** Vocational Nursing Occupations**

**Labor Market Information Report**

**Hartnell College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

March 2019

# Recommendation

Based on all available data, there appears to be a significant undersupply of Vocational Nurses compared to the demand for this cluster of occupations in the Bay region and in the SC-Monterey sub-region (Monterey, San Benito, and Santa Cruz Counties.) There is a projected annual gap of about 1,092 students in the Bay region and 77 students in the SC-Monterey Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 1230.20 – Licensed Vocational Nursing in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Hartnell College and in the region.

# Introduction

This report profiles Vocational Nursing Occupations in the 12 county Bay region and in the SC-Monterey sub-region for the review of an existing program at Hartnell College.

|  |
| --- |
| * **Licensed Practical and Licensed Vocational Nurses (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.
 |
| *Entry-Level Educational Requirement: Postsecondary nondegree award* |
| *Training Requirement: None* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 70%* |

# Occupational Demand

**Table 1. Employment Outlook for Vocational Nursing Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Licensed Practical and Licensed Vocational Nurses | 13,943 | 15,236 | 1,293  | 9% | 6,358 | 1,272 | $21.21  | $28.41  |

*Source: EMSI 2019.1*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Vocational Nursing Occupations in SC-Monterey Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Licensed Practical and Licensed Vocational Nurses | 1,151 | 1,228 | 76  | 7% | 496 | 99 | $20.12  | $27.96  |

*Source: EMSI 2019.1*

**SC-Monterey Sub-Region** includes Monterey, San Benito, and Santa Cruz Counties

### Job Postings in Bay Region and SC-Monterey Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (March 2018 - Feb 2019)**

| Occupation | Bay Region | SC-Monterey |
| --- | --- | --- |
|  Licensed Practical and Licensed Vocational Nurses | 3,290 | 209 |

*Source: Burning Glass*

**Table 4. Top Job Titles for Vocational Nursing Occupations for latest 12 months (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | SC-Monterey | Common Title | Bay | SC-Monterey |
| Licensed Vocational Nurse (LVN) | 2,246 | 140 | Practical Nurse | 6 | 4 |
| Licensed Practical Nurse (LPN) | 565 | 40 | Driver, Nursing | 5 |  |
| Certified Nursing Assistant | 171 | 11 | Nurse | 5 |  |
| Registered Behavior Technician | 21 |  | Nursing Educator | 4 |  |
| Nursing Development Specialist | 17 |  | Nursing House Suepervisor | 4 |  |
| Full Scholarship For Nursing Students | 10 |  | Supplement Nursing Career | 4 | 4 |
| Lvns | 10 |  | Wound Care Treatment Nurse | 4 | 3 |
| Nursing | 10 |  | Behavioral Health Registered Nurse | 3 |  |
| Senior Nurse | 9 |  | Full Scholarship For Nursing Student | 3 |  |
| Unit Nursing Education Specialist, Acute Care | 7 |  | Management Coordinator, Nursing | 3 |  |
| Nursing Coordinator | 6 |  | Nurse, Triage | 3 |  |
| Pediatric Nursing | 6 |  | Nursing Aide | 3 |  |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Vocational Nurses in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2017) | Jobs in Industry (2022) | % Change (2017-22) | % in Industry (2017) |
| Nursing Care Facilities (Skilled Nursing Facilities) (623110) | 3,134 | 3,111 | 4% | 22.2% |
| HMO Medical Centers (621491) | 1,244 | 1,265 | 29% | 9.0% |
| Offices of Physicians (except Mental Health Specialists) (621111) | 1,242 | 1,246 | 2% | 8.9% |
| Home Health Care Services (621610) | 1,057 | 1,079 | 22% | 7.7% |
| General Medical and Surgical Hospitals (622110) | 1,097 | 1,075 |  (10%) | 7.7% |
| Assisted Living Facilities for the Elderly (623312) | 785 | 795 | 14% | 5.7% |
| Hospitals (Local Government) (903622) | 790 | 787 | 1% | 5.6% |
| Continuing Care Retirement Communities (623311) | 523 | 519 | 16% | 3.7% |
| Services for the Elderly and Persons with Disabilities (624120) | 484 | 495 | 30% | 3.5% |
| Temporary Help Services (561320) | 434 | 427 | 2% | 3.1% |
| Local Government, Excluding Education and Hospitals (903999) | 287 | 289 | 6% | 2.1% |
| Private Households (814110) | 253 | 265 |  (5%) | 1.9% |
| Federal Government, Civilian, Excluding Postal Service (901199) | 232 | 230 |  (2%) | 1.6% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 205 | 215 | 16% | 1.5% |
| Hospitals (State Government) (902622) | 189 | 180 | 6% | 1.3% |
| State Government, Excluding Education and Hospitals (902999) | 175 | 178 | 7% | 1.3% |
| Freestanding Ambulatory Surgical and Emergency Centers (621493) | 178 | 178 | 35% | 1.3% |
| All Other Outpatient Care Centers (621498) | 134 | 149 | 42% | 1.1% |

*Source: EMSI 2019.1*

**Table 6. Top Employers Posting Vocational Nursing Occupations in Bay Region and SC-Monterey Sub-Region (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | SC-Monterey |
| Sutter Health | 154 | Brookdale Corporation | 40 | Covenant Care | 16 |
| Honor Home Care | 152 | Covenant Care | 39 | Sutter Health | 13 |
| Ro Health | 128 | Uc San Diego | 39 | Honor Home Care | 11 |
| Sunrise Senior Living, Inc. | 94 | Center For Discovery | 35 | Sutter Health Sacramento Sierra Region | 7 |
| Accentcare | 73 | The Mentor Network | 33 | Department of Veterans Affairs | 5 |
| Brookdale Senior Living | 61 | Vibra Healthcare | 33 | Salinas City Elementary | 5 |
| Department of Veterans Affairs | 59 | Acadia Healthcare | 21 | Brookdale Senior Living | 4 |
| Telecare Corporation | 59 | HCR ManorCare | 21 | Elevate Home Health | 4 |
| Sutter Health Sacramento Sierra Region | 53 | Action Urgent Care | 19 | Investment | 4 |
| Sutter Medical Center | 52 | Northbay Healthcare Group | 19 | Kaiser Permanente | 4 |
| Premier Healthcare Services | 50 | Quest Diagnostics Incorporated | 16 | Ro Health | 4 |
| Gentiva Health | 48 | Ensign Group | 15 | Acadia Healthcare | 3 |
| Kaiser Permanente | 48 | Onestaff Medical | 15 | Community Hospital Of Monterey Peninsula | 3 |

*Source: Burning Glass*

# Educational Supply

There are seven community colleges in the Bay Region issuing 180 awards on average annually (last 3 years) on TOP 1230.20 - Licensed Vocational Nursing. Hartnell College is the only college in the in the SC-Monterey Sub-Region issuing awards on this TOP code, issuing 22 awards on average annually (last 3 years).

**Table 7. Awards on TOP 1230.20 - Licensed Vocational Nursing in the Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| Los Medanos | East Bay | 63 |  | 6 | 6 |
| Hartnell | SC-Monterey | 61 |  | 22 | 22 |
| Gavilan | Silicon Valley | 281 | 19 | 19 | 38 |
| Mission | Silicon Valley | 83 | 15 | 16 | 31 |
| Napa | North Bay | 41 | 6 | 13 | 18 |
| Santa Rosa | North Bay | 29 | 11 | 12 | 23 |
| San Francisco | Mid-Peninsula | 141 |  | 42 | 42 |
| **Total Bay Region** |  **699**  |  **50**  |  **130** |  **180**  |
| **Total SC-Monterey Sub-Region** | **61** | **0** | **22** | **22** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses is for 2016-17. The annual average for awards is 2014-17 unless there are only awards in 2016-17. The annual average for other postsecondary is for 2013-16.

# Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 1,272 annual openings for the Vocational Nursing occupational cluster and 180 annual (3-year average) awards for an annual undersupply of 1,092 students. In the SC-Monterey Sub-Region, there is also a gap with 99 annual openings and 22 annual (3-year average) awards, for an annual undersupply of 77 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1230.20 - Licensed Vocational Nursing**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Hartnell College (All CTE Programs) | State (1230.20) | Bay (1230.20) | SC-Monterey (1230.20) | Hartnell College (1230.20) |
| % Employed Four Quarters After Exit | 74% | 81% | 79% | 87% | 93% | 93% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $19,867 | $8,382 | $10,217 | $6,163 | $6,163 |
| Median % Change in Earnings | 46% | 23% | 88% | 86% | 89% | 89% |
| % of Students Earning a Living Wage | 63% | 77% | 62% | 58% | 48% | 48% |

*Source: Launchboard Pipeline (version available on 3/14/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Vocational Nursing Occupations in Bay Region (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Cardiopulmonary Resuscitation | 1,043 | Gastric Feeding Tubes | 241 | Toileting | 161 |
| Patient Care | 1,015 | Patient Evaluation | 235 | Clinical Experience | 157 |
| Treatment Planning | 657 | Assisted Living | 233 | Infection Control | 157 |
| X-Rays | 574 | Care Planning | 221 | Ambulatory Care | 143 |
| Chest X-Ray | 544 | Acute Care | 218 | Customer Service | 138 |
| Medication Administration | 489 | Medical Assistance | 217 | Mental Health | 137 |
| Home Health | 453 | Home Care | 212 | Patient Bathing | 134 |
| Pediatrics | 391 | Hospice | 208 | Insulin | 132 |
| Vital Signs Measurement | 346 | Tracheotomy | 206 | Medical Records Maint | 130 |
| Scheduling | 328 | Injections | 201 | Advanced Cardiac Life Support (ACLS) | 111 |
| Long-Term Care | 319 | Diabetes Diagnosis / Treatment | 192 | Senior Care | 110 |
| Caregiving | 292 | Teaching | 182 | Patient Treatment | 109 |
| Patient/Family Education and Instruction | 289 | Rehabilitation | 179 | Wound Care/ Treatment | 108 |
| Life Support | 242 | Bathing | 178 | Medication Management | 107 |

*Source: Burning Glass*

**Table 10. Certifications for Vocational Nursing Occupations in the Bay Region (March 2018 - Feb 2019)**

Note: 12% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| Licensed Vocational Nurse (LVN) | 2,162 | Phlebotomy Certification | 24 |
| Licensed Practical Nurse (LPN) | 970 | Advanced Practice Nurse | 20 |
| First Aid Cpr Aed | 564 | Home Care Certificate | 20 |
| Basic Life Saving (BLS) | 519 | Direct Care | 17 |
| Driver's License | 456 | Emergency Medical Technician (EMT) | 11 |
| Basic Cardiac Life Support Certification | 354 | Critical Care Registered Nurse (CCRN) | 9 |
| IV (Intravenous) Certification | 240 | Certified Medical Assistant | 7 |
| Home Health Aide | 175 | Certified Wound Care Nurse | 7 |
| Advanced Cardiac Life Support (ACLS) Certification | 136 | Food Handler Certification | 7 |
| Security Clearance | 69 | ACHC Accreditation | 6 |
| American Heart Association Certification | 51 | Medical Terminology Certification | 5 |
| Nurse Practitioner | 39 | Clinical Laboratory Scientist (ClS) | 4 |
| Ca License | 32 | Licensed Clinical Social Worker (LCSW) | 4 |
| Registered Behavior Technician | 31 | Psychiatric Nurse Practitioner | 4 |

*Source: Burning Glass*

**Table 11. Education Requirements for Vocational Nursing Occupations in Bay Region**

Note: 90% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings |
| High school or vocational training | 278 (87%) |
| Associate Degree | 40 (13%) |
| Bachelor’s Degree or Higher | 0 (0%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

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