

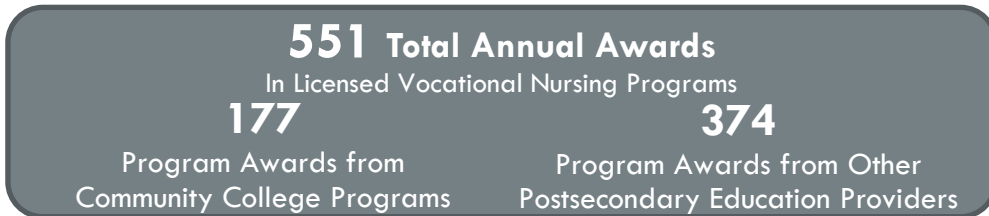
Licensed Vocational Nursing

Inland Empire/Desert Region (Riverside and San Bernardino counties), Los Angeles County, and San Diego County

Summary



Over the next five years (2022-2027), Inland Empire/Desert Region employment for licensed vocational nurses is projected to:



The Inland Empire/Desert Centers of Excellence

 **Recommends**

Licensed Vocational Nursing Program Expansion
to meet the need for more workers in the region

Introduction

This labor market assessment provides occupational demand, earnings, and postsecondary program outcomes related to licensed vocational nursing jobs and training. California Community College licensed vocational nursing programs lead to vocational nurse licensure by the Board of Vocational Nursing and Psychiatric Technicians. These programs include the technical and manual nursing skills practiced under the direction of a licensed vocational nurse, physician, or other medical staff specific to the scope of practice of the licensed vocational nurse (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by licensed vocational nursing programs lead to employment as a licensed vocational nurse.

This report contains employment demand for licensed vocational nurses in three geographic areas: the Inland Empire/Desert Region (Riverside and San Bernardino counties), Los Angeles County, and San Diego County. Licensed Vocational Nursing in the Inland Empire/Desert Region, Los Angeles County, & San Diego County September 2023

However, this report's recommendation focuses on the educational supply and employment demand solely in the Inland Empire/Desert Region.

Licensed Vocational Nurses (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 licensed vocational nurse. Licensing required.

Sample job titles: Charge Nurse, Clinic Nurse, Home Health Licensed Practical Nurse (Home Health LPN), Licensed Vocational Nurse (LVN), Office Nurse, Pediatric LPN (Pediatric Licensed Practical Nurse), Private Duty Nurse, Radiation Oncology Nurse, Triage LPN (Triage Licensed Practical Nurse)

Entry-Level Educational Requirement: Postsecondary nondegree award

Training Requirement: None

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 71%

Job Counts and Projections

In 2022, over 37,600 combined licensed vocational nursing jobs were reported in the three geographic areas examined in this report. Just over 60% of these jobs are located in Los Angeles County, about 22% are in the Inland Empire/Desert Region, and about 17% are in San Diego County.

Over the next five years (through 2027), employment for licensed vocational nurses is projected to grow by 11% in the local region and San Diego County and 10% in Los Angeles County. Over this timeframe, this occupation is projected to have 898 annual job openings in the local region, 2,391 annual job openings in Los Angeles County, and 701 annual job openings in San Diego County. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers aged 55 years and greater in the region.

Exhibit 1. Five-year projections for licensed vocational nurses, Inland Empire/Desert Region, Los Angeles County, and San Diego County, 2022-2027

Region	2022 Jobs	2027 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert Region	8,386	9,308	11%	4,489	898	25%
Los Angeles County	22,760	25,066	10%	11,954	2,391	27%
San Diego County	6,498	7,234	11%	3,505	701	25%
Total	37,644	41,608	11%	19,949	3,990	25%

Source: Lightcast 2023.3

An online job ad search for licensed vocational nursing jobs was conducted to reveal the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Exhibit 2 shows the number of job ads posted over the last 12 months, September 2022 through August 2023, in the Inland Empire/Desert Region, Los Angeles County, and San Diego County.

On average, employers kept online job ads for licensed vocational nurses open for 29 days. The average regional online job is open for 29 days, indicating that employers face similar challenges filling job ads for licensed vocational nurses as other jobs.

Exhibit 2. Job ads and time to fill, Inland Empire/Desert Region, Los Angeles County, San Diego County, September 2022 through August 2023

Region	Job Ads	Median Posting Duration (Days)
Inland Empire/Desert Region	1,421	29
Los Angeles County	2,767	29
San Diego County	1,142	29
Total	5,330	29

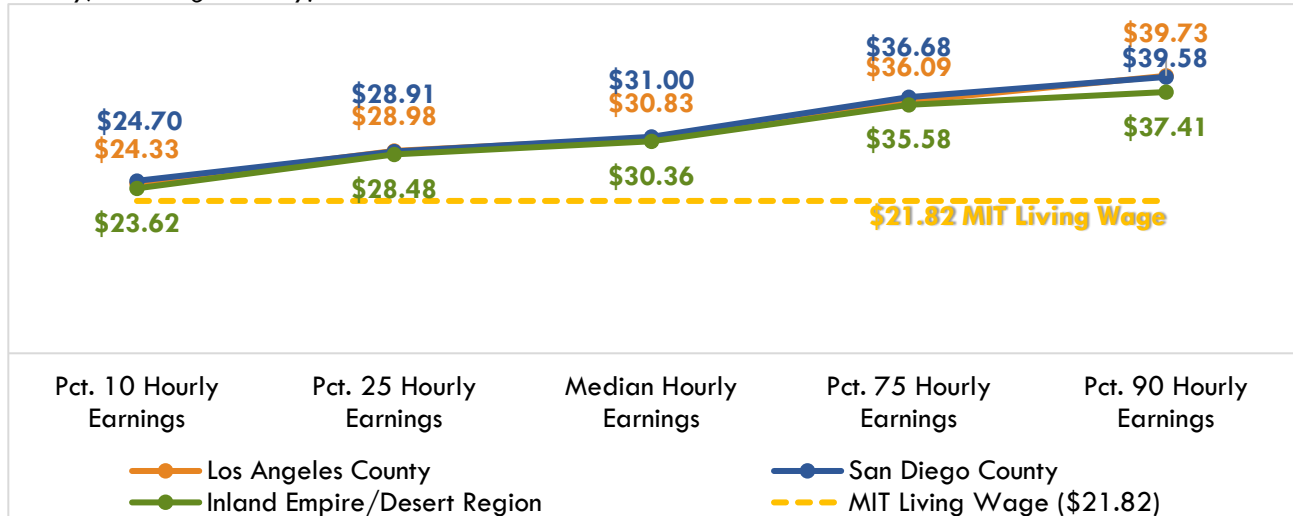
Source: Lightcast 2023.3

Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually to be self-sufficient in California (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for licensed vocational nurses in the Inland Empire/Desert Region, Los Angeles County, and San Diego County. The 10th percentile hourly earnings for licensed vocational nurses (from \$23.62 in the I.E./Desert Region to \$24.70 in San Diego County) are above the living wage standard in all areas examined in this report, indicating that at least 90% of workers in this classification earn a living wage.

Exhibit 3. Hourly earnings by percentile for licensed vocational nurses, Inland Empire/Desert Region, Los Angeles County, San Diego County, 2022

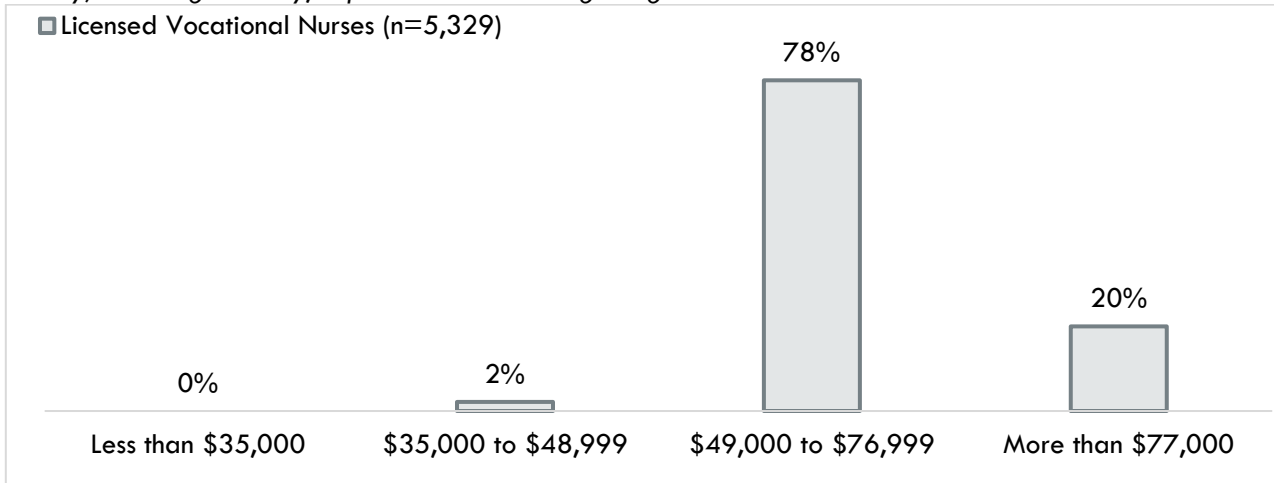


Source: Lightcast 2023.3

Advertised Salary from Online Job Ads

Exhibit 4 displays the online advertised salaries for licensed vocational nurses over the last 12 months across the combined geographic areas. Online job ad salary information reveals employers are willing to pay licensed vocational nurses an annual salary of \$67,800 or \$32.62 per hour in three combined areas. The advertised wages for licensed vocational nurses are higher in Los Angeles and San Diego Counties, \$67,800 to \$73,000, respectively, than in the Inland Empire/Desert Region, where the median advertised salary was \$62,700.

Exhibit 4. Online advertised salaries for licensed vocational nurses, Inland Empire/Desert Region, Los Angeles County, San Diego County, September 2022 through August 2023



Source: Lightcast 2023.3

Job Titles, Employers, Skills, Education, and Work Experience

Exhibit 5 displays the job titles most frequently included in ads for licensed vocational nurses over the last 12 months. Displaying job titles may provide insight into the positions available to students after completing a program. Licensed Vocational Nurse/Charge Nurse was the most frequently requested job title for licensed vocational nurses posted over the last 12 months in the combined areas.

Exhibit 5: Job titles most frequently included in job ads for licensed vocational nurses, Inland Empire/Desert Region, Los Angeles County, San Diego County, September 2022 through August 2023

Region	Top Job Titles
Inland Empire/Desert Region (n=1,421)	<ul style="list-style-type: none"> Licensed Vocational Nurses Licensed Vocational Nurses/Charge Nurses Home Health Licensed Vocational Nurses Correctional Licensed Vocational Nurses Licensed Practical Nurses/Licensed Vocational Nurses Treatment Nurses
Los Angeles County (n=2,767)	<ul style="list-style-type: none"> Licensed Vocational Nurses Licensed Vocational Nurses/Charge Nurses Licensed Practical Nurses/Licensed Vocational Nurses Correctional Licensed Vocational Nurses Home Health Licensed Vocational Nurses Licensed Vocational Nurses/Licensed Psychiatric Technicians
San Diego County (n=1,142)	<ul style="list-style-type: none"> Licensed Vocational Nurses Correctional Licensed Vocational Nurses Licensed Vocational Nurses/Charge Nurses Licensed Practical Nurses/Licensed Vocational Nurses Licensed Practical Nurses Treatment Nurses

Source: Lightcast 2023.3

Exhibit 6 displays the employers that posted the most job ads over the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. Alaphia Care Home Health Services posted the most job ads in the Inland Empire/Desert Region. Employers posting the most jobs in Los Angeles and San Diego Counties were the University of California and the Community Research Foundation, respectively.

Exhibit 6: Employers posting the most job ads for licensed vocational nursing, Inland Empire/Desert Region, Los Angeles County, San Diego County, September 2022 through August 2023

Region	Top Employers	
Inland Empire/Desert Region (n=1,421)	<ul style="list-style-type: none"> Alaphia Care Home Health Services Eisenhower Health Bright Sky Home Health Care 	<ul style="list-style-type: none"> 24-Seven Home Health Riverside Medical Clinic L&G Nursing Group
Los Angeles County (n=2,767)	<ul style="list-style-type: none"> University of California L&G Nursing Group Cedars-Sinai 	<ul style="list-style-type: none"> Providence Health Elwyn Royal Oaks
San Diego County (n=1,142)	<ul style="list-style-type: none"> Community Research Foundation Scripps Health Belmont Village Senior Living 	<ul style="list-style-type: none"> Core Civic Family Health Centers of San Diego Redwood Terrace

Source: Lightcast 2023.3

Exhibit 7 lists a sample of specialized and employability skills employers seek when filling licensed vocational nurse jobs. 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 7: Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, Los Angeles County, San Diego County, September 2022 through August 2023

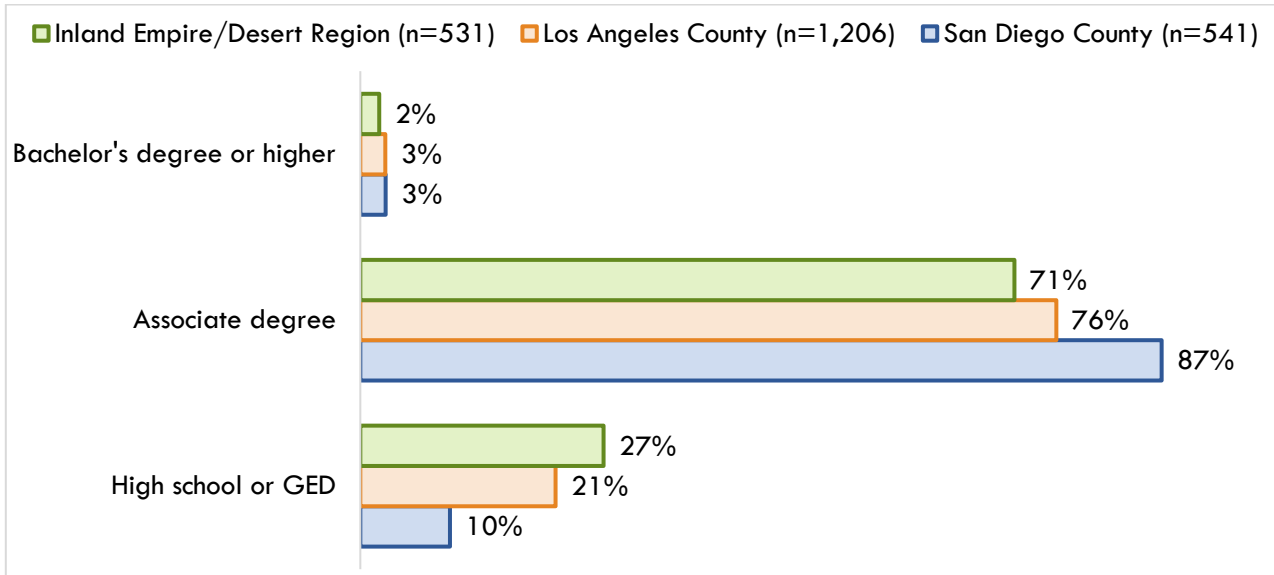
Region	Specialized skills	Employability skills
Inland Empire/Desert Region (n=1,421)	<ul style="list-style-type: none"> Nursing Medication Administration Vital Signs Measurement Home Health Care Cardiopulmonary Resuscitation (CPR) 	<ul style="list-style-type: none"> Communications Skills Leadership Skills Coordinating Skills Management Skills Compassion
Los Angeles County (n=2,767)	<ul style="list-style-type: none"> Nursing Medication Administration Vital Signs Measurement Mental Health Cardiopulmonary Resuscitation (CPR) 	<ul style="list-style-type: none"> Communication Skills Management Skills Computer Literacy Coordinating Skills Leadership Skills

Region	Specialized skills	Employability skills
San Diego County (n=1,142)	<ul style="list-style-type: none"> • Nursing • Medication Administration • Vital Signs Measurement • Mental Health • Cardiopulmonary Resuscitation (CPR) 	<ul style="list-style-type: none"> • Communication Skills • Management Skills • Computer Literacy • Coordinating Skills • Leadership Skills

Source: Lightcast 2023.3

Exhibit 8 displays the minimum advertised education requirements for licensed vocational nurses. According to the Bureau of Labor Statistics, 71% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Most employers, between 71% and 87%, sought candidates with an associate degree.

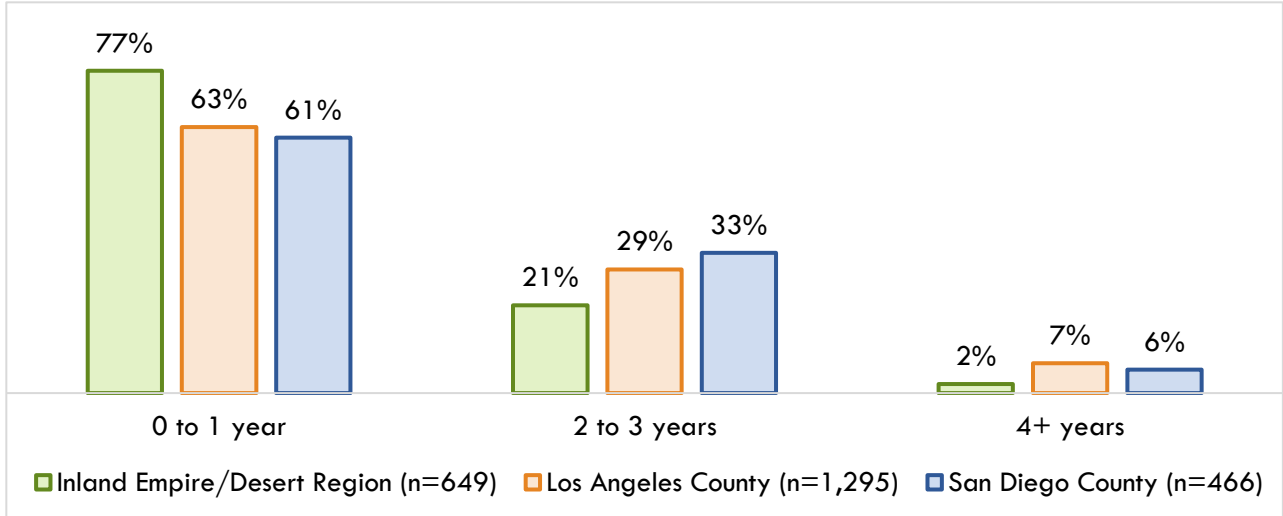
Exhibit 8. Minimum advertised education requirements, Inland Empire/Desert Region, Los Angeles County, San Diego County, September 2022 through August 2023



Source: Lightcast 2023.3

Exhibit 9 displays the work experience typically required from employer job ads for licensed vocational nurses. Most employers, 61% to 77%, sought candidates with zero to one year of previous work experience.

Exhibit 9. Real-time work experience requirements, Inland Empire/Desert Region, Los Angeles County, San Diego County, September 2022 through August 2023



Source: Lightcast 2023.3

Certifications

The most frequently requested certifications by employers in job ads are displayed in Exhibit 10. According to the California Board of Vocational Nursing and Psychiatric Technicians (BVNPT), individuals seeking LVN licensure must meet the educational requirements, pass a criminal background check, and pass the national licensing examination (BVBPT, 2023). For more information about licensed vocational nursing licensure in California, please visit the California BVBPT website.

Exhibit 10: Certifications most frequently required by employers, Inland Empire/Desert Region, Los Angeles County, San Diego County, September 2022 through August 2023

Region	Certifications
Inland Empire/Desert Region (n=1,421)	<ul style="list-style-type: none"> Licensed Vocational Nurse (LVN) Basic Life Support (BLS) Certification Licensed Practical Nurse (LPN)
Los Angeles County (n=2,767)	<ul style="list-style-type: none"> Licensed Vocational Nurse (LVN) Licensed Practical Nurse (LPN) Basic Life Support (BLS) Certification
San Diego County (n=1,142)	<ul style="list-style-type: none"> Licensed Vocational Nurse (LVN) Licensed Practical Nurse (LPN) Basic Life Support (BLS) Certification

Source: Lightcast 2023.3.

Student Completions and Programs Outcomes

Regional community colleges have issued 177 annual average awards in licensed vocational nursing programs (TOP 1230.20) over the last three academic years. Program completion and student outcome methodologies are found in the appendix.

Exhibit 11. Annual average community college awards for licensed vocational nursing programs, Inland Empire/Desert Region, Academic Years 2019-2022

TOP 1230.20 – Licensed Vocational Nursing (Local Program Title)	Academic Year 2019-20	Academic Year 2020-21	Academic Year 2021-22	Total CC Annual Average Awards, Academic Years 2019-22
Chaffey (Nursing Vocational (VN))				40
Associate Degree	27	12	23	21
Certificate 60+ semester units	5	0	0	2
Certificate 30 < 60-semester units	17	17	19	18
Copper Mountain (Vocational Nursing)				24
Associate Degree	12	11	13	12
Certificate 30 < 60-semester units	12	12	12	12
College of the Desert (Vocational Nursing)				26
Associate Degree	9	16	1	9
Certificate 30 < 60-semester units	26	25	0	17
Palo Verde (Vocational Nursing)				6
Certificate 30 < 60-semester units	11	0	7	6
Riverside City (Nursing-Vocational Nursing, Vocational Nursing)				82
Associate Degree	38	30	43	37
Certificate 30 < 60-semester units	50	38	46	45
Total	207	161	164	177

Source: MIS Data Mart, COCI

California program outcome data may provide 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 12.

Exhibit 12. 1230.20 – Licensed vocational nursing strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2020 – 2021 (Unless Noted)

Strong Workforce Program Metrics: 1230.20 – Licensed vocational nursing	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2021-22)	517	3,131
Completed 9+ career education units in one year (2021-22)	45%	46%
Students who attained a noncredit workforce milestone in a year (2021-22)	-	9%

Strong Workforce Program Metrics: 1230.20 – Licensed vocational nursing	Inland Empire/Desert Region	California
Students who earned a degree, certificate, or attained apprenticeship (2021-22)	96	652
Job closely related to the field of study (2019-20)	100%	91%
Median annual earnings (all exiters)	\$38,338	\$41,824
Median change in earnings (all exiters)	78%	50%
Attained a living wage (completers and skills-builders)	63%	59%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 13 displays awards for other postsecondary education providers reported in licensed practical/vocational nurse training (CIP 51.3901) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the two most recent years. Five other regional postsecondary education providers issued 374 annual average awards.

Exhibit 13. Other educational providers licensed practical/vocational nursing training programs, two-year annual average credentials, Inland Empire/Desert Region, Academic Years 2019-21

51.3901 – Licensed Practical/ Vocational Nursing Training	Academic Year 2019-20	Academic Year 2020-21	Other Educational Providers Annual Average Credentials, 2019-2021
American Career College-Ontario			
Certificates 1 < 2 years	195	229	212
Baldy View Regional Occupational Program			
Certificates 1 < 2 years	20	0	10
Beaumont Adult School			
Certificates 1 < 2 years	40	54	47
California Nurses Educational Institute			
Certificates 1 < 2 years	64	33	49
North-West College-Riverside			
Certificates 1 < 2 years	67	45	56
Total	386	361	374

Source: IPEDS

Summary of Findings

The knowledge, skills, and abilities trained by licensed vocational nursing programs (TOP 1230.20) prepare students for employment as licensed vocational nurses. While multiple geographic areas are featured in this report, the summary and recommendation focus solely on the Inland Empire/Desert Region. Licensed vocational nurses are projected to have 898 annual job openings and increase employment by 11% in the Inland Empire/Desert Region over the next five years. The 10th percentile earnings for licensed vocational nurses is \$23.62 per hour, above the living wage standard, indicating that at least 90% of workers in this field earn a living wage.

Community college licensed vocational nursing programs issued 177 awards annually over the last three academic years (2019-2022). Other postsecondary education providers have issued 374 awards annually in programs related to licensed vocational nursing. Combined, education providers in the region have issued 551 awards annually in licensed vocational nursing programs over the last three academic years.

The Centers of Excellence recommends expanding licensed vocational nursing programs to meet the regional demand for more licensed vocational nurse workers. Colleges considering this program should partner with relevant employers and confirm their demand for licensed vocational nurses and the skills students need to secure work in this field shortly after exiting the program.

Contact

Michael Goss

Paul Vaccher

Centers of Excellence, Inland Empire/Desert Region

michael.goss@chaffey.edu

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Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2019 and 2022 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. 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 for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2023a). 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, 2023a).

Table 1. 2022 to 2027 job growth, wages, entry-level education, training, and work experience required for licensed vocational nurses in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined), Los Angeles County, and San Diego County

Region	2022 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Inland Empire/Desert Region	8,386	922	11%	898	\$23.62 to \$37.41	\$30.36	\$64,800	Postsecondary nondegree award & None	None
Los Angeles County	22,760	2,306	10%	2,391	\$24.33 to \$39.73	\$30.83	\$67,400	Postsecondary nondegree award & None	None
San Diego County	6,498	736	11%	701	\$24.70 to \$39.58	\$31.00	\$67,600	Postsecondary nondegree award & None	None
Total	37,644	3,694	11%	3,990	-	-	-	-	-

Source: Lightcast 2023.3