

**Labor Market Assessment:
Licensed Practical and Licensed Vocational Nurses
(TOP 1230.20 Licensed Vocational Nurses)
(CIP 51.3901 Licensed Practical/Vocational Nurse Training)**

Inland Empire/Desert Center of Excellence, March 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 type="checkbox"/>

Program LMI Endorsement Criteria		
Supply Gap	Yes ✓	No <input type="checkbox"/>
	<i>Comments:</i> There is <i>projected</i> to be 865 annual job openings throughout the Inland Empire/Desert region, which is more than the 557 annual average awards conferred by educational institutions over the last 3 years . Supply data includes both community college awards (151) and non-community college awards (406).	
Living Wage	Yes ✓	No <input type="checkbox"/>
	<i>Comments:</i> This occupation has entry-level hourly wages \$11 above the IE/D living wage of 20.42 . ¹	
Education	Yes ✓	No <input type="checkbox"/>
	<i>Comments:</i> This occupation has some college or postsecondary degree or associate degree as its typical entry-level education level , and more than 33% of all workers in the field (73%) have completed some college or an associate degree as their highest level of education . See Exhibit 9 for more details.	

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

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor’s degree)
 - Licensed Practical and Licensed Vocational Nurses (29-2061)

Summary of findings

Demand

- The number of jobs related to the assessed occupation is projected to increase 8% through 2029, with 865 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 \$31.29 in IE/D.
- There were 1,045 online job postings from 223 employers over the past 12 months with the highest postings for licensed vocational nurses and licensed practical nurses/licenses vocational nurses.
- Most job postings for target occupations require an associate degree (81%), followed by a high school diploma or equivalent (18%), bachelor’s degree (1%), and above a bachelor’s degree (1%).

Supply

- On average, there were 557 annual awards conferred by educational institutions over the last 3 years in related fields: 151 from community colleges and 406 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 \$37,478 (\$18.02 per hour).
- 38% 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 Licensed Vocational Nurses (TOP 1230.20) programs prepare students for employment in programs leading to vocational nurse licensure by the Board of Vocational Nursing and Psychiatric Technicians. Technical and manual nursing skills, practiced under the direction of a registered nurse, physician, or other medical staff, specific to the scope of practice of the licensed vocational nurse (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Licensed Vocational Nurses programs lead to employment in Licensed Practical and Licensed Vocational Nurses.

Job Demand

In 2024, there were 8,712 jobs in Licensed Practical and Licensed Vocational Nurses in the IE/D region. Regional employment for this occupation group is projected to increase by 8% through 2029 with 865 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 Licensed Practical and Licensed Vocational 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)
Licensed Practical and Licensed Vocational Nurses	29-2061	8,712	9,432	8%	4,323	865

SOURCE: LIGHTCAST 2026.1

Job Postings

The following analysis for Licensed Practical and Licensed Vocational 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 Licensed Practical and Licensed Vocational Nurses over the last 12 months and the median posting duration. Over the previous 12 months, there were 1,045 unique job postings for Licensed Practical and Licensed Vocational Nurses in the region from 223 employers.

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

Job Title	Job Ads	Median Posting Duration
Licensed Practical and Licensed Vocational Nurses	1,045	22 days

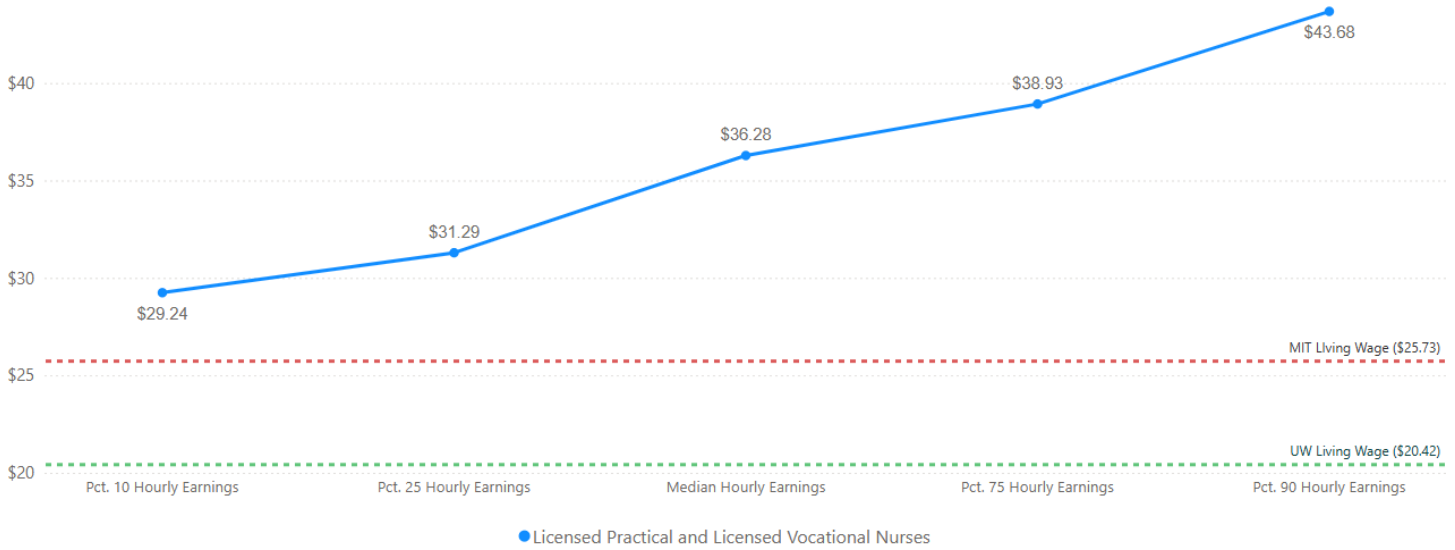
SOURCE: LIGHTCAST 2026.1

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 Licensed Practical and Licensed Vocational 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



SOURCE: 2026.1

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 was also above the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3).

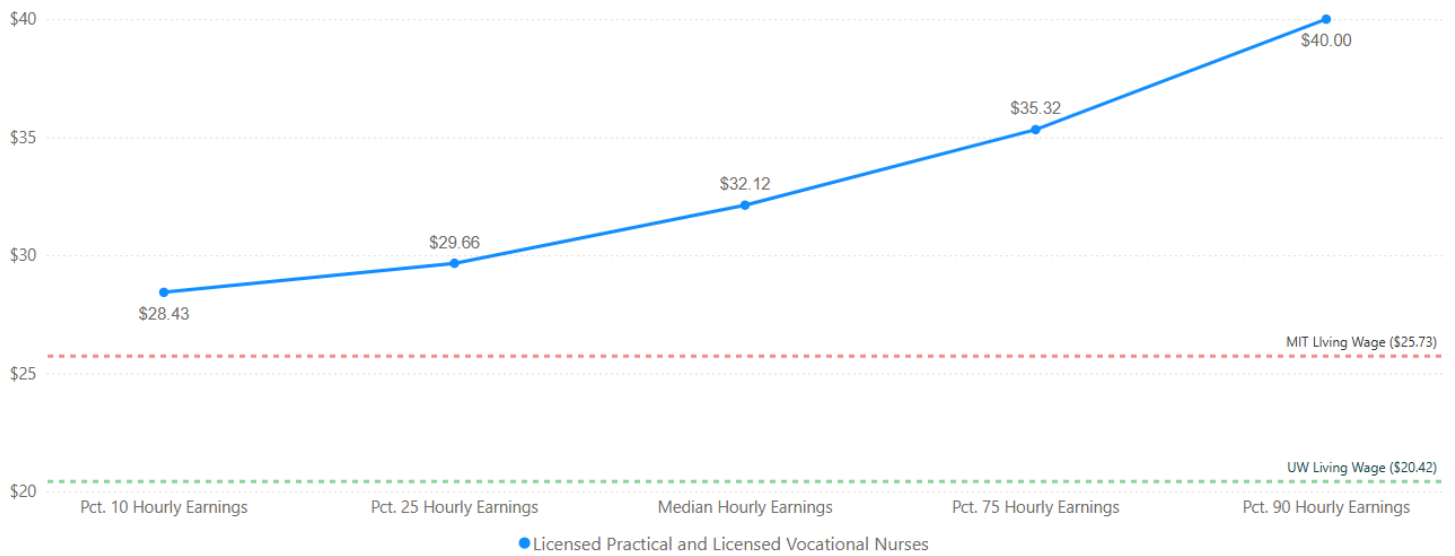
³ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference 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 the Licensed Practical and Licensed Vocational Nurses over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages of \$29.66 (estimated to be equal to an annual salary of \$61,693).

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



SOURCE: LIGHTCAST 2026.1

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

Exhibit 5 displays the job titles most frequently used in job postings for the Licensed Practical and Licensed Vocational 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, Mar 2025 – Feb 2026

Job Title	Unique Postings
Licensed Vocational Nurses	553
Licensed Practical Nurses/Licensed Vocational Nurses	147
Licensed Practical Nurses	63
Home Health Licensed Practical Nurses	62
Licensed Practical Nurses/Paramedics/Registered Nurses	17
Correctional Licensed Vocational Nurses	16
Long Term Care Licensed Practical Nurses/Licensed Vocational Nurses	16
Registered Nurses/Licensed Practical Nurses	15
Private Duty Registered Nurses/Licensed Vocational Nurses	11
Hospice Licensed Practical Nurses/Licensed Vocational Nurses	9

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. Riverside Medical Clinic and Rochester Regional Health 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, Mar 2025 – Feb 2026

Company	Total/Unique (Mar 2025 - Feb 2026)	Posting Intensity	Median Posting Duration
Riverside Medical Clinic	109 / 21	5 : 1	17 days
Rochester Regional Health	12 / 8	2 : 1	17 days
Uhs	22 / 6	4 : 1	23 days
County Of Riverside	7 / 4	2 : 1	32 days
The San Bernardino County, Ca, Chapter Of Concerned Black Men	10 / 3	3 : 1	n/a
Eisenhower Health	81 / 3	27 : 1	n/a
Optum	6 / 2	3 : 1	28 days
SSM Health Care	2 / 2	1 : 1	5 days
San Bernardino County	9 / 2	5 : 1	n/a
Compunnel Healthcare	2 / 2	1 : 1	9 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, Mar 2025 – Feb 2026

Common skills	Total Postings	Skill Growth Relative to Market
Communication	331	Lagging
Management	150	Stable
Confidentiality	108	
Coordinating	101	Growing
Compassion	81	Growing
Customer Service	78	Stable
English Language	71	Growing
Writing	67	Growing
Scheduling	66	Growing
Detail Oriented	65	Stable

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

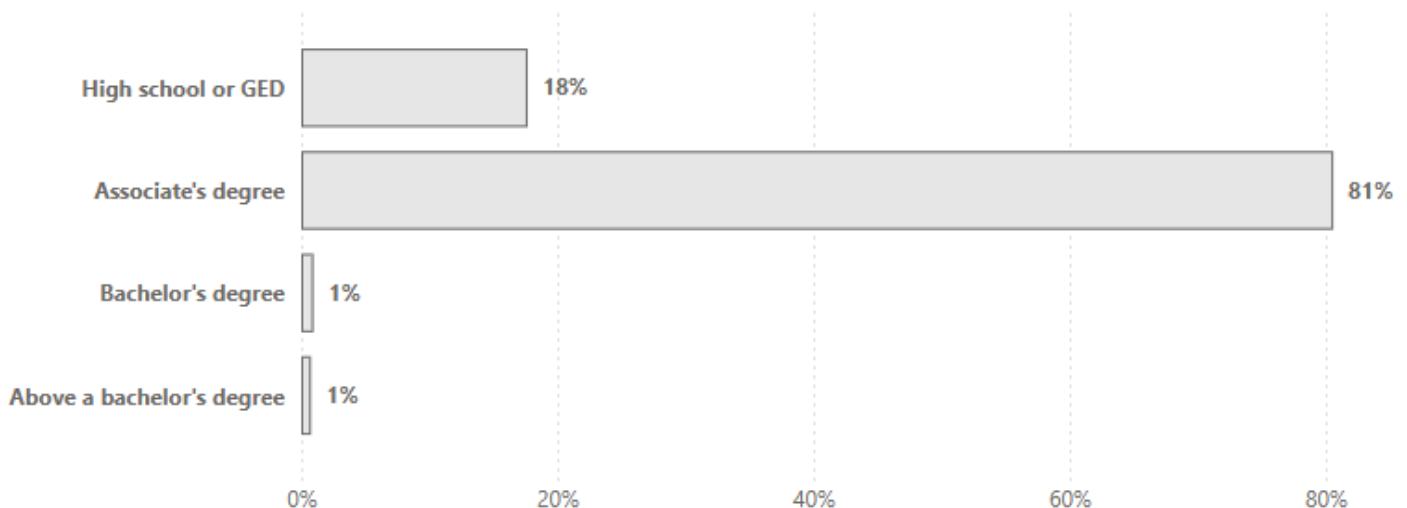
Specialized skills	Total Postings	Skill Growth Relative to Market
Nursing	598	Rapidly Growing
Medication Administration	346	Growing
Nursing Care	296	Growing
Vital Signs	221	Growing
Home Health Care	214	Growing
Medical Records	213	Growing
Patient Education And Counseling	144	Growing
Direct Patient Care	136	Growing
Infection Control	136	Growing
Nursing Homes	135	Growing

Computer Skills	Total Postings	Skill Growth Relative to Market
Document-Oriented Databases	25	Growing
Microsoft Office	17	Growing
Microsoft Excel	13	Growing
Microsoft Outlook	13	Rapidly Growing
Epic EMR	8	Growing
R (Programming Language)	7	Rapidly Growing
IBM MQ	6	Rapidly Growing
eClinicalWorks (ECW)	5	Rapidly Growing
Microsoft PowerPoint	5	Rapidly Growing
Microsoft Word	3	Stable
SAP Business Connector	3	Lagging

SOURCE: LIGHTCAST 2026.1

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with associate degree (81%) significantly greater than high school diploma or equivalent (18%) or bachelor's degree (1%) or above a bachelor's degree (1%).

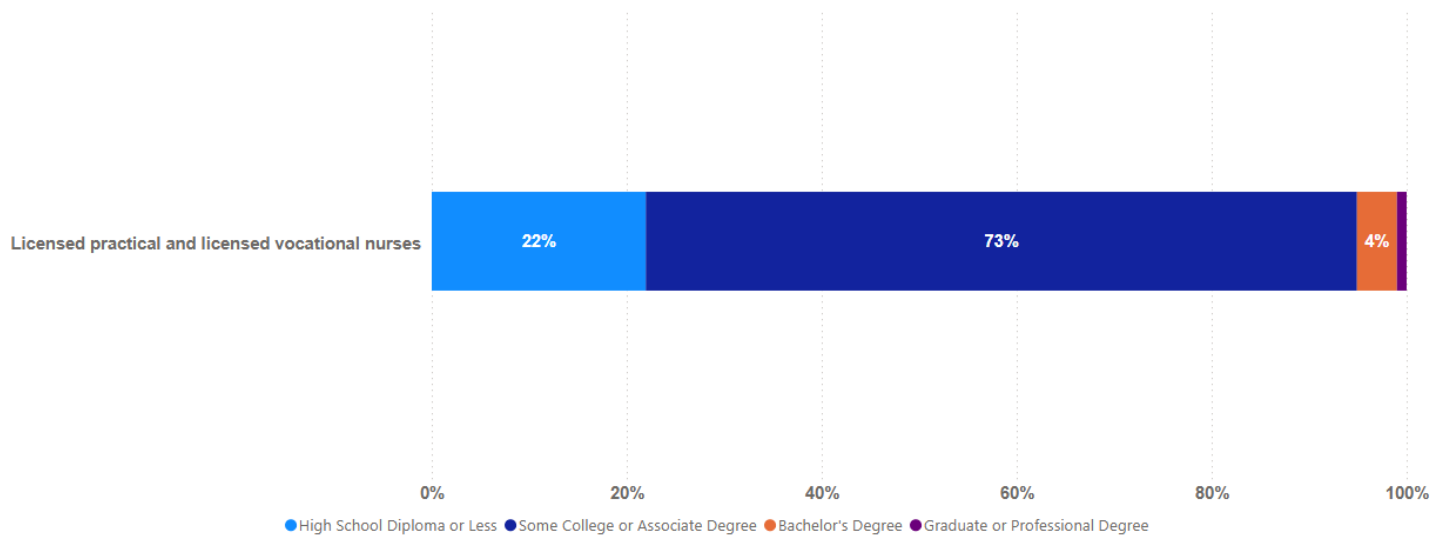
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Mar 2025 – Feb 2026



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 occupation of interest indicates that 73% 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

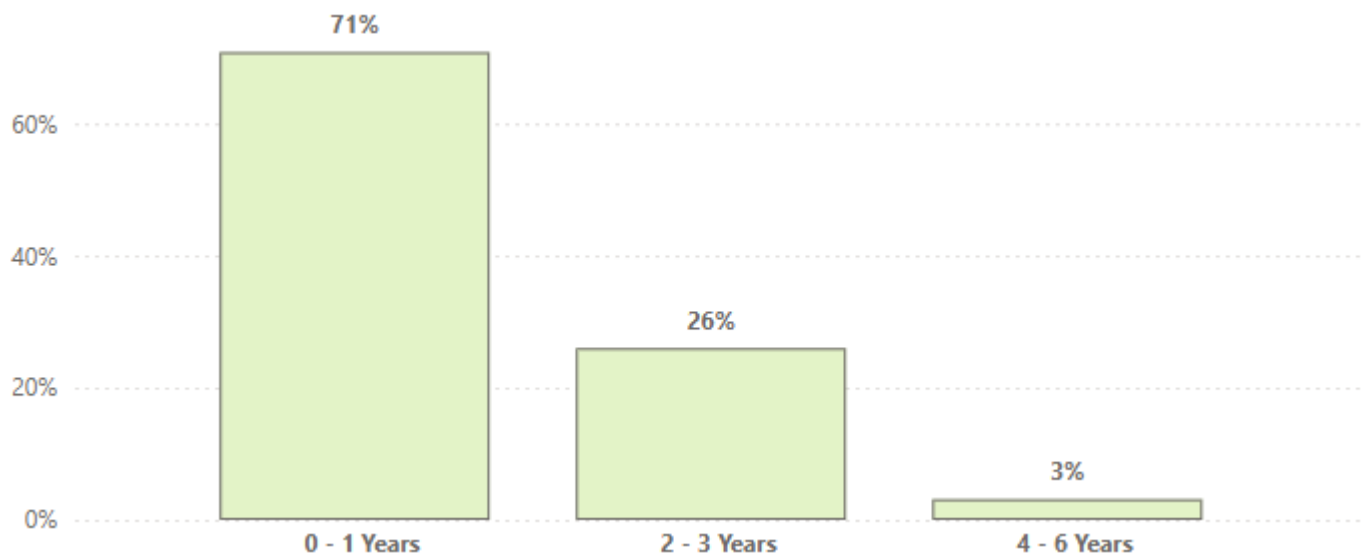


V

SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (71%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

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



SOURCE: LIGHTCAST 2026.1

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Licensed Vocational Nurses (TOP 1230.20) programs over the last three academic years (2021-2024). In the previous three academic years, 5 regional community colleges issued an average of 151 awards in relevant programs.

Exhibit 11 Annual average community college awards for Licensed Vocational Nurses (TOP 1230.20), IE/D, 2021-2024

Top Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1230.20	Licensed Vocational Nursing	Riverside	89	66	92	82
1230.20	Licensed Vocational Nursing	Chaffey	42	11	30	28
1230.20	Licensed Vocational Nursing	Copper Mountain	25	24	24	24
1230.20	Licensed Vocational Nursing	College of the Desert	1	6	27	11
1230.20	Licensed Vocational Nursing	Palo Verde	7	9	0	5
Total			164	116	173	151

SOURCE: MIS DATA MART

Special note: Faculty in the region have notified the COE that some community college programs are reporting multiple awards for a single participant in a single program, such as a certificate and a degree. This is likely to inflate the number of projected workers joining the workforce from these programs. However, the data cannot be disaggregated to only show number of actual graduates across all programs and students are not confirmed to all be receiving multiple awards in a single program's cohort. So, the data above is left unaltered but please keep this in mind when considering the current supply of new workers entering the workforce.

Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs: Licensed Practical/Vocational Nurse Training (CIP 51.3901).

In the previous three academic years, 5 regional non-community college institutions issued an average of 406 awards in relevant programs.

Exhibit 12 Annual average non-community college awards for Licensed Practical and Licensed Vocational Nurse programs, IE/D, 2020-2023

CIP	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-Ontario	229	232	279	247
51.3901	Licensed Practical/Vocational Nurse Training	Beaumont Adult School	54	20	38	37
51.3901	Licensed Practical/Vocational Nurse Training	California Nurses Educational Institute	33	63	87	61
51.3901	Licensed Practical/Vocational Nurse Training	North-West College-Riverside	45	37	67	50
51.3901	Licensed Practical/Vocational Nurse Training	San Joaquin Valley College-Rancho Mirage	0	21	12	11
Total			361	373	483	406

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 Licensed Vocational Nurses strong workforce program outcomes, IE/D & California, AY 2022-23

Program Metric Title	Inland Empire	Statewide
Students	465	3,044
Earned 9+ Career Education Units	54%	48%
Completed Noncredit Workforce Preparation Milestone	94%	31%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	15%	19%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	2%	4%
Median Annual Earnings	\$37,478	\$46,944
Median Change in Earnings	38%	54%
Attained Living Wage	38%	46%

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>