

Occupational Profile: Nursing Aides, Orderlies, and Attendants

General Occupation Description

Provide basic patient care under direction of nursing staff. Perform duties, such as feed, bathe, dress, groom, or move patients, or change linens.

Required Education

As shown in the table below, surveyed employers do not require a four year degree for this occupation, although almost 30% of employers report requiring a 2-year degree or equivalent. This occupation is generally considered one for which training can be provided while on the job.

Required Education	
Percent of Employers Requiring HS Diploma or Less	70.18%
Percent of Employers Requiring BS Diploma or More	0%
Percent of Employers Requiring 2-Year Degree or Equiv	29.81%

Source: Bureau of Labor Statistics

Specific Vocational Preparation (SVP Range)

Nursing Aides, Orderlies, and Attendants (4.0 to < 6.0)

Specific Vocational Preparation is a component of Worker Characteristics information found in the Dictionary of Occupational Titles (U.S. Department of Labor, 1991). Specific Vocational Preparation, as defined in Appendix C of the Dictionary of Occupational Titles, is the amount of lapsed time required by a typical worker to learn the techniques, acquire the information, and develop the facility needed for average performance in a specific job-worker situation.

This training may be acquired in a school, work, military, institutional, or vocational environment. It does not include the orientation time required of a fully qualified worker to become accustomed to the special conditions of any new job. Specific vocational training includes: vocational education, apprenticeship training, in-plant training, on-the-job training, and essential experience in other jobs.

This occupation has an SVP Range of 4.0 to < 6.0. An SVP value of 4 is defined as "Over 3 months up to and including 6 months" (of specific vocational preparation), while SVP 6 is defined as "Over 1 year up to and including 2 years." This range indicates a specific vocational preparation period of between at least 3 months, and up to but not exceeding 2 years, is generally required for this occupation.

Job Zone

Nursing Aides, Orderlies, and Attendants: Job Zone 2.

A Job Zone is a group of occupations that are similar in these ways:

- how most people get into the work,
- how much overall experience people need to do the work,
- how much education people need to do the work, and

- how much on-the-job training people need to do the work.

The five Job Zones are:

- Job Zone 1 - occupations that need little or no preparation
- Job Zone 2 - occupations that need some preparation
- Job Zone 3 - occupations that need medium preparation
- Job Zone 4 - occupations that need considerable preparation
- Job Zone 5 - occupations that need extensive preparation

The occupation Nursing Aides, Orderlies, and Attendants is classified as Job Zone 2 or “some preparation needed.”

Job Zone 2 Occupations share the following characteristics:

Overall Experience Some previous work-related skill, knowledge, or experience may be helpful in this occupation, but usually is not needed. For example, a teller might benefit from experience working directly with the public, but an inexperienced person could still learn to be a teller with little difficulty.

Job Training Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

Education These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.

Wages

This is generally considered a low-wage occupation, with minimal possibility

Location	Pay Period	2004				
		10%	25%	Median	75%	90%
United States	Hourly	\$7.49	\$8.84	\$10.31	\$12.41	\$14.51
	Yearly	\$15,600	\$18,400	\$21,400	\$25,800	\$30,200
Greater Phoenix MSA	Hourly	\$8.40	\$9.23	\$10.65	\$12.26	\$13.34
	Yearly	\$17,480	\$19,208	\$22,163	\$25,513	\$27,761
Arizona	Hourly	\$8.02	\$9.20	\$10.43	\$12.13	\$13.37
	Yearly	\$16,700	\$19,100	\$21,700	\$25,200	\$27,800

for wages beyond \$13.00 to \$14.00 /hour. This occupation in the Greater Phoenix MSA is generally paid slightly better as compared to the United States overall. As shown in the table above, in 2004 the median hourly wage was \$10.31 for the United States overall, as compared to the slightly higher \$10.43 for the Greater Phoenix MSA.

RANK	Location	Median Wage 2004	
		Hourly	Annual
1	Alaska	\$13.67	\$28,400
2	New York	\$13.29	\$27,600
3	Connecticut	\$12.84	\$26,700
4	Massachusetts	\$12.41	\$25,800
5	Hawaii	\$12.07	\$25,100
22	ARIZONA	\$10.28	\$21,400

However, as shown in the table to left, a comparison of wages for this occupation by State reveals Arizona ranks only 22nd in terms of wages (2004).

Source: Bureau of Labor Statistics

The table below provides a comparison of wages by industry for the Greater Phoenix MSA (2005). As shown, the largest employers (hospitals and nursing care facilities) generally pay less than other sectors, and drive the regional median of \$10.66.

Wages by Industry: Greater Phoenix MSA (2005)	Rounded Employment	Mean Wage	10th Percentile Wage	25th Percentile Wage	Median Wage	75th Percentile Wage	90th Percentile Wage
Hospitals	4,500	\$10.28	\$7.42	\$8.39	\$10.22	\$12.09	\$13.38
Nursing and Residential Care Facilities	4,060	\$10.80	\$8.76	\$9.48	\$10.62	\$12.25	\$13.39
Administrative and Support Services	1,530	\$11.43	\$9.07	\$10.15	\$11.71	\$12.88	\$13.59
Public Administration	220	\$12.56	\$9.56	\$11.05	\$12.54	\$14.31	\$16.03
Educational Services	40	\$10.23	\$7.49	\$8.36	\$10.40	\$12.17	\$13.17
Ambulatory Health Care Services	n/a	\$11.05	\$9.02	\$9.83	\$11.13	\$12.45	\$13.25

Source: Bureau of Labor Statistics

EMPLOYMENT

As shown in the table below, this occupation has a projected 45% growth over 10 years (between 2003 and 2013) for the Greater Phoenix MSA. There is an average projected 710 job openings each year, comprised of 549 new jobs and 161 position vacated by individual leaving the field (due to retirement, death, career changes, or other reasons).

	10-YEAR CHANGE			AVERAGE ANNUAL		
	Employment		Percent Change	Job Openings	Growth	Separations
United States	2004	2014				
Nursing aides, orderlies, and attendants	1,455,400	1,780,600	22%	51,590	n/a	n/a
Arizona	Employment		Percent Change	Job Openings	Growth	Separations
	2002	2012				
Nursing aides, orderlies, and attendants	18,390	27,620	50%	1,170	n/a	n/a
Greater Phoenix MSA	Employment		Percent Change	Job Openings	Growth	Separations
	2003	2013				
Nursing aides, orderlies, and attendants	12,284	17,773	45%	710	549	161

Job Openings refers to the average annual job openings due to growth and net replacement.

Source: Bureau of Labor Statistics

An additional source of information regarding this occupation can be provided by analysis of employer survey data collected for the Maricopa County Community Colleges by the ERISS Corporation in 2004. As shown, the ERISS survey data shows a projected 1-year growth rate of 8%, which is markedly higher than the average of 4.5% per year reflected by the BLS data above. However, the ERISS data could be considered more indicative of the true trend, as it asks employers only to project 1 year out, and also interviewed more local employers than the BLS survey.

Additionally, the ERISS data provides an indicator of turnover for this occupation, which is reported to be a relatively high 39%. This is fairly typical of low-wage/low-skill occupations.

ERISS Occupational Survey Data (2004)			
Greater Phoenix MSA	Growth	Turnover	Demand
Nursing aides, orderlies, and attendants	8.0%	39.1%	47.4%

Source: 2004 ERISS occupational survey

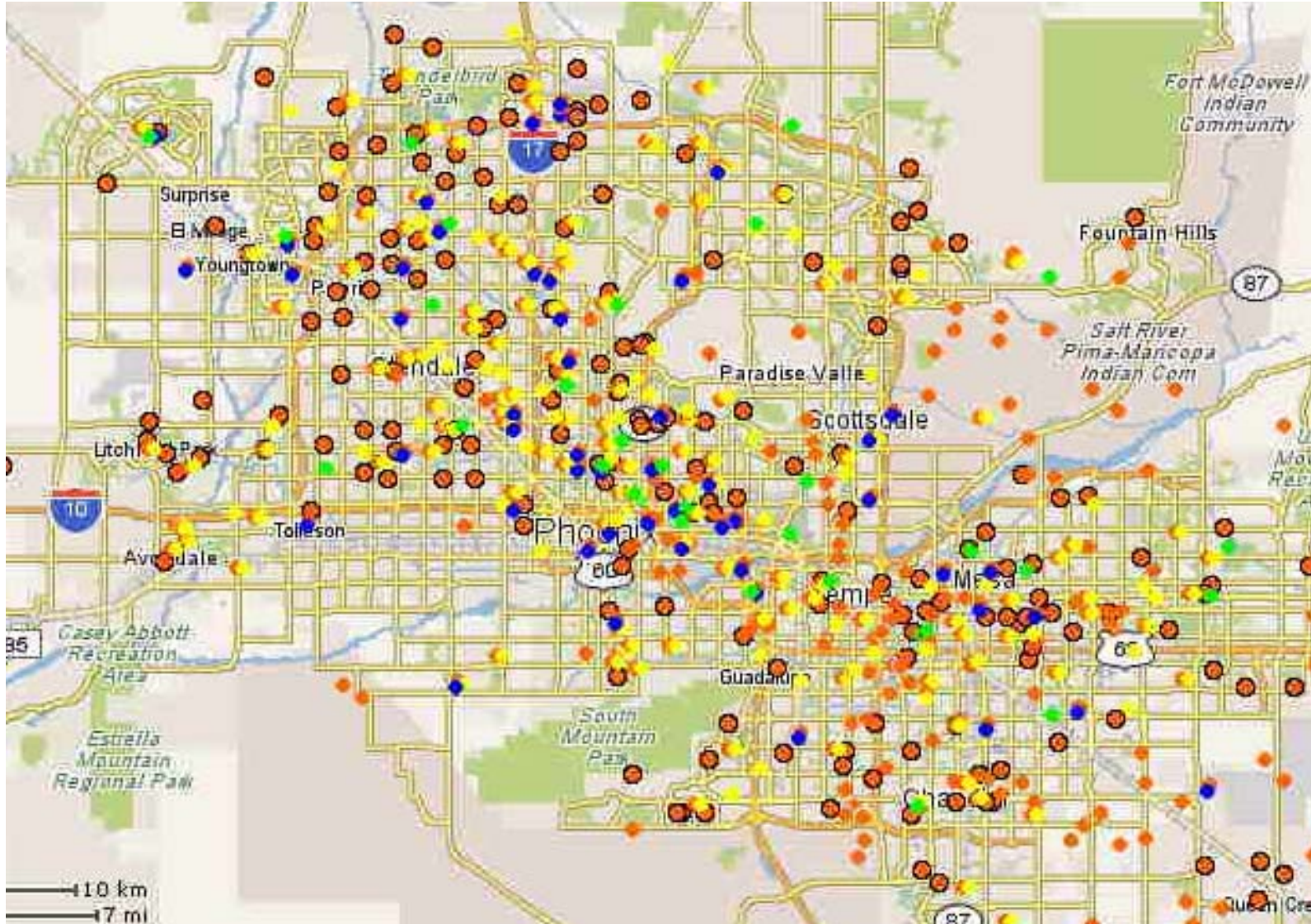
Comparison of employment projections for top five regions for growth for Nursing Aides, Orderlies, and Attendants.

As shown in the table below, the State of Arizona ranks first in terms of projected 10-year growth for this occupation between 2002 and 2012 (50%). Out of the top five states, in terms of raw numbers, only Florida employs or is projected to employ more Nursing Aides, Orderlies, and Attendants.

RANK	Location	Employment		Percent Change
		2002	2012	
1	ARIZONA	18,390	27,620	50%
2	Idaho	6,870	9,970	45%
2	Nevada	5,660	8,230	45%
3	Utah	8,350	11,830	42%
4	Colorado	15,680	21,060	34%
4	Hawaii	3,310	4,450	34%
5	Florida	71,930	93,970	31%

Source: Bureau of Labor Statistics

Geo-Location Overlay of Employers with 50 or more Employees that Potentially Employ Occupation



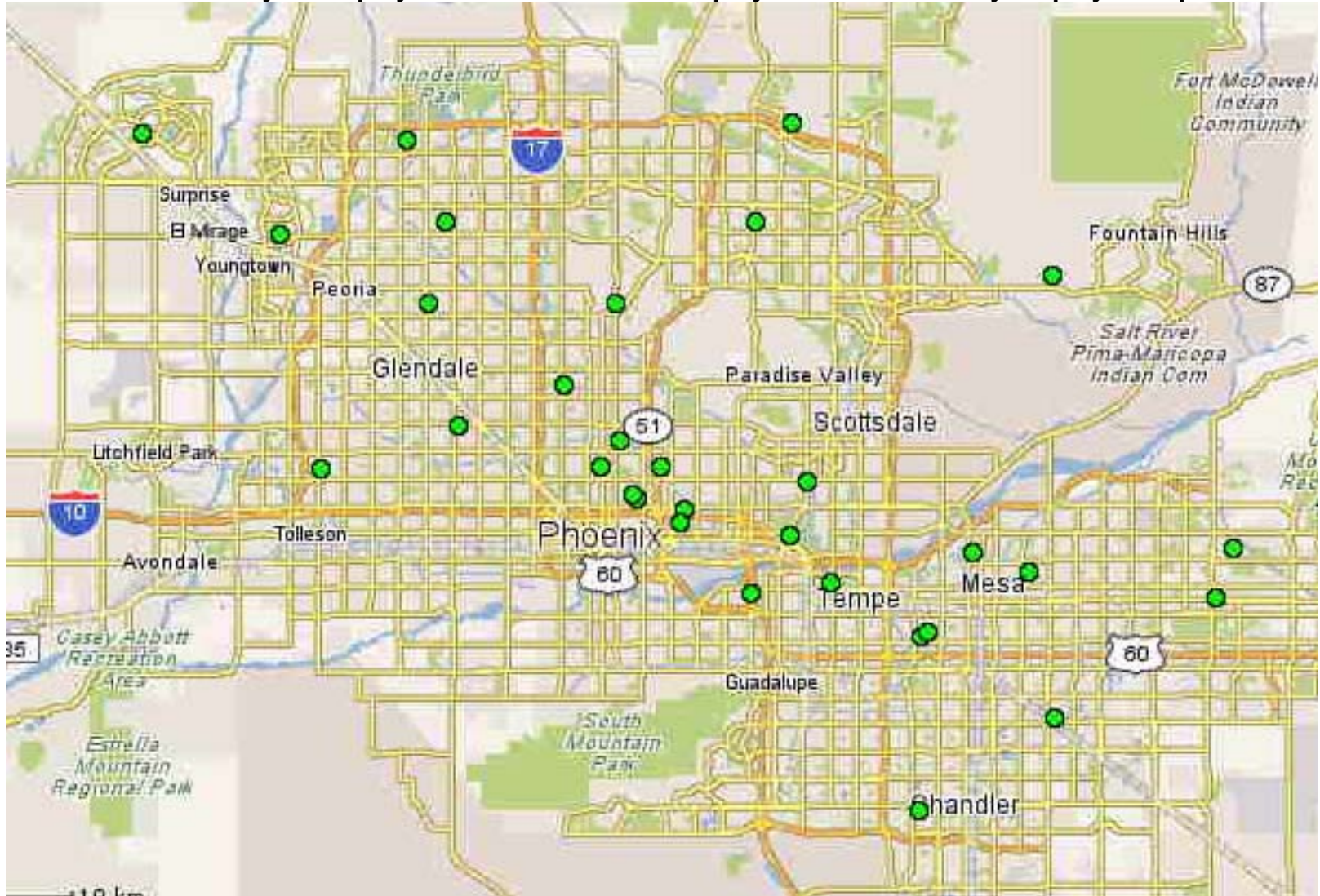
Orange = 50 – 99

Yellow = 250 – 499

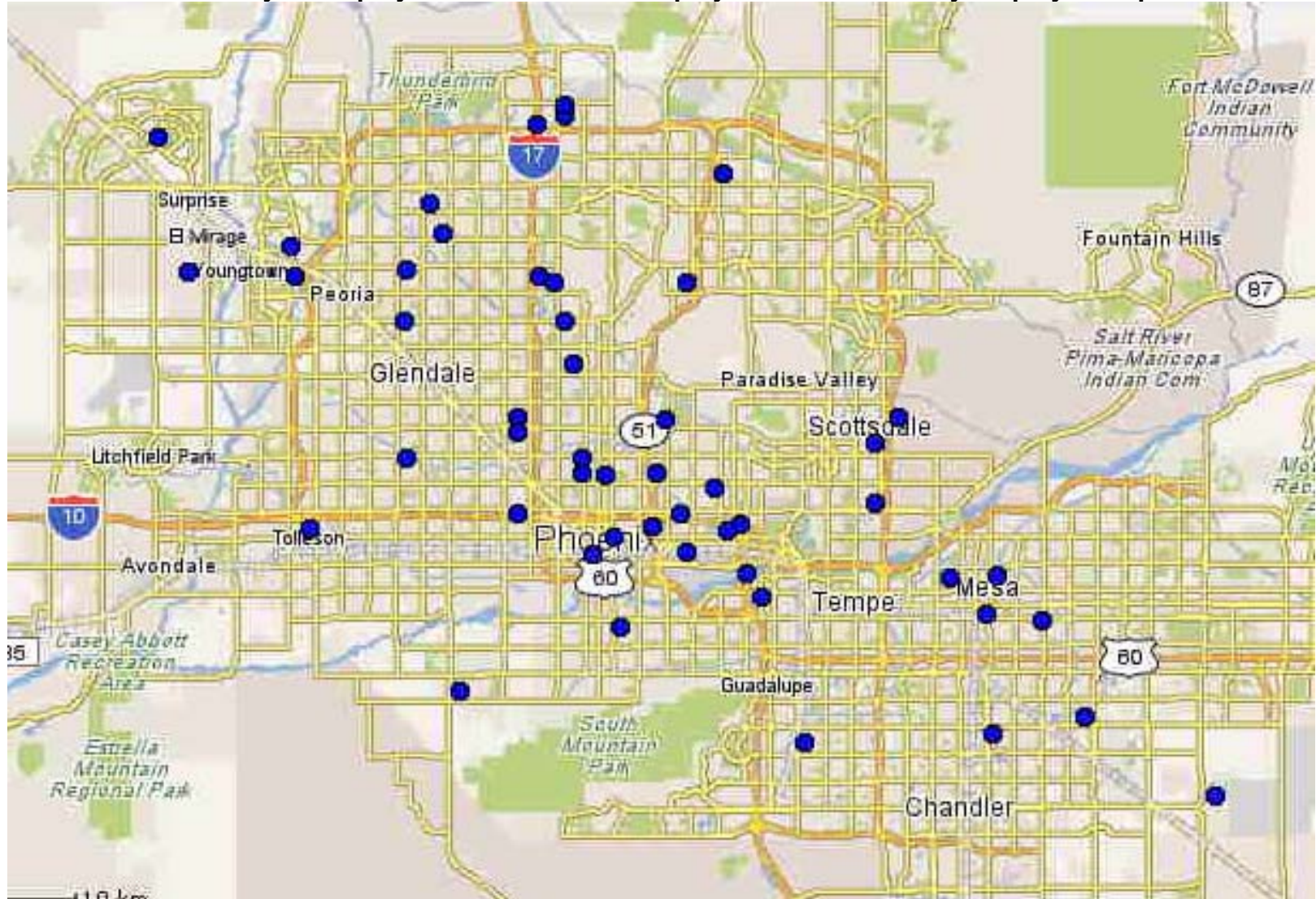
Blue = 100 – 249

Green = 500 or more

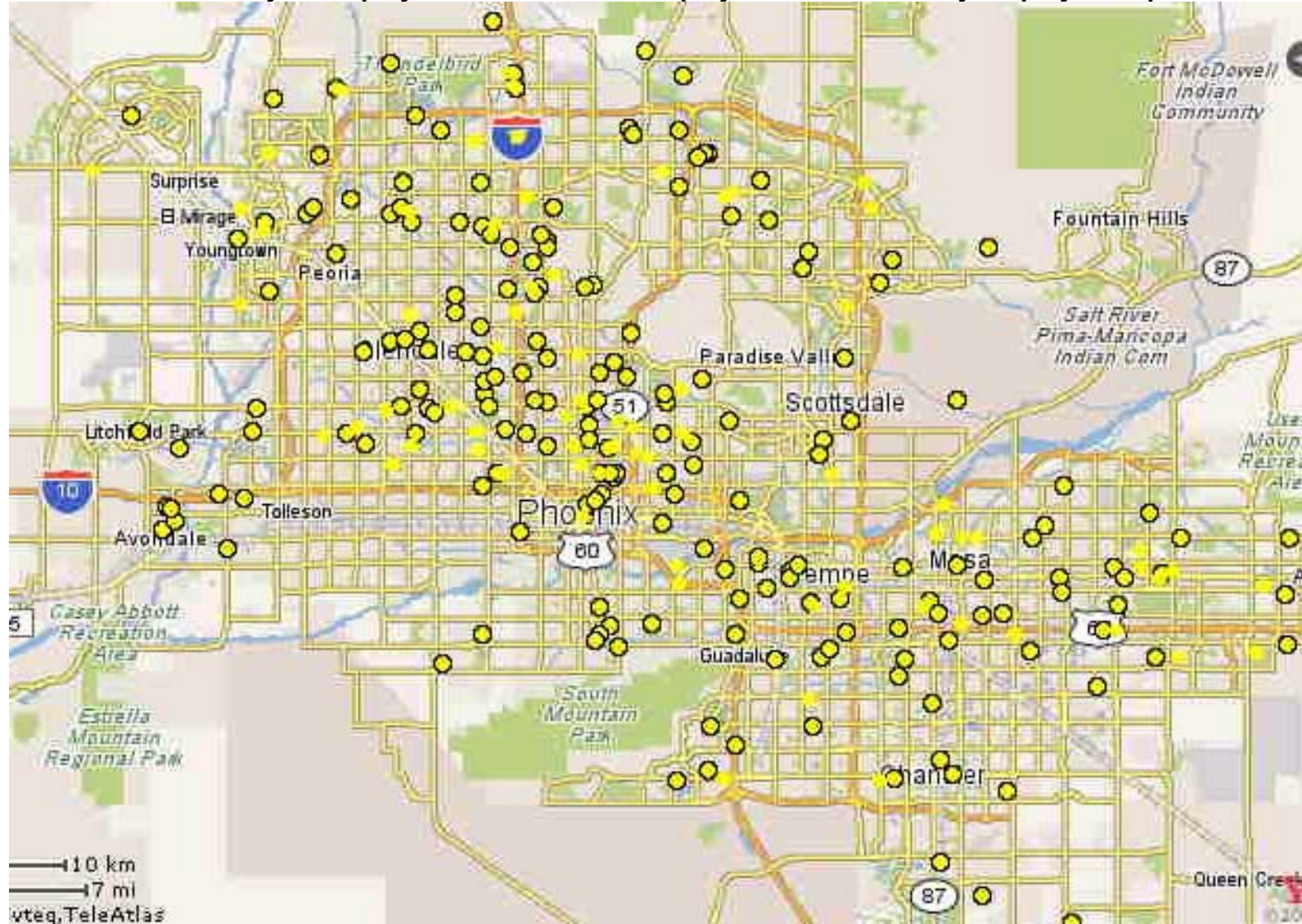
Geo-Location Overlay of Employers with 500 or more Employees that Potentially Employ Occupation



Geo-Location Overlay of Employers with 250 - 499 Employees that Potentially Employ Occupation



Geo-Location Overlay of Employers with 100 - 249 Employees that Potentially Employ Occupation



Geo-Location Overlay of Employers with 50 - 99 Employees that Potentially Employ Occupation

