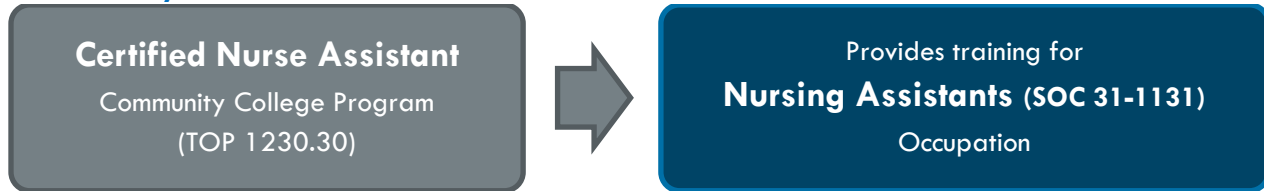


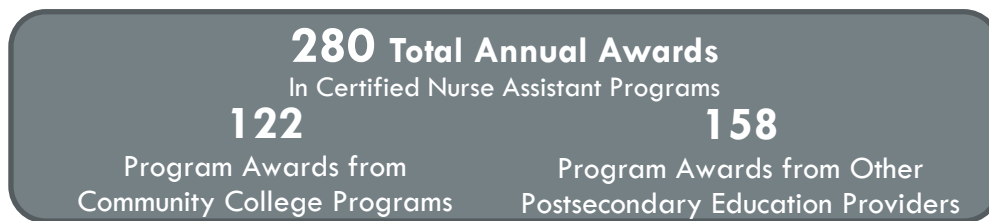
# Certified Nurse Assistant

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

## Summary



Over the next five years (2021-2026), employment for nursing assistants is projected to



The Inland Empire/Desert Centers of Excellence



**Cautiously Recommends**

Expanding Existing Certified Nurse Assistant Programs due to the low wages for related community college-level occupation

## Introduction

This report provides labor market occupational demand and wage research and postsecondary program outcomes related to certified nurse assistants. California Community College certified nurse assistant (TOP 1230.30) programs prepare students for employment as nursing assistants through instruction related to the routine nursing services of patients in hospitals or long-term care facilities practices under the direction of nursing or medical staff, and specific to the nurse assistant certification examination. These programs also include training for acute care nurse assistants (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by certified nurse assistant programs lead to employment as a nursing assistant.

## 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*

*Training Requirement: None*

*Work Experience: None*

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

## Job Counts and Projections

In 2021, there were 8,032 nursing assistant jobs in the region. Regional employment for nursing assistants is projected to increase by 16% through 2026; 1,545 job openings are projected annually. 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 nursing assistants, Inland Empire/Desert Region, 2021-2026*

Occupation	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Nursing Assistants	8,032	9,324	16%	7,727	1,545	21%

Source: Lightcast 2023.1

An online job ad search for certified nurse assistant 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, February 2022 through January 2023.

On average, regional employers kept online job ads for nursing assistants open for 22 days. The average regional online job is open for 28 days, indicating that it is easier for employers to fill nursing assistant jobs than other jobs.

Exhibit 2. Job ads and time to fill, Inland Empire/Desert Region, February 2022 through January 2023

Occupation	Job Ads	Median Posting Duration (Days)
Nursing Assistants	319	22

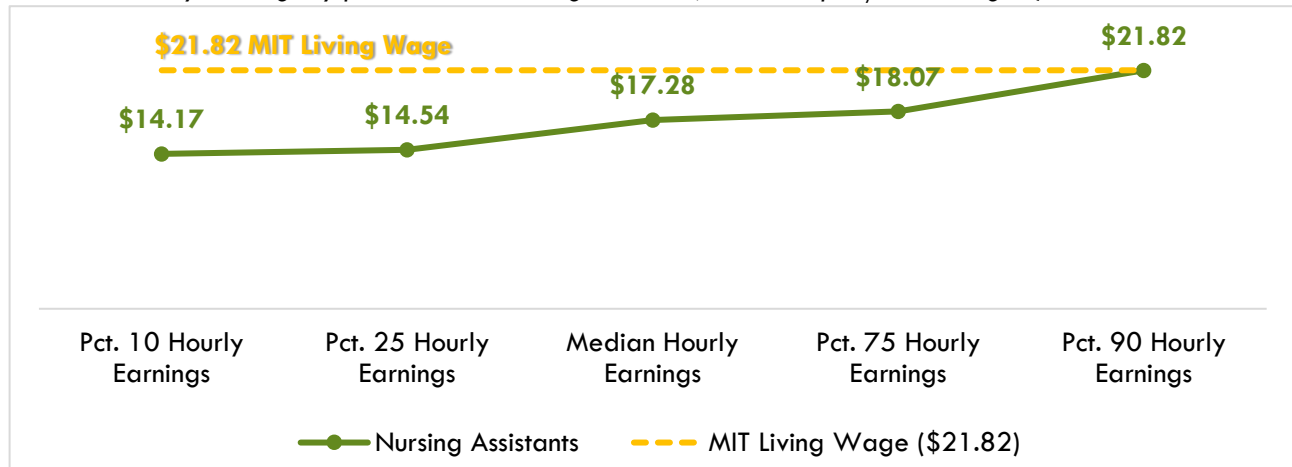
Source: Lightcast 2023.1

### 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 nursing assistants. The 90<sup>th</sup> percentile hourly earnings for nursing assistants are the same as the living wage standard, indicating that only the top 10% of workers earn a living wage.

Exhibit 3. Hourly earnings by percentile for nursing assistants, Inland Empire/Desert Region, 2021



Source: Lightcast 2023.1

### Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for nursing assistants over the last 12 months. Online job ad salary information reveals that employers are willing to pay nursing assistants an annual salary of \$37,502 or \$18.03 per hour, below the region's \$21.82 hourly living wage standard. Consider the salary information with caution since only 42% (135 of 407) of online job ads for this occupation provided salary information.

Exhibit 4. Online advertised salaries for nursing assistants, Inland Empire/Desert Region, February 2022 through January 2023



Source: Lightcast 2023.1

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

Exhibit 5 displays the job titles most frequently used in job ads for nursing assistants during the last 12 months. Displaying advertised job titles may provide insight into the types of positions sought by employers posting ads. The most frequently requested job title in the region, besides certified nursing assistant, was medication technician.

Exhibit 5. Job titles most frequently used in nursing assistant job ads, Inland Empire/Desert Region, February 2022 through January 2023

Job Titles	Unique Job Ads
Certified Nursing Assistants	163
Medication Technicians	35
Nursing Assistants/Caregivers	31
Patient Care Technicians	12
Restorative Aides	10
Healthcare Technicians	7
Caregivers/Medication Technicians	7
Caregivers/Certified Nursing Assistants/Home Health Aides	7
Clinical Assistants	7

Source: Lightcast 2023.1

Exhibit 6 displays the employers posting the most job ads for nursing assistants during the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. ProMedica, formerly HCR ManorCare, is a not-for-profit healthcare organization operating skilled nursing facilities and posted the most job ads for nursing assistants in the region.

*Exhibit 6. Employers posting the most job ads for nursing assistants, Inland Empire/Desert Region, February 2022 through January 2023*

Top Employer	Unique Job Ads
ProMedica (formerly HCR ManorCare)	54
Post Acute Registry	38
Kisco Senior Living	12
Kindred Healthcare	9
Fresenius Medical Care	8
Tenet Healthcare Corporation	7
United Health Services	7

Source: Lightcast 2023.1

Exhibit 7 lists a sample of specialized and employability skills employers seek when seeking workers to fill nursing assistant positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Common 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.

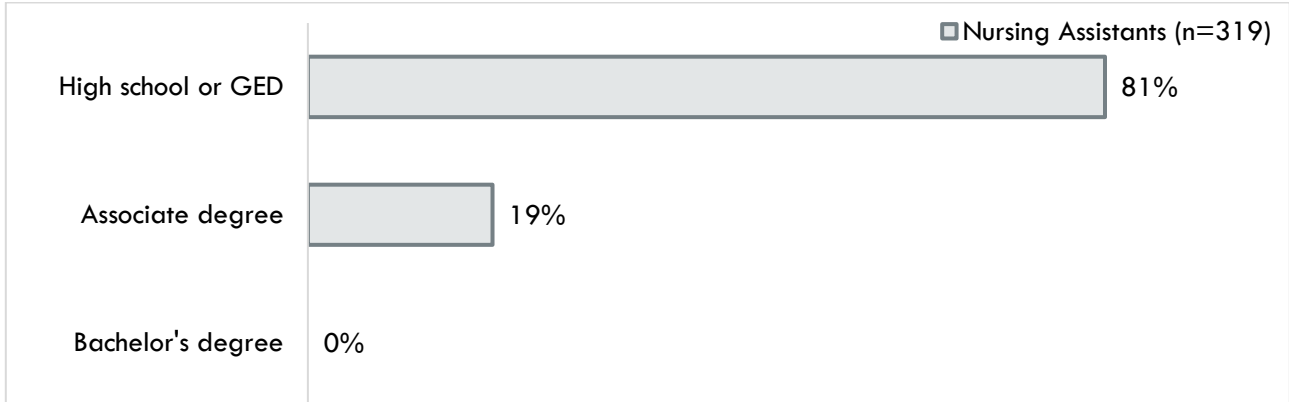
*Exhibit 7. Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, February 2022 through January 2023*

Specialized skills	Common skills
<ul style="list-style-type: none"> <li>• Cardiopulmonary Resuscitation (CPR)</li> <li>• Activities of Daily Living (ADLs)</li> <li>• Caregiving</li> <li>• Vital Sign Measurement</li> <li>• Meal Planning and Preparation</li> <li>• Infection Control</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Compassion</li> <li>• Organizational Skills</li> <li>• Lifting Ability</li> <li>• Customer Service</li> <li>• Writing</li> </ul>

Source: Lightcast 2023.1

Exhibit 8 displays the minimum advertised education requirements for nursing assistants. According to the Bureau of Labor Statistics, 44% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Most employers listing a minimum education level requested a candidate with a high school diploma or a GED.

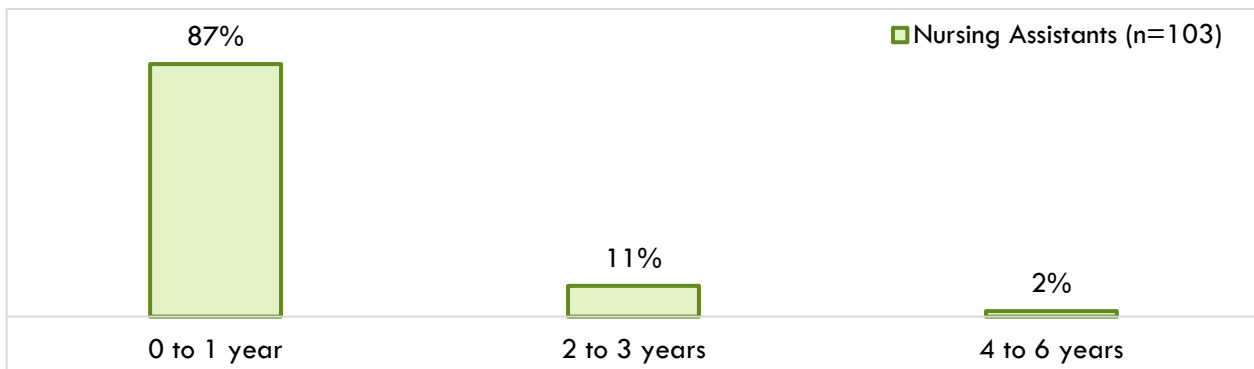
*Exhibit 8. Minimum advertised education requirements, Inland Empire/Desert Region, February 2022 through January 2023*



Source: Lightcast 2023.1

Exhibit 9 displays the work experience typically required from employer job ads for nursing assistants. A large share of employers, 68%, did not list a work experience requirement. Approximately 87% of job ads with experience requirements sought a candidate with zero to one year of previous work experience.

*Exhibit 9. Real-time work experience requirements, Inland Empire/Desert Region, February 2022 through January 2023*



Source: Lightcast 2023.1

### Certifications

Exhibit 10 displays the most frequently requested certifications by employers in job ads. According to the California Department of Public Health (CDPH), individuals seeking certified nurse assistant licensure must complete a CDPH-approved training program and obtain a criminal record clearance (CDPH, 2023). For more information about certified nurse assistant licensure in California, please visit the California CDPH website.

*Exhibit 10: Certifications most frequently required by employers, Inland Empire/Desert Region, January through December 2022*

Certification	Jobs Ads
Certified Nursing Assistant	222

Certification	Jobs Ads
Basic Life Support (BLS) Certification	18

Source: Lightcast 2023.1

## Student Completions and Programs Outcomes

Exhibit 11 displays student completions for certified nurse assistant programs (TOP 1230.30) over the last three academic years (2019-22). Regional community colleges issued 122 awards annually in certified nurse assistant programs in the previous three academic years. Program completion and student outcome methodologies are found in the appendix.

*Exhibit 11. Annual average community college awards for certified nurse assistant programs, Inland Empire/Desert Region, Academic Years 2019-2022*

TOP 1230.30 – Certified Nurse Assistant (Local Program Title)	Academic Year 2019-20	Academic Year 2020-21	Academic Year 2021-22	Total CC Annual Average Awards, Academic Years 2019-22
<b>Chaffey College</b>	-	-	-	<b>0</b>
<b>Copper Mountain College</b>	-	-	-	<b>0</b>
<b>Crafton Hills College</b>	-	-	-	<b>0</b>
<b>Palo Verde</b>				<b>35</b>
Certificate 6 < 18-semester units	55	14	36	35
<b>Riverside City</b>				<b>87</b>
Certificate 6 < 18-semester units	60	89	111	87
<b>Total</b>	<b>115</b>	<b>103</b>	<b>147</b>	<b>122</b>

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 – Certified nurse assistant strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2019-2020 (Unless Noted)*

Strong Workforce Program Metrics: 1230.20 – Certified nurse assistant	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2020-21)	232	3,174
Completed 9+ career education units in one year (2020-21)	25%	24%
Students who attained a noncredit workforce milestone in a year (2020-21)	-	77%
Students who earned a degree, certificate, or attained apprenticeship (2020-21)	-	532

<b>Strong Workforce Program Metrics: 1230.20 – Certified nurse assistant</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Transferred to a four-year institution (transfers)	16	174
Job closely related to the field of study (2018-19)	100%	81%
Median annual earnings (all exiters)	\$24,748	\$28,160
Median change in earnings (all exiters)	64%	33%
Attained a living wage (completers and skills-builders)	38%	37%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 13 displays awards for other postsecondary education providers reported 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. Three other regional postsecondary education providers issued 158 awards annually over the last three academic years.

*Exhibit 13. Other educational providers nursing assistant/aide and patient care assistant/aide training programs, three-year annual average credentials, Inland Empire/Desert Region, Academic Years 2017-2020*

<b>51.3902 – Nursing Assistant/Aide and Patient Care Assistant/Aide</b>	<b>Academic Year 2017-18</b>	<b>Academic Year 2018-19</b>	<b>Academic Year 2019-20</b>	<b>Other Educational Providers Annual Average Credentials, 2017-2020</b>
<b>California Nurses Educational Institute</b>				<b>83</b>
Award 1 < 2 academic years	0	0	105	35
Award < 1 academic year	75	70	0	48
<b>Riverside Office of Education- School of Career Education</b>				<b>20</b>
Award < 1 academic year	30	18	12	20
<b>Summit College</b>				<b>55</b>
Award 1 < 2 academic years	0	0	33	11
Award < 1 academic year	78	54	0	44
<b>Total</b>	<b>183</b>	<b>142</b>	<b>150</b>	<b>158</b>

Source: IPEDS



## Summary of Findings

The knowledge, skills, and abilities trained by certified nurse assistant programs (TOP 1230.30) prepare students for employment as nursing assistants. Nursing assistants are projected to have 1,545 annual job openings and increase employment by 16% over the next five years in the Inland Empire/Desert Region. The 90<sup>th</sup> percentile earnings for nursing assistants is \$21.82 per hour, the same as the living wage standard, indicating that only the top 10% of workers earn a living wage. Online job ad salary information reveals that employers are willing to pay nursing assistants an annual salary of \$37,502 or \$18.03 per hour, below the region's \$21.82 hourly living wage standard.

Community college certified nurse assistant programs have issued 122 awards annually over the last three academic years. Other postsecondary education providers have issued 158 awards annually in programs related to certified nurse assistants. Combined, education providers in the region have issued 280 awards annually in certified nurse assistant programs over the last three academic years.

The Centers of Excellence cautiously recommends expanding certified nurse assistant programs due to the low wages associated with nursing assistants. Colleges considering this program should partner with relevant employers and confirm the skills needed for students to obtain a living wage shortly after exiting the program.

### Contact

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February 2023

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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).

Job ad 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 ads 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. 2021 to 2026 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	2021 Jobs	5-Year Change	5-Year % Change	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)	8,032	1,292	16%	1,545	\$14.17 to \$21.82	\$17.28	\$36,300	Postsecondary nondegree award & None	None

Source: Lightcast 2023.1