthem Blue Cross, RN Travel Healthcare, Healthcare Travelers, Memorial Care Health System, and Kaiser Permanente.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the full impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education for *registered nurses*. However, national-level educational attainment data indicates 34% of workers in the field have completed some college or an associate degree. Of the 83% of job postings listing a minimum education requirement in Los Angeles/Orange County, 5% (2,894) requested a high school or vocational training, 61% (35,376) requested an associate degree, and 34% (19,783) requested a bachelor's degree.

Educational Supply

Community College Supply — Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Nursing (1230.00) and Registered Nursing (1230.10). The colleges with the most completions in the region are Saddleback, Pasadena, and Glendale. Over the past 12 months, there were two other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
1230.00	Nursing	Glendale	33	14	-	16
		Long Beach	-	95	71	55
		LA Subtotal	33	109	71	71
Supply Subtotal/Average			33	109	71	71
1230.10	Registered Nursing	Cerritos	67	80	71	73
		Citrus	28	30	38	32
		Compton	52	55	66	58
		East LA	68	68	57	64
		El Camino	77	86	64	76
		Glendale	79	84	171	111
		LA City	60	81	63	68
		LA Harbor	48	67	48	54
		LA Pierce	63	58	62	61
		LA Southwest	35	44	43	41
		LA Trade-Tech	68	71	68	69
		LA Valley	69	68	73	70
		Long Beach	98	5	17	40
		Mt San Antonio	116	105	53	91
		Pasadena	197	174	169	180
		Rio Hondo	73	80	77	77
		Santa Monica	46	55	28	43
		LA Subtotal	1,244	1,211	1,168	1,208
		Cypress	91	102	86	93
		Golden West	81	82	85	83
		Saddleback	228	203	181	204
		Santa Ana	93	91	98	94
		OC Subtotal	493	478	450	474
Supply Subtotal/Average			1,737	1,689	1,618	1,681
Supply Total/Average			1,770	1,798	1,689	1,752

Non-Community College Supply — For a comprehensive regional supply analysis, it is important to consider the supply from non-community college institutions in the region that provide training programs for *registered nurses*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in Pre-Nursing Studies (51.1105), Registered Nursing/Registered Nurse (51.3801), and Nursing Science (51.3808).

Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 3,782 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP	Program	College	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
51.1105	Pre-Nursing Studies	LA Pacific University	42	59	55	52
51.3801	Registered Nursing/ Registered Nurse	American Career College-LA	56	58	60	58
		American University of Health Sciences	61	55	74	63
		Angeles College	4	12	15	10
		Azusa Pacific University	455	508	495	486
		Biola University	41	39	39	40
		Brandman University	3	8	7	6
		CA Career College	-	-	56	19
		CSU-Dominguez Hills	176	143	127	149
		CSU-Fullerton	284	216	285	262
		CSU-Long Beach	226	217	203	215
		CSU-Los Angeles	182	183	175	180
		CSU-Northridge	95	119	53	89
		Career Networks Institute	109	123	103	112
		Charles R Drew University of Medicine and Science	-	3	17	7
		Concordia University Irvine	101	86	125	104
		Glendale Career College	-	-	100	33
		Homestead Schools	5	16	12	11
		LA County College of Nursing & Allied Health	90	85	110	95
Mount Saint Mary's University	312	312	287	304		
Pacific College	41	30	31	34		
Stanbridge University	53	46	62	54		

CIP	Program	College	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
		Trinity School of Health and Allied Sciences	2	-	-	1
		University of Phoenix-CA	242	176	223	214
		West Coast University-LA	472	527	587	529
		West Coast University-OC	547	586	684	606
51.3808	Nursing Science	UC-Irvine	50	49	55	51
Supply Total/Average			3,649	3,656	4,040	3,782

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Registered Nurses (29-1141)	87,329	94,176	6,847	8%	5,714	\$45.00	\$54.89	\$65.26

Exhibit 5. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Registered Nurses (29-1141)	23,456	25,278	1,822	8%	1,530	\$42.91	\$52.37	\$62.28

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Registered Nurses (29-1141)	110,785	119,453	8,668	8%	7,244	Bachelor's degree

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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