










# Registered Nurses

## Labor Market Analysis: Imperial County

March 2023

### Summary

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

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, *Registered Nurses* in Imperial County have a labor market demand of 63 annual job openings (average demand for a single occupation in Imperial County is 12 annual job openings), and one educational institution in Imperial County supplies 43 awards for this occupation, suggesting that a supply gap exists in the labor market. Entry-level and median wages for this occupation are above the living wage. This brief recommends to proceed with developing a new program and supports a program modification because 1) there is a supply gap in the region; and 2) this occupation's entry-level and median earnings are above the living wage. **The colleges should note that the typical entry-level education is a bachelor's degree.**

## Introduction

This report provides labor market information in Imperial County for the following occupational code in the Standard Occupational Classification (SOC)<sup>1</sup> system:

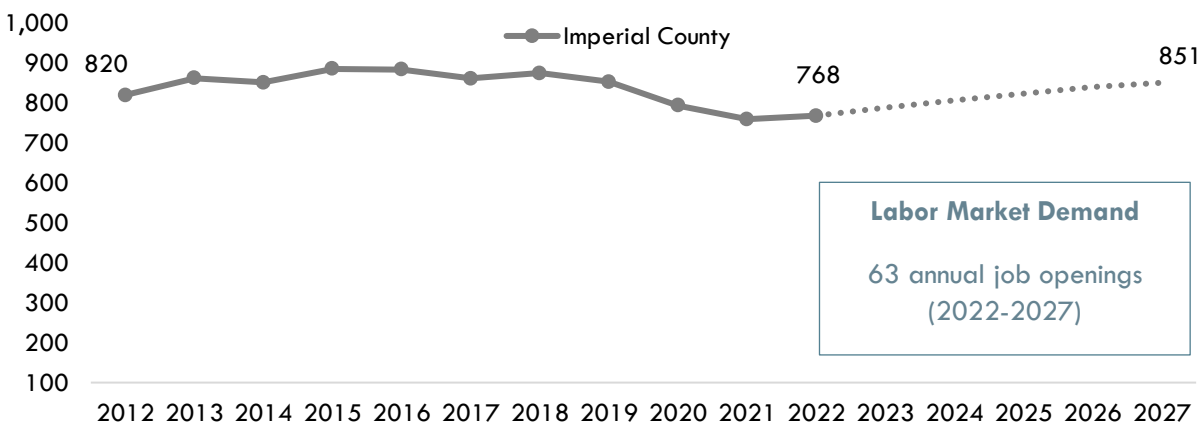
**Registered Nurses (SOC 29-1141):** Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Sample reported job titles include:

- Public Health Nurse
- Staff Nurse
- Progressive Care Unit Registered Nurse
- Psychiatric Mental Health Nurse
- Psychiatric Clinical Nurse Specialist
- ICU Nurse
- Critical Care Registered Nurse
- Clinical Nurse Specialist
- Pediatric Clinical Nurse Specialist

## Projected Occupational Demand

Between 2022 and 2027, *Registered Nurses* are projected to decrease by 83 net jobs or 11 percent (Exhibit 1). Employers in Imperial County will need to hire 63 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 Registered Nurses (2012-2027)<sup>2</sup>**



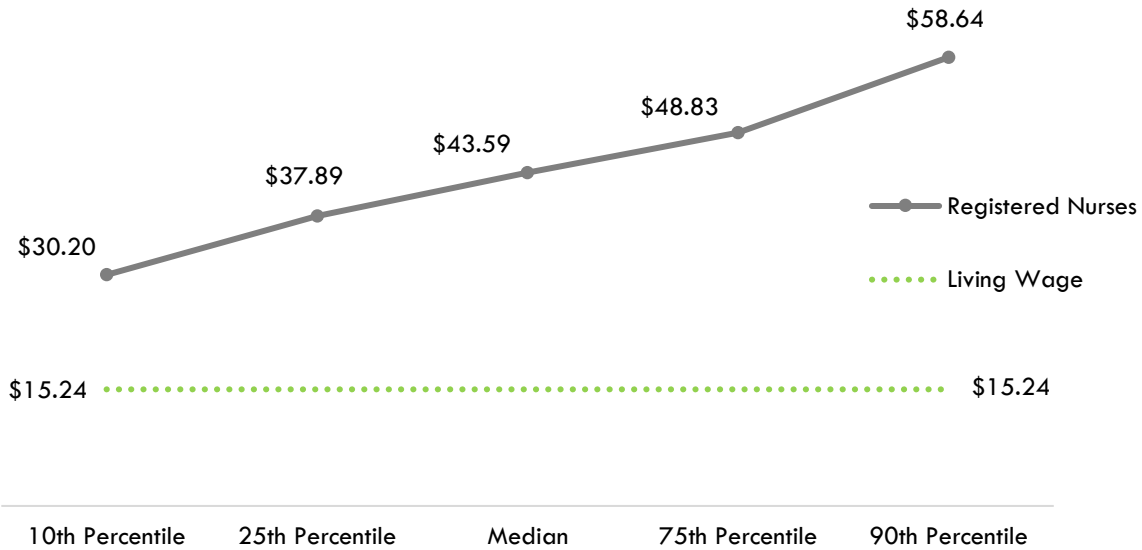
<sup>1</sup> The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc).

<sup>2</sup> Lightcast 2023.01; QCEW, Non-QCEW, Self-Employed.

## Earnings

Registered Nurses receive entry-level hourly earnings of \$37.89; this is more than the living wage for a household of two adults and two school-age children in Imperial County, which is \$15.24 per hour (Exhibit 2).<sup>3</sup>

**Exhibit 2: Hourly Earnings<sup>4</sup> for Registered Nurses in Imperial County<sup>5</sup>**



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

<sup>4</sup> 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.

<sup>5</sup> Lightcast 2023.01; 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.<sup>6</sup> There is **one** TOP code and **one** CIP code related to *Registered Nurses* (Exhibit 3).

**Exhibit 3: Related TOP and CIP Codes for Registered Nurses**

TOP or CIP Code	TOP or CIP Program Title
TOP 1230.10	Registered Nursing
CIP 51.3801	Registered Nursing/Registered Nurse

According to TOP and CIP data, **one** community college supplies the region with awards for this occupation: **Imperial Valley College**. According to CIP data, no non-community-college institution supplies the region with awards (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)
1230.10	Registered Nursing	<b>43</b>	<b>0</b>	<b>43</b>
	<ul style="list-style-type: none"> <li>Imperial Valley</li> </ul>	43	0	
<b>Total</b>				<b>43</b>

<sup>6</sup> 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 supply<sup>7</sup> suggests that a **supply gap** exists for this occupation in Imperial County, with **63** annual openings and **43** awards. Comparatively, there are **25,675** annual openings in California and **14,132** awards, suggesting that there is also a supply gap across the state<sup>8</sup> (Exhibit 5).

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

	<b>Demand</b> (Annual Openings)	<b>Supply</b> (Total Annual Average Supply)	<b>Supply Gap or Oversupply</b>
Imperial	63	43	<b>20</b>
California	25,675	14,132	<b>11,543</b>

**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.

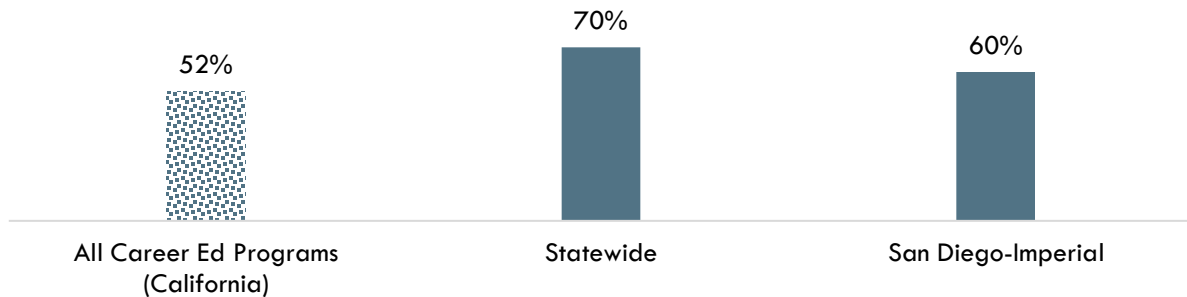
<sup>7</sup> Labor supply can be found from two different sources: Lightcast or the California Community Colleges Chancellor's Office MIS Data Mart. Lightcast uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

<sup>8</sup> "Supply and Demand," Centers of Excellence Student Outcomes, [coecc.net/our-resources](http://coecc.net/our-resources).

## Student Outcomes and Regional Comparisons

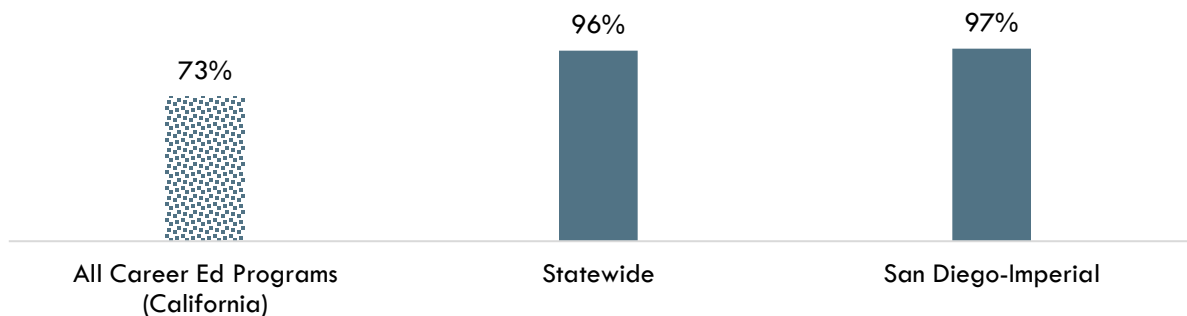
According to the California Community Colleges LaunchBoard, 60 percent of students in the San Diego-Imperial region earned a living wage after completing a Registered Nursing (TOP 1230.10) program, compared to 70 percent statewide and 52 percent of students in Career Education programs in general across the state (Exhibit 6a).<sup>9</sup>

**Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program, (Registered Nursing, PY2019-20)<sup>10</sup>**



According to the California Community Colleges LaunchBoard, 97 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a Registered Nursing (TOP 1230.10) program, compared to 96 percent statewide and 73 percent of students in Career Education programs in general across the state (Exhibit 6b).<sup>11</sup>

**Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program (Registered Nursing, PY 2018-19)<sup>12</sup>**



<sup>9</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>10</sup> 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.

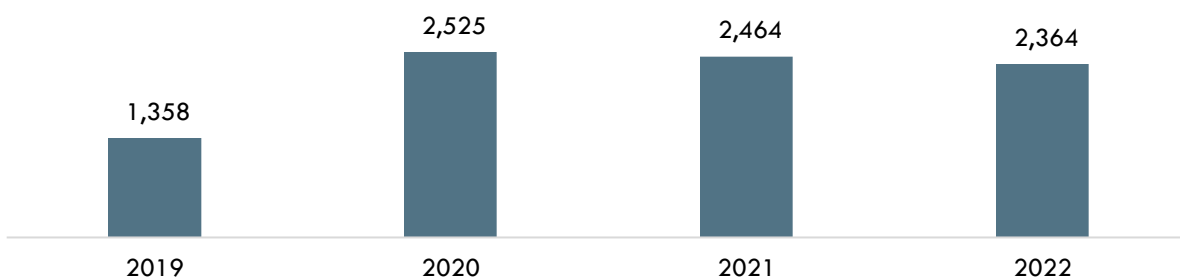
<sup>11</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>12</sup> 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 2019 and 2022, there was an average of 2,178 online job posting per year for *Registered Nurses* in Imperial 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 Registered Nurses in Imperial County (2019-2022)<sup>13</sup>**



## Top Employers

Between January 1, 2020 and December 31, 2022, the top five employers in Imperial County for *Registered Nurses* was the [Accountable Healthcare Staffing](#), [AccentCare](#), [Pioneers Memorial Healthcare District](#), [Healthcare Employment Network](#), and [Vivian Health](#) based on online job postings (Exhibit 8).

**Exhibit 8: Top Employers for Registered Nurses in Imperial County<sup>14</sup>**

Top Employers	
<ul style="list-style-type: none"><li>Accountable Healthcare Staffing</li><li>AccentCare</li><li>Pioneers Memorial Healthcare District</li><li>Healthcare Employment Network</li><li>Vivian Health</li></ul>	<ul style="list-style-type: none"><li>24-Hour Medical Staffing Services</li><li>National Staffing Solutions</li><li>Provider Healthcare</li><li>Fusion Medical Staffing</li><li>AHS NurseStat</li></ul>

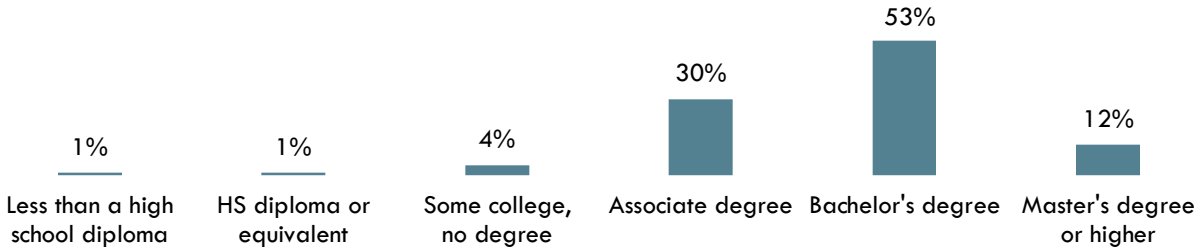
<sup>13</sup> Lightcast; "Job Posting Analytics." 2019-2022.

<sup>14</sup> Lightcast; "Job Posting Analytics." 2020-2022.

## Education, Skills, and Certifications

Exhibit 9 indicates that the typical educational attainment for this occupation found currently in the national labor force is a **bachelor's degree**. The typical entry-level education is a **bachelor's degree**.<sup>15</sup>

**Exhibit 9: National Educational Attainment of Registered Nurses<sup>16</sup>**



\*May not total 100 percent due to rounding

Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2020 and December 31, 2022.

**Exhibit 10: Top Skills for Registered Nurses in Imperial County<sup>17</sup>**

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> <li>• Nursing</li> <li>• Intensive Care Unit</li> <li>• Nursing Care</li> <li>• Emergency Departments</li> <li>• Medication Administration</li> <li>• Home Health Care</li> <li>• Medical Surgical Nursing</li> <li>• Medical Records</li> <li>• Nursing Process</li> <li>• Clinical Experience</li> <li>• Infection Control</li> <li>• Pediatrics</li> <li>• Trauma Care</li> <li>• Neonatal Intensive Care Unit</li> <li>• Patient Education And Counseling</li> </ul>	<ul style="list-style-type: none"> <li>• Communications</li> <li>• Management</li> <li>• Planning</li> <li>• Critical Thinking</li> <li>• Customer Service</li> <li>• Scheduling</li> <li>• Teaching</li> <li>• Leadership</li> <li>• Coaching</li> <li>• Multilingualism</li> <li>• Training And Development</li> <li>• Spanish Language</li> <li>• Coordinating</li> <li>• Compassion</li> <li>• Operations</li> </ul>	<ul style="list-style-type: none"> <li>• IBM WebSphere MQ</li> <li>• Microsoft Word</li> <li>• Epic EMR</li> <li>• Microsoft Outlook</li> <li>• Medical Software</li> <li>• Patient Management Software</li> <li>• Ge Centricity</li> <li>• eClinicalWorks</li> <li>• Microsoft Excel</li> <li>• Microsoft PowerPoint</li> <li>• Applicant Tracking Systems</li> <li>• Payroll Systems</li> <li>• Database Systems</li> <li>• Pyxis MedStation</li> <li>• Microsoft Teams</li> </ul>

<sup>15</sup> Lightcast 2023.01; QCEW, Non-QCEW, Self-Employed.

<sup>16</sup> "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](https://bls.gov/emp/tables/educational-attainment.htm).

<sup>17</sup> Lightcast; "Job Posting Analytics." 2020-2022.



Exhibit 11 lists the top certification that appeared in online job postings between January 1, 2020 and December 31, 2022.

**Exhibit 11: Top Certification for Registered Nurses in Imperial County<sup>18</sup>**

Top Certification in Online Job Postings

1. Registered Nurse (RN)
  2. Basic Life Support (BLS) Certification
  3. Advanced Cardiovascular Life Support (ACLS) Certification
  4. Cardiopulmonary Resuscitation (CPR) Certification
  5. Pediatric Advanced Life Support (PALS)
  6. Neonatal Resuscitation Program Certification (NRP)
  7. Licensed Practical Nurse (LPN)
  8. Critical Care Registered Nurse (CCRN)
  9. Basic Cardiac Life Support
  10. Licensed Vocational Nurse (LVN)
  11. Certified Perioperative Nurse (CNOR)
  12. Trauma Nurse Core Course (TNCC)
  13. Nurse Practitioner (APRN-CNP)
  14. Certified Emergency Nurse (CEN)
  15. Certified Flight Registered Nurse (CFRN)
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<sup>18</sup> Lightcast; "Job Posting Analytics." 2020-2022.

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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.