Occupation Report for Nursing Assistants

MSJC

JOBS**EQ**

June 12, 2019

Definition of Nursing Assistants, SOC 31-1014

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. Excludes "Home Health Aides" (31-1011), "Orderlies" (31-1015), "Personal Care Aides" (39-9021), and "Psychiatric Aides" (31-1013).

Occupation Snapshot

As of 2019Q1, total employment for Nursing Assistants in the MSJC was 770. Over the past three years, this occupation added 63 jobs in the region and is expected to increase by 111 jobs over the next seven years, or at an annual average rate of 1.9%.

Occupation Snapshot of Nursing Assistants in MSJC, 2019q1

| Current						3-Year History		7-Year Forecast				
						Total Change	Avg Ann % Chg in Empl					
Four Quarters Ending with 2019q1			-----2019q1-----						--Separations--		---Growth---	
Empl	Avg Ann Wages[1]	LQ	Unempl	Unempl Rate	Online Job Ads[2]	Empl	Region	Total New Demand	Exits	Transfers	Empl	Avg Ann Rate
770	$32,900	0.71	46	3.6%	28	63	2.9%	771	360	301	111	1.9%

Source: **JobsEQ®**
Data as of 2019Q1 unless noted otherwise
Note: Figures may not sum due to rounding.
1. Occupation wages are as of 2017 and should be taken as the average for all Covered Employment
2. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list).
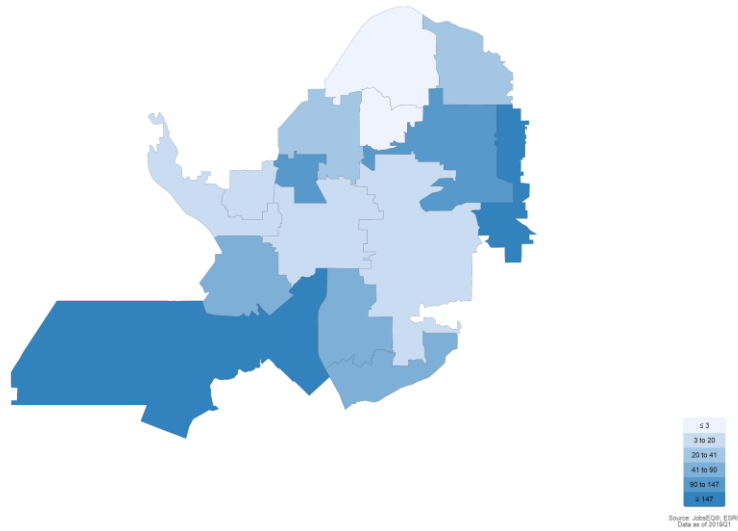

Occupation Employment in MSJC
Nursing Assistants
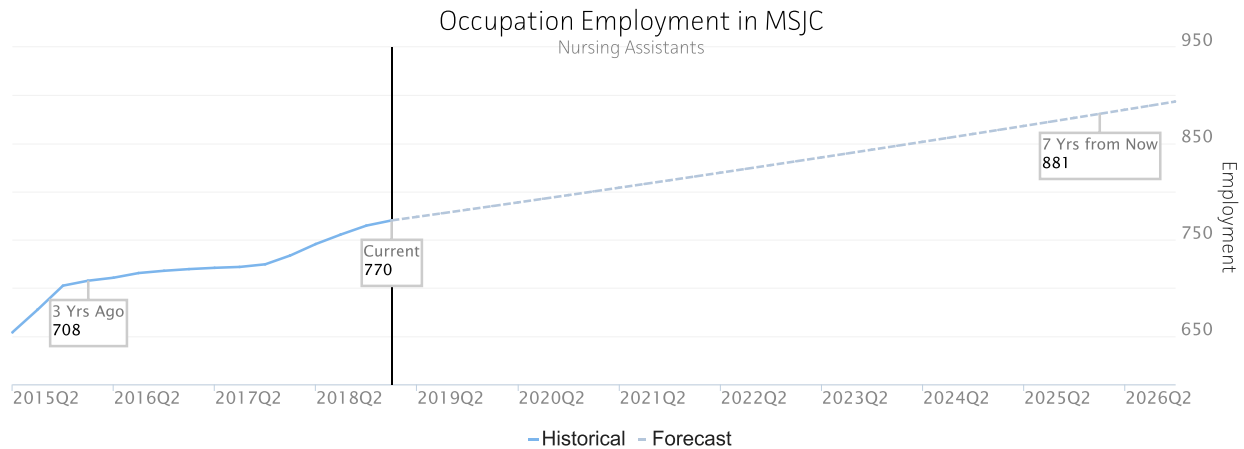
Source: JobsEQ®,Data as of 2019Q1,The shaded areas represent national recessions.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2018Q3, imputed where necessary with preliminary estimates updated to 2019Q1. Wages by occupation are as of 2017 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

Geographic Distribution

The below maps illustrate the ZCTA-level distribution of employed Nursing Assistants in the MSJC. Employment is shown by place of work and by residence.

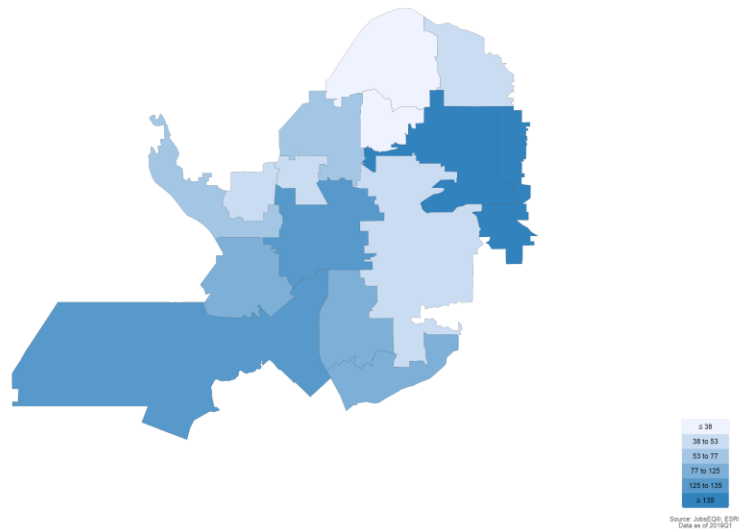Occupation Concentration by Place of Work for Nursing Assistants

Top ZCTAs by Place of Work for Nursing Assistants, 2019Q1

Region	Employment
ZCTA 92562	183
ZCTA 92543	147
ZCTA 92545	126
ZCTA 92586	90
ZCTA 92595	52
ZCTA 92563	52
ZCTA 92591	41
ZCTA 92582	23
ZCTA 92585	21
ZCTA 92587	12

Source: JobsEQ®

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2018Q3, imputed where necessary with preliminary estimates updated to 2019Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Top ZCTAs by Place of Residence for Nursing Assistants, 2019Q1

Region	Employment
ZCTA 92543	240
ZCTA 92545	135
ZCTA 92562	128
ZCTA 92584	126
ZCTA 92595	94
ZCTA 92563	92
ZCTA 92591	78
ZCTA 92585	75
ZCTA 92532	53
ZCTA 92582	45

Source: JobsEQ®

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2018Q3, imputed where necessary with preliminary estimates updated to 2019Q1. Occupation by residence data are derived from the same in addition to commuting pattern data.

Employment by Industry

The following chart and table illustrate the industries in the MSJC which most employ Nursing Assistants. The single industry most employing this occupation in the region is Nursing Care Facilities (Skilled Nursing Facilities), NAICS 6231. This industry employs 303 Nursing Assistants—employment which is expected to increase by 25 jobs over the next ten years; furthermore, 349 additional new workers in this occupation will be needed for this industry due to separation demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.
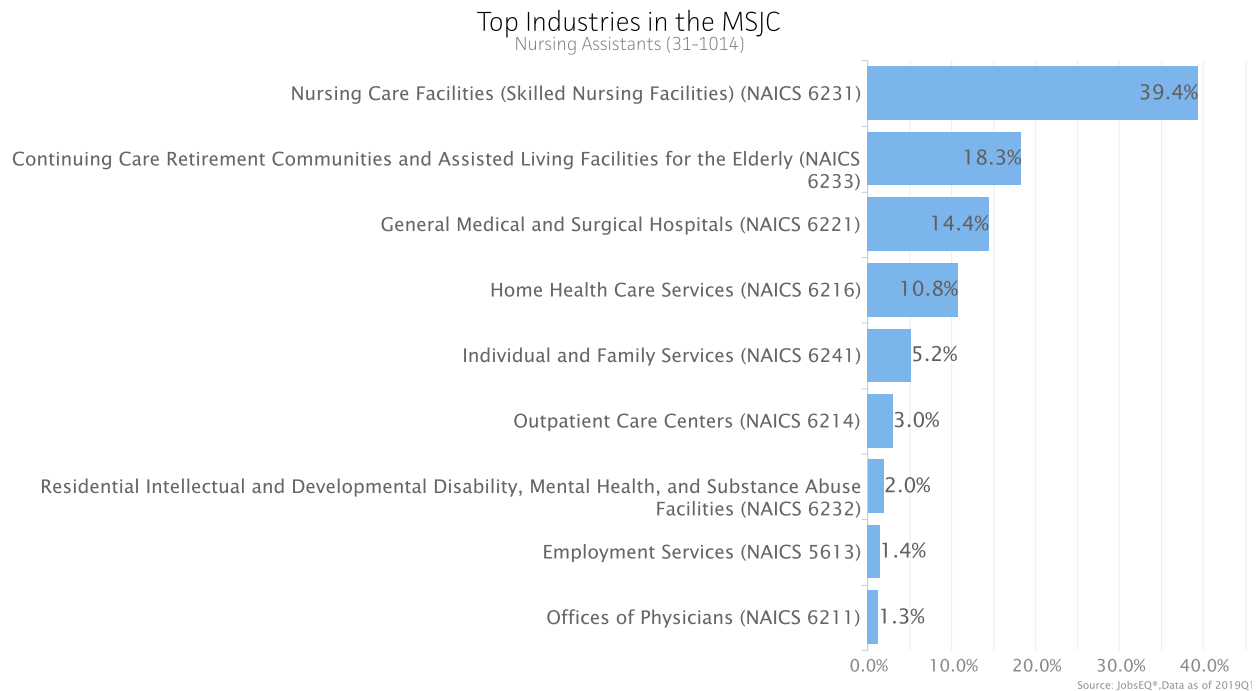
Top Industries in the MSJC
Nursing Assistants (31-1014)

Industry	Percentage
Nursing Care Facilities (Skilled Nursing Facilities) (NAICS 6231)	39.4%
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly (NAICS 6233)	18.3%
General Medical and Surgical Hospitals (NAICS 6221)	14.4%
Home Health Care Services (NAICS 6216)	10.8%
Individual and Family Services (NAICS 6241)	5.2%
Outpatient Care Centers (NAICS 6214)	3.0%
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities (NAICS 6232)	2.0%
Employment Services (NAICS 5613)	1.4%
Offices of Physicians (NAICS 6211)	1.3%

Source: JobsEQ®,Data as of 2019Q1

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2018Q3, imputed where necessary with preliminary estimates updated to 2019Q1.

Top Industry Distribution for Nursing Assistants (31-1014) in MSJC

NAICS Code	Industry Title	Current Occupation Employment	10-Year Sep Demand	10-Year Growth Demand	10-Year Total Demand
6231	Nursing Care Facilities (Skilled Nursing Facilities)	303	349	25	373
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	141	183	54	237
6221	General Medical and Surgical Hospitals	111	130	13	143
6216	Home Health Care Services	83	107	30	137
6241	Individual and Family Services	40	52	16	68
6214	Outpatient Care Centers	23	31	10	41
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	15	19	5	24
5613	Employment Services	11	13	2	15
6211	Offices of Physicians	10	13	3	15
9999	Unclassified	6	7	1	8
6111	Elementary and Secondary Schools	6	6	1	7

Top Industry Distribution for Nursing Assistants (31-1014) in MSJC

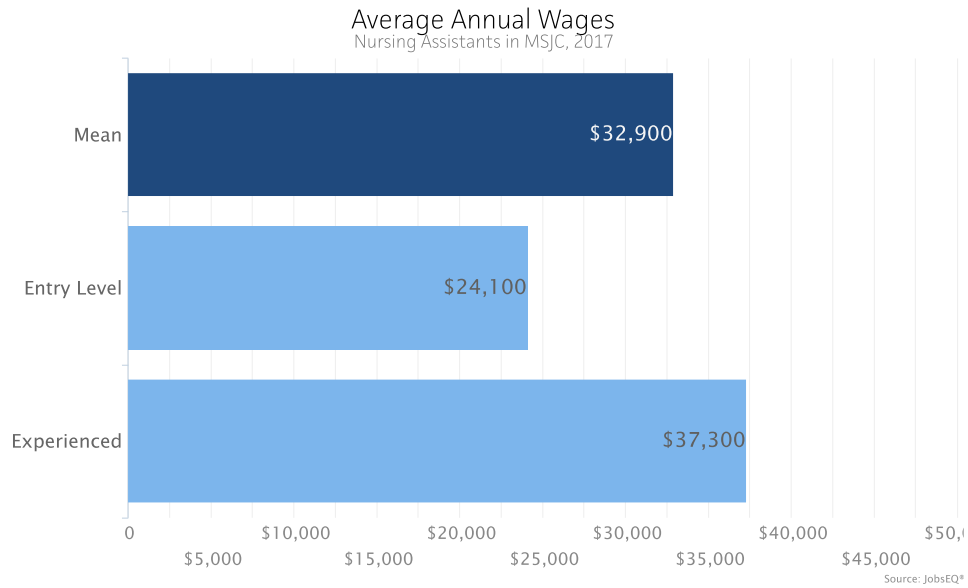| NAICS Code	Industry Title	Current Occupation Employment	10-Year Sep Demand	10-Year Growth Demand	10-Year Total Demand
6239	Other Residential Care Facilities	4	4	0	4
	-All Others-	17	20	4	24

Source: JobsEQ®

Data as of 2019Q1 except wages which are as of 2017. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2018Q3, imputed where necessary with preliminary estimates updated to 2019Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Wages

The average (mean) annual wage for Nursing Assistants was $32,900 in the MSJC as of 2017. For the same year, average entry level wages were approximately $24,100 compared to an average of $37,300 for experienced workers.

Average Annual Wages
Nursing Assistants in MSJC, 2017

Mean	$32,900
Entry Level	$24,100
Experienced	$37,300

Source: JobsEQ®

Percentile Wages

Percentile	Wage
10th	$22,800
25th	$25,800
50th (median)	$30,300
75th	$37,200
90th	$48,500

Source: JobsEQ®

Occupation wages (mean, median, and percentiles) are as of 2017 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.
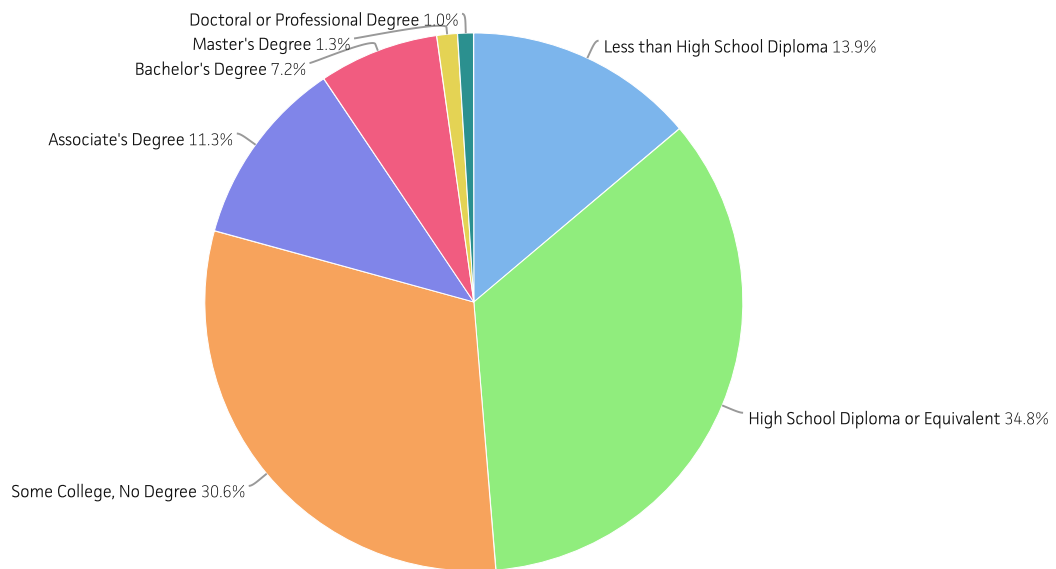
Education Profile

Typical education and training requirements for Nursing Assistants are described below.

Education and Training Requirements

Typical Entry-Level Education:	Postsecondary non-degree award
Previous Work Experience:	None
Typical On-the-Job Training:	None

Source: JobsEQ®

Educational Attainment Profile

- Doctoral or Professional Degree 1.0%
- Master's Degree 1.3%
- Bachelor's Degree 7.2%
- Associate's Degree 11.3%
- Some College, No Degree 30.6%
- Less than High School Diploma 13.9%
- High School Diploma or Equivalent 34.8%

Source: JobsEQ®

Education and training requirements are from the Bureau of Labor Statistics (BLS); educational attainment mix are regional data modeled by Chmura using Census educational attainment data projected to 2019Q1 along with source data from the BLS.

Awards

No postsecondary program awards were granted by postsecondary institutions located in the MSJC in the 2017 academic year in programs identified as providing training for Nursing Assistants (for further details, see the source note).

Awards data are per the National Center for Education Statistics (NCES) and JobsEQ for the 2017 academic year. Any programs shown here have been identified as being linked with the occupation being analyzed. Other existing programs may also provide training in the region for this occupation but have not been so identified by the program-occupation crosswalk (see the FAQ section at the end of this report for more details). Furthermore, any programs shown here reflect only data reported to the NCES; reporting is required of all schools participating in any federal finance assistance program authorized by Title IV of the Higher Education Act of 1965, as amended—other training providers in the region that do not report data to the NCES are not reflected in the above.

Apprenticeships

The apprenticeable specialties associated with this occupation are:

Rapids Code	Rapids Title
0824	Nurse Assistant
0824CB	Nurse Assistant Certified/CNA/Level 5 (Med Aide)

Source: JobsEQ®
Apprenticeable occupations are identified through the Department of Labor's Registered Apprenticeship program.

Region Definition

MSJC is defined as the following zip code tabulation areas:

ZCTA 92532	ZCTA 92584
ZCTA 92543	ZCTA 92585
ZCTA 92545	ZCTA 92586
ZCTA 92548	ZCTA 92587
ZCTA 92562	ZCTA 92591
ZCTA 92563	ZCTA 92595
ZCTA 92567	ZCTA 92596
ZCTA 92582	

FAQ

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 840 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 97 minor groups, and 461 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an occupation (or industry) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is training concentration?

The training concentration analysis compares local postsecondary training output compared to the national norm. Let's consider registered nurses as an example. If in the nation, one RN award is granted for every ten RNs employed, that 1:10 ratio is the national norm. If in your region your schools also grant one RN award for every ten RNs employed, then your region will be right at the national norm, or we say at 100% of the national norm which is termed a 100% training concentration. If your region grants two RN awards for every ten employed, your region would be at twice the national norm or have a 200% training concentration. Similarly, if your region grants one RN award for every twenty employed, your region would be at half the national norm or have a 50% training concentration.

What is the program-to-occupation crosswalk?

Training programs are classified according to the Classification of Instructional Programs (CIP codes). For relating training programs, this report uses a modified version of the CIP to SOC crosswalk from the National Center for Education Statistics (NCES). While this is a very helpful crosswalk for estimating occupation production from training program awards data, the crosswalk is neither perfect nor comprehensive. Indeed, it is hard to imagine such a crosswalk being perfect since many training program graduates for one reason or another do not end up employed in occupations that are most related to the training program from which they graduated. Therefore, the education program analyses should be considered in this light.

As an example of the many scenarios that may unfold, consider a journalism degree that crosswalks into three occupations: editors, writers, and postsecondary communications teachers. Graduates with a journalism degree may get a job in one of these occupations—and that may be the most-likely scenario—but a good number of these graduates may get a job in a different occupation altogether (the job may be somewhat related, such as a reporter, or the job may be totally unrelated, such as a real estate agent). Furthermore, a graduate may stay in school or go back to school for a degree that will lead to other occupation possibilities. Still another possibility includes the graduate not entering the labor market (maybe being unemployed, being a non-participant, or moving to another region).

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the "all industry" level to the 6-digit level. The first two digits define the top level category, known as the "sector," which is the level examined in this report.

About This Report