

<input checked="" type="checkbox"/> Endorsed: All Criteria Met			
Program LMI Endorsement Criteria			
	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be 3,258 annual job openings throughout Los Angeles and Orange counties for <i>licensed practical and licensed vocational nurses</i> , which is more than the 2,488 awards conferred by educational institutions .		
Self-Sufficiency Standard Living Wage ¹ :	The typical entry-level wage for <i>licensed practical and licensed vocational nurses</i> is \$33.90 , which is above the OC living wage of \$27.13 .		
Education:	Typical education requirement for <i>licensed practical and licensed vocational nurses</i> is a postsecondary non-degree award, and 73% of workers in the field have completed some college or an associate degree as their highest level of education .		

Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor market related to one middle-skill occupation:

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

Based on the available data, there appears to be a supply gap for *licensed practical and licensed vocational nurses*, typical education requirements for this occupation align with a community college education, and the majority of annual job openings have entry-level wages above the Self-Sufficiency Standard living wage. **Therefore, due to all the regional labor market criteria being met, the COE endorses this proposed program.**

¹ The living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage; Orange County's living wage of \$27.13, was last updated in March 2024.

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the middle-skill occupation included in this report.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Licensed Practical and Licensed Vocational Nurses (29-2061)	LA: 2,537 OC: 721	LA: 1,828 OC: 660	OC: \$33.90	Postsecondary non-degree award	73%
Total	3,258	2,488	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to *licensed practical and licensed vocational nurses* is projected to increase 7% through 2029, equating to 3,258 annual job openings.
- Hourly entry-level wages for *licensed practical and licensed vocational nurses* are \$33.90 in Orange County; all annual openings have entry-level wages above the Self-Sufficiency Standard living wage.
- There were 4,284 online job postings for *licensed practical and licensed vocational nurses* over the past 12 months. The highest number of postings were for licensed practical and licensed vocational nurses, licensed practical nurses/licensed practical and licensed vocational nurses, and licensed practical nurses.
- The typical entry-level education for *licensed practical and licensed vocational nurses* is a postsecondary non-degree award.
- Approximately 73% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2021 to 2024, an average of 276 awards conferred by 5 community colleges this middle-skill occupation in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 2,212 awards for this middle-skill occupation.
- According to California Community College’s Curriculum Inventory (COCI)², there is one active licensed vocational nursing program (TOP 1230.20) in the Orange County region for Saddleback. However, student enrollment data is limited. Therefore, no data is available on median annual wages or the number of students working in a job closely related to their field of study.

² “Program List - COCI.” 2026. Ccctechcenter.org. 2026. <https://coci2.ccctechcenter.org/programs>.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for *licensed practical and licensed vocational nurses* from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange counties declined sharply due to the broader economic impacts of the COVID-19 pandemic. From 2021 to 2023, Orange County saw increases in employment, growing 2% in 2021, 3% in 2022, and 4% in 2023. In 2024, employment levels remained stable. Beginning in 2025, Orange County job levels are projected to grow at a higher rate than the average for all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Licensed Practical and Licensed Vocational Nurses, 2019-2029

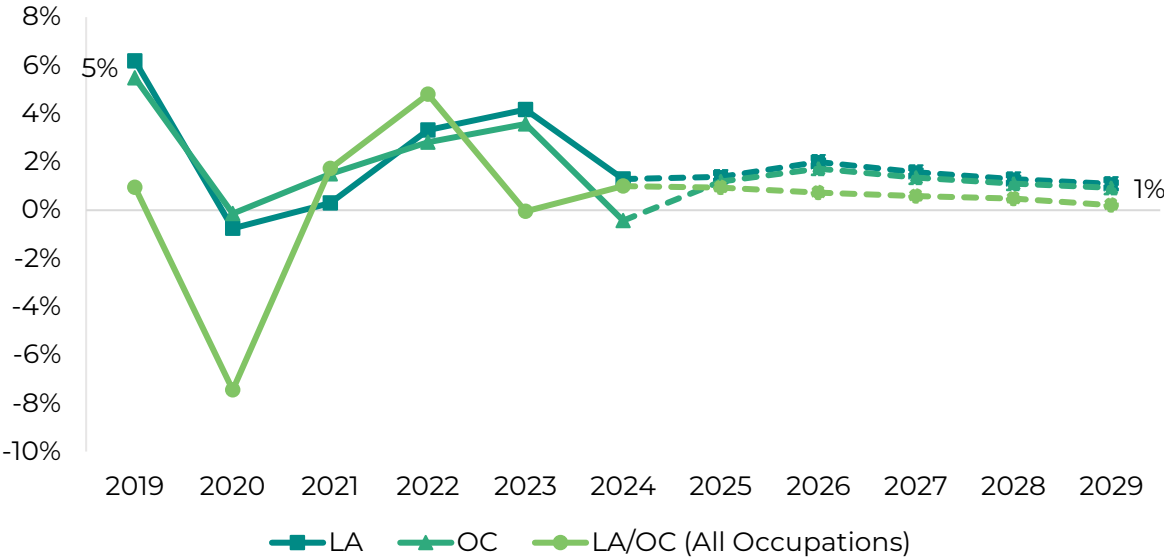


Exhibit 3 shows the five-year occupational demand projections for the middle-skill occupation *licensed vocational nurse*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 7% through 2029. There is projected to be 3,258 available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties³

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	25,909	27,865	1,956	8%	2,537
Orange	7,564	8,052	488	6%	721
Total	33,473	35,916	2,444	7%	3,258

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

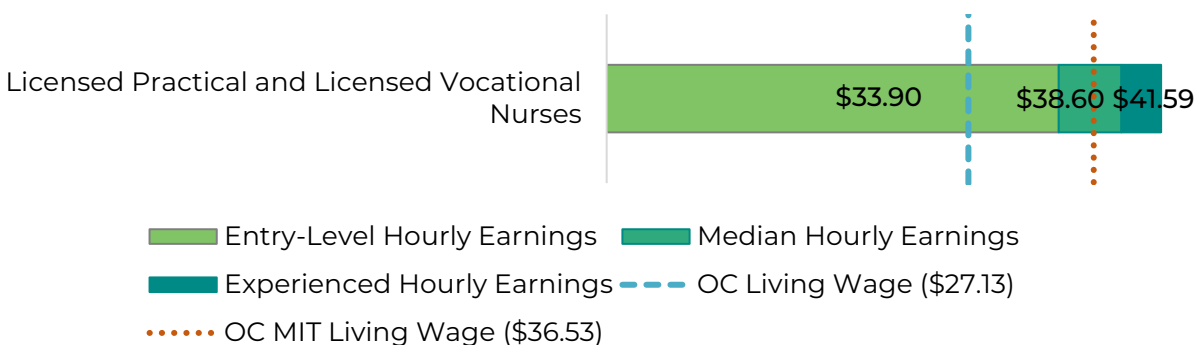
Wages

The labor market endorsement in this report considers the entry-level hourly wages for *licensed practical and licensed vocational nurses* in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$36.53. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

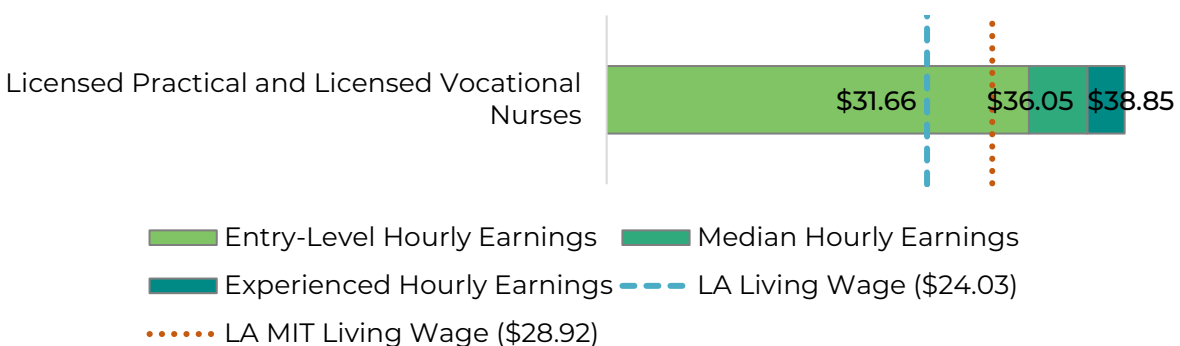
In Orange County, the typical entry-level wage for *licensed practical and licensed vocational nurses* is \$33.90, which is above the Self-Sufficiency living wage of \$27.13 for a single adult. Exhibit 4 shows the wage range for *licensed practical and licensed vocational nurses* in Orange County and how it compares to the regional living wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, the typical entry-level wage for *licensed practical and licensed vocational nurses* is \$31.66, which is above the Self-Sufficiency living wage of \$24.03 for a single adult. Exhibit 5 shows the wage range for *licensed practical and licensed vocational nurses* in Los Angeles County and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 6 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job⁴. *Licensed practical and licensed vocational nurses* only met the criteria to be designated as a USN&WR Best Job.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Licensed practical and licensed vocational nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Job Postings

Important Job Postings Data Note: There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.

There were 4,284 online job postings related to *licensed practical and licensed vocational nurses* listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation.

Exhibit 7: Number of Job Postings by Occupation (n=4,284)

Occupation	Job Postings	Percentage of Job Postings
Licensed Practical and Licensed Vocational Nurses	4,284	100%
Total Postings	4,284	100%

The top job titles for *licensed practical and licensed vocational nurses* in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for the Middle-Skill Occupation (n=4,284)

Job Titles	Job Postings	Percentage
Licensed Vocational Nurses	1,906	44%
Licensed Practical Nurses/Licensed Vocational Nurses	826	19%
Licensed Practical Nurses	376	9%
Outpatient Licensed Practical Nurses	126	3%
Home Health Licensed Practical Nurses	87	2%
School Licensed Practical Nurses	59	1%
Family Nurse Practitioners	43	1%
Medical Licensed Practical Nurses	43	1%
Long Term Care Licensed Practical Nurses/Licensed Vocational Nurses	39	1%
Hospice Licensed Practical Nurses/Licensed Vocational Nurses	37	1%

⁴ "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

The top employers for *licensed practical and licensed vocational nurses* in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for the Middle-Skill Occupation (n=4,284)

Employer	Job Postings	Percentage of Job Postings
Providence	228	5%
Aveanna Healthcare	92	2%
Aya Healthcare	76	2%
One Medical	73	2%
Amergis	73	2%
Southern Health Partners	70	2%
Good Samaritan Society	69	2%
Maxim Healthcare Services	58	1%
PIH Health	53	1%
Pine Acres Healthcare And Rehabilitation Center	51	1%

The top specialized, soft, and computer skills for *licensed practical and licensed vocational nurses* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

Exhibit 10: Top Skills by Number of Job Postings for the Middle-Skill Occupation (n=4,284)

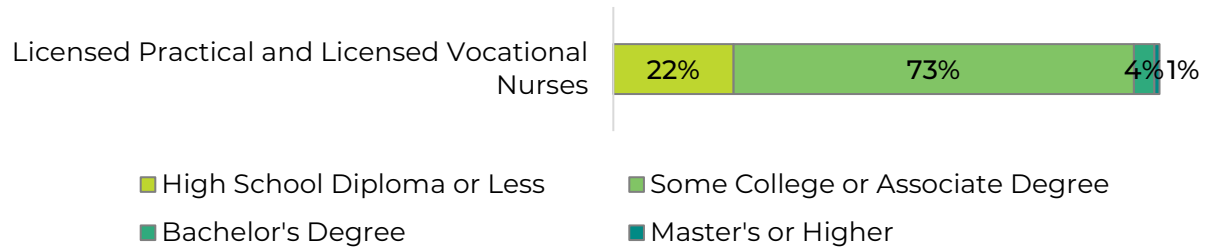
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Nursing (2,312)	Communication (1,199)	Epic EMR (176)
Medication Administration (1,547)	Management (568)	Microsoft Office (121)
Nursing Care (1,165)	English Language (429)	Microsoft Word (113)
Vital Signs (963)	Confidentiality (389)	Microsoft Outlook (80)
Medical Records (691)	Interpersonal Communications (344)	Microsoft Excel (78)
Computerized Physician Order Entry (605)	Customer Service (343)	eClinicalWorks (ECW) (25)
Treatment Planning (569)	Leadership (343)	Microsoft PowerPoint (23)
Infection Control (516)	Coordinating (303)	Productivity Software (16)
Home Health Care (477)	Compassion (286)	Microsoft Access (14)
Intravenous Therapy (469)	Problem Solving (258)	R (Programming Language) (14)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education for *licensed practical and licensed vocational nurses*.

The national-level educational attainment data indicates that 73% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 11 shows the educational attainment for this occupation.

Exhibit 11: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

In Los Angeles and Orange Counties, 57% (2,427) of job postings for *licensed practical and licensed vocational nurses* included a stated minimum education requirement:

- 97% (2,356) requested a high school diploma or associate degree.
- 2% (50) requested a bachelor's degree.

Educational Supply

The following supply tables display the total supply for *licensed practical and licensed vocational nurses* that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Nursing (1230.00)
- Licensed Vocational Nursing (1230.20)

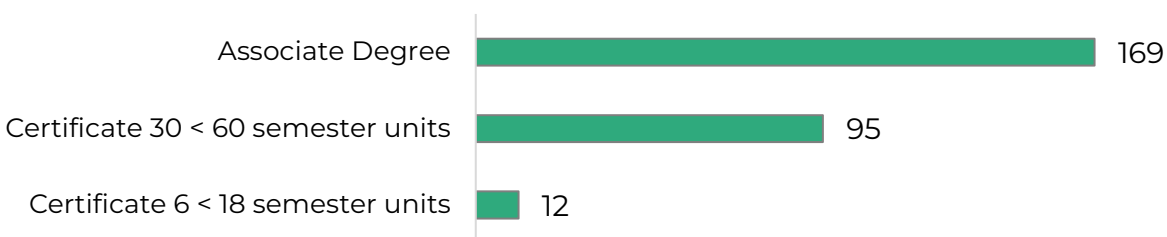
The colleges with the most completions in the region are Long Beach (127), followed by Citrus (60), and Fullerton (47). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1230.00	Nursing	Long Beach	63	52	50	55
		LA Subtotal	63	52	50	55
		Fullerton	51	41	49	47
		OC Subtotal	51	41	49	47
Supply Subtotal/Average			114	93	99	102
1230.20	Licensed Vocational Nursing	Citrus	50	64	66	60
		Long Beach	79	59	79	72
		Pasadena	18	14	27	20
		Rio Hondo	24	15	27	22
		LA Subtotal	171	152	199	174
		-	-	-	-	-
		OC Subtotal	-	-	-	-
Supply Subtotal/Average			75	73	70	73
Supply Total/Average			285	245	298	276

Exhibit 13 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for associate degrees, followed by certificates between 16 to 30 semester units, and certificates between 6 to 18 semester units.

Exhibit 13: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for licensed vocational nursing programs in the Coast Community College District (CCCD), the Orange County Region, and California. Student outcomes data is available only at statewide level.

Exhibit 14: Licensed Vocational Nursing (1230.20) Strong Workforce Program Metrics, 2021-24⁵

SWP Metric	CCCD	OC Region	California
SWP Students	Insufficient Data	Insufficient Data	3,685
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	Insufficient Data	Insufficient Data	46%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	Insufficient Data	36%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	Insufficient Data	Insufficient Data	597
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Insufficient Data	Insufficient Data	108
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	Insufficient Data	88%
Median Annual Earnings for SWP Exiting Students (2022-23)	Insufficient Data	Insufficient Data	\$46,944 (\$22.57)
Median Change in Earnings for SWP Exiting Students (2022-23)	Insufficient Data	Insufficient Data	54%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Insufficient Data	Insufficient Data	46%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering licensed vocational nursing programs. Exhibit 15 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) code: Licensed Practical/Vocational Nurse Training (51.3901).

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 2,212 awards annually in related programs.

Exhibit 15: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
51.3901	Licensed Practical/Vocational Nurse Training	American Career College-Anaheim	155	219	270	215
		American Career College-Los Angeles	197	229	288	238
		Angeles College	87	86	135	103
		Angeles Institute	33	33	42	36
		California Career College	0	0	0	0
		California Career Institute	52	80	101	78

⁵ All SWP metrics are for 2023-24 unless otherwise noted.

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
		Career Care Institute	86	142	182	137
		Career Development Institute Inc	53	81	104	79
		Career Networks Institute	17	0	35	17
		CES College	31	33	43	36
		Downey Adult School	54	50	48	51
		Glendale Career College	45	33	39	39
		Hacienda La Puente Adult Education	15	10	16	14
		Healthcare Career College	23	0	17	13
		High Desert Medical College	146	277	182	202
		Homestead Schools	131	71	82	95
		Homestead Schools-Costa Mesa	0	0	0	0
		Marian Health Careers Center-Los Angeles Campus	76	53	90	73
		Marian Health Careers Center-Van Nuys Campus	61	36	39	45
		Medical Allied Career Center	32	24	59	38
		National Career College	7	63	55	42
		North-West College-Anaheim	0	8	13	7
		North-West College-Glendale	0	0	0	0
		North-West College-Long Beach	46	36	48	43
		North-West College-Pomona	49	52	64	55
		North-West College-Van Nuys	29	37	42	36
		North-West College-West Covina	85	84	86	85

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
		Pacific College	80	110	98	96
		Platt College-Anaheim	0	0	0	0
		Platt College-Los Angeles	30	21	16	22
		Smith Chason College	0	140	147	96
		Sri Sai Krish Institute	36	18	24	26
		Stanbridge University	121	168	235	175
		University of Antelope Valley	12	5	40	19
		Westchester College of Nursing & Allied Health	0	9	0	3
Supply Total/Average			1,789	2,208	2,640	2,212

Regional Demographics

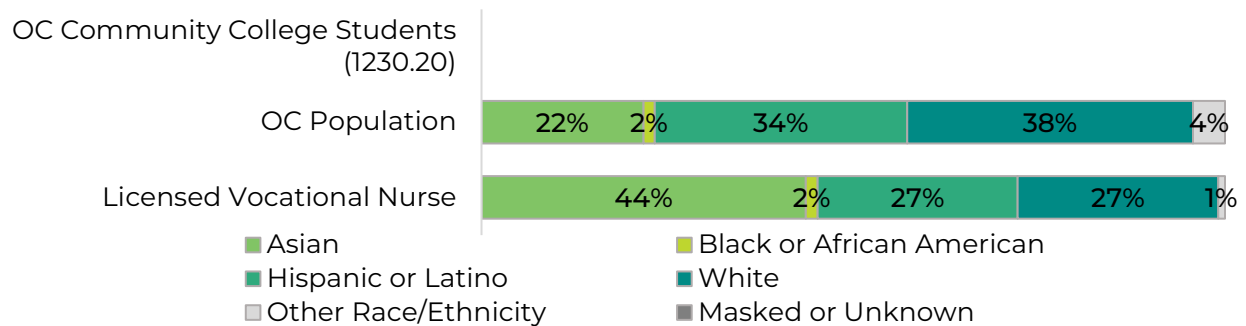
The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for this occupation. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 16 compares the ethnicity of Orange County community college students enrolled in licensed vocational nursing programs, the overall Orange County population, and occupation-specific data for *licensed practical and licensed vocational nurses* included in this report.

Roughly 44% of *licensed practical and licensed vocational nurses* are Asian, which is double the representation of Asian individuals across Orange County (22%), with Hispanic or Latino and white individuals making up more of the counties' population. However, no student data is available for licensed vocational nursing student enrollment to draw comparisons between those who seek out licensed vocational nursing programs versus who enter the workforce.

Exhibit 16: Program and County Demographics by Ethnicity

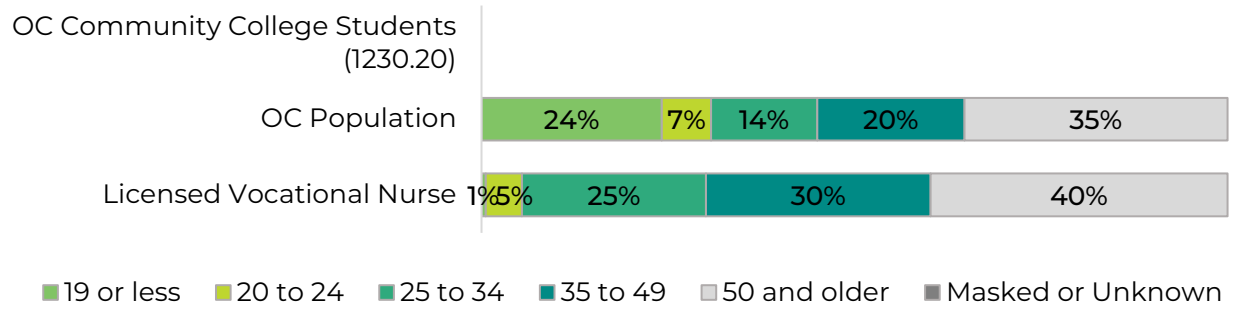


Age

Exhibit 17 compares the age of Orange County community college students enrolled in licensed vocational nursing programs, the overall Orange County population, and occupation-specific data for *licensed practical and licensed vocational nurses*.

The majority of *licensed practical and licensed vocational nurses* are 35 and older (70%), with only 6% being 24 or younger. This can indicate that workers in this field require additional training and experience to enter this workforce.

Exhibit 17: Program and County Demographics by Age

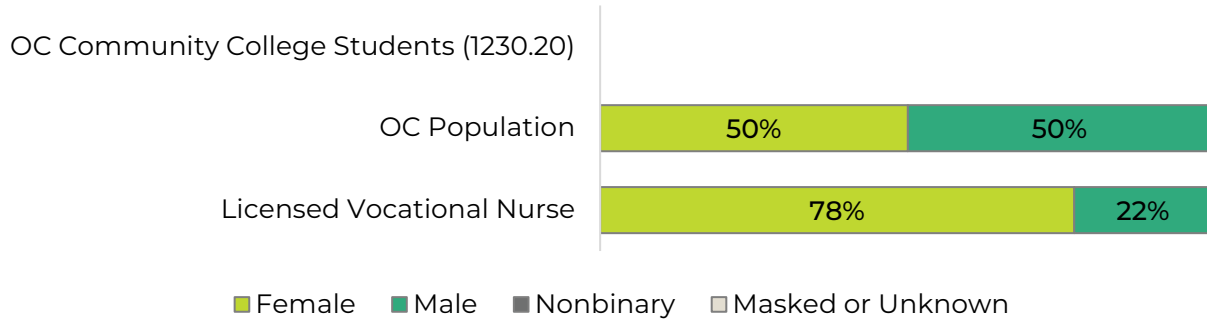


Sex

Exhibit 18 compares the sex of Orange County community college students enrolled in licensed vocational nursing programs, the overall Orange County population, and occupation-specific data for *licensed practical and licensed vocational nurses*.

Although the gender distribution in the general population is relatively balanced, women represent 78% of both the workforce. This underrepresentation of men highlights persistent gender disparities in the healthcare field.

Exhibit 18: Program and County Demographics by Sex



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that have 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.

The OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast (v.2026.1), a labor market analytics firm.
Living Wage	Per the CCCC's this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County. The MIT Living Wage , updated on February 15, 2026, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$36.53.
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).
Student Metrics and Demographics	Data Vista (v.2.0), a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. Data is sourced from IPUMS USA , a database providing access to ACS and other Census Bureau data products.

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FOR LABOR MARKET RESEARCH

ORANGE COUNTY