

**Labor Market Assessment:
Registered Nurses
(1230.10 Registered Nursing)**

Inland Empire/Desert Center of Excellence, Feb 2026

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FOR LABOR MARKET RESEARCH

INLAND EMPIRE/DESERT

Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria		
Supply Gap	Yes ✓	No <input type="checkbox"/>
	<i>Comments: There is projected to be 2,707 annual job openings throughout the Inland Empire/Desert region, which is more than the 609 annual average awards conferred by educational institutions over the last 3 years. Supply data includes both community college awards (578) and non-community college awards (31).</i>	
Living Wage	Yes ✓	No <input type="checkbox"/>
	<i>Comments: This occupation has entry-level hourly wages \$32 above the IE/D living wage of 20.42.¹</i>	
Education	Yes <input type="checkbox"/>	No ✓
	<i>Comments: This occupation has a bachelor's degree as its typical entry-level education level, and less than 33% of all workers in the field (32%) have completed some college or an associate degree as their highest level of education. See Exhibit 9 for more details.</i>	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Above Middle-Skill (typically require training/education at or above a bachelor's degree)
 - Registered Nurses (29-1141)

Summary of findings

Demand

- The number of jobs related to the assessed occupation is projected to increase 12% through 2029, with 2,707 annual job openings (new and replacement jobs).
- Hourly entry-level wages for this occupation are above living wage at the 25th percentile hourly wage, estimated to be \$52.29 in IE/D.
- There were 13,271 online job postings from 1,006 employers over the past 12 months with the highest postings for registered nurses and home health registered nurses.
- Most job postings for target occupations require a bachelor's degree (42%), followed by an associate degree (41%), high school diploma or equivalent (11%), and above a bachelor's degree (7%).

Supply

- On average, there were 609 annual awards conferred by educational institutions over the last 3 years in related fields: 578 from community colleges and 31 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of \$94,706 (\$45.53 per hour).
- 83% of students that exited their program in 2022-23 reported that they are now earning a living wage.

¹ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

Introduction

California Community College Registered Nursing (TOP 1230.10) programs prepare students for employment through programs leading to licensure by the Board of Registered Nursing. Includes nursing care in specialty areas (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Registered Nursing programs lead to employment in registered nurses.

Job Demand

In 2024, there were 35,540 jobs in registered nurses in the IE/D region. Regional employment for this occupation group is projected to increase by 12% through 2029 with 2,707 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for registered nurses, IE/D Region, 2024-2029

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Registered Nurses	29-1141	35,540	39,736	12%	13,533	2,707

SOURCE: LIGHTCAST 2026.1

Job Postings

The following analysis for registered nurses using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for registered nurses over the last 12 months and the median posting duration. Over the previous 12 months, there were 13,271 unique job postings for registered nurses in the region from 1,006 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Feb 2025 – Jan 2026

Job Title	Job Ads	Median Posting Duration
Registered Nurses	13,271	21 days

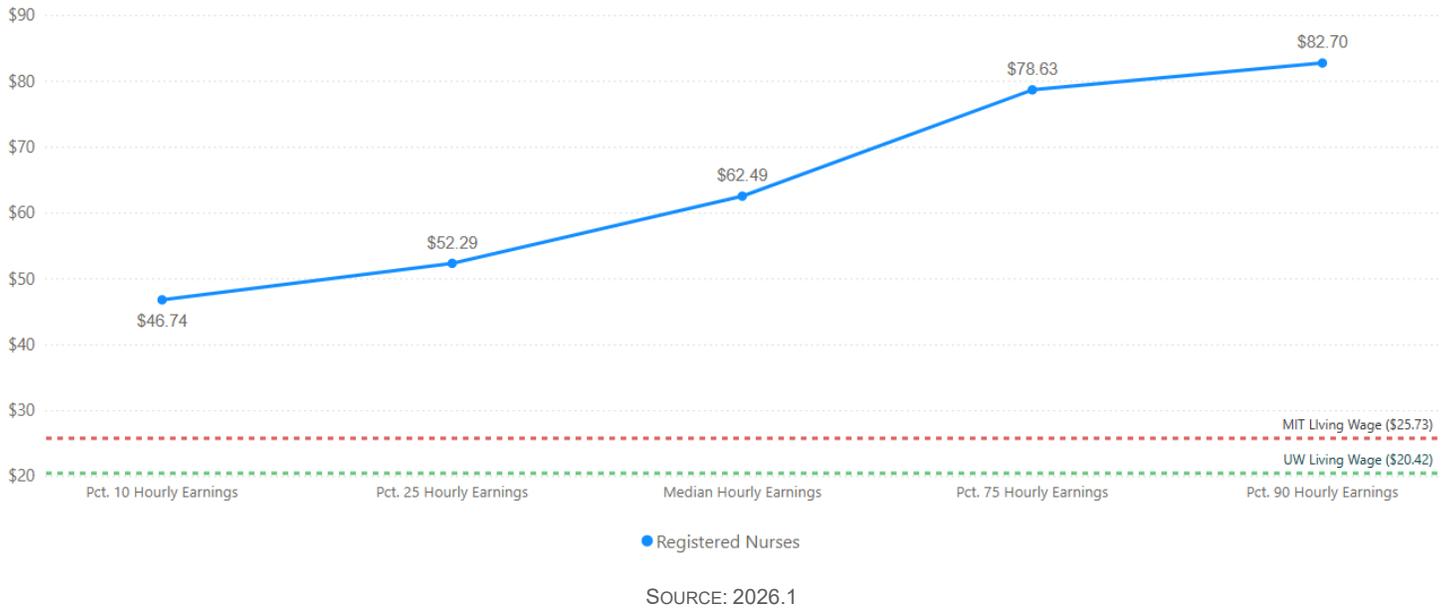
SOURCE: LIGHTCAST 2026.1

² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

Earnings

Exhibit 3 displays the hourly earnings for registered nurses compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$25.73.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2024



All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). The occupation listed was also above the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3).

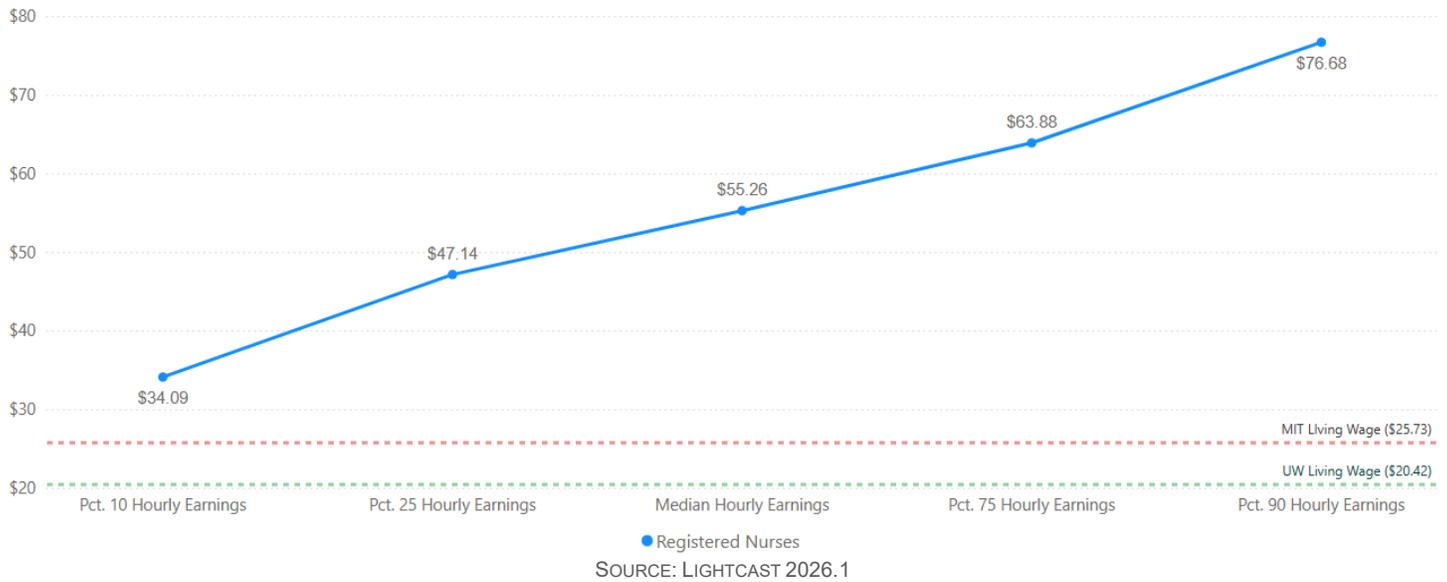
³ The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

⁴ *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for registered nurses over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages of \$47.14 (estimated to be equal to an annual salary of \$98,051).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, Feb 2025 – Jan 2026



Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the registered nurses over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Feb 2025 – Jan 2026

Job Title	Unique Postings
Registered Nurses	1,295
Home Health Registered Nurses	561
Registered Nurse Case Managers	380
ICU Registered Nurses	336
Licensed Vocational Nurses	329
Emergency Room Registered Nurses	301
Labor and Delivery Registered Nurses	280
Telemetry Registered Nurses	239
NICU Registered Nurses	214
Medical Surgical Registered Nurses	213

SOURCE: LIGHTCAST 2026.1

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. ScionHealth and Kaiser Permanente had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads, IE/D Region, Feb 2025 – Jan 2026

Company	Total/Unique (Feb 2025 - Jan 2026)	Posting Intensity	Median Posting Duration
ScionHealth	1,835 / 943	2 : 1	16 days
Kaiser Permanente	3,437 / 826	4 : 1	23 days
Loma Linda University	2,825 / 510	6 : 1	23 days
Providence	1,324 / 306	4 : 1	18 days
Uhs	908 / 303	3 : 1	24 days
HCA Healthcare	1,770 / 238	7 : 1	20 days
Tenet Healthcare	562 / 217	3 : 1	19 days
County Of Riverside	670 / 208	3 : 1	46 days
CommonSpirit Health	848 / 164	5 : 1	27 days
Desert Regional Medical Center	1,007 / 156	6 : 1	20 days

SOURCE: LIGHTCAST 2026.1

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today’s demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.⁵

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Feb 2025 – Jan 2026

Common skills	Total Postings	Skill Growth Relative to Market
Communication	3,938	Lagging
Management	2,989	Stable
Planning	2,824	Growing
Coordinating	2,326	Growing
Leadership	2,050	Stable
Critical Thinking	1,757	Rapidly Growing
Customer Service	1,610	Stable
Teaching	1,582	Growing
Compassion	1,438	Growing
Operations	1,349	Stable

⁵ “What are Lightcast Skill Projects”, Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

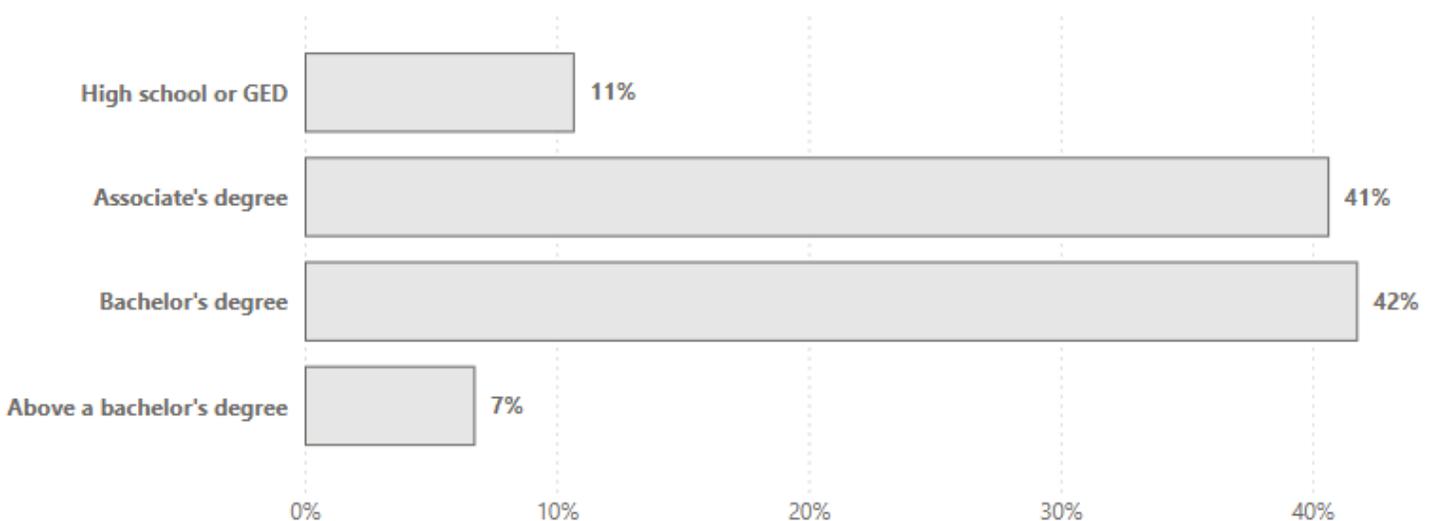
Specialized skills	Total Postings	Skill Growth Relative to Market
Nursing	8,871	Rapidly Growing
Nursing Care	4,124	Growing
Medication Administration	2,715	Growing
Nursing Process	2,444	Rapidly Growing
Home Health Care	2,320	Growing
Medical Records	2,154	Growing
Acute Care	2,050	Growing
Discharge Planning	2,014	Growing
Intensive Care Unit	1,677	Lagging
Direct Patient Care	1,603	Growing

Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Excel	628	Growing
Microsoft Outlook	586	Rapidly Growing
Microsoft PowerPoint	478	Rapidly Growing
Microsoft Office	259	Growing
Epic EMR	221	Growing
Microsoft Word	204	Stable
Spreadsheets	149	Rapidly Growing
Patient Management Software	135	Growing
eClinicalWorks (ECW)	110	Rapidly Growing
Operating Systems	50	Rapidly Growing

SOURCE: LIGHTCAST 2026.1

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with bachelor's degree (42%) greater than associate degree (41%) or high school diploma or equivalent (11%) or above a bachelor's degree (7%).

Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Feb 2025 – Jan 2026



SOURCE: LIGHTCAST 2026.1

For the assessed occupation, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that 32% of workers have completed some college or an associate degree as their highest level of education.

Exhibit 9 National-level Education Attainment for the Occupational Group

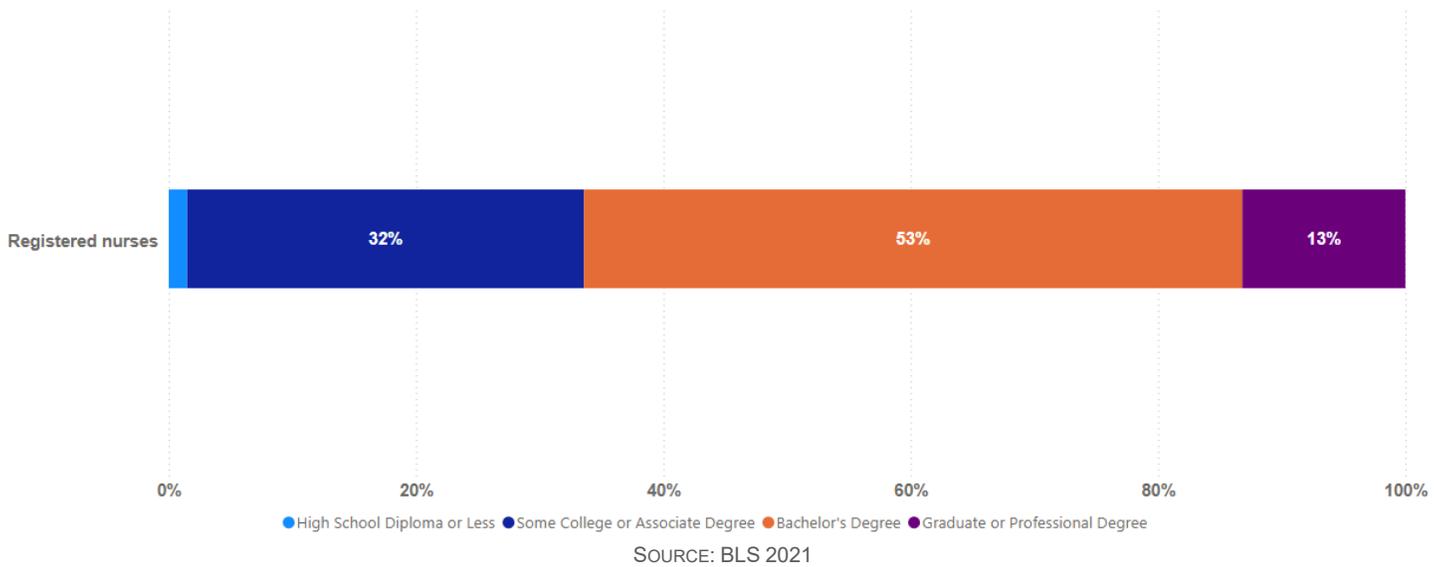
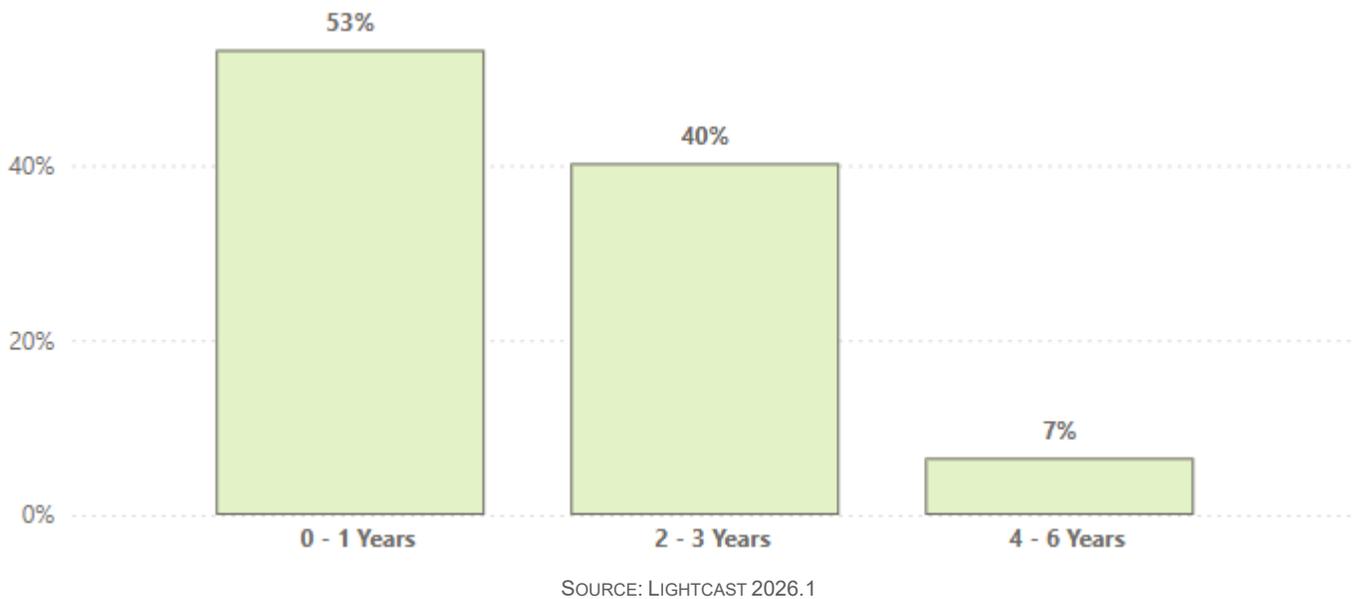


Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (53%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, Feb 2025 – Jan 2026



Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Registered Nursing (TOP 1230.10) programs over the last three academic years (2021-2024). In the previous three academic years, 7 regional community colleges issued an average 578 awards in relevant programs.

Exhibit 11 Annual average community college awards for Registered Nursing (TOP 1230.10), IE/D, 2021-2024

Top Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1230.10	Registered Nursing	Riverside	153	166	171	163
1230.10	Registered Nursing	Victor Valley	155	85	123	121
1230.10	Registered Nursing	San Bernardino	86	80	93	86
1230.10	Registered Nursing	College of the Desert	64	83	97	81
1230.10	Registered Nursing	Chaffey	57	64	66	62
1230.10	Registered Nursing	Mt. San Jacinto	21	44	46	37
1230.10	Registered Nursing	Copper Mountain	21	30	28	26
Total			557	552	624	578

SOURCE: MIS DATA MART

Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs: Registered Nursing/Registered Nurse (CIP 51.3801).

In the previous three academic years, 1 regional non-community college institution issued an average of 31 awards in relevant programs.

Exhibit 12 Annual average non-community college awards for registered nurse programs, IE/D, 2020-2023

CIP	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
51.3801	Registered Nursing/Registered Nurse	San Joaquin Valley College-Ontario	27	34	31	31
Total			27	34	31	31

SOURCE: IPEDS

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13.

Exhibit 13 Registered Nursing strong workforce program outcomes, IE/D & California, AY 2022-23

Program Metric Title	Inland Empire	Statewide
Students	1,623	18,887
Earned 9+ Career Education Units	75%	58%
Completed Noncredit Workforce Preparation Milestone	96%	45%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	32%	23%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	14%	12%
Median Annual Earnings	\$94,706	\$82,922
Median Change in Earnings	142%	99%
Attained Living Wage	83%	70%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2021 and 2024 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from DataVista and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California . The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average living wage to represent Inland Empire/Desert is \$20.42 per hour (\$43,123 annually).
Living Wage (MIT)	Glasmeier, A. K. (2024). <i>Living wage calculator</i> . Massachusetts Institute of Technology. Accessed on April 14, 2025, https://livingwage.mit.edu/states/06/locations The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. 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. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the

	<p>number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
<p>Student Metrics and Demographics</p>	<p>DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard.</p> <p>DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report</p>