

# Nursing Assistants

*Inland Empire/Desert Region (IEDR, Riverside and San Bernardino counties combined)*

*This workforce demand report uses state and federal job projection data 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.*

## Summary

- The community college certified nurse assistant programs provided the knowledge, skills, and abilities that lead to the *nursing assistants* occupation. This occupation is an **essential critical infrastructure occupation**.
- IEDR employment is expected to **increase by 13% between 2019 and 2024**. A total of **1,156 annual job openings** will be available each year over the five-year timeframe.
- The **median-level, 50<sup>th</sup> percentile, hourly wages** for this occupation is **\$16.23 per hour, below the \$19.94 per hour self-sustainable standard** for a single adult with one child.
- IERD community colleges conferred an annual average of **89 certificate awards** in nurse assistant programs over the last three academic years. Private educational institutions conferred 265 awards.
- The COE **recommends caution in** creating new or expanding existing nursing assistant programs. See the [recommendation](#) section for further detail.

## Introduction

This report provides data on programs and occupations related to certified nurse assistants; the related California Community College program is:

- Certified Nurse Assistant (TOP 1230.30)

The **certified nurse assistant** programs prepare students for employment through the instruction of the routine nursing services of patients in hospitals or long term care facilities practiced under the direction of nursing or medical staff, and specific to the nurse assistant certification examination. This program includes training related to acute care nurse assistants (Taxonomy of Programs, 2012).

The knowledge, skills, and abilities trained by **certified nurse assistant** programs lead to the occupation, *nursing assistants*. *Nursing assistants* are considered an essential critical infrastructure occupation, as identified by the Public Policy Institute of California. This classification of occupations are vital in supporting

California's basic health, safety, and economic needs or may have the ability to social distance (Bohn et al.).

## Nursing Assistants (SOC 31-1131)

Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.

**Sample job titles:** Certified Medication Aide (CMA), Certified Nurse Aide (CNA), Certified Nurses Aide (CNA), Certified Nursing Assistant (CNA), Licensed Nursing Assistant (LNA), Nurses' Aide, Nursing Aide, Nursing Assistant, Patient Care Assistant (PCA), State Tested Nursing Assistant (STNA)

*Entry-Level Educational Requirement: Postsecondary nondegree award*

*Training Requirement: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 42%*

## Job Opportunities

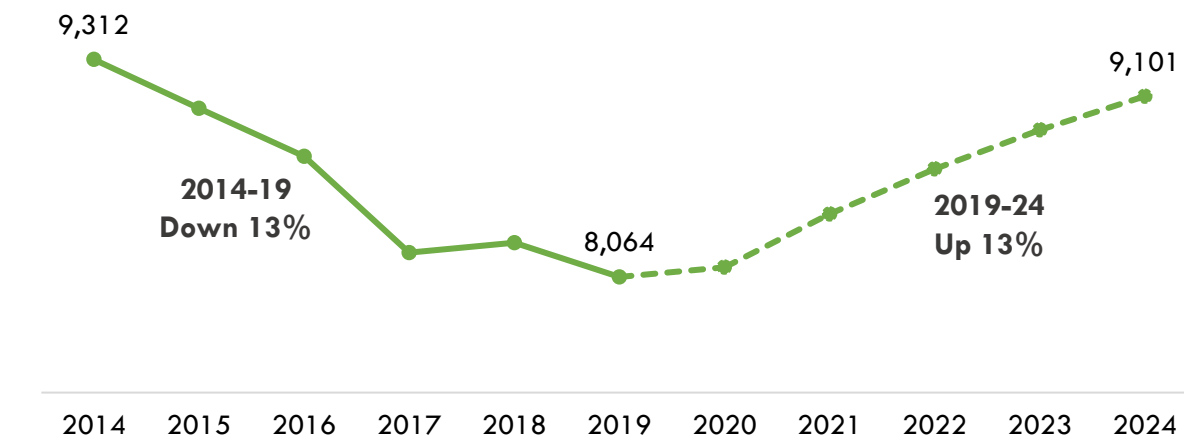
In 2019, there were 8,064 *nursing assistants* jobs in the Inland Empire/Desert region (IEDR). The *nursing assistants* occupation is projected to have 1,156 annual job openings to fill new jobs and backfill jobs that workers are permanently vacating (includes occupational transfers and retirements). This occupation is expected to increase employment by 13% through 2024. Exhibit 1 displays five-year projected job growth, and Exhibit 2 displays historical (2014 to 2019) and projected (2019-2024) jobs for this occupation.

*Exhibit 1: Five-year job projections, 2019-2024*

Occupation	2019 Jobs	2024 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Nursing Assistants	8,064	9,101	13%	5,780	1,156	21%

Source: EMSI 2020.4

Exhibit 2: Historical and projected jobs for nursing assistants, 2014 – 2024



Source: EMSI 2020.4

## Job Postings

Exhibit 3 displays the number of online job ads posted during the last 12 months, along with the regional and statewide average time to fill for *nursing assistants*. On average, local employers fill online job postings for *nursing assistants* within 34 days, five days shorter than the statewide average of 39 days, indicating that it may be easier for local employers to fill open positions than other employers in California as a whole.

Exhibit 3: Job ads and time to fill, Oct 2019 – Sep 2020

Occupation	Job Ads	Regional Average Time to Fill (Days)	California Average Time to Fill (Days)
Nursing Assistants	1,918	34	39

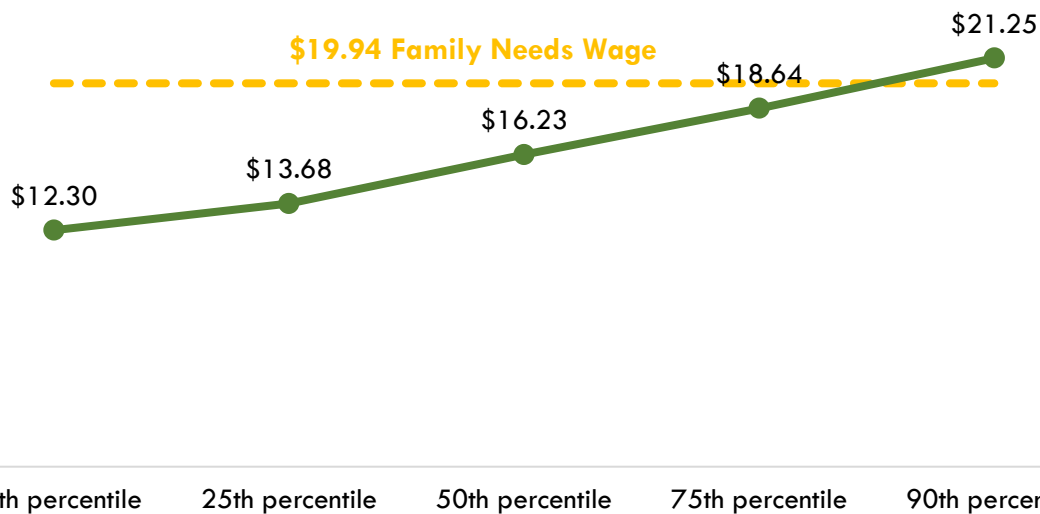
Source: Burning Glass – Labor Insights

## Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a self-sustainable level of income. The Family Needs Calculator estimates that a self-sustainable wage for a single adult with one school-age child is \$19.94 per hour or \$41,475 annually in Riverside County, \$19.49 per hour or \$40,539 annually in San Bernardino County (Pearce & Manzer, 2018). For this study, the higher hourly wage requirement in Riverside County is adopted as the self-sufficiently standard for the two-county region.

The median wages for *nursing assistants* are below the Family Needs Calculator self-sustainability rate, \$16.23 per hour. Reported wages do not exceed the self-sustainability rate, except at the 90th percentile (\$21.25 per hour) level, indicating that only approximately the top 10% of workers in this occupation earn self-sufficient hourly wages. Exhibit 4 displays the hourly earnings for the IEDR.

Exhibit 4: Hourly earnings by percentile



Source: EMSI 2020.4

According to occupational guides developed by the California Labor Market Information Division, nursing assistants working in hospitals may expect benefits, including hospital and medical benefits (Detailed Occupational Guides, 2020).

## Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers posting 20 or more online job advertisements for *nursing assistants* during the last 12 months.

Exhibit 5: Employers posting the most job ads, Oct 2019 – Sep 2020

Occupation	Employers	
Nursing Assistants (n=1,918)	<ul style="list-style-type: none"> <li>St. Bernadine Medical Center</li> <li>Chino Valley Medical Center</li> <li>Montclair Hospital Medical Center</li> <li>Temecula Valley Hospital</li> <li>DaVita Incorporated</li> <li>Loma Linda Medical Center</li> </ul>	<ul style="list-style-type: none"> <li>Fresenius Medical Care</li> <li>ProMedica Senior Care</li> <li>Kindred Healthcare</li> <li>Eisenhower Medical Center</li> <li>Doctors Hospital of Riverside</li> <li>Madison Creek Partners</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 6 displays a sample of specialized and employability skills employers seek when looking for workers to fill *nursing assistant* positions. Specialized skills are occupation-specific skills that employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job postings may be utilized as a helpful guide for curriculum development.

*Exhibit 6: Sample of in-demand skills from employer online job ads, Oct 2019 – Sep 2020*

Occupation	Specialized Skills	Employability Skills
Nursing Assistants (n=1,564)	<ul style="list-style-type: none"> <li>• Patient Care</li> <li>• Cardiopulmonary Resuscitation (CPR)</li> <li>• Activities of Daily Living (ADLs)</li> <li>• Vital Signs Measurement</li> <li>• Scheduling</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• English</li> <li>• Teamwork/Collaboration</li> <li>• Physical Abilities</li> <li>• Detail-Oriented</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 7 displays the entry-level education typically required to gain employment as a *nursing assistant* according to the Bureau of Labor Statistics (BLS), educational attainment for incumbent workers with "some college, no degree" and an "associate degree" according to the U.S. Census (2016-17) and the real-time minimum advertised education requirement from employer job ads. This occupation typically requires a postsecondary nondegree award; all employer online job ads were seeking a candidate with a high school diploma or vocational training.

*Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements, Oct 2019 – Sep 2020*

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Real-Time Minimum Advertised Education Requirement			
			Number of Job Ads	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Nursing Assistants	Postsecondary nondegree award	42%	804	100%	-	-

Source: EMSI 2020.4, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 8 displays the work experience typically required for *nursing assistants* and the real-time work experience requirements from employer job ads. The majority of employers sought candidates with zero to two years of previous work experience.

*Exhibit 8: Work experience required and real-time work experience requirements, Oct 2019 – Sep 2020*

Occupation	Work Experience Typically Required	Real-Time Work Experience			
		Number of Job Ads	0 – 2 years	3 – 5 years	6+ years
Nursing Assistants	None	829	93%	6%	1%

Source: EMSI 2020.4, Burning Glass – Labor Insights

## Certifications

Exhibit 9 displays the certifications most frequently required by employers seeking *nursing assistants*—approximately 74% of job advertisements sought certified nursing assistants (CNA). The California Department of Public Health (CDPH) Professional Certification Branch (PCB), Aide and Technician Certification Section (ATCS) is the certifying agency issuing credentials for certified nurse assistants in California. To become a CNA, candidates must complete an approved training program, pass the competency evaluation examination, and obtain a criminal record clearance. For more information regarding CNA certifications, please visit the CDPH website (CDPH, 2020).

*Exhibit 9: Certifications required by employer job ads, Oct 2019 – Sep 2020*

Occupation	Certifications
Nursing Assistants (n=1,723)	<ul style="list-style-type: none"> <li>• Certified Nursing Assistant (CNA)</li> <li>• Basic Life Support (BLS)</li> <li>• First Aid CPR AED</li> </ul>

Source: Burning Glass – Labor Insights

## Advertised Salary

Exhibit 10 displays advertised salary data from *nursing assistants'* online job ads over the last 12 months. Online advertised salary information reveals that employers are willing to pay *nursing assistants* \$47,000 annually, above the \$42,475 (\$19.94 hourly) required annually for a family of one adult with a school-age child to meet the regional self-sufficiency standard in the region. Consider the salary information with caution since only 19% (374 out of 1,918) online job postings for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

*Exhibit 10: Advertised salary information, Oct 2019 – Sep 2020*

Job Title	Real-Time Salary Information					Average Annual Salary
	Number of job postings	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Nursing Assistants	374	42%	31%	9%	18%	\$47,000

Source: Burning Glass – Labor Insights

## Student Completions and Program Outcomes

Two regional community colleges offer certified nursing assistant programs (TOP 1230.30) in the region. These programs have collectively awarded an annual average of 89 certificates over the last three academic years. Exhibit 11 displays annual average awards for this program.

*Exhibit 11: 2016-19, Annual average community college awards for the certified nurse assistant programs in the IEDR*

<b>1230.30 – Certified Nurse Assistant</b>	<b>Certificate requiring 6&lt; 18-semester units</b>	<b>TOTAL CC Annual Average Awards, Academic Years 2016-19</b>
<b>Palo Verde</b>	33	33
<b>Riverside</b>	57	57
<b>Total</b>	<b>89</b>	<b>89</b>

Source: MIS Data Mart

California program outcome data may provide a useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP codes and region is provided in Exhibit 12. The outcome methodology is available in the appendix section of this report. Dashes indicate there were too few students from which to obtain program outcome information.

*Exhibit 12: 1230.30 – Certified nurse assistant strong workforce program outcomes*

<b>Strong Workforce Program Metrics: 1230.30 – Certified Nurse Assistant Academic Year 2017-18, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Unduplicated count of enrolled students (2018-19)	404	3,930
Completed 9+ career education units in one year (2018-19)	37%	29%
Perkins Economically disadvantaged students (2018-19)	90%	82%
Students who attained a noncredit workforce milestone in a year (2018-19)	-	71%
Students who earned a degree, certificate, or attained apprenticeship (2018-19)	-	392
Transferred to a four-year institution (transfers)	-	128
Job closely related to the field of study (2016-17)	-	76%
Median annual earnings (all exiters)	\$19,732	\$25,550
Median change in earnings (all exiters)	28%	62%
Attained a living wage (completers and skills-builders)	30%	41%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Awards granted from private educational institutions are displayed in Exhibit 13 along with the relevant CIP code.

*Exhibit 13: Annual average private educational institution awards from nursing assistant/aide and patient care assistant/aide programs in the Inland Empire/Desert region*

<b>51.3902 – Nursing Assistant/Aide and Patient Care Assistant/Aide</b>	<b>Private Educational Institutions Annual Average Certificates or Other Credit Awards (2014-17)</b>
<b>Beaumont Adult School</b>	
Award < 1 academic yr	8
<b>California Nurses Educational Institute</b>	
Award < 1 academic yr	55
<b>Colton-Redlands-Yucaipa Regional Occupational Program</b>	
Award < 1 academic yr	35
<b>Riverside County Office of Education-School of Career Education</b>	
Award < 1 academic yr	57
<b>Summit College</b>	
Award < 1 academic yr	110
<b>Total annual average other awards</b>	<b>265</b>

Source: IPEDS

## Recommendation

Community college certified nurse assistant programs provided the knowledge, skills, and abilities that lead to the *nursing assistant* occupation. This occupation is considered an essential critical infrastructure occupation. Despite the ongoing pandemic, employment demand for this occupation should continue due to the critical health and safety services provided by this classification of workers. *Nursing assistants* are expected to have 1,156 annual job openings, increasing employment by 13%. This occupation offers a median hourly wage of \$16.23 per hour, below the \$19.94 per hour self-sustainability standard for a single adult with one child in the region. This occupation typically requires a postsecondary nondegree award; all employer online job ads were seeking a candidate with a high school diploma or vocational training.

Two (2) IEDR community colleges offer nursing assistant programs (TOP 1230.30), collectively awarded an annual average of 89 certificates over the last three academic years. The median wage for all exiters was \$19,732 annually, and 30% attained a living wage in the region. Private educational institutions conferred 265 awards over the last three years available.

The COE recommends caution in creating new or expanding nursing assistant programs based on the relevant occupation's low hourly wages. It should be noted that this occupation is expected to have a high number of annual job openings and is expected to remain in demand due to the critical services it provides. Colleges considering this program should partner with relevant employers to document the



required knowledge, skills, abilities, and certifications needed to achieve a minimum hourly wage that meets the \$19.94 per hour self-sustainability standard in the region.

## Contact

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## Appendix: Program Completion and Outcome Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2016 and 2019, from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variation that might be present in a single year.

Community college student outcome information is from LaunchBoard 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 records provided by 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 LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2020a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2020a).

Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job postings often do not reveal the hiring intentions of employers; it is unknown if employers plan to hire one or multiple workers from a single online job posting, or if they are collecting resumes for future hiring needs. A closed job posting may not be the result of a hired worker.

Table 1: 2019 to 2024 job growth, wages, education, training, and work experience required, IEDR

Occupation (SOC)	2019 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage Range (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Typical Entry-Level Education & On-The-Job Training Required	Work Experience Required
Nursing Assistants (31-1131)	8,064	1,037	13%	1,156	\$12.30 to \$21.25	\$16.23	\$34,300	Postsecondary nondegree award & None	None

Source: EMSI 2020.4