



# Occupation Report

---

## Nursing Assistants

Cincinnati, OH-KY-IN MSA

---



Occupation Snapshot ..... 3

Employment by Industry ..... 4

Wages ..... 5

Occupation Demographics ..... 6

Education Profile ..... 7

Postsecondary Programs Linked to Nursing Assistants ..... 8

RTI (Job Postings) ..... 9

Top Skill and Certification Gaps ..... 13

Occupation Gaps ..... 14

Geographic Distribution ..... 15

Cincinnati, OH-KY-IN MSA Regional Map ..... 17

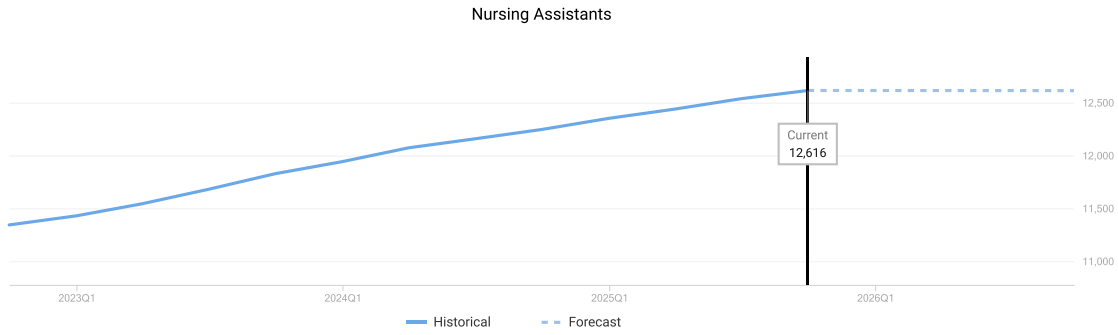
Data Notes ..... 18

Region Definition ..... 19

FAQ ..... 20

# Occupation Snapshot


6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Nursing Assistants	12,616	\$43,000	1.24	1,272	1,716	-0.1%




- 💡 “Annual Demand” is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.
- 💡 “Forecast Ann Growth” is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

# Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
Nursing Care Facilities (Skilled Nursing Facilities)	42.3%	5,336	7,167	-282	6,885
General Medical and Surgical Hospitals	32.7%	4,119	5,668	-18	5,650
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	9.4%	1,188	1,650	19	1,669
Employment Services	3.8%	474	654	0	654
Home Health Care Services	3.6%	452	667	66	733
Offices of Physicians	1.4%	173	241	3	244
Specialty (except Psychiatric and Substance Abuse) Hospitals	1.3%	167	237	10	246
Individual and Family Services	1.2%	154	231	29	261
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.6%	79	110	3	113
Outpatient Care Centers	0.5%	69	102	10	112
All Others	3.2%	404	561	7	568



 The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.

 “10-Year Empl Growth” may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

# Wages

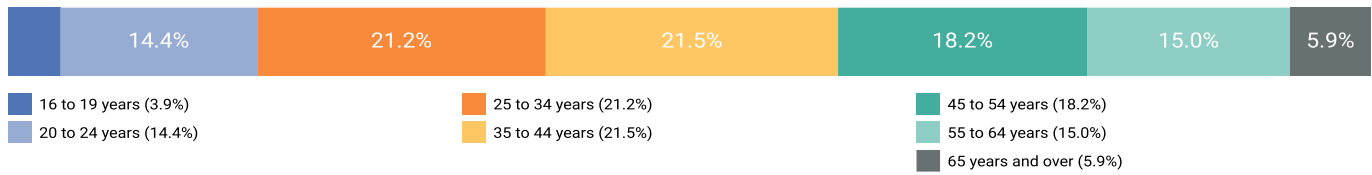


Occupation	Mean	Median	Entry Level	Experienced
Nursing Assistants	\$43,000	\$41,900	\$38,000	\$45,500

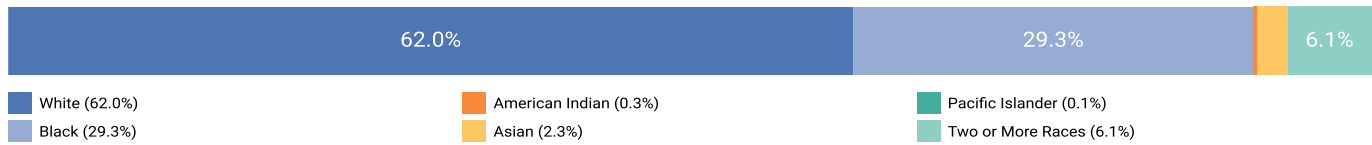
-  Occupation wages here utilize BLS OEWS data, imputed and brought forward by Chmura.
-  When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

# Occupation Demographics

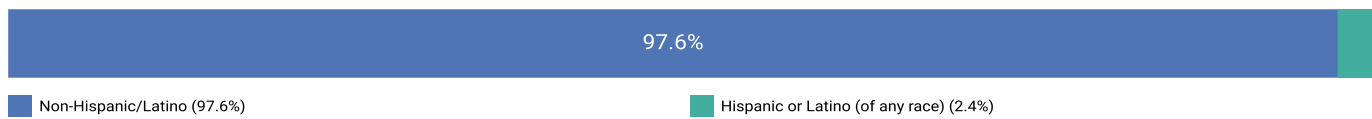
## Age



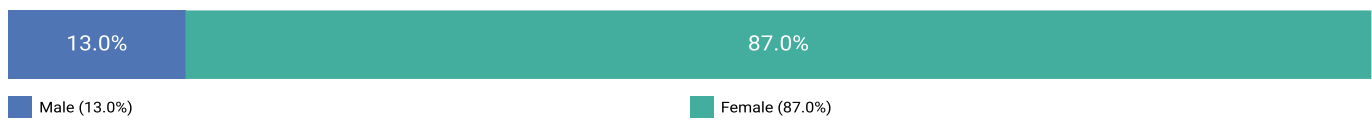
## Race



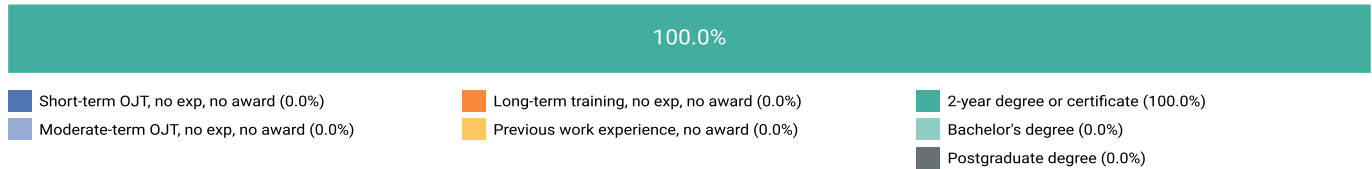
## Ethnicity



## Gender

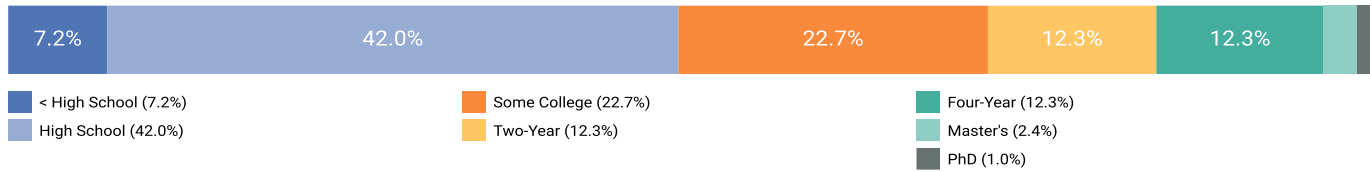


## Education and Training Requirements



# Education Profile

## Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Nursing Assistants	Postsecondary non-degree award	None	None


The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

# Postsecondary Programs Linked to Nursing Assistants

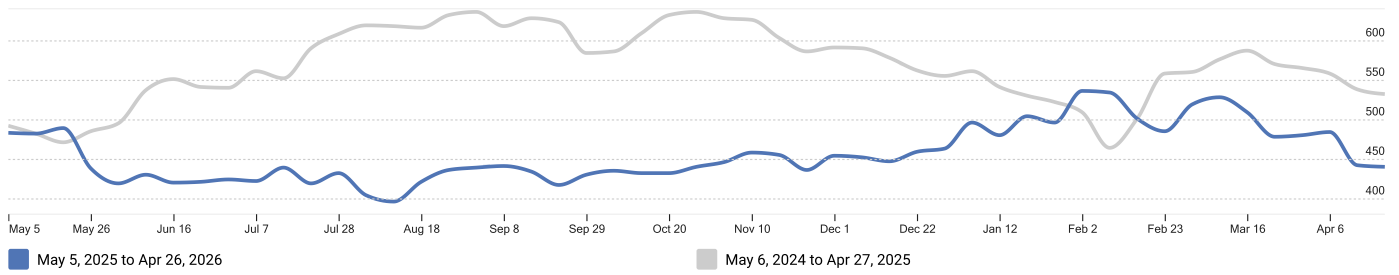
Program	Awards
<b>Brown &amp; Clermont Adult Career Campuses</b>	
Nursing Assistant/Aide and Patient Care Assistant/Aide	33
<b>Butler Technology and Career Development Schools</b>	
Nursing Assistant/Aide and Patient Care Assistant/Aide	112
<b>Cincinnati State Technical and Community College</b>	
Nursing Assistant/Aide and Patient Care Assistant/Aide	74
<b>Great Oaks Career Campuses</b>	
Practical Nursing, Vocational Nursing and Nursing Assistants, Other	0
<b>Warren County Career Center</b>	
Nursing Assistant/Aide and Patient Care Assistant/Aide	59


 The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

 Among postsecondary programs at schools located in the Cincinnati, OH-KY-IN MSA, the sampling above identifies those most linked to Nursing Assistants. For a complete list see JobsEQ®, <http://www.chmuraecon.com/jobseq>

# RTI (Job Postings)

Active Job Ads by Date



 Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

## Occupations

SOC	Occupation	Active Job Ads
31-1131.00	Nursing Assistants	2,436

### Locations

Location	Active Job Ads	
Cincinnati, Ohio	625	
Middletown, Ohio	84	
West Chester, Ohio	70	
Florence, Kentucky	65	
Fairfield, Ohio	56	
Miamisburg, OH 45342	51	
Batavia, Ohio	50	
Hamilton, OH 45013	44	
Edgewood, Kentucky	40	
Mason, Ohio	34	

### Companies

Company	Active Job Ads	
Mercy Health	278	
UCHealth	218	
St. Elizabeth Healthcare	116	
Kettering Health	92	
Addus	61	
Carespring	59	
Premier Health	57	
Senior Lifestyle	51	
Otterbein SeniorLife	35	
Select Specialty Hospital - Cincinnati	30	

### Hard Skills

Skill Name	Active Job Ads	
Long-Term Care	517	
Patient Care	268	
Electronic Health Record (EHR)	259	
Cannulas	193	
Oxygen Tanks	179	
Home Health Care	124	
Ability to Lift 51-100 lbs.	99	
Geriatric	90	
Medication Administration	83	
Electrocardiogram (ECG, EKG)	82	

### Job Titles

Job Title	Active Job Ads	
State Tested Nursing Assistant (STNA)	51	
Certified Nursing Assistant (CNA)	49	
Certified Nursing Assistant	34	
STNA (State Tested Nursing Assistant)	31	
STNA	30	
Certified Nurse Aide	28	
Pre-T Nurse Aide	25	
Resident Assistant	25	
CNA	21	
State Tested Nursing Assistant (STNA) STAFFING	19	

### Education Levels

Minimum Education Level	Active Job Ads	
High school diploma or equivalent	1,096	
Associate's degree	21	
Bachelor's degree	10	
Unspecified/other	1,309	

### Programs

Program Name	Active Job Ads	
Nursing	264	
Medical Assistant	26	
Education	4	
Chemical	1	
Electronics	1	
Medical	1	
Technical	1	

# Top Skill and Certification Gaps

Top 10 Skill Gaps in Cincinnati, OH-KY-IN MSA

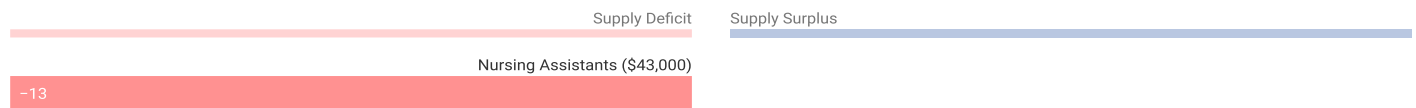
Name	Candidates	Openings	Gap
Long-Term Care	144	298	-153
Cannulas	0	135	-135
Oxygen Tanks	19	132	-113
Electronic Health Record (EHR)	8	120	-112
Caregiving	0	42	-42
Geriatric	8	48	-40
Microsoft Word	3	35	-32
Medication Administration	20	48	-28
Patient Care	168	192	-24
Pediatrics	11	36	-24



Top 10 Certification Gaps in Cincinnati, OH-KY-IN MSA

Name	Candidates	Openings	Gap
Certified Nursing Assistant (CNA)	229	405	-176
State Tested Nursing Assistant (STNA)	471	554	-83
Medication Aide Certification (MACE)	0	15	-15
Medical Assistant Certification (MA)	10	19	-10
Basic Cardiac Life Support Certification (BCLS Certification)	0	8	-8
Emergency Medical Technician (EMT)	21	25	-3
First Aid Certification	42	44	-2
Certified Clinical Hemodialysis Technician (CCHT)	0	1	-1
Certified Home Health Aide	0	1	-1
Phlebotomy Technician (NCPT)	1	0	0

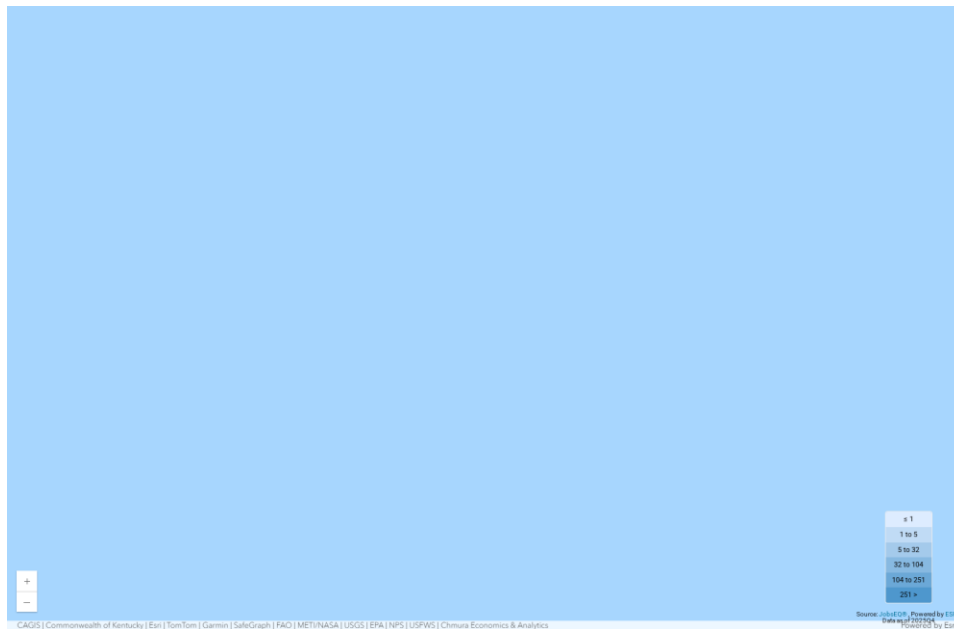
 Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

# Occupation Gaps



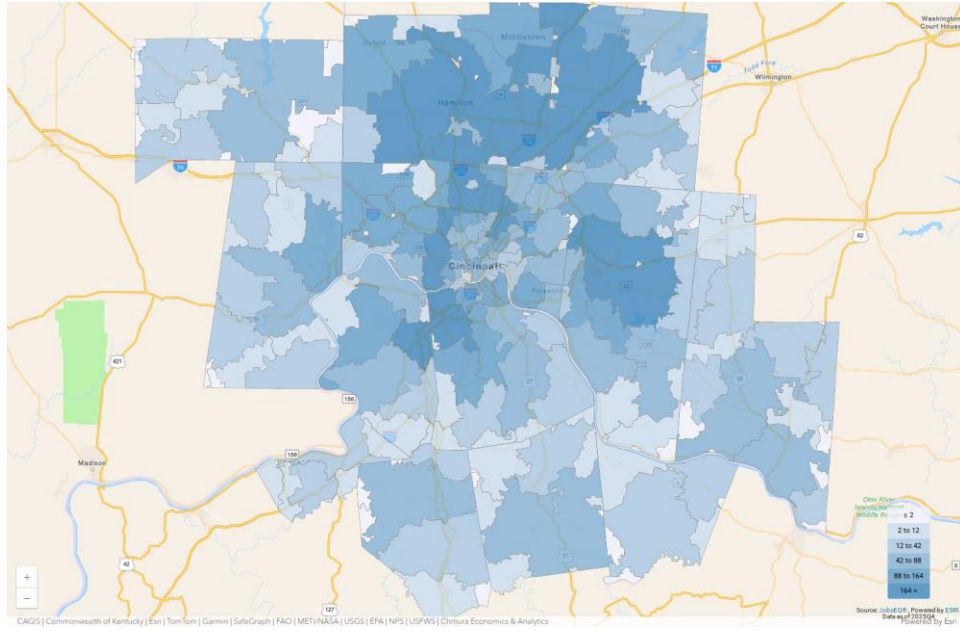
-  The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.
-  The potential supply shortfall is an underlying force that the market needs to resolve one way or another, such as by employers recruiting from further distances for these occupations, wages going up to attract more candidates, and/or increased demand and wages enticing more local residents to get training for these occupations. While this an important analysis for determining local occupation needs, the occupation gap should be considered along with other regional data including growth and separation forecasts, unemployment rates, wage trends, and award and skill gap analyses.

# Geographic Distribution



**Top ZCTAs by Place of Work for Nursing Assistants, 2025Q4**

Region	Employment
ZCTA 45229	1,208
ZCTA 45242	904
ZCTA 45220	556
ZCTA 41017	526
ZCTA 45069 (Butler County, Ohio portion)	447
ZCTA 41042 (Boone County, Kentucky portion)	447
ZCTA 45219	444
ZCTA 45044 (Butler County, Ohio portion)	292
ZCTA 45236	279
ZCTA 45014	262

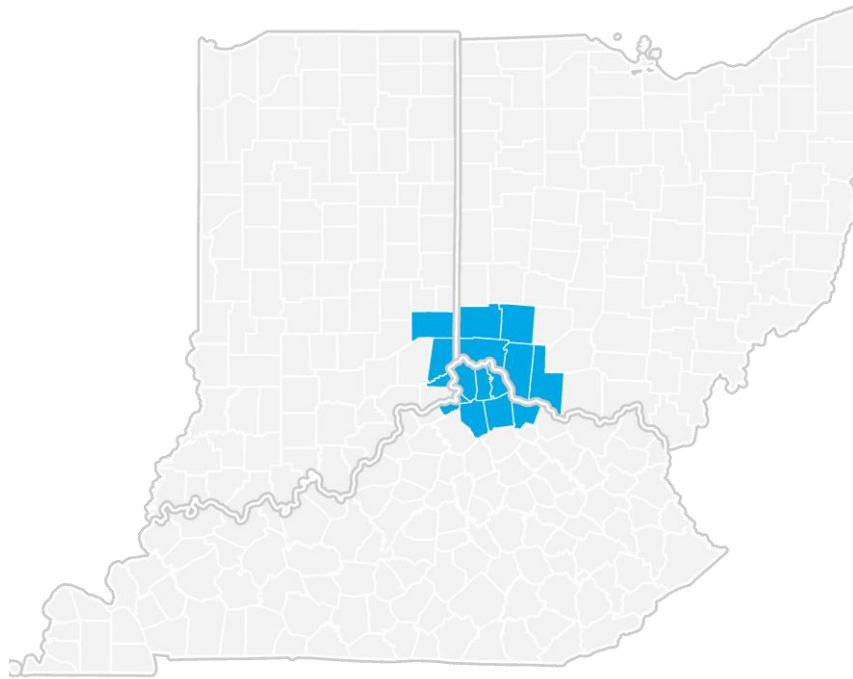


**Top ZCTAs by Place of Residence for Nursing Assistants, 2025Q4**

Region	Employment
ZCTA 45238	408
ZCTA 45011	361
ZCTA 45013 (Butler County, Ohio portion)	331
ZCTA 45211	290
ZCTA 45231	286
ZCTA 45044 (Butler County, Ohio portion)	270
ZCTA 45005 (Warren County, Ohio portion)	260
ZCTA 45239	255
ZCTA 41042 (Boone County, Kentucky portion)	253
ZCTA 45014	236

💡 “Place of work” employment is based upon the location of employers for these workers. “Place of residence” data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.

# Cincinnati, OH-KY-IN MSA Regional Map



# Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2025Q4 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Wages by occupation are as of 2025Q4, utilizing BLS OEWS data, imputed and brought forward by Chmura. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2025Q4 and is based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data.
- Education and training requirements are from the BLS. Educational attainment mix and other occupation demographics data are modeled by Chmura for 2025Q4 using regional occupation employment from JobsEQ, ZCTA-level demographics data from the Census Bureau, and national occupation-demographics patterns from the BLS.
- Postsecondary awards are per the NCES and are for the 2023-2024 academic year. Any programs shown are linked with the occupation(s) being analyzed via the program-occupation crosswalk, which may not be comprehensive. Any programs shown reflect only data reported to the NCES; reporting is required of all Title IV schools. Training providers that do not report data to the NCES are not reflected.
- Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced by Chmura and gleaned from over 49,000 websites. Data reflect ads active during the 12-month period ending 05/01/2026 and advertised for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Historical ad volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution. All ad counts represent deduplicated figures and exclude ads from staffing companies.
- For skill and certification gaps, openings and candidates are based upon regional occupation demand (growth plus separations) and the percent of skill demand and supply. Skill demand mix data are per a one-year sample of RTI data; skill supply data are estimated using a five-year sample of resumes data; both data sets compiled as of March 2025. Data may be based, at least in part, on data from broader geographies; see the Skill Gaps analytic export for more details.
- Occupation gaps are modeled by Chmura, indicating long-term potential supply and demand mismatches in a region due, in part, to job demand and labor pool dynamics, including educational attainment and projected growth.
- Occupation employment by place of residence is as of 2025Q4 and modeled by Chmura based upon occupation employment by place of work and commuting patterns. Commuting patterns are derived from source data from the Census Bureau, occupation-specific commuting tendencies, and updated to reflect more recent population and employment estimates.
- Figures may not sum due to rounding.

# Region Definition

**Cincinnati, OH-KY-IN MSA is defined as the following counties:**

Dearborn County, Indiana

---

Franklin County, Indiana

---

Ohio County, Indiana

---

Boone County, Kentucky

---

Bracken County, Kentucky

---

Campbell County, Kentucky

---

Gallatin County, Kentucky

---

Grant County, Kentucky

---

Kenton County, Kentucky

---

Pendleton County, Kentucky

---

Brown County, Ohio

---

Butler County, Ohio

---

Clermont County, Ohio

---

Hamilton County, Ohio

---

Warren County, Ohio

---

# FAQ

## What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

## What is annual demand?

Annual demand is the sum of the annual projected growth demand and separation demand. Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.