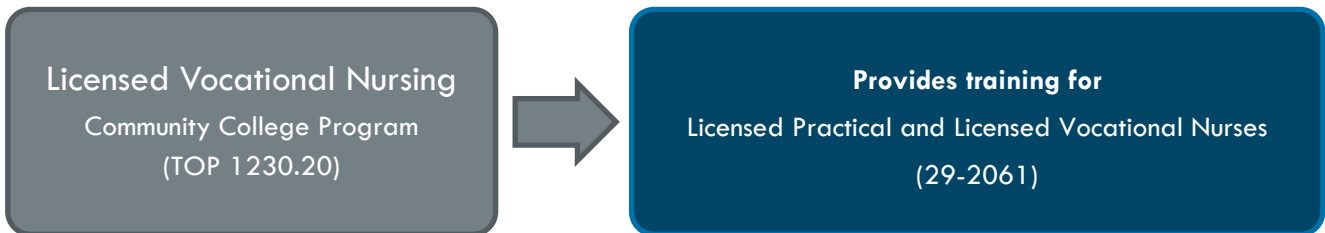


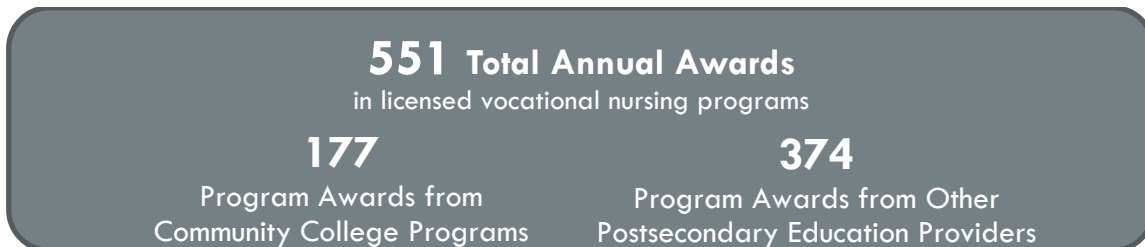
# Licensed Vocational Nursing (LVN)

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

## Summary



Over the next five years (2022-2027), employment for licensed practical and licensed vocational nurses is projected to:



The Inland Empire/Desert Center of Excellence  
 **Recommends**  
 the licensed vocational nursing program  
 in the Inland Empire/Desert Region

## Introduction

California Community College licensed vocational nursing (TOP 1230.20) programs prepare students for employment through the instruction of technical and manual nursing skills, practiced under the direction of a registered nurse, physician, or other medical staff, specific to the scope of practice of the licensed vocational nurse. Programs leading to vocational nurse licensure by the Board of Vocational Nursing and Psychiatric Technicians (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by licensed vocational nursing programs lead to employment as:

- Licensed Practical and Licensed Vocational Nurses (29-2061)

## Job Demand

In 2022, there were 8,387 jobs for licensed practical and licensed vocational nurses in the region.

Employment for licensed practical and licensed vocational nurses is projected to increase by 12% through 2027 in the two counties; 873 job openings are projected annually. Exhibit 1 displays the job counts, five-year projected job growth, and job openings in the Inland Empire/Desert region.

*Exhibit 1. Five-year projections for licensed practical and licensed vocational nurses, 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)
Licensed Practical and Licensed Vocational Nurses	8,387	9,391	12%	4,364	873
<b>Total</b>	<b>8,387</b>	<b>9,391</b>	<b>12%</b>	<b>4,364</b>	<b>873</b>

Source: Lightcast 2023.3

An online job ad search for licensed practical and licensed vocational nurses 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 licensed practical and licensed vocational nurses over the last 12 months and the median posting duration. Over the previous 12 months, there were 4,890 job ads for licensed practical and licensed vocational nurses in the Inland Empire/Desert Region.

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

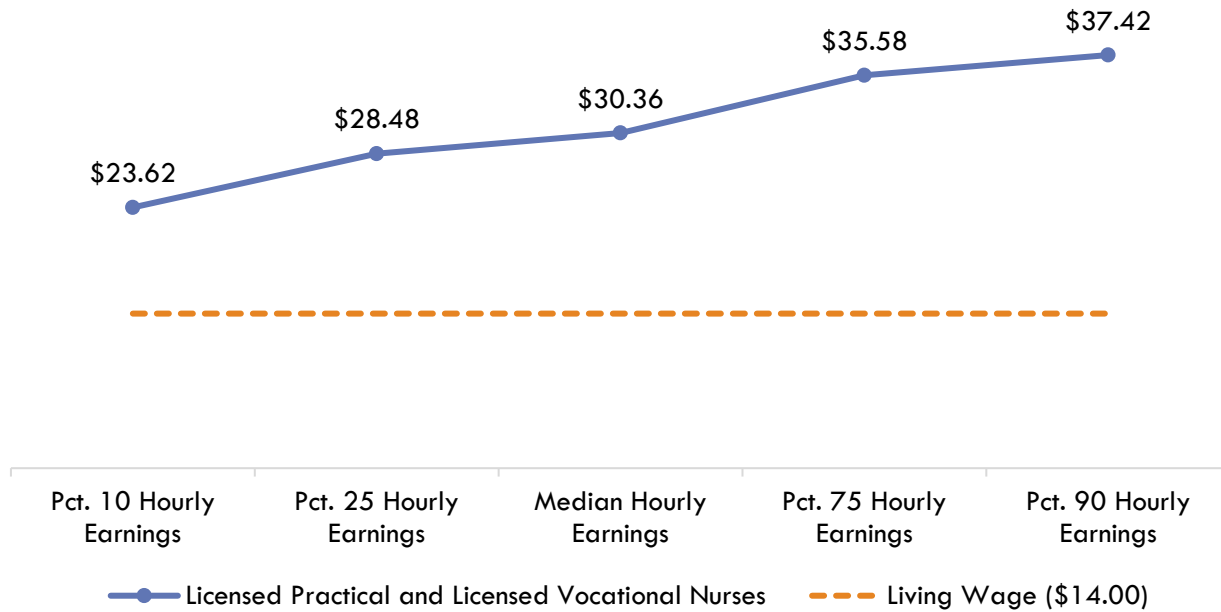
Occupation	Job Ads	Median Posting Duration (Days)
Licensed Practical and Licensed Vocational Nurses	4,890	28

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 licensed practical and licensed vocational nurses in the Inland Empire/Desert Region. Notably, all hourly wages for licensed practical and licensed vocational nurses are significantly above the living wage estimate.

*Exhibit 3. Hourly earnings by percentile for licensed practical and licensed vocational nurses, Inland Empire/Desert Region, 2022*

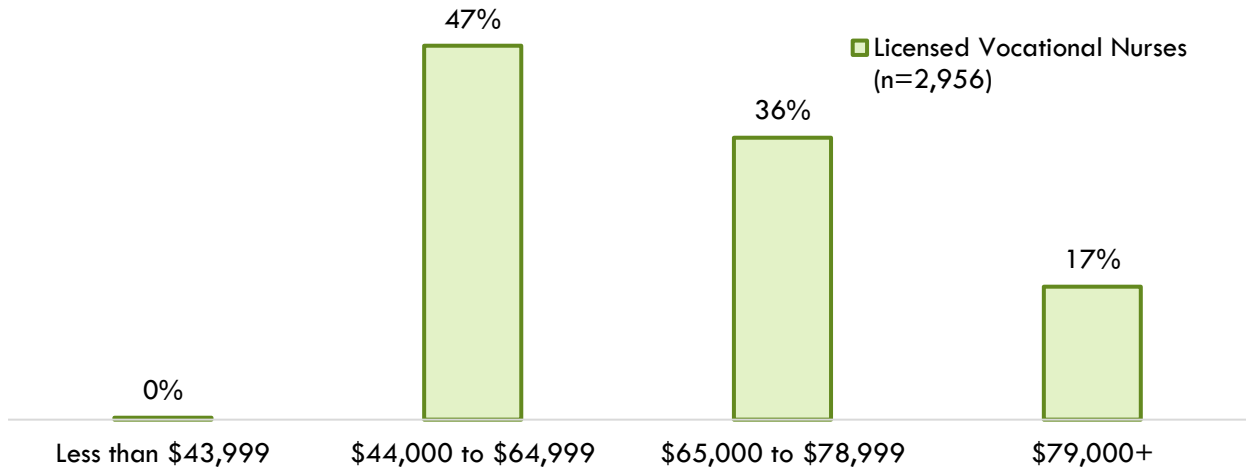


Source: Lightcast 2023.3

## Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for licensed practical and licensed vocational nurses over the last 12 months. Online job ad salary information reveals that the majority of employers (47%) advertise an annual salary between \$44,000 and \$65,000.

Exhibit 4. Online advertised salaries for licensed practical and licensed vocational nurses, Inland Empire/Desert Region, January through December 2023



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
Licensed Vocational Nurses	1,254
Licensed Practical Nurses/Licensed Vocational Nurses	260
Correctional Licensed Vocational Nurses	213
Licensed Vocational Nurses/Charge Nurses	203
Outpatient Registered Nurses	150
Home Health Registered Nurses	85
Home Health Managers	77
Home Health Field Registered Nurses	64
Treatment Nurses	55
Day Care Assistants	52

Source: Lightcast 2023.3

Exhibit 6 displays the employers posting the most job ads for licensed practical and licensed vocational nurses during the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. The top employers are Kaiser Permanente and Maxim Healthcare Services.

*Exhibit 6. Employers posting the most job ads for licensed practical and licensed vocational nurses, Inland Empire/Desert Region, January through December 2023*

Top Employer	Unique Job Ads
Kaiser Permanente	522
Maxim Healthcare Services	195
UnitedHealth Group	88
Loma Linda University Health	80
Telecare	76
Eisenhower Health	75
Prime Home Health	74
AccentCare	65
Aveanna Healthcare	64
Inland Empire Health Plan	54

Source: Lightcast 2023.3

Exhibit 7 lists a sample of specialized and employability skills employers seek when seeking workers to fill positions for licensed practical and licensed vocational nurses. 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.

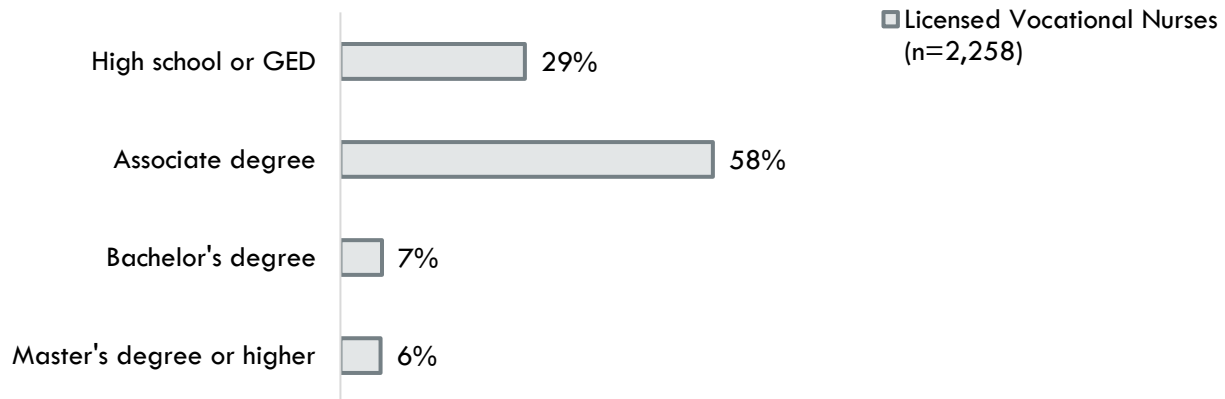
*Exhibit 7. Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, January through December 2023*

Specialized skills	Common skills
<ul style="list-style-type: none"> <li>• Nursing</li> <li>• Home Health Care</li> <li>• Medication Administration</li> <li>• Medical Records</li> <li>• Acute Care</li> <li>• Direct Patient Care</li> <li>• Tracheotomy</li> <li>• Infection Control</li> <li>• Nursing Interventions Classification</li> <li>• Respiration</li> </ul>	<ul style="list-style-type: none"> <li>• Communication</li> <li>• Management</li> <li>• Scheduling</li> <li>• Compassion</li> <li>• Transcribing</li> <li>• Coordinating</li> <li>• Emergency Procedures</li> <li>• Customer Service</li> <li>• Non-Verbal Communication</li> <li>• Ethical Standards and Conduct</li> </ul>

Source: Lightcast 2023.3

Exhibit 8 displays the minimum advertised education requirements for licensed practical and licensed vocational nurses. According to the Bureau of Labor Statistics, 73% of incumbent workers in this occupation hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Less than half (46%) of employer job ads included minimum education requirements. Most employer job ads (58%) sought an associate degree as the minimum education requirement.

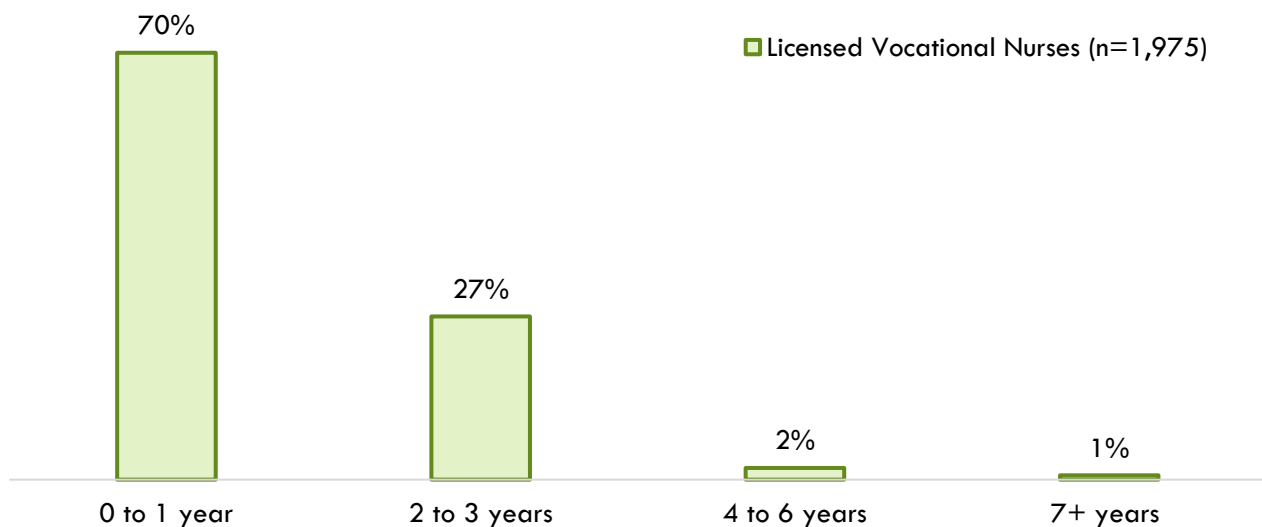
*Exhibit 8. Minimum advertised education requirements, Inland Empire/Desert Region, January through December 2023*



Source: Lightcast 2023.3

Exhibit 9 displays the work experience typically required from employer job ads for licensed practical and licensed vocational nurses. More than two-thirds (70%) 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*



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
Licensed Vocational Nurse (LVN)	4,109
Registered Nurse (RN)	2,123
Basic Life Support (BLS) Certification	1,609
Licensed Practical Nurse (LPN)	1,005
Cardiopulmonary Resuscitation (CPR) Certification	651

Source: Lightcast 2023.3

## Student Completions and Programs Outcomes

Exhibit 11 displays student completions for licensed vocational nursing (TOP 1230.20) programs over the last three academic years (2019-2022). In the previous three academic years, 5 regional community colleges issued an average of 177 awards in licensed vocational nursing programs.

*Exhibit 11. Annual average community college awards for licensed vocational nursing 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
1230.20	Licensed Vocational Nursing	Chaffey	49	29	42	40
		Copper Mountain	24	23	25	24
		Desert	35	41	1	26
		Palo Verde	11	-	7	6
		Riverside	88	68	89	82
<b>Supply Total/Average</b>			<b>207</b>	<b>161</b>	<b>164</b>	<b>177</b>

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 1230.20 – Licensed Vocational Nursing strong workforce program outcomes, Inland Empire/Desert Region, most recent academic year*

<b>Strong Workforce Program Metrics: 1230.20 – Licensed Vocational Nursing</b>	<b>Inland Empire/Desert Region</b>	<b>California Region</b>
Unduplicated count of enrolled students (2021-22)	504	3,131
Completed 9+ career education units in one year (2021-22)	45%	46%
Students who attained a noncredit workforce milestone in a year (2021-22)	N/A	9%
Students who earned a degree, certificate, or attained apprenticeship (2021-22)	96	652
Job closely related to the field of study (2019-20)	100%	91%
Median annual earnings (all exiters) (2020-21)	\$38,338	\$41,824
Median change in earnings (all exiters) (2020-21)	78%	50%
Attained a living wage (completers and skills-builders) (2020-21)	63%	59%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 13 displays awards for other postsecondary education providers reported in licensed practical/vocational nurse training programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent two years. Five non-community college institutions issued an average of 374 awards over the last two academic years.

*Exhibit 13. Other educational providers for licensed practical/vocational nurse training programs, Inland Empire/Desert Region, Academic Years 2019-2021*

<b>CIP Code</b>	<b>Program</b>	<b>Institution</b>	<b>2019-20 Awards</b>	<b>2020-21 Awards</b>	<b>2-Year Award Average</b>
51.3901	Licensed Practical/Vocational Nurse Training	American Career College-Ontario	195	229	212
		Baldy View Regional Occupational Program	20	-	10
		Beaumont Adult School	40	54	47
		California Nurses Educational Institute	64	33	49
		North-West College-Riverside	67	45	56
<b>Supply Total/Average</b>			<b>386</b>	<b>361</b>	<b>374</b>

Source: IPEDS



## Summary of Findings & Recommendation

Over the next five years, the occupation – licensed practical and licensed vocational nurses – is projected to have 873 annual job openings and increase employment by 12% in the Inland Empire/Desert Region. All hourly wages for licensed practical and licensed vocational nurses are above the region's living wage estimate (\$14). Over the last 12 months, there were 4,890 job ads posted for licensed practical and licensed vocational nurses in the Inland Empire/Desert Region.

Over the last three academic years, there were 177 award completions for Licensed Vocational Nursing (TOP 1230.20) programs in the Inland Empire/Desert Region. Five non-community college postsecondary education institutions issued an average of 374 awards across the following program: Licensed Practical/Vocational Nurse Training (CIP 51.3901). In total, regional institutions issued an average of 551 awards in relevant training programs.

Based on the 873 annual job openings (demand) and the annual average of 551 awards conferred (supply), there appears to be an undersupply in the Inland Empire/Desert Region. Due to this, the Centers of Excellence finds that there is a regional need for programs that train students to become licensed practical and licensed vocational nurses. Colleges considering this program should partner with applicable employers to document their demand for licensed practical and licensed vocational nurses and the skills/certifications required for students to earn a living wage after exiting the program.

### Contact

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February 2024

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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 licensed practical and licensed vocational nurses in the Inland Empire/Desert Region

Occupation (SOC)	2022 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
Licensed Practical and Licensed Vocational Nurses (29-2061)	8,387	9,391	12%	873	\$23.62 - \$37.42	\$30.36	\$65,000	Postsecondary nondegree award & None	None
<b>Total</b>	<b>8,387</b>	<b>9,391</b>	<b>12%</b>	<b>873</b>	-	-	-	-	-

Source: Lightcast 2023.3