










Nurses, Licensed Practical and Licensed Vocational

Labor Market Analysis: San Diego County

October 2025

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 Proceed with New Program	 	 	<input type="checkbox"/> Doctorate Degree <input type="checkbox"/> Master's Degree <input type="checkbox"/> Bachelor's Degree <input checked="" type="checkbox"/> Associate Degree <input type="checkbox"/> Some College or Certificate <input type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less Than a HS Diploma <input type="checkbox"/> Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	<p>MEDIUM</p> 	<p>HIGH</p> 	

The San Diego & Imperial Center of Excellence (COE) developed this brief to assist the region’s community colleges with strategic planning and program development. According to available data, *Nurses, Licensed Practical and Licensed Vocational* in San Diego County have a labor market demand of 682 annual job openings (while average demand for a single occupation in San Diego County is 289 annual job openings), and five institutions supply 36 awards for this occupation, suggesting that there is a supply gap in the labor market. Entry-level wages are above the living wage. This brief recommends that the colleges proceed with developing a new program for this occupation and supports a program modification because 1) there is a supply gap in San Diego County, 2) entry-level wages are above the living wage, and 3) a high number of annual job openings exist for this occupation.

Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

Nurses, Licensed Practical and Licensed Vocational (SOC 29-2061): Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required. Sample reported job titles include:

- Licensed Practical Nurse
- Triage LPN
- Pediatric LPN
- Radiation Oncology Nurse
- Private Duty Nurse
- Office Nurse
- Home Health Licensed Practical Nurse
- Clinic Nurse
- Clinic Licensed Practical Nurse

Projected Occupational Demand

Between 2024 and 2029, *Nurses, Licensed Practical and Licensed Vocational* are projected to increase by 542 net jobs or eight percent (Exhibit 1). Employers in San Diego County will need to hire 682 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

Exhibit 1: Number of Jobs for Nurses, Licensed Practical and Licensed Vocational (2024-2029)²

Occupational Title	2024 Jobs	2029 Jobs	2024 - 2029 Net Jobs Change	2024 - 2029 % Net Jobs Change	Annual Job Openings (Demand)
Nurses, Licensed Practical and Licensed Vocational	6,971	7,513	542	8%	682

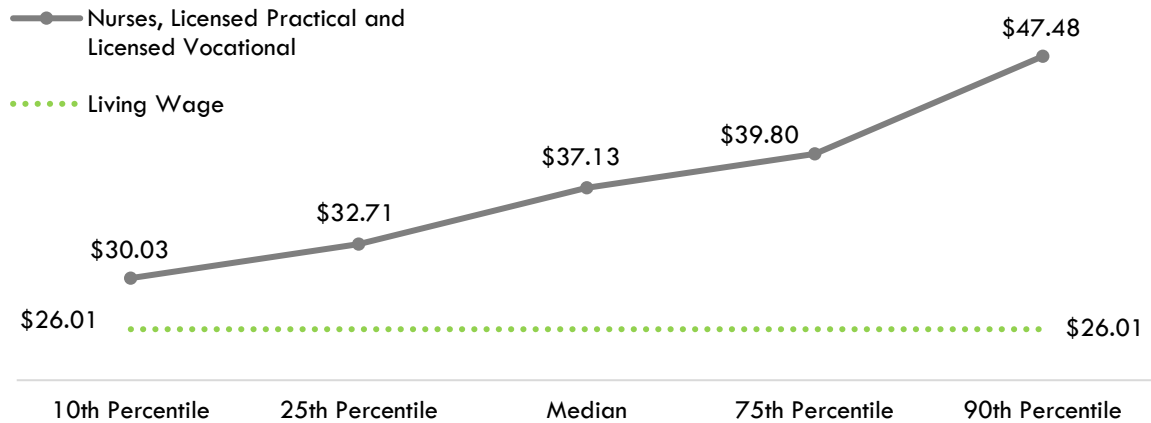
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. <https://www.bls.gov/soc/>.

² Lightcast 2025.04; QCEW, Non-QCEW, Self-Employed.

Earnings

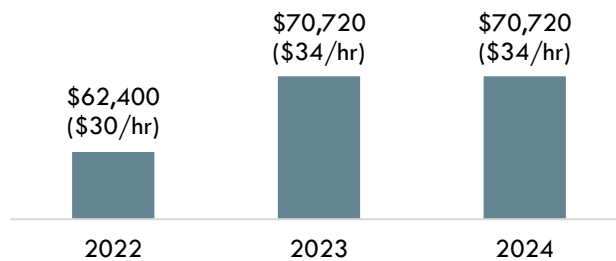
According to traditional³ labor market information (LMI), *Nurses, Licensed Practical and Licensed Vocational* had until recently entry-level hourly earnings of \$32.71—or \$68,036.80 annual salary⁴; this is more than the living wage for a single adult in San Diego County, which is \$26.01 per hour (Exhibit 2).⁵

Exhibit 2: Hourly Earnings⁶ for Nurses, Licensed Practical and Licensed Vocational in San Diego County⁷



In online job postings, employers advertised between \$30 to \$34 per hour between January 1, 2022 and December 30, 2024 for *Nurses, Licensed Practical and Licensed Vocational* in San Diego County (Exhibit 3).⁸ This suggests that, in recent years, employers have maintained wages consistent with traditional labor market information.

Exhibit 3: Entry-Level Advertised Salaries in Online Job Postings for Nurses, Licensed Practical and Licensed Vocational in San Diego County (2022-2024)*



*Hourly wages are rounded to the nearest dollar amount.

³ Traditional LMI is generally historical data captured by the U.S. Bureau of Labor Statistics (BLS) or the California Employment Development Department (EDD). It does not account for recent technological, economic, or legislative changes that may affect labor market demand and wages.

⁴ Annualized salaries assume a full-time position with 2,080 hours. Multiplying the hourly wage with 2,080 yields the annual salary.

⁵ Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. selfsufficiencystandard.org/California.

⁶ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁷ Lightcast 2025.04; QCEW, Non-QCEW, Self-Employed.

⁸ Lightcast 2025.04; "Job Posting Analytics." 2022-2024.

Expected Level of Education

According to traditional LMI (data reported to EDD and BLS), *Nurses, Licensed Practical and Licensed Vocational* have a national educational attainment of a **postsecondary non-degree award** (Exhibit 4).⁹

Exhibit 4: National Educational Attainment for *Nurses, Licensed Practical and Licensed Vocational*¹⁰

Occupational Title	Typical Entry-Level Education
Nurses, Licensed Practical and Licensed Vocational	Postsecondary non-degree award

Similarly, online job postings between January 1, 2022 and December 31, 2024 in San Diego County had an **associate degree** as the most requested educational requirement for *Nurses, Licensed Practical and Licensed Vocational*; however, employers also expected the following certifications (Exhibit 5).¹¹

Exhibit 5: Top Certifications for *Nurses, Licensed Practical and Licensed Vocational* in San Diego County in Online Job Postings (2021-2023)¹²

1. Licensed Vocational Nurse (LVN)
2. Licensed Practical Nurse (LPN)
3. Basic Life Support (BLS) Certification
4. Cardiopulmonary Resuscitation (CPR) Certification
5. Advanced Cardiovascular Life Support (ACLS) Certification
6. IV (Intravenous) Certification
7. Certified Nursing Assistant (CNA)
8. Sterile Products (IV) Certification
9. First Aid Certification
10. Oracle Certified Master (OCM)

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. There is **one** TOP code and **one** CIP code related to *Nurses, Licensed Practical and Licensed Vocational* (Exhibit 6).

Exhibit 6: Related TOP and CIP Codes for *Nurses, Licensed Practical and Licensed Vocational*¹³

TOP or CIP Code	TOP or CIP Program Title
TOP 1230.20	Licensed Vocational Nursing
CIP 51.3901	Licensed Practical/Vocational Nurse Training

⁹ Lightcast 2025.04; QCEW, Non-QCEW, Self-Employed.

¹⁰ Lightcast 2025.04; QCEW, Non-QCEW, Self-Employed.

¹¹ Lightcast 2025.04; "Job Posting Analytics." 2021-2023.

¹² Lightcast 2025.04; "Job Posting Analytics." 2021-2023.

¹³ This brief uses a conservative estimate of program supply and only calculates awards from the TOP code listed in Exhibit 6.

According to TOP data, two community colleges supply San Diego County with awards for these occupations: MiraCosta College and Southwestern College. According to CIP data, three non-community-college institutions supply the region with awards: National University, North-West College-San Diego, and The Nurse Academy (Exhibit 7).

**Exhibit 7: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions
(Program Year 2020-21 Through Program Year 2023-24 Average)**

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY23-24)
1230.20	Licensed Vocational Nursing	36	0	36
	MiraCosta	7	0	
	• Associate degree	1	0	
	• Certificate30 < 60 units	6	0	
	Southwestern	29	0	
	• Associate degree	18	0	
	• Certificate30 < 60 units	11	0	
51.3901	Licensed Practical/Vocational Nurse Training	0	0	0
	National University	0	0	
	• Bachelor's degree	0	0	
	• Associate degree	0	0	
	North-West College-San Diego	0	0	
	• Certificates 1 < 2 yrs	0	0	
	The Nurse Academy	0	0	
	• Certificates 1 < 2 yrs	0	0	
			Total	36

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply¹⁴ suggests that there is a **supply gap** for this occupation in San Diego County, with **682** annual openings and **36** awards. Comparatively, there are **7,999** annual openings in California and **5,973** awards, suggesting that there is a supply gap across the state¹⁵ (Exhibit 8).

Exhibit 8: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego	682	36	646
California	7,999	5,973	2,026

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

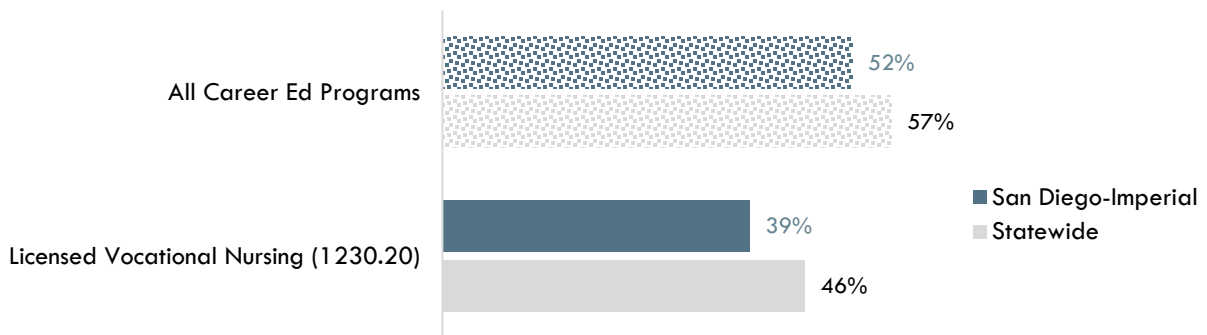
¹⁴ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

¹⁵ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/our-resources.

Student Outcomes and Regional Comparisons

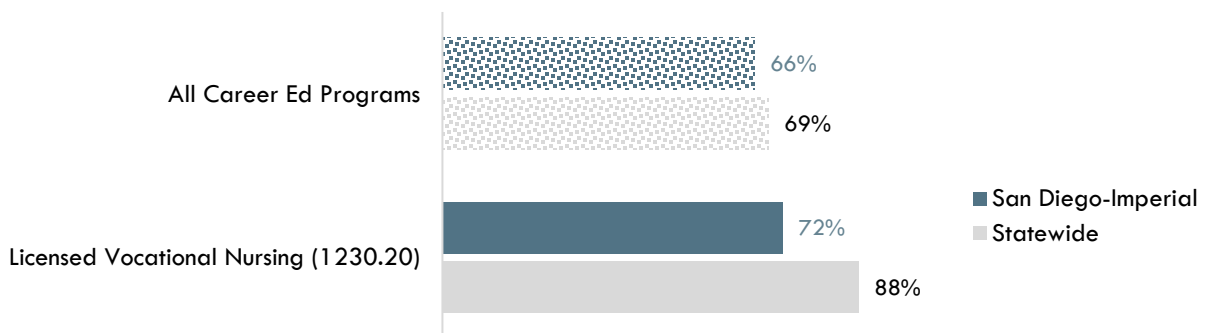
According to the California Community Colleges DataVista, 39% of students in the San Diego-Imperial region earned a living wage after completing a Licensed Vocational Nursing (TOP 1230.20) program, compared to 46% statewide and 57% of students in Career Education programs in general across the state (Exhibit 9).¹⁶

Exhibit 9: Percentage of Students Who Earned a Living Wage After Completing a Licensed Vocational Nursing (TOP 1230.20) Program, PY2020-21¹⁷



According to the California Community Colleges DataVista, 72% of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a Licensed Vocational Nursing (TOP 1230.20) program, compared to 88% statewide and 69% of students in Career Education programs in general across the state (Exhibit 10).¹⁸

Exhibit 10: Percentage of Students in a Job Closely Related to Field of Study After Completing a Licensed Vocational Nursing (TOP 1230.20) Program, PY2019-20¹⁹



¹⁶ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁷ Most recent year with available data is Program Year 2020-21. Among completers and skills builders who exited, the percentage of students who attained a living wage.

¹⁸ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁹ Most recent year with available data is Program Year 2019-20. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Employers

Between January 1, 2022 and December 31, 2024, the top five employers in San Diego County for Nurses, Licensed Practical and Licensed Vocational were Sharp Healthcare, Healthcare Employment Network, University of California-San Diego, Belmont Village, and Kaiser Permanente based on online job postings (Exhibit 11).

Exhibit 4: Top Employers for Nurses, Licensed Practical and Licensed Vocational in San Diego County²⁰

Top Employers	
<ul style="list-style-type: none"> • Sharp Healthcare • Healthcare Employment Network • University of California-San Diego • Belmont Village • Kaiser Permanente 	<ul style="list-style-type: none"> • Maxim Healthcare Services • AccentCare • IntelyCare • Redwood Terrace • ScionHealth

Skills

Exhibit 12 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2022 and December 31, 2024.

Exhibit 5: Top Skills for Nurses, Licensed Practical and Licensed Vocational in San Diego County²¹

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Nursing • Medication Administration • Nursing Care • Vital Signs • Medical Records • Psychiatry • Intravenous Therapy • Home Health Care • Infection Control • Acute Care • CPR • Computerized Physician Order Entry • Nursing Homes • Phlebotomy • Direct Patient Care 	<ul style="list-style-type: none"> • Communication • Management • Coordinating • Teaching • Customer Service • Planning • English Language • Leadership • Teamwork • Scheduling • Problem Solving • Professionalism • Quality Assurance • Lifting Ability • Confidentiality 	<ul style="list-style-type: none"> • N/A

²⁰ Lightcast 2025.04; "Job Posting Analytics." 2021-2023.

²¹ Lightcast 2025.04; "Job Posting Analytics." 2021-2023.

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