



## Licensed Vocational Nursing (TOP 1230.20)

May 2023

Prepared by the South Central Coast Center of Excellence for  
Labor Market Research

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### Program Recommendation

This report was compiled by the South Central Coast<sup>1</sup> Center of Excellence to provide regional labor market data for the program recommendation – Licensed Vocational Nursing. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

### Key Findings

- In the South Central Coast region, **the number of jobs related to Licensed Vocational Nursing are expected to increase** for Licensed Practical and Licensed Vocational Nurses.
- Licensed Vocational Nursing is anticipated to experience a **low risk of automation** for Licensed Practical and Licensed Vocational Nurses.
- In 2021 there were 362 regional completions in programs related to the occupation identified as aligned with Licensed Vocational Nursing and 335 openings, indicating **supply is meeting demand**.
- Typical entry-level education is a **postsecondary nondegree award** for Licensed Practical and Licensed Vocational Nurses.
- Completers of Licensed Vocational Nursing programs from the 2019-2020 academic year had a **median annual wage upon completion of \$54,176**.
- 76% of students **attained a living wage** within a year of completion.
- Completers experienced an average of +97% **change in earnings after exiting**.
- 39% of students were **part-time**, 56% **first-generation**, and 94% **economically disadvantaged**.

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<sup>1</sup> The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

## Occupation Codes and Descriptions

There is one occupation in the standard occupational classification (SOC) system that was identified as related to Licensed Vocational Nursing for this analysis. The occupation title and description, as well as reported job titles, are included in Exhibit 1.

**Exhibit 1 – Occupation, Description, and Sample Job Titles**

<b>SOC Code</b>	<b>Title</b>	<b>Description</b>	<b>Sample of Reported Job Titles</b>
29-2061	<b>Licensed Practical and Licensed Vocational Nurses</b>	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.	Charge Nurse, Clinic Licensed Practical Nurse (Clinic LPN), 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)

Source: O\*NET Online

## Current and Future Employment

In the South Central Coast region, the number of jobs related to Licensed Vocational Nursing are expected to increase for Licensed Practical and Licensed Vocational Nurses.

**Exhibit 2 – Five-Year Projections for Licensed Vocational Nursing in the South Central Coast Region**

SOC	Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change
29-2061	Licensed Practical and Licensed Vocational Nurses	3,367	3,749	382	11%

Source: Economic Modeling Specialists International (EMSI)

## Earnings

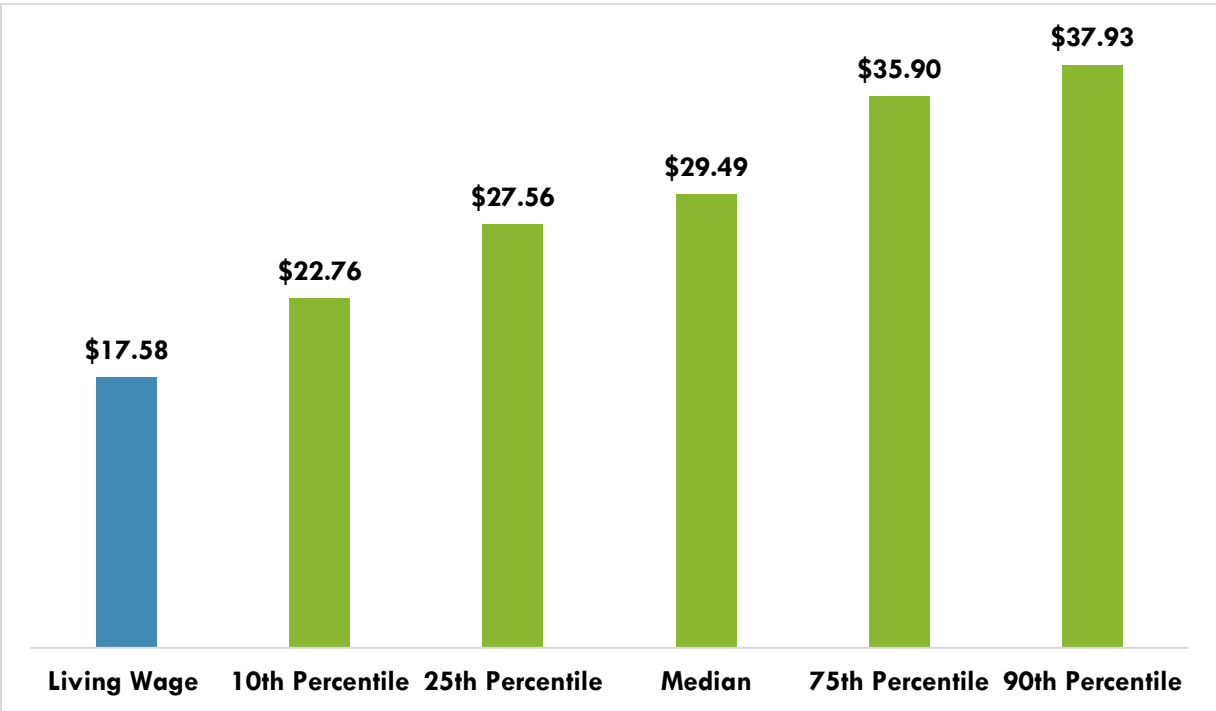
Exhibit 3 contains hourly wages and annual average earnings for this occupation. Entry-level hourly earnings are represented by the 25<sup>th</sup> percentile of wages, median hourly earnings are represented by the 50<sup>th</sup> percentile of wages, and experienced hourly earnings are represented by the 75<sup>th</sup> percentile of wages, demonstrating various levels of employment.

**Exhibit 3 – Earnings for Licensed Vocational Nursing in the South Central Coast Region**

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
29-2061	Licensed Practical and Licensed Vocational Nurses	\$27.56	\$29.49	\$35.90

Source: Economic Modeling Specialists International (EMSI)

**Exhibit 3b – Earnings for Licensed Vocational Nursing in the South Central Coast Region**



Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Economic Modeling Specialists International (EMSI)

## Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for the occupation relevant to the field of study. Employer job postings are consulted to understand who is looking for licensed vocational nurses, and what they are looking for in potential candidates. To identify job postings related to Licensed Vocational Nursing the following standard occupational classification was used:

29-2061                      Licensed Practical and Licensed Vocational Nurses

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## Top Occupations

In 2022, there were 3,450 employer postings for the occupation related to Licensed Vocational Nursing.

**Exhibit 4 – Top Occupations by Job Postings**

<b>SOC Code</b>	<b>Occupation</b>	<b>Job Postings, Full Year 2022</b>
29-2061	<b>Licensed Practical and Licensed Vocational Nurses</b>	3,450

Source: Labor Insight/Jobs (Burning Glass)

**Exhibit 4b – Top Occupations and Risk of Automation**

<b>SOC Code</b>	<b>Occupation</b>	<b>Risk of Automation</b>
29-2061	<b>Licensed Practical and Licensed Vocational Nurses</b>	Low

Source: Labor Insight/Jobs (Burning Glass)

## Top Titles

The top job titles for employers posting ads for jobs related to Licensed Vocational Nursing are listed in Exhibit 5. Licensed Vocational Nurses is mentioned as the job title in 47% of all relevant job postings (1,276 postings).

**Exhibit 5 – Job Titles**

<b>Title</b>	<b>Job Postings, Full Year 2022</b>
Licensed Vocational Nurses	1,276
Licensed Practical Nurses	277
Correctional Licensed Vocational Nurses	186
Licensed Practical Nurses/Licensed Vocational Nurses	182
Licensed Vocational Nurses/Charge Nurses	77

Source: Labor Insight/Jobs (Burning Glass)

## Top Employers

Exhibit 6 lists the major employers hiring professionals in the Licensed Vocational Nursing field. The top employer posting job ads was Healthcare Employment Network. The top worksite cities for this occupation were Santa Maria, Thousand Oaks, Santa Barbara, Oxnard, and Lancaster.

**Exhibit 6 – Top Employers (n= 2,068)**

<b>Employer</b>	<b>Job Postings, Full Year 2022</b>
Healthcare Employment Network	164
Maxim Healthcare Services	144
Procare USA	108
Triage Staffing	106
Kaiser Permanente	93

Source: Labor Insight/Jobs (Burning Glass)

## Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Licensed Vocational Nursing. Nursing is the most sought-after specialized skill for employers, followed by Nursing Care and Medication Administration. Communications, Management, Leadership were the most requested baseline skills. Microsoft Office, Software Systems, and Epic EMR were the most commonly requested software and programming skills.

**Exhibit 7 – Specialized Skills (n= 13,463)**

Skills	Job Postings, Full Year 2022
Nursing	2,085
Nursing Care	613
Medication Administration	590
Home Health Care	496
Vital Signs	492
Cardiopulmonary Resuscitation (CPR)	468
Computerized Physician Order Entry	384
Medical Records	382
Patient Treatment	369
Infection Control	355
Direct Patient Care	334
Pediatrics	284
Hospice	276
Patient Preparation	227
Intravenous Therapy	219

Source: Labor Insight/Jobs (Burning Glass)

**Exhibit 7b – Baseline Skills (n= 6,633)**

<b>Skills</b>	<b>Job Postings, Full Year 2022</b>
Communications	637
Management	367
Leadership	295
Teaching	274
Customer Service	243
Clerical Works	213
Writing	210
Coordinating	193
Problem Solving	189
First Aid	181

Source: Labor Insight/Jobs (Burning Glass)

**Exhibit 7c – Software and Programming Skills (n= 539)**

<b>Skills</b>	<b>Job Postings, Full Year 2022</b>
Microsoft Office	122
Software Systems	97
Epic EMR	52
Microsoft Excel	35
Google Workspace	34
Spreadsheets	33
Clinic Management Systems	20
eClinicalWorks (ECW)	20
Microsoft Outlook	19
PHP (Scripting Language)	16

Source: Labor Insight/Jobs (Burning Glass)



**Industry Concentration**

Exhibit 8 shows the industries with the most Licensed Vocational Nursing postings in the South Central Coast region. Note: 27% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

**Exhibit 8 – Industries Employing the Most in the Licensed Vocational Nursing Field, 2022**

<b>Industry</b>	<b>Occupation Group Jobs in Industry</b>	<b>% of Occupation Group in Industry</b>
Health Care and Social Assistance	1,400	56%
Administrative and Support and Waste Management and Remediation Services	780	31%
Educational Services	77	3%
Professional, Scientific, and Technical Services	71	3%
Retail Trade	63	3%

Source: Labor Insight/Jobs (Burning Glass)

**Certifications**

Exhibit 9 lists the most in-demand certifications in the Licensed Vocational Nursing field. The top requested certification in job postings was Licensed Vocational Nurse.

**Exhibit 9 – Certifications (n= 8,653)**

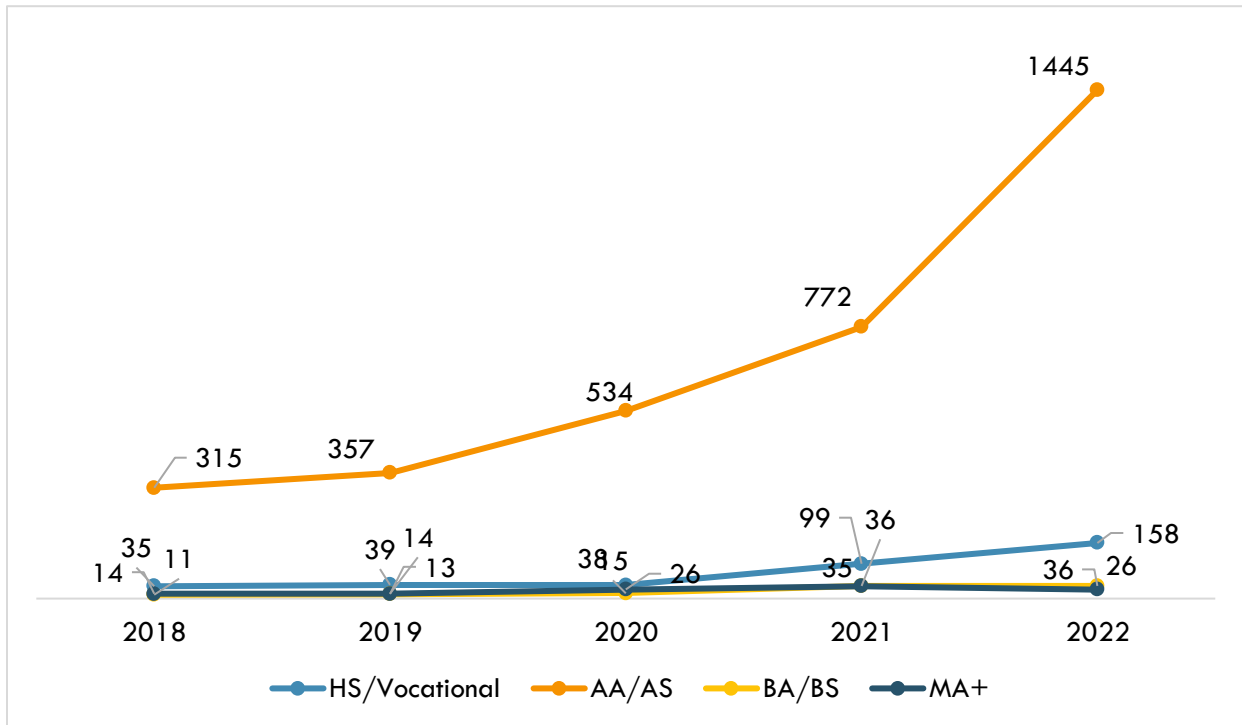
<b>Certifications</b>	<b>Job Postings, Full Year 2022</b>
Licensed Vocational Nurse (LVN)	2,851
Registered Nurse (RN)	1,512
Licensed Practical Nurse (LPN)	1,315
Basic Life Support (BLS) Certification	811
Cardiopulmonary Resuscitation (CPR) Certification	599

Source: Labor Insight/Jobs (Burning Glass)

### Job Postings - Minimum Educational Attainment Over Time

Exhibit 10 displays the change in job advertisements over the last five years for Licensed Vocational Nursing, according to the minimum advertised education. In 2022, there were 1,665 total job ads posted with a minimum advertised education, with 1,445 of them requiring an Associate's degree.

**Exhibit 10 – Educational Demand, Minimum Advertised**



Source: Labor Insight / Jobs (Burning Glass)

### Job Postings – Proportion of Job Postings by Minimum Educational Attainment Required

To gauge employer preference for candidates with particular education levels, the proportion of job postings by minimum advertised education appears in Exhibit 11. Employers posting job ads for Licensed Vocational Nursing have frequently sought candidates with an Associate's degree.

**Exhibit 11 – Occupational Demand by Education, Minimum Advertised**

Minimum Education Requirement	2018	2019	2020	2021	2022
<b>HS Diploma / Vocational Training</b>	9%	9%	6%	11%	9%
<b>Associate Degree</b>	84%	84%	87%	82%	87%
<b>Bachelor's Degree</b>	3%	3%	2%	4%	2%
<b>Graduate Degree</b>	4%	3%	4%	4%	2%

Source: Labor Insight/ Jobs (Burning Glass)

## Education and Training

Exhibit 12 shows the typical entry-level education requirement for the occupation of interest, along with the typical on-the-job training needed to attain competency in the occupation.

**Exhibit 12 – Education and Training Requirements**

SOC	Occupation	Typical entry-level education	Typical on-the-job training
29-2061	<b>Licensed Practical and Licensed Vocational Nurses</b>	Postsecondary Nondegree Award	None

Source: Bureau of Labor Statistics Employment Projections (Educational Attainment)

## Regional Completions and Openings

There were 362 regional completions (2021) and 335 regional openings (2021) in the South Central Coast region aligned with programs related to the occupation in this report.

**Exhibit 13 – Completions and Openings**

<b>13</b> Regional Institutions had Related Programs (2021)	<b>362</b> Regional Completions (2021)	<b>335</b> Annual Openings (2021)
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Source: Economic Modeling Specialists International (EMSI)

## Related Programs

CIP Code	Program	Completions (2021)
51.3901	Licensed Practical/Vocational Nurse Training	362
51.1199	Health/Medical Preparatory Programs, Other	0

Source: Economic Modeling Specialists International (EMSI)

## CCC and Non-CCC Awards

Exhibit 14 lists the number of completers from programs related to Licensed Vocational Nursing in the South Central Coast region.

**Exhibit 14 – CCC and Non-CCC Awards the South Central Coast, 2021**

<b>CCC Programs</b>	<b>Completers</b>
Allan Hancock College	53
Cuesta College	37
Antelope Valley College	9
Santa Barbara City College	3
College of the Canyons	0
Moorpark College	0
<b>Non-CCC Programs</b>	<b>Completers</b>
High Desert Medical College	146
Career Care Institute	86
Santa Barbara Business College – Santa Maria	16
University of Antelope Valley	12
Charter College – Canyon Country	0
Saint Joseph’s School of Nursing	0
Simi Valley Adult School and Career Institute	0

Source: Economic Modeling Specialists International (EMSI)

## Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of regional Licensed Vocational Nursing Programs (TOP: 1230.20) for the 2019-2020 academic year.

- Completers of Licensed Vocational Nursing programs from the 2019-2020 academic year had a **median annual wage upon completion of \$54,176.**
- 76% of students **attained a living wage** within a year of completion.
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## **Sources**

O\*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

## **Notes**

Data included in this analysis represent the labor market demand for relevant positions most closely related to Licensed Vocational Nursing. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions. All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; 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 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.