










Nursing Assistants

Labor Market Analysis: San Diego County

September 2021

Summary

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

The San Diego-Imperial Center of Excellence for Labor Market Research (COE) developed this brief to assist the region's community colleges with strategic planning and program development. According to available labor market information, *Nursing Assistants* in San Diego County have a labor market demand of 1,255 annual job openings (while average demand for a single occupation in San Diego County is 242 annual job openings), and four educational institutions in San Diego County supply 443 awards for this occupation, suggesting that there is a supply gap in the labor market. Entry-level wages and median wages for this occupation are below the living wage. This brief recommends proceeding with caution when developing a new program and supports a program modification because 1) there is a supply gap; 2) a high number of annual openings exist; but 2) entry-level and median wages are below the living wage. Colleges should also note that the percentage of students who complete a related program and earn a living wage is below the statewide percentage of students who complete Career Education programs in general.

Introduction

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

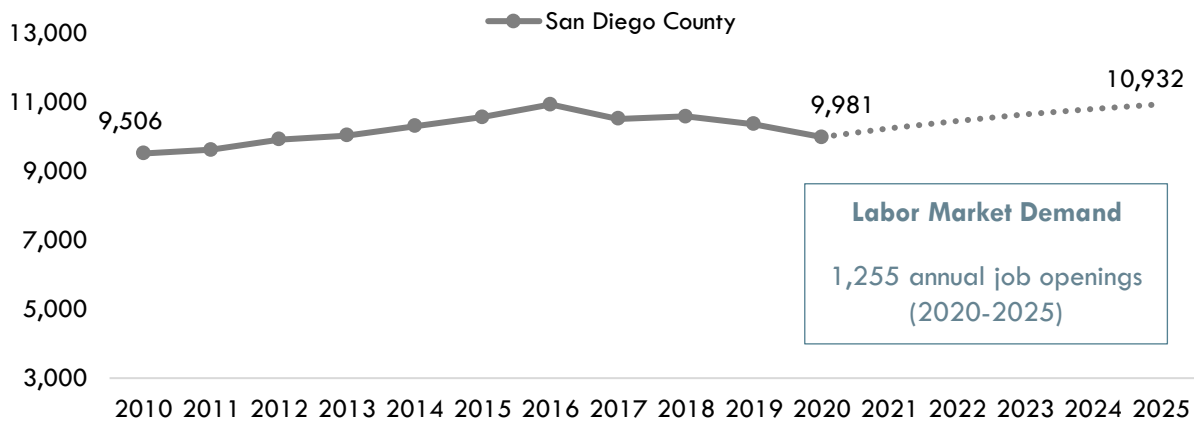
Nursing Assistants (SOC 31-1131): Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include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

- Certified Nursing Assistant
- Patient Care Assistant
- Nursing Aide
- Nurses' Aide
- Certified Medication Aide
- State Tested Nursing Assistant
- Nurse Assistant
- Licensed Nursing Assistant
- Certified Nurse Aide

Projected Occupational Demand

Between 2020 and 2025, *Nursing Assistants* are projected to increase by 951 net jobs or 10 percent (Exhibit 1). Employers in San Diego County will need to hire 1,255 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 Nursing Assistants (2010-2025)²



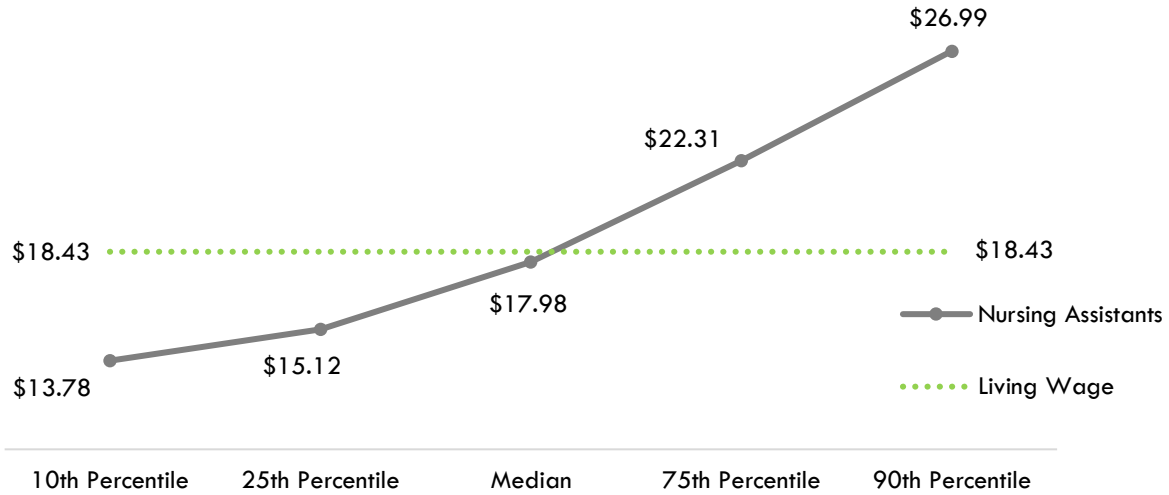
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

² EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

Earnings

Nursing Assistants receive entry-level hourly earnings of \$15.12; this is less than the living wage for a single adult in San Diego County, which is \$18.43 per hour (Exhibit 2).³

Exhibit 2: Hourly Earnings⁴ for *Nursing Assistants* in San Diego County⁵



³ "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2021. insightccd.org/family-needs-calculator/.

⁴ 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.

⁵ EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

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.⁶ There is **one** TOP code and **one** CIP codes related to *Nursing Assistants* (Exhibit 3).

Exhibit 3: Related TOP and CIP Codes for Nursing Assistants

TOP or CIP Code	TOP or CIP Program Title
TOP 1230.30	Nursing Assistants
CIP 51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide

According to TOP data, **two** community colleges supply the region with awards for these occupations: **San Diego College of Continuing Education** and **Southwestern College**. According to CIP data, **two** non-community-college institutions supply the region with awards: **Escondido Adult School** and **Poway Adult School** (Exhibit 4).

Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2016-17 through PY2019-20 Average)

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
1230.30	Nursing Assistants	424	0	424
	• San Diego Cont Ed	324	0	
	• Southwestern	100	0	
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	0	19	19
	• Escondido Adult School	0	10	
	• Poway Adult School	0	9	
			Total	443

⁶ TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply⁷ suggests that there is a **supply gap** for this occupation in San Diego County, with **1,255** annual openings and **443** awards. Comparatively, there are **14,462** annual openings in California and **2,033** awards, suggesting that there is a supply gap across the state⁸ (Exhibit 5).

Exhibit 5: 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	1,255	443	812
California	14,462	2,033	12,429

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.

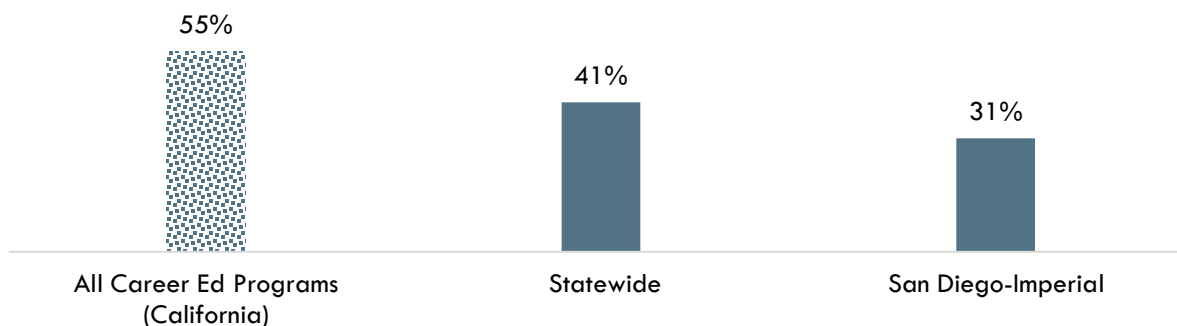
⁷ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

⁸ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/Supply-and-Demand.aspx.

Student Outcomes and Regional Comparisons

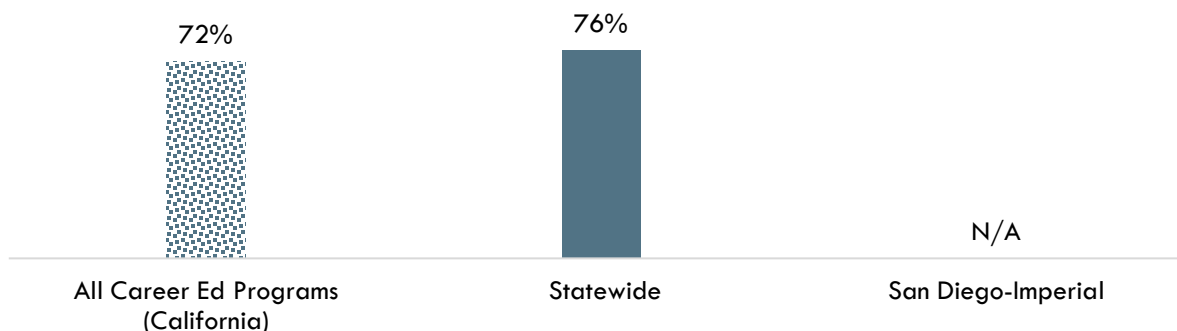
According to the California Community Colleges LaunchBoard, 31 percent of students in the San Diego-Imperial region earned a living wage after completing a Nursing Assistants (TOP 1230.30) program, compared to 41 percent statewide and 55 percent of students in Career Education programs in general across the state (Exhibit 6a).⁹

Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program (Nursing Assistants, PY 2017-18)¹⁰



According to the California Community Colleges LaunchBoard, 76 percent of students statewide obtained a job closely related to their field of study after completing a Nursing Assistants (TOP 1230.30) program, compared to 72 percent of students in Career Education programs in general across the state (Exhibit 6b).¹¹

Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program (Nursing Assistants, PY 2016-17)¹²



"N/A" indicates insufficient data

⁹ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁰ Among completers and skills builders who exited, the proportion of students who attained a living wage.

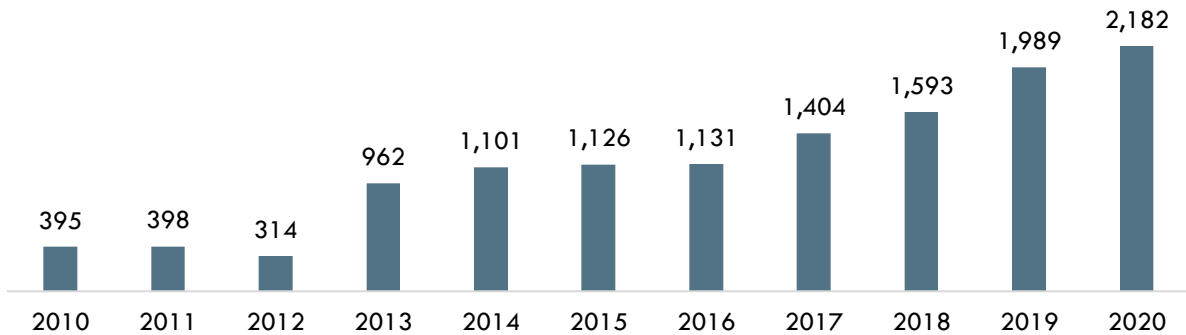
¹¹ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹² Most recent year with available data is Program Year 2016-17. 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.

Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2010 and 2020, there was an average of 1,145 online job postings per year for *Nursing Assistants* in San Diego County (Exhibit 7). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 7: Number of Online Job Postings for *Nursing Assistants* in San Diego County (2010-2020)¹³



¹³ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2020.

Top Employers

Between January 1, 2018 and December 31, 2020, the top five employers in San Diego County for this occupation were Scripps Health, Sharp Healthcare, University of California San Diego, Prime Healthcare Services, and Fresenius Medical Care based on online job postings (Exhibit 8).

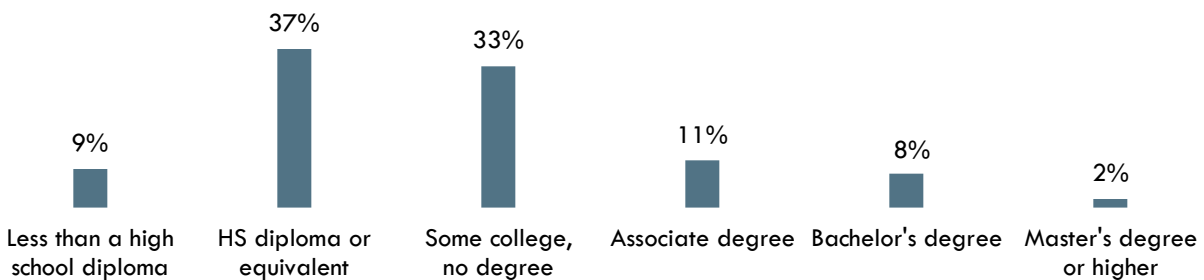
Exhibit 8: Top Employers for Nursing Assistants in San Diego County¹⁴

Top Employers	
• Scripps Health	• Covenant Care
• Sharp Healthcare	• Ensign Services Incorporated
• University of California San Diego	• Providence Health & Services
• Prime Healthcare Services	• Rady Children's Hospital
• Fresenius Medical Care	• CareInHomes

Education, Skills, and Certifications

Exhibit 9 indicates the educational attainment for this occupation found currently in the national labor force. The typical entry-level education is a [postsecondary non-degree award](#).¹⁵

Exhibit 9: National Educational Attainment of Nursing Assistants¹⁶



*may not total 100 percent due to rounding

¹⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

¹⁵ EMSI 2021.2; QCEW, Non-QCEW, Self-Employed.

¹⁶ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified April 4, 2021. bls.gov/emp/tables/educational-attainment.htm.

Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2018 and December 31, 2020.

Exhibit 10: Top Skills for Nursing Assistants in San Diego County¹⁷

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Patient Care • Cardiopulmonary Resuscitation • Activities of Daily Living • Acute Care • Patient Assistance • Bathing • Scheduling • Caregiving • Life Support • Vital Signs Measurement • Home Care • Home Health • Long-Term Care • Toileting • Medical Terminology 	<ul style="list-style-type: none"> • English • Communication Skills • Computer Literacy • Spanish • Bilingual • Physical Abilities • Teamwork / Collaboration • Organizational Skills • Companionship • Problem Solving • Building Effective Relationships • Prioritizing Tasks • Energetic • Typing • Creativity 	<ul style="list-style-type: none"> • Microsoft Excel • Microsoft PowerPoint • Microsoft Access • Microsoft Word • Microsoft Outlook • ICD-9-CM Coding • PointClickCare • Medical Software • Facebook • ICD-10 • EPIC software • SAP • Social Media Platforms • Speech Recognition • Salesforce

¹⁷ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2018 and December 31, 2020.

Exhibit 11: Top Certifications for *Nursing Assistants* in San Diego County¹⁸

Top Certifications in Online Job Postings

1. Certified Nursing Assistant
 2. Basic Life Saving (BLS)
 3. First Aid CPR AED
 4. Home Health Aide
 5. Basic Cardiac Life Support Certification
 6. American Heart Association Certification
 7. Licensed Practical Nurse (LPN)
 8. Registered Behavior Technician
 9. Certified Medical Assistant
 10. Phlebotomy Certification
 11. Board Certified Behavior Analyst (BCBA)
 12. Home Care Certificate
 13. Licensed Vocational Nurse (LVN)
 14. Medical Terminology Certification
 15. Certified Hemodialysis Technician
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¹⁸ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

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Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.