



# LA County Nursing 2035 Report

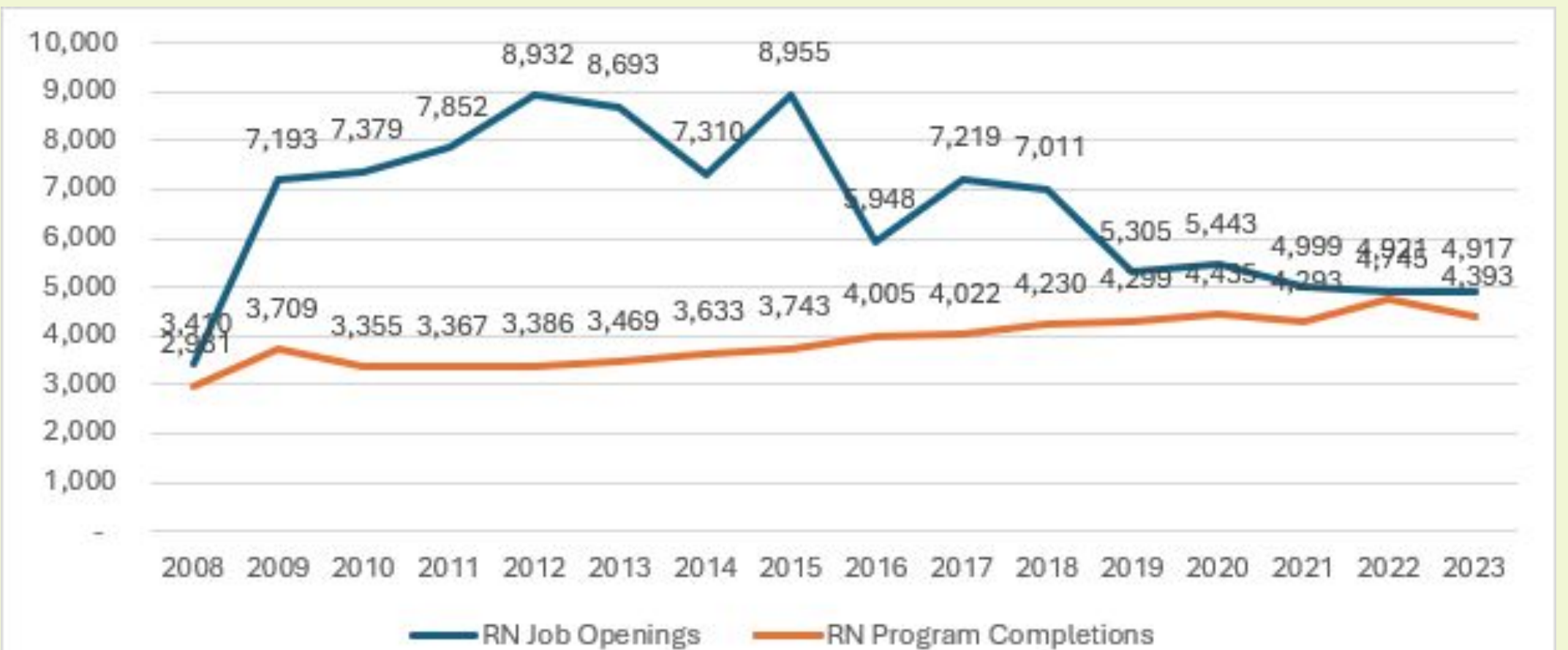


# There is a persistent undersupply of nurses in the labor market

The top-line data show an **undersupply of RN program completions** compared to job openings in LA County, despite the gap narrowing in recent years.

This shortage is still affecting employers, as evidenced by RN roles being the **most advertised occupation online** from 2019 to 2023.

Comparison of Annual RN Job Openings vs Program Completions



Recent years have shown approximately 5,000 annual openings per year for RNs in LA

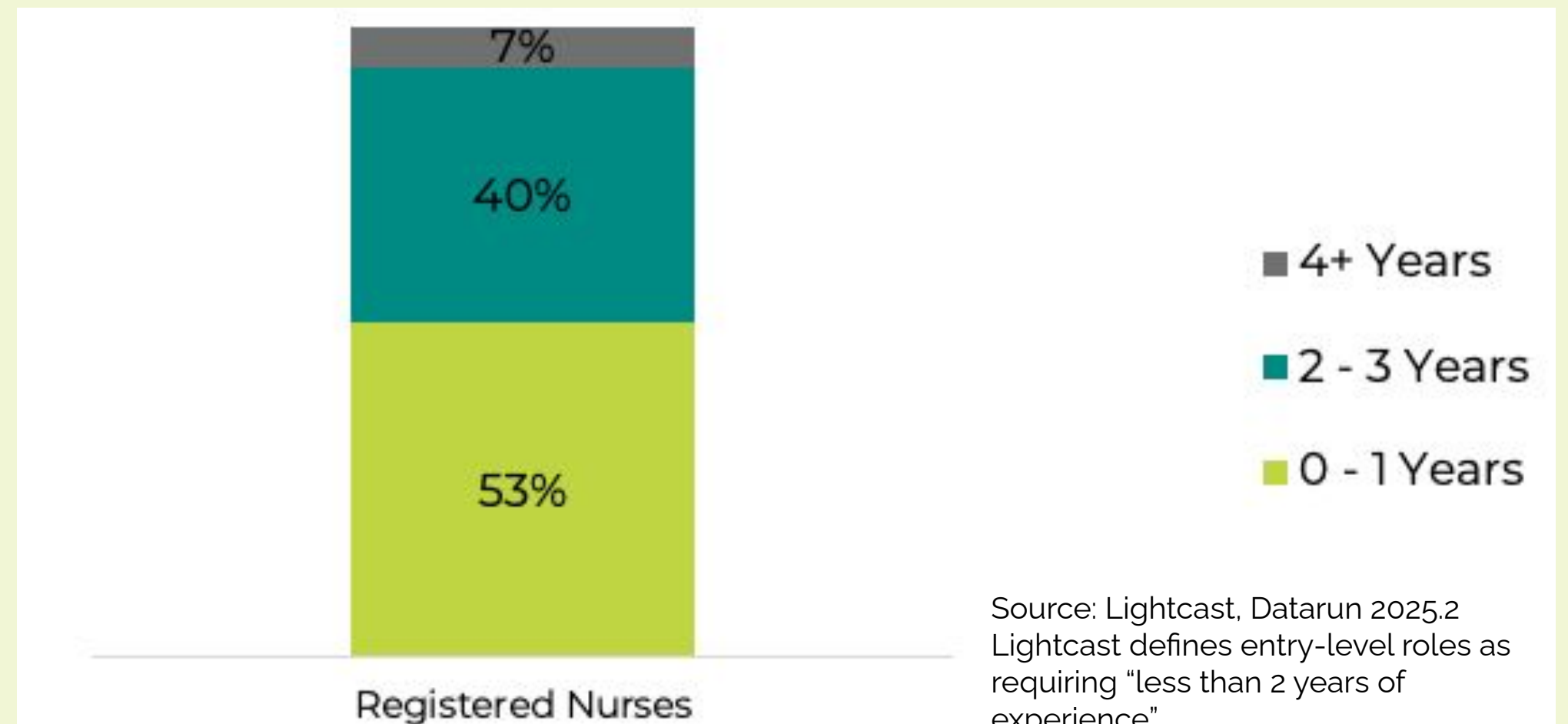
# Demand for nurses is focused on veteran nurses, not new graduates

“We’re actually getting a lot of applications... The problem now is experience.”  
- *PIH Health*

Only about **half of the nursing opportunities in LA** are available to new graduates.

“We get hundreds and hundreds of applicants into our new grad program.”  
- *Kaiser Permanente*

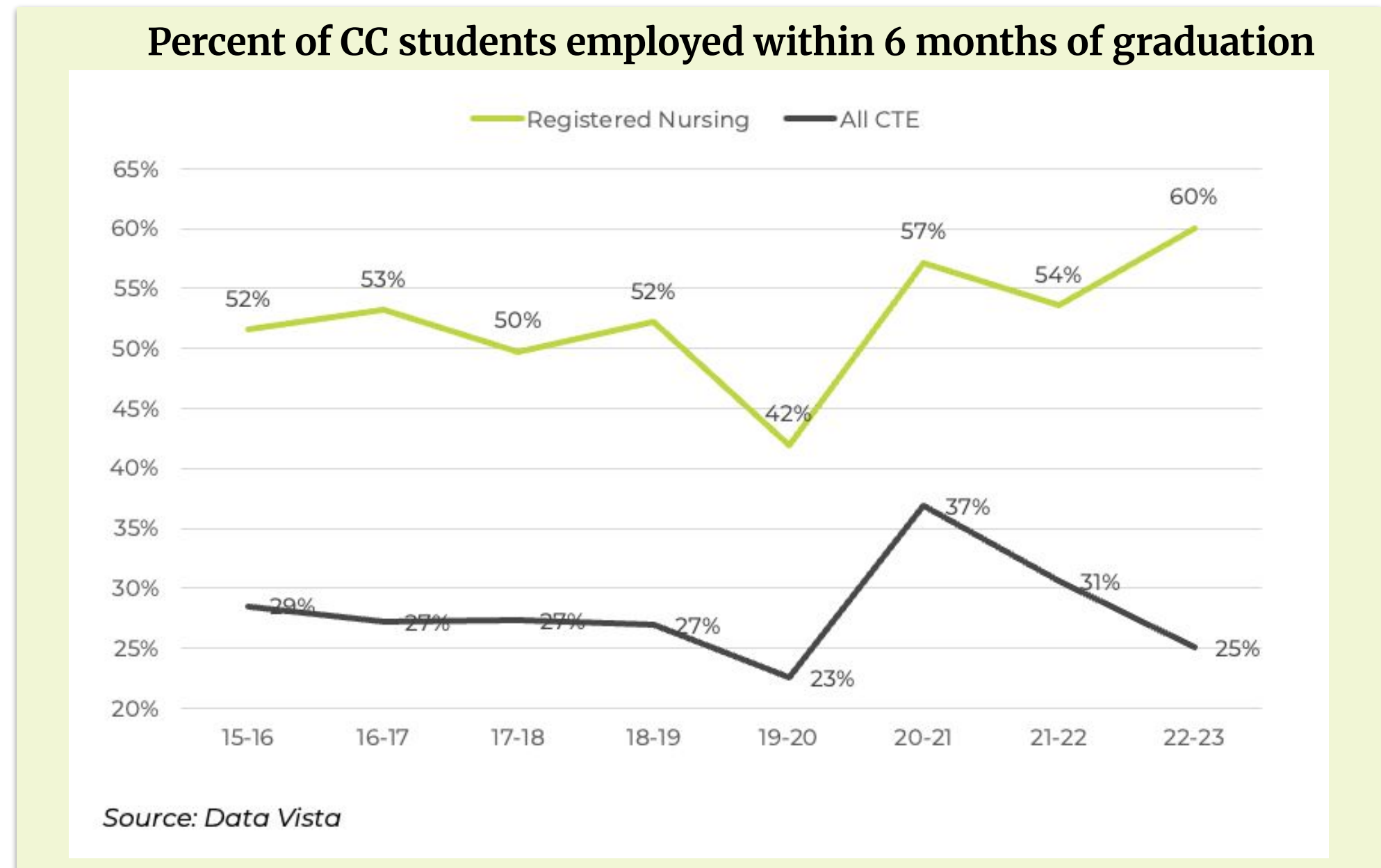
Minimum Experience Required in RN Job Postings



# The volume of new nurses is reflected in recent graduates' experiences in the job market

“The process of getting hired is really hard, and I don't think that is explained well enough when we're in nursing school . . . A lot of us just assume, ‘Well, there's a nursing shortage. We'll get hired right away – it won't be an issue.’ And starting the application process, I was like, ‘Oh, this is going to be rough.’”  
– *Recent Nursing Graduate*

Only about **60% new ADNs** and **80% of new BSNs\*** are employed within 6 months of graduation



# LA colleges are producing more new nurses than the market demands

Between 2024 and 2035, there are projected to be over **5,600 annual job openings for registered nurses** in Los Angeles County.

While this shows an increase in the total number of nurses needed in the region, the current supply of new nurses will **continue to significantly outpace the demand for new nurses.**

Historic Annual RN Awards vs Entry-Level RN Jobs Postings

|  | Year  |       |       |       |       | 5-Year Average |
|--|-------|-------|-------|-------|-------|----------------|
|  | 2019  | 2020  | 2021  | 2022  | 2023  |                |
| Total RN awards issues                               | 4,299 | 4,435 | 4,293 | 4,745 | 4,393 | 4,433          |
| Estimated job postings targeting entry-level nurses* | 2,155 | 1,699 | 2,093 | 2,780 | 3,075 | 2,360          |

**If approximately half of new hires are recent nursing graduates, then the LA market should only need ~2,800 new graduates each year for the next 10 years, leading to an excess of ~1,600 nurses**

# RN turnover remains a major challenge for employers

**Nursing turnover is a vicious cycle**, where the lack of sufficient nurses over-burdens current nurses, leading to increased burnout, resulting in additional attrition and greater nursing shortages.

- A survey of 98 hospitals in southern California reported that **56% of their RN workforce exits before their 2nd year** on the job<sup>1</sup>
- Average RN tenure for Los Angeles hospitals is **4.5 years**<sup>2</sup>
- Nurses say that **improving nurse staffing levels is the highest priority** solution to reducing burnout<sup>4</sup>

**According to a recent survey, “the average cost of turnover for a bedside RN is \$61,110, an 8.6% increase [over last year], resulting in the average hospital losing between \$3.9m – \$5.7m. Each percent change in RN turnover will cost/save the average hospital an additional \$289,000/yr.”<sup>3</sup>**

# The distribution of nursing slots is increasingly dominated by private institutions

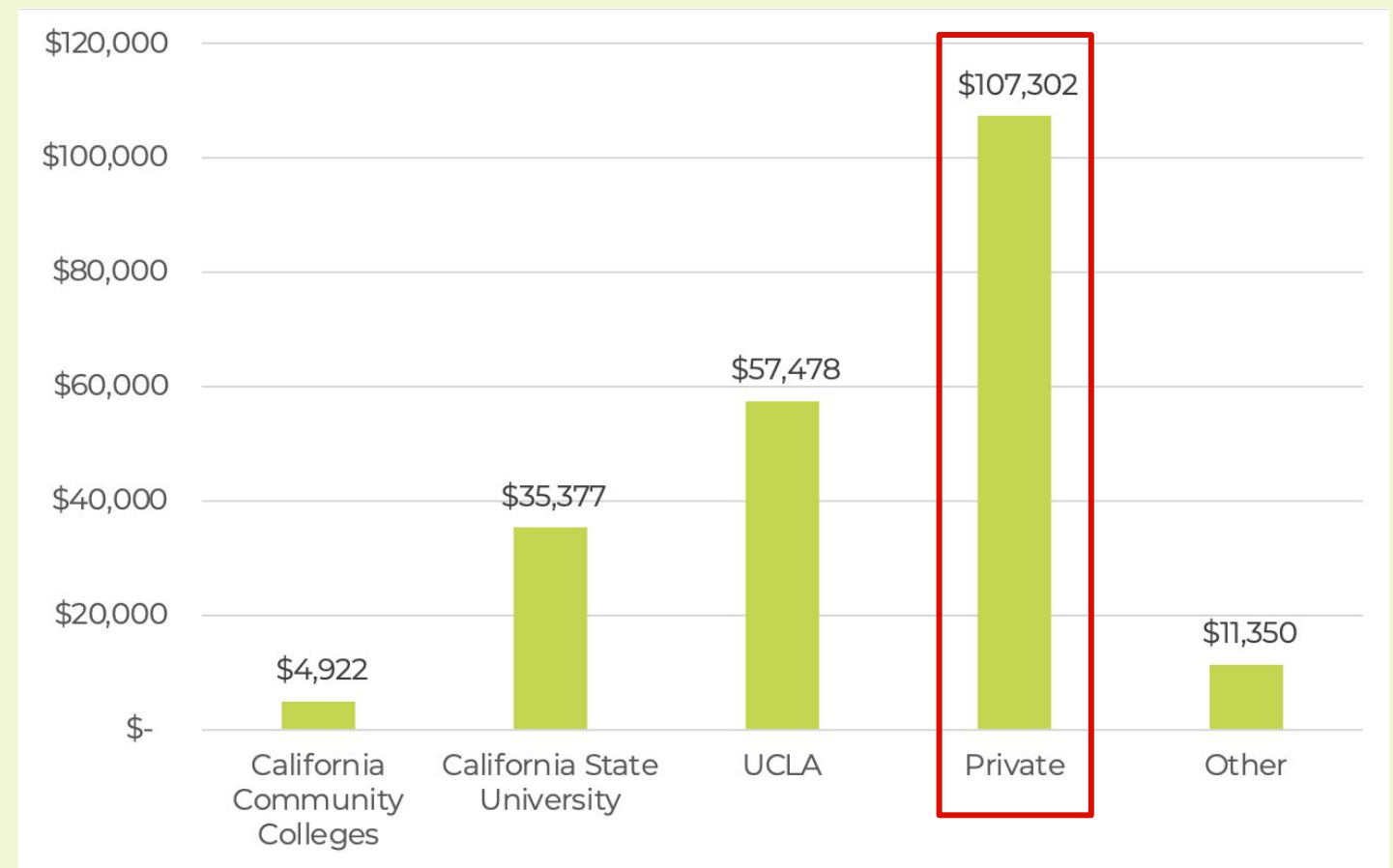
While approved annual enrollments for RN programs in LA County are sufficient to meet demand, **71% of these enrollments are at private postsecondary institutions.** One private institution alone accounts for 35% of all approved enrollments in the county and charges one of the highest tuition rates.

RN Approved Annual Enrollments in Los Angeles County

| Institution Type              | Number of Programs* | Number of Approved Annual Enrollments | % of Total  |
|-------------------------------|---------------------|---------------------------------------|-------------|
| California Community Colleges | 19                  | 1,680                                 | 20%         |
| California State University   | 3                   | 448                                   | 5%          |
| UCLA                          | 2                   | 139                                   | 2%          |
| Private                       | 19                  | 5,816                                 | 71%         |
| Other                         | 1                   | 120                                   | 1%          |
| <b>TOTAL</b>                  | <b>44</b>           | <b>8,203</b>                          | <b>100%</b> |

\*Some institutions have enrollments in multiple programs, like UCLA with 69 for their BSN program, and another 70 for their entry-level master's program.

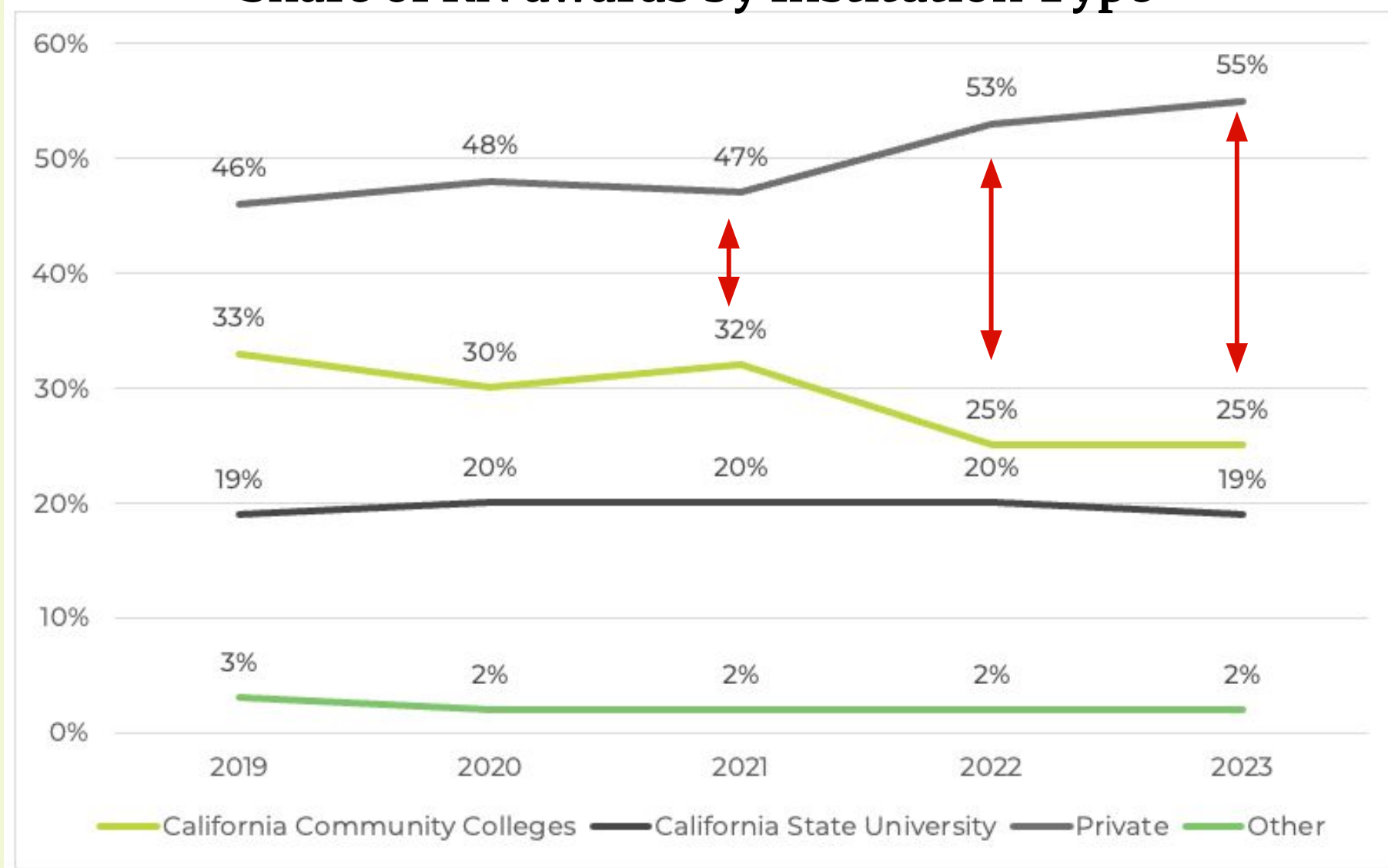
Average Tuition by Institution Type



# Despite poorer outcomes, private institutions have continued to grow

Despite producing outcomes that are worse for students and the region, private institutions have captured an **increasing share of the RN market**, while community colleges have seen their share decline.

Share of RN awards by Institution Type



“The private universities... are taking a majority of the clinical spots in our local hospitals.”

*-Nursing Program Leader at a Los Angeles Community College*

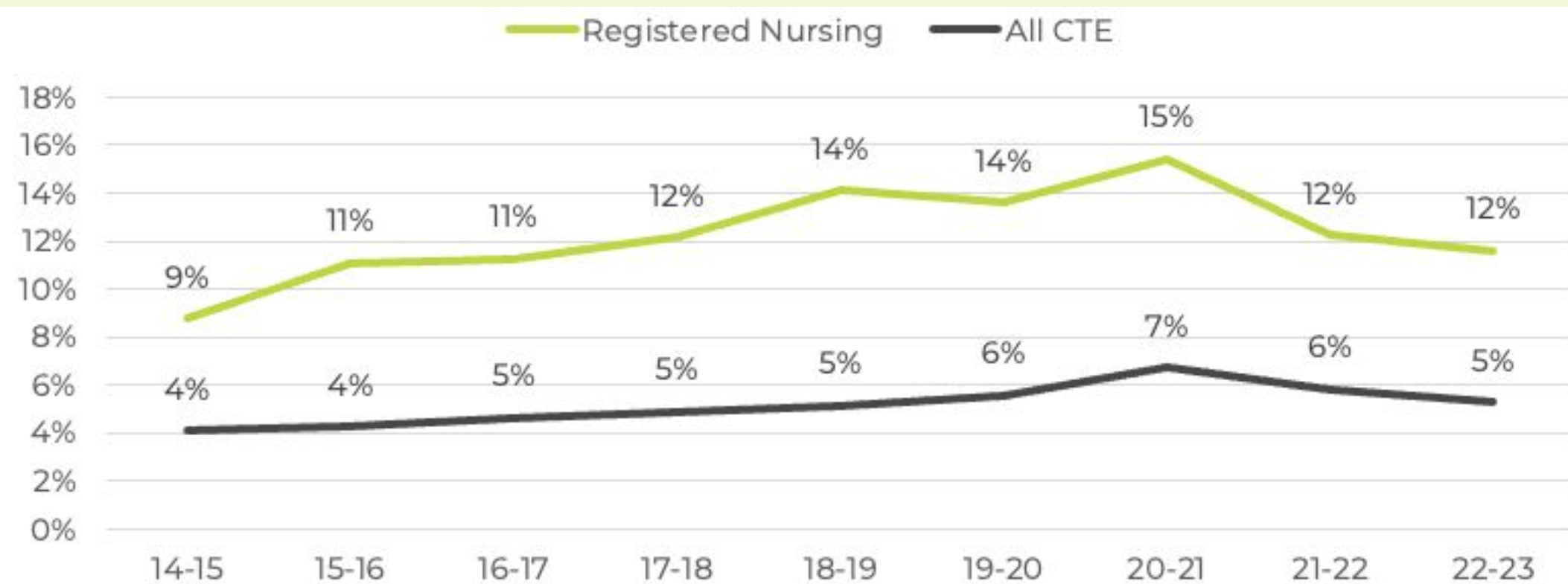


Refer to Appendix slide for more details

# Most community college students are not transferring to 4-year colleges

Even with a strong preference for hiring BSNs over ADNs, the **vast majority of community college students are not continuing on to a 4-year degree.**

**Percentage of Students that Transferred to a 4-Year Institution**



Source: Data Vista

The population that community colleges serve is likely to face more challenges in pursuing a 4-year degree, and may need to enter the workforce faster.

Given that **a BSN earns an average of \$25k more per year than an ADN**, failing to path ADNs back into higher education means they losing tremendous earning potential.

# Summary of Recommendations

1

## Reduce Transfer Friction

Collectively establish clear targets and timelines to eliminate credit loss and course duplication in nursing transfer pathways by reducing barriers and friction in the higher education system.

2

## Optimize Nursing Placements + Faculty

Establish and align institutional and state policies to ensure adequate allocation of high-quality nursing education, by promoting an outcomes-based distribution model.

3

## Strengthen Employer Outcomes

Develop a regional framework and target quality outcomes metrics with employers to improve the placement and retention of area nursing graduates.

4

## Reduce Worker Turnover

Collectively adopt evidence-based practices to reduce workforce turnover.

5

## Establish Healthcare Intermediary

Establish or designate a regional intermediary to lead healthcare workforce planning, strategy, and implementation.

6

## Invest in Infrastructure

Immediately begin the investment in greater regional infrastructure.

**Thank You**