










Registered Nurses

Labor Market Analysis: San Diego County

July 2022

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 <p>Proceed with New Program</p>	 	 	<input checked="" type="checkbox"/> Bachelor's Degree+ <input 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>HIGH</p> 	<p>HIGH</p> 	

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, *Registered Nurses* in San Diego County have a labor market demand of 1,746 annual job openings (while average demand for a single occupation in San Diego County is 242 annual job openings), and 12 educational institutions in San Diego County supply 1,630 awards for this occupation, suggesting that there is a supply gap in the labor market. Entry-level and median wages for this occupation are above the living wage. This brief recommends to proceed with developing a new program and supports a program modification because 1) there is a supply gap in the region; 2) entry-level earnings for this occupation are above the living wage; and 3) a high number of annual job openings exist. **The colleges should note that the typical entry-level education for this occupation is a bachelor's degree.**

Introduction

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

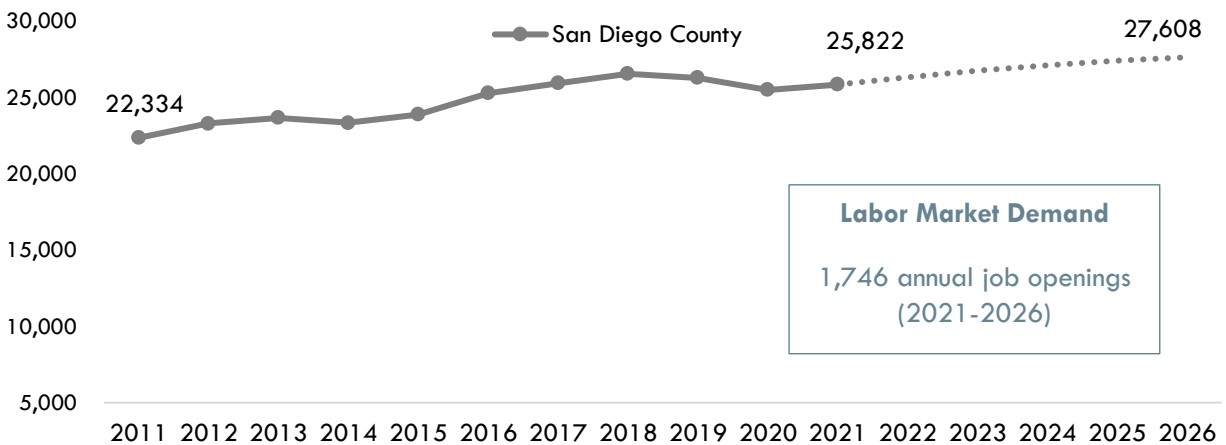
Registered Nurses (SOC 29-1141): Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Sample reported job titles include:

- Public Health Nurse
- Staff Nurse
- Progressive Care Unit Registered Nurse
- Psychiatric Mental Health Nurse
- Psychiatric Clinical Nurse Specialist
- ICU Nurse
- Critical Care Registered Nurse
- Clinical Nurse Specialist
- Pediatric Clinical Nurse Specialist

Projected Occupational Demand

Between 2021 and 2026, *Registered Nurses* are projected to increase by 1,786 net jobs or seven percent (Exhibit 1). Employers in San Diego County will need to hire 1,746 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 Registered Nurses (2011-2026)²



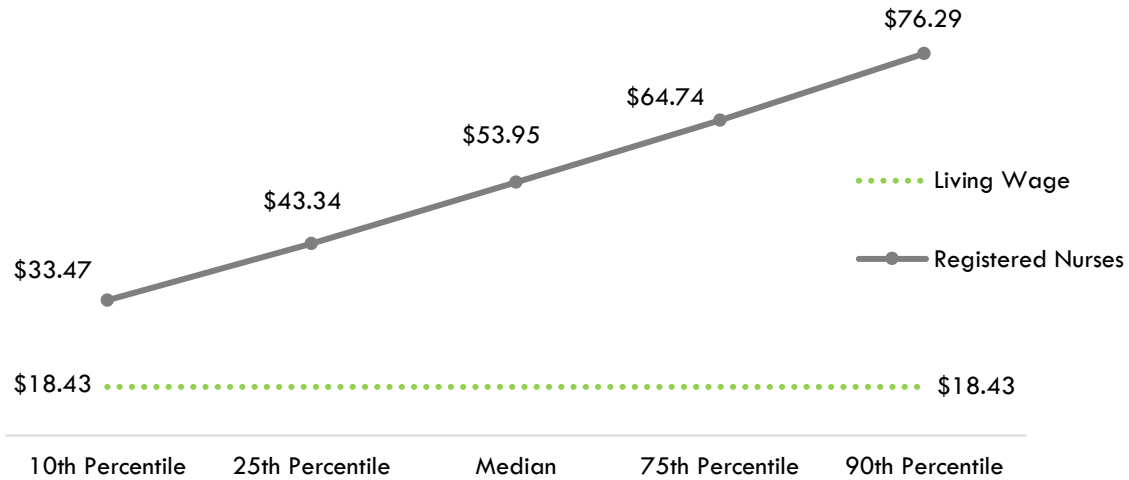
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

² EMSI 2022.02; QCEW, Non-QCEW, Self-Employed.

Earnings

Registered Nurses receive entry-level hourly earnings of \$43.34; this is more 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 Registered Nurses 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 2022.02; 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 code related to *Registered Nurses* (Exhibit 3).

Exhibit 3: Related TOP and CIP Codes for *Registered Nurses*

TOP or CIP Code	TOP or CIP Program Title
TOP 1230.10	Registered Nursing
CIP 51.3801	Registered Nursing/Registered Nurse

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).

According to TOP data, five community colleges supply the region with awards for these occupations: Grossmont College, MiraCosta College, Palomar College, San Diego City College, and Southwestern College. According to CIP data, seven non-community-college institutions supply the region with awards: Ashford University, California State University-San Marcos, Glendale Career College-Brightwood Teachout, National University, Point Loma Nazarene University, San Diego State University, and United States University (Exhibit 4).

**Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions
(Program Year 2017-18 through Program Year 2020-21 Average)**

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY18-19 to PY20-21)	Other Educational Institutions 3-Yr Annual Average Awards (PY17-18 to PY19-20)	3-Yr Total Average Supply (PY17-18 to PY20-21)
1230.10	Registered Nursing	310	0	310
	• Grossmont	73	0	
	• MiraCosta	50	0	
	• Palomar	62	0	
	• San Diego City	56	0	
	• Southwestern	69	0	
51.3801	Registered Nursing/Registered Nurse	0	1,320	1,320
	• Ashford University	0	3	
	• California State University-San Marcos	0	516	
	• Glendale Career College-Brightwood Teachout	0	89	
	• National University	0	334	
	• Point Loma Nazarene University	0	172	
	• San Diego State University	0	193	
	• United States University	0	13	
			Total	1,630

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 1,746 annual openings and 1,630 awards. Comparatively, there are 21,997 annual openings in California and 14,060 awards, suggesting that there is also 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	1,746	1,630	116
California	21,997	14,060	7,937

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.

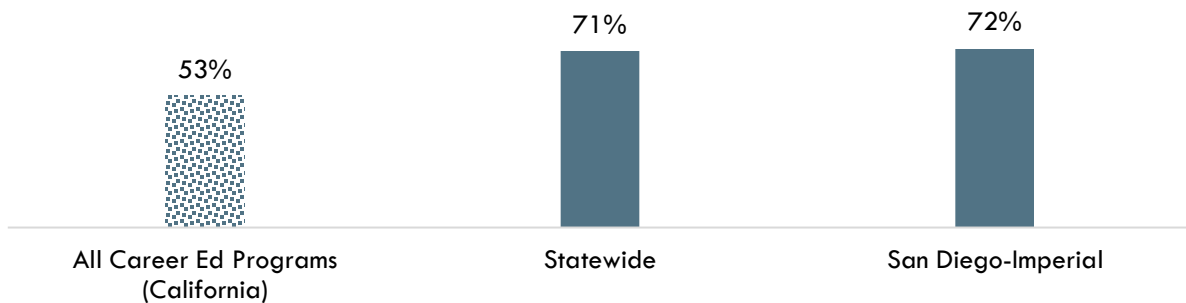
⁷ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

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

Student Outcomes and Regional Comparisons

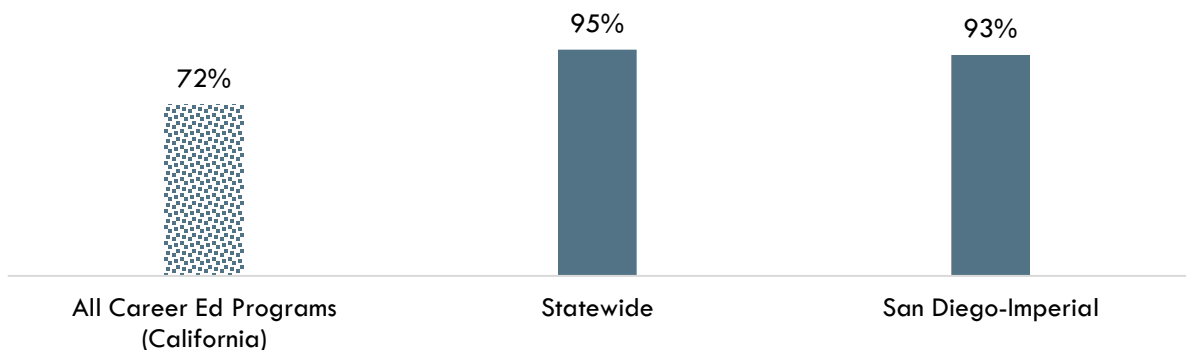
According to the California Community Colleges LaunchBoard, 72 percent of students in the San Diego-Imperial region earned a living wage after completing a Registered Nursing (TOP 1230.10) program, compared to 71 percent statewide and 53 percent of students in Career Education programs in general across the state (Exhibit 6a).⁹

Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program, (Registered Nursing, PY2018-19)¹⁰



According to the California Community Colleges LaunchBoard, 93 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a Registered Nursing (TOP 1230.10) program, compared to 95 percent statewide and 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 (Registered Nursing, PY 2017-18)¹²



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

¹⁰ Most recent year with available data is Program Year 2018-19. Among completers and skills builders who exited, the percentage of students who attained a living wage.

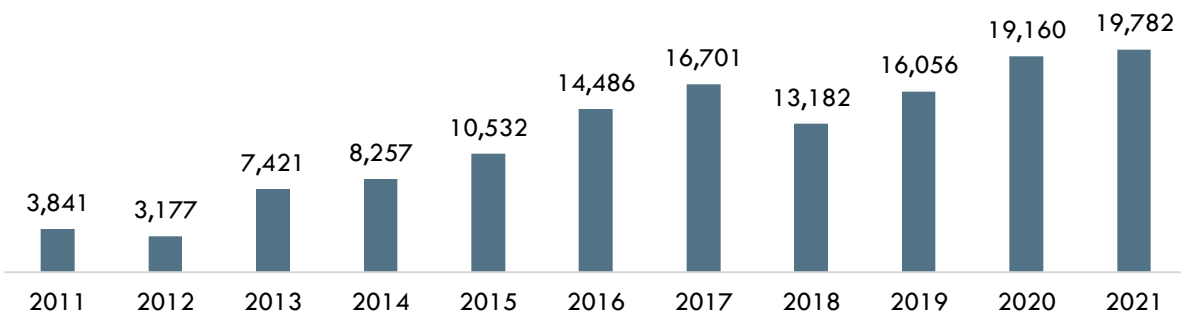
¹¹ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹² Most recent year with available data is Program Year 2017-18. 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

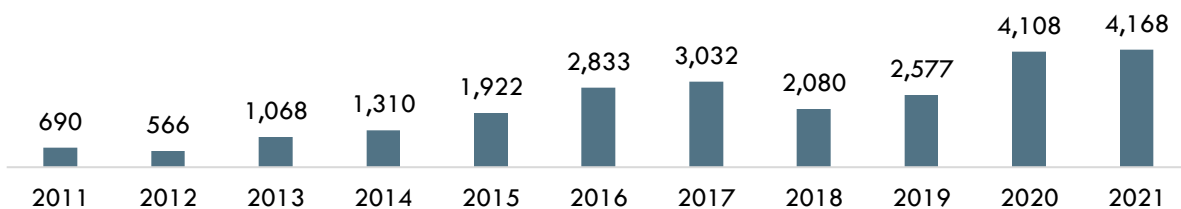
This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2011 and 2021, there was an average of 12,055 online job postings per year for *Registered Nurses* in San Diego County (Exhibit 7a). 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 7a: Number of Online Job Postings for Registered Nurses in San Diego County (2011-2021)¹³



Between 2011 and 2021, there was an average of 2,214 online job postings per year for *Registered Nurses* in the North Region of San Diego County (Exhibit 7b). For the list of cities, refer to Appendix A.

Exhibit 7b: Number of Online Job Postings for Registered Nurses in the North Region of San Diego County (2011-2021)¹⁴



¹³ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2011-2021.

¹⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2011-2021.

Top Employers

Between January 1, 2019 and December 31, 2021, the top five employers in San Diego County for *Registered Nurses* were Scripps Health, Sharp Healthcare, University of California San Diego, Healthcare Travelers, and Prime Healthcare Services based on online job postings (Exhibit 8).

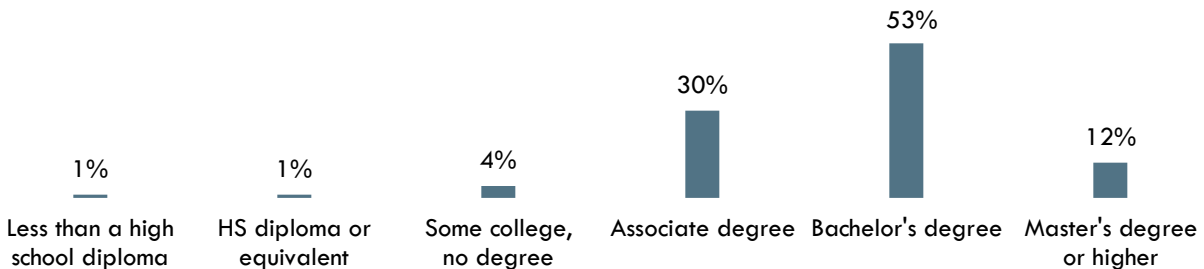
Exhibit 8: Top Employers for Registered Nurses in San Diego County¹⁵

Top Employers	
<ul style="list-style-type: none"> • Scripps Health • Sharp Healthcare • University of California San Diego • Healthcare Travelers • Prime Healthcare Services 	<ul style="list-style-type: none"> • Anthem Blue Cross • Rady Children's Hospital • Kaiser Permanente • Aya Healthcare • Palomar Health

Education, Skills, and Certifications

Exhibit 9 indicates that the typical educational attainment for the occupation found currently in the national labor force is a *bachelor's degree*. The typical entry-level education is a *bachelor's degree*.¹⁶

Exhibit 9: National Educational Attainment of Registered Nurses¹⁷



*may not equal 100 percent due to rounding

¹⁵ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

¹⁶ EMSI 2022.02; QCEW, Non-QCEW, Self-Employed.

¹⁷ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 8, 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, 2019 and December 31, 2021.

Exhibit 10: Top Skills for Registered Nurses in San Diego County¹⁸

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Patient Care • Advanced Cardiac Life Support • Acute Care • Treatment Planning • Cardiopulmonary Resuscitation • Case Management • Telemetry • Critical Care Nursing • Pediatrics • Oncology • Catheterization Laboratory • Hospital Experience • Home Health • Critical Care • Scheduling 	<ul style="list-style-type: none"> • Communication Skills • Planning • Teamwork / Collaboration • English • Computer Literacy • Problem Solving • Research • Bilingual • Spanish • Critical Thinking • Organizational Skills • Typing • Writing • Physical Abilities • Detail-Oriented 	<ul style="list-style-type: none"> • Microsoft Excel • Microsoft PowerPoint • Microsoft Word • Microsoft Access • Microsoft Outlook • Word Processing • EPIC software • Medical Software • ICD-10 • Database Software • ICD-9-CM Coding • Microsoft SharePoint • Meditech • Facebook • Active Server Pages

¹⁸ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2019 and December 31, 2021.

Exhibit 11: Top Certifications for Registered Nurses in San Diego County¹⁹

Top Certifications in Online Job Postings

1. Registered Nurse
 2. Advanced Cardiac Life Support (ACLS) Certification
 3. Basic Life Saving (BLS)
 4. Critical Care Registered Nurse (CCRN)
 5. Basic Cardiac Life Support Certification
 6. First Aid CPR AED
 7. American Heart Association Certification
 8. Certified Registered Nurse Practitioner
 9. Licensed Vocational Nurse (LVN)
 10. Neonatal Resuscitation Program (NRP)
 11. Certified Case Manager (CCM)
 12. Pediatric Advanced Life Support (PALS) Certification
 13. CA License
 14. Licensed Practical Nurse (LPN)
 15. Social Work License
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¹⁹ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

Appendix A

The following cities were used to analyze job postings in San Diego County's North Region.

Exhibit A: San Diego County's North Region

City
Bonsall, CA
Borrego Springs, CA
Camp Pendleton, CA
Cardiff By The Sea, CA
Carlsbad, CA
Descanso, CA
Del Mar, CA
Encinitas, CA
Escondido, CA
Fallbrook, CA
Julian, CA
Lakeside, CA
Oceanside, CA
Pala, CA
Pauma Valley, CA
Pine Valley, CA
Poway, CA
Ramona, CA
Ranchita, CA
Rancho Santa Fe, CA
San Luis Rey, CA
San Marcos, CA
Santa Ysabel, CA
Santee, CA
Solana Beach, CA
Valley Center, CA
Vista, CA

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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.