










Licensed Practical and Licensed Vocational Nurses

Labor Market Analysis: San Diego County

December 2022

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 Proceed with New Program	 	 	<input type="checkbox"/> Bachelor's Degree+ <input type="checkbox"/> Associate Degree <input checked="" type="checkbox"/> Some College or Certificate <input type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less than a HS Diploma <input type="checkbox"/> Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	MEDIUM 	HIGH 	

The Center of Excellence (COE) for the San Diego and Imperial Counties Community Colleges developed this brief to assist the region's community colleges with strategic planning and program development. According to available labor market information, *Licensed Practical and Licensed Vocational Nurses* in San Diego County have a labor market demand of 608 annual job openings (while average demand for a single occupation in San Diego County is 242 annual job openings), and five educational institutions in San Diego County supply 128 awards for this occupation, 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 that the colleges proceed with developing a new program and supports a program modification because 1) there is a supply gap in San Diego County; 2) entry-level earnings for this occupation are above the living wage; and 3) there is a high number of annual job openings.

Introduction

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

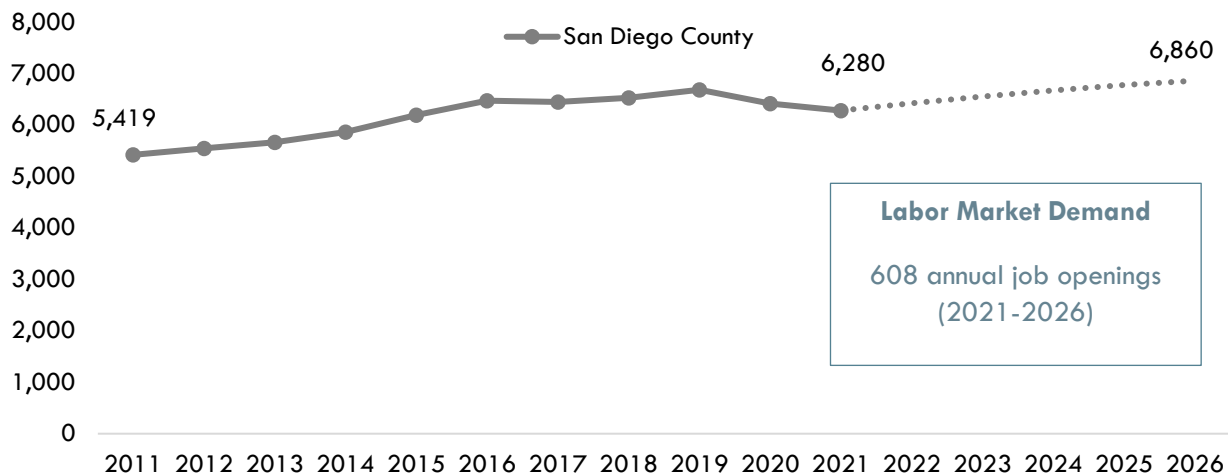
Licensed Practical and Licensed Vocational Nurses (SOC 29-2061): Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required. Sample reported job titles include:

- Charge Nurse
- Clinic Licensed Practical Nurse
- Clinic Nurse
- Licensed Practical Nurse, Clinic Nurse
- Office Nurse
- Pediatric Licensed Practical Nurse
- Private Duty Nurse
- Triage Licensed Practical Nurse

Projected Occupational Demand

Between 2021 and 2026, *Licensed Practical and Licensed Vocational Nurses* are projected to increase by **580** net jobs or **nine** percent (Exhibit 1). Employers in San Diego County will need to hire **608** 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 Licensed Practical and Licensed Vocational Nurses (2011-2026)²



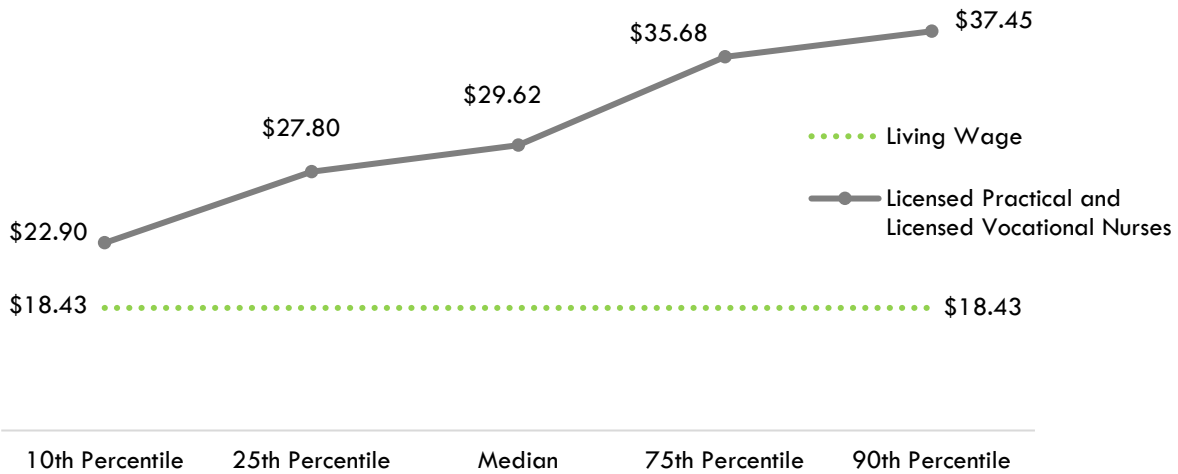
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

² LIGHTCAST 2022.03; QCEW, Non-QCEW, Self-Employed.

Earnings

Licensed Practical and Licensed Vocational Nurses receive entry-level hourly earnings of \$27.80; this is more than the living wage for a single adult in San Diego County, which is \$18.43 per hour (Exhibit 2).³

Exhibit 2: Hourly Earnings⁴ for Licensed Practical and Licensed Vocational Nurses in San Diego County⁵



³ "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2021. insightccd.org/family-needs-calculator/.

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 LIGHTCAST 2022.03; QCEW, Non-QCEW, Self-Employed.

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 *Licensed Practical and Licensed Vocational Nurses* (Exhibit 3).

Exhibit 3: Related TOP and CIP Codes for Licensed Practical and Licensed Vocational Nurses

TOP or CIP Code	TOP or CIP Program Title
TOP 1230.20	Licensed Vocational Nursing
CIP 51.3901	Licensed Practical/Vocational Nurse Training

According to TOP data, **two** community colleges supply the region with awards for this occupation: **MiraCosta College** and **Southwestern College**. According to CIP data, **three** non-community-college institutions supply the region with awards: **Concorde Career College-San Diego**, **Glendale Career College-Brightwood Teachout**, and **National University** (Exhibit 4).

Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2017-18 through Program Year 2020-21 Average)

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY18-19 to PY20-21)	Other Educational Institutions 3-Yr Annual Average Awards (PY17-18 to PY19-20)	3-Yr Total Average Supply (PY17-18 to PY20-21)
1230.20	Licensed Vocational Nursing	48	0	48
	<ul style="list-style-type: none"> MiraCosta 	14	0	
	<ul style="list-style-type: none"> Southwestern 	34	0	
51.3901	Licensed Practical/Vocational Nurse Training	0	80	80
	<ul style="list-style-type: none"> Concorde Career College-San Diego 	0	30	
	<ul style="list-style-type: none"> Glendale Career College-Brightwood Teachout 	0	49	
	<ul style="list-style-type: none"> National University 	0	1	
			Total	128

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).

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply⁷ suggests that there is a supply gap for this occupation in San Diego County, with 608 annual openings and 128 awards. Comparatively, there are 7,297 annual openings in California and 4,939 awards, suggesting that there is also a supply gap across the state⁸ (Exhibit 5).

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

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego	608	128	480
California	7,297	4,939	2,358

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.

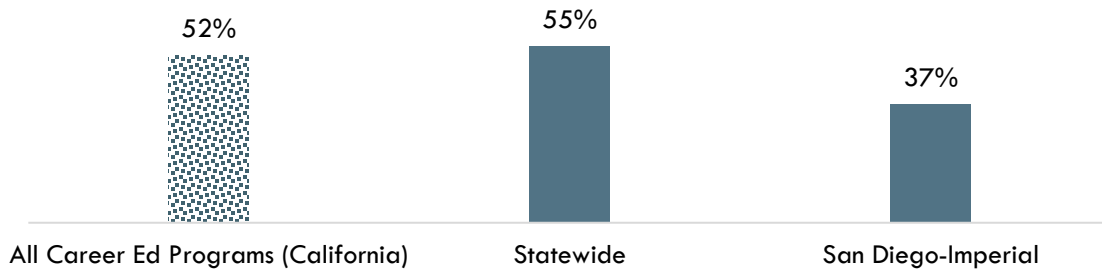
⁷ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

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

Student Outcomes and Regional Comparisons

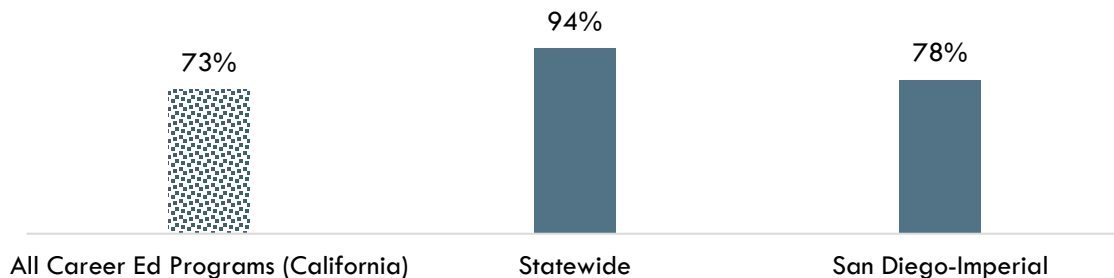
According to the California Community Colleges LaunchBoard, 37 percent of students in the San Diego-Imperial region earned a living wage after completing a Licensed Vocational Nursing (TOP 1230.20) program, compared to 55 percent statewide and 52 percent of students in Career Education programs in general across the state (Exhibit 6a).⁹

**Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program
(Licensed Vocational Nursing, PY2019-20)¹⁰**



According to the California Community Colleges LaunchBoard, 78 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a Licensed Vocational Nursing (TOP 1230.20) program, compared to 94 percent statewide and 73 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 by Program
(Licensed Vocational Nursing, PY2018-19)¹²**



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

¹⁰ Most recent year with available data is Program Year 2019-20. Among completers and skills builders who exited, the percentage of students who attained a living wage.

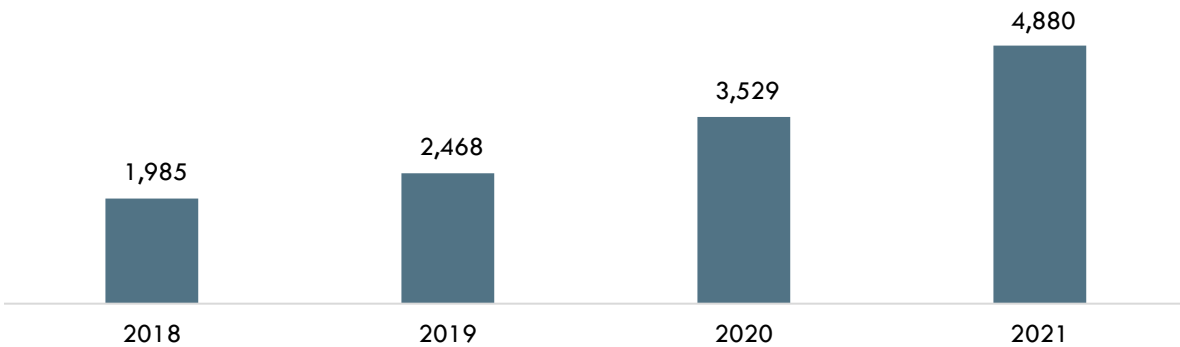
¹¹ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹² Most recent year with available data is Program Year 2018-19. 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 2018 and 2021, there was an average of 3,216 online job posting per year for *Licensed Practical and Licensed Vocational Nurses* in San Diego 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). While this brief includes online jobs postings data to help with curriculum development, the community colleges should note that this type of data is impacted by several variables: employers may post a position multiple times to increase the pool of applicants; a job posting can remain posted after a business decides not to fill a position; or an employer may use one posting to fill multiple positions, for example.

Exhibit 7: Number of Online Job Postings for *Licensed Practical and Licensed Vocational Nurses* in San Diego County (2018-2021)¹³



¹³ Lightcast; "Job Posting Analytics." 2018-2021.

Top Employers

Between January 1, 2019 and December 31, 2021, the top five employers in San Diego County for *Licensed Practical and Licensed Vocational Nurses* were *Maxim Healthcare Services, Sharp Healthcare, University of California San Diego, Scripps Health, and Ro Health* based on online job postings (Exhibit 8).

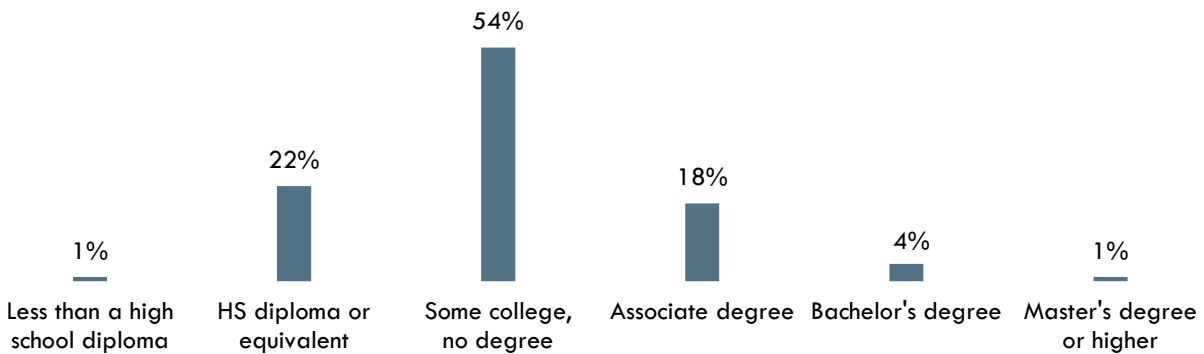
Exhibit 8: Top Employers for *Licensed Practical and Licensed Vocational Nurses* in San Diego County¹⁴

Top Employers	
<ul style="list-style-type: none"> • Maxim Healthcare Services • Sharp Healthcare • University of California San Diego • Scripps Health • Ro Health 	<ul style="list-style-type: none"> • AccentCare • Aveanna Healthcare • Community Research Foundation • Brookdale Senior Living • Avery Home Health Agency

Education, Skills, and Certifications

Exhibit 9 indicates that the typical educational attainment for the occupation found currently in the national labor force is *some college, no degree*. The typical entry-level education is a *postsecondary non-degree award*.¹⁵

Exhibit 9: National Educational Attainment of *Licensed Practical and Licensed Vocational Nurses*¹⁶



¹⁴ Lightcast; "Job Posting Analytics." 2019-2021.

¹⁵ Lightcast 2022.03; QCEW, Non-QCEW, Self-Employed.

¹⁶ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 8, 2021. bls.gov/emp/tables/educational-attainment.htm.

Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2019 and December 31, 2021.

Exhibit 10: Top Skills for *Licensed Practical and Licensed Vocational Nurses in San Diego County*¹⁷

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Nursing • Cardiopulmonary Resuscitation • Medication Administration • Nursing Care • Home Health Care • Pediatrics • Medical Records • Vital Signs • Infection Control • Intravenous Therapy • Patient Education And Counseling • Hospice • Direct Patient Care • Nursing Homes • Phlebotomy 	<ul style="list-style-type: none"> • Communications • Management • Writing • Accountability • Coordinating • Customer Service • First Aid • Teamwork • Computer Literacy • Problem Solving • Interpersonal Communications • Multilingualism • Organizational Skills • Lifting Ability • Scheduling 	<ul style="list-style-type: none"> • Microsoft Excel • Microsoft Outlook • Microsoft PowerPoint • Microsoft Word • eClinicalWorks • Epic EMR • Microsoft Access • Patient Management Software • Application Programming Interface • Medical Software • Microsoft SharePoint • HyperText Markup Language • Google Workspace • Operating Systems • Jasmine

¹⁷ Lightcast; "Job Posting Analytics." 2019-2021.

Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2019 and December 31, 2021.

Exhibit 11: Top Certifications for *Licensed Practical and Licensed Vocational Nurses* in San Diego County¹⁸

Top Certifications in Online Job Postings

1. Advanced Cardiovascular Life Support (ACLS) Certification
 2. Advanced Emergency Medical Technician (AEMT)
 3. Advanced Life Support
 4. Advanced Practice Registered Nurse
 5. Advanced Trauma Life Support
 6. Basic Cardiac Life Support
 7. Basic Life Support (BLS) Certification
 8. Board Certified/Board Eligible
 9. Board Certified Behavior Analyst
 10. CDL Class C License
 11. Certified Case Manager (CCM)
 12. Certified First Responder
 13. Certified Health Coach
 14. Certified Home Health Aide
 15. Certified Hospice and Palliative Nurses (CHPN)
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¹⁸ Lightcast; "Job Posting Analytics." 2019-2021.

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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.