

CERTIFIED NURSING ASSISTANTS in FAR NORTH REGION



Healthcare is one of the largest employers in California, providing a wide range of well-paying career opportunities for residents. In 2014, the Centers of Excellence partnered with the Health Workforce Initiative (HWI) and the California Hospital Association (CHA) on two healthcare surveys to **assess workforce needs** at both state and regional levels. The surveys targeted three healthcare sectors:

- **Hospitals** provide medical, diagnostic, and treatment services to inpatients and some outpatient services.
- **Ambulatory Healthcare Services** provide healthcare services to outpatients in settings such as offices of physicians, outpatient care centers, and laboratories.
- **Nursing and Residential Care Facilities** provide residential care combined with either nursing, supervisory, or other types of care as needed.

Statewide, 190 hospitals responded to the hospital survey and 1,600 clinics, labs and facilities responded to the ambulatory and residential care survey, providing an excellent sample to analyze healthcare workforce demand across the state and in several regions. The research focused on identifying: (1) labor market demand for key occupations in healthcare industries, (2) training supply supporting healthcare industries, and (3) key issues impacting supply and demand.

This report is one in a series of reports profiling healthcare occupations in the Far North region.¹ There are nine occupational profiles in the series: certified nursing assistants, healthcare social workers, home health aides, licensed vocational nurses, medical assistants, medical coders, occupational therapy assistants, physician's assistants, and registered nurses.

Labor Market Demand

In the Far North Region, there are approximately 3,510 certified nursing assistant jobs in the ambulatory and residential care subsectors. Over the next 12 months, employers in these subsectors will need to fill 1,465 openings created by new job growth and replacement needs.

Projected Employment for Certified Nursing Assistants²

Ambulatory & Residential Care Industries	2014 Employment	12-Month Growth	Replacement Jobs	Total Openings (Growth + Replacements)
	3,510	424	1,041	1,465

California Hospital Association members that responded to the survey employ approximately 210 certified nursing assistants. This sample does not include an estimate of total hospital employment because only a small percentage of hospitals in the region provided information about certified nursing assistants.

Current Employment for Certified Nursing Assistants

Hospitals	Current Employment*	Full-time Positions	Part-time Positions	Per Diem Jobs
	210	170	40	63

*Ending headcount for the 4th quarter of 2013.

¹ The Far North region includes: Butte, Colusa, Del Norte, Glenn, Humboldt, Lake Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama and Trinity counties.

² Ambulatory/residential care and hospital employment counts include full-time and part-time employment. Additional data on per diem employment for hospitals is totaled separately.

Difficulty Hiring

Sixty percent of the employers in the **ambulatory and residential care** subsectors reported difficulty finding qualified applicants for entry-level certified nursing assistant positions. About one-third of **hospitals** are reporting difficulty finding qualified applicants for entry-level positions. Minimum qualifications include CNA state certification, interpersonal communication and customer service skills.

Ambulatory & Residential Care



Hospitals



Training Supply

According to the California Department of Public Health, there are 18 approved CNA programs in the Far North region.³ However, student completion data for these programs is not available through the California Community College Chancellor's Office (CCCCO) Data Mart or National Center for Education Statistics (NCES). This is most likely due to CNA low-unit certificate completions not being required for submittal.

CNA Programs, Far North Region

California Community Colleges

Butte College*
 College of the Redwoods*
 College of the Siskiyou*
 Feather River College*
 Shasta College*

Private & Public Education Institutions

American Red Cross – Del Norte
 CNA Training Center
 American Red Cross – Fort Bragg
 American Red Cross – Humboldt
 American Red Cross – Ukiah
 College of Medical Arts – Shasta
 Crescent Facility Training Center

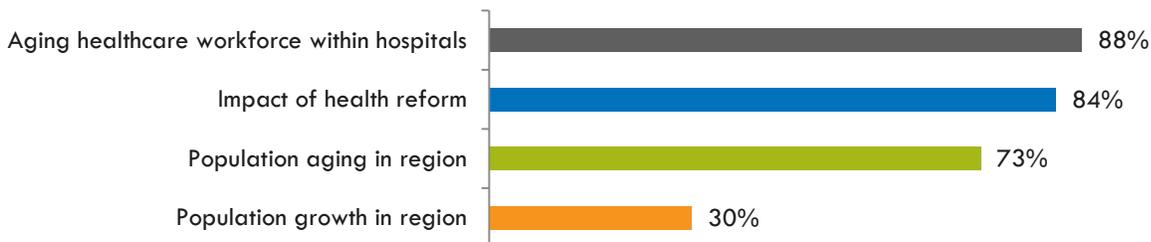
Eureka Adult School
 Lake County Office of Education
 Oroville Adult School
 Paradise Instructional Nursing Group
 Shasta Tehama-Trinity College
 Ukiah Adult School

³ <http://www.cdph.ca.gov/services/training/Documents/CNATrainingPrograms.pdf>

Supply Challenges

The healthcare sector is facing a variety of factors that may have a direct impact on the workforce supply. Across California, the majority of hospitals are concerned that health reform, the aging hospital workforce, and the aging population will have a significant impact on the state's ability to keep up with healthcare workforce demand. Healthcare reform is expanding coverage to thousands of previously uninsured residents, which is increasing demand for healthcare services across the board. According to hospitals participating in the survey, the aging population will expand demand for certain types of services, creating additional need for skilled workers.

**Percent of Hospitals Concerned
Over Factors Impacting the Workforce Supply**



While healthcare reform and the aging population will increase demand for new healthcare workers, the aging healthcare workforce within hospitals also creates a need for replacement workers. In the hospital setting, this is not a critical issue in the certified nursing assistant workforce. **Fifty-eight percent** of certified nursing assistants employed by hospitals fall within the **age cohort of 25 to 45**, which indicates that there is a sufficient pipeline of young workers entering the certified nursing assistant field.⁴

Ambulatory and Residential Care: Employer Perspective

Three-fourths (72%) of **ambulatory and residential care** facilities provide professional development (either in-house or sponsored training) for their existing CNAs. Examples of professional development opportunities include: continuing education units to renew certifications, infection control, policies and procedures, medication administration and documentation, activities of daily living (ADL), and hospice care. Ambulatory and residential care employers suggested topics that community colleges could offer or improve upon to support professional development for their existing staff. The following suggestions were offered:



⁴ Hospital Survey, statewide data.

In Summary

Key issues affecting supply and demand for certified nursing assistants include:

Ambulatory and Residential Care

- Sixty percent of the ambulatory and residential care employers reported difficulty finding qualified applicants for entry-level certified nursing assistant positions.
- A training gap between the large projected need for new and replacement workers versus the supply of qualified CNA's is difficult to estimate as completion data is not available for most of the training providers in the region.

Hospitals

- Nearly three out of five certified nursing assistants in the hospital setting fall in the age cohort of 25 to 45, indicating there is a sufficient pipeline of young workers entering the medical assistant field.
- More than one-third of hospitals reported difficulty finding qualified CNA applicants.

Community colleges can play a role in removing barriers in the training supply by working with healthcare employers to address key issues, such as adding internships and hands-on modules into existing curriculum. Community colleges and other training institutions should continue to monitor the impact of the aging population, aging workforce and healthcare reform. By staying connected with local healthcare employers, community colleges can be responsive to their workforce needs.

For More information

This document and others are available to download at www.coecc.net/health. For more information, contact:

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More about the Health Workforce Initiative: The HWI provides education and training programs to meet emerging demands for healthcare industry workers; to determine needs, facilitate development of innovative solutions and to locate resources to implement planned responses; to evaluate and initialize health-related educational programs. More information about the Health Workforce Initiative is available at www.ca-hwi.org.



More about the Centers of Excellence: The Centers of Excellence (COE), in partnership with business and industry, deliver regional workforce research customized for community college decision making and resource development. This information has proven valuable to colleges in beginning, revising, or updating economic development and Career Technical Education (CTE) programs, strengthening grant applications, assisting in the accreditation process, and in supporting strategic planning efforts. More information about the Centers of Excellence is available at www.coecc.net.

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