Labor Market Analysis for Program Recommendation: 1230.10/Registered Nursing
CIP: 51.3801/Registered Nursing/Registered Nurse *(Licensed Vocational Nurse (LVN) to Registered Nurse (RN))*

Orange County Center of Excellence, November 2026

FOR LABOR MARKET RESEARCH
ORANGE COUNTY

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
Supply Gap:	Met ☐	Partially Met ☑	Not Met ☐
	There are projected to be **6,863 annual job openings** throughout Los Angeles and Orange counties for *registered nurses*, which **is less than the 7,046 awards conferred by educational institutions**. However, the oversupply is within the COE's margin (10% over or under the number of annual openings) to be considered "supply met" rather than a "supply gap".		
Self-Sufficiency Standard Living Wage[1]:	Met ☑	Partially Met ☐	Not Met ☐
	The typical entry-level wage for *registered nurses* is **$54.19**, which is **significantly above the OC living wage of $27.13**.		
Education:	Met ☐	Partially Met ☑	Not Met ☐
	Typical education requirement for *registered nurses* is a bachelor's degree and **29% of workers in the field have completed some college or an associate degree as their highest level of education.**		

This LMA brief is valid for 12 months and expires November 2027.

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 markets related to one occupation:

- Middle-Skill
  - *Registered Nurses (29-1141)*

Based on the available data, there does not appear to be a supply gap for *registered nurses*. However, the oversupply is within the COE's margin (10% over or under the number of annual openings) to be considered "supply met" rather than a "supply gap." Typical education requirements for this occupation generally align with a community college education and entry-level wages are significantly above the Self-Sufficiency Standard living wage. **Therefore, due to some 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
Registered Nurses (29-1141)	LA: 5,225 OC: 1,639	LA: 4,610 OC: 2,436	OC: $54.19	Bachelor's degree	29%
Total	**6,863**	**7,046**	**N/A**	**N/A**	**N/A**

Demand

- In Los Angeles and Orange counties, the number of jobs related to *registered nurses* is projected to increase 5% through 2030, equating to 6,863 annual job openings.
- Hourly entry-level wages for *registered nurses* are $54.19 in Orange County, which is significantly above the Self-Sufficiency Standard living wage.
- There were 49,191 online job postings for *registered nurses* over the past 12 months. The highest number of postings were for registered nurses, registered nurse case managers, and ICU registered nurses.
- The typical entry-level education for *registered nurses* is a bachelor's degree.
- Approximately 29% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2022 to 2024, an average of 1,488 awards were conferred by 21 community colleges for the middle-skill occupation in Los Angeles and Orange counties.
- From 2021 to 2024, non-community college institutions conferred an average of 5,558 awards for the middle-skill occupation.
- In the 2023-24 academic year, Orange County community college students that exited registered nursing programs had a median annual wage of $51,128 ($24.58 per hour) post-exit, and 41% attained the regional living wage.
- In 2022-23, 4% of Orange County registered nursing students that exited their programs reported working a job closely related to their field of study.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for *registered nurses* from 2020 through 2030. Beginning in 2025, Orange County job levels are projected to grow at a slightly higher rate than all occupations through 2030.

Exhibit 2: Annual Percentage Change in Jobs for Registered Nurses, 2020-2030

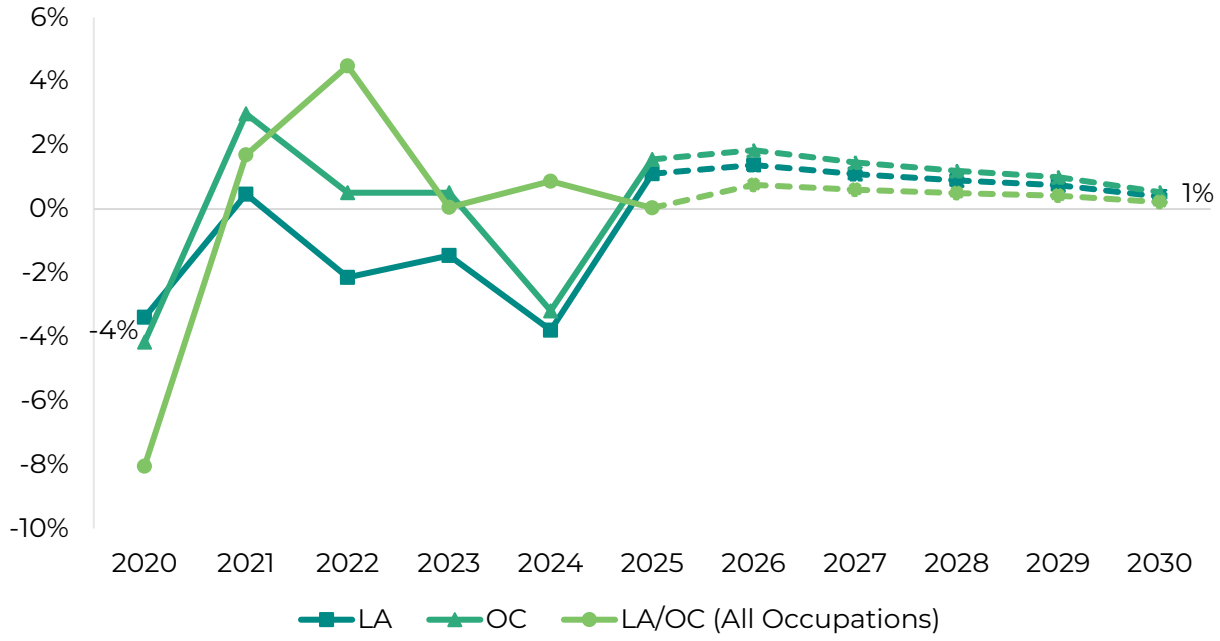


Exhibit 3 shows the five-year occupational demand projections for *registered nurses*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 5% through 2030. There is projected to be 6,863 jobs available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties[2]

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
Los Angeles	86,621	90,593	3,971	5%	5,225
Orange	25,661	27,243	1,582	6%	1,639
Total	**112,282**	**117,836**	**5,554**	**5%**	**6,863**

Wages

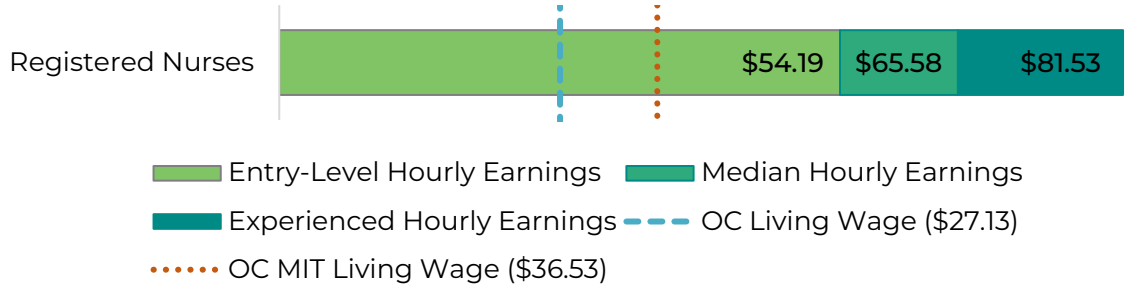
The labor market endorsement in this report considers the entry-level hourly wage for *registered nurses* in Orange County as it relates to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

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.

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

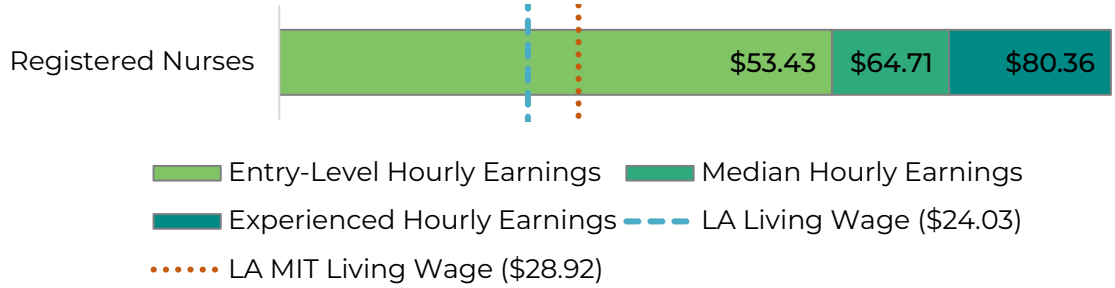
In Orange County, the typical entry-level wage for *registered nurses* is $54.19, which is significantly above the Self-Sufficiency living wage of $27.13 for a single adult. Exhibit 4 shows the wage range for *registered nurses* in Orange County and how it compares to the regional living wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, the typical entry-level wage for *registered nurses* is $53.43, which is significantly above the Self-Sufficiency living wage of $24.03 for a single adult. Exhibit 5 shows the wage range for *registered 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 the occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2026 U.S. News & World Report (USN&WR) Best Job[3]. *Registered nurses* met the criteria for all three designations.

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

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2026 USN&WR Best Job
Registered Nurses	☑	☑	☑

[3] "100 Best Jobs," U.S. News & World Report, accessed January 12, 2026, https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs.

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 49,191 online job postings related to *registered 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= 49,191)

Occupation	Job Postings	Percentage of Job Postings
Registered Nurses	49,191	100%
Total Postings	49,191	**100%**

The top job titles for *registered 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= 49,191)

Job Titles	Job Postings	Percentage
Registered Nurses	3,371	7%
Registered Nurse Case Managers	1,725	4%
ICU Registered Nurses	1,600	3%
Labor and Delivery Registered Nurses	1,565	3%
Telemetry Registered Nurses	1,169	2%
Emergency Room Registered Nurses	1,142	2%
Operating Room Registered Nurses	1,081	2%
Home Health Registered Nurses	928	2%
NICU Registered Nurses	870	2%
Medical Surgical Telemetry Registered Nurses	848	2%

The top employers for *registered 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= 49,191)

Employer	Job Postings	Percentage of Job Postings
Providence	3,133	6%
Aya Healthcare	1,941	4%
Kaiser Permanente	1,508	3%
Vetted Health	1,374	3%
Mlk Community Hospital	1,199	2%
University of California	1,015	2%
Cedars-Sinai	684	1%
PIH Health	622	1%
Adventist Health	611	1%
University of California-Irvine	604	1%

The top specialized, soft, and computer skills for *registered 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= 49,191)

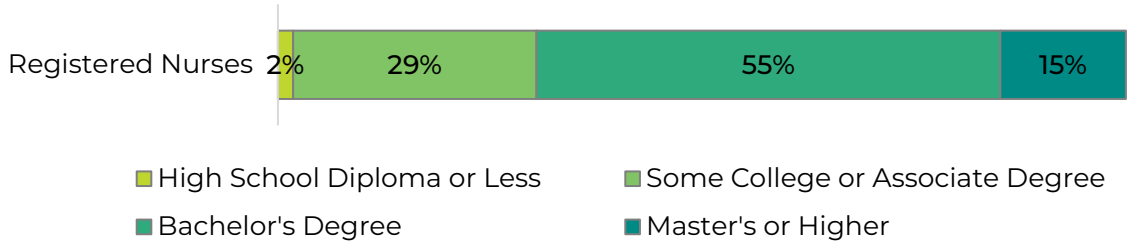
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Nursing (26,678)	Communication (12,036)	Epic EMR (2,163)
Nursing Care (9,125)	Management (9,280)	Microsoft Office (909)
Nursing Process (6,630)	Leadership (8,107)	Microsoft Excel (818)
Intensive Care Unit (6,268)	Planning (6,796)	Microsoft Outlook (648)
Acute Care (6,006)	Coordinating (5,355)	Microsoft Word (422)
Medication Administration (5,860)	Customer Service (4,872)	Microsoft PowerPoint (385)
Care Coordination (5,782)	Teaching (4,538)	Operating Systems (246)
Discharge Planning (5,366)	Critical Thinking (4,478)	MEDITECH EHR (239)
Patient Safety (5,289)	Operations (4,333)	Document-Oriented Databases (236)
Medical Records (4,884)	Problem Solving (3,894)	Clinic Management Systems (222)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education for *registered nurses*.

The national-level educational attainment data indicates that 29% 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, 30% (14,608) of job postings for *registered nurses* included a stated minimum education requirement:

- 33% (4,793) requested a high school diploma or associate degree
- 60% (8,810) requested a bachelor's degree

Educational Supply

The following tables display the total educational supply for the TOP and CIP codes associated with the middle-skill occupation.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP code: Registered Nursing (1230.10).

No awards were conferred for the following related TOP code: Nursing (1230.00).

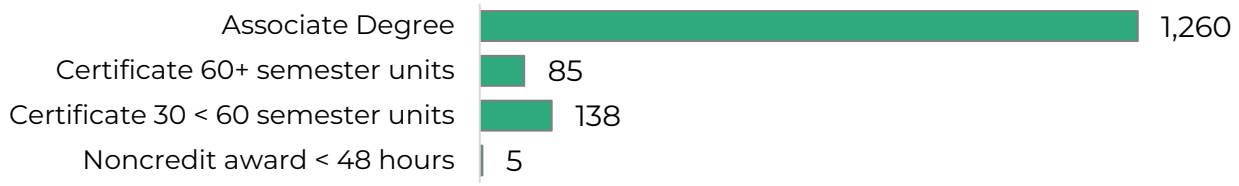
The colleges with the most completions in the region are Saddleback (175), followed by Pasadena (163), and Mt San Antonio (112). Over the past 12 months, there was one related program recommendation request from regional community colleges.

Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2022-2025

TOP Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
1230.10	Registered Nursing	Cerritos	50	58	62	57
		Citrus	29	28	29	29
		Compton	44	64	56	55
		East LA	22	40	36	33
		El Camino	77	74	67	73
		Glendale	111	108	110	110
		LA City	53	72	38	54
		LA Harbor	31	45	68	48
		LA Pierce	36	33	38	36
		LA Southwest	31	34	41	35
		LA Trade	56	66	62	61
		LA Valley	64	64	71	66
		Long Beach	1	17	34	17
		Mt San Antonio	109	116	112	112
		Pasadena	136	160	193	163
		Rio Hondo	46	46	47	46
		Santa Monica	63	65	62	63
		LA Subtotal	**959**	**1,090**	**1,126**	**1,058**
		Cypress	52	63	69	61
		Golden West	85	99	124	103
		Saddleback	156	193	176	175
		Santa Ana	95	86	91	91
		OC Subtotal	**388**	**441**	**460**	**430**
Supply Total/Average			**1,347**	**1,531**	**1,586**	**1,488**

Exhibit 13 shows the annual average community college awards by type from 2022-23 to 2024-25. The plurality of the awards are for associate degrees, followed by certificates 30 to 60 semester units then certificates 60+ semester units.

Exhibit 13: Annual Average Community College Awards by Type, 2022-2025



Community College Student Outcomes

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for registered nursing programs in South Orange County Community College District (SOCCCD), the Orange County Region, and California. Of the 2,204 Orange County registered nursing students in the 2024-25 academic year, 46% (1,022) attended an SOCCCD college.

SOCCCD students that exited registered nursing programs in the 2023-24 academic year had lower median annual earnings ($49,290 or $23.70 per hour) compared to all registered nursing students in Orange County ($51,128 or $24.58 per hour). A lower percentage of SOCCCD registered nursing students attained the living wage (36%) when compared to all registered nursing students in Orange County (41%).

Exhibit 14: Registered Nursing (1230.10) Strong Workforce Program Metrics, 2022-25[4]

SWP Metric	SOCCCD	OC Region	California
SWP Students	1,022	2,204	21,459
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	28%	44%	60%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	27%	42%	47%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	88	373	5,094
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2023-24)	111	291	2,406
SWP Students with a Job Closely Related to Their Field of Study (2022-23)	81%	4%	92%
Median Annual Earnings for SWP Exiting Students (2023-24)	$49,290 ($23.70)	$51,128 ($24.58)	$84,876 ($40.81)
Median Change in Earnings for SWP Exiting Students (2023-24)	49%	51%	96%
SWP Exiting Students Who Attained the Living Wage (2023-24)	36%	41%	72%

[4] All SWP metrics are for 2024-25 unless otherwise noted.

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering registered 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: Registered Nursing/Registered Nurse (51.3801).

The available data covers 2021 to 2024. During this period, non-community college institutions in the region conferred an average of 5,558 awards annually in related programs.

Exhibit 15: Regional Non-Community College Awards, 2021-2024

CIP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
51.3801	Registered Nursing/ Registered Nurse	American Career College-Los Angeles	63	114	160	112
		American University of Health Sciences	77	76	72	75
		Angeles College	14	6	24	15
		Azusa Pacific University	889	809	826	841
		Biola University	55	55	59	56
		California Career College	39	34	104	59
		California State University-Dominguez Hills	231	235	219	228
		California State University-Fullerton	481	364	310	385
		California State University-Long Beach	314	251	237	267
		California State University-Los Angeles	236	202	187	208
		California State University-Northridge	155	132	125	137
		Career Care Institute	27	30	24	27
		Career Networks Institute	221	115	158	165
		Casa Loma College-Los Angeles	0	0	0	0
		Charles R Drew University of Medicine and Science	11	18	39	23
		Concordia University-Irvine	108	123	129	120

CIP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Glendale Career College	71	76	90	79
		Glendale Career College-North-West College-MFSON	0	0	0	0
		Homestead Schools	3	0	2	2
		Los Angeles County College of Nursing and Allied Health	106	73	105	95
		Mount Saint Mary's University	305	210	223	246
		Pacific College	72	147	78	99
		Smith Chason College	0	0	70	23
		Sri Sai Krish Institute	0	0	17	6
		Stanbridge University	108	135	84	109
		The Chicago School at Los Angeles	0	2	1	1
		University of Massachusetts Global	42	65	42	50
		University of Southern California	0	1	0	0
		Vanguard University of Southern California	62	39	54	52
		West Coast University-Los Angeles	892	981	972	948
		West Coast University-Orange County	934	1,016	1,115	1,022
		Western University of Health Sciences	146	82	95	108
		Supply Total/Average	**5,662**	**5,391**	**5,621**	**5,558**

Regional Demographics

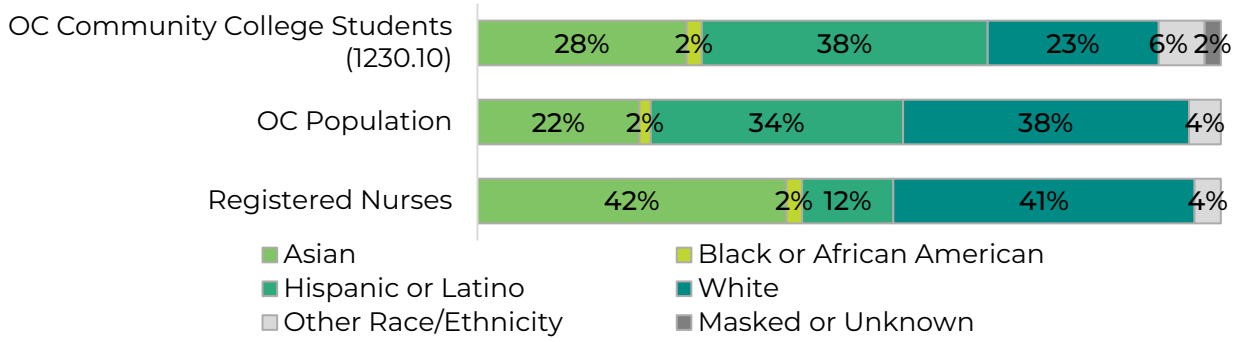
The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for these occupations. These insights can inform program 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 registered nursing programs, the overall Orange County population, and occupation-specific data for *registered nurses*.

White and Asian workers represent 41% and 42% of *registered nurses*, respectively, compared to just 23% and 28% of registered nurses students. These differences suggest that workers may enter the field through alternate training pathways. Conversely, Hispanic or Latino individuals account for 38% of program enrollments but only 12% of workers, indicating a potential education-to-employment gap.

Exhibit 16: Program and County Demographics by Ethnicity

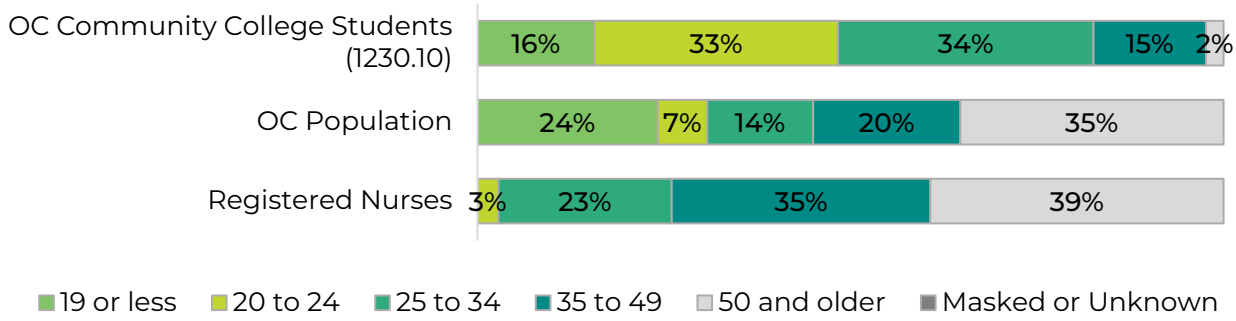


Age

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

Nearly 74% of *registered nurses* are aged 35 and older, which is more than registered nursing students (17%). This suggests this field requires some level of prior training and experience for entry.

Exhibit 17: Program and County Demographics by Age

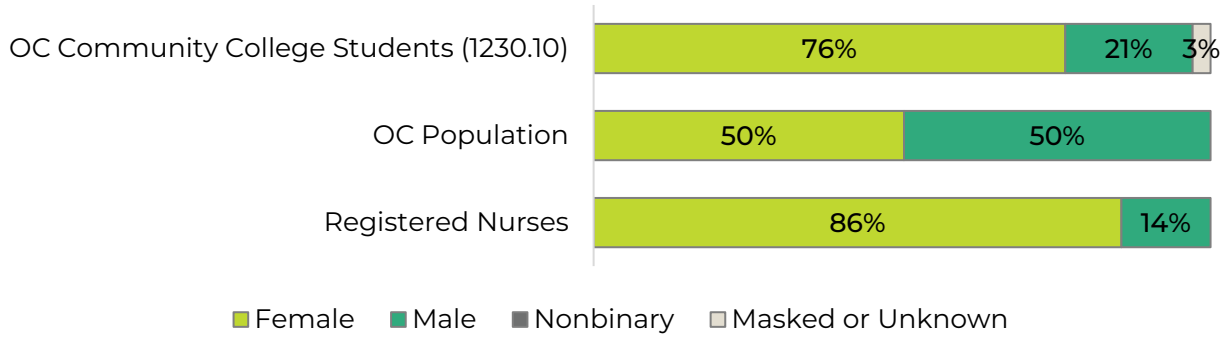


Sex

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

Though the population is split evenly between women and men, only 14% of *registered nurses* and 21% of community college students are men.

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. Traditional labor market data was used to 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.2026.3), a labor market analytics firm.
Living Wage	Per the CCCCO'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, 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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November 2026

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