



Certified Nursing Assistant (TOP 1230.30)

May 2023

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

Program Recommendation

This report was compiled by the South Central Coast¹ Center of Excellence to provide regional labor market data for the program recommendation – Certified Nursing Assistant. 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 Certified Nursing Assistant are expected to increase** for Nursing Assistants.
- Certified Nursing Assistant is anticipated to experience a **low risk of automation** for Nursing Assistants.
- In 2021 there were 174 regional completions in programs related to the occupation identified as aligned with Certified Nursing Assistant and 898 openings, indicating an **undersupply**.
- Typical entry-level education is a **postsecondary nondegree award** for Nursing Assistants.
- Completers of Certified Nursing Assistant programs from the 2019-2020 academic year had a **median annual wage upon completion of \$30,168**.
- 75% of students are **employed within a year** after completing a program.
- 22% of students **attained a living wage** within a year of completion.
- Completers experienced an average of +46% **change in earnings after exiting**.
- 81% of students were **part-time**, 9% **skill builders**, 49% **first-generation**, and 88% **economically disadvantaged**.

¹ 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 Certified Nursing Assistant 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

SOC Code	Title	Description	Sample of Reported Job Titles
31-1131	Nursing Assistants	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.	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)

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Certified Nursing Assistant are expected to increase for Nursing Assistants.

Exhibit 2 – Five-Year Projections for Certified Nursing Assistant in the South Central Coast Region

SOC	Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change
31-1131	Nursing Assistants	5,119	5,860	741	14%

Source: Economic Modeling Specialists International (EMSI)

Earnings

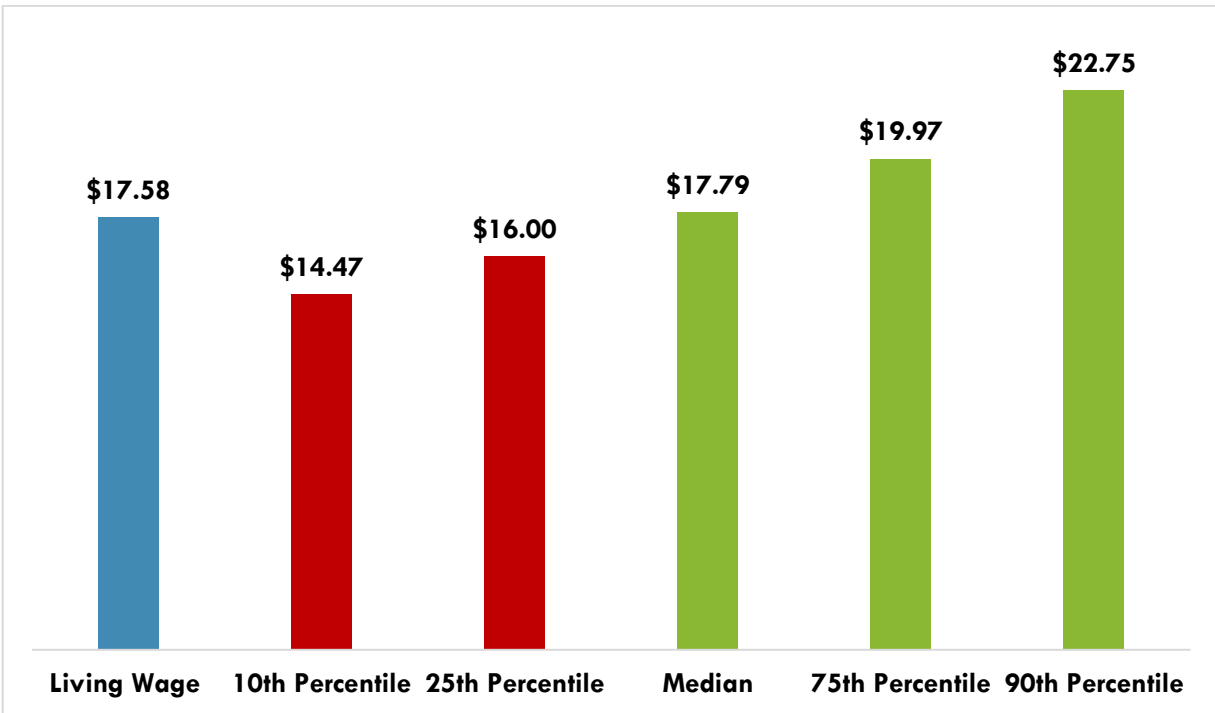
Exhibit 3 contains hourly wages and annual average earnings for this occupation. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile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

Exhibit 3 – Earnings for Certified Nursing Assistant in the South Central Coast Region

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
31-1131	Nursing Assistants	\$16.00	\$17.79	\$19.97

Source: Economic Modeling Specialists International (EMSI)

Exhibit 3b – Earnings for Certified Nursing Assistant 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 nursing assistants, and what they are looking for in potential candidates. To identify job postings related to Certified Nursing Assistant, the following standard occupational classification was used:

31-1131 Nursing Assistants

Top Occupations

In 2022, there were 2,054 employer postings for the occupation related to Certified Nursing Assistant.

Exhibit 4 – Top Occupations by Job Postings

SOC Code	Occupation	Job Postings, Full Year 2022
31-1131	Nursing Assistants	2,054

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 4b – Top Occupations and Risk of Automation

SOC Code	Occupation	Risk of Automation
31-1131	Nursing Assistants	Low

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Certified Nursing Assistant are listed in Exhibit 5. Certified Nursing Assistants is mentioned as the job title in 25% of all relevant job postings (423 postings).

Exhibit 5 – Job Titles

Title	Job Postings, Full Year 2022
Certified Nursing Assistants	423
Patient Care Technicians	221
Behavior Technicians	191
Medication Aides	83
Medication Technicians	64

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Certified Nursing Assistant field. The top employer posting job ads was CommonSpirit Health. The top worksite cities for the occupation were Thousand Oaks, Santa Barbara, Oxnard, Ventura, and Santa Maria.

Exhibit 6 – Top Employers (n= 1,358)

Employer	Job Postings, Full Year 2022
CommonSpirit Health	138
PIH Healthcare	81
HCA Healthcare	71
DaVita	69
Community Memorial Health System	68

Source: Labor Insight/Jobs (Burning Glass)

Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Certified Nursing Assistant. Nursing is the most sought-after specialized skill for employers, followed by Vital Signs and Activities of Daily Living (ADLs). Communications, Customer Service, and Lifting Ability were the most requested baseline skills. Software Systems, Microsoft Excel, and Apache Spark were the most commonly requested software and programming skills.

Exhibit 7 – Specialized Skills (n= 7,041)

Skills	Job Postings, Full Year 2022
Nursing	854
Vital Signs	330
Activities of Daily Living (ADLs)	318
Acute Care	292
Medical Terminology	283
Direct Patient Care	255
Cardiopulmonary Resuscitation (CPR)	245
Caregiving	225
Personal Care	197
Nursing Care	188
Medical Records	177
Patient Assistance	163
Applied Behavior Analysis	146
Patient Treatment	142
Hospital Experience	141

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7b – Baseline Skills (n= 3,668)

Skills	Job Postings, Full Year 2022
Communications	530
Customer Service	250
Lifting Ability	201
Teaching	186
Clerical Works	170
Computer Literacy	159
Leadership	135
Compassion	109
Writing	106
Organizational Skills	102

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7c – Software and Programming Skills (n= 270)

Skills	Job Postings, Full Year 2022
Software Systems	47
Microsoft Excel	38
Apache Spark	35
Microsoft Word	29
Google Workspace	27
Microsoft Outlook	18
Microsoft Office	12
Visual Basic (Programming Language)	12
IBM WebSphere MQ	6
Microsoft PowerPoint	5

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 8 shows the industries with the most Certified Nursing Assistant 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 Certified Nursing Assistant Field, 2022

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Health Care and Social Assistance	1,154	77%
Administrative and Support and Waste Management and Remediation Services	165	11%
Professional, Scientific, and Technical Services	46	3%
Retail Trade	29	2%
Accommodation and Food Services	29	2%

Source: Labor Insight/Jobs (Burning Glass)

Certifications

Exhibit 9 lists the most in-demand certifications in the Certified Nursing Assistant field. The top requested certification in job postings was Certified Nursing Assistant.

Exhibit 9 – Certifications (n= 4,059)

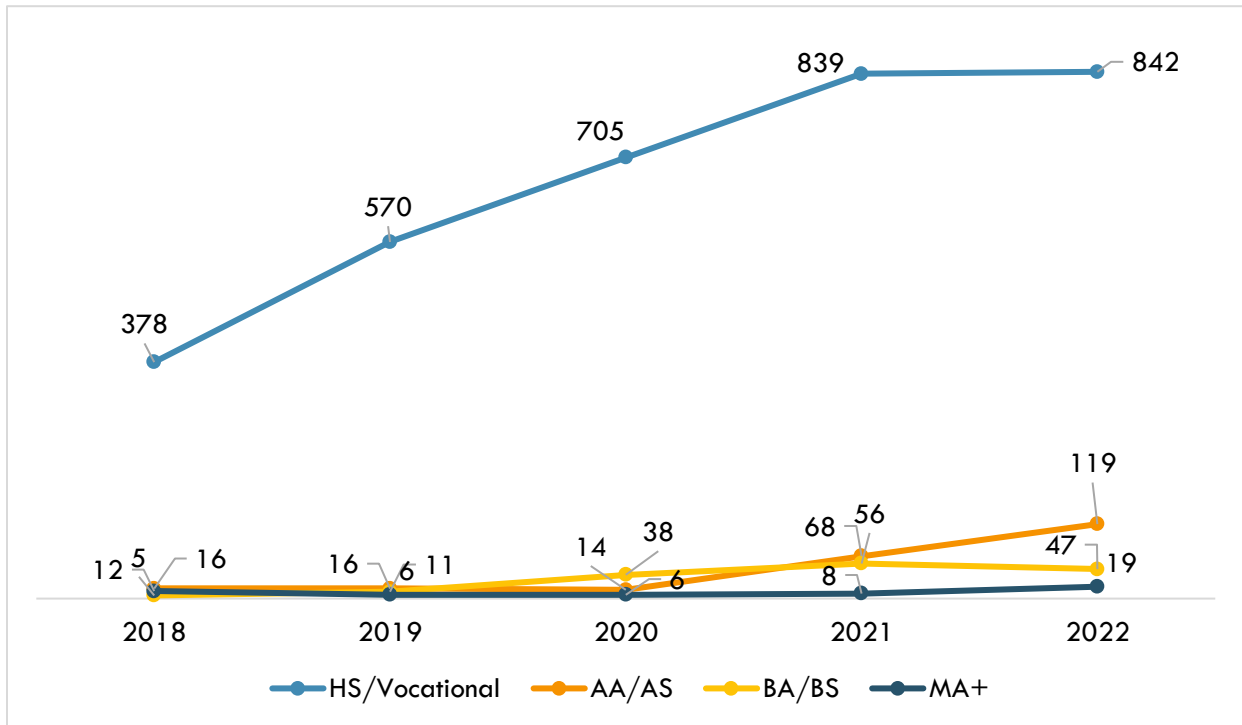
Certifications	Job Postings, Full Year 2022
Certified Nursing Assistant (CNA)	1,263
Registered Nurse (RN)	555
Basic Life Support (BLS) Certification	392
Cardiopulmonary Resuscitation Certification (CPR)	255
Certified Patient Care Technician (CPCT)	244

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 Certified Nursing Assistant, according to the minimum advertised education. In 2022, there were 1,027 total job ads posted with a minimum advertised education, with 842 of them requiring a high school diploma or equivalent.

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 Certified Nursing Assistant have frequently sought candidates with a high school diploma or equivalent.

Exhibit 11 – Occupational Demand by Education, Minimum Advertised

Minimum Education Requirement	2018	2019	2020	2021	2022
HS Diploma / Vocational Training	92%	95%	92%	86%	82%
Associate Degree	4%	3%	2%	7%	12%
Bachelor’s Degree	1%	2%	5%	6%	5%
Graduate Degree	3%	1%	1%	1%	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
31-1131	Nursing Assistants	Postsecondary Nondegree Award	None

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

Regional Completions and Openings

There were 174 regional completions (2021) and 898 regional openings (2021) in the South Central Coast region aligned with programs related to the occupation in this report.

Exhibit 13 – Completions and Openings

8 Regional Institutions had Related Programs (2021)	174 Regional Completions (2021)	898 Annual Openings (2021)
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Source: Economic Modeling Specialists International (EMSI)

Related Programs

CIP Code	Program	Completions (2021)
51.0899	Allied Health and Medical Assisting Services, Other	95
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	79
51.2602	Home Health Aide/Home Attendant	0

Source: Economic Modeling Specialists International (EMSI)

CCC and Non-CCC Awards

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

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

CCC Programs	Completers
Allan Hancock College	58
Cuesta College	21
College of the Canyons	0
Santa Barbara City College	0
Non-CCC Programs	Completers
High Desert Medical College	95
Career Care Institute	0
Simi Valley Adult School and Career Institute	0
University of Antelope Valley	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 Certified Nursing Assistant Programs (TOP: 1230.30) for the 2019-2020 academic year.

- Completers of Certified Nursing Assistant programs from the 2019-2020 academic year had a **median annual wage upon completion of \$30,168.**
- 75% of students are **employed within a year** after completing a program.
- 22% of students **attained a living wage** within a year of completion.
- Completers experienced an average of +46% **change in earnings after exiting.**
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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 Certified Nursing Assistant. 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.