

## Labor Market Assessment: 1230.30 – Certified Nurse Assistant Certified Nurse Assistant (Certificate)

Los Angeles/Orange County Center of Excellence, February 2022

### Summary

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Education:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Emerging Occupation(s)</b>			
	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: *nursing assistants* (31-1131). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>1</sup> 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 *nursing assistants* in the region. Although the entry-level wage is below the self-sufficiency standard wage in both Los Angeles and Orange counties, nearly half of incumbent workers have completed some college or an associate degree. **Due to some 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 **6,637 jobs available annually** in the region due to new job growth and replacements, **which is more than the 548 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – In Los Angeles County, the **typical entry-level wage** for *nursing assistants* is **\$15.30, which is below the self-sufficiency standard wage** for one adult in the region (\$18.10 in Los Angeles County).<sup>2</sup>

<sup>1</sup> 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.

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

- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **postsecondary non-degree award** as the typical entry-level education for *nursing assistants*.
  - National-level educational attainment data indicates that **44% of incumbent workers have completed some college or an associate degree.**

**Supply:**

- Between 2017 and 2020, **five community colleges** in the LA/OC region issued awards in nursing and/or certified nurse assistant programs, conferring an average of **154 awards.**
- Between 2016 and 2019, non-community college institutions in the region conferred an average of **394 awards in** nursing assistant/aide and patient care assistant/aide programs.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for *nursing assistants*. In Los Angeles/Orange County, the number of jobs for *nursing assistants* is projected to increase by 12% through 2025. There will be more than 6,600 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 Counties<sup>3</sup>**

<b>Geography</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>2020-2025 Change</b>	<b>2020-2025 % Change</b>	<b>Annual Openings</b>
Los Angeles	34,560	38,739	4,179	12%	5,274
Orange	8,976	10,048	1,072	12%	1,363
<b>Total</b>	<b>43,535</b>	<b>48,788</b>	<b>5,253</b>	<b>12%</b>	<b>6,637</b>

<sup>3</sup> 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 *nursing assistants* 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 *nursing assistants* is \$15.30, which is **below** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn approximately \$20.05, which is above the self-sufficiency standard wage estimate.

**Orange County**—The typical entry-level hourly wage for *nursing assistants* is \$15.93, which is **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn approximately \$20.86, which is above the self-sufficiency standard wage estimate.

## **Job Postings**

Over the past 12 months, there have been 9,067 online job postings for *nursing assistants*. The highest number of job postings were for certified nursing assistants, behavior technicians, nursing assistants, patient care technicians, and medication technicians. The top skills were patient care, cardiopulmonary resuscitation (CPR), activities of daily living (ADLS) assistance, caregiving, and vital signs measurement. The top employers, by number of job postings, in the region were PIH Health, DaVita Incorporated, and Kindred Healthcare Incorporated.

*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 postsecondary non-degree award as the typical entry-level education for *nursing assistants*. National-level educational attainment data indicates that 44% of incumbent workers have completed some college or an associate degree.

## Educational Supply

**Community College Supply**—Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Nursing (TOP 1230.00), and Certified Nurse Assistant (TOP 1230.30). The colleges with the most completions in the region are Long Beach and Santiago Canyon.

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

TOP Code	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
		<b>LA Subtotal</b>	<b>33</b>	<b>109</b>	<b>71</b>	<b>71</b>
<b>Supply Subtotal/Average</b>			<b>33</b>	<b>109</b>	<b>71</b>	<b>71</b>
1230.30	Certified Nurse Assistant	LA Mission	5	5	3	4
		Mt San Antonio	9	-	88	32
		<b>LA Subtotal</b>	<b>14</b>	<b>5</b>	<b>91</b>	<b>37</b>
		Santiago Canyon	14	74	50	46
		<b>OC Subtotal</b>	<b>14</b>	<b>74</b>	<b>50</b>	<b>46</b>
<b>Supply Subtotal/Average</b>			<b>28</b>	<b>79</b>	<b>141</b>	<b>83</b>
<b>Supply Total/Average</b>			<b>61</b>	<b>188</b>	<b>212</b>	<b>154</b>

**Non-Community College Supply**—For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that may provide training programs for *nursing assistants*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in nursing assistant/aide and patient care assistant/aide programs. 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 394 awards.

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

<b>CIP Code</b>	<b>Program</b>	<b>Institution</b>	<b>2016-17 Awards</b>	<b>2017-18 Awards</b>	<b>2018-19 Awards</b>	<b>3-Year Average</b>
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	Angeles College	26	25	6	19
		CA Career Institute	36	-	-	12
		East San Gabriel Valley ROP	25	38	47	37
		Hacienda La Puente Adult Education	84	37	41	54
		Healthcare Career College	24	18	46	29
		Medical Allied Career Center	33	20	10	21
		Platt College-Anaheim	-	-	10	3
		Platt College-LA	73	91	53	72
		Trinity School of Health and Allied Sciences	137	134	60	110
		West Coast Ultrasound Institute	39	37	33	36
<b>Supply Total/Average</b>			<b>477</b>	<b>400</b>	<b>306</b>	<b>394</b>

**Appendix A: Occupational demand and wage data by county**

**Exhibit 4. Los Angeles County**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
Nursing Assistants (31-1131)	34,560	38,739	4,179	12%	5,274	\$15.30	\$17.59	\$20.05

**Exhibit 5. Orange County**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
Nursing Assistants (31-1131)	8,976	10,048	1,072	12%	1,363	\$15.93	\$18.31	\$20.86

**Exhibit 6. Los Angeles and Orange Counties**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Typical Entry-Level Education</b>
Nursing Assistants (31-1131)	43,535	48,788	5,253	12%	6,637	Postsecondary non-degree award

## Appendix B: Sources

- O\*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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