New Program: Vocational Nursing Crafton - Certificate of Achievement

Basic Program Information

Program Information

Degree/Certificate Name
Vocational Nursing

Division
Career Education and Human Development

Department Allied Health Services

Discipline (VNUR) Vocational Nurse

Award Type
Crafton - Certificate of Achievement

Career and Academic Pathways
Select up to 3 items from the list below.

- Public Safety and Health Services

Program Goal

Program Purpose
CTE (all non-ADT awards with CTE TOP-Codes)

Proposal Information

What percentage of the program is approved to offer through Distance Education?
- 0%

Rationale for New Program proposal
There is a persistent and growing need for quality LVNs in the Inland Empire. According to the Inland/Empire Centers of Excellence Labor Market Analysis (2025), "The number of jobs related to the middle-skill occupation – Licensed Vocational Nurses – is projected to increase by 9% through 2028, with 846 annual job openings (new and replacement jobs) and the occupations wages are above living wage at the 25th percentile hourly wage at $30.35 in IE/D". There is a gap of 326 Vocational Nurses in the IED over the next five years. LVN programs are small by nature and multiple programs in the region are needed to meet the workforce demand.

Transfer Preparation Information

Co-Contributor(s)

A co-contributor has editing capabilities on draft proposals; however, only the originator can launch proposals or shepherd them through the approval process by responding to requests for changes.
Co-Contributor(s)

Feasibility

Relationship to the mission of the college

Relation of the program to the college Mission

The mission of Crafton Hills College is to advance the educational, career, and personal success of our diverse campus community through engagement and learning. A vocational nursing program will prepare students for employment in healthcare arenas of all types. Accordingly, a VN program will help students to reach their educational and career goals.

Additional employment opportunities exist in the Crafton Hills College area for which there are currently no relevant training programs being offered. Expanding offerings in the health science and medical technology sector will lead to in-demand and high-wage occupations for our graduates. This program is designed to respond to both existing and emerging workforce needs in an evolving healthcare system that is faced with challenges such as caring for an aging population, the implementation of the Affordable Healthcare Act, and outbreaks of potentially deadly diseases.

The knowledge, skills, and abilities acquired through a vocational nursing program will lead to the advancement of our diverse students who will be able to meet the needs of our community in an essential critical infrastructure occupation.

The proposed program description is aligned with the College mission which places teaching and learning as the primary focus while preparing an increasingly diverse student body to complete their goals of workforce preparation, transfer, career development, and personal enrichment with quality, and innovative lifelong learning.

Place of program in curriculum/similar programs at college

The Vocational Nursing Program is part of the Nursing Services Career Ladder.

Entry: Certified Nursing Assistant, Home Health Aide, Acute Care Nursing Assistant

Certificate: Vocational Nursing

Degree: Vocational Nursing and/or Health Science

Similar programs at other colleges in service area

The paramedic program is similar in that students can progress:

Entry: Emergency Medical Technician

Certificate: Paramedic

Degree: Health Science

Projected Annual Completers

20.00

Description

Catalog Description

The Vocational Nursing (VN) Program is a comprehensive, competency-based program designed to prepare students for entry-level practice as Licensed Vocational Nurses (LVNs) in a variety of healthcare settings. Grounded in a novice to expert framework, the curriculum supports students' progressive development from novice learners to competent, practice-ready professionals. Instruction is structured to build clinical reasoning, technical proficiency, and professional behaviors across a continuum of learning experiences, from foundational to advanced levels of care.

The program emphasizes safe, patient-centered, and evidence-based care across the lifespan, with focused instruction in medical-surgical, maternal-child, mental health, geriatric, and community health nursing. Through didactic content, clinical simulation, supervised patient care, and structured remediation, students integrate knowledge, skills, and attitudes essential for vocational nursing practice.

The curriculum is aligned with the Quality and Safety Education for Nurses (QSEN) competencies, ensuring that students develop expertise in patient-centered care, teamwork and collaboration, evidence-based practice, quality improvement, safety, and informatics. Emphasis is placed on ethical practice, cultural competence, leadership, and interprofessional collaboration to meet the diverse and evolving needs of patients and communities.

Graduates of the program are eligible to take the National Council Licensure Examination for Practical Nurses (NCLEX-PN) and are prepared to provide high-quality care as contributing members of the healthcare team. The program meets the standards established by the California Board of Vocational Nursing and Psychiatric Technicians (BVNPT) and supports student success through a combination of academic rigor, hands-on training, and individualized support.

Program Goals and Objectives

The goal of the Vocational Nursing Program is to prepare compassionate, competent, and practice-ready entry-level vocational nurses who provide safe, patient-centered, and evidence-based care to individuals and families across the lifespan. Graduates will function effectively under the supervision of a licensed physician or registered nurse, demonstrating accountability, ethical integrity, and legal responsibility in accordance with the Vocational Nurses Code of Ethics and the Nurse Practice Act. The program aims to develop vocational nurses who are capable of integrating clinical reasoning, leadership principles, caring behaviors, and collaborative practices in diverse healthcare environments. Emphasis is placed on the application of nursing informatics, technology, and interprofessional communication to promote optimal patient outcomes and continuous improvement in healthcare delivery. Through progressive learning experiences rooted in the Novice to Expert framework and aligned with QSEN competencies, graduates will be equipped to meet the evolving needs of patients, healthcare systems, and the broader community.

The program is projecting to have 15-20 successful completers annually.

Program Requirements

Program Requirements

1. **Min** 3.000
   Max 3.000
   Discipline AH - Allied Health

Course AH 102 - Nursing Pharmacology

Course Detail

Header

Footer

Exception Identifier

Exception

include in SLO map Yes

2. **Min** 13.000

   Max 13.000

   Discipline VNUR - Vocational Nurse

   Course VNUR 010 - Fundamentals and Mental Health

   Course Detail

   1. **Prerequisite:** AH 102
   2. **Prerequisite:** CNA/N 631
   3. **Prerequisite:** CNA/N 632
   4. **Prerequisite:** CNA/N 633
   5. **Corequisite:** VNUR/N 500

   Header

   Footer

   Exception Identifier

   Exception

   include in SLO map Yes

3. **Min** 13.500

   Max 13.500

   Discipline VNUR - Vocational Nurse

   Course VNUR 011 - Medical/Surgical Nursing 1

   Course Detail

   1. **Corequisite:** VNUR 500B
   2. **Prerequisite:** VNUR 101
   3. **Corequisite:** VNUR 201A

   Header

   Footer

   Exception Identifier

   Exception

   include in SLO map Yes

4. **Min** 0.500

   Max 0.500

   Discipline VNUR - Vocational Nurse

   Course VNUR 011L - Medical/Surgical Nursing 1 Lab

   Course Detail

   1. **Corequisite:** VNUR 500B
   2. **Prerequisite:** VNUR 101
   3. **Corequisite:** VNUR 201

   Header

5. **Min** 13.500
   Max 13.500
   Discipline VNUR - Vocational Nurse
   Course VNUR 012 - Medical/Surgical Nursing 2
   Course Detail
   1. **Corequisite:** VNUR 500B
   2. **Prerequisite:** VNUR 101
   3. **Prerequisite:** VNUR 201A
   4. **Prerequisite:** VNUR 201
   5. **Corequisite:** VNUR 301A

6. **Min** 0.500
   Max 0.500
   Discipline VNUR - Vocational Nurse
   Course VNUR 012L - Medical/Surgical Nursing 2A Lab
   Course Detail
   1. **Corequisite:** VNUR 500B
   2. **Prerequisite:** VNUR 101
   3. **Prerequisite:** VNUR 201A
   4. **Prerequisite:** VNUR 201
   5. **Corequisite:** VNUR 301

7. **Min** 9.000
   Max 9.000
   Discipline VNUR - Vocational Nurse
   Course VNUR 013 - Maternal/Child Nursing
   Course Detail
   1. **Corequisite:** VNUR 500B
   2. **Prerequisite:** VNUR 301A
   3. **Prerequisite:** VNUR 301
   4. **Prerequisite:** VNUR 201A
   5. **Prerequisite:** VNUR 201

6. **Prerequisite:** VNUR 101

   Header
   Footer
   Exception Identifier
   Exception
   include in SLO map Yes

Program Mapper

Map Header
Map Footer
Program Mapper

1. **Min** 3.000
   Max 3.000
   Program Requirement Block Definition
   Preadmission Requirements
   Sequence Order
   Header
   All applicants must attend a Mandatory Information Session and have proof of a high school diploma, GED, or equivalent to be eligible to apply to the program. They must meet all health requirements for the program as well as the Preadmission Requirements listed below. Please **Schedule an appointment with a counselor** to discuss the **Vocational Nursing Program** requirements and application process in more detail.
   Footer
   Program Courses

   1. **Min**
      Max
      Group Name Active Certified Nursing Assistant certification (Program Available at Crafton Hills College)
      Sequence Order
      Program Requirement Block Reference
      Type of Course Requirement
      "Gateway" course? No
      "Critical" Course? No
      Year/Term
      Footer Students interested in applying to the Nursing Assistant Certificate program must follow the Steps to Enrollment, be 16 years or older, and attend a mandatory information session. Once provisionally accepted, must attend a mandatory orientation, meet all health requirements, and clear background and Live Scan fingerprinting. No high school or GED required. For more information or questions, call Program Assistant Megan Hernandez at 909-389-3522 or email mhernan@craftonhills.edu or email cna@craftonhills.edu.
      Course Detail
      Exception Identifier
      Exception
   2. **Min**

Max

Group Name Active Acute Care Nursing Assistant certification (Must Complete ACNA program at Crafton Hills College)

Sequence Order

Program Requirement Block Reference

Type of Course Requirement

"Gateway" course? No

"Critical" Course? No

Year/Term

Footer Students interested in applying to the Acute Care Nursing Assistant Certificate program must follow the Steps to Enrollment. Current Certified Nursing Assistant (CNA) state certification required or a recent graduate of the Crafton Hills College CNA program pending certification. Application and related forms are provided at the information session. For more information or questions, call Program Assistant Megan Hernandez at 909-389-3522 or email mhernan@craftonhills.edu or email cna@craftonhills.edu.

Course Detail

Exception Identifier

Exception

3. **Min** 3.000

   Max 3.000

   Group Name Prerequisite: AH 102 - Nursing Pharmacology

   Sequence Order

   Program Requirement Block Reference

   Type of Course Requirement

   "Gateway" course? No

   "Critical" Course? No

   Year/Term

   Footer

   Course Detail

   Exception Identifier

   Exception

   1. **Min** 3.000

      Max 3.000

      Course AH 102 - Nursing Pharmacology

      Sequence Order

      Program Requirement Block Reference

      Type of Course

      "Gateway" course? No

      "Critical" Course? No

      Year/Term

      Footer

      Course Detail

      Exception Identifier

      Exception

2. **Min** 13.000
   Max 13.000
   Program Requirement Block Definition
   1st Semester (Summer 12 weeks)
   Sequence Order
   Header
   Footer
   Program Courses

   1. **Min** 13.000
      Max 13.000
      Course VNUR 010 - Fundamentals and Mental Health
      Sequence Order
      Program Requirement Block Reference
      Type of Course
      "Gateway" course? No
      "Critical" Course? No
      Year/Term Year 1 - Fall
      Footer
      Course Detail
      1. **Prerequisite:** AH 102
      2. **Prerequisite:** CNA/N 631
      3. **Prerequisite:** CNA/N 632
      4. **Prerequisite:** CNA/N 633
      5. **Corequisite:** VNUR/N 500

      Exception Identifier
      Exception

3. **Min** 14.000
   Max 14.000
   Program Requirement Block Definition
   2nd Semester (Fall)
   Sequence Order
   Header
   Footer
   Program Courses

   1. **Min** 13.500
      Max 13.500
      Course VNUR 011 - Medical/Surgical Nursing 1
      Sequence Order
      Program Requirement Block Reference
      Type of Course
      "Gateway" course? No
      "Critical" Course? No
      Year/Term Year 1 - Spring

Footer

Course Detail

1. **Prerequisite:** VNUR 010
2. **Corequisite:** VNUR 011L
3. **Corequisite:** VNUR/N 500

Exception Identifier

Exception

2. **Min** 0.500

Max 0.500

Course VNUR 011L - Medical/Surgical Nursing 1 Lab

Sequence Order

Program Requirement Block Reference

Type of Course

"Gateway" course? No

"Critical" Course? No

Year/Term Year 1 - Spring

Footer

Course Detail

1. **Prerequisite:** VNUR 010
2. **Corequisite:** VNUR 011
3. **Corequisite:** VNUR/N 500

Exception Identifier

Exception

4. **Min** 14.000

Max 14.000

Program Requirement Block Definition

3rd Semester (Spring)

Sequence Order

Header

Footer

Program Courses

1. **Min** 13.500

Max 13.500

Course VNUR 012 - Medical/Surgical Nursing 2

Sequence Order

Program Requirement Block Reference

Type of Course

"Gateway" course? No

"Critical" Course? No

Year/Term Year 2 - Fall

Footer

Course Detail

1. **Prerequisite:** VNUR 010
2. **Prerequisite:** VNUR 011

3. **Prerequisite:** VNUR 011L
4. **Corequisite:** VNUR 012L
5. **Corequisite:** VNUR/N 500

Exception Identifier
Exception

2. **Min** 0.500

Max 0.500

Course VNUR 012L - Medical/Surgical Nursing 2A Lab

Sequence Order

Program Requirement Block Reference

Type of Course

"Gateway" course? No

"Critical" Course? No

Year/Term Year 2 - Spring

Footer

Course Detail

1. **Prerequisite:** VNUR 010
2. **Prerequisite:** VNUR 011
3. **Prerequisite:** VNUR 011L
4. **Corequisite:** VNUR 012
5. **Corequisite:** VNUR/N 500

Exception Identifier
Exception

5. **Min** 9.000

Max 9.000

Program Requirement Block Definition
4th Semester (Summer 12 weeks)

Sequence Order

Header

Footer

Program Courses

1. **Min** 9.000

Max 9.000

Course VNUR 013 - Maternal/Child Nursing

Sequence Order

Program Requirement Block Reference

Type of Course

"Gateway" course? No

"Critical" Course? No

Year/Term Year 2 - Spring

Footer

Course Detail

1. **Prerequisite:** VNUR 010
2. **Prerequisite:** VNUR 011

3. **Prerequisite:** VNUR 011L
4. **Prerequisite:** VNUR 012
5. **Prerequisite:** VNUR 012L
6. **Corequisite:** VNUR/N 500

   Exception Identifier

   Exception

6. Min

   Max

   Program Requirement Block Definition

   Apply for Graduation!

   Sequence Order

   Header

   Now that you have successfully completed the Vocational Nursing program, it's time to apply for Graduation! Schedule an appointment with a counselor for Graduation Application assistance. Feel free to review the Steps to Graduation prior to your appointment and be aware of the Graduation Application Deadlines found on Step 2.

   Remember: you must RSVP in March if you would like to participate in the Commencement Ceremony held in May! We look forward to celebrating with you.

   Footer

   Program Courses

Program Learning Outcomes

A student receiving a degree/certificate in the field will be able to:

1. **Outcome**

   Provide safe, patient-centered, evidence-based nursing care to individuals and families across the lifespan under the supervision of a licensed physician or registered nurse.

   Outcomes from Courses in the Program that Meet this Outcome

   Note: Courses must be entered on the Program Requirement tab, the Include Course in SLO Map box must be checked in Course selection, and the course must have outcomes entered before a checklist will appear.

   This program aligns to the following Institutional Outcomes (check all that apply):

   - Interpersonal and Group Skills: Students are able to work with others with respect, honesty, responsibility, empathy, and collaborative synergy. They can also manage conflict and advocate for themselves and others with integrity.
   - Society and Culture: Students are able to describe the social, cultural, and political forces at work in our diverse, global world. They understand and appreciate different perspectives and are able to operate with civility in a complex world that involves changing social institutions and diverse world views.

   This program aligns to the following General Education Outcomes (check all that apply):

   - **Humanities:** Students successfully completing a course in this area will be able to identify and evaluate the historical and cultural context of the human experience as it relates to his/her perspective of that experience.

- **Health & Wellness:** Students successfully completing a course in this area will be able to appreciate one's own physical, mental and emotional health and demonstrate the knowledge and/or skills associated with actions necessary for optimum health and physical efficiency.
- **Diversity & Multiculturalism:** Students successfully completing a course in this area will be able to comprehend and appreciate cultural diversity, explore the multicultural nature of our world, and interact with other cultures in relation to one's own.

2. **Outcome**

Function as a competent entry-level nurse vocational nurse, accepting accountability and responsibility for the ethical and legal principles defined in the Vocational Nurses Code of Ethics and Practice Act.

Outcomes from Courses in the Program that Meet this Outcome

Note: Courses must be entered on the Program Requirement tab, the Include Course in SLO Map box must be checked in Course selection, and the course must have outcomes entered before a checklist will appear.

This program aligns to the following Institutional Outcomes (check all that apply):

- Society and Culture: Students are able to describe the social, cultural, and political forces at work in our diverse, global world. They understand and appreciate different perspectives and are able to operate with civility in a complex world that involves changing social institutions and diverse world views.
- Ethics and Values: Students make informed, principled choices; foresee the consequences of their choices; and solve moral dilemmas. They demonstrate self-awareness, social responsibility, and behavior guided by personal and professional ethics.

This program aligns to the following General Education Outcomes (check all that apply):

- **Social and Behavioral Sciences:** Students successfully completing a course in this area will be able to recognize, describe and analyze individual behaviors and various social institutions that influence our world.

3. **Outcome**

Function as a leader, employing leadership principles in various settings for diverse patients as a competent entry-level vocational nurse.

Outcomes from Courses in the Program that Meet this Outcome

Note: Courses must be entered on the Program Requirement tab, the Include Course in SLO Map box must be checked in Course selection, and the course must have outcomes entered before a checklist will appear.

This program aligns to the following Institutional Outcomes (check all that apply):

- Written and Oral Communication: Students are able to express ideas clearly in a variety of formats and contexts; read, listen, and interpret accurately; and use appropriate technology to do so.
- Interpersonal and Group Skills: Students are able to work with others with respect, honesty, responsibility, empathy, and collaborative synergy. They can also manage conflict and advocate for themselves and others with integrity.

This program aligns to the following General Education Outcomes (check all that apply):

- **Social and Behavioral Sciences:** Students successfully completing a course in this area will be able to recognize, describe and analyze individual behaviors and various social institutions that influence our world.
- **Written Traditions:** Students successfully completing a course in this area will be able to write competently for a variety of purposes and audiences.
- **Oral Traditions:** Students successfully completing a course in this area will be able to demonstrate effective oral communication skills, including speaking and listening to individuals of diverse backgrounds.

4. **Outcome**
   Assimilate caring behaviors that support patient-centered care and demonstrate respect and sensitivity to others as a competent entry-level vocational nurse.
   Outcomes from Courses in the Program that Meet this Outcome
   Note: Courses must be entered on the Program Requirement tab, the Include Course in SLO Map box must be checked in Course selection, and the course must have outcomes entered before a checklist will appear.

   This program aligns to the following Institutional Outcomes (check all that apply):

   - Interpersonal and Group Skills: Students are able to work with others with respect, honesty, responsibility, empathy, and collaborative synergy. They can also manage conflict and advocate for themselves and others with integrity.
   - Society and Culture: Students are able to describe the social, cultural, and political forces at work in our diverse, global world. They understand and appreciate different perspectives and are able to operate with civility in a complex world that involves changing social institutions and diverse world views.

   This program aligns to the following General Education Outcomes (check all that apply):

   - **Health & Wellness:** Students successfully completing a course in this area will be able to appreciate one's own physical, mental and emotional health and demonstrate the knowledge and/or skills associated with actions necessary for optimum health and physical efficiency.
   - **Diversity & Multiculturalism:** Students successfully completing a course in this area will be able to comprehend and appreciate cultural diversity, explore the multicultural nature of our world, and interact with other cultures in relation to one's own.

5. **Outcome**
   Foster collaborative relationships with the healthcare team to improve patient outcomes as a competent entry-level vocational nurse.
   Outcomes from Courses in the Program that Meet this Outcome
   Note: Courses must be entered on the Program Requirement tab, the Include Course in SLO Map box must be checked in Course selection, and the course must have outcomes entered before a checklist will appear.

   This program aligns to the following Institutional Outcomes (check all that apply):

- Written and Oral Communication: Students are able to express ideas clearly in a variety of formats and contexts; read, listen, and interpret accurately; and use appropriate technology to do so.
- Interpersonal and Group Skills: Students are able to work with others with respect, honesty, responsibility, empathy, and collaborative synergy. They can also manage conflict and advocate for themselves and others with integrity.

This program aligns to the following General Education Outcomes (check all that apply):

- **Written Traditions:** Students successfully completing a course in this area will be able to write competently for a variety of purposes and audiences.
- **Oral Traditions:** Students successfully completing a course in this area will be able to demonstrate effective oral communication skills, including speaking and listening to individuals of diverse backgrounds.

6. **Outcome**
Integrate clinical thinking principles using clinical reasoning and clinical judgments necessary to provide safe patient care as a competent entry-level vocational nurse.
Outcomes from Courses in the Program that Meet this Outcome
Note: Courses must be entered on the Program Requirement tab, the Include Course in SLO Map box must be checked in Course selection, and the course must have outcomes entered before a checklist will appear.

This program aligns to the following Institutional Outcomes (check all that apply):

- Critical Thinking: Students demonstrate critical thinking through decision-making, problem-solving, analysis of information, and creative thinking across the disciplines.

This program aligns to the following General Education Outcomes (check all that apply):

- **Critical Thinking and Information Literacy:** Students successfully completing a course in this area will be able to access, analyze, synthesize, evaluate and use various forms of information.

7. **Outcome**
Integrate nursing informatics and technology to enhance patient care and decision-making as a competent entry-level vocational nurse.
Outcomes from Courses in the Program that Meet this Outcome
Note: Courses must be entered on the Program Requirement tab, the Include Course in SLO Map box must be checked in Course selection, and the course must have outcomes entered before a checklist will appear.

This program aligns to the following Institutional Outcomes (check all that apply):

- Critical Thinking: Students demonstrate critical thinking through decision-making, problem-solving, analysis of information, and creative thinking across the disciplines.

This program aligns to the following General Education Outcomes (check all that apply):

- **Critical Thinking and Information Literacy:** Students successfully completing a course in this area will be able to access, analyze, synthesize, evaluate and use various forms of information.

Noncredit Documentation

Is this Award noncredit? No

Transfer Documentation

If this page is blank, then this program does not have "Transfer" as a selection. Please check the Basic Program Information page.

CTE Documentation

If this page is blank, then this program does not have "CTE" as a selection. Please check the Basic Program Information page.

Gainful Employment Yes

Apprenticeship Yes

Sponsor Name

Sponsor Address

Sponsor Phone

Related/Supplemental Instruction (RSI) Year 1 hours

Related/Supplemental Instruction (RSI) Year 2 hours

Related/Supplemental Instruction (RSI) Year 3 hours

Include California Division of Apprenticeship Standards (DAS) letter with Attachments. No

Labor Market Information (LMI) and Analysis
Summary of Key Labor Market Findings

1. Demand (Job Openings & Growth)

846 annual job openings projected (2023–2028), including new and replacement jobs.
Represents 9% projected growth, signaling strong and sustained demand.
1,916 unique job postings from 356 employers in the past 12 months.

2. Wages

Entry-level wage: $30.35/hour — well above:
University of Washington Self-Sufficiency Standard: $20.42/hour
MIT Living Wage Estimates: $25.17–$26.30/hour (San Bernardino & Riverside Counties)

3. Educational Requirements

74% of job postings require an Associate Degree.
Only 1% require a Bachelor's degree or higher.
Supports the relevance of community college LVN programs.

4. Supply

Average of 520 completions per year in the region:
147 from community colleges
373 from non-community colleges
Gap: 846 job openings vs. 520 graduates = 326-position annual gap

5. Student Outcomes

100% of community college LVN graduates from 2021–2022 report working in a job related to their field.
Median wage for CC completers: $18.43/hour (~$38,338/year).

6. Equity & Workforce Development

Community college programs serve a diverse student population:
67% Hispanic/Latino
88% female
78% pre-career/early-career
Occupation workforce:
38% Hispanic/Latino, 28% White, 15% Asian
87% female, majority mid-to-late career

Analysis of Need

 Clear Labor Market Need

The region has a consistent supply gap of over 300 LVNs annually, indicating demand exceeds current educational output.
High demand from employers (e.g., Maxim Healthcare, correctional health, hospitals) with 1,916 job postings confirms market alignment.
Economic Opportunity

High wages, even at the entry level, exceed all living wage benchmarks — making this a viable economic mobility pathway.
Employers are offering salaries over $70,000 (61% of ads), signaling wage competitiveness.
Program Relevance & Equity

Associate degree requirement confirms alignment with community college offerings.
Community college LVN programs are critical in diversifying the healthcare workforce, especially among Hispanic/Latino populations and young professionals.

Net Annual Labor Demand 326.00
Advisory Committee Recommendations
Advisory Committee Members

Anderson   Raeln   RAnderson@eisenhowerhealth.org   Program Manager Clinical Workforce Development   Eisenhower Health   Employer

Arrowood   Veronica   vsmith@craftonhills.edu   Program Analyst   Crafton Hills College   Community College

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Deras   Wendy   wederas@collegeofthedesert.edu   Regional Director of Health Iniatives   IEDRC   Community College

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Wolfinbarger   Haily   haily.wolfinbarger@paloverde.edu   Nursing & Instructional Tech II   Palo Verde College   Community College

Summary of Recommendations

Advisory Committee Recommendations – 2025 LVN Regional Meeting

1. Program Expansion & Labor Market Alignment

Recommendation: Expand LVN program capacity across the region to address a 326-position annual supply gap.

Rationale: Regional labor market data shows strong growth (9% through 2028) and 846 annual job openings.
Action: Colleges are encouraged to seek funding, expand dual admissions, and leverage apprenticeship models to increase enrollment.

2. Degree Pathways

Recommendation: Promote associate degree options in LVN programs.
Rationale: Although not required for licensure, 74% of job postings prefer an associate degree, and it supports seamless LVN-to-RN progression.
Action: Colleges without the AS in VN should explore developing the degree. Dual-degree pathways were highlighted as beneficial.

3. Wage Data Accuracy

Recommendation: Use real-time employer data to reflect actual LVN wages more accurately in LMI reports.
Rationale: Employers report average starting wages of $29–$30/hour, significantly higher than state-reported medians ($38,000/year).
Action: Document and share employer-verified wage data for stakeholders and program planning.

4. Curriculum Alignment with BVNPT

Recommendation: Ensure LVN programs are fully aligned with updated BVNPT regulations.
Rationale: Some colleges need to adjust program hours and prerequisite structures to comply.
Action: Continue dialogue in upcoming CoP meetings; support programs facing faculty shortages impacting compliance.

5. Apprenticeship Development

Recommendation: Expand LVN and healthcare-related apprenticeship programs.
Rationale: Employers expressed strong interest in CNA-to-LVN, LVN-to-RN, and new roles like simulation specialists.
Action: Schedule a Launch Apprenticeship Panel to educate employers and colleges on implementation steps.

6. Graduate Tracking and Outcomes

Recommendation: Implement systems for tracking graduate employment and licensure outcomes.
Rationale: Most colleges lack formal mechanisms, limiting their ability to report workforce outcomes.
Action: Consider tools like LinkedIn, alumni surveys, and program-level dashboards.

7. Workforce Preparedness & Skills Gaps

Recommendation: Enhance curriculum focus on wound care, documentation, leadership, and communication skills.

Rationale: Employers stressed the need for LVNs with strong clinical and soft skills for success in modern healthcare settings.

8. AI Readiness in Nursing Education

Recommendation: Continue building AI literacy and ethical use in LVN curricula.

Rationale: AI is emerging in healthcare, and nurses must be prepared to engage with evolving technologies.

Action: Promote participation in the upcoming AI in Healthcare Education Workshop hosted by IEDRC.

9. Address Regional Hiring Needs

Recommendation: Strengthen college-employer pipelines to meet current job demand.

Rationale: Employers reported 30+ open LVN positions across the region and expressed urgent staffing needs.

Action: Collaborate with local districts and clinics to streamline hiring pipelines and share job openings with students.

10. Support for New Programs

Recommendation: Approve and support new LVN programs, such as the Crafton Hills College proposal.

Rationale: Advisory members unanimously approved the new program, which integrates apprenticeship and long-term care.

Action: Submit documentation to CCCCO and provide mentorship to emerging programs.

Include Advisory Committee Minutes with Attachments No

Attachments

Attach any required or supporting documents here. Supported file types include Word, PDF, Excel, and other similar file types.

Attached File

Codes and Dates

Approval Dates

Program Originator Deras, Wendy

Implementation Date
2026-06-01

Effective Term

TOP Code

Program Control Number

CDCP Eligibility Category

CIP Code
Admin Use Only