

# Program Market Demand

Registered Nursing/Registered Nurse

Emsi Q3 2018 Data Set

September 2018

College of San Mateo



3401 CSM Drive  
San Mateo, California 94402  
650.358.6880

# Parameters

## Programs

Code	Description
51.3801	Registered Nursing/Registered Nurse

## Regions

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA
6081	San Mateo County, CA
6085	Santa Clara County, CA

## Education Levels

Any

## Completions Year

2015

## Jobs Timeframe

2017 - 2024

## Job Postings Timeframe

Sep 2016 - Aug 2018

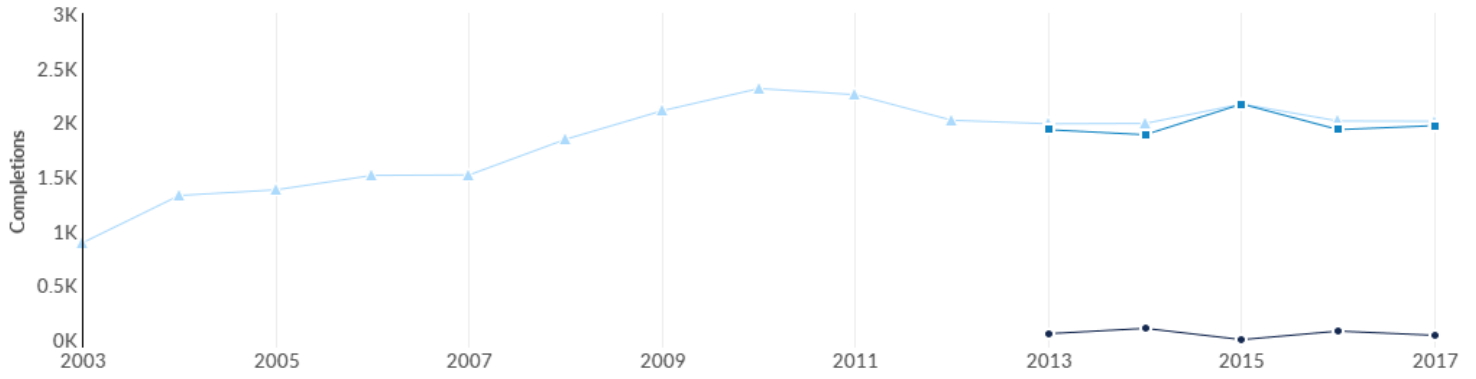
# Program Overview



	Completions (2015)	% Completions	Institutions (2015)	% Institutions
● All Programs	2,169	100%	19	100%
● Distance Offered Programs	0	0%	0	0%
● Non-Distance Offered Programs	2,169	100%	19	100%

Institution	Completions (2015)	Growth % YOY (2015)	Market Share (2015)
Samuel Merritt University	427	4.9%	19.7%
San Francisco State University	307	39.5%	14.2%
California State University-East Bay	245	20.1%	11.3%
University of San Francisco	210	6.6%	9.7%
San Jose State University	172	20.3%	7.9%
University of California-San Francisco	171	-3.9%	7.9%
Unitek College	96	-7.7%	4.4%
City College of San Francisco	79	-1.3%	3.6%
Evergreen Valley College	60	36.4%	2.8%
Holy Names University	55	-23.6%	2.5%
De Anza College	54	10.2%	2.5%
College of San Mateo	45	-6.3%	2.1%
Chabot College	41	-2.4%	1.9%
Los Medanos College	41	10.8%	1.9%
Gavilan College	38	-9.5%	1.8%
Ohlone College	37	-2.6%	1.7%
Contra Costa College	35	2.9%	1.6%
Merritt College	30	130.8%	1.4%
Mission College	26	-31.6%	1.2%

# Regional Trends



	2013 Completions	2015 Completions	% Change
● Distance Offered Programs	55	0	-100.0%
■ Non-Distance Offered Programs	1,932	2,169	+12.3%
▲ All Programs	1,987	2,169	+9.2%

## Job Postings vs. Hires

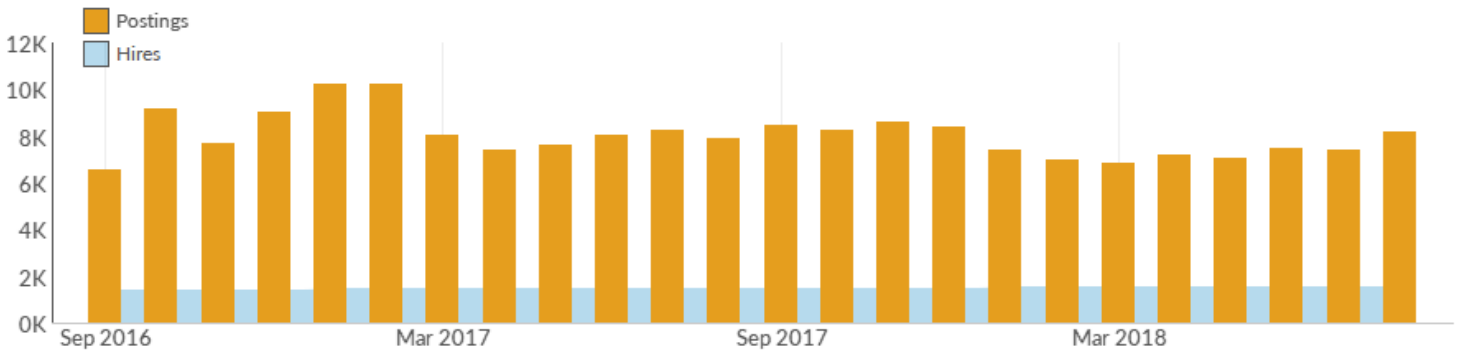
8,032

Avg. Monthly Postings (Sep 2016 - Aug 2018)

1,479

Avg. Monthly Hires (Sep 2016 - Aug 2018)

In an average month, there were 8,032 unique job postings for *Registered Nurses*, and 1,479 actually hired. This means there was approximately 1 hire for every 5 unique job postings for *Registered Nurses*.



Occupation	Avg Monthly Postings (Sep 2016 - Aug 2018)	Avg Monthly Hires (Sep 2016 - Aug 2018)
Registered Nurses	8,032	1,479

## Job Postings Summary

78,303

Unique Postings  
506,102 Total Postings

6 : 1

Posting Intensity



29 days

Median Posting Duration  
Regional Average: 33 days

There were 506,102 total job postings for your selection from September 2016 to August 2018, of which 78,303 were unique. These numbers give us a Posting Intensity of 6-to-1, meaning that for every 6 postings there is 1 unique job posting.

This is higher than the Posting Intensity for all other occupations and companies in the region (4-to-1), indicating that they may be trying harder to hire for this position.

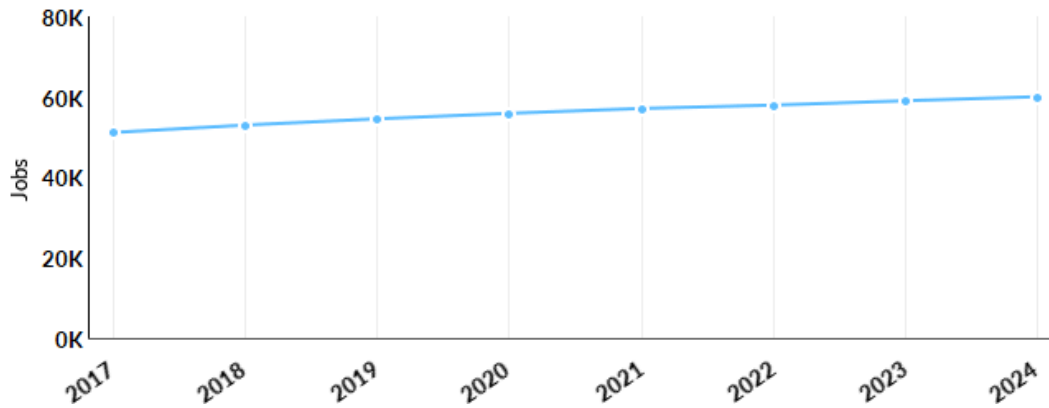
## Target Occupations

<p>51,106</p> <p>Jobs (2017)</p> <p>25% <b>below</b> National average</p>	<p><b>+17.4%</b></p> <p>% Change (2017-2024)</p> <p>Nation: <b>+12.6%</b></p>	<p>\$63.99/hr</p> <p>Median Hourly Earnings</p> <p>Nation: \$33.55/hr</p>	<p>4,044</p> <p>Annual Openings</p>
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Occupation	2017 Jobs	Annual Openings	Median Hourly Earnings	Growth (2017 - 2024)	Location Quotient (2017)
Registered Nurses	51,106	4,044	\$63.99/hr	<b>+17.39%</b>	0.75

## Growth for Registered Nurses (29-1141)

<p>51,106</p> <p>2017 Jobs</p>	<p>59,991</p> <p>2024 Jobs</p>	<p>8,885</p> <p>Change (2017-2024)</p>	<p>17.4%</p> <p>% Change (2017-2024)</p>
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# Percentile Earnings for Registered Nurses (29-1141)

\$48.12/hr

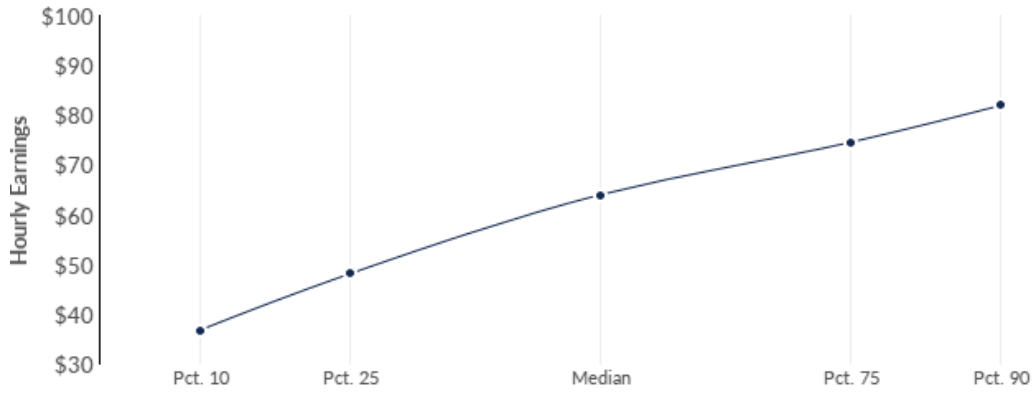
25th Percentile Earnings

\$63.99/hr

Median Earnings

\$74.55/hr

75th Percentile Earnings


































# Top Companies Posting

Company	Total/Unique (Sep 2016 - Aug 2018)	Posting Intensity	Median Posting Duration
Cross Country Healthcare, Inc.	13,964 / 3,692	4 : 1	10 days
Kaiser Permanente	37,817 / 3,276	12 : 1	63 days
Sutter Health	29,033 / 2,293	13 : 1	52 days
Supplemental Healthcare	6,371 / 2,267	3 : 1	39 days
American Mobile Healthcare	44,611 / 2,009	22 : 1	43 days
StaffDNA	4,554 / 1,724	3 : 1	9 days
PPR Travel Nursing	6,880 / 1,583	4 : 1	5 days
HealthCare Employment Network	5,530 / 1,536	4 : 1	13 days
Medical Staffing Network Holdings, Inc.	7,522 / 1,386	5 : 1	3 days
HealthTrust Workforce Solutions	10,192 / 1,380	7 : 1	10 days
Truststaff Management, Inc.	7,843 / 1,365	6 : 1	24 days
Clinical Management Consultants	2,717 / 1,293	2 : 1	29 days
Stanford Health Care	11,937 / 1,160	10 : 1	53 days
Amn Healthcare Services, Inc.	16,395 / 1,153	14 : 1	33 days
Maxim Healthcare Services, Inc.	4,240 / 1,061	4 : 1	28 days
Nurse Recruiter	2,267 / 932	2 : 1	10 days
R N Network Inc	5,973 / 831	7 : 1	28 days
Travel Nurse Inc	2,347 / 823	3 : 1	11 days
Onward Healthcare, Inc.	12,038 / 805	15 : 1	34 days
Nursingjobs.us LLC	9,006 / 781	12 : 1	32 days
University of California	4,950 / 759	7 : 1	38 days
Nurses Rx	16,880 / 749	23 : 1	43 days
Aureus Medical Management Services L.L.C.	2,340 / 739	3 : 1	39 days
Jackson Nurse Professionals, Ll.c.	5,891 / 713	8 : 1	34 days
Focus Staff Services LP	2,326 / 672	3 : 1	47 days



Onestaff Medical LLC	3,537 / 670	5 : 1		21 days
Cirrus Allied, LLC	2,255 / 662	3 : 1		20 days
Anthem, Inc.	1,854 / 659	3 : 1		24 days
Davita Inc.	3,036 / 655	5 : 1		39 days
Soliant Health, Inc	1,571 / 647	2 : 1		34 days
Travel Nurse Across America, LLC	4,282 / 621	7 : 1		27 days
Maxim Staffing Solutions	2,319 / 571	4 : 1		33 days
Core Medical Group	2,301 / 566	4 : 1		43 days
Dignity Health	4,369 / 551	8 : 1		48 days
Nurses Choice Inc	9,297 / 551	17 : 1		33 days
United States Department of the Air Force	827 / 521	2 : 1		7 days
John Muir Health	1,998 / 479	4 : 1		36 days
Next Corporate Travel LLC	2,225 / 464	5 : 1		15 days
Sunbelt Staffing, LLC	550 / 442	1 : 1		57 days
Barton & Associates, Inc.	757 / 413	2 : 1		8 days
Satellite Healthcare, Inc.	3,262 / 395	8 : 1		68 days
American Traveler, Inc.	966 / 357	3 : 1		14 days
The Judge Group Inc	1,242 / 338	4 : 1		34 days
Manor Care, Inc.	3,433 / 325	11 : 1		50 days
HCA Holdings, Inc.	5,651 / 315	18 : 1		37 days
Next Medical Staffing LLC	3,394 / 311	11 : 1		16 days
Department of Veterans Affairs	2,675 / 310	9 : 1		19 days
Kindred Healthcare, Inc.	4,274 / 293	15 : 1		55 days
Fresenius Medical Care	1,411 / 291	5 : 1		49 days
Pathway Hospice Inc	578 / 286	2 : 1		78 days

## Top Posted Job Titles

Job Title	Total/Unique (Sep 2016 - Aug 2018)	Posting Intensity	Median Posting Duration
Registered Nurse	173,918 / 28,965	6 : 1 	24 days
Intensive Care Unit (ICU) Nurse	33,546 / 3,723	9 : 1 	23 days
Staff Nurse	37,644 / 2,274	17 : 1 	54 days
Case Manager (Healthcare Practitioners and Technical)	9,842 / 2,215	4 : 1 	36 days
Travel Nurse - Medical/Surgical	16,891 / 2,164	8 : 1 	14 days
Emergency Room (ER) Nurse	17,689 / 2,144	8 : 1 	18 days
Labor and Delivery Nurse	15,735 / 1,917	8 : 1 	23 days
Nurse Practitioner	7,776 / 1,885	4 : 1 	33 days
Travel Nurse - Cardiac Catheterization Laboratory	4,767 / 1,708	3 : 1 	10 days
Cardiovascular Operating Room (CVOR) Nurse	7,529 / 1,510	5 : 1 	23 days
Post-Anesthesia Care unit (PACU) Nurse	7,903 / 1,210	7 : 1 	20 days
Nurse Manager (Healthcare Practitioners and Technical)	7,556 / 1,164	6 : 1 	31 days
Clinical Nurse	13,101 / 1,151	11 : 1 	37 days
Neonatal Intensive Care Unit (NICU) Nurse	7,219 / 994	7 : 1 	22 days
Nurse Manager (Management)	5,037 / 942	5 : 1 	36 days
Home Health Nurse	7,632 / 938	8 : 1 	46 days
Oncology Nurse	9,997 / 896	11 : 1 	28 days
School Nurse	1,576 / 745	2 : 1 	35 days
Pediatric Intensive Care Unit (PICU) Nurse	6,473 / 685	9 : 1 	21 days
Dialysis Nurse	3,470 / 670	5 : 1 	41 days
Patient Care Coordinator	4,360 / 657	7 : 1 	52 days
Surgical Unit Nurse	5,832 / 635	9 : 1 	42 days
Progressive Care Unit (PCU) Nurse	6,993 / 627	11 : 1 	28 days

Pediatrics Nurse	5,829 / 506	12 : 1		23 days
Ambulatory Care Nurse	4,024 / 469	9 : 1		51 days
Nurse Educator (Healthcare Practitioners and Technical)	1,742 / 465	4 : 1		37 days
Cardiac Catheterization Laboratory Nurse	2,788 / 449	6 : 1		23 days
Nurse Supervisor	2,245 / 409	5 : 1		29 days
Nursing Supervisor	2,485 / 408	6 : 1		57 days
Telemetry Nurse	2,680 / 404	7 : 1		19 days
Clinical Nurse Liaison	1,683 / 308	5 : 1		45 days
Recovery Room Nurse	1,155 / 295	4 : 1		10 days
Wound Care Nurse	1,165 / 295	4 : 1		32 days
Utilization Review Nurse	1,806 / 274	7 : 1		46 days
Clinical Manager (Management)	918 / 272	3 : 1		34 days
Clinical Research Coordinator (Management)	1,077 / 240	4 : 1		33 days
Clinical Coordinator (Healthcare Practitioners and Technical)	1,057 / 229	5 : 1		53 days
Charge Nurse	696 / 225	3 : 1		34 days
Surgical Services Manager	1,062 / 224	5 : 1		51 days
Physical Therapist	659 / 223	3 : 1		20 days
Quality Improvement Nurse	1,332 / 217	6 : 1		44 days
Licensed Practical Nurse (LPN)	1,016 / 203	5 : 1		31 days
Infusion Nurse	1,836 / 200	9 : 1		40 days
Director of Nursing (Healthcare Practitioners and Technical)	798 / 199	4 : 1		29 days
Endoscopy Nurse	1,411 / 199	7 : 1		21 days
Clinical Nurse Consultant	1,092 / 191	6 : 1		35 days
Mental Health Technician (Healthcare Practitioners and Technical)	722 / 189	4 : 1		14 days
Occupational Health Nurse	702 / 187	4 : 1		17 days

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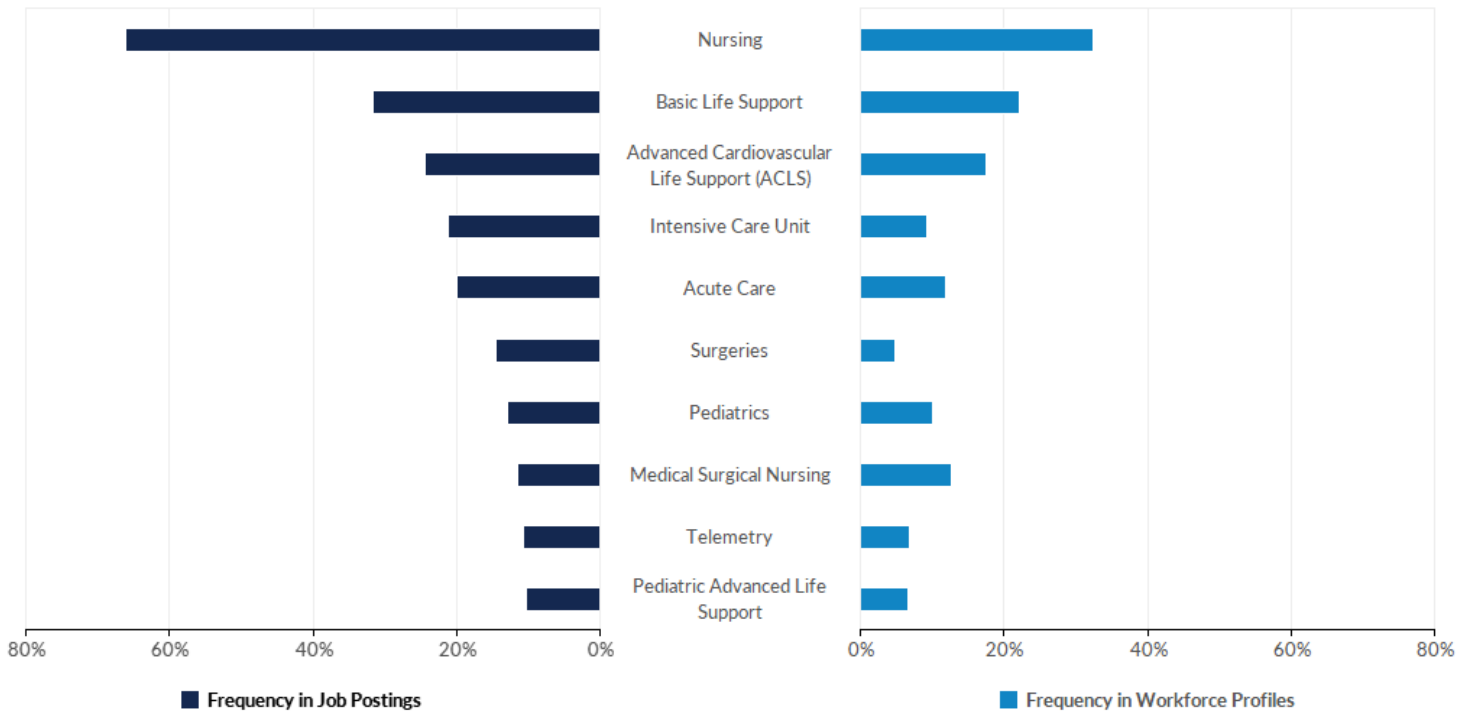
Admissions Nurse	830 / 186	4 : 1		56 days
Home Infusion Nurse	979 / 181	5 : 1		50 days

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The following provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce. Along with Emsi's job posting analytics, this comparison leverages Emsi's dataset of more than 100M online resumés and profiles. All resumés and profiles used in these comparisons have been updated within the last three years.

\*The skills associated with workforce profiles represent workers of all education and experience levels.

## Top Hard Skills



## Top Hard Skills

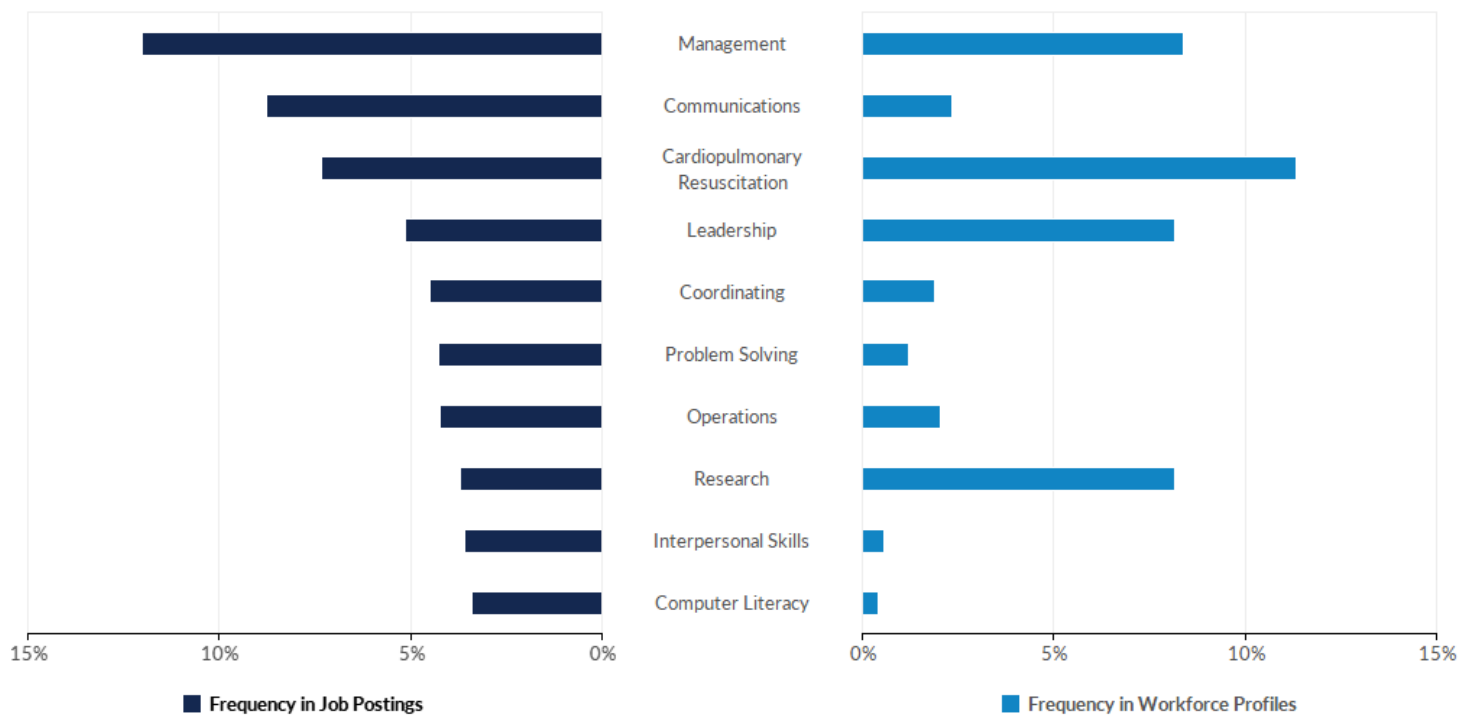
Skill	Frequency in Postings	Postings with Skill / Total Postings (Sep 2016 - Aug 2018)	Frequency in Profiles	Profiles with Skill / Total Profiles (2016 - 2018)
Nursing	66%	51,789 / 78,303	32%	7,166 / 22,156
Basic Life Support	32%	24,707 / 78,303	22%	4,921 / 22,156
Advanced Cardiovascular Life Support (ACLS)	24%	19,020 / 78,303	17%	3,864 / 22,156
Intensive Care Unit	21%	16,642 / 78,303	9%	2,036 / 22,156
Acute Care	20%	15,545 / 78,303	12%	2,643 / 22,156
Surgeries	15%	11,401 / 78,303	5%	1,062 / 22,156
Pediatrics	13%	10,101 / 78,303	10%	2,240 / 22,156

Medical Surgical Nursing	11%	8,932 / 78,303	13%	2,815 / 22,156
Telemetry	11%	8,436 / 78,303	7%	1,496 / 22,156
Pediatric Advanced Life Support	10%	8,024 / 78,303	7%	1,460 / 22,156
Neonatal Intensive Care Unit	10%	7,939 / 78,303	2%	522 / 22,156
Emergency Departments	10%	7,849 / 78,303	5%	1,070 / 22,156
Post-Anesthesia Care Unit	10%	7,794 / 78,303	2%	411 / 22,156
Critical Care	10%	7,723 / 78,303	13%	2,788 / 22,156
Oncology	9%	7,156 / 78,303	4%	868 / 22,156
Pediatric Intensive Care Unit	8%	5,983 / 78,303	1%	170 / 22,156
Operating Theater	8%	5,952 / 78,303	2%	343 / 22,156
Intensive Care	7%	5,861 / 78,303	1%	304 / 22,156
Cath Lab	7%	5,647 / 78,303	1%	120 / 22,156
Rehabilitations	7%	5,218 / 78,303	3%	698 / 22,156
Travel Nursing	7%	5,135 / 78,303	1%	209 / 22,156
Nursing Process	6%	4,929 / 78,303	2%	485 / 22,156
Obstetrics And Gynaecology	6%	4,920 / 78,303	2%	387 / 22,156
Hospice	6%	4,679 / 78,303	2%	518 / 22,156
Trauma	6%	4,622 / 78,303	4%	776 / 22,156
Diseases And Disorders	6%	4,465 / 78,303	3%	656 / 22,156
Cardiac Catheterization	6%	4,353 / 78,303	1%	169 / 22,156
Psychiatry	5%	4,244 / 78,303	3%	683 / 22,156
Clinical Works	5%	3,993 / 78,303	8%	1,769 / 22,156
Anesthesias	5%	3,647 / 78,303	2%	342 / 22,156
Orthopedic Surgery	4%	3,478 / 78,303	3%	714 / 22,156
Postpartum Period	4%	3,455 / 78,303	2%	368 / 22,156
Case Management	4%	3,313 / 78,303	4%	852 / 22,156

Nursing Care	4%	3,226 / 78,303	4%	966 / 22,156
Gynaecology	4%	3,131 / 78,303	1%	223 / 22,156
General Surgery	4%	3,090 / 78,303	1%	159 / 22,156
Childbirth	4%	2,993 / 78,303	1%	233 / 22,156
Life Support	4%	2,989 / 78,303	0%	64 / 22,156
Medical Records	4%	2,931 / 78,303	4%	928 / 22,156
Intravenous (IV) Fusions	4%	2,912 / 78,303	1%	230 / 22,156
Clinical Nursing	4%	2,837 / 78,303	5%	1,010 / 22,156
Caregiving	3%	2,642 / 78,303	1%	295 / 22,156
Long Term Acute Care	3%	2,617 / 78,303	0%	26 / 22,156
Home Care	3%	2,601 / 78,303	4%	978 / 22,156
Outpatient Surgeries	3%	2,457 / 78,303	1%	120 / 22,156
Perioperative	3%	2,391 / 78,303	1%	135 / 22,156
Patient Advocacy	3%	2,198 / 78,303	8%	1,796 / 22,156
Nursing Homes	3%	2,090 / 78,303	1%	284 / 22,156
Primary Care	3%	2,087 / 78,303	1%	317 / 22,156
Infection Control	3%	2,071 / 78,303	2%	400 / 22,156



## Top Common Skills



## Top Common Skills

Skill	Frequency in Postings	Postings with Skill / Total Postings (Sep 2016 - Aug 2018)	Frequency in Profiles	Profiles with Skill / Total Profiles (2016 - 2018)
Management	12%	9,411 / 78,303	8%	1,857 / 22,156
Communications	9%	6,867 / 78,303	2%	519 / 22,156
Cardiopulmonary Resuscitation	7%	5,740 / 78,303	11%	2,515 / 22,156
Leadership	5%	4,038 / 78,303	8%	1,812 / 22,156
Coordinating	5%	3,526 / 78,303	2%	419 / 22,156
Problem Solving	4%	3,335 / 78,303	1%	268 / 22,156
Operations	4%	3,307 / 78,303	2%	452 / 22,156
Research	4%	2,891 / 78,303	8%	1,811 / 22,156
Interpersonal Skills	4%	2,808 / 78,303	1%	123 / 22,156
Computer Literacy	3%	2,674 / 78,303	0%	91 / 22,156
Teaching	3%	2,629 / 78,303	7%	1,444 / 22,156
Innovation	3%	2,558 / 78,303	0%	99 / 22,156

Customer Service	3%	2,402 / 78,303	12%	2,559 / 22,156
Critical Thinking	2%	1,798 / 78,303	3%	631 / 22,156
Written Communication	2%	1,461 / 78,303	0%	39 / 22,156
Decision Making	2%	1,276 / 78,303	0%	97 / 22,156
Sales	1%	1,140 / 78,303	5%	1,020 / 22,156
Microsoft Excel	1%	1,130 / 78,303	7%	1,657 / 22,156
Microsoft Outlook	1%	1,018 / 78,303	2%	459 / 22,156
Time Management	1%	907 / 78,303	3%	612 / 22,156
Verbal Communication Skills	1%	818 / 78,303	0%	13 / 22,156
English Language	1%	788 / 78,303	2%	376 / 22,156
Spanish Language	1%	768 / 78,303	1%	267 / 22,156
Multilingualism	1%	713 / 78,303	1%	164 / 22,156
Quality Assurance	1%	705 / 78,303	1%	148 / 22,156
Prioritization	1%	695 / 78,303	1%	118 / 22,156
Presentations	1%	677 / 78,303	1%	270 / 22,156
Driving	1%	675 / 78,303	0%	23 / 22,156
Mentorship	1%	651 / 78,303	1%	195 / 22,156
Portable Document Format	1%	630 / 78,303	0%	1 / 22,156
Interpersonal Communications	1%	629 / 78,303	0%	63 / 22,156
Literacy	1%	547 / 78,303	0%	22 / 22,156
Negotiation	1%	540 / 78,303	1%	113 / 22,156
Microsoft Office	1%	501 / 78,303	8%	1,767 / 22,156
Google+	1%	495 / 78,303	0%	3 / 22,156
Team Building	1%	473 / 78,303	2%	533 / 22,156
Microsoft Windows	1%	472 / 78,303	1%	214 / 22,156
Devoted	1%	459 / 78,303	0%	9 / 22,156

Career Development	1%	454 / 78,303	0%	13 / 22,156
Writing	1%	452 / 78,303	1%	263 / 22,156
First Aid	1%	448 / 78,303	1%	231 / 22,156
Leadership Development	1%	434 / 78,303	1%	178 / 22,156
Cooperation	1%	431 / 78,303	0%	16 / 22,156
Requirement Prioritization	1%	404 / 78,303	0%	81 / 22,156
Trust	0%	369 / 78,303	0%	12 / 22,156
Microsoft PowerPoint	0%	355 / 78,303	7%	1,452 / 22,156
Office Suite	0%	325 / 78,303	0%	4 / 22,156
Creativity	0%	296 / 78,303	0%	0 / 22,156
Service-Orientation	0%	292 / 78,303	0%	6 / 22,156
Investigation	0%	290 / 78,303	0%	42 / 22,156

# Top Qualifications

Qualification	Postings with Qualification
Associate Of Science In Nursing	6,978
Critical Care Registered Nurse (CCRN)	3,805
Nurse Practitioner	2,977
Licensed Vocational Nurses	2,744
CNOR Certification	2,742
Associates Degree In Nursing	2,408
Licensed Practical Nurse	1,404
Clinical Nurse Specialists (CNS)	940
Advanced Life Support	932
Advanced Practice Registered Nurse	776
Certified Nursing Assistant	548
Certified Emergency Nurse (CEN)	483
Certified Nephrology Nurse	430
Certified Case Manager	410
Certified Registered Nurse Anesthetist (CRNA)	373
Psychiatric-Mental Health Nurse Practitioner	341
Certified Dialysis Nurse	338
National Council Licensure Examination	306
Radiation Oncologist	274
ANCC Certified	256
Patient Care Technician	244
Family Nursing Practitioner	226
Certified Rehabilitation Registered Nurse	150
Licensed Clinical Social Worker (LCSW)	140
Certified Cardiographic Technician	137
Certified Professional Management Consultant	125

Certified Hemodialysis Nurse	103
Nurse Practitioner Certification	85
Certified Transport Registered Nurse	82
Certification Of Disability Management	81
Certified Diabetes Educator	77
Certified Flight Registered Nurse	74
American Association Of Nurse Practitioners (AANP) Certified	72
Certified Occupational Health Nurse	68
Oncology Certified Nurse	66
Certified Rehabilitation Counselor	63
Certified Neuroscience Registered Nurse	59
Mobile Intensive Care Nurse	57
Certified Registered Nurse Infusion	53
Certified Novell Salesperson	52
Acute Care Nurse Practitioner	48
Neonatal Nurse Practitioner	48
Certified Registered Nurse First Assistant	44
Radiologic Technologist	42
Certified Gastroenterology Registered Nurse	41
Certified Medical Assistant	39
Certified Diabetes Educator	36
Progressive Care Certified Nurse	35
Certified Professional In Healthcare Quality	34
Registered Dietitian	34

# Appendix A - Data Sources and Calculations

## Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

## Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

## Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

## Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

## State Data Sources

This report uses state data from the following agencies: California Labor Market Information Department