Registered Nurses (RN)

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

Summary

Registered Nursing Community College Program (TOP 1230.10)	→
	Provides training for Registered Nurses (29-1141) Occupation
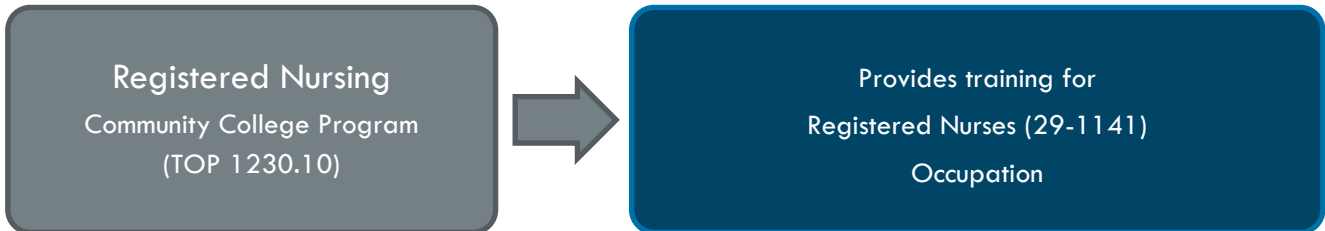
Over the next five years (2022-2027), employment for registered nurses is projected to:

Increase Employment by 12%	**2,616** **Annual Job Openings**	Median Hourly Earnings **$58.62**

1,917 Total Annual Awards
in registered nursing programs

532 Program Awards from Community College Programs	**1,385** Program Awards from Other Postsecondary Education Providers

The Inland Empire/Desert Center of Excellence

👍 **Recommends**

the registered nursing program in the Inland Empire/Desert Region

Introduction

California Community College registered nursing (TOP 1230.10) programs lead to licensure by the Board of Registered Nursing. Includes nursing care in specialty areas (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by registered nursing programs lead to employment as:

- Registered Nurses (29-1141)

Job Demand

In 2022, there were 32,212 jobs for registered nurses in the Inland Empire/Desert Region. Regional employment for registered nurses is projected to increase by 12% through 2027; 2,616 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 registered 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)
Registered Nurses	32,212	36,110	12%	13,079	2,616
Total	**32,212**	**36,110**	**12%**	**13,079**	**2,616**

Source: Lightcast 2023.3

An online job ad search for registered 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 registered nurses over the last 12 months and the median posting duration. Over the previous 12 months, there were 23,400 job ads for registered nurses 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)
Registered Nurses	23,400	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 registered nurses. Notably, all hourly wages for registered nurses are above the living wage estimate.

Exhibit 3. Hourly earnings by percentile for registered nurses, Inland Empire/Desert Region, 2022
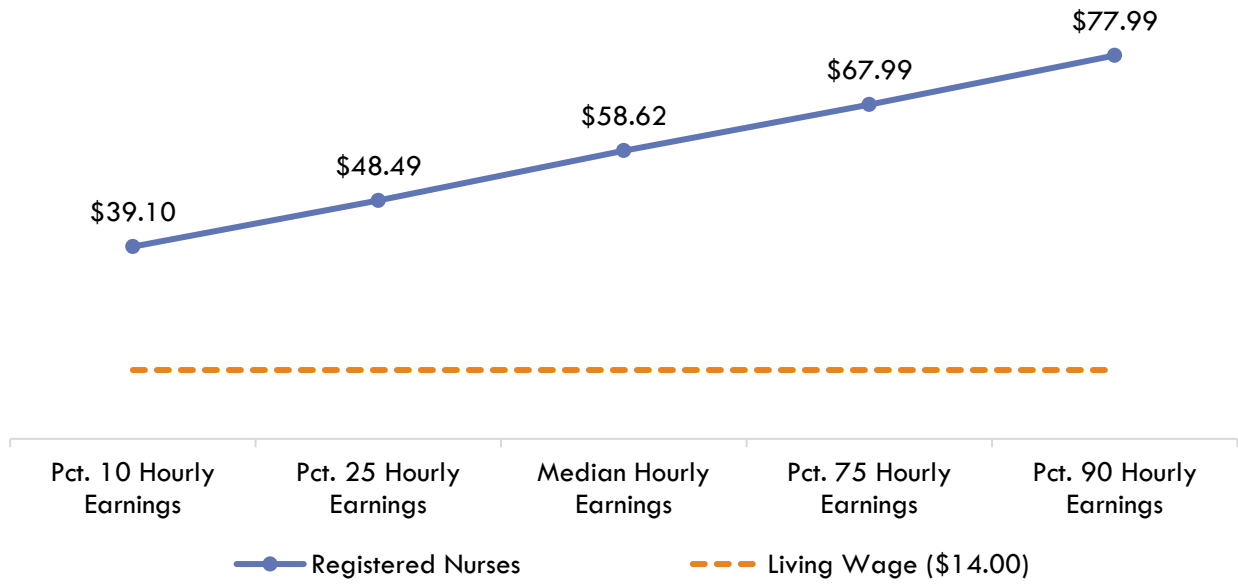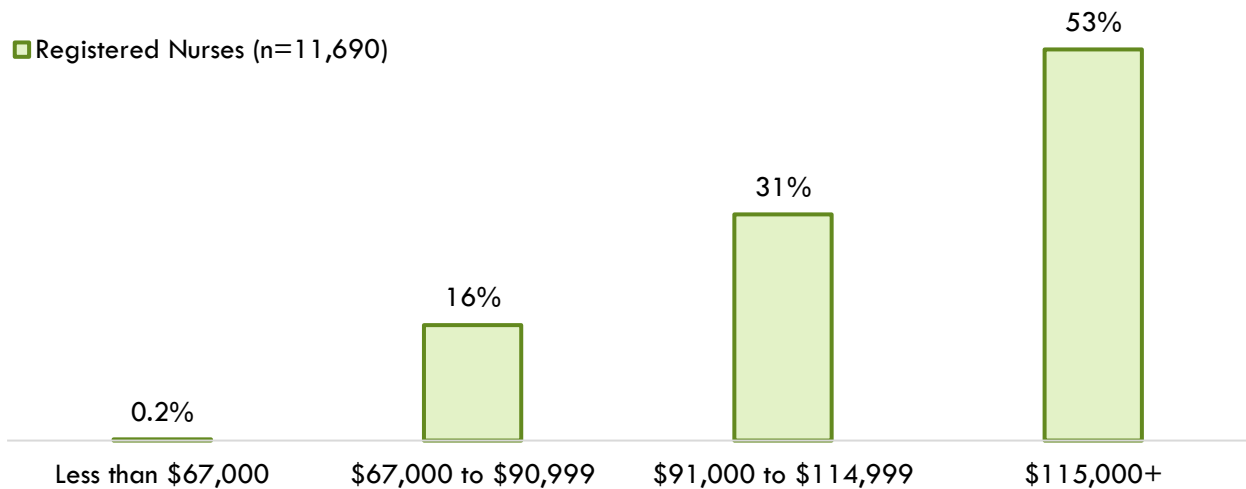

Source: Lightcast 2023.3

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for registered nurses over the last 12 months. Online job ad salary information reveals that the majority of employers (53%) advertise an annual salary higher than $115,000.

Exhibit 4. Online advertised salaries for registered 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
Registered Nurses	1,862
Travel Registered Nurses	767
ICU Registered Nurses	751
Labor and Delivery Registered Nurses	626
Telemetry Registered Nurses	623
Home Health Registered Nurses	584
Telemetry Travel Registered Nurses	574
NICU Registered Nurses	561
Emergency Room Registered Nurses	516
ICU Travel Registered Nurses	502

Source: Lightcast 2023.3

Exhibit 6 displays the employers posting the most job ads for registered 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 Loma Linda University Health.

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

Top Employer	Unique Job Ads
Kaiser Permanente	1,490
Loma Linda University Health	477
HCA Healthcare	365
Universal Health Services	281
Aya Healthcare	273
Providence Health	215
Desert Regional Medical Center	200
Eisenhower Health	196
San Antonio Regional Hospital	181
Redlands Community Hospital	179

Source: Lightcast 2023.3

Exhibit 7 lists a sample of specialized and employability skills employers seek when seeking workers to fill positions for registered 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
- Nursing - Medical Administration - Intensive Care Unit - Discharge Planning - Acute Care - Clinical Practices - Emergency Departments - Care Coordination - Home Health Care - Patient Safety	- Communication - Management - Planning - Leadership - Problem Solving - Accountability - Operations - Critical Thinking - Decision Making - Scheduling

Source: Lightcast 2023.3

Exhibit 8 displays the minimum advertised education requirements for registered nurses. According to the Bureau of Labor Statistics, 32% of incumbent workers in this occupation hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Approximately 69% of employer job ads included minimum education requirements. Most employer job ads (48%) sought a bachelor's degree and another 35% sought an associate degree as the minimum education requirement.

Exhibit 8. Minimum advertised education requirements, Inland Empire/Desert Region, January through December 2023
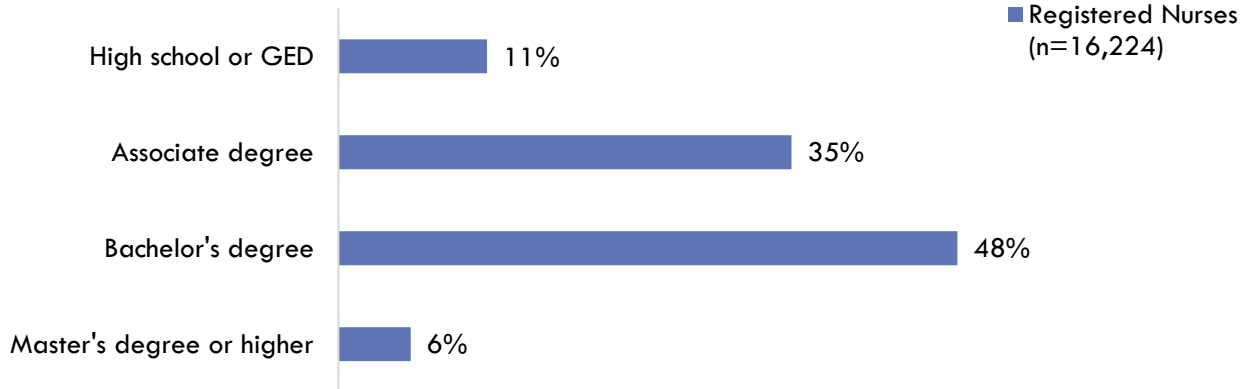
Source: Lightcast 2023.3

Exhibit 9 displays the work experience typically required from employer job ads for registered nurses. One-third (33%) of employers listing minimum experience requirements sought candidates with zero to one year of previous work experience; another one-third (33%) sought candidates with 2 to 3 years of experience.

Exhibit 9. Real-time work experience requirements, Inland Empire/Desert Region, January through December 2023
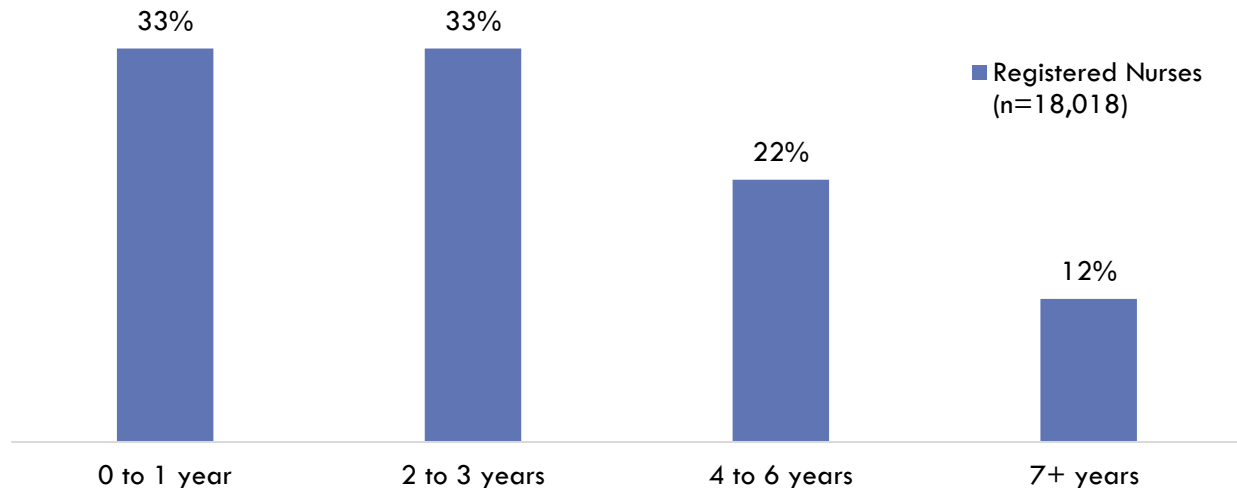
Source: Lightcast 2023.3

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
Registered Nurse (RN)	21,387
Basic Life Support (BLS) Certification	8,053
Advanced Cardiovascular Life Support (ACLS) Certification	4,907
Pediatric Advanced Life Support (PALS)	1,966
Cardiopulmonary Resuscitation (CPR) Certification	1,241

Source: Lightcast 2023.3

Student Completions and Programs Outcomes

Exhibit 11 displays student completions for Registered Nursing (TOP 1230.10) programs over the last three academic years (2019-2022). In the previous three academic years, seven regional community colleges issued an average of 532 awards in Registered Nursing programs. Program completion and student outcome methodologies are found in the appendix.

Exhibit 11. Annual average community college awards for Registered 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
1230.10	Registered Nursing	Chaffey	70	36	57	54
		Copper Mountain	29	22	21	24
		Desert	63	40	64	56
		Mt. San Jacinto	35	56	21	37
		Riverside	177	166	153	165
		San Bernardino	81	99	86	89
		Victor Valley	87	77	155	106
		Supply Total/Average	**542**	**496**	**557**	**532**

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 1230.10 – Registered Nursing strong workforce program outcomes, Inland Empire/Desert Region, most recent academic year

Strong Workforce Program Metrics: 1230.10 – Registered Nursing	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2021-22)	1,540	18,373
Completed 9+ career education units in one year (2021-22)	70%	57%
Students who attained a noncredit workforce milestone in a year (2021-22)	95%	39%
Students who earned a degree, certificate, or attained apprenticeship (2021-22)	481	4,421
Job closely related to the field of study (2019-20)	96%	95%
Median annual earnings (all exiters) (2020-21)	$72,972	$63,028
Median change in earnings (all exiters) (2020-21)	54%	69%
Attained a living wage (completers and skills-builders) (2020-21)	85%	72%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 13 displays awards for other postsecondary education providers reported in Registered Nursing/Registered Nurse 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 1,385 awards over the last two academic years.

Exhibit 13. Other educational providers for Registered Nursing/Registered Nurse programs, Inland Empire/Desert Region, Academic Years 2019-2021

CIP Code	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Award Average
51.3801	Registered Nursing/ Registered Nurse	San Joaquin Valley College – Ontario	36	27	32
		Associate Degrees	**36**	**27**	**32**
		California Baptist University	159	156	158
		California State University-San Bernardino	107	159	133
		Loma Linda University	207	197	202
		University of Phoenix-California (CLOSED)	203	118	161
		West Coast University-Ontario	534	698	616
		Bachelor's Degrees	**1,210**	**1,328**	**1,269**
		California Baptist University	53	80	67
		California State University-San Bernardino	12	4	8
		Loma Linda University	17	1	9
		Master's Degrees	**82**	**85**	**84**
		Supply Total/Average	**1,328**	**1,440**	**1,385**

Source: IPEDS

Summary of Findings & Recommendation

Over the next five years, the occupation – registered nurses – is projected to have 2,616 annual job openings and increase employment by 12% in the Inland Empire/Desert Region. All hourly wages for registered nurses are above the region's living wage estimate ($14). Over the last 12 months, there were 23,400 job ads posted for registered nurses in the region.

Over the last three academic years, there were 532 award completions for registered nursing (TOP 1230.10) programs in the Inland Empire/Desert Region. Non-community college postsecondary education institutions issued an average of 1,385 awards across the following program: Registered Nursing/Registered Nurses (CIP 51.3801). In total, regional institutions issued an average of 1,917 awards in relevant training programs.

Based on the 2,616 annual job openings (demand) and the annual average of 1,917 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 registered nurses. Colleges considering this program should partner with applicable employers to document their demand for registered nurses.

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 registered nurses 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
Registered Nurses (29-1141)	32,212	36,110	12%	2,616	$39.10 - $77.99	$58.62	$121,120	Bachelor's degree & None	None
Total	**32,212**	**36,110**	**12%**	**2,616**	-	-	-	-	-

Source: Lightcast 2023.3