

EXECUTIVE SUMMARY: California Nursing Jobs Report Card

The 2010 California Report Card of RN jobs per capita provides an excellent comparison of the RN workforce in different areas of California, as well as comparing California with other states. The survey is based on metropolitan statistical areas (MSA) or primary MSAs (PMSA) and was first conducted in 2005 utilizing data from 2004. Analysis of the RN workforce at the regional level supports development and implementation of regional policy and strategies to address nursing workforce issues. Although California's RN job ratio per capita increased by 22 RN jobs in the six years between 2004 and 2010, California's ranking relative to the rest of the county did not change.

Methods

- ◆ The measure of the RN population used for the study is the RN jobs per capita - the number of RN positions filled for 100,000 persons of the general population. The per capita value allows comparisons to be made based on RN job "density"- a useful measure of the RN workforce.
- ◆ The values for RN jobs for each state and California's P/MSAs were provided by the Bureau of Labor Statistics with California information provided by the California Employment Development Department.
- ◆ The grading rubric was constructed based on the 2010 national value of RN jobs per 100,000 population and on the standard deviation among the 2010 RN jobs per 100,000 population values of the 50 states and the District of Columbia. The standard deviation was found to be 198.
- ◆ Each of 23 California P/MSA regions was given a letter grade using the rubric to generate a report card for each region, which was further grouped by Northern, Central, or Southern California¹. The 23 regions represent the state's largest 33 counties (58 counties in California).
- ◆ In addition to the 23 California regions, RN jobs ratios were calculated for the entire United States, each of the 50 states and the District of Columbia, using the formula:

¹ In 2010 Yolo County was included in the Sacramento PMSA, instead of reported separately as in 2004; and San Benito County was included with the Santa Clara PMSA.

Number of RN jobs x 100,000 = RN jobs per 100,000 population.

- ◆ Both the Bureau of Labor Statistics and California Economic Development Department define an RN as a full-time or part-time employee, representing salaried employment; thus the Report Card represents the number of RN jobs that were filled – e.g. employment taxes paid – *not* the number of RNs working in a region.

Results

The 2010 national average number of RN jobs per 100,000 was 860 (787 in 2004), representing a grade of C. *By comparison, California received a D with an RN job ratio of 644 (622 in 2004).*

Most P/MSAs retained the same grade as they had in 2004.

- ◆ All California P/MSAs fell below the national average with the exception of the San Francisco and Redding P/MSAs, with ratios of 960 and 857.7 respectively.
- ◆ Four P/MSAs received F's, indicating a ratio less than 462 RN jobs per capita RN jobs per capita: Fresno, Bakersfield, Oxnard-Thousand Oaks-Ventura, and Merced. (A ratio of 320 represented an F in 2004)
- ◆ The most common grade received in California was a D, received by 10 P/MSAs.
- ◆ Five P/MSAs improved their grades: located in Orange County, Central Coast; Chico-Paradise, and San Diego County.
- ◆ Five P/MSAs' grades dropped from 2004: all three San Francisco Bay Area PSAs, Redding, and Fresno.

The District of Columbia and forty states received a C or above, representing 761 jobs per capita or better. Eighteen states and DC received C+ or greater, representing 960 jobs per capita. Only three other states received Ds, along with California: Arizona, Nevada, and Utah.

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Breakdown of Counties in California								
Name of P/MSAs	California District	Component Counties	# of RN jobs	Total Population	RN jobs per 100,000 population 2010	Grade 2010	RN jobs per 100,000 population 2004	Grade 2004
Bakersfield MSA	Central	Kern	3,740	839,631	445.4	F	345	F
Chico-Paradise MSA	Northern	Butte	1,570	220,000	713.6	C-	629	D
Fresno MSA	Central	Fresno, Madera	4,870	1,081,315	450.4	F	632	D
Los Angeles-Long Beach PMSA	Southern	Los Angeles	64,630	9,818,605	658.2	D	646	D
Merced MSA	Central	Merced	500	255,793	195.5	F	257	F
Modesto MSA	Northern	Stanislaus	3,160	514,453	614.2	D	660	D
Oakland-Fremont-Hayward PMSA	Northern	Alameda, Contra-Costa	16,840	2,559,296	658.0	D	660	C-
Oxnard-Thousand Oaks-Ventura	Southern	Ventura	3,360	823,318	408.1	F	430	F
Redding MSA	Northern	Shasta	1,520	177,223	857.7	C	1079	B
Riverside-San Bernardino PMSA	Southern	Riverside, San Bernardino	21,780	4,224,851	515.5	D	477	D
Sacramento PMSA	Northern	El Dorado, Placer, Sacramento, Yolo	14,610	2,149,127	679.8	C-	752	C-
Salinas MSA	Central	Monterey	2,580	415,057	621.6	D	549	D
San Diego-Carlsbad-San Marcos MSA	Southern	San Diego	21,100	3,095,313	681.7	C-	551	D
San Francisco-San Mateo-Redwood City PMSA	Northern	San Francisco, Marin, San Mateo	17,050	1,776,095	960.0	C+	864	C
San Jose-Sunnyvale-Santa Clara PMSA	Northern	Santa Clara, San Benito	11,710	1,836,911	637.5	D	743	C-
San Luis Obispo-Paso Robles MSA	Central	San Luis Obispo	1,940	269,637	719.5	C-	533	D
Santa Ana-Anaheim-Irvine PMSA	Southern	Orange	22,840	3,010,232	758.7	C-	611	D
Santa Barbara-Santa Maria-Goleta MSA	Southern	Santa Barbara	2,530	423,895	596.8	D	486	D
Santa Cruz-Watsonville PMSA	Northern	Santa Cruz	1,450	262,382	552.6	D	562	D
Santa Rosa-Petaluma PMSA	Northern	Sonoma	3,440	483,878	710.9	C-	706	C-
Stockton MSA	Northern	San Joaquin	3,850	685,306	561.8	D	533	D
Vallejo-Fairfield PMSA	Northern	Solano, Napa	3,750	549,828	682.0	C-	708	C-
Visalia-Tulare-Porterville MSA	Central	Tulare	2,400	442,179	542.8	D	429	F
California			240,030	37,253,956	644.3		622	D
United States			2,655,020	308,745,538	859.9		787	C
References								
May 2010 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates	(for # of RN jobs)	http://www.bls.gov/oes/current/oesrcma.htm#C						
U.S. Census Bureau		Census 2010						
Census 2010 Demographic Profile Summary File		Demographic Profile Data Release						
Census 2000 Demographic Profile Summary File		Table 1: Population Age and Sex Characteristics						
California								
"U.S. Census Bureau Announces 2010 Census		http://2010.census.gov/news/releases/operations/cb10-cn93.html						