



Labor Market Analysis: 1230 - Nursing

Certified Nursing Aide (CNA) –Noncredit award requiring 288 to <480 hours

Home Caregiver – Noncredit award requiring 144 to <192 hours

Los Angeles Center of Excellence, August 2025

Program Endorsement:	Endorsed: All Criteria Met ☐	Endorsed: Some Criteria Met ☒	Not Endorsed ☐
Program Endorsement Criteria			
Supply Gap:	Yes ☒	No ☐	
Living Wage: (Entry-Level, 25 th)	Yes ☐	No ☒	
Education:	Yes ☒	No ☐	
Emerging Occupation(s)			
	Yes ☐	No ☒	

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations¹ 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 two identified middle-skill occupations in the region. While entry-level and experienced wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than 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 two of 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

- 86,963 annual job openings are projected in the region through 2028. This number is substantially greater than the three-year average of 672 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

- Both occupations have entry-level wages **below** Los Angeles County's self-sufficiency standard hourly wage (\$24.03/hour).²

Educational Attainment

- 92% of the annual job openings typically require a high school diploma or equivalent for the target occupations in the LA/OC region.
- 34%-44% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

Community college supply

- 10 community colleges issued awards related to nursing assistants/aides in the greater LA/OC region.
- 508 awards (degrees and certificates) were conferred on average each year between 2022 and 2024.

Other postsecondary supply

- 11 educational institutions in the LA/OC region have conferred awards in programs related to nursing assistants/aides over the past three years.
- 164 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2021 and 2023.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to two middle-skill occupations. [For full occupation descriptions, please see Appendix.](#)

- **Home Health and Personal Care Aides (31-1128)** This occupation includes the 2018 SOC occupations:³
 - **Home Health Aides (31-1121)** Monitor the health status of an individual with disabilities or illness, and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Provide assistance with routine healthcare tasks or activities of daily living, such as feeding, bathing, toileting, or ambulation. May also help with tasks such as preparing meals, doing light housekeeping, and doing laundry depending on the patient's abilities.
 - **Personal Care Aides (31-1122)** Provide personalized assistance to individuals with disabilities or illness who require help with personal care and activities of daily living support (e.g., feeding, bathing, dressing, grooming, toileting, and ambulation). May also provide help with tasks such as preparing meals, doing light housekeeping, and doing laundry. Work is performed in various settings

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

³ [Home Health and Personal Care Aides \(bls.gov\)](https://www.bls.gov/occupations/home-health-and-personal-care-aides)

depending on the needs of the care recipient and may include locations such as their home, place of work, out in the community, or at a daytime nonresidential facility.

- **Nursing Assistants (31-1131)** Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants.⁴

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these target occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 23% through 2028. There will be nearly 87,000 job openings per year through 2028 due to job growth and replacements. The majority of jobs in 2023 for these target occupations (84%) were located in Los Angeles County.

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁵

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	348,279	426,928	78,649	23%	72,295
Orange	67,926	85,386	17,460	26%	14,668
Total	416,205	512,314	96,109	23%	86,963

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. 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. Occupations with a lower-than-average percentage of full-time workers may have less employment security but may see increased activity in the gig economy.

⁴ [Nursing Assistants and Orderlies \(bls.gov\)](https://www.bls.gov/occupations/nursing-assistants-and-orderlies/)

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

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Home Health and Personal Care Aides	313,355	389,845	24%	66,752	36%	Home Health Aides: 52% Personal Care Aides: 58%
Nursing Assistants	34,924	37,083	6%	5,542	24%	90%
Total	348,279	426,928	23%	72,295	-	-

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these target occupations 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

Both target occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$16.78 and \$21.20. (Exhibit 3). Experienced workers can expect to earn wages between \$17.32 and \$23.03, which are still lower than the self-sufficiency standard.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Home Health and Personal Care Aides	\$16.78	\$16.82	\$17.32	\$35,000
Nursing Assistants	\$21.20	\$21.91	\$23.03	\$45,600

*Rounded to the nearest \$100

Orange County

Both occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$16.00 and \$22.38 (Exhibit 4). Experienced workers can expect to earn wages between \$16.42 and \$24.32, which are still lower than the self-sufficiency standard.

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.

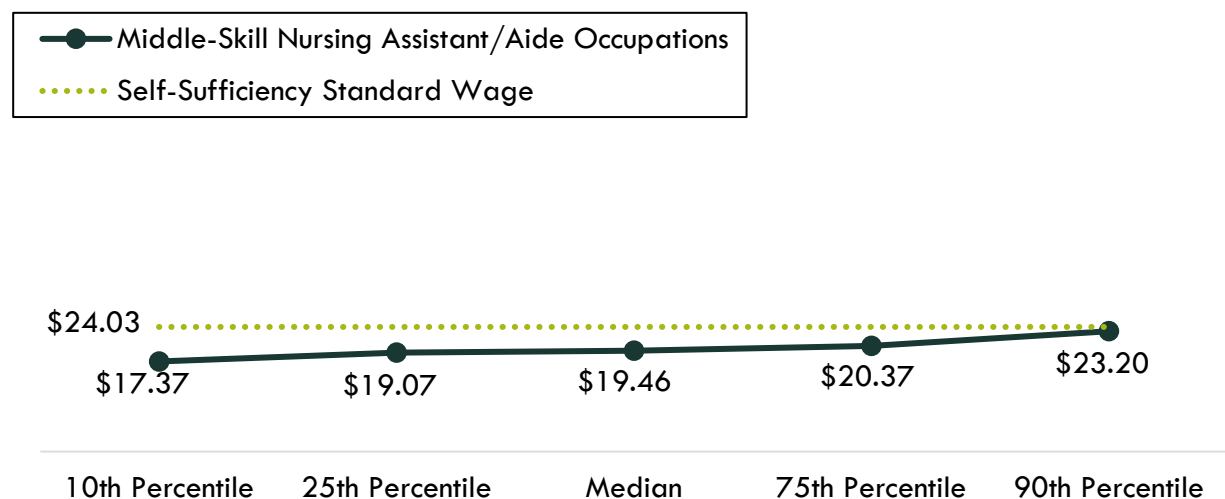
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Home Health and Personal Care Aides	\$16.00	\$16.09	\$16.42	\$33,500
Nursing Assistants	\$22.38	\$23.17	\$24.32	\$48,200

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$19.07; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

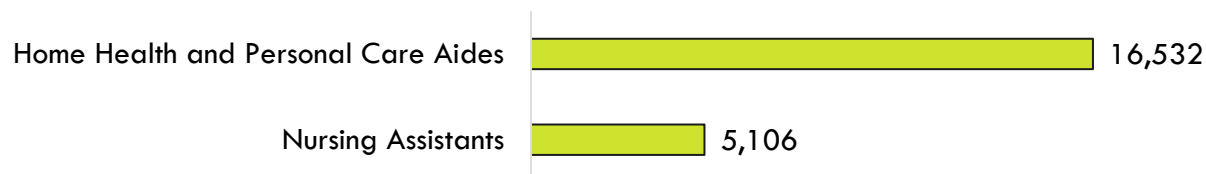
Exhibit 5: Average hourly earnings for target occupations, Los Angeles and Orange counties



JOB POSTINGS

There were 21,638 online job postings related to the target occupations listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (76%) were for *home health and personal care aides*, followed by *nursing assistants* (24%).

Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
- Caregivers - Direct support professionals - Certified nursing assistants - In-home caregivers - Certified home health aides - Caregivers/home care aides - Medication technicians	- Caregiving - Personal care - Activities of daily living (ADLs) - Home health care - Meal planning and preparation	- Redwood Family Care Network - Providence - Right At Home - AccentCare - Maxim Healthcare Services* - Oakmont Management Group

*Staffing company

In the greater Los Angeles/Orange County region, 37% of the target job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for target occupations, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	240	3%
Associate degree	617	8%
High school diploma or vocational training	7,200	89%

EDUCATIONAL ATTAINMENT

In the greater Los Angeles/Orange County region, the majority of annual job openings (92%) typically require a high school diploma or equivalent (Exhibit 9). However, the national-level data indicates between 34% and 44% 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 occupations in this report:

Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Nursing Assistants	Postsecondary non-degree award
Home Health and Personal Care Aides	High school diploma or equivalent

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 10 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are LA City, Santiago Canyon, and Mt. San Antonio.

Exhibit 10: Regional community college awards (certificates and degrees), 2022-2024

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year 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
1230.30	Certified Nurse Assistant	LA Mission	3	7	39	16
		Mt San Antonio	54	73	55	61
		LA Subtotal	57	80	94	77
		Saddleback	3	57	47	36
		Santa Ana	29	1	40	23
		Santiago Canyon	73	68	134	92
		OC Subtotal	105	126	221	151
Supply Subtotal/Average			162	206	315	228
1230.80	Home Health Aide	LA City	132	125	262	173
		LA Pierce	2	-	-	1
		Long Beach	-	-	1	0
		Santa Monica	3	7	4	5
		LA Subtotal	137	132	267	179
Supply Subtotal/Average			137	132	267	179
Supply Total/Average			413	431	681	508

Exhibit 11 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are noncredit awards (77%).

Exhibit 11: Community college awards by award type, 2022-2024

Award Type	# of Awards	% of Awards
A.A./A.S. degrees	102	20%
Certificates	17	3%
Noncredit awards	390	77%
Total	508	100%

Other Postsecondary Supply

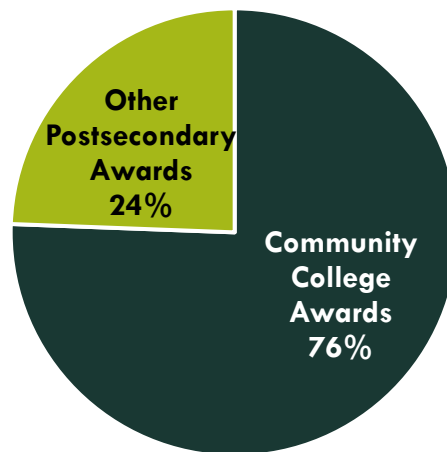
For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for nursing assistants/aides. Exhibit 12 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2021 to 2023. Between 2021 and 2023, other postsecondary college institutions in the region conferred an average of 164 sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete.

Exhibit 12: Other regional postsecondary awards, 2021-2023

CIP Code	Program	Postsecondary Institution	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
51.2602	Home Health Aide/Home Attendant	Angeles Institute	-	-	2	1
		Baldwin Park Adult & Community Ed.	-	4	-	1
		Healthcare Career College	5	1	12	6
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	Angeles College	21	11	7	13
		Angeles Institute	-	-	21	7
		CA Career Institute	6	-	-	2
		Hacienda La Puente Adult Ed.	33	51	40	41
		Healthcare Career College	161	-	16	59
		LA County College of Nursing & Allied Health	-	-	15	5
		Medical Allied Career Center	19	6	-	8
		Platt College-Anaheim	-	-	16	5
		Platt College-LA	-	-	14	5
		Smith Chason College	31	-	-	10
Supply Total/Average			276	73	143	164

Exhibit 13 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 community colleges in the greater Los Angeles/Orange County region.

Exhibit 13: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



CERTIFICATIONS

Certified Nurse Assistants (CNA)

In order to become a certified nurse assistant (CNA) in California, candidates must⁷:

- Be at least 16 years old
- Complete a state-approved training program⁸
- Pass the Competency Evaluation Exam⁹
- Obtain a criminal record clearance

Home Health Aides (HHA)

There are two pathways to become a Home Health Aide (HHA) in California¹⁰:

1. Complete a 120-hour home health aide (HHA) certification program, including 20 hours of clinical training and no more than 75 hours of classroom lectures
2. Complete a 160-hour Certified Nursing Assistant (CNA) certification, then complete a 40-hour home health aide (HHA) training program. The CNA program consists of 60 hours in the classroom and 100 internship hours, plus 20 hours of HHA lecture and 20 hours of clinical skills training.

More information on CNA and HHA licensing and certification can be found on California Department of Public Health Website.¹¹

⁷ [California Department of Public Health - CNA FAQ \(cdph.ca.gov\)](https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Imz/Pages/CNAFAQ.aspx)

⁸ [California Department of Public Health - Training Program Review Unit \(cdph.ca.gov\)](https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Imz/Pages/CNAFAQ.aspx)

⁹ [California Department of Public Health - CNA Testing Vendors](https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Imz/Pages/CNAFAQ.aspx)

¹⁰ [California Department of Public Health - Home Health Aide](https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Imz/Pages/CNAFAQ.aspx)

¹¹ [California Department of Public Health - L&C Program Home](https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Imz/Pages/CNAFAQ.aspx)

APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- **Home Health and Personal Care Aides (31-1128)** This occupation includes the 2018 SOC occupations:¹²
 - **Home Health Aides (31-1121)** Monitor the health status of an individual with disabilities or illness, and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Provide assistance with routine healthcare tasks or activities of daily living, such as feeding, bathing, toileting, or ambulation. May also help with tasks such as preparing meals, doing light housekeeping, and doing laundry depending on the patient's abilities.
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- **Nursing Assistants (31-1131)** Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants.¹³

¹² [Home Health and Personal Care Aides \(bls.gov\)](https://www.bls.gov/occupations/31-1128)

¹³ [Nursing Assistants and Orderlies \(bls.gov\)](https://www.bls.gov/occupations/31-1131)

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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)

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