



Labor Market Analysis: 1230.10 – Registered Nursing

Registered Nursing (Career Ladder Program) –

Associate of Science (A.S.) degree

Los Angeles Center of Excellence, February 2025

Program Endorsement:	Endorsed: All Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some Criteria Met <input type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupation¹ or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the one identified middle-skill occupation in the region. Furthermore, entry-level wages exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and one-third of current workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Recommendation: Due to all three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 8,767 annual job openings are projected in the region through 2028. This number is greater than the three-year average of 5,927 awards conferred by educational institutions in the region.

¹ Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

Living Wage

- \$47.95 is the typical entry-level hourly wages for *registered nurses*, which is higher than Los Angeles County's self-sufficiency standard hourly (\$24.03/hour).²

Educational Attainment

- A bachelor's degree is the typical entry-level education for *registered nurses*, according to the Bureau of Labor Statistics (BLS).
- 32% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

Community college supply

- 21 community colleges issued awards related to registered nursing in the greater LA/OC region.
- 1,559 awards (degrees and certificates) were conferred on average each year between 2021 and 2023.

Other postsecondary supply

- 24 educational institutions in the LA/OC region have conferred awards in programs related to registered nursing over the past three years.
- 4,368 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2020 and 2022.

TARGET OCCUPATION

LA COE prepared this report to provide regional labor market and postsecondary supply data related to one middle-skill occupation. Although the occupation in this report typically requires a bachelor's degree, it is considered middle-skill because approximately one-third of workers in the field have completed some college or an associate degree.

- **Registered Nurses (29-1141)** Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists.³

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for *registered nurses*. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to increase by 7% through 2028. There will be nearly 8,800 job openings per year through 2028 due to job growth and replacements. The majority of jobs in 2023 for *registered nurses* (77%) were located in Los Angeles County.

² Center for Women's Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024*. <http://selfsufficiencystandard.org/California>.

³ [Registered Nurses \(bls.gov\)](https://www.bls.gov)

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁴

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	98,867	104,706	5,839	6%	6,641
Orange	28,909	31,429	2,520	9%	2,126
Total	127,776	136,136	8,359	7%	8,767

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for the target occupation in Los Angeles County. Positive scores for automation resilience⁵ reflect a lower-than-average threat of the occupation(s) being replaced by automation, while negative scores reflect a greater-than-average risk of automation. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁶

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	Automation Resilience	% Aged 55 and older	% Full Time Workers
Registered Nurses	98,867	104,706	6%	6,641	14.7	25%	88%

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for *registered nurses* in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater Los Angeles/Orange County region.

Los Angeles County

The typical entry-level hourly wages for *registered nurses* are \$47.95, which is above the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Experienced workers can expect to earn wages of \$76.39 (Exhibit 3).

⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁵ Automation risk is calculated based on the percentage of time spent on high-risk compared to low-risk work, the number of high-risk jobs in compatible occupations, and the overall industry automation risk.

⁶ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Exhibit 3: Earnings for occupation in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Registered Nurses	\$47.95	\$62.09	\$76.39	\$129,200

*Rounded to the nearest \$100

Orange County

The typical entry-level hourly wages for *registered nurses* are \$47.19, which is above the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Experienced workers can expect to earn wages of \$74.80 (Exhibit 4).

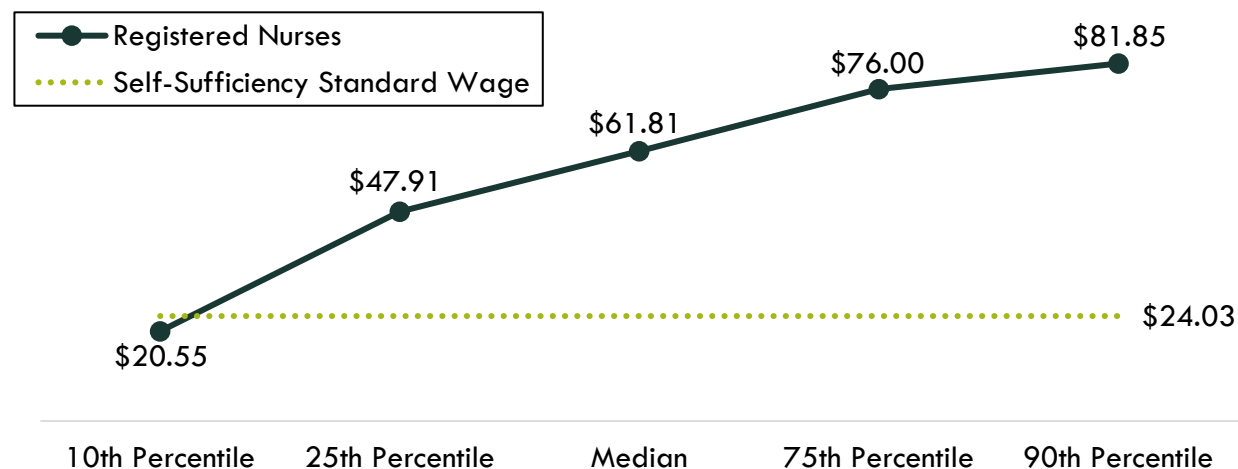
Exhibit 4: Earnings for occupation in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Registered Nurses	\$47.19	\$60.81	\$74.80	\$126,500

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupation in this report are \$47.91; this is above the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupation in this report, for entry-level to experienced workers.

Exhibit 5: Average hourly earnings for registered nurses, Los Angeles and Orange counties



JOB POSTINGS

There were 58,348 online job postings for *registered nurses* listed in the past 12 months in Los Angeles and Orange counties. Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupation in this report (Exhibit 6).

Exhibit 6: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> Registered nurses ICU registered nurses Travel registered nurses Registered nurse case managers Telemetry registered nurses Medical surgical registered nurses 	<ul style="list-style-type: none"> Nursing Nursing care Nursing process Discharge planning Acute care Medication administration Care coordination Intensive care unit 	<ul style="list-style-type: none"> Kaiser Permanente Providence Prospect Medical Holdings University of California MLK Jr. Community Hospital Aya Healthcare* PIH Health

*Staffing company

In the greater Los Angeles/Orange County region, 34% of the *registered nurse* job postings listed a minimum educational requirement. Exhibit 7 details the number and percentage of job postings by educational level.

Exhibit 7: Education levels requested in job postings for registered nurses, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	11,853	60%
Associate degree	6,248	32%
High school diploma or vocational training	1,640	8%

EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education for *registered nurses* (Exhibit 8). However, the national-level data indicates 32% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupation in this report:

Exhibit 8: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Registered nurses	Bachelor's degree

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 9 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupation of interest. The colleges with the most completions in the region are Saddleback, Glendale, and Pasadena.

Exhibit 9: Regional community college awards (certificates and degrees), 2021-2023

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1230.00	Nursing	Long Beach*	73	63	52	63
		LA Subtotal	73	63	52	63
		Fullerton	-	51	41	31
		OC Subtotal	-	51	41	31
Supply Subtotal/Average			73	114	93	93
1230.10	Registered Nursing	Cerritos	55	50	50	52
		Citrus	31	29	29	30
		Compton	64	57	44	55
		East LA	55	30	22	36
		El Camino	72	78	77	76
		Glendale	176	134	111	140
		LA City	81	56	53	63
		LA Harbor	67	51	31	50
		LA Pierce	48	44	36	43
		LA Southwest	43	36	31	37
		LA Trade-Tech	76	62	56	65
		LA Valley	59	63	64	62
		Long Beach	11	2	1	5
		Mt San Antonio	110	112	109	110
		Pasadena	122	144	136	134
		Rio Hondo	56	66	46	56
		Santa Monica	106	35	63	68
		LA Subtotal	1,232	1,049	959	1,080
		Cypress	61	59	52	57
		Golden West	85	71	85	80
		Saddleback	178	149	156	161
		Santa Ana	84	81	95	87
		OC Subtotal	408	360	388	385
Supply Subtotal/Average			1,640	1,409	1,347	1,465
Supply Total/Average			1,713	1,523	1,440	1,559

*Registered Nursing program at Long Beach City College is coded under Nursing (1230.00)

Other Postsecondary Supply

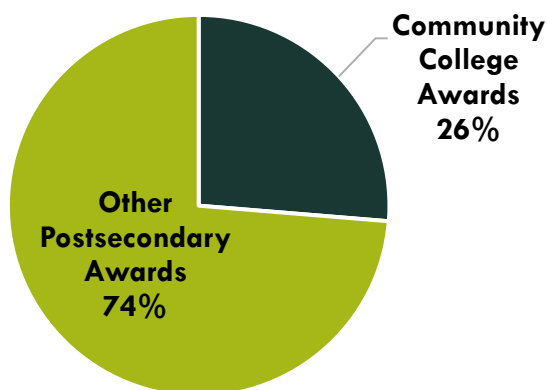
For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for *registered nurses*. Exhibit 10 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2020 to 2022. Between 2020 and 2022, other postsecondary college institutions in the region conferred an average of 4,368 bachelor's and sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete. Of the awards in Exhibit 10, the majority (86%) were bachelor's degrees (3,775 awards).

Exhibit 10: Other regional postsecondary awards, 2020-2022

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
51.3801	Registered Nursing/ Registered Nurse	American Career College-LA	66	84	63	71
		American Univ. of Health Sciences	55	92	77	75
		Angeles College	25	17	14	19
		Azusa Pacific University	597	494	615	569
		Biola University	59	29	55	48
		California Career College	17	36	39	31
		CSU-Dominguez Hills	130	195	181	169
		CSU-Fullerton	294	373	428	365
		CSU-Long Beach	236	137	221	198
		CSU-Los Angeles	171	159	158	163
		CSU-Northridge	90	92	155	112
		Career Networks Institute	115	111	221	149
		Charles R Drew Univ. of Medicine and Science	5	1	11	6
		Concordia University-Irvine	105	135	108	116
		Glendale Career College	84	75	71	77
		Homestead Schools	9	1	3	4
		LA County College of Nursing and Allied Health	98	75	106	93
		Mount Saint Mary's University	287	207	305	266
		Pacific College	12	4	72	29
		Stanbridge University	86	80	104	90
		Univ. of Massachusetts Global	11	4	42	19
		Vanguard Univ. of Southern CA	24	30	62	39
		West Coast University-LA	651	778	892	774
		West Coast University-OC	759	971	934	888
Supply Total/Average			3,986	4,180	4,937	4,368

Exhibit 11 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by other institutions in the greater Los Angeles/Orange County region.

Exhibit 12: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



Contact information:

Luke Meyer, Director

Los Angeles Center of Excellence

Lmeyer7@mtsac.edu

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DATA SOURCES



POWERED BY



- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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