C·O·E CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

Nursing Assistants

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

Summary

Certified Nurse Assistant
Community College Program
(TOP 1230.30)

➡️

Provides training for
Nursing Assistants (31-1131)
Occupation
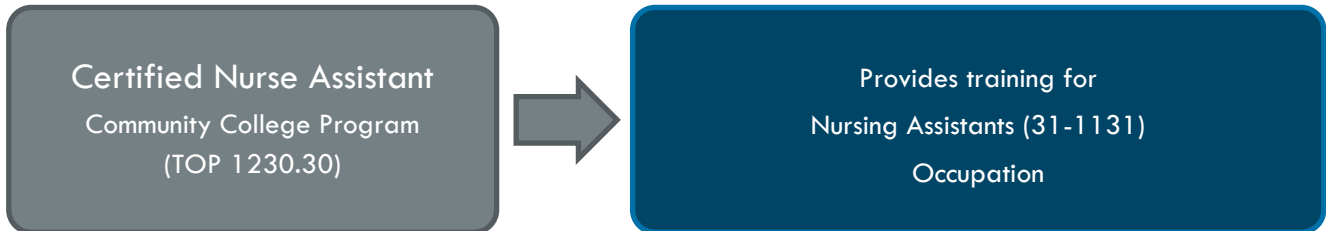
Over the next five years (2022-2027), employment for nursing assistants
is projected to:

Increase Employment by 18%

1,715 Annual Job Openings

Median Hourly Earnings **$18.08**

274 **Total Annual Awards**
in certified nurse assistant programs

122
Program Awards from
Community College Programs

152
Program Awards from Other
Postsecondary Education Providers
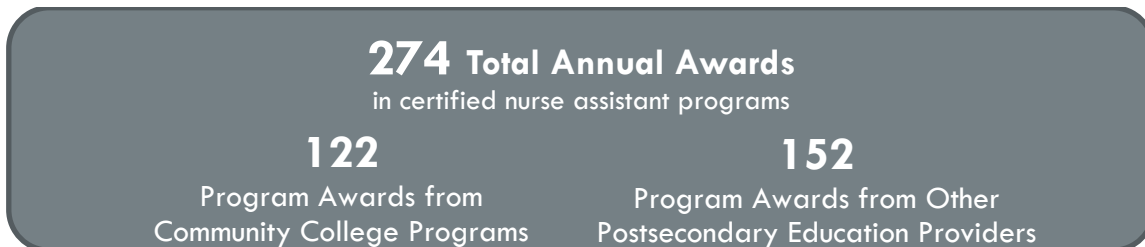
The Inland Empire/Desert Center of Excellence
👍 **Recommends**
the certified nurse assistant program in the
Inland Empire/Desert Region

Introduction

California Community College certified nurse assistant (TOP 1230.30) programs focus on routine nursing services of patients in hospitals or long-term care facilities practiced under the direction of nursing or medical staff, and specific to the nurse assistant certification examination. Includes Acute Care Nurse Assistant (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by certified nurse assistant programs lead to employment as:

- Nursing Assistants (31-1131)

Job Demand

In 2022, there were 9,072 jobs for nursing assistants in the Inland Empire/Desert Region. Regional employment for nursing assistants is projected to increase by 18% through 2027; 1,715 job openings are projected annually. Exhibit 1 displays the job counts, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for nursing assistants, Inland Empire/Desert Region, 2022-2027

Occupation	2022 Jobs	2027 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Nursing Assistants	9,072	10,684	18%	8,576	1,715
Total	**9,072**	**10,684**	**18%**	**8,576**	**1,715**

Source: Lightcast 2023.3

An online job ad search for nursing assistants was conducted to reveal the employers seeking these workers, including the median posting duration, earnings information, and in-demand skills. Exhibit 2 displays the number of job ads posted for nursing assistants over the last 12 months and the median posting duration. Over the previous 12 months, there were 2,514 job ads for nursing assistants in the region.

*Exhibit 2. Job ads and posting duration, Inland Empire/Desert Region, January through December 2023*

Occupation	Job Ads	Median Posting Duration (Days)
Nursing Assistants	2,514	24

Source: Lightcast 2023.3

Earnings

The living wage for one adult in the Inland Empire/Desert Region (Riverside and San Bernardino Counties) is $14 per hour or $29,120 annually. Exhibit 3 displays the hourly earnings for nursing assistants. Notably, all hourly wages for nursing assistants are above the living wage estimate.

*Exhibit 3. Hourly earnings by percentile for nursing assistants, Inland Empire/Desert Region, 2022*
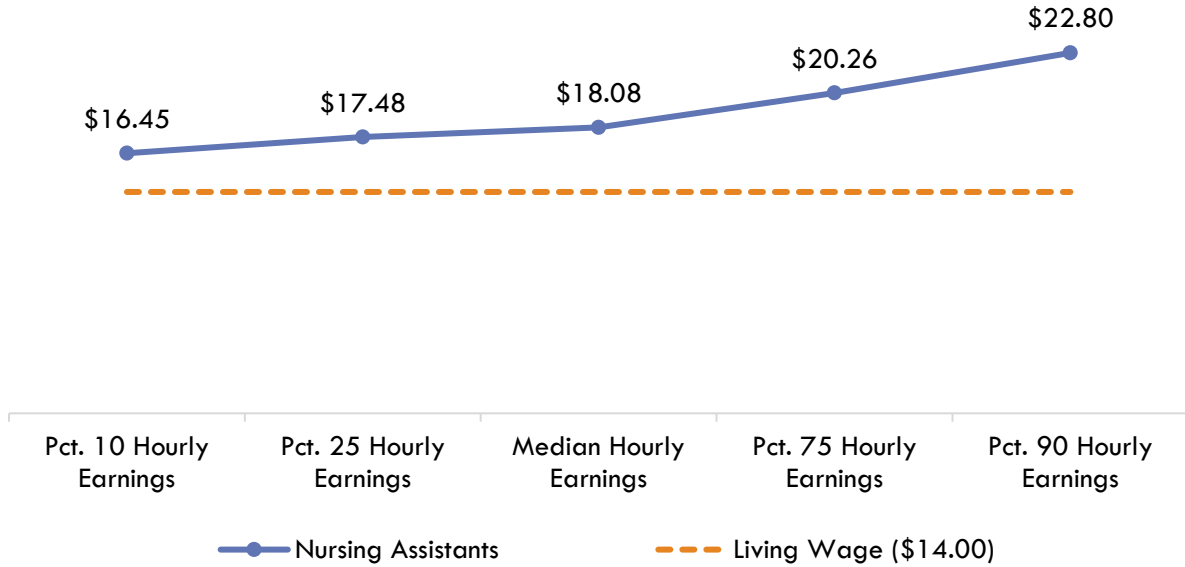
Source: Lightcast 2023.3

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 the majority of employers (81%) advertise an annual salary between $36,000 and $48,000.

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

■ Nursing Assistants (n=1,649)

Less than $35,999 — 7%	$36,000 to $47,999 — 81%
$48,000 to $59,999 — 8%	$60,000+ — 4%
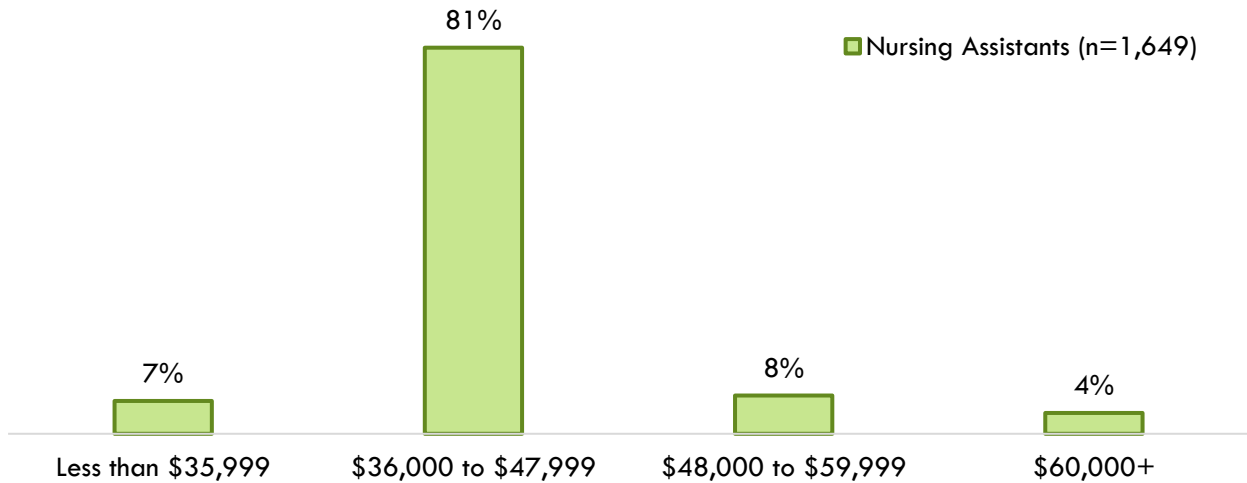
Source: Lightcast 2023.3

Online Job Advertisements: Job Titles, Employers, Skills, Education, & Work Experience

Exhibit 5 displays the job titles most frequently used in job ads over the last 12 months. Displaying advertised job titles may provide insight into the types of positions sought by employers posting job ads.

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

Job Titles	Unique Job Ads
Certified Nursing Assistants	528
Patient Care Technicians	247
Patient Care Assistants	87
Medication Technicians	76
Nursing Assistants	76
Health Aides	64
Home Health Aides/Personal Care Aides	61
ABA Behavioral Technicians	38
Hospice Aides	28
Hospital Certified Nursing Assistants	24

Source: Lightcast 2023.3

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. The top employers are DaVita and Loma Linda University Health.

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

Top Employer	Unique Job Ads
DaVita	144
Loma Linda University Health	108
Universal Health Services	62
HCA Healthcare	50
Eisenhower Health	41
Kaiser Permanente	40
Desert Regional Medical Center	35
PIH Health	32
Redlands Community Hospital	29
United Health	21

Source: Lightcast 2023.3

Exhibit 7 lists a sample of specialized and employability skills employers seek when seeking workers to fill positions for nursing assistants. 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.
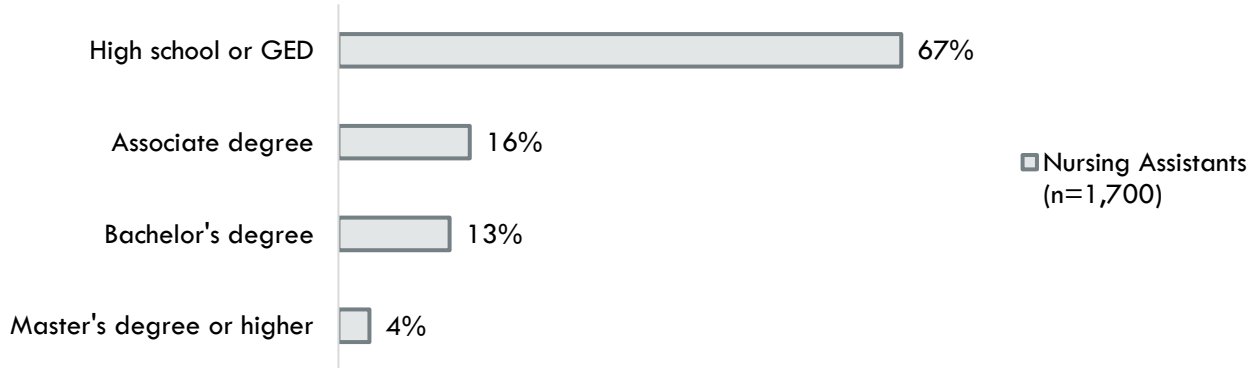
Exhibit 7. Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, January through December 2023

Specialized skills	Common skills
• Nursing • Activities of Daily Living (ADLs) • Vital Signs • Nursing Care • Patient Observation • Autism Spectrum Disorders • Data Collection • Treatment Planning • Patient Assistance • Dialysis	• Communication • Customer Service • Interpersonal Communications • Clerical Works • Leadership • Professionalism • Lifting Ability • Management • Compassion • Technical Acumen

Source: Lightcast 2023.3

Exhibit 8 displays the minimum advertised education requirements for nursing assistants. According to the Bureau of Labor Statistics, 44% of incumbent workers in this occupation hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Approximately 68% of employer job ads included minimum education requirements. Most employer job ads (67%) sought a high school diploma or GED and another 16% sought an associate degree as the minimum education requirement.

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

High school or GED — 67%
Associate degree — 16%
Bachelor's degree — 13%
Master's degree or higher — 4%

Nursing Assistants (n=1,700)

Source: Lightcast 2023.3

Exhibit 9 displays the work experience typically required from employer job ads for nursing assistants. Nearly three-fourths (74%) of employers listing minimum experience requirements sought candidates with zero to one year of previous work experience.

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

Nursing Assistants (n=725)

0 to 1 year — 74%
2 to 3 years — 21%
4 to 6 years — 4%
7+ years — 1%
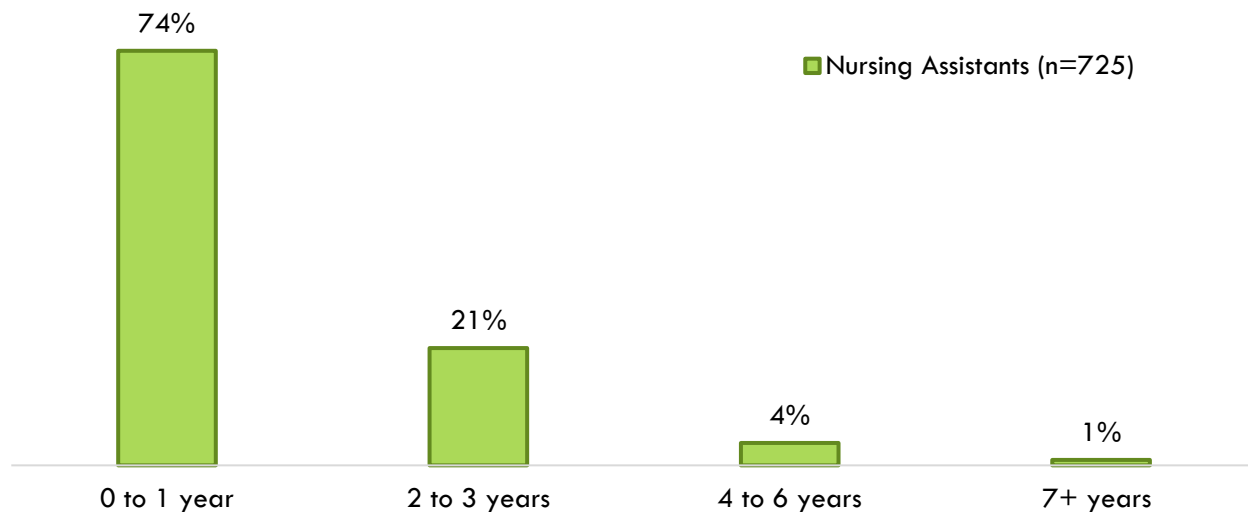
Source: Lightcast 2023.3

Certifications

Exhibit 10 displays the most frequently requested certifications by employers in job advertisements.

Exhibit 10. Certifications most frequently required by employers, Inland Empire/Desert Region, January through December 2023

Certification	Jobs Ads
Certified Nursing Assistant (CNA)	1,262
Basic Life Support (BLS) Certification	540
Certified Patient Care Technician (CPCT)	292
Cardiopulmonary Resuscitation (CPR) Certification	266
Certified Medical Assistant (CMA)	130

Source: Lightcast 2023.3

Student Completions and Programs Outcomes

Exhibit 11 displays student completions for Certified Nurse Assistant (TOP 1230.30) programs over the last three academic years (2019-2022). In the previous three academic years, two regional community colleges issued an average of 122 awards in Certified Nurse Assistant programs. 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 Code	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Award Average
1230.30	Certified Nurse Assistant	Palo Verde	55	14	36	35
		Riverside	60	89	111	87
		Supply Total/Average	115	103	147	122

Source: MIS Data Mart

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. TOP 1230.30 – Certified Nurse Assistant strong workforce program outcomes, Inland Empire/Desert Region, most recent academic year

Strong Workforce Program Metrics: 1230.30 – Certified Nurse Assistant	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2021-22)	469	3,154
Completed 9+ career education units in one year (2021-22)	25%	23%
Students who attained a noncredit workforce milestone in a year (2021-22)	86%	77%
Students who earned a degree, certificate, or attained apprenticeship (2021-22)	-	399
Job closely related to the field of study (2019-20)	100%	80%
Median annual earnings (all exiters) (2020-21)	$22,978	$32,652
Median change in earnings (all exiters) (2020-21)	9%	28%
Attained a living wage (completers and skills-builders) (2020-21)	39%	44%

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 programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent two years. Non-community college institutions issued an average of 152 awards over the last two academic years.

Exhibit 13. Other educational providers for Nursing Assistant/Aide and Patient Care Assistant/Aide programs, Inland Empire/Desert Region, Academic Years 2019-2021

CIP Code	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Award Average
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	California Nurses Educational Institute	105	76	91
		Riverside County Office of Education-School of Career Education	12	21	17
		Summit College	33	56	45
		Supply Total/Average	**150**	**153**	**152**

Source: IPEDS

Notes:

Based on local regional data, these are additional providers: McKallen Medical College-RC; Eastlake Fontana; Inland Career College-SB; RCOE; and CRYROP.

Summary of Findings & Recommendation

Over the next five years, the occupation – nursing assistants – is projected to have 1,715 annual job openings and increase employment by 18% in the Inland Empire/Desert Region. All hourly wages for nursing assistants are above the region's living wage estimate ($14). Over the last 12 months, there were 2,514 job ads posted for nursing assistants in the region.

Over the last three academic years, there were 122 award completions for certified nurse assistant (TOP 1230.30) programs in the Inland Empire/Desert Region. Non-community college postsecondary education institutions issued an average of 152 awards across the following program: Nursing Assistant/Aide and Patient Care Assistant/Aide (CIP 51.3902). In total, regional institutions issued an average of 274 awards in relevant training programs.

Based on the 1,715 annual job openings (demand) and the annual average of 274 awards conferred (supply), there appears to be an undersupply in the region. Due to this, the Centers of Excellence finds that there is a regional need for programs that train students to become nursing assistants. Colleges considering this program should partner with applicable employers to document their demand for nursing assistants.

Contact

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Appendix: Methodology

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 nursing assistants in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation (SOC)	2022 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10th to 90th percentile)	Median Hourly Wage (50th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Nursing Assistants (31-1131)	9,072	1,612	18%	1,715	$16.45 - $22.80	$18.08	$39,750	Postsecondary nondegree award & None	None
Total	**9,072**	**1,612**	**18%**	**1,715**	-	-	-	-	-

Source: Lightcast 2023.3