

A photograph showing a nursing assistant in a white uniform with dark blue piping on the sleeves, pushing a wheelchair. The wheelchair is occupied by an elderly woman with blonde hair, wearing a bright yellow sweater. They are walking on a light-colored tiled floor. The image is overlaid with a semi-transparent dark grey filter.

Nursing Assistants in 2 California Counties

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What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumé, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Report Parameters

1 Occupation

31-1131 Nursing Assistants

2 Counties

6079 San Luis Obispo County, CA

6083 Santa Barbara County, CA

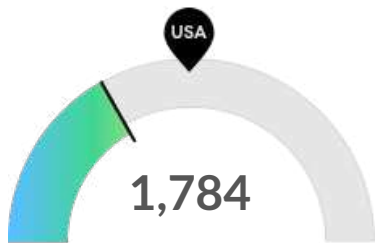
Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupation and geographical areas.

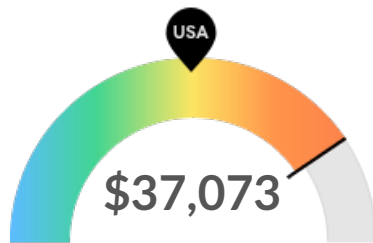
Executive Summary

Light Job Posting Demand Over a Thin Supply of Regional Jobs



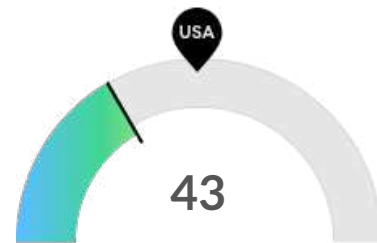
Jobs (2023)

Your area is not a hotspot for this kind of job. The national average for an area this size is 3,017* employees, while there are 1,784 here.



Compensation

Earnings are high in your area. The national median salary for Nursing Assistants is \$30,280, compared to \$37,073 here.



Job Posting Demand

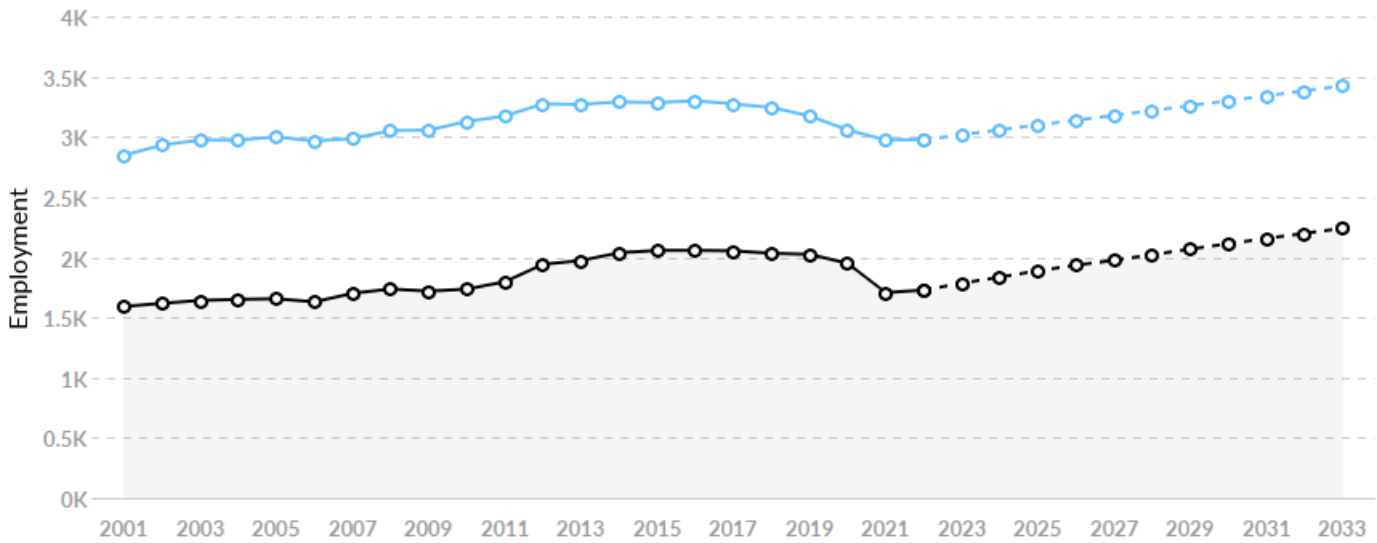
Job posting activity is low in your area. The national average for an area this size is 74* job postings/mo, while there are 43 here.

*National average values are derived by taking the national value for Nursing Assistants and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Lower Than the National Average

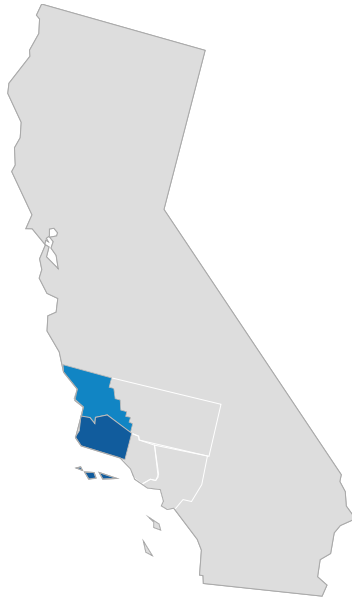
An average area of this size typically has 3,017* jobs, while there are 1,784 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



Region	2023 Jobs	2033 Jobs	Change	% Change
● 2 California Counties	1,784	2,240	457	25.6%
● National Average	3,017	3,423	405	13.4%

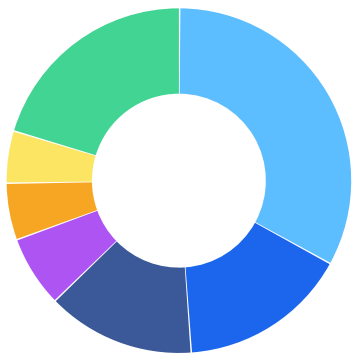
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Regional Breakdown



County	2023 Jobs
Santa Barbara County, CA	1,186
San Luis Obispo County, CA	598

Most Jobs are Found in the Nursing Care Facilities (Skilled Nursing Facilities) Industry Sector

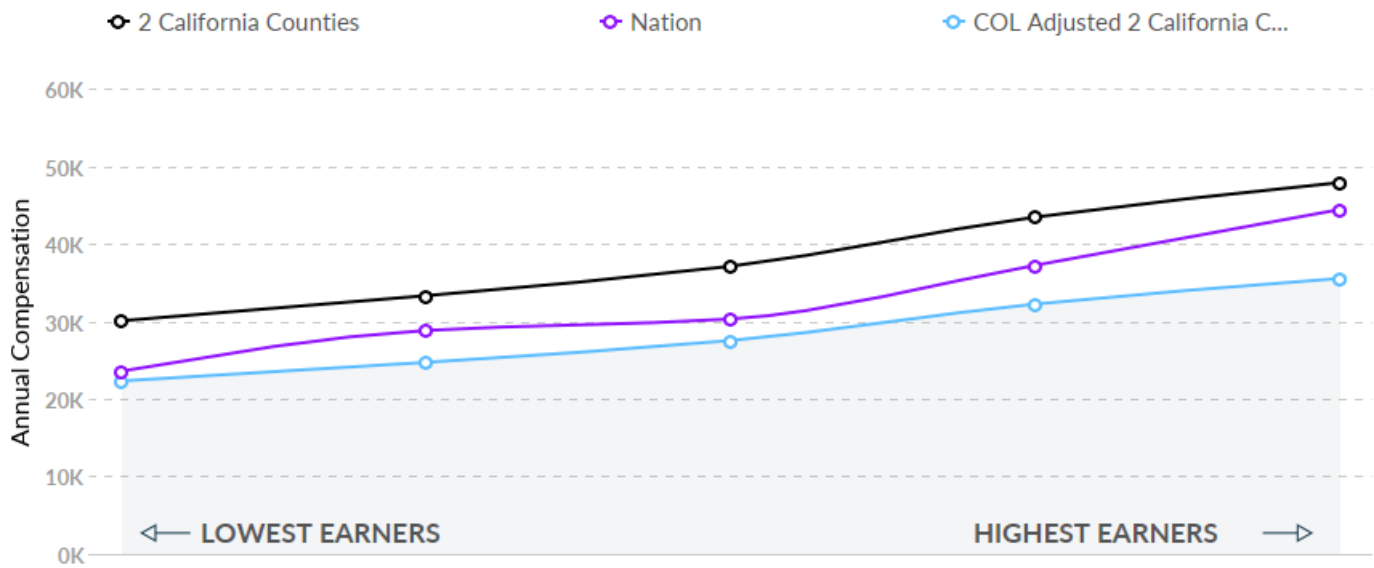


Industry	% of Occupation in Industry (2023)
● Nursing Care Facilities (Skilled Nursing Facilities)	32.9%
● General Medical and Surgical Hospitals	15.9%
● Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	13.9%
● Private Households	6.7%
● Individual and Family Services	5.3%
● Employment Services	4.9%
● Other	20.4%

Compensation

Regional Compensation Is 22% Higher Than National Compensation

For Nursing Assistants, the 2021 median wage in your area is \$37,073, while the national median wage is \$30,280.



Job Posting Activity



259 Unique Job Postings

The number of unique postings for this job from Jan 2023 to Jun 2023.



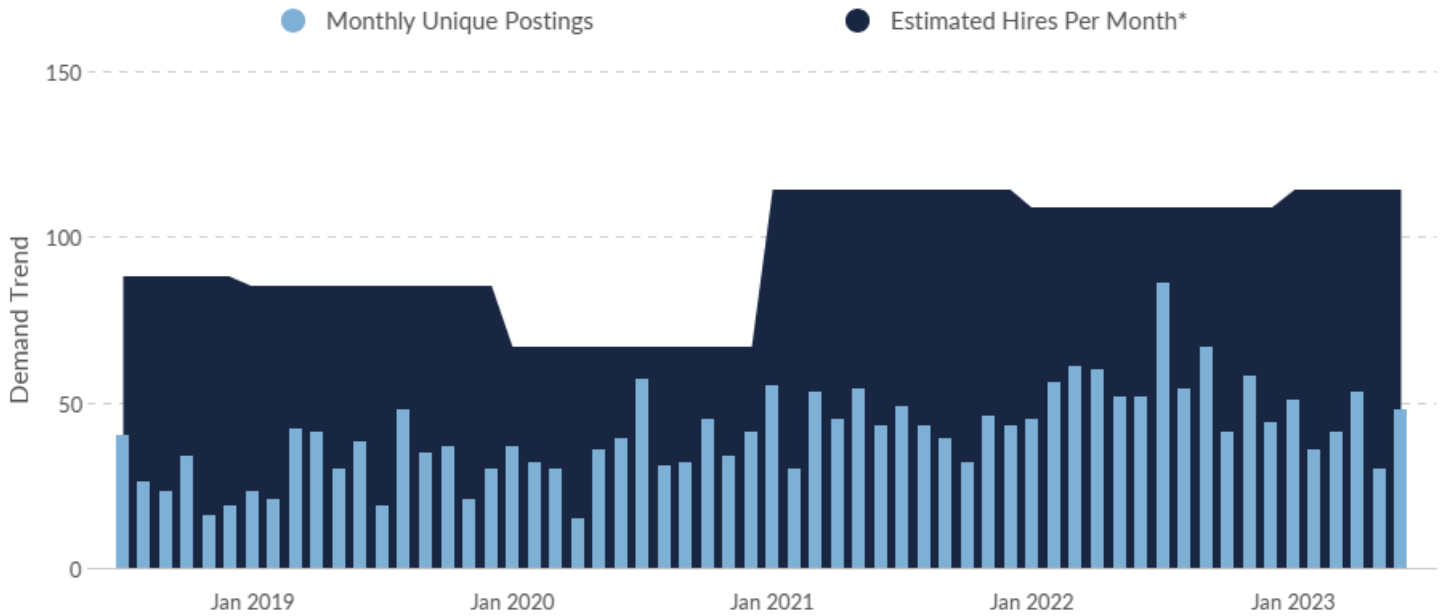
65 Employers Competing

All employers in the region who posted for this job from Jan 2023 to Jun 2023.













36 Day Median Duration











Posting duration is 3 days longer than what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2023 - Jun 2023)	Avg Monthly Hires (Jan 2023 - Jun 2023)
Nursing Assistants	43	114

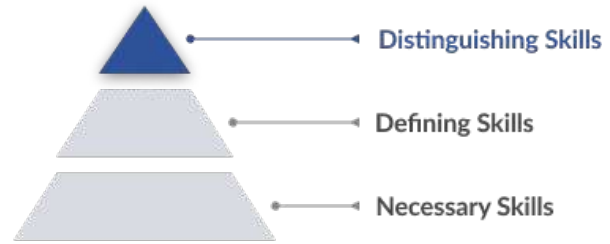
*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
Stepping Stones	29 
Star Of Ca	19 
CommonSpirit Health	14 
Cottage Health	12 
DaVita	12 
BrightStar Care	8 
Compass Health Network	8 
Lompoc Valley Medical Center	8 
Tenet Healthcare	8 
Covenant Retirement Communit...	7 

Top Job Titles	Unique Postings
Certified Nursing Assistants	62 
Behavior Technicians	57 
Patient Care Technicians	24 
Medication Aides	14 
Retina Specialists	6 
Medical Surgical Registered Nur...	4 
Trained Medication Aides	4 
Care Technicians	3 
Certified Nurse Aides/Certified ...	3 
Certified Nursing Assistants/Ho...	3 

Top Distinguishing Skills by Demand

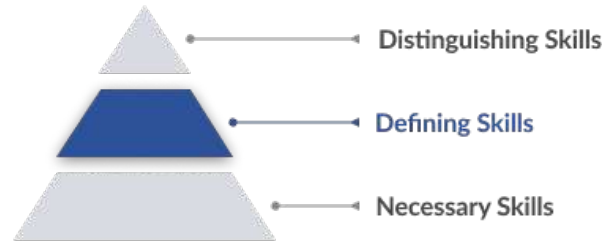
An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.



Skill	Salary Boosting	Job Postings Requesting
Dialysis	✗	15
Certified Medical Assistant (CMA)	✗	13
Patient Observation	✓	11
Patient Transport	✗	7
Emergency Medical Technician (EMT)	✗	5
Basic Patient Care	✗	4
Blood Pressure	✓	3
Long-Term Care	✗	3
Skin Care	✗	2
Patient Positioning	✗	1

Top Defining Skills by Demand

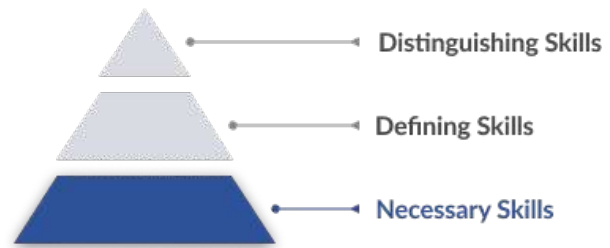
An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.



Skill	Salary Boosting	Job Postings Requesting
Certified Nursing Assistant (CNA)	✘	148
Nursing	✘	91
Registered Nurse (RN)	✘	50
Basic Life Support (BLS) Certification	✘	34
Activities Of Daily Living (ADLs)	✘	32
Vital Signs	✘	21
Certified Patient Care Technician (CPCT)	✘	18
Personal Care	✘	18
Toileting	✘	14
Direct Patient Care	✘	13

Top Necessary Skills by Demand

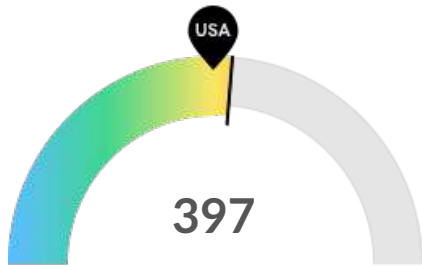
An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



Skill	Salary Boosting	Job Postings Requesting
Caregiving	✘	23
Cardiopulmonary Resuscitation (CPR) Certification	✘	22
Housekeeping	✘	22
Nursing Care	✘	13
Medical Records	✘	12
Infection Control	✘	7
Licensed Practical Nurse (LPN)	✘	7
Patient Safety	✘	0

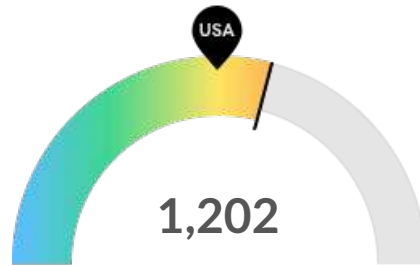
Demographics

Retirement Risk Is About Average, While Overall Diversity Is High



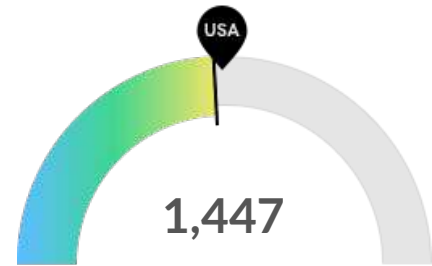
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 367* employees 55 or older, while there are 397 here.



Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 955* racially diverse employees, while there are 1,202 here.

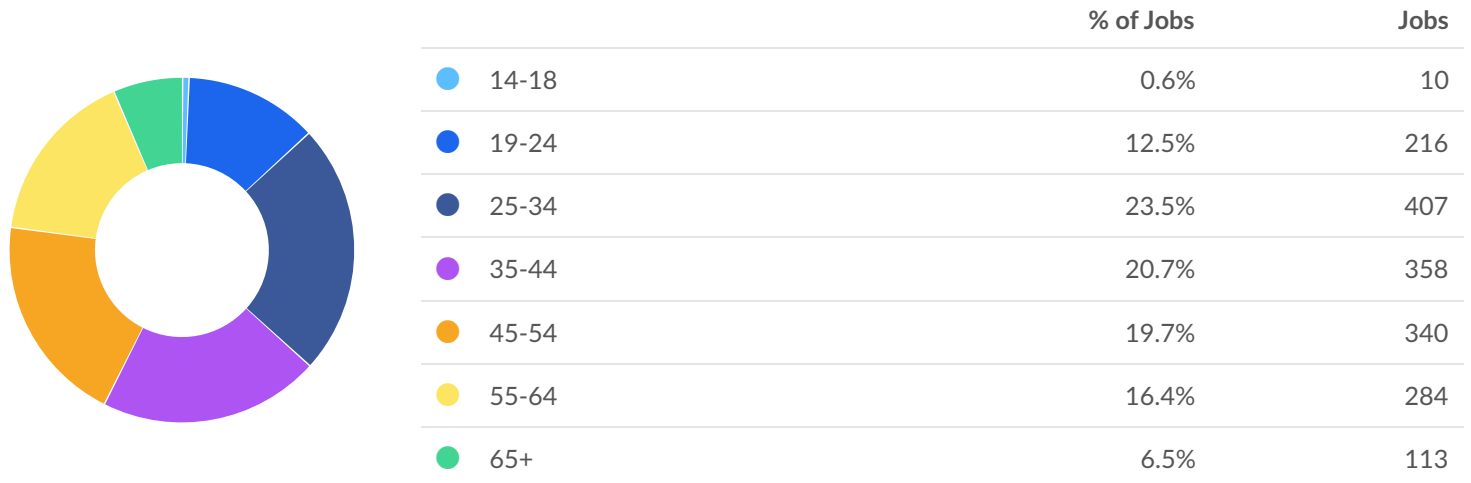


Gender Diversity

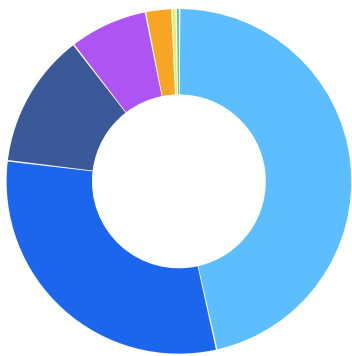
Gender diversity is about average in your area. The national average for an area this size is 1,518* female employees, while there are 1,447 here.

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Occupation Age Breakdown

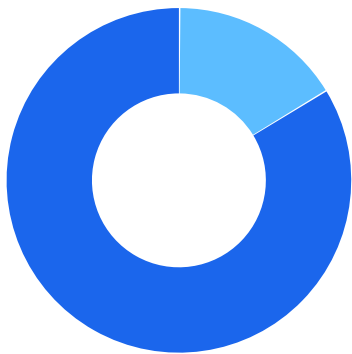


Occupation Race/Ethnicity Breakdown



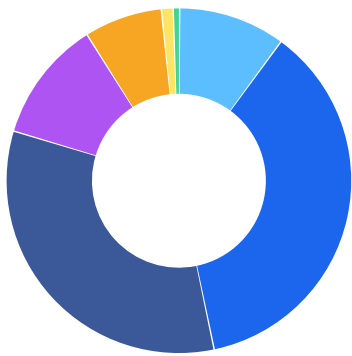
	% of Jobs	Jobs
Hispanic or Latino	46.4%	802
White	30.4%	526
Asian	12.6%	218
Black or African American	7.3%	127
Two or More Races	2.5%	42
American Indian or Alaska Native	0.4%	7
Native Hawaiian or Other Pacific Islander	0.3%	6

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	16.2%	280
Females	83.8%	1,447

National Educational Attainment



	% of Jobs
● Less than high school diploma	10.0%
● High school diploma or equivalent	36.6%
● Some college, no degree	32.9%
● Associate's degree	11.4%
● Bachelor's degree	7.3%
● Master's degree	1.1%
● Doctoral or professional degree	0.6%

Occupational Programs



2 Programs

Of the programs that can train for this job, 2 have produced completions in the last 5 years.



79 Completions (2021)

The completions from all regional institutions for all degree types.



277 Openings (2021)

The average number of openings for an occupation in the region is 74.

CIP Code	Top Programs	Completions (2021)
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	79 <div style="width: 100%;"></div>

Top Schools	Completions (2021)
Allan Hancock College	58 <div style="width: 73%;"></div>
Cuesta College	21 <div style="width: 26%;"></div>

Appendix A

Nursing Assistants (SOC 31-1131):

Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes Home Health Aides (31-1121), Personal Care Aides (31-1122), Orderlies (31-1132), and Psychiatric Aides (31-1133).

Sample of Reported Job Titles:

- Certified Nursing Assistant (CNA)
- Nursing Assistant
- Patient Care Assistant (PCA)
- Nursing Aide
- Nurses' Aide
- Certified Medication Aide (CMA)
- State Tested Nursing Assistant (STNA)
- Nurse Assistant
- Licensed Nursing Assistant (LNA)
- Geriatric Nursing Assistant (GNA)

Related O*NET Occupation:

- Nursing Assistants (31-1131.00)