



2014

## NEBRASKA WORKFORCE REPORT

Published by Compdata Surveys on behalf of the Nebraska Hospital Association

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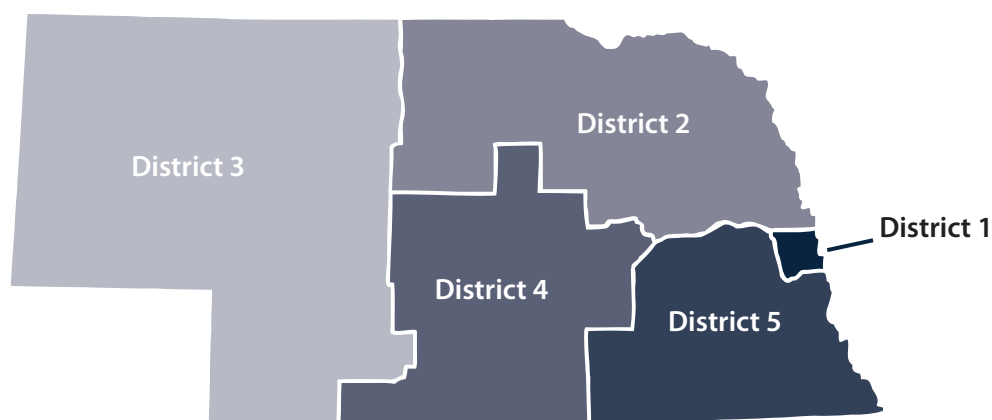
## INTRODUCTION

This report identifies healthcare professions with notable vacancy and turnover rates and will provide information on future workforce demands. In January 2014, Compdata Surveys collected workforce data from 66 Nebraska hospitals employing 27,435 full-time equivalent employees. Forty-nine of these hospitals, employing 7,235 full-time equivalent employees are classified as critical access hospitals.

The data collected for this report was from the 2013 calendar year and the results are provided by state, as well as by NHA district. No data elements are reported with fewer than five participating organizations. If the minimum sample requirements are not satisfied, an asterisk (\*) is displayed. Due to insufficient data provided in 2014, District 1 is included in statewide vacancy and turnover rates, but does not show as a separate breakout.

In 2013, vacancy rates in Nebraska hospitals decreased for 35.0 percent of the positions surveyed. Turnover rates increased for 30.0 percent of positions surveyed, down from 46.9 percent in 2012. Comparatively, critical access hospitals experienced higher turnover rates for 68.4 percent of the jobs surveyed, up from 40.6 percent in 2012.

According to the Bureau of Labor Statistics, the variance between eligible Nebraska workforce and actual employment levels continues to dwindle. Therefore, despite increased turnover and stable vacancy rates for Nebraska hospitals, eligible candidates are continuing to be successful in securing new employment.





## LABOR FORCE & EMPLOYMENT LEVELS

In 2013, the Nebraska unemployment rate remained stable, ending the year at 3.6 percent, which is down from last December at 4.0 percent. Over the last several years, the consistent decline in variance between labor force and employment levels indicates that not only is the Nebraska labor force continuing to find employment, but also the job market is potentially improving.

According to the Bureau of Labor Statistics, the national healthcare industry has experienced growth with an average of 17,000 jobs added per month over the past year. By the end of 2013, health care added 208,000 jobs, down from 321,000 jobs added in 2012.

### VARIANCE BETWEEN NEBRASKA LABOR FORCE & EMPLOYMENT

2013				2012 to 2013 TOTAL VARIANCE	2012 to 2013 % CHANGE
MONTH	LABOR FORCE	EMPLOYMENT	VARIANCE		
January	1,029,037	988,464	40,573	-789	-1.9%
February	1,029,145	988,611	40,534	-143	-0.4%
March	1,029,702	988,507	41,195	803	2.0%
April	1,028,879	988,141	40,738	289	0.7%
May	1,028,234	987,168	41,066	313	0.8%
June	1,027,034	985,707	41,327	253	0.6%
July	1,025,440	984,181	41,259	26	0.1%
August	1,023,764	983,091	40,673	-481	-1.2%
September	1,022,294	982,609	39,685	-1,304	-3.2%
October	1,021,209	982,597	38,612	-2,200	-5.4%
November	1,020,405	982,783	37,622	-3,067	-7.5%
December	1,020,038	983,277	36,761	-3,871	-9.5%

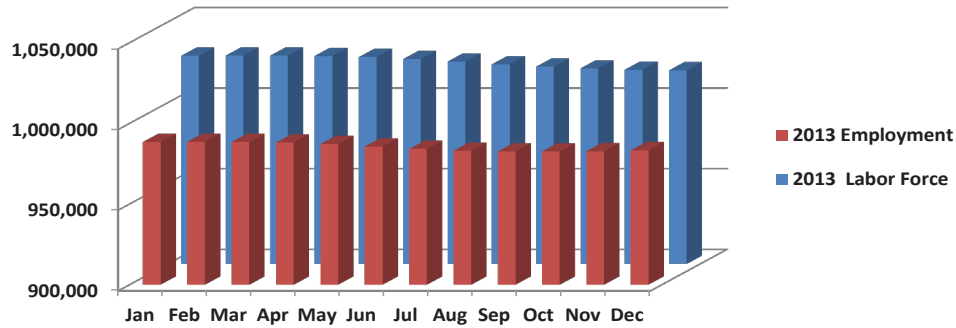
### NEBRASKA UNEMPLOYMENT DECLINING SINCE 2009

2009 to 2013			2009 to 2013 TOTAL DECLINE	2009 to 2013 % CHANGE
MONTH	2009 UNEMPLOYMENT	2013 UNEMPLOYMENT		
January	40,091	40,573	482	1.2%
February	42,117	40,534	-1,583	-3.8%
March	43,949	41,195	-2,754	-6.3%
April	45,452	40,738	-4,714	-10.4%
May	46,622	41,066	-5,556	-11.9%
June	47,401	41,327	-6,074	-12.8%
July	47,806	41,259	-6,547	-13.7%
August	47,868	40,673	-7,195	-15.0%
September	47,676	39,685	-7,991	-16.8%
October	47,505	38,612	-8,893	-18.7%
November	47,496	37,622	-9,874	-20.8%
December	47,650	36,761	-10,889	-22.9%

Source: United States Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov>

## LABOR FORCE & EMPLOYMENT LEVELS

**2013 NEBRASKA LABOR FORCE  
& EMPLOYMENT LEVELS**



Source: United States Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov>

### UNITED STATES - AGE OF WORKERS

AGE OF WORKERS	# OF WORKERS (in thousands)				VARIANCE (in thousands)			PERCENT CHANGE (%)		
	1992	2002	2012	2022	1992 - 2002	2002 - 2012	2012 - 2022	1992 - 2002	2002 - 2012	2012 - 2022
Total 16 and Older	128,105	144,863	154,975	163,450	16,758	10,112	8,475	13.1	7.0	5.5
16 to 24 Years Old	21,617	22,366	21,285	18,462	749	-1,081	-2,823	3.5	-4.8	-13.3
25 to 54 Years Old	91,429	101,720	101,253	103,195	10,292	-467	1,942	11.3	-0.5	1.9
55 and Older	15,060	20,777	32,437	41,793	5,717	11,660	9,356	38	56.1	28.8

Source: United States Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov>

### UNITED STATES - 2013 AGE OF LABOR FORCE

AGE OF WORKERS	TOTAL LABOR FORCE (in thousands)	TOTAL EMPLOYED LABOR FORCE (in thousands)	TOTAL UNEMPLOYED LABOR FORCE (in thousands)
16 and Older	155,388	143,929	11,460
16 to 24 Years Old	21,380	18,057	3,324
25 to 54 Years Old	100,776	94,415	6,361
55 and Older	33,232	31,457	1,775

Source: United States Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov>

## LABOR FORCE & EMPLOYMENT LEVELS

### UNITED STATES LABOR FORCE BY EDUCATIONAL ATTAINMENT

EDUCATIONAL ATTAINMENT	EDMPLOYMENT STATUS	May 2011	May 2012	May 2013	May 2014	VARIANCE FROM 2013 TO 2014	VARIANCE FROM 2011 TO 2014
Bachelor's Degree and Higher	Civilian Labor Force (in thousands)	46,778	48,191	49,414	50,208	794	3,430
	Employed (in thousands)	44,766	46,408	47,536	48,611	1,075	3,845
	Unemployed (in thousands)	2,012	1,783	1,878	1,596	-282	-416
	Unemployment Rate	4.3%	3.7%	3.8%	3.2%	-0.6%	-1.1%
Associate's Degree or Some College	Civilian Labor Force (in thousands)	36,659	36,899	37,371	37,178	-193	519
	Employed (in thousands)	33,898	34,157	34,950	35,131	181	1,233
	Unemployed (in thousands)	2,761	2,741	2,421	2,047	-374	-714
	Unemployment Rate	7.5%	7.4%	6.5%	5.5%	-1.0%	-2.0%
High School Graduates with No College	Civilian Labor Force (in thousands)	37,670	37,119	36,287	36,096	-191	-1,574
	Employed (in thousands)	34,247	34,239	33,612	33,750	138	-497
	Unemployed (in thousands)	3,423	2,880	2,676	2,346	-330	-1,077
	Unemployment Rate	9.1%	7.8%	7.4%	6.5%	-0.9%	-2.6%
Less than a High School Diploma	Civilian Labor Force (in thousands)	11,669	11,670	11,205	10,861	-344	-808
	Employed (in thousands)	10,072	10,242	9,972	9,869	-103	-203
	Unemployed (in thousands)	1,597	1,428	1,232	993	-239	-604
	Unemployment Rate	13.7%	12.2%	11.0%	9.1%	-1.9%	-4.6%

Source: United States Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov>

### HEALTHCARE AND SOCIAL ASSISTANCE EMPLOYERS BY COUNTY

County Name	# of Employers
Douglas County	3,848
Lancaster County	1,516
Sarpy County	518
Hall County	405
Buffalo County	293
Madison County	269
Scotts Bluff County	262
Dodge County	227
Lincoln County	219
Adams County	197
Statewide Nebraska	10,469

Source: Nebraska Department of Labor, <http://www.dol.nebraska.gov>

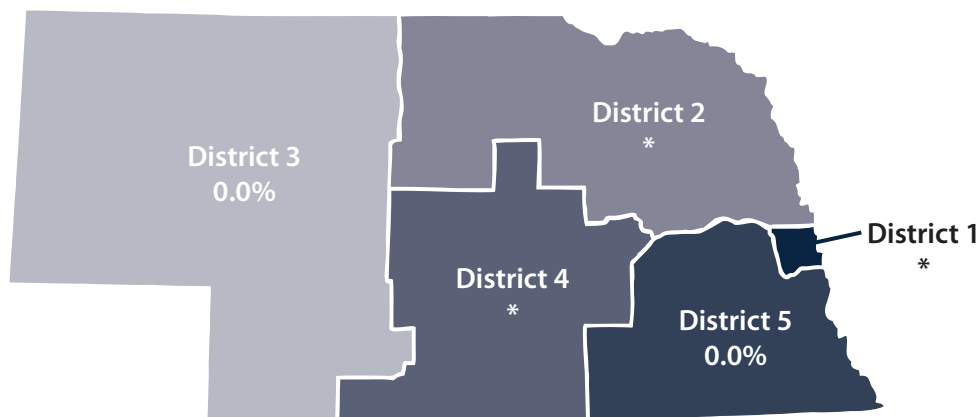
## CT TECHNOLOGIST

The Bureau of Labor Statistics predicts national employment of CT Technologists will increase by 21 percent from 2012 to 2022.

### ALL HOSPITALS

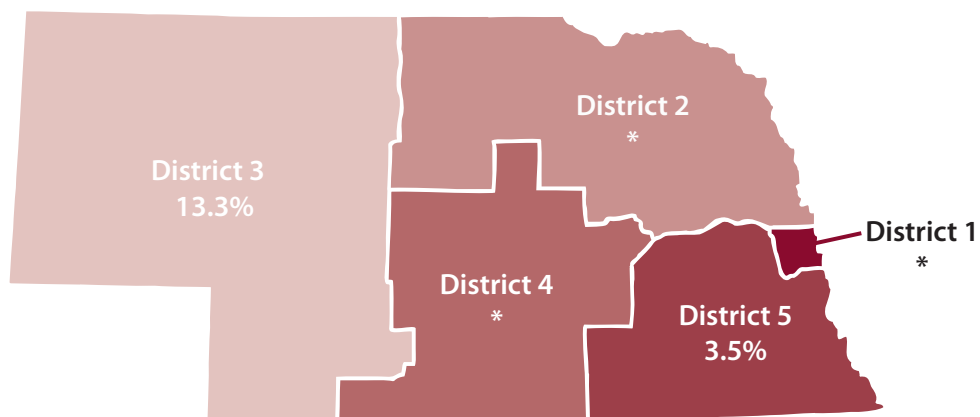
#### VACANCY RATE

Statewide 0.0%

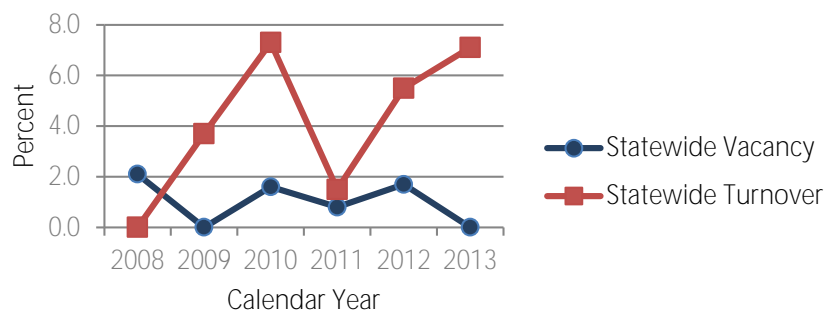


#### TURNOVER RATE

Statewide 7.1%



### CT TECHNOLOGIST



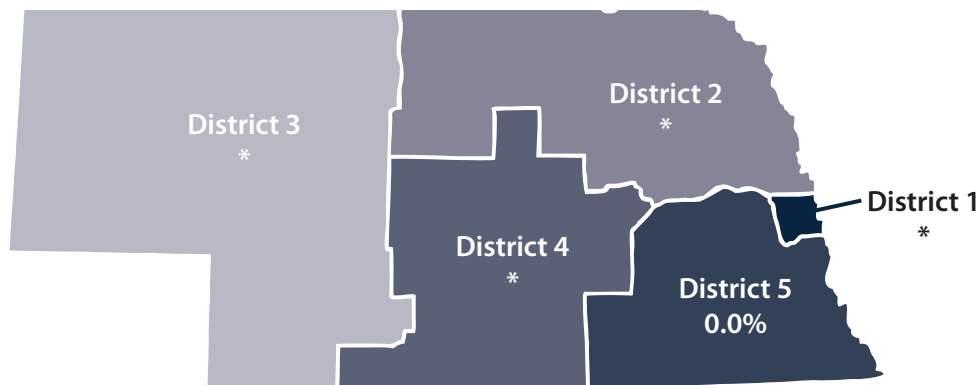
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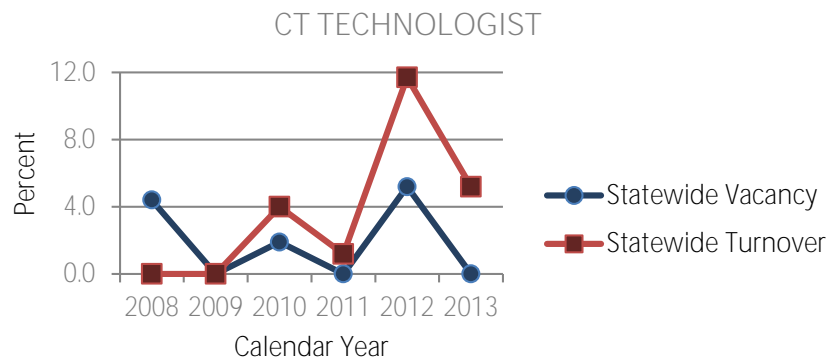
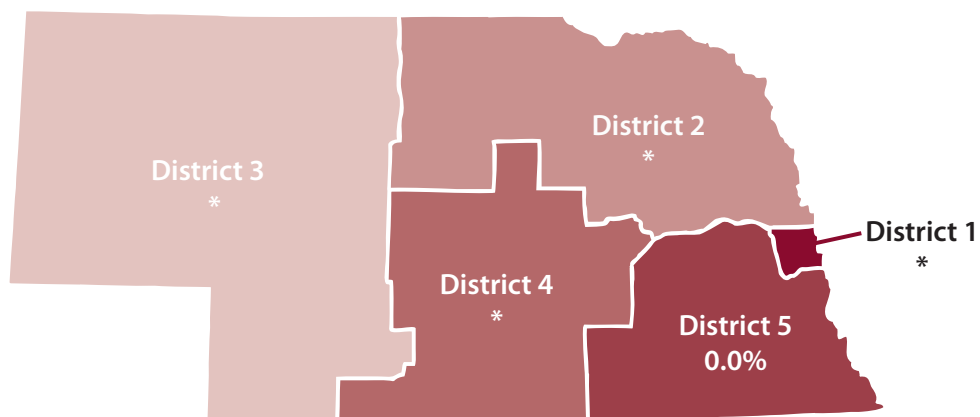
#### VACANCY RATE

Statewide 0.0%



#### TURNOVER RATE

Statewide 5.2%



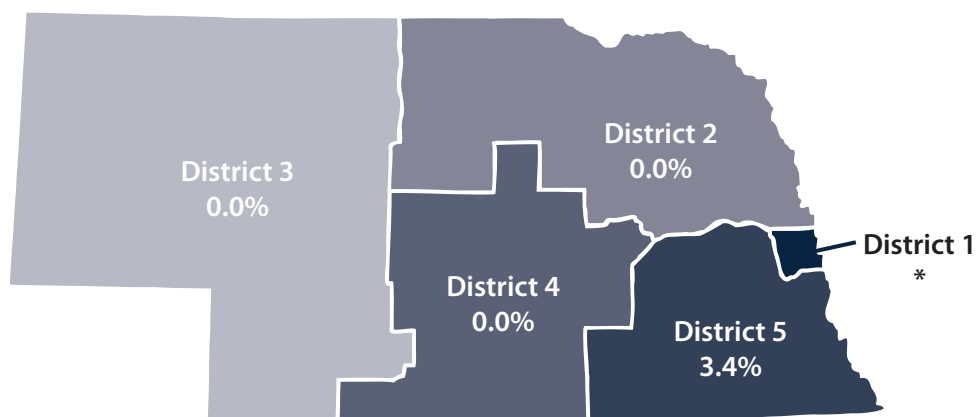
## MEDICAL LABORATORY TECHNICIAN MLT

The Bureau of Labor Statistics predicts national employment of MLTs will increase by 30 percent from 2012 to 2022.

### ALL HOSPITALS

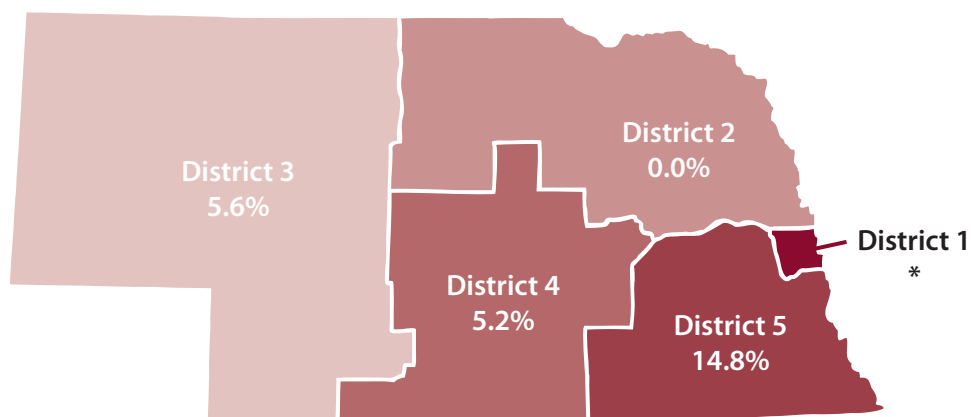
#### VACANCY RATE

Statewide 1.2%

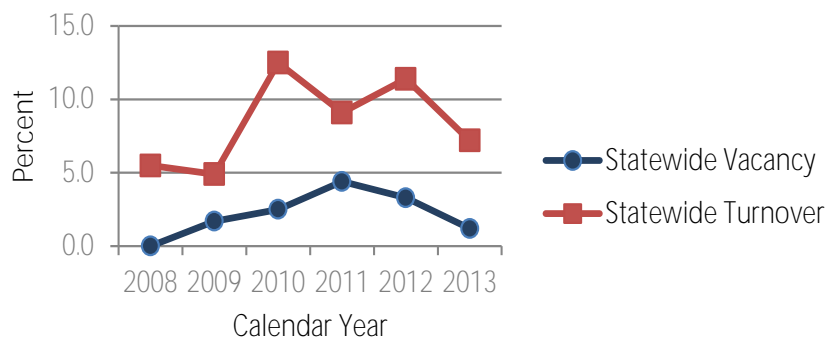


#### TURNOVER RATE

Statewide 7.2%



### MEDICAL LABORATORY TECHNICIAN MLT



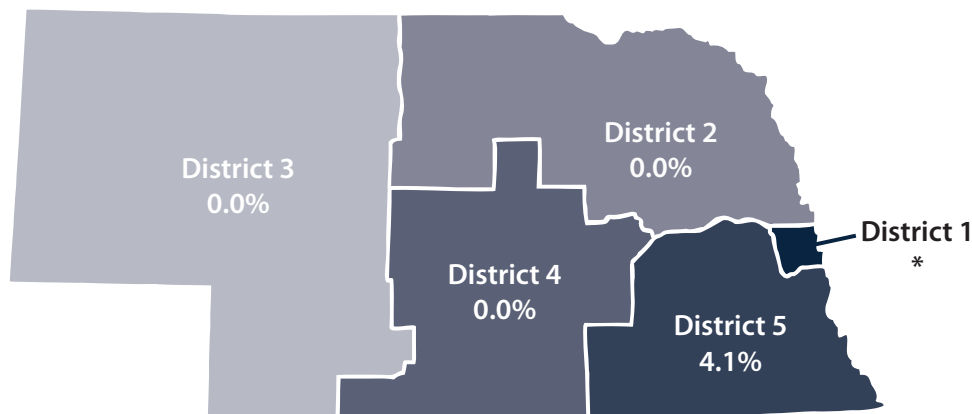
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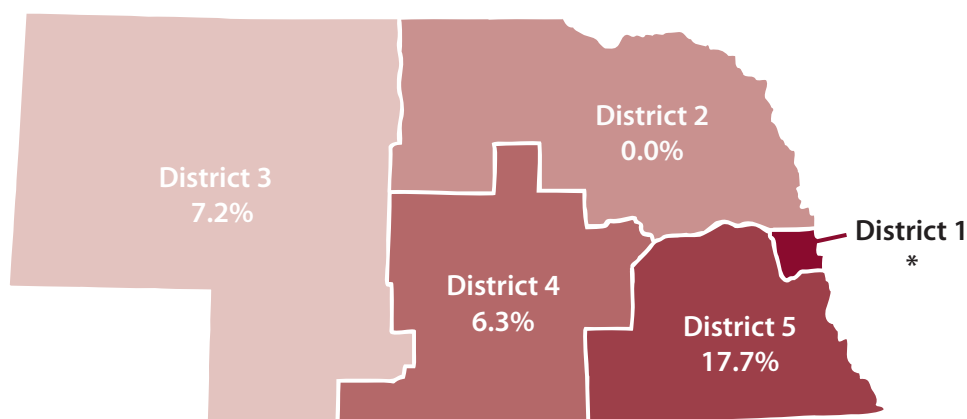
#### VACANCY RATE

Statewide 1.7%

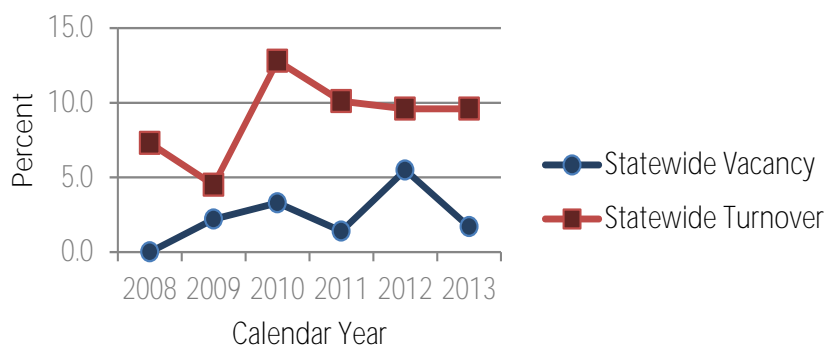


#### TURNOVER RATE

Statewide 9.6%



### MEDICAL LABORATORY TECHNICIAN MLT



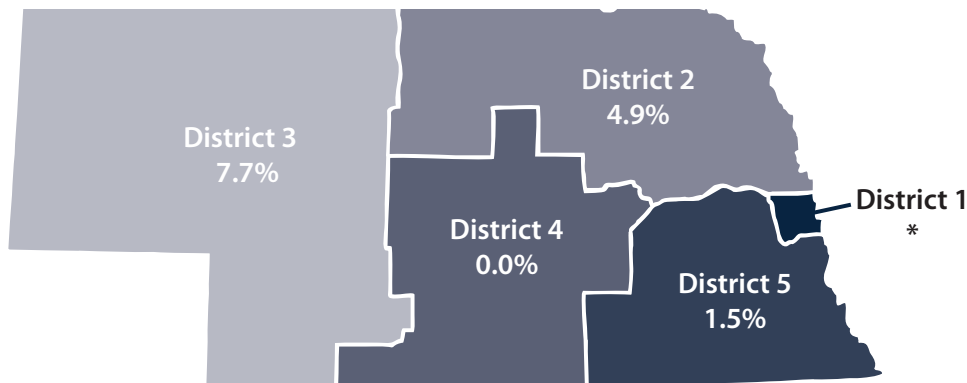
## MEDICAL TECHNOLOGIST MT

The Bureau of Labor Statistics predicts national employment of MTs will increase by 14 percent from 2012 to 2022.

### ALL HOSPITALS

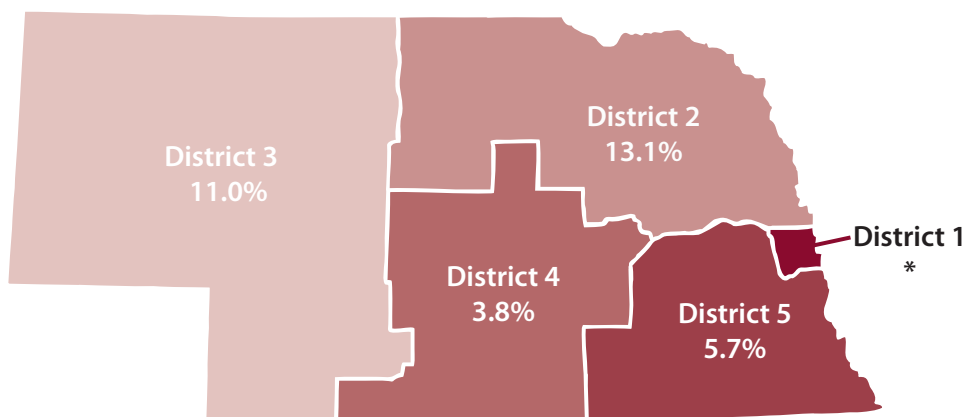
#### VACANCY RATE

Statewide 2.3%

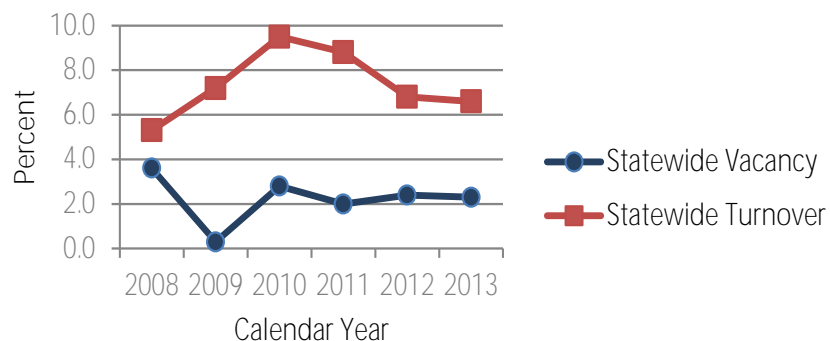


#### TURNOVER RATE

Statewide 6.6%



### MEDICAL TECHNOLOGIST MT





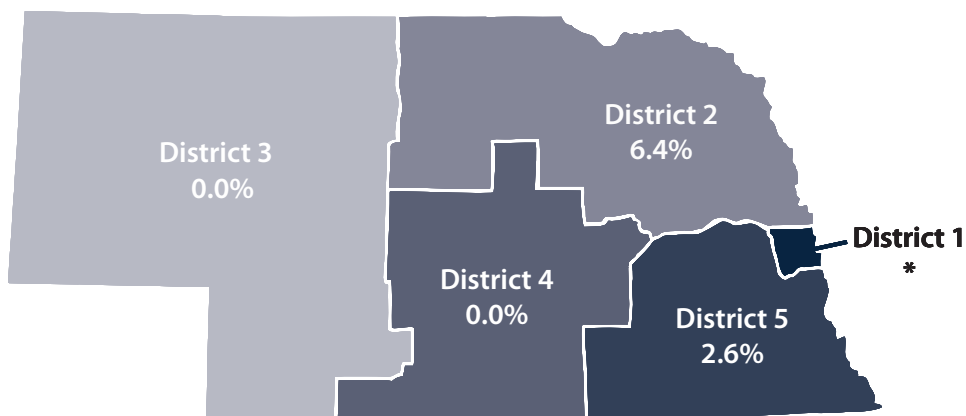
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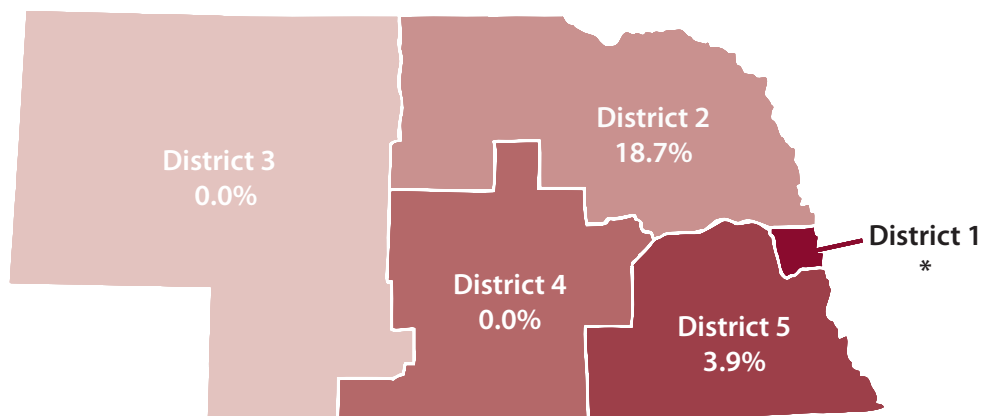
#### VACANCY RATE

Statewide 2.0%

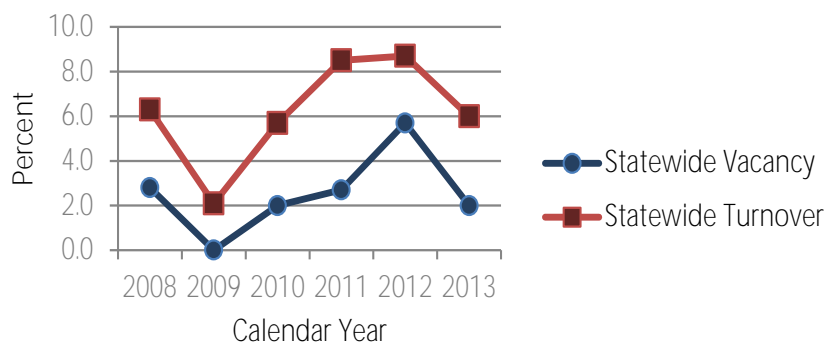


#### TURNOVER RATE

Statewide 6.0%



### MEDICAL TECHNOLOGIST MT



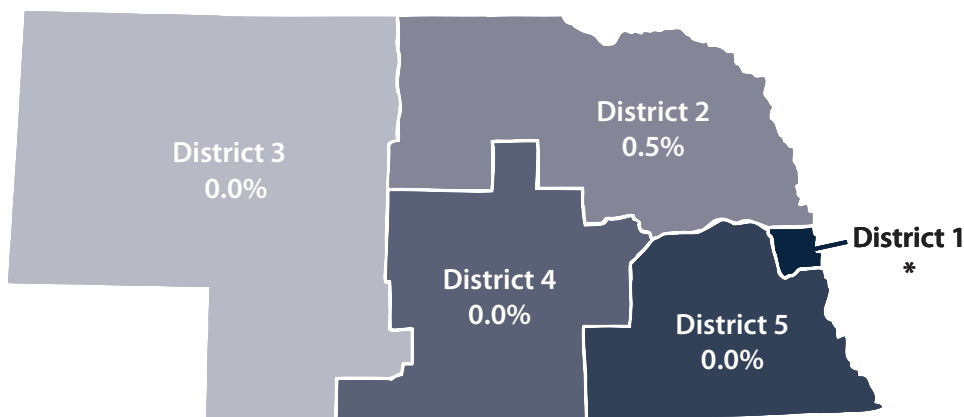
## RADIOLOGY TECHNOLOGIST R.T.R.

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### ALL HOSPITALS

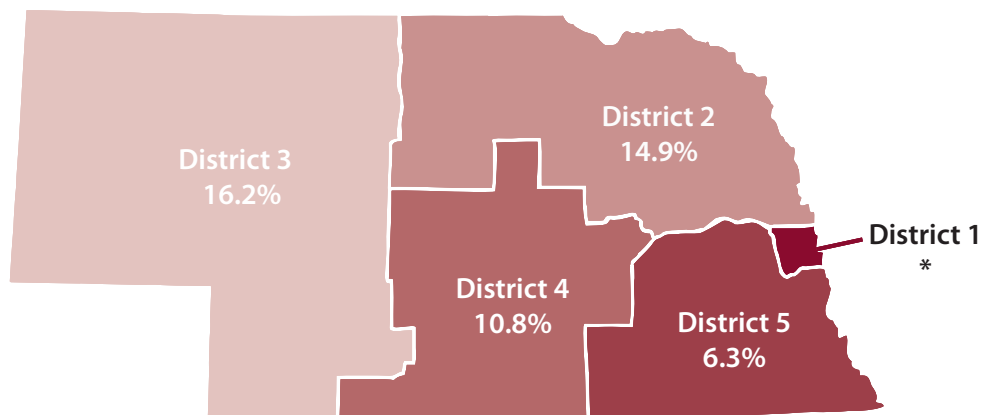
#### VACANCY RATE

Statewide 0.1%

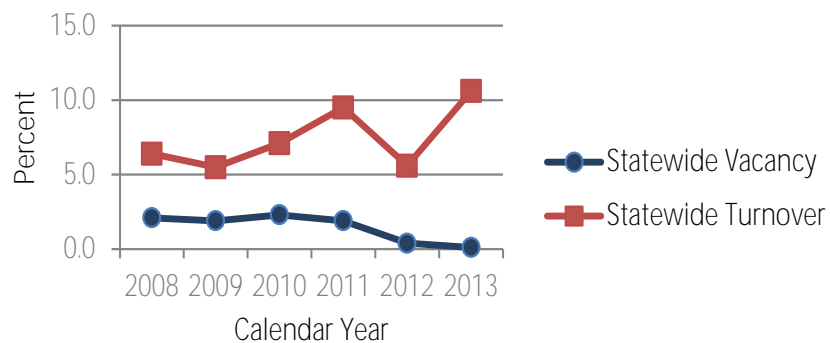


#### TURNOVER RATE

Statewide 10.6%



### RADIOLOGY TECHNOLOGIST R.T.R.



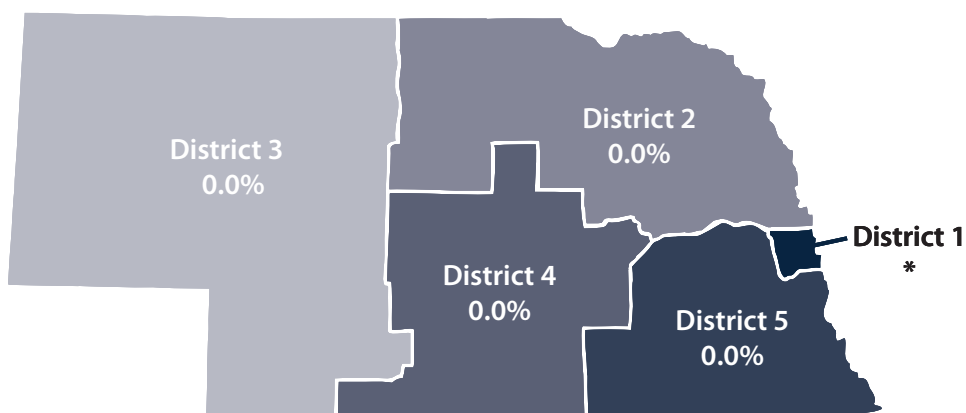
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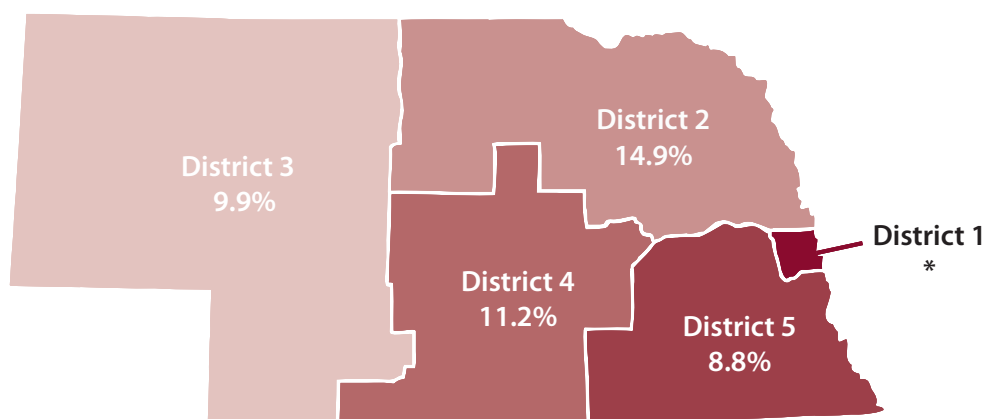
#### VACANCY RATE

Statewide 0.0%

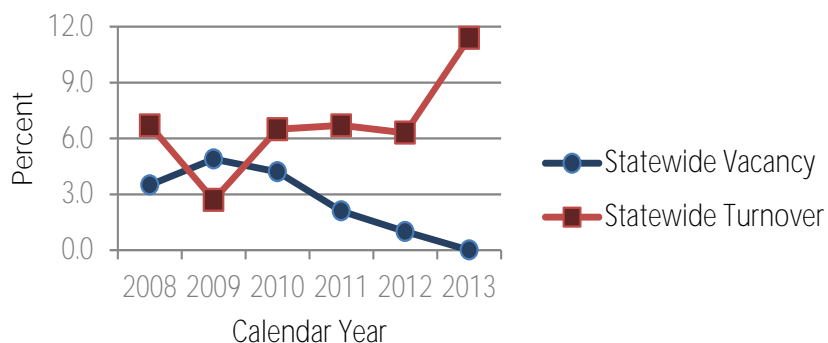


#### TURNOVER RATE

Statewide 11.4%



### RADIOLOGY TECHNOLOGIST R.T.R.



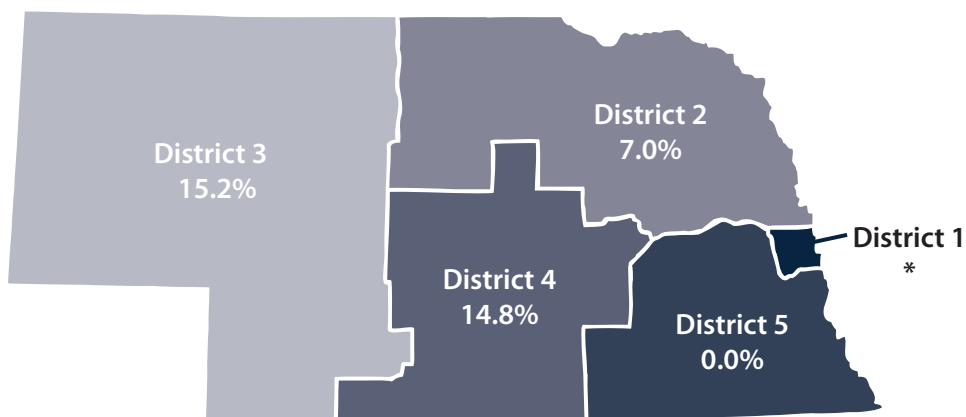
## SONOGRAPHER - ULTRASOUND

The Bureau of Labor Statistics predicts national employment of sonographers will increase by 46 percent from 2012 to 2022.

### ALL HOSPITALS

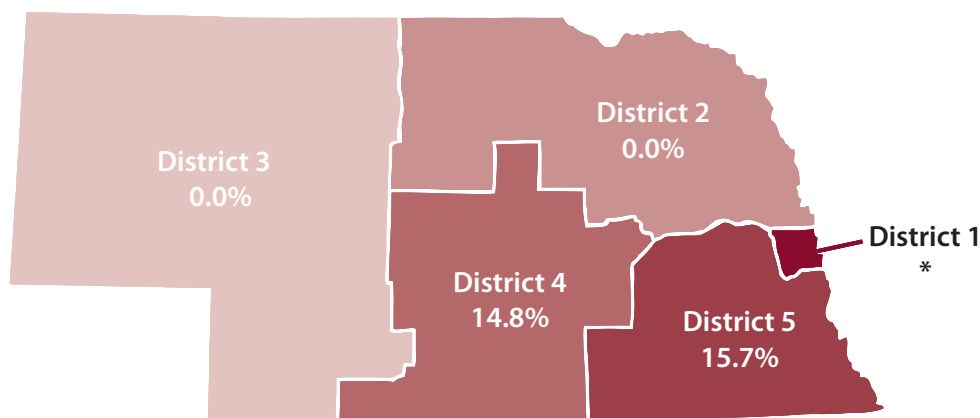
#### VACANCY RATE

Statewide 5.6%

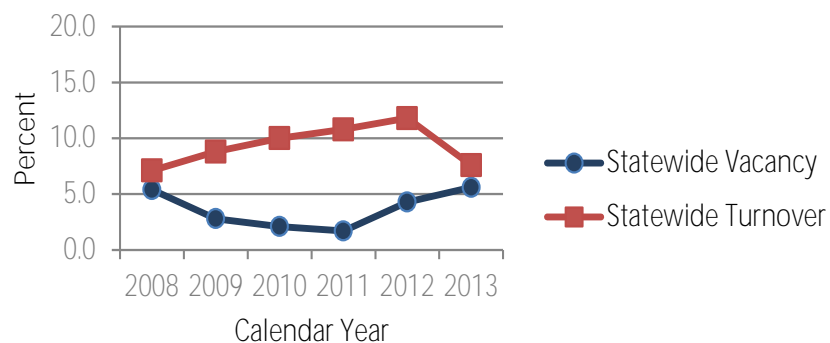


#### TURNOVER RATE

Statewide 7.6%



### SONOGRAPHER - ULTRASOUND

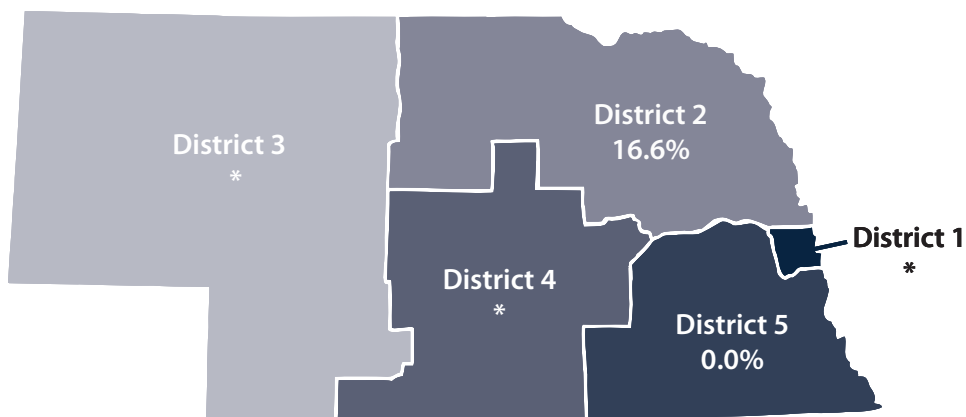


## SONOGRAPHER - ULTRASOUND

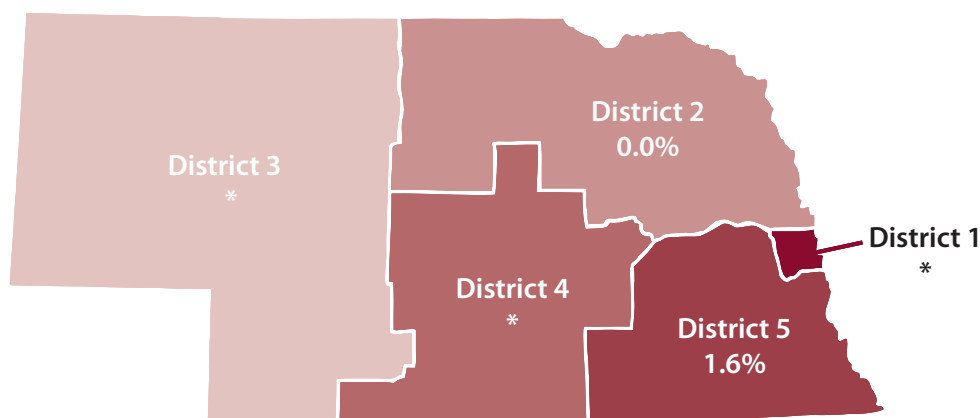
The Bureau of Labor Statistics predicts national employment of sonographers will increase by 46 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

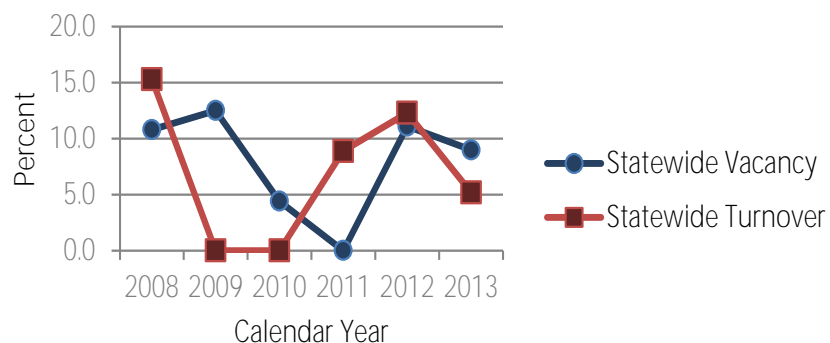
#### VACANCY RATE Statewide 9.0%



#### TURNOVER RATE Statewide 5.2%



### SONOGRAPHER - ULTRASOUND



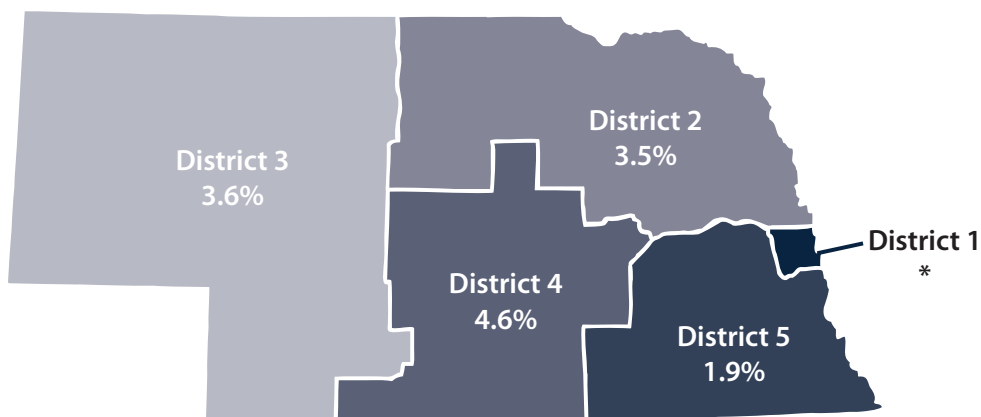
## LPN - (NON-I.V. CERTIFIED)

The Bureau of Labor Statistics predicts national employment of LPNs will increase by 25 percent from 2012 to 2022.

### ALL HOSPITALS

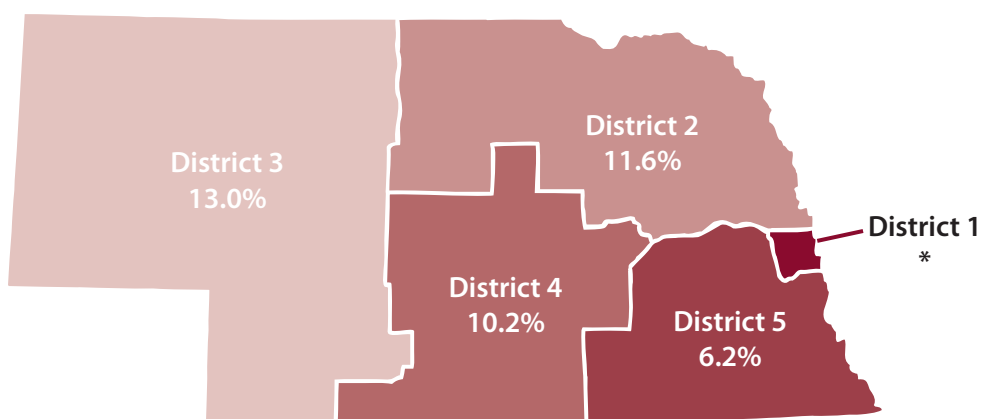
#### VACANCY RATE

Statewide 3.4%

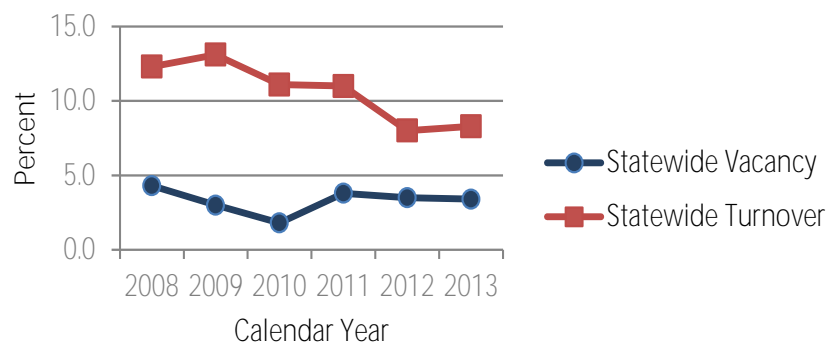


#### TURNOVER RATE

Statewide 8.3%



### LPN - (NON-I.V. CERTIFIED)



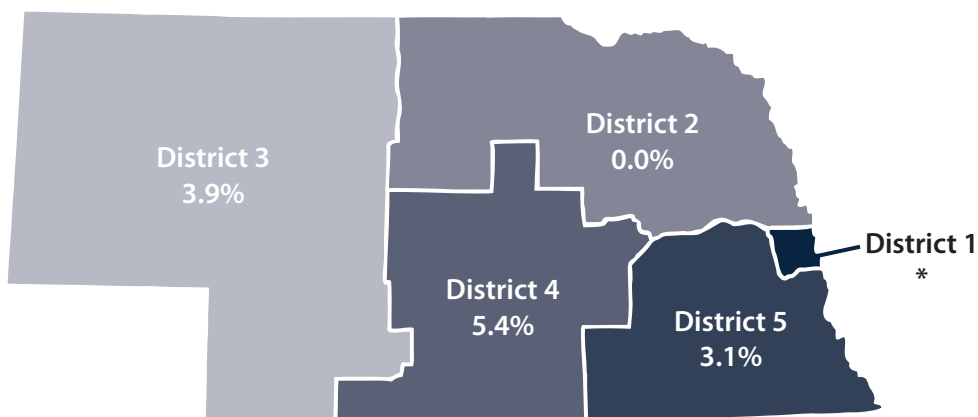
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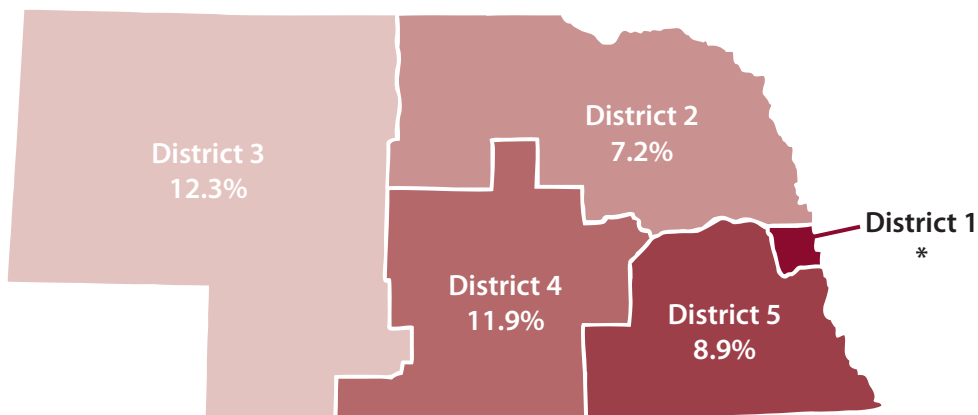
#### VACANCY RATE

Statewide 3.5%

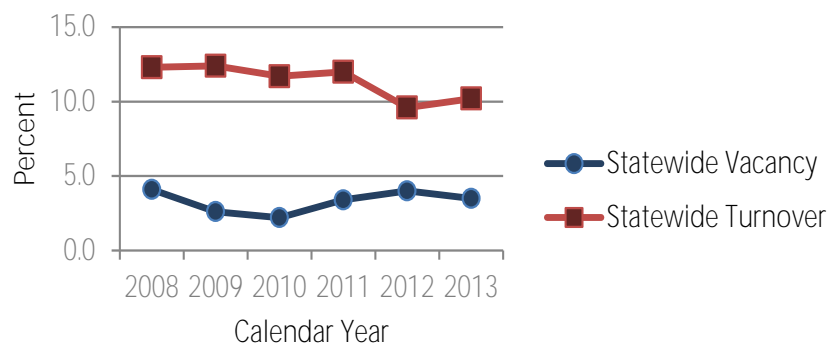


#### TURNOVER RATE

Statewide 10.2%



### LPN - (NON-I.V. CERTIFIED)



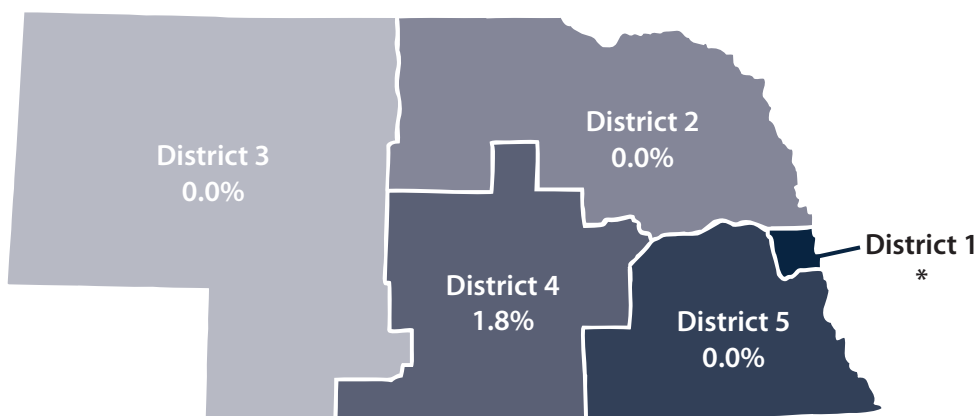
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### ALL HOSPITALS

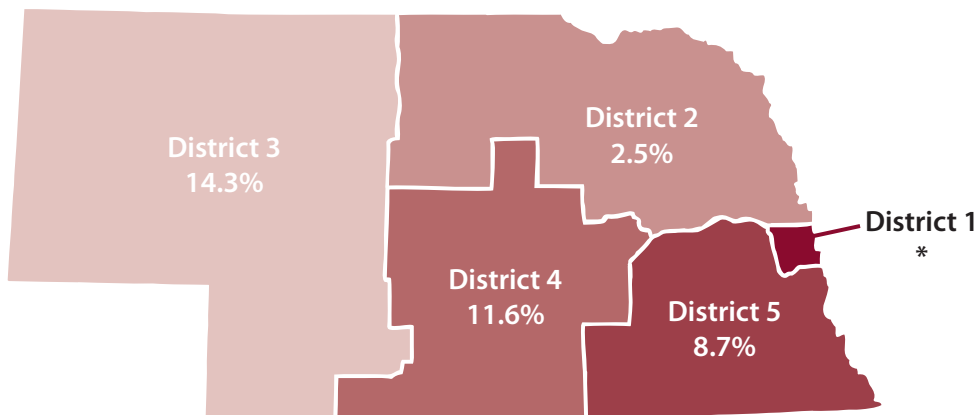
#### VACANCY RATE

Statewide 0.6%

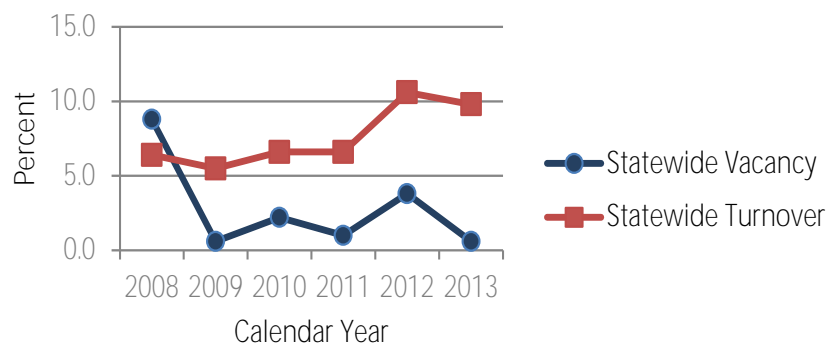


#### TURNOVER RATE

Statewide 9.8%



### LPN - (I.V. CERTIFIED)





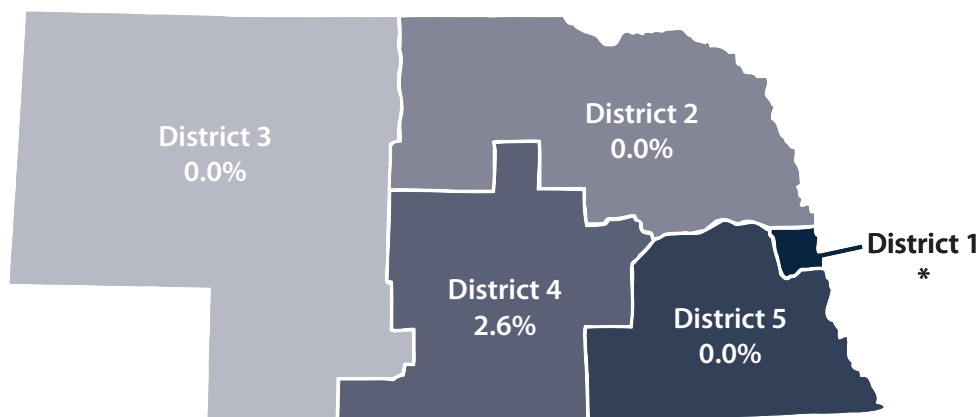
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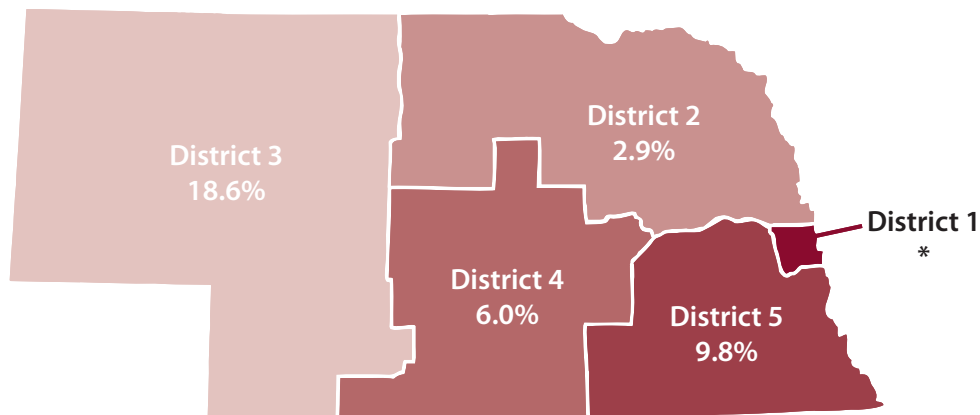
#### VACANCY RATE

Statewide 0.8%

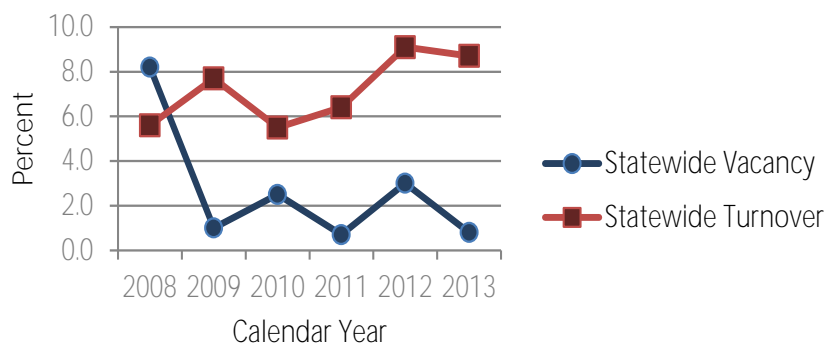


#### TURNOVER RATE

Statewide 8.7%



### LPN - (I.V. CERTIFIED)

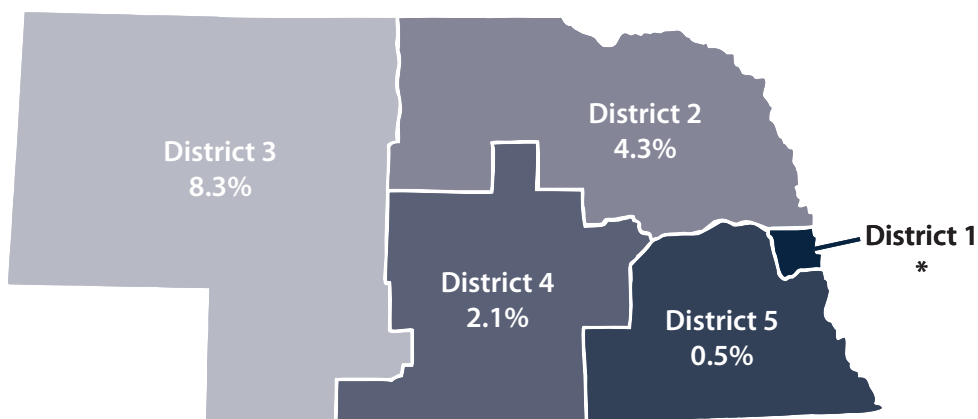


## NURSE - STAFF (RN)

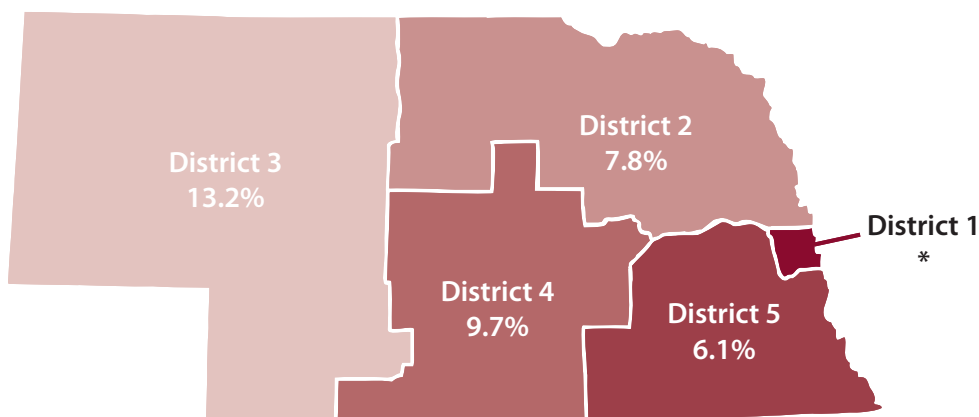
The Bureau of Labor Statistics predicts national employment of RNs will increase by 19 percent from 2012 to 2022.

### ALL HOSPITALS

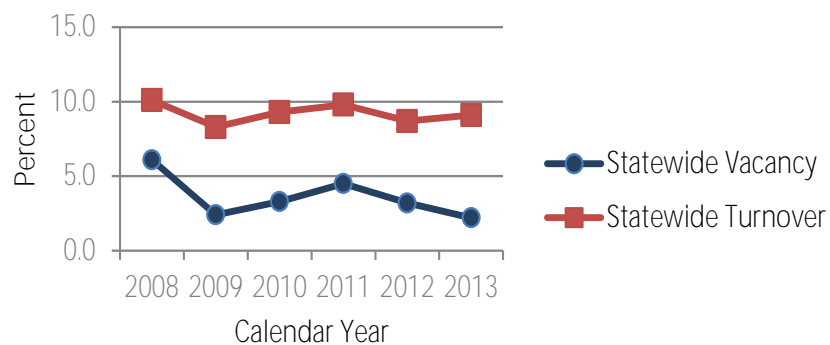
#### VACANCY RATE Statewide 2.2%



#### TURNOVER RATE Statewide 9.1%



### NURSE - STAFF (RN)



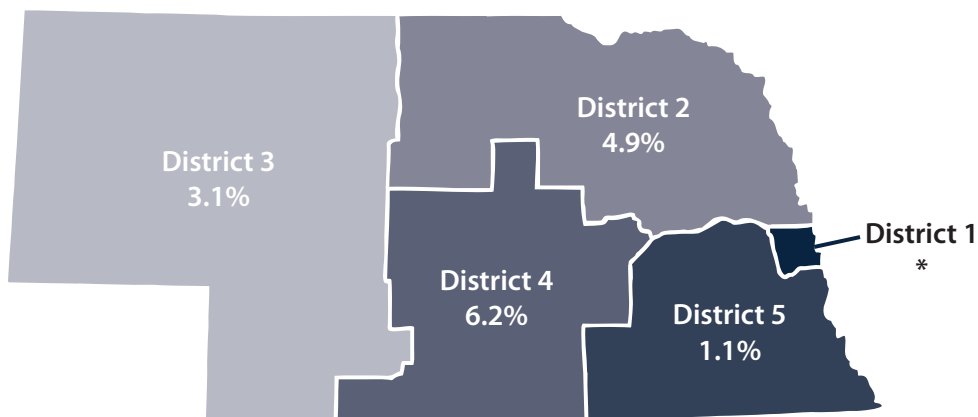
## NURSE - STAFF (RN)

The Bureau of Labor Statistics predicts national employment of RNs will increase by 19 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

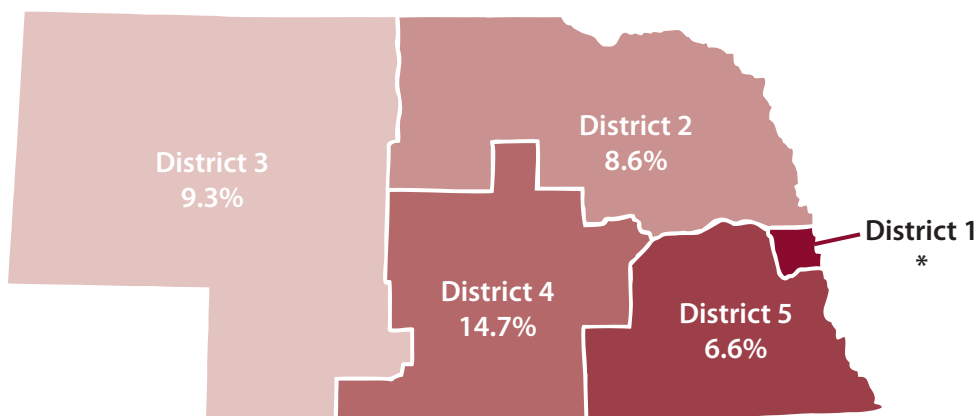
#### VACANCY RATE

Statewide 4.2%

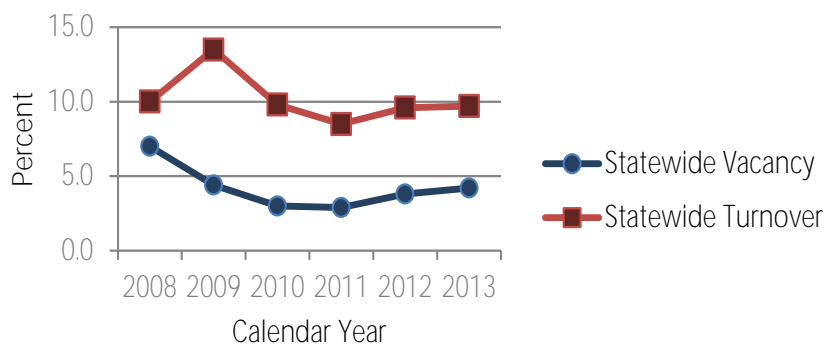


#### TURNOVER RATE

Statewide 9.7%



### NURSE - STAFF (RN)



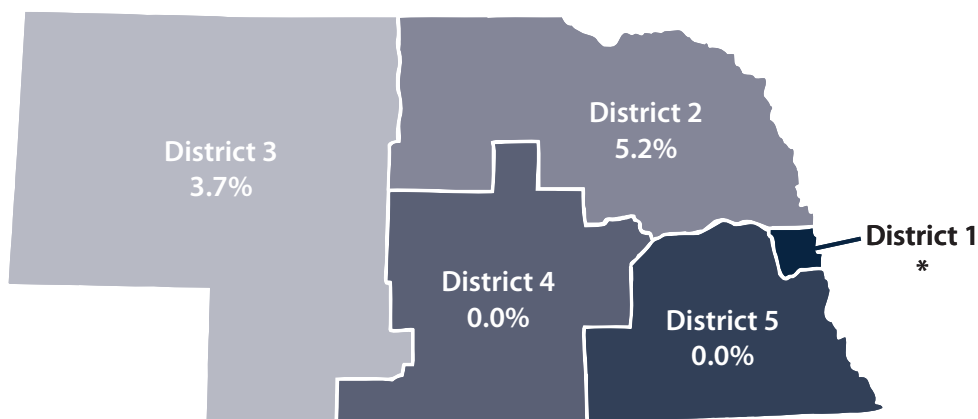
## NURSE PRACTITIONER (RN)

The Bureau of Labor Statistics predicts national employment of RNs will increase by 34 percent from 2012 to 2022. Advanced practice RNs will be in higher demand.

### ALL HOSPITALS

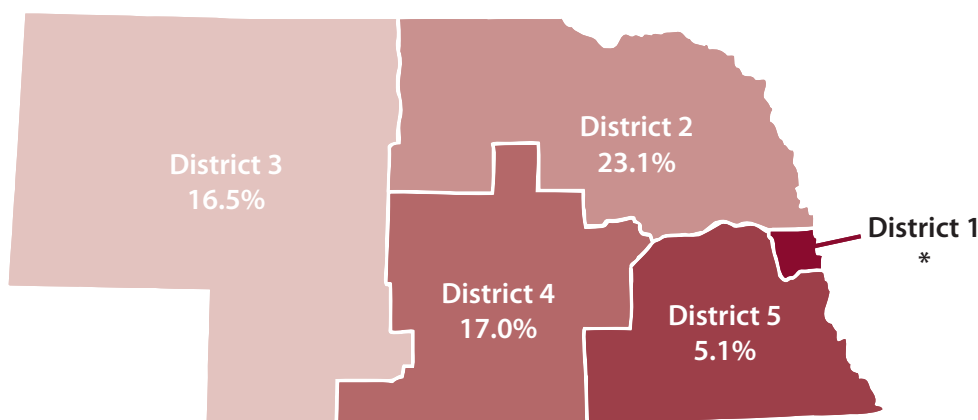
#### VACANCY RATE

Statewide 3.0%

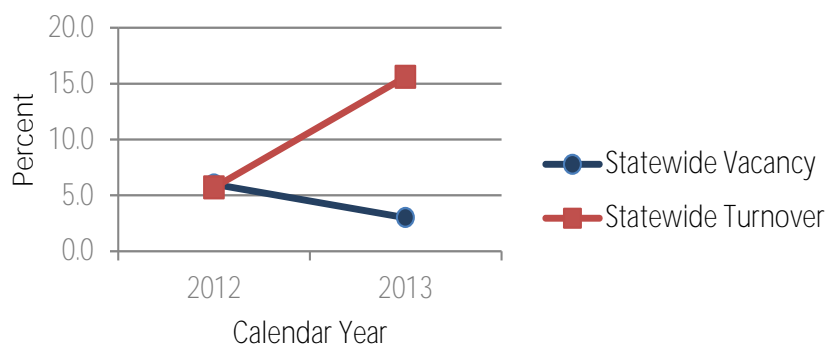


#### TURNOVER RATE

Statewide 15.6%



### NURSE PRACTITIONER (RN)



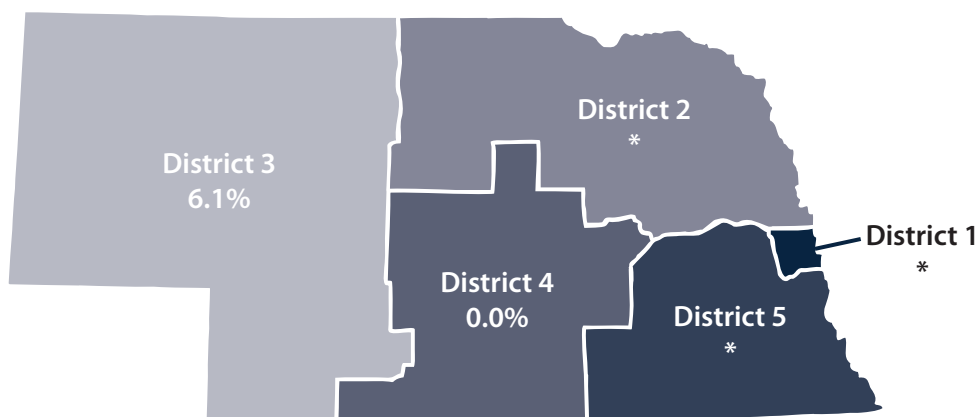
## NURSE PRACTITIONER (RN)

The Bureau of Labor Statistics predicts national employment of RNs will increase by 34 percent from 2012 to 2022. Advanced practice RNs will be in higher demand.

### CRITICAL ACCESS HOSPITALS ONLY

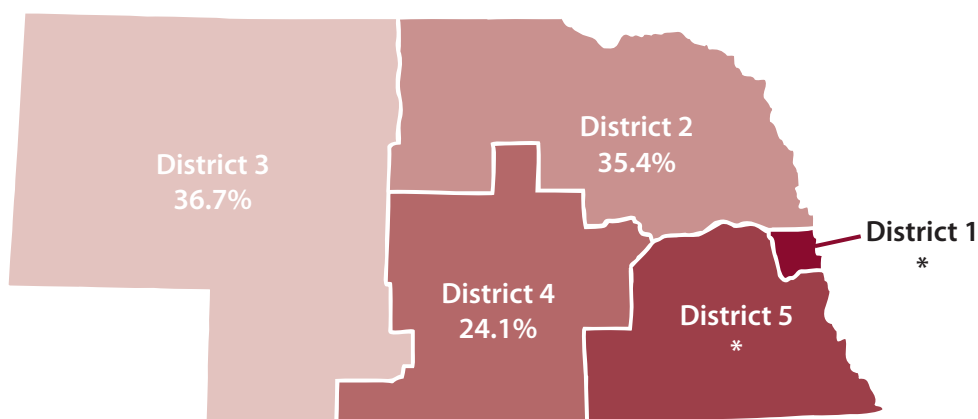
#### VACANCY RATE

Statewide 1.5%

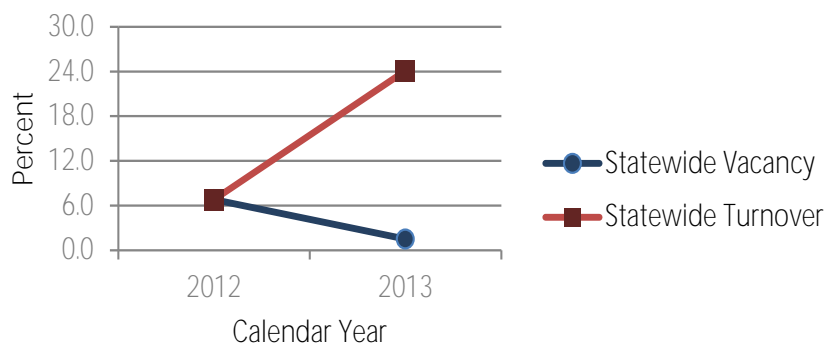


#### TURNOVER RATE

Statewide 24.1%



### NURSE PRACTITIONER (RN)

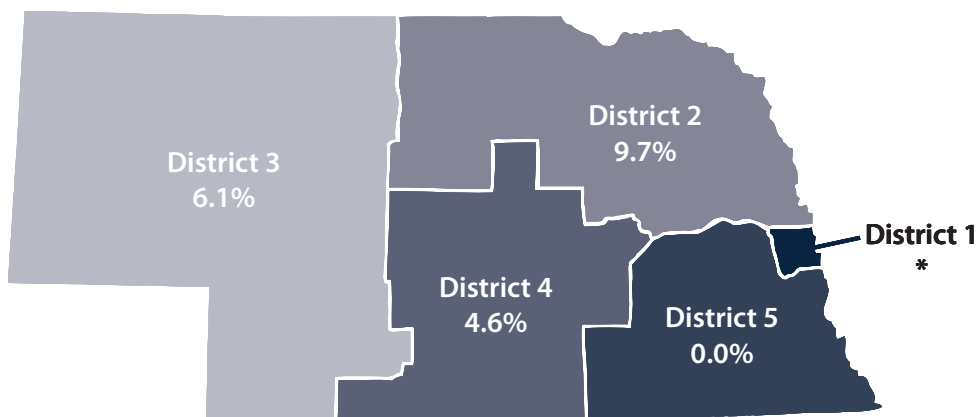


## UNLICENSED ASSISTIVE PERSONNEL (NURSE ASSISTANT & PATIENT CARE TECH)

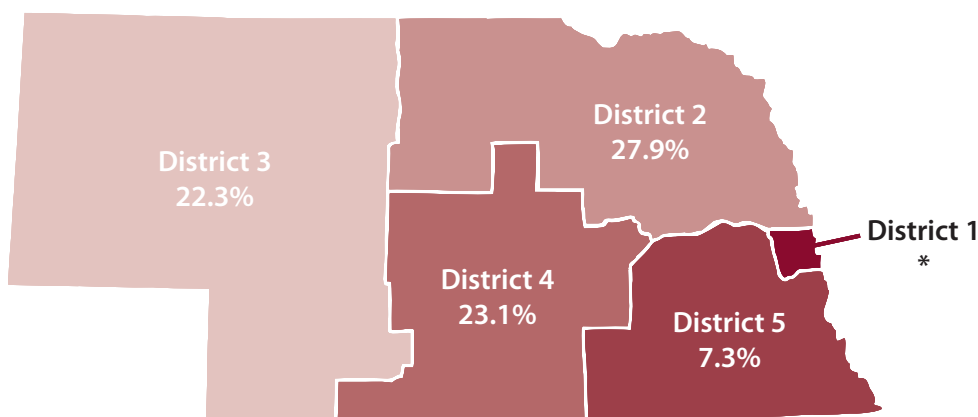
The Bureau of Labor Statistics predicts national employment of CNAs will increase by 21 percent and employment of personal care aides will increase by 49 percent from 2012 to 2022.

### ALL HOSPITALS

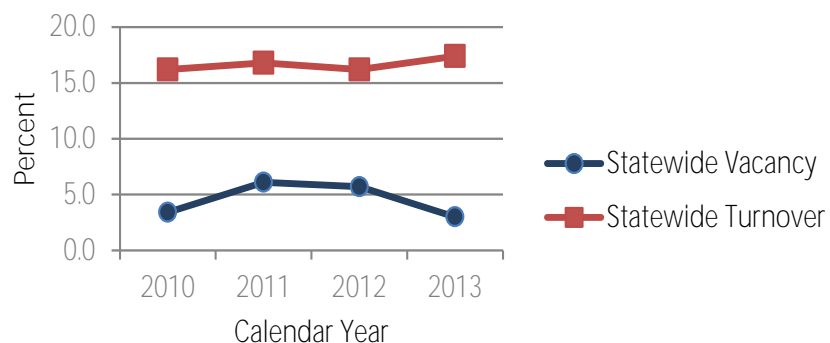
#### VACANCY RATE Statewide 3.0%



#### TURNOVER RATE Statewide 17.4%



### UNLICENSED ASSISTIVE PERSONNEL



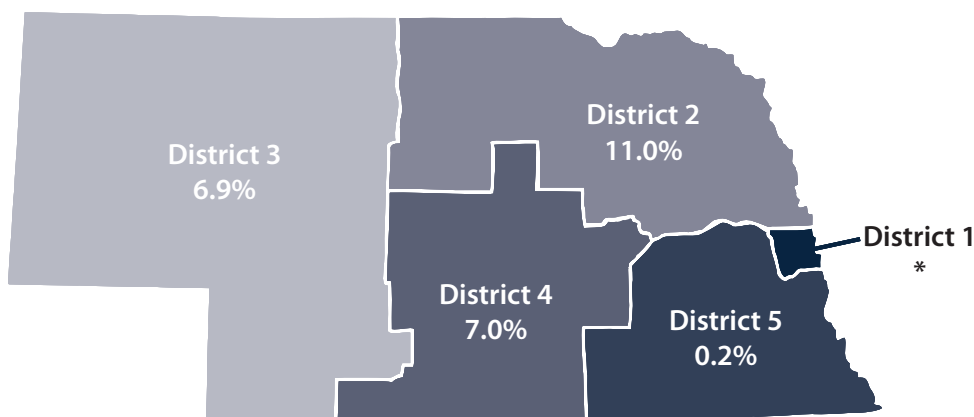
## UNLICENSED ASSISTIVE PERSONNEL (NURSE ASSISTANT & PATIENT CARE TECH)

The Bureau of Labor Statistics predicts national employment of CNAs will increase by 21 percent and employment of personal care aides will increase by 49 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

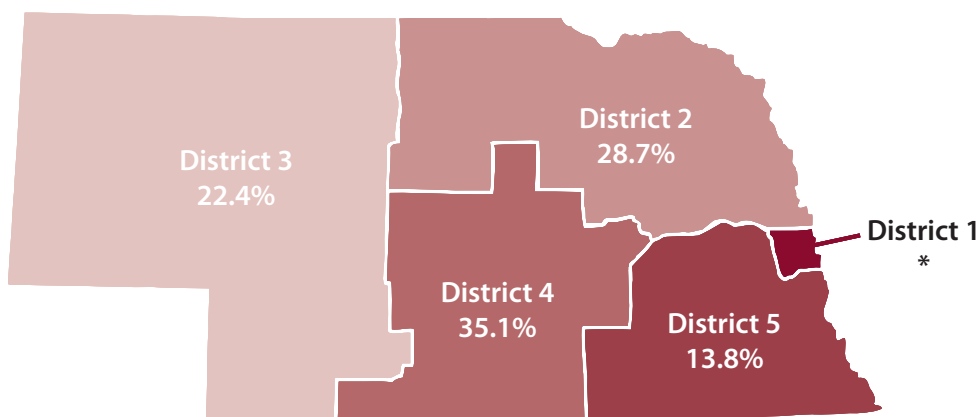
#### VACANCY RATE

Statewide 7.3%

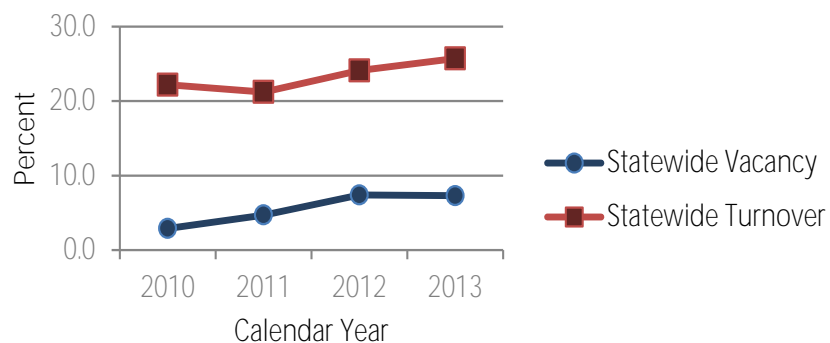


#### TURNOVER RATE

Statewide 25.7%



### UNLICENSED ASSISTIVE PERSONNEL



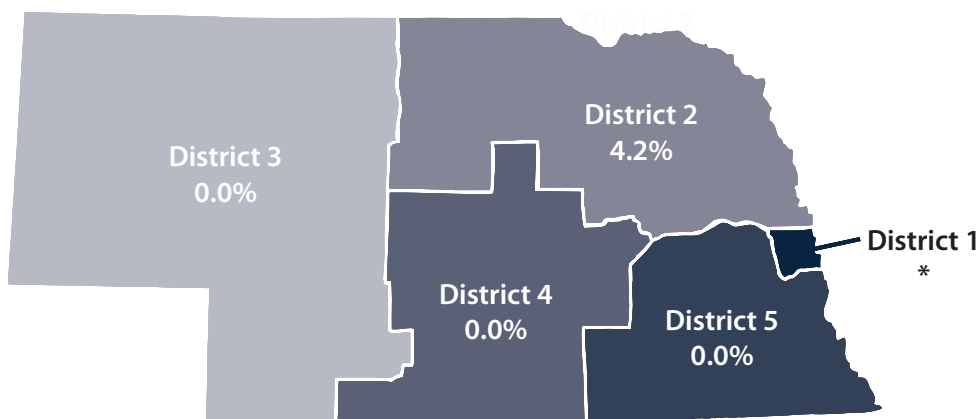
## OCCUPATIONAL THERAPIST

The Bureau of Labor Statistics predicts national employment of OTs will increase by 29 percent from 2012 to 2022.

### ALL HOSPITALS

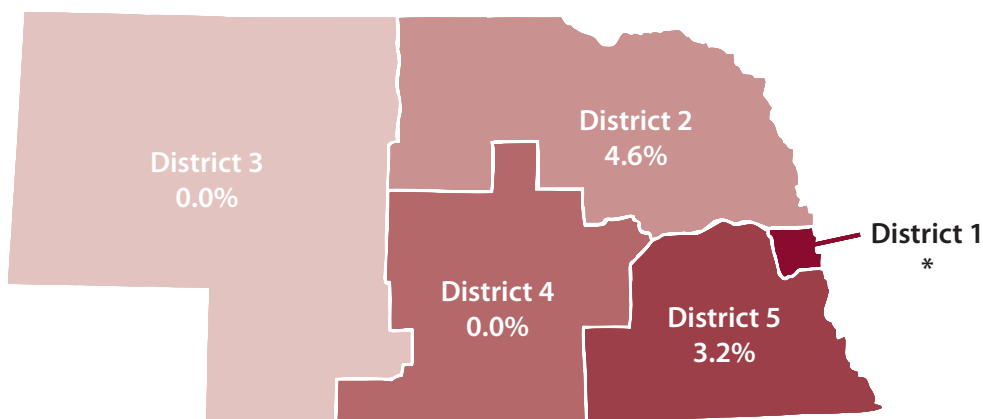
#### VACANCY RATE

Statewide 0.9%

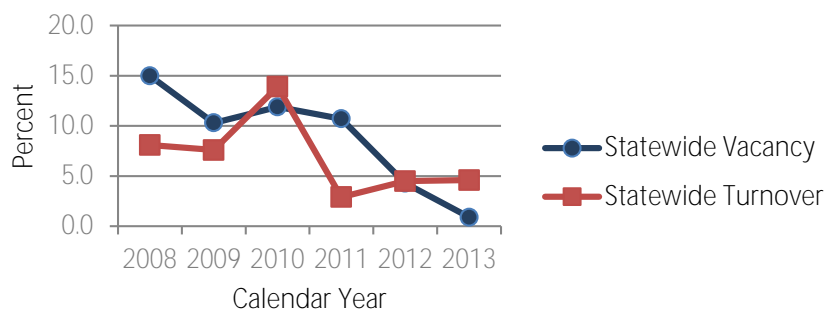


#### TURNOVER RATE

Statewide 4.6%



### OCCUPATIONAL THERAPIST





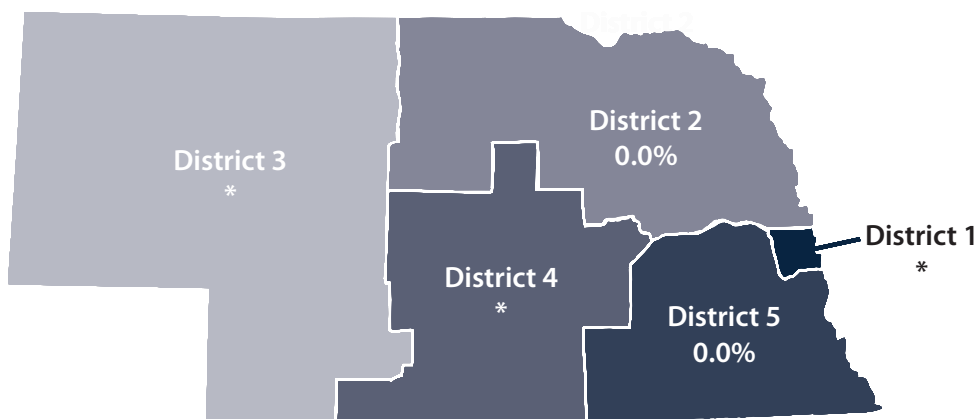
## OCCUPATIONAL THERAPIST

The Bureau of Labor Statistics predicts national employment of OTs will increase by 29 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

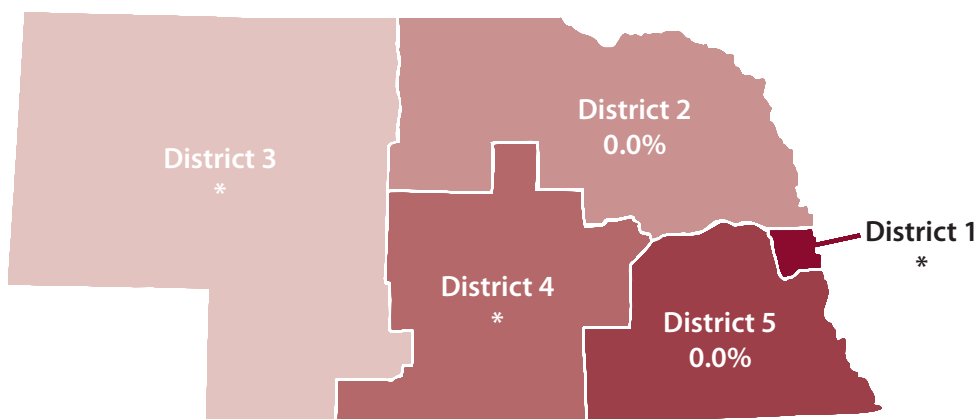
#### VACANCY RATE

Statewide 0.0%

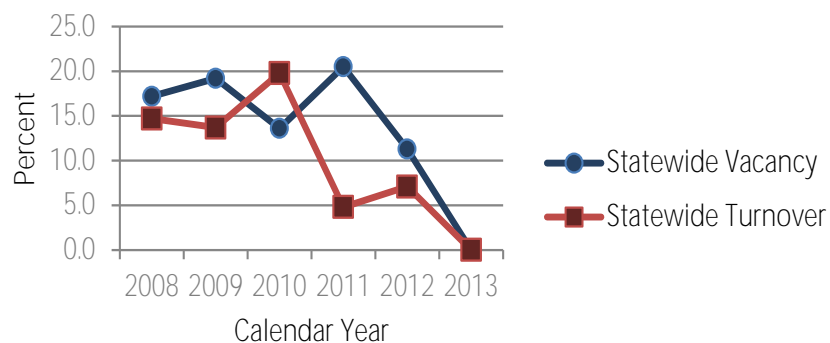


#### TURNOVER RATE

Statewide 0.0%



### OCCUPATIONAL THERAPIST



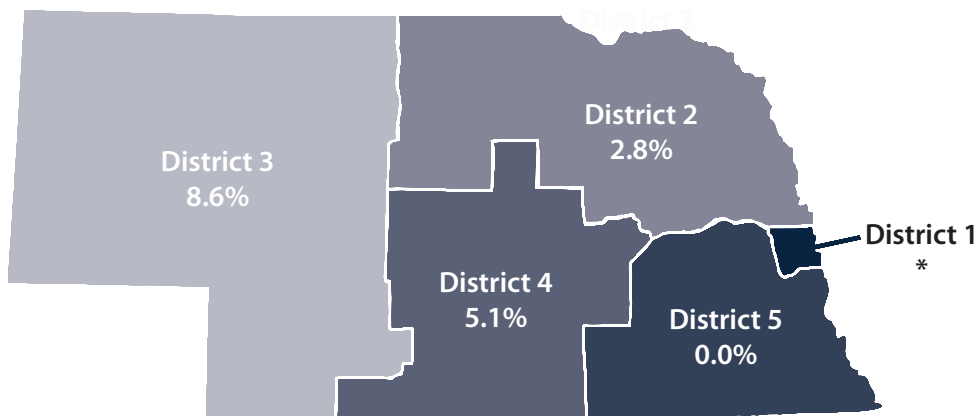
## PHYSICAL THERAPIST

The Bureau of Labor Statistics predicts national employment of PTs will increase by 36 percent from 2012 to 2022.

### ALL HOSPITALS

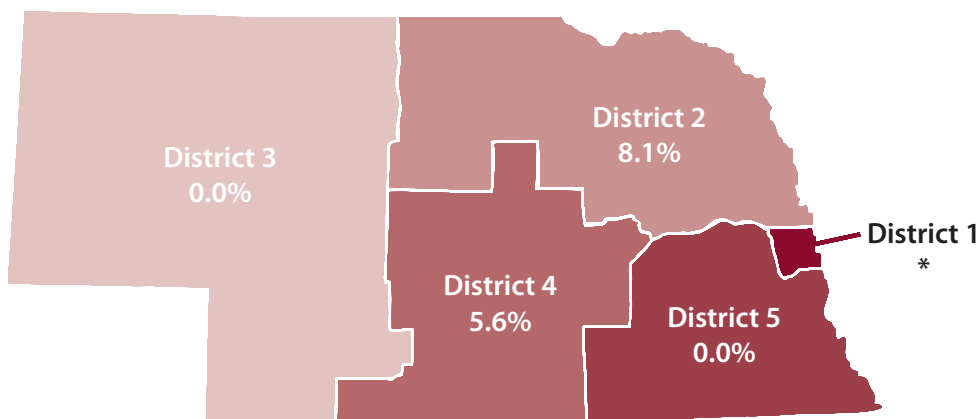
#### VACANCY RATE

Statewide 3.3%

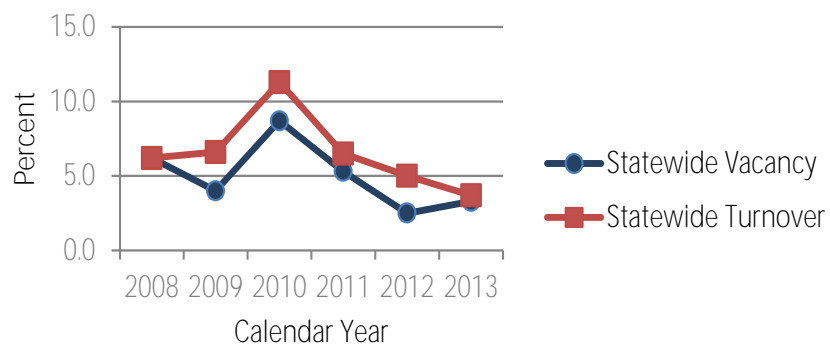


#### TURNOVER RATE

Statewide 3.7%



### PHYSICAL THERAPIST



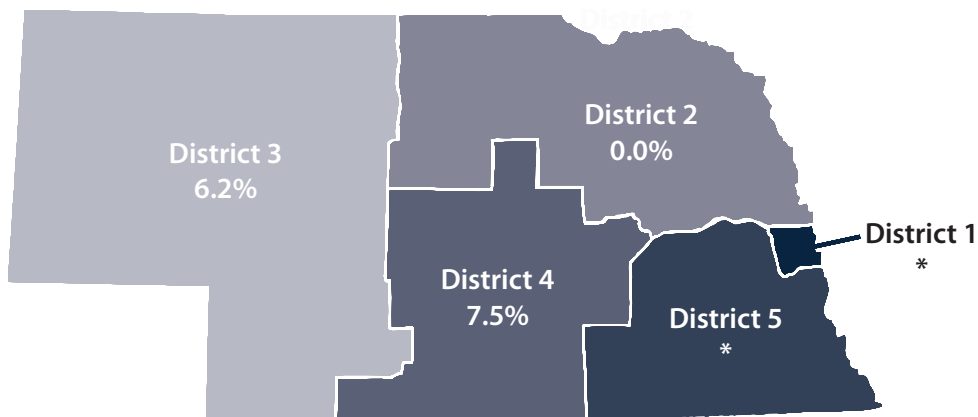
## PHYSICAL THERAPIST

The Bureau of Labor Statistics predicts national employment of PTs will increase by 36 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

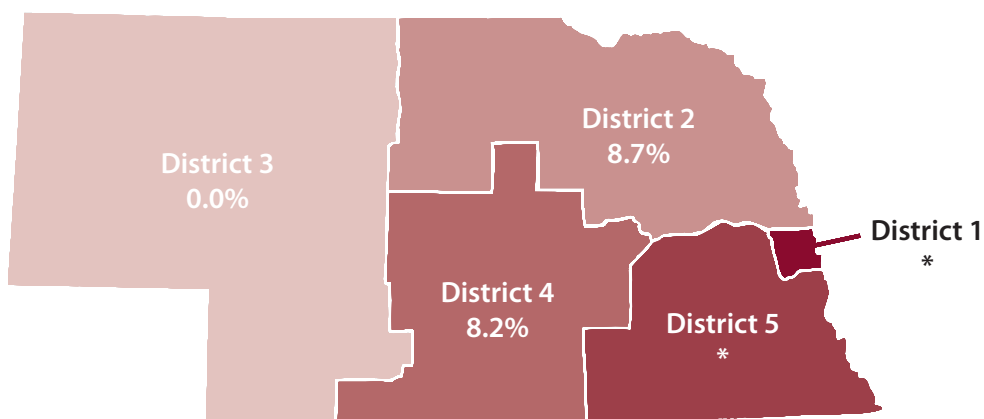
#### VACANCY RATE

Statewide 3.5%

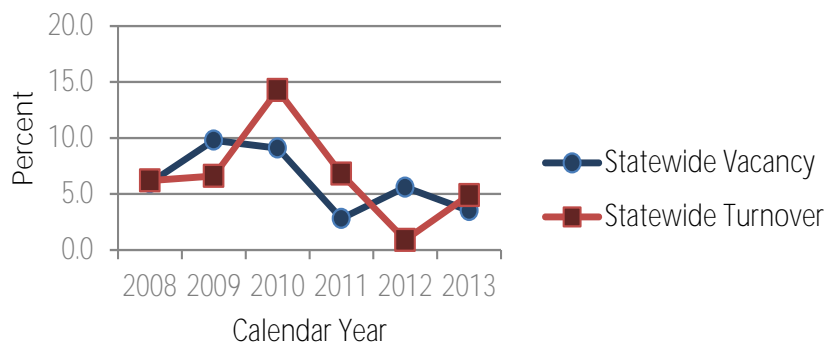


#### TURNOVER RATE

Statewide 4.9%



### PHYSICAL THERAPIST



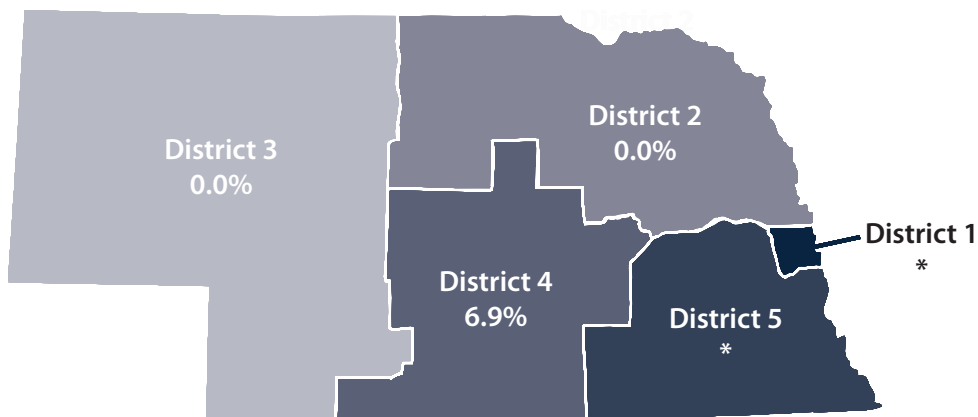
## PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

The Bureau of Labor Statistics predicts national employment of PTAs will increase by 41 percent from 2012 to 2022.

### ALL HOSPITALS

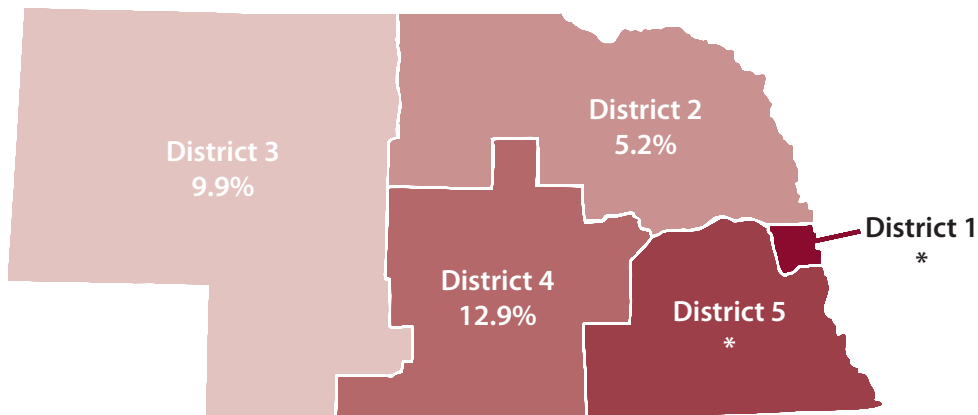
#### VACANCY RATE

Statewide 1.7%

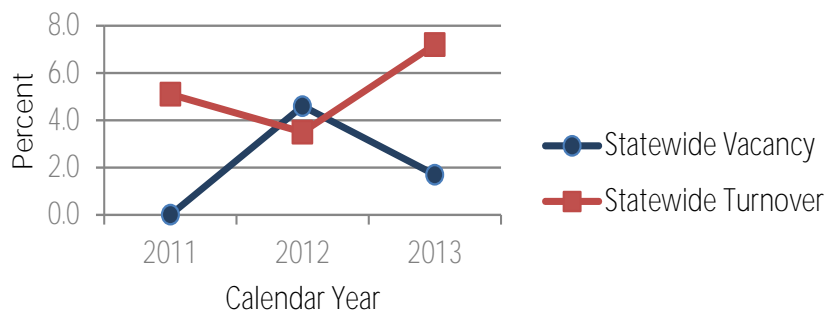


#### TURNOVER RATE

Statewide 7.2%



### PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)



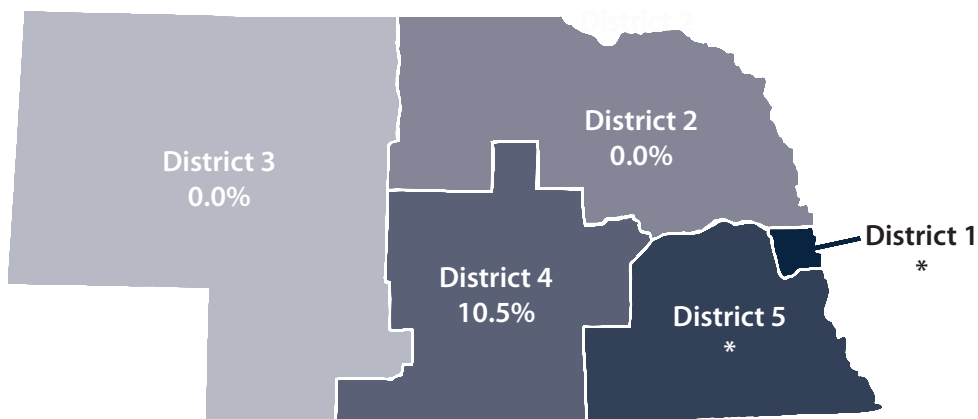
## PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

The Bureau of Labor Statistics predicts national employment of PTAs will increase by 41 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

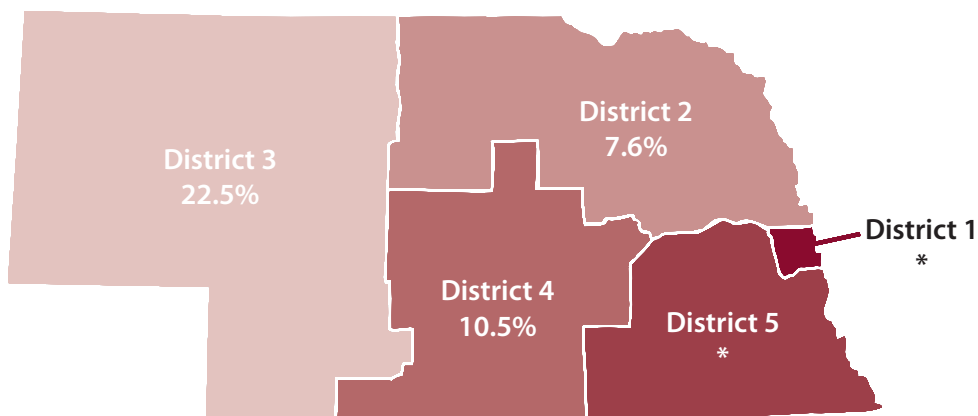
#### VACANCY RATE

Statewide 3.3%

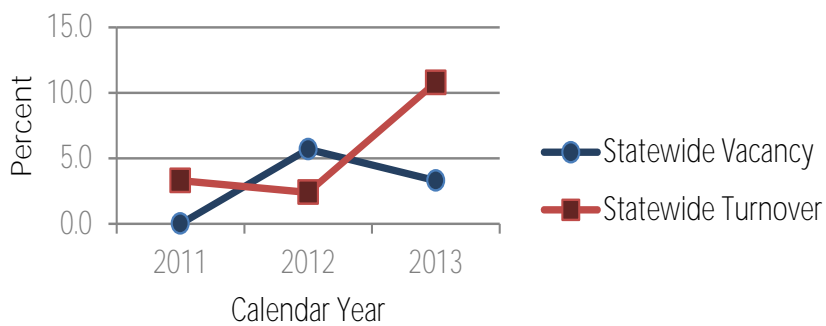


#### TURNOVER RATE

Statewide 10.8%



### PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)



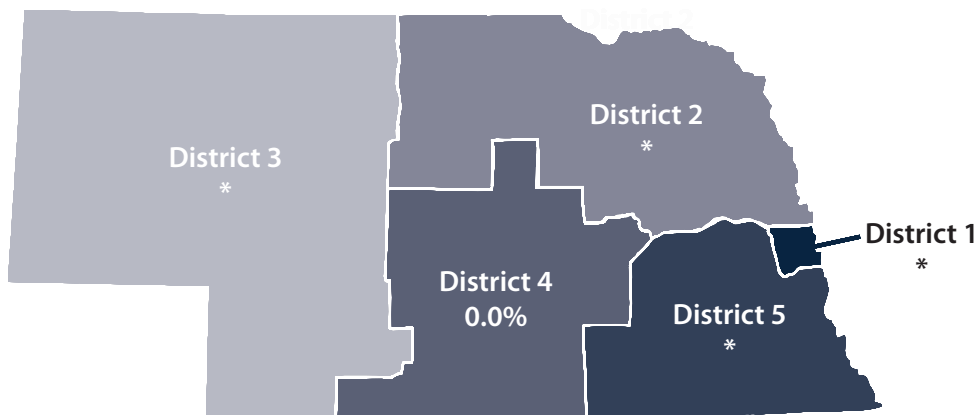
## RESPIRATORY THERAPIST - CERTIFIED

The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 19 percent from 2012 to 2022.

### ALL HOSPITALS

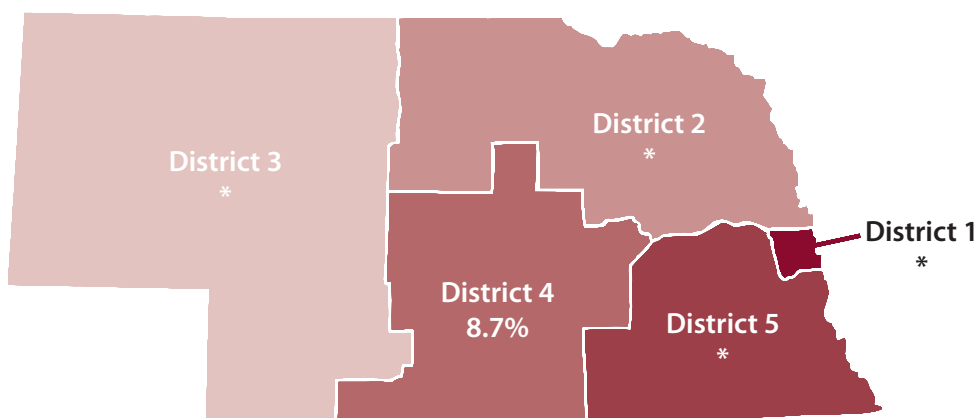
#### VACANCY RATE

Statewide 1.6%

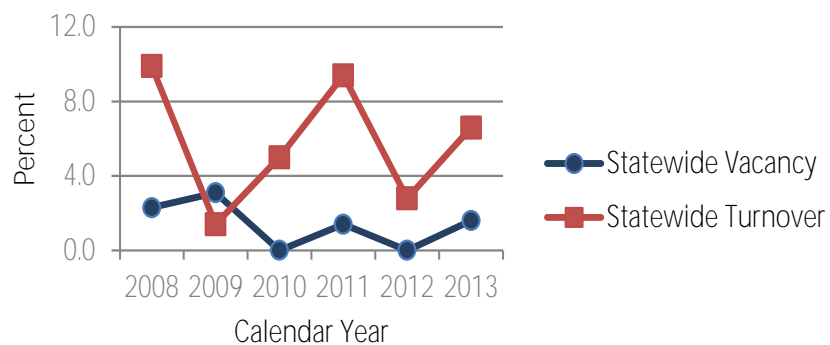


#### TURNOVER RATE

Statewide 6.6%



### RESPIRATORY THERAPIST - CERTIFIED



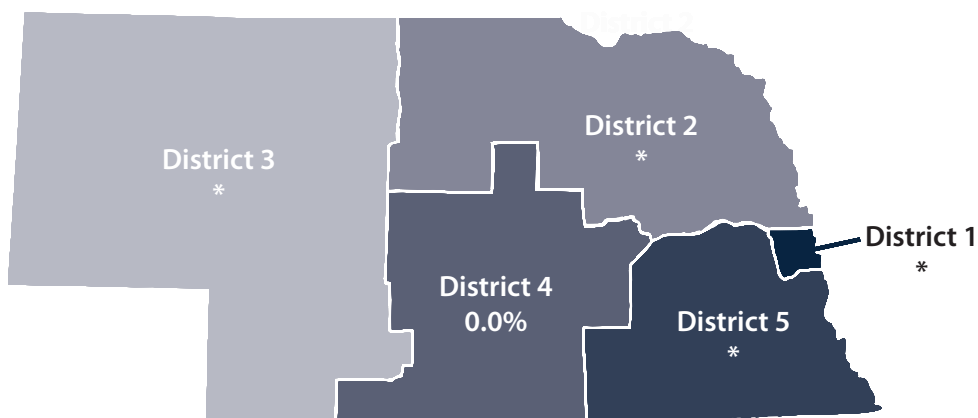
## RESPIRATORY THERAPIST - CERTIFIED

The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 19 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

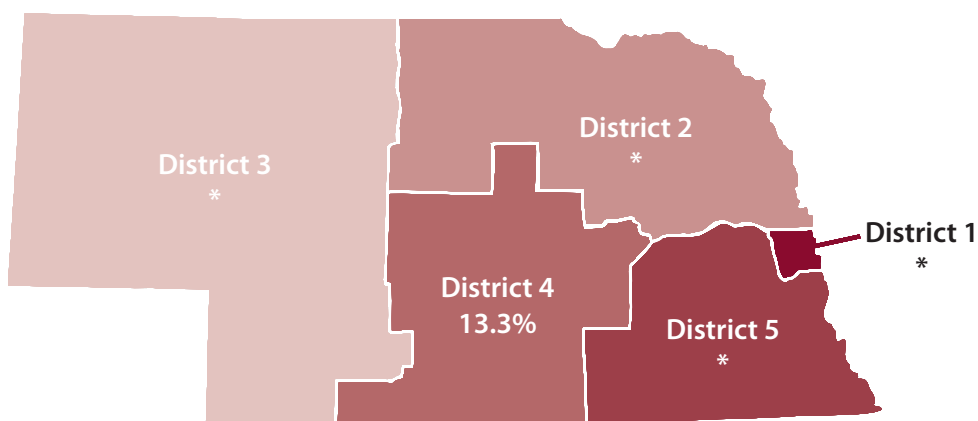
#### VACANCY RATE

Statewide 5.0%

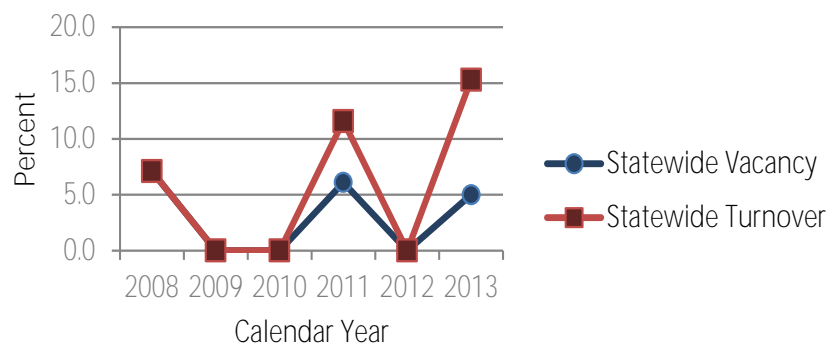


#### TURNOVER RATE

Statewide 15.3%



### RESPIRATORY THERAPIST - CERTIFIED

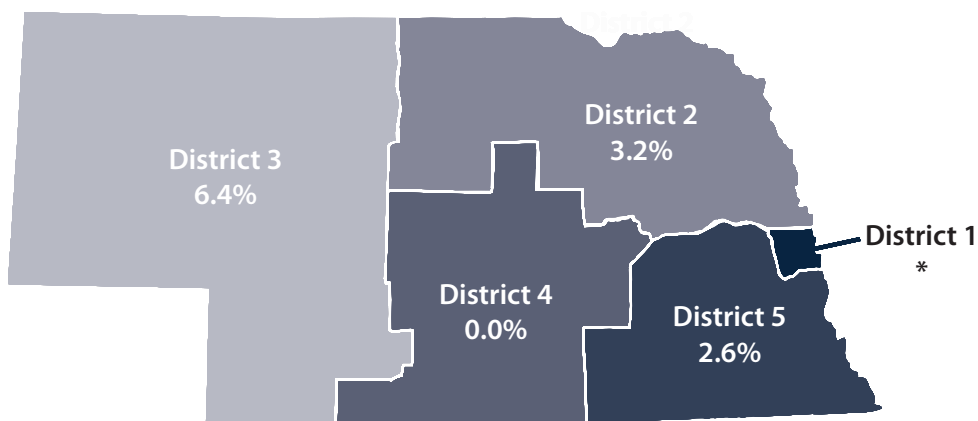


## RESPIRATORY THERAPIST - REGISTERED

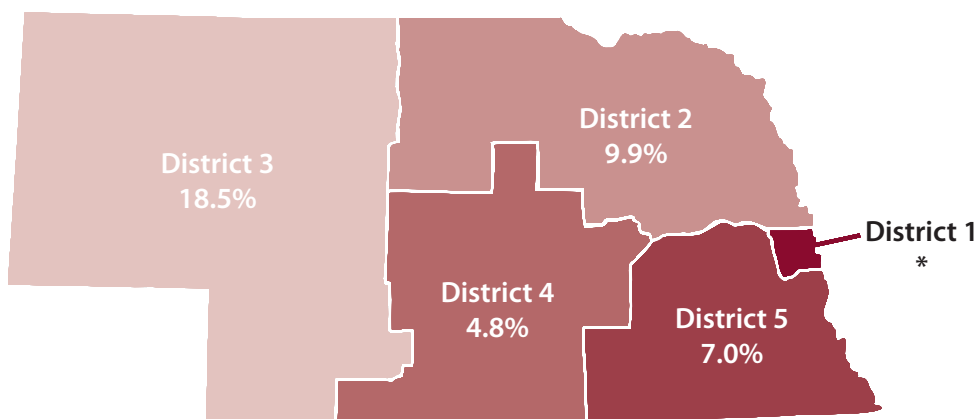
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 19 percent from 2012 to 2022.

### ALL HOSPITALS

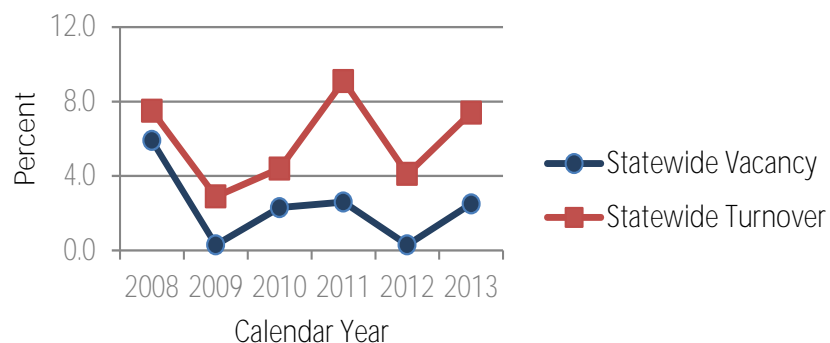
#### VACANCY RATE Statewide 2.5%



#### TURNOVER RATE Statewide 7.4%



### RESPIRATORY THERAPIST - REGISTERED





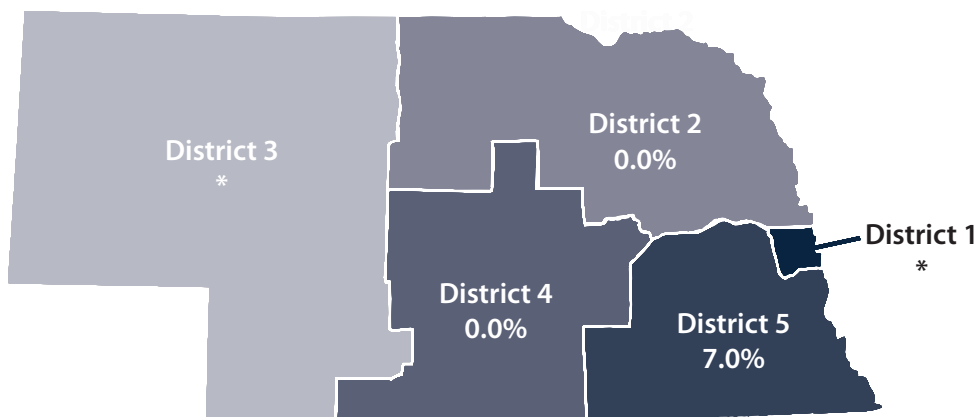
## RESPIRATORY THERAPIST - REGISTERED

The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 19 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

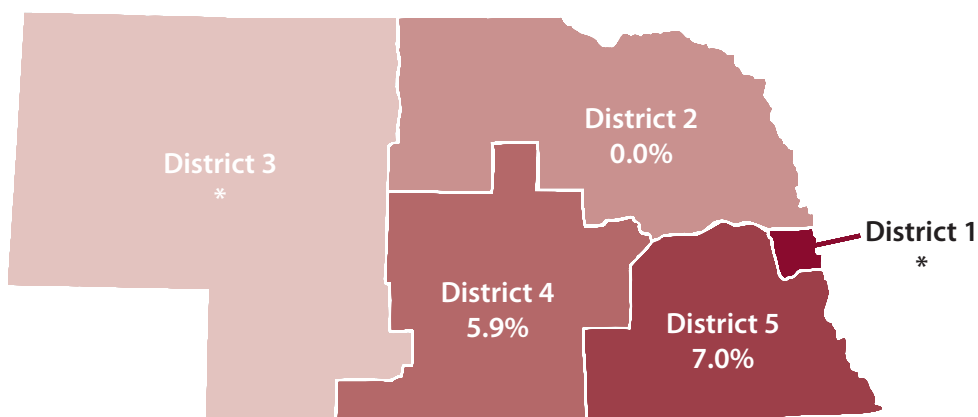
#### VACANCY RATE

Statewide 7.5%

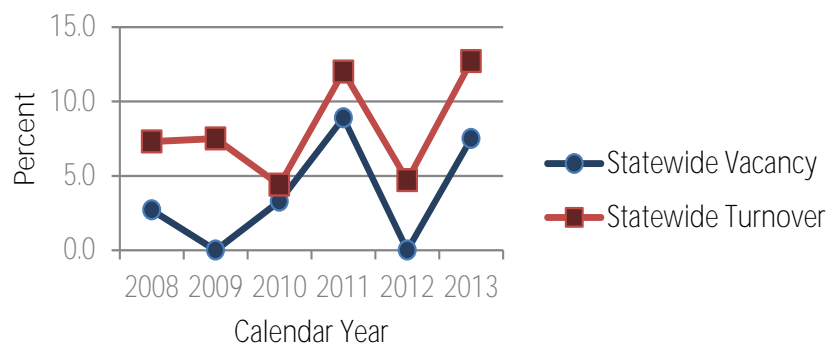


#### TURNOVER RATE

Statewide 12.7%



### RESPIRATORY THERAPIST - REGISTERED



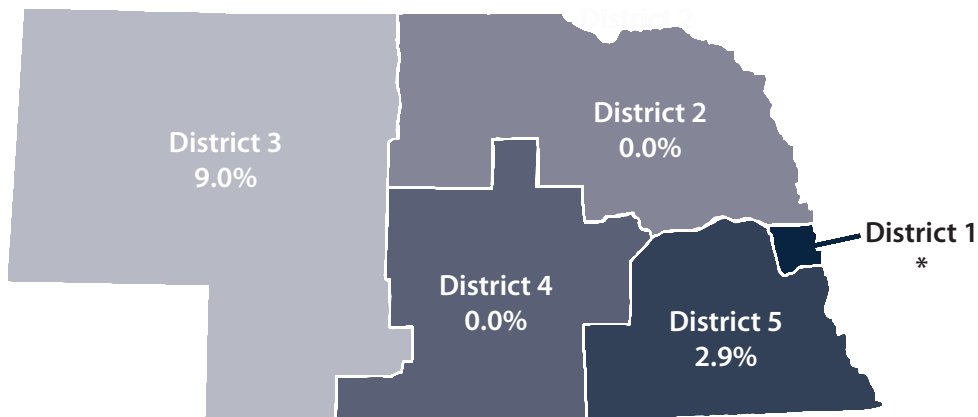
## PHARMACIST - STAFF

The Bureau of Labor Statistics predicts national employment of pharmacists will increase by 14 percent from 2012 to 2022.

### ALL HOSPITALS

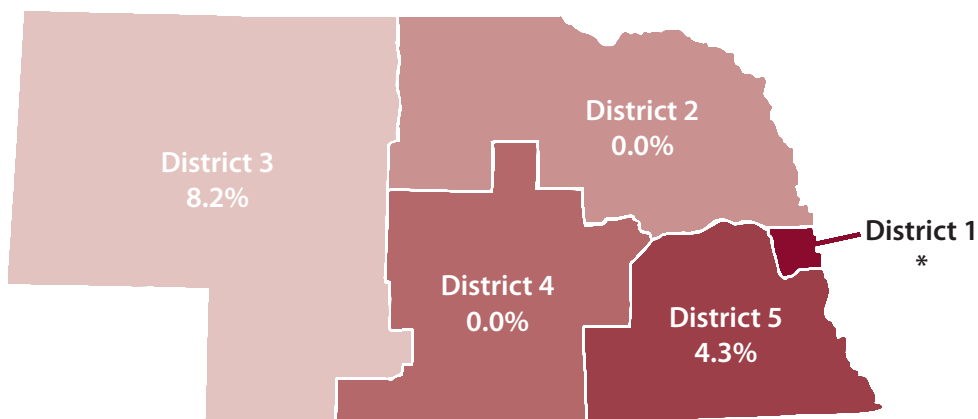
#### VACANCY RATE

Statewide 1.7%

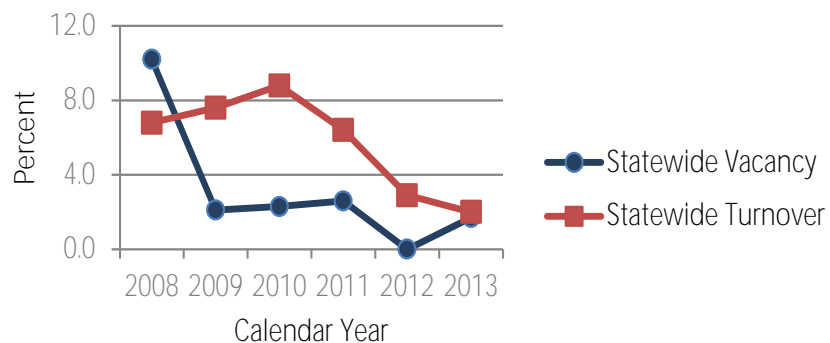


#### TURNOVER RATE

Statewide 2.0%



### PHARMACIST - STAFF



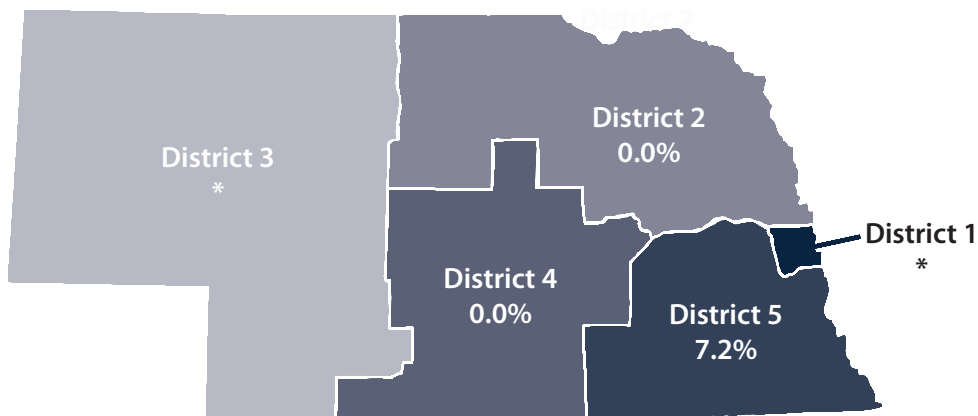
## PHARMACIST - STAFF

The Bureau of Labor Statistics predicts national employment of pharmacists will increase by 14 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

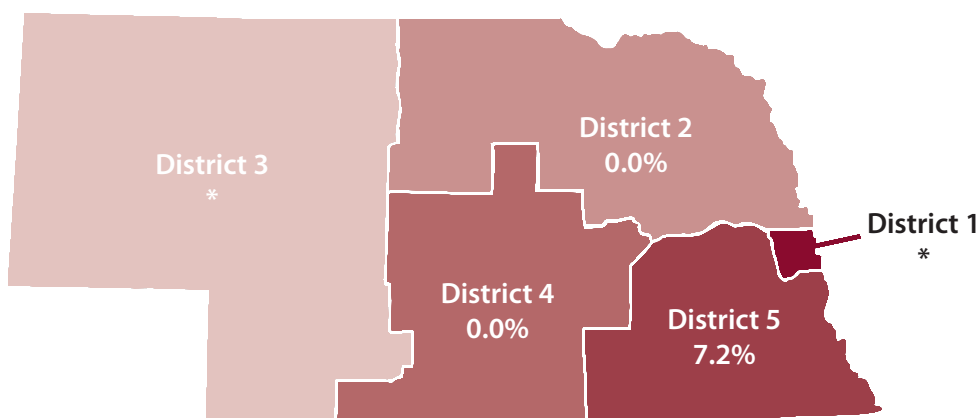
#### VACANCY RATE

Statewide 6.5%

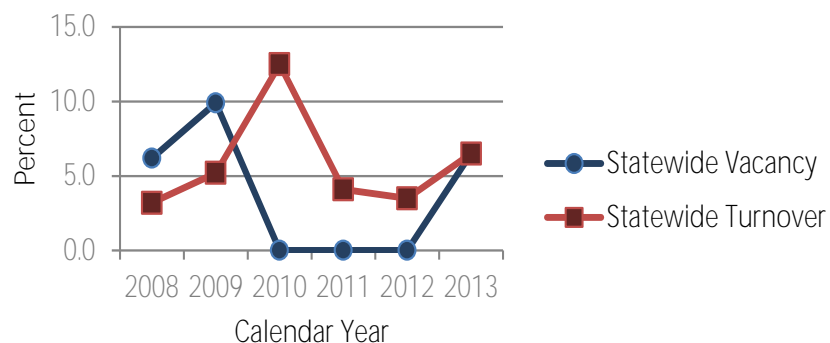


#### TURNOVER RATE

Statewide 6.5%



### PHARMACIST - STAFF



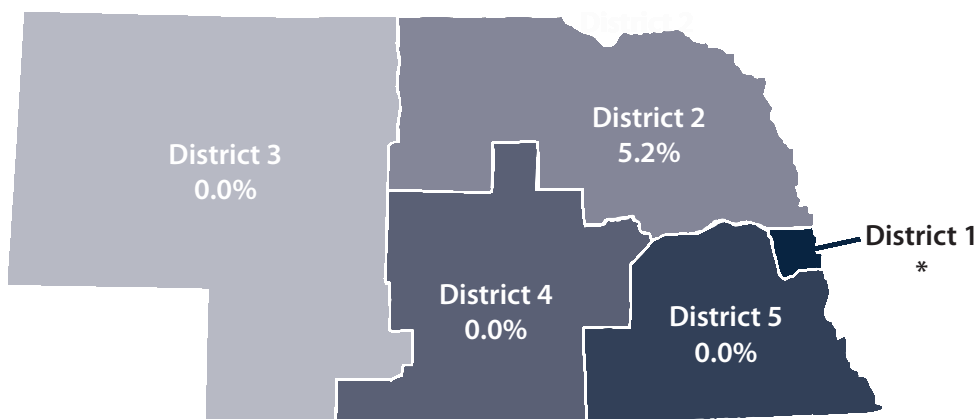
## PHARMACY TECHNICIAN - CERTIFIED

The Bureau of Labor Statistics predicts national employment of pharmacy techs will increase by 20 percent from 2012 to 2022.

### ALL HOSPITALS

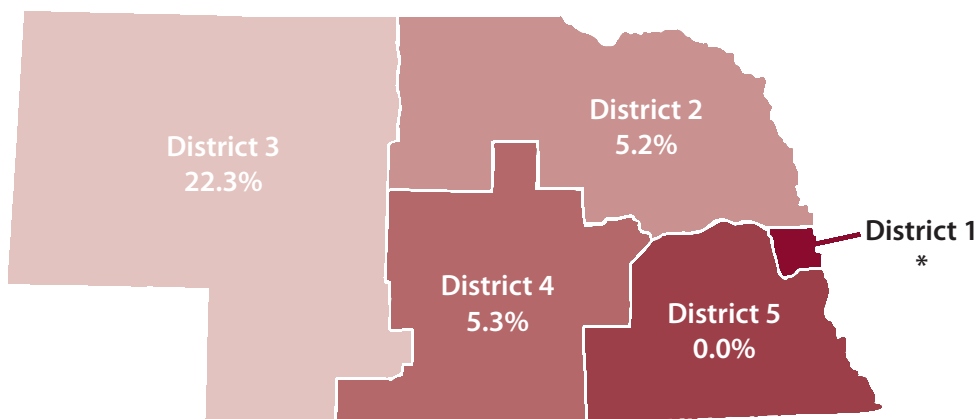
#### VACANCY RATE

Statewide 0.8%

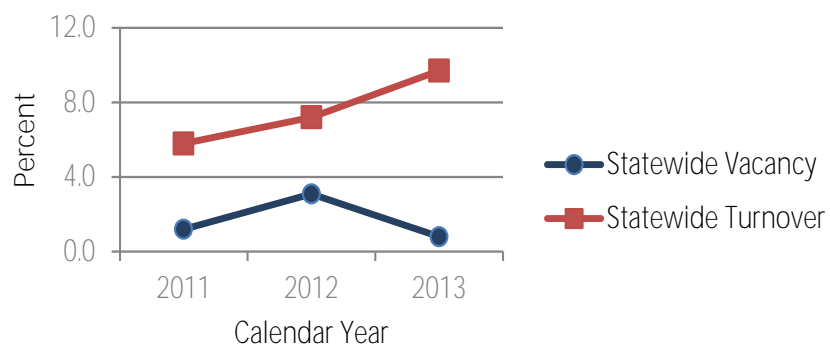


#### TURNOVER RATE

Statewide 9.7%



### PHARMACY TECHNICIAN - CERTIFIED



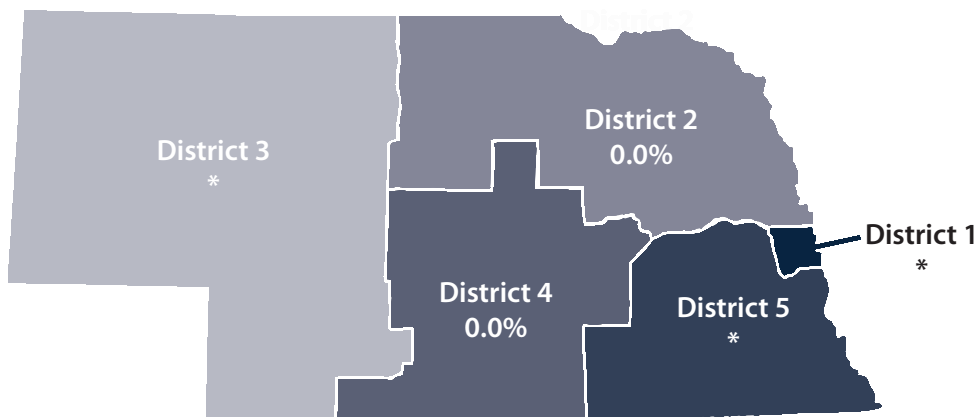
## PHARMACY TECHNICIAN - CERTIFIED

The Bureau of Labor Statistics predicts national employment of pharmacy techs will increase by 20 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

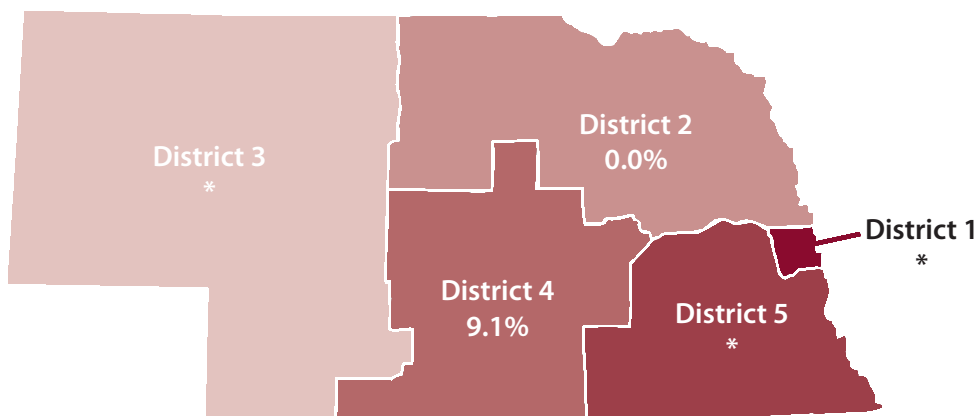
#### VACANCY RATE

Statewide 0.0%

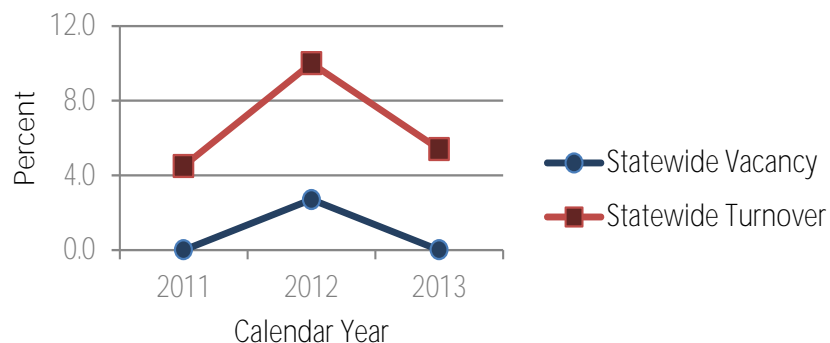


#### TURNOVER RATE

Statewide 5.4%



### PHARMACY TECHNICIAN - CERTIFIED



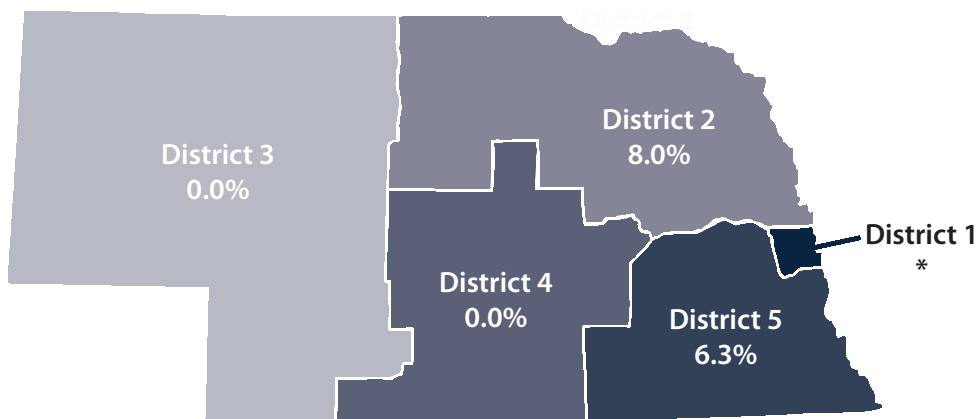
## SURGICAL TECHNICIAN - NON-CERTIFIED

The Bureau of Labor Statistics predicts national employment of surgical techs will increase by 30 percent from 2012 to 2022.

### ALL HOSPITALS

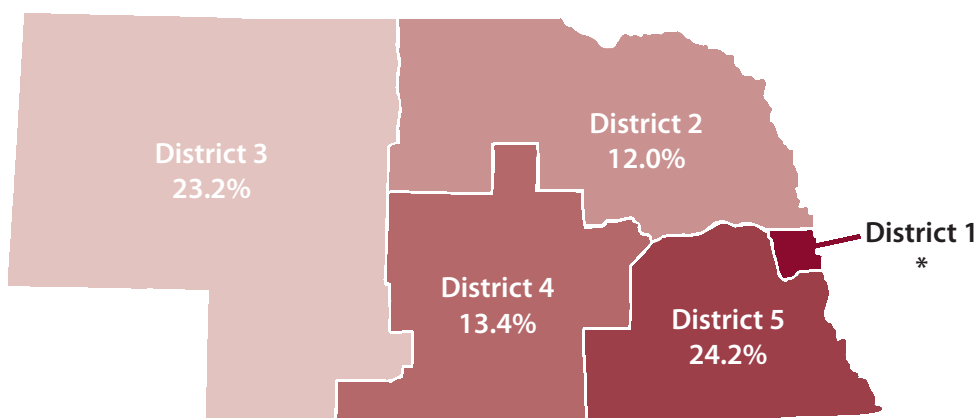
#### VACANCY RATE

Statewide 2.7%

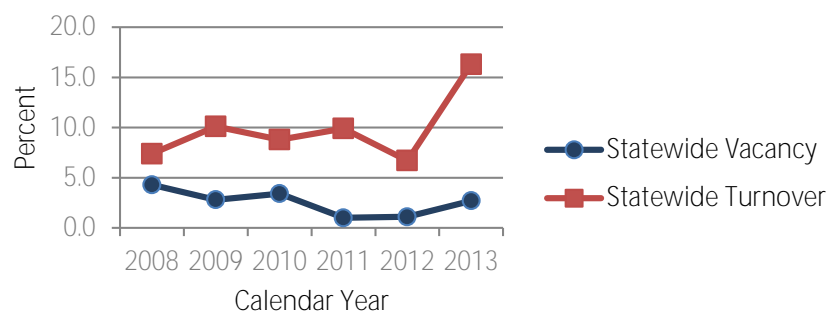


#### TURNOVER RATE

Statewide 16.3%



### SURGICAL TECHNICIAN - NON-CERTIFIED



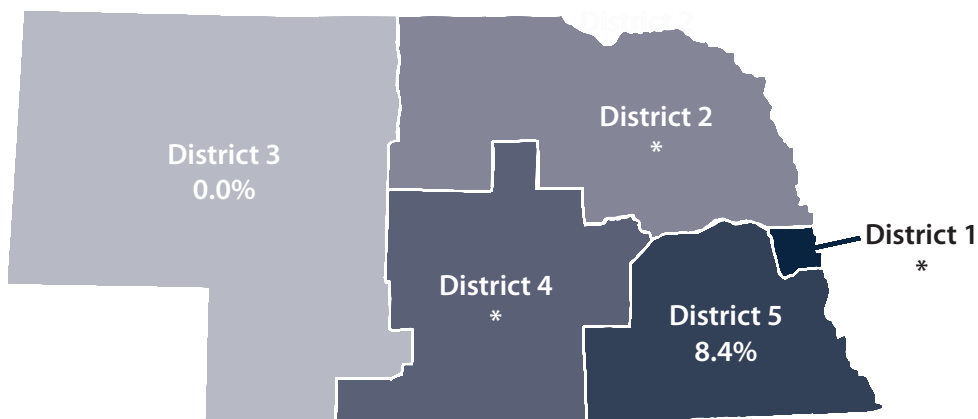
## SURGICAL TECHNICIAN - NON-CERTIFIED

The Bureau of Labor Statistics predicts national employment of surgical techs will increase by 30 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

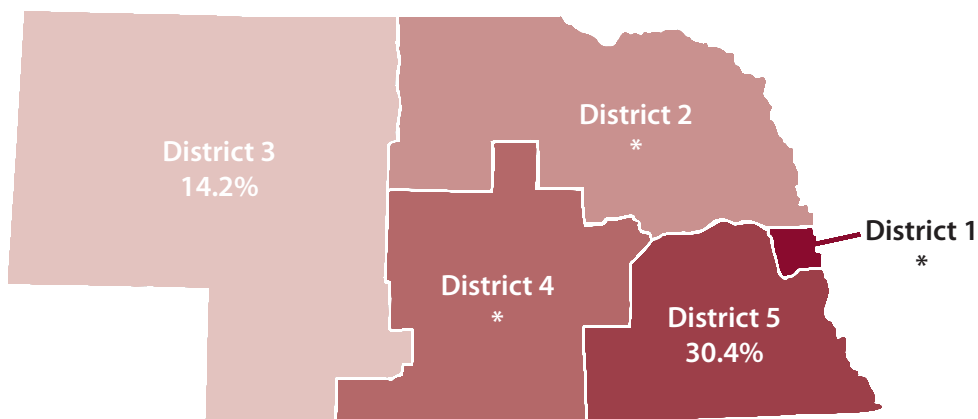
#### VACANCY RATE

Statewide 2.9%

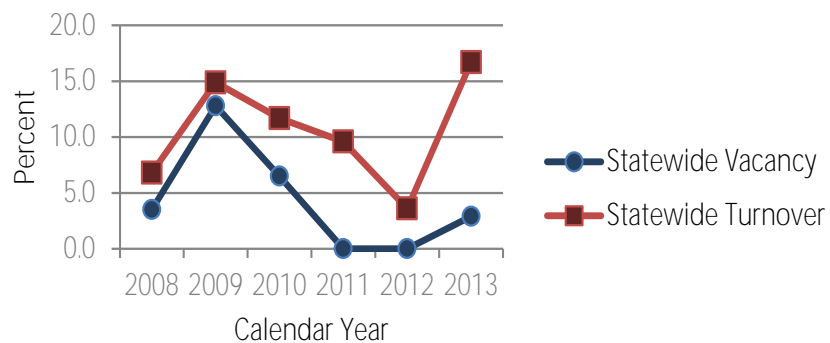


#### TURNOVER RATE

Statewide 16.7%



### SURGICAL TECHNICIAN - NON-CERTIFIED



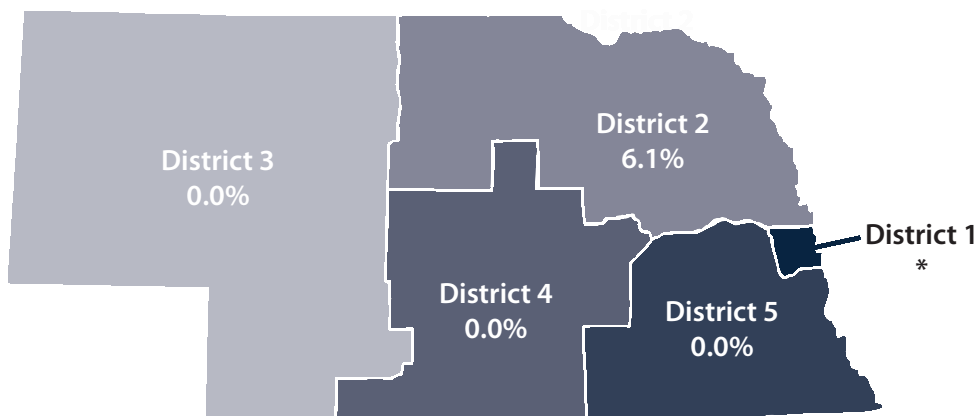
## MEDICAL RECORDS CODER

The Bureau of Labor Statistics predicts national employment of coders will increase by 22 percent from 2012 to 2022.

### ALL HOSPITALS

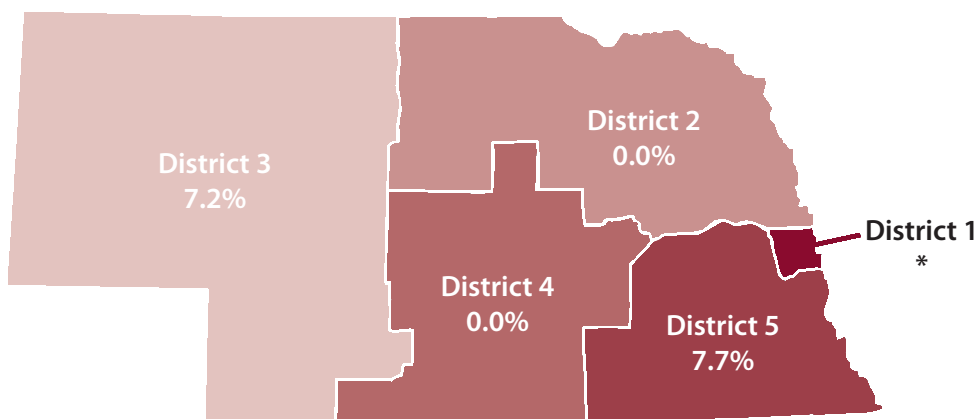
#### VACANCY RATE

Statewide 0.8%

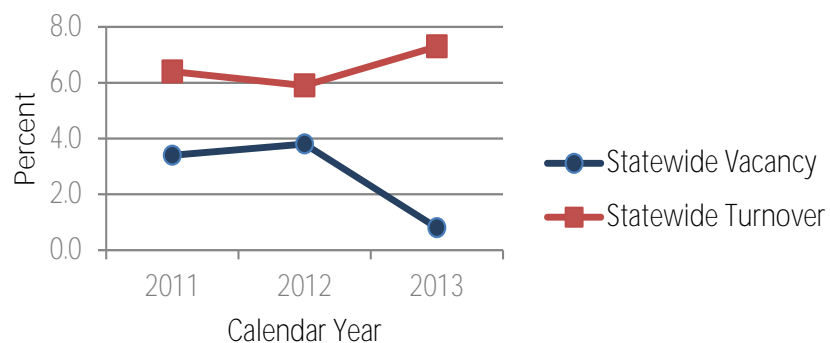


#### TURNOVER RATE

Statewide 7.3%



### MEDICAL RECORDS CODER





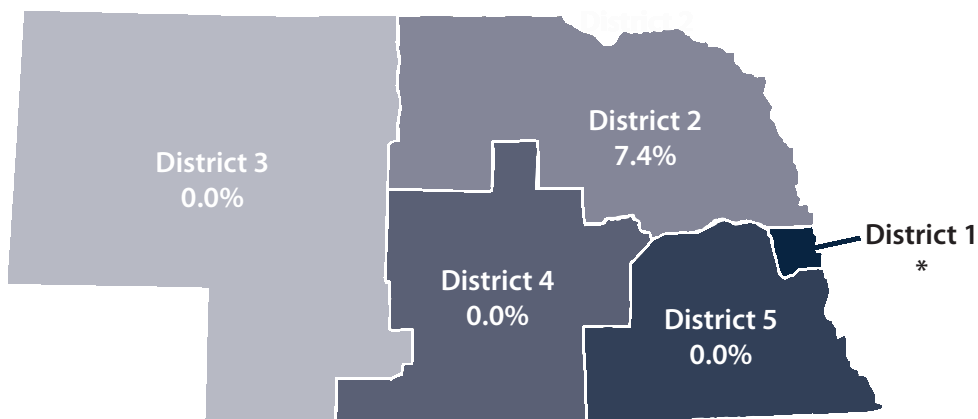
## MEDICAL RECORDS CODER

The Bureau of Labor Statistics predicts national employment of coders will increase by 22 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

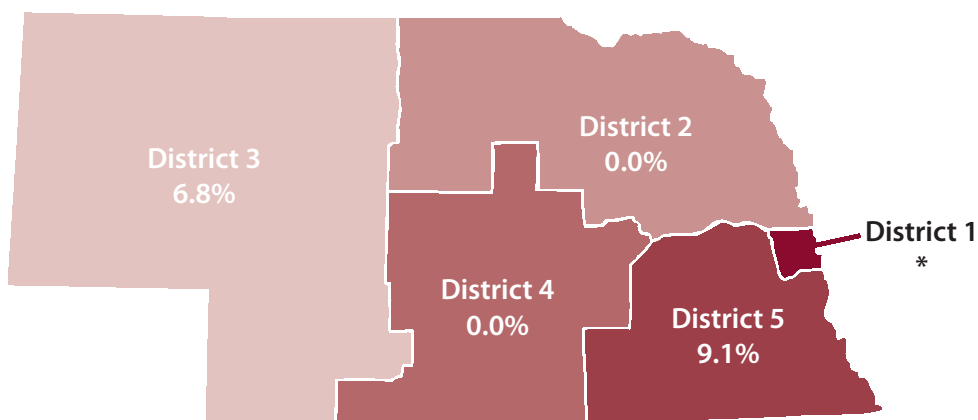
#### VACANCY RATE

Statewide 1.4%

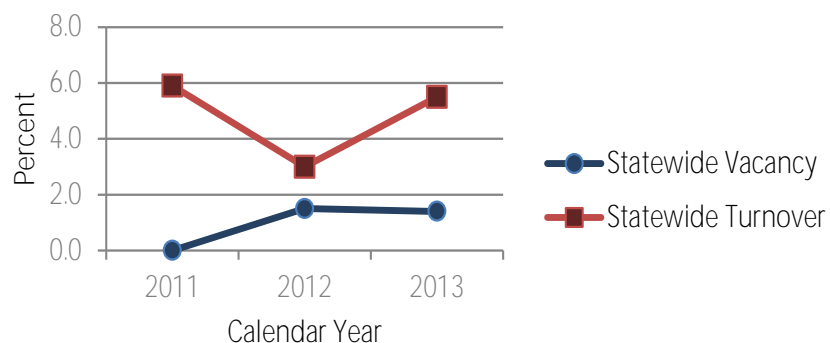


#### TURNOVER RATE

Statewide 5.5%



### MEDICAL RECORDS CODER



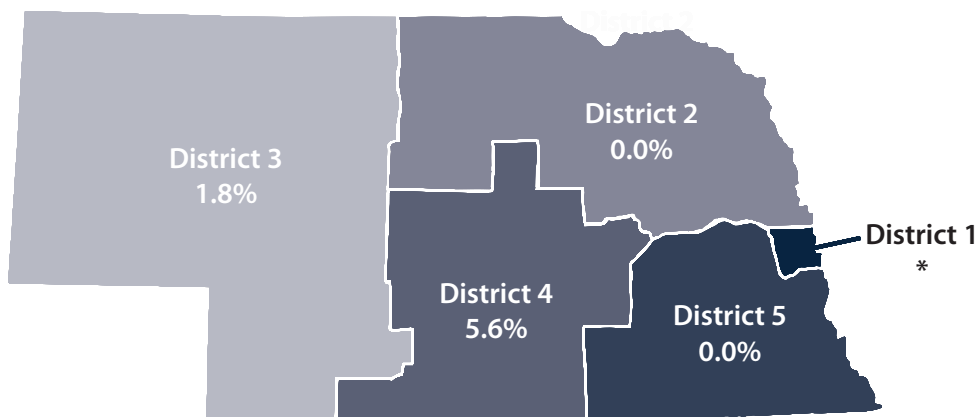
## PHYSICIAN ASSISTANT

The Bureau of Labor Statistics predicts national employment of physician assistants will increase by 38 percent from 2012 to 2022.

### ALL HOSPITALS

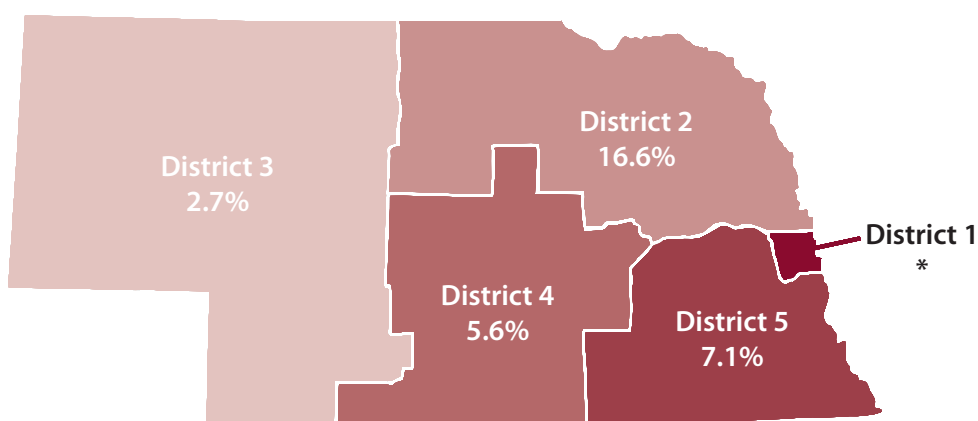
#### VACANCY RATE

Statewide 1.7%

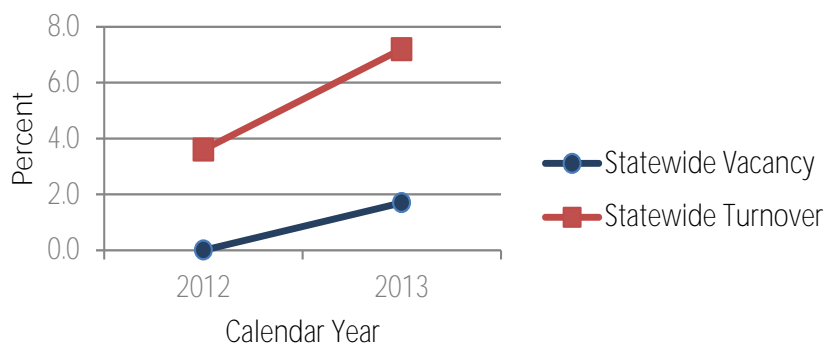


#### TURNOVER RATE

Statewide 7.2%



### PHYSICIAN ASSISTANT



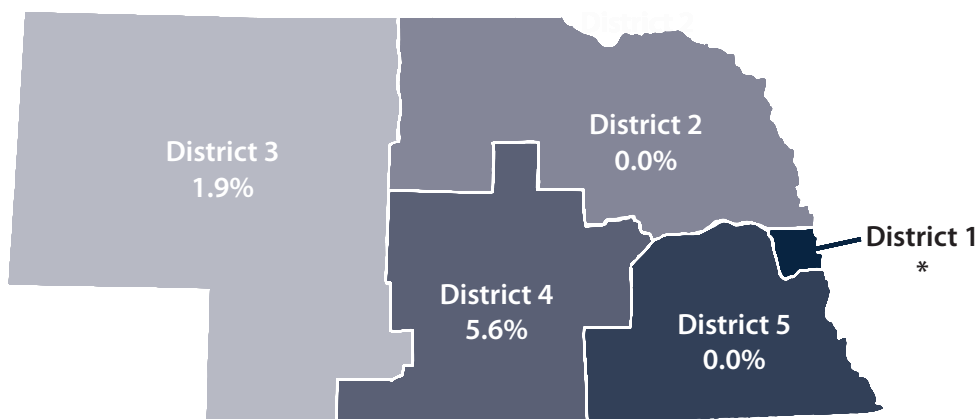
## PHYSICIAN ASSISTANT

The Bureau of Labor Statistics predicts national employment of physician assistants will increase by 38 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

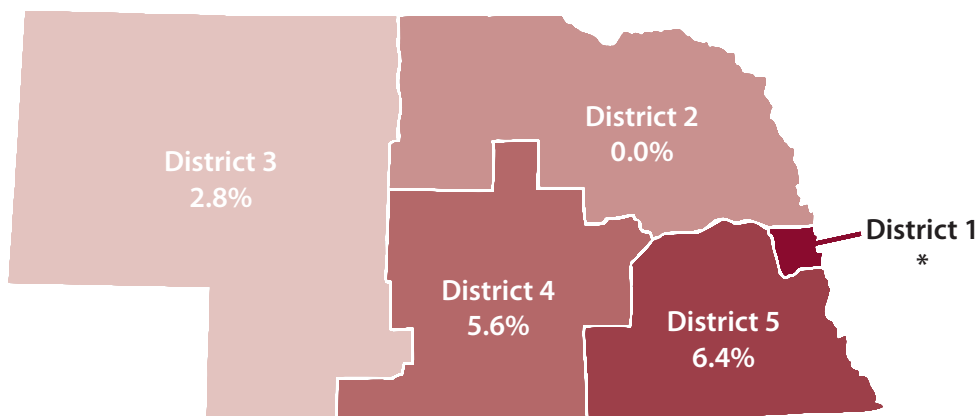
#### VACANCY RATE

Statewide 1.8%

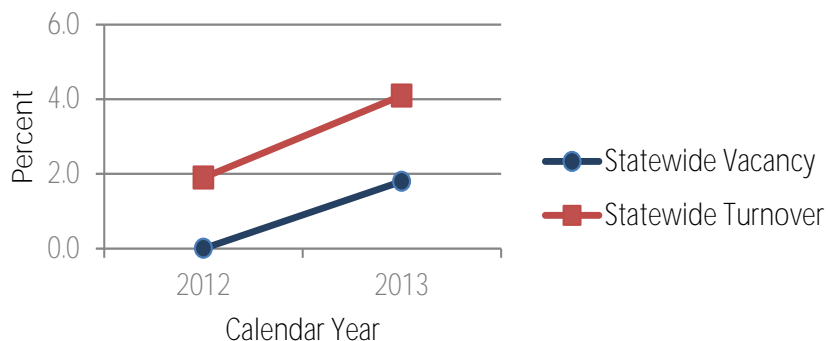


#### TURNOVER RATE

Statewide 4.1%



### PHYSICIAN ASSISTANT

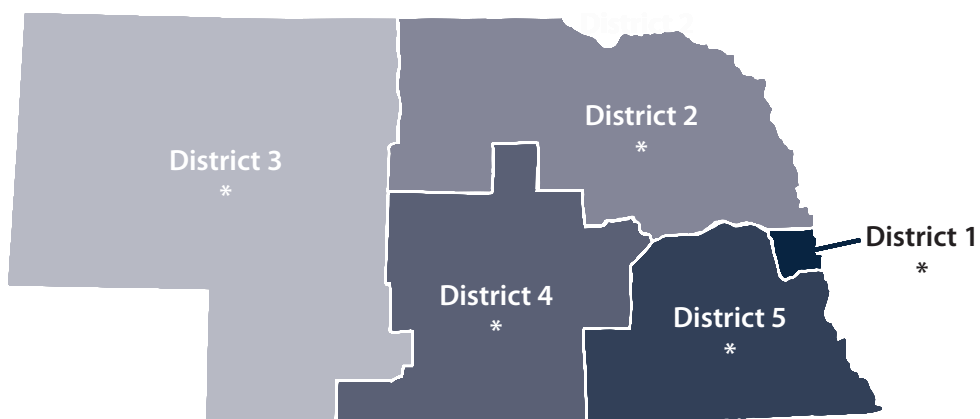


## BUSINESS ANALYST - IT

### ALL HOSPITALS

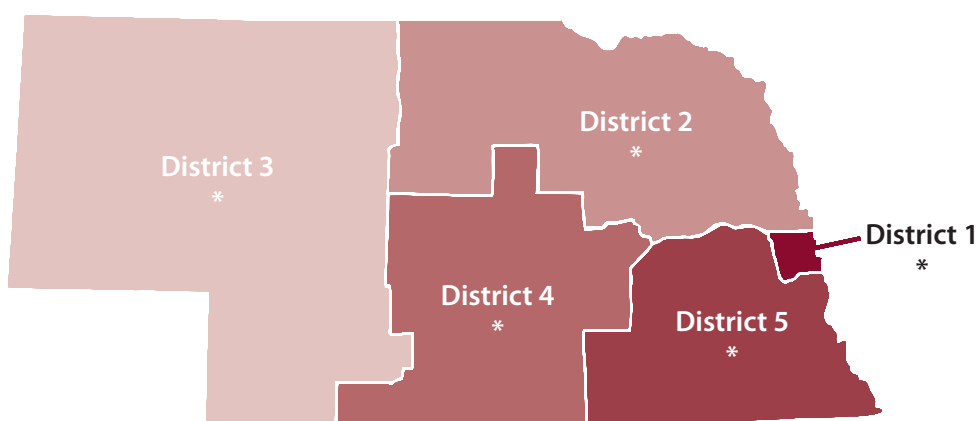
#### VACANCY RATE

Statewide 11.1%

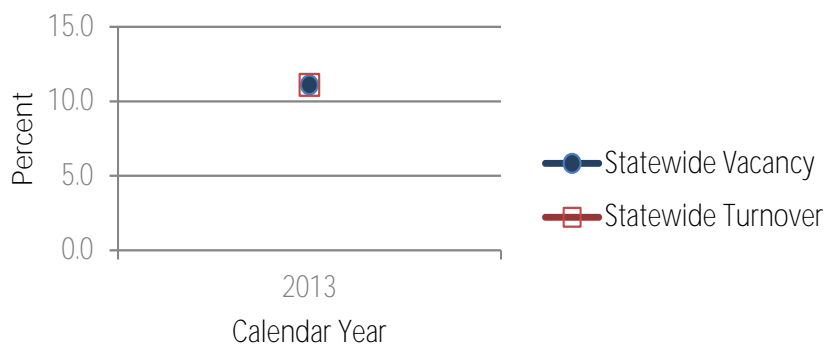


#### TURNOVER RATE

Statewide 11.1%



### BUSINESS ANALYST - IT

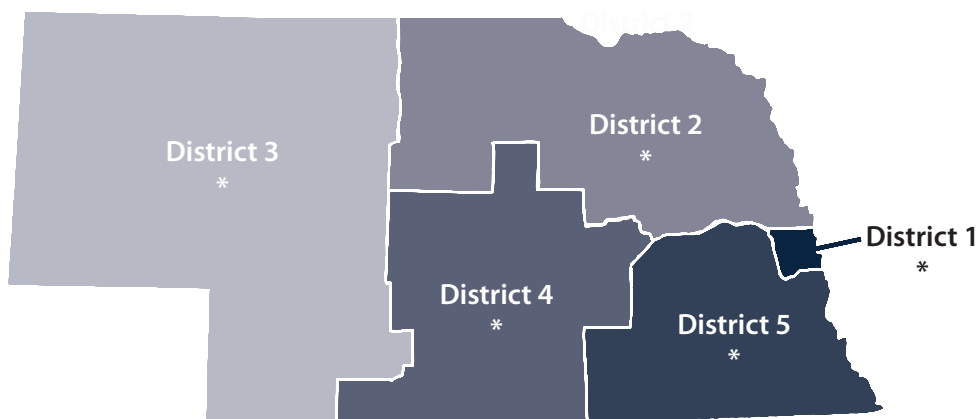


## BUSINESS ANALYST - IT

### CRITICAL ACCESS HOSPITALS ONLY

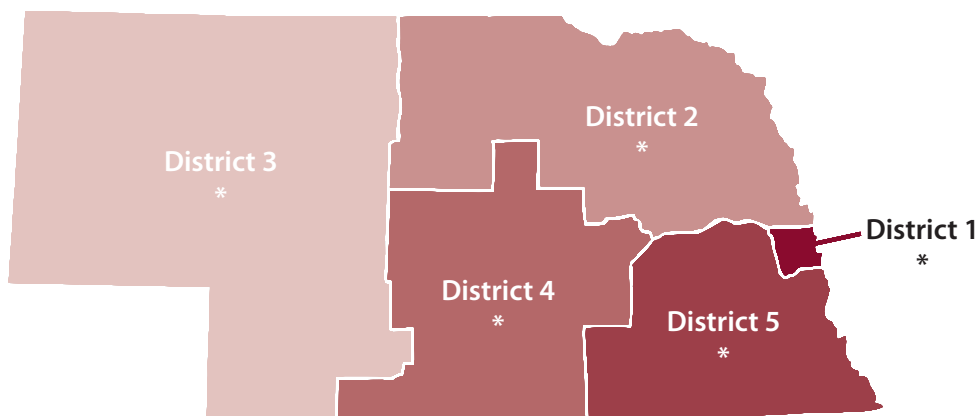
#### VACANCY RATE

Statewide 16.7%

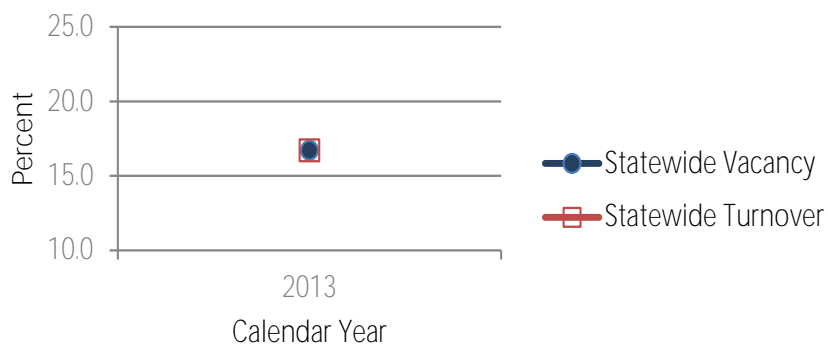


#### TURNOVER RATE

Statewide 16.7%



### BUSINESS ANALYST - IT

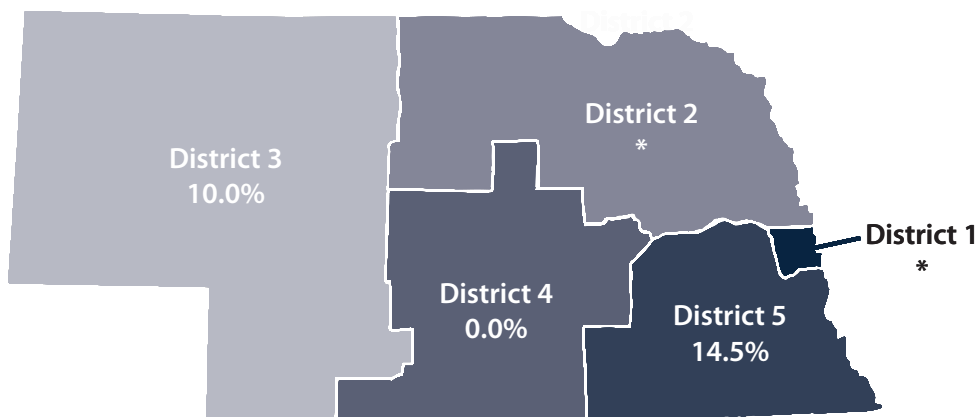


## CLINICAL INFORMATICS SPECIALIST

### ALL HOSPITALS

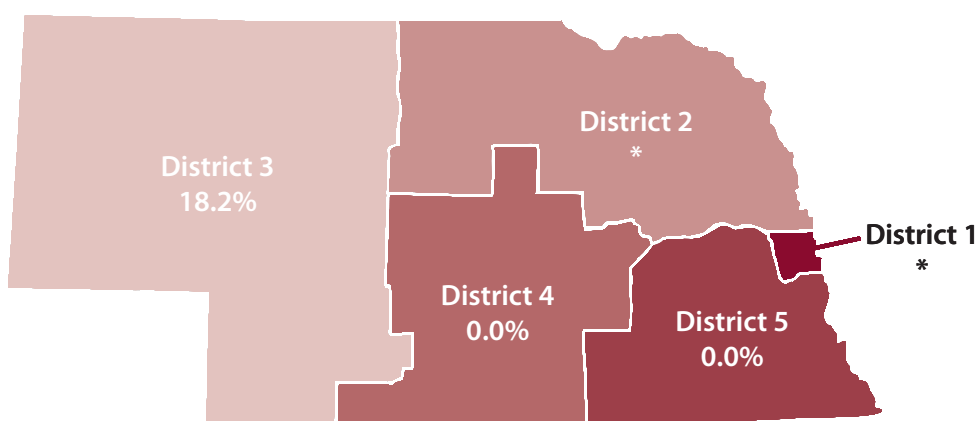
#### VACANCY RATE

Statewide 11.3%

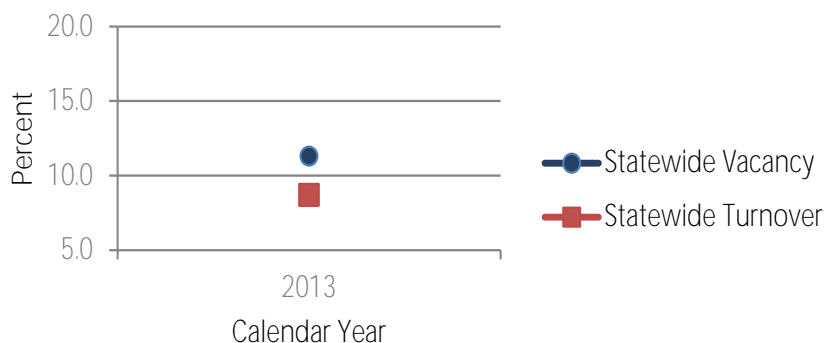


#### TURNOVER RATE

Statewide 8.7%



### CLINICAL INFORMATICS SPECIALIST

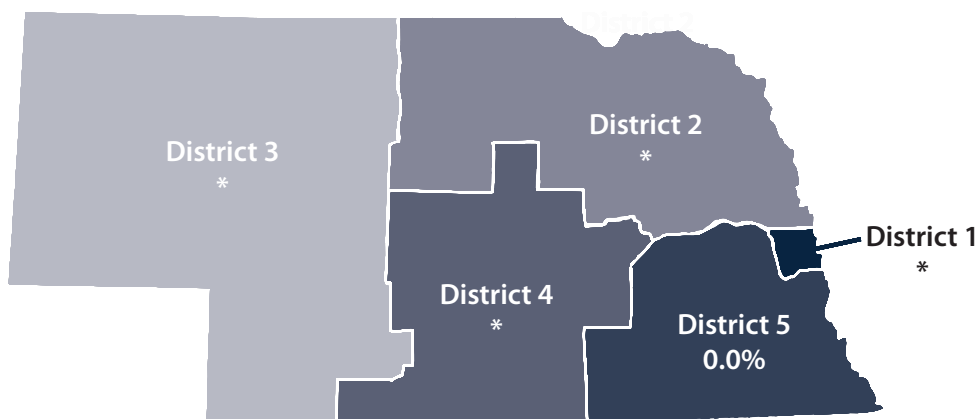


## CLINICAL INFORMATICS SPECIALIST

### CRITICAL ACCESS HOSPITALS ONLY

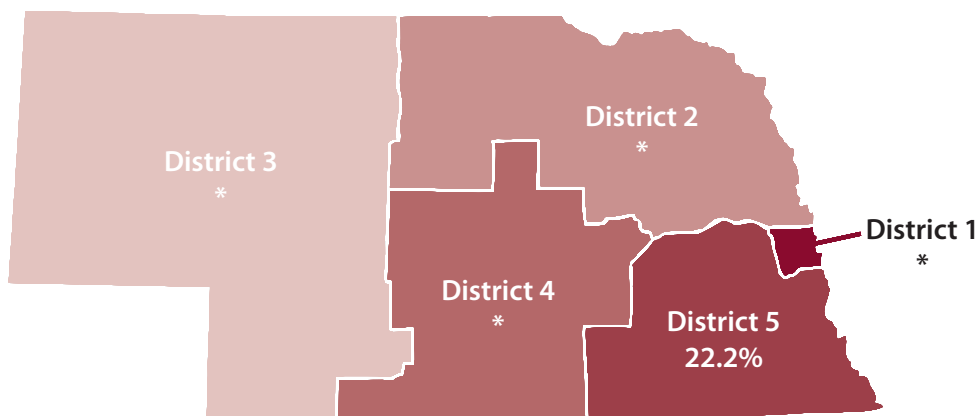
#### VACANCY RATE

Statewide 12.2%

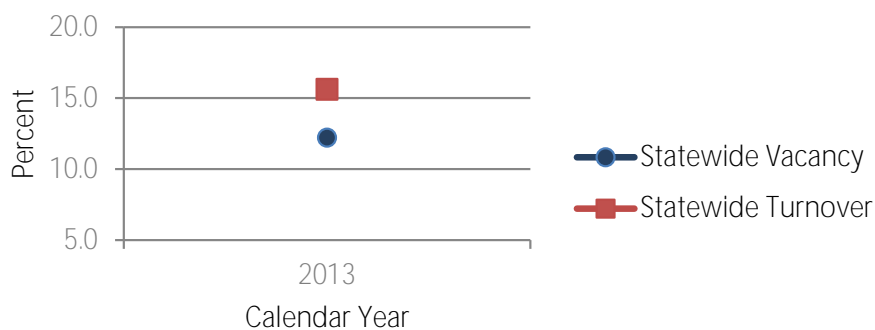


#### TURNOVER RATE

Statewide 15.6%



### CLINICAL INFORMATICS SPECIALIST

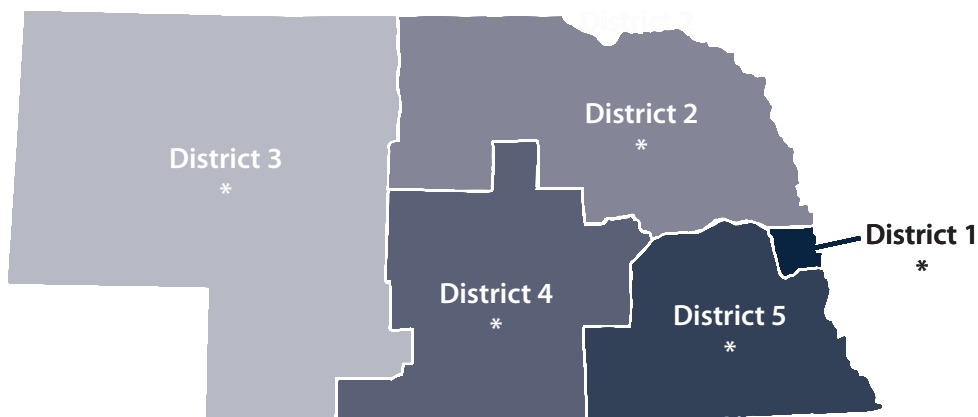


## PROJECT MANAGER - IT

### ALL HOSPITALS

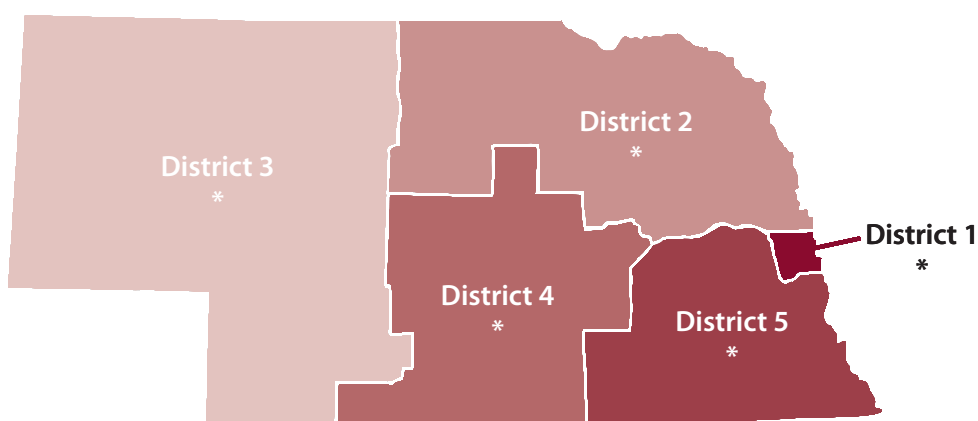
#### VACANCY RATE

Statewide 9.1%

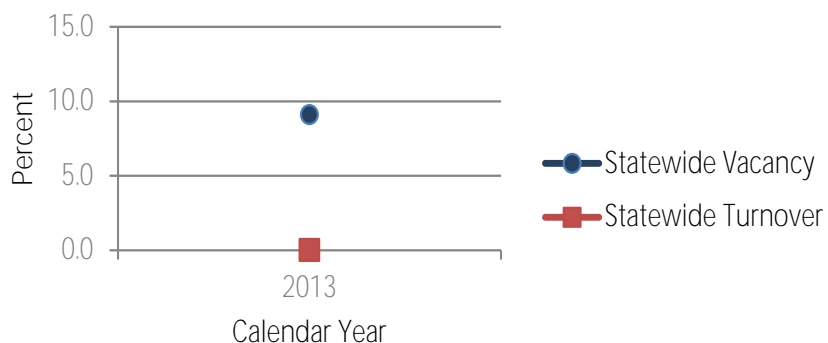


#### TURNOVER RATE

Statewide 0.0%



### PROJECT MANAGER - IT



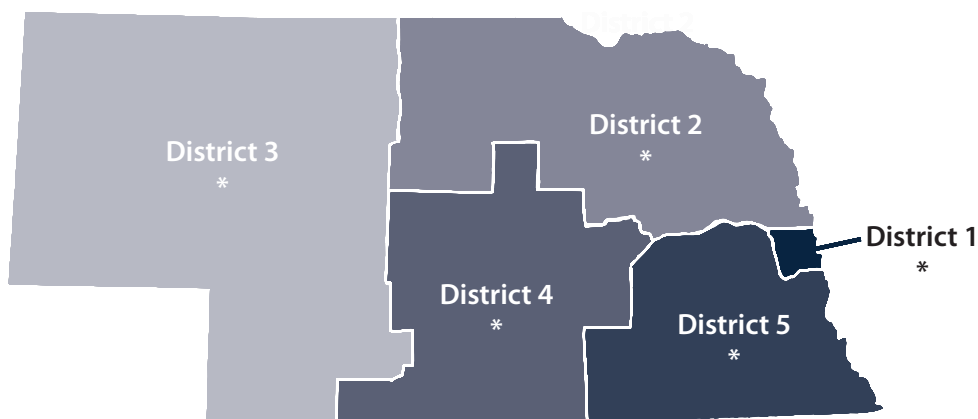


## PROJECT MANAGER - IT

### CRITICAL ACCESS HOSPITALS ONLY

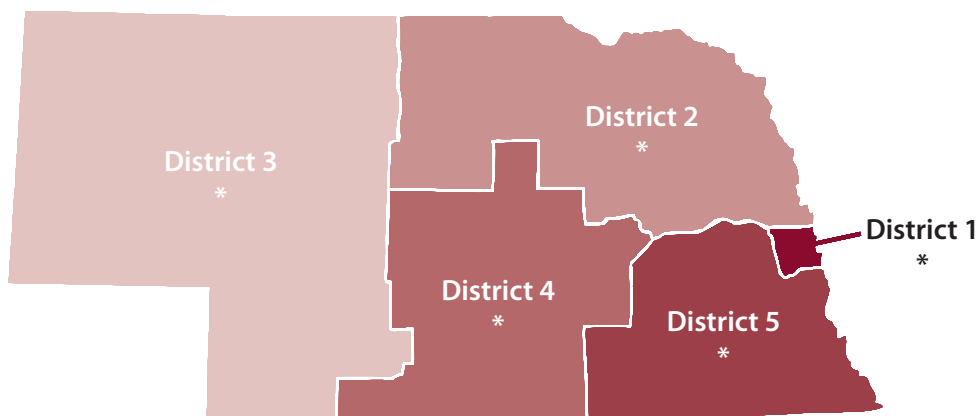
#### VACANCY RATE

Statewide 0.0%

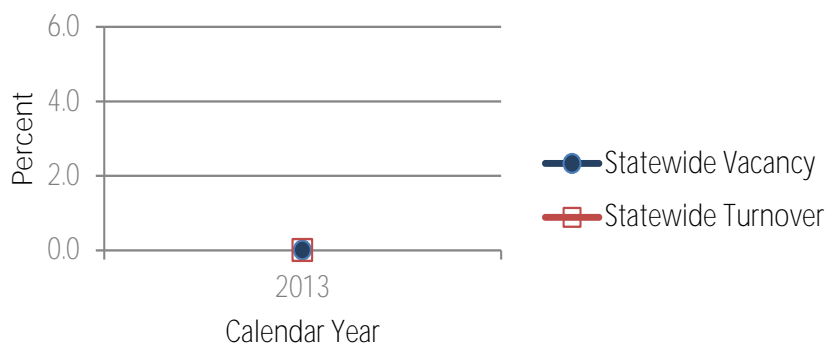


#### TURNOVER RATE

Statewide 0.0%

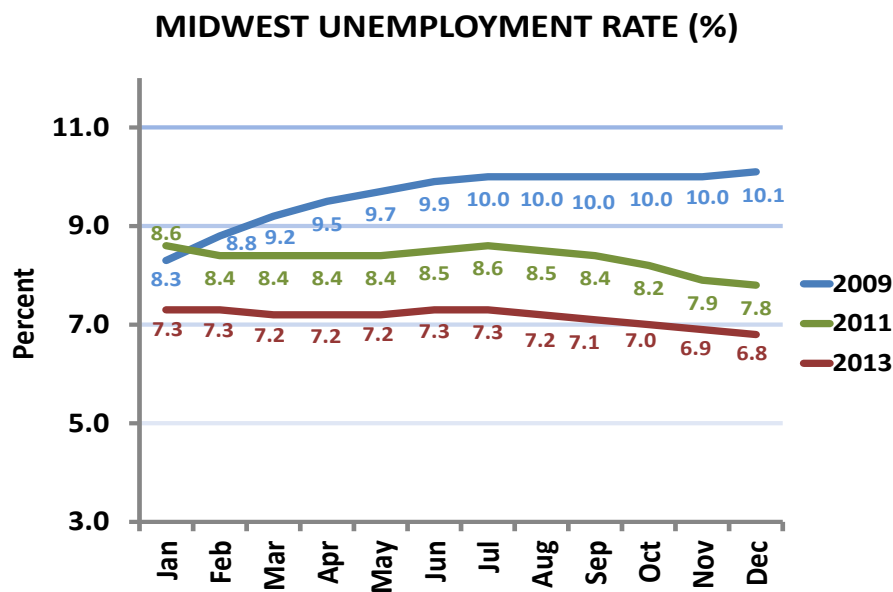
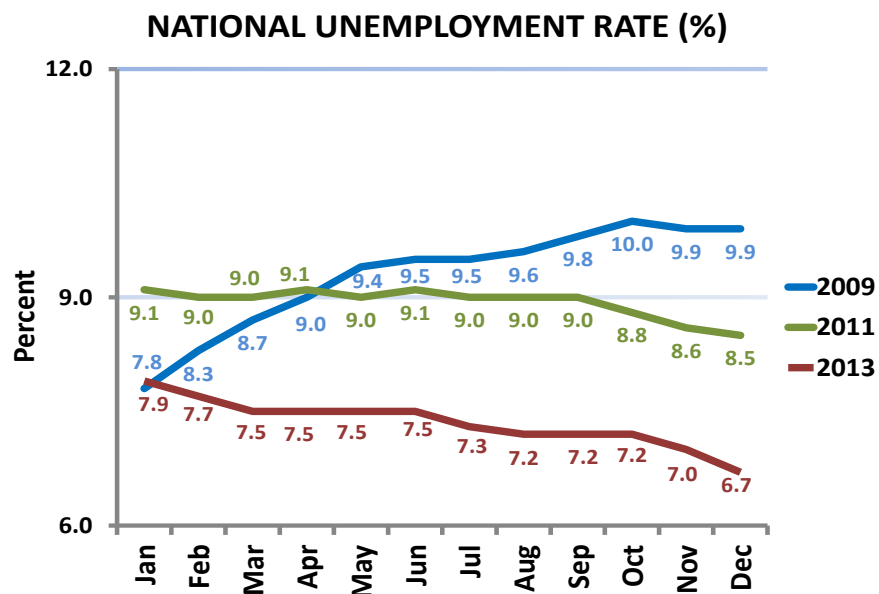


### PROJECT MANAGER - IT



## FORECASTS

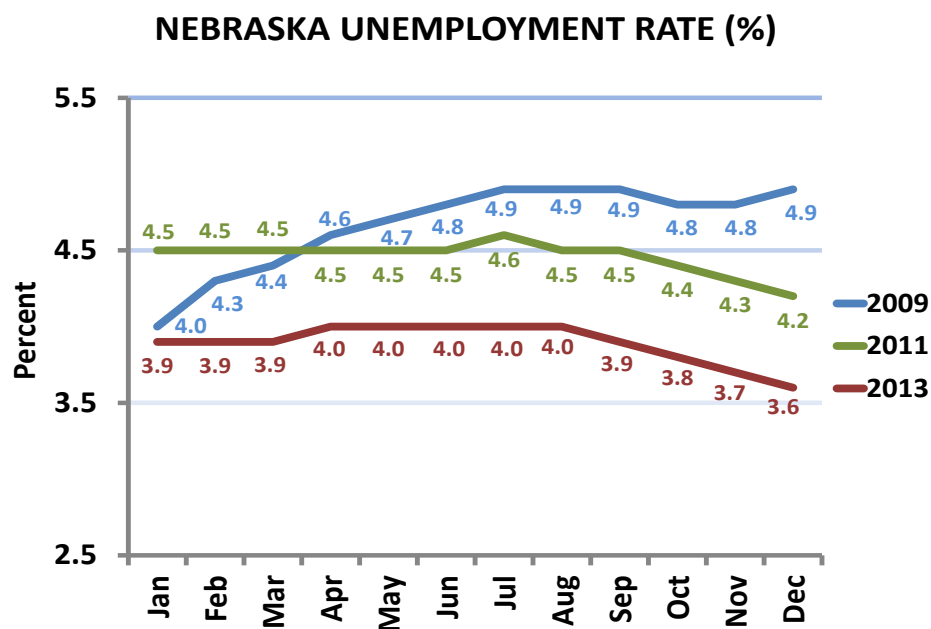
The national unemployment rate has slowly dwindled over the past couple of years and continued to drop throughout 2013. It ended the year at 6.7 percent. This is remarkably close to the end of year unemployment rate for the Midwest region which remained relatively stable throughout the year, varying between 7.3 and 6.9 percent, before dropping to 6.8 percent in December 2013.



Source: United States Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov>

## FORECASTS

The unemployment rate for Nebraska held steady through much of 2013 at 4 percent, before continuing its decline in September. The Nebraska unemployment rate was reported at 3.6 percent as of May 2014, which dropped the state to the third lowest in the country after North Dakota and Vermont.



### UNEMPLOYMENT COMPARISONS

GEOGRAPHIC AREA	% UNEMPLOYMENT			2 YEAR VARIANCE	3 YEAR VARIANCE
	2011	2012	2013		
United States	8.5%	7.8%	7.4%	-0.4%	-1.1%
Nebraska	4.1%	3.8%	3.7%	-0.1%	-0.4%
Lincoln	3.9%	3.5%	4.1%	0.0%	-0.5%
Omaha-Council Bluffs	4.6%	4.1%	3.7%	0.2%	0.0%
Northern Nebraska Area	3.7%	3.5%	3.4%	0.1%	0.0%
Southern Nebraska Area	3.5%	3.0%	3.1%	0.1%	-0.4%
Western Nebraska Area	3.4%	3.3%	3.6%	0.1%	-0.3%

Source: United States Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov>

### Staffing Agency Dollars

In 2013, 52 percent of Nebraska healthcare organizations reported using temporary staffing agencies to fill their vacancy gaps, which is up from 16 percent in 2012. Two-thirds of these were critical access hospitals. Overall, healthcare organizations spent more than \$10.6 million on temporary employees, double of what was spent in 2012. However, the average spent per hospital decreased from over \$800,000 in 2012 to less than \$500,000 in 2013. In addition, the average spent by critical access hospitals decreased from approximately \$232,000 to \$182,358.

## WORKFORCE DEMAND

According to the U.S. Bureau of Labor Statistics, total U.S. employment is expected to increase by 15.6 million jobs from 2012 to 2022. This is down by almost 5.5 million jobs from the 2010 to 2020 estimate. Occupations in health care are projected to have the fastest growth of all new jobs in the country over the next decade. This equates to 5.0 million new health care jobs, which is one-third of the total job growth projected.

Of the 30 occupations projected to have the largest percentage increase, producing 7.4 million jobs between 2012 to 2022, 14 of these occupations are related to the health care industry. In fact, health care support and practitioner occupations are expected to grow over 20 percent in the next 10 years.

### PROJECTIONS FOR HEALTH CARE WORKERS IN NEBRASKA, 2010-2020

Nebraska	Estimated Employment in 2010	Projected Employment in 2020	Projected Number of New Jobs	Percent Change
Diagnostic Medical Sonographers	410	470	60	14.6%
Licensed Practical and Vocational Nurses	6,170	7,010	840	13.6%
Medical and Clinical Laboratory Technicians	1,390	1,520	130	9.4%
Medical and Clinical Laboratory Technologists	1,790	1,960	170	9.5%
Occupational Therapists	870	1,060	190	21.8%
Pharmacists	2,320	2,670	350	15.1%
Physical Therapists	1,460	1,820	360	24.7%
Radiologic Technologists and Technicians	1,710	1,910	200	11.7%
Registered Nurses	22,000	24,690	2,690	12.2%
Respiratory Therapists	970	1,110	140	14.4%
Speech Pathologists	1,180	1,350	170	14.4%

Source: United States Department of Labor, CareerOneStop, America's Career InfoNet, [www.careerinfonet.org](http://www.careerinfonet.org)

**Note: The data for the State Employment Trends and the National Employment Trends are not directly comparable. The projections period for state data is 2010 -2020, while the projections for the national data is 2012-2022.**

### PROJECTIONS FOR HEALTH CARE WORKERS IN THE U.S., 2012-2022

United States	Estimated Employment in 2012	Projected Employment in 2022	Projected Number of New Jobs	Percent Change
Diagnostic Medical Sonographers	58,800	85,900	27,100	46.1%
Licensed Practical and Vocational Nurses	738,400	921,300	182,900	24.8%
Medical and Clinical Laboratory Technicians	161,500	209,400	47,900	29.7%
Medical and Clinical Laboratory Technologists	164,300	187,100	22,800	13.9%
Occupational Therapists	113,200	146,100	32,900	29.1%
Pharmacists	286,400	327,800	41,400	14.5%
Physical Therapists	204,200	277,700	73,500	36.0%
Radiologic Technologists and Technicians	199,200	240,800	41,600	20.9%
Registered Nurses	2,711,500	3,238,400	526,900	19.4%
Respiratory Therapists	119,300	142,100	22,800	19.1%
Speech Pathologists	134,100	160,100	26,000	19.4%

Source: Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections, [www.bls.gov/emp](http://www.bls.gov/emp)

## WORKFORCE DEMAND

### DISTRIBUTION OF HIGHEST EDUCATIONAL ATTAINMENT

United States	Less than high school diploma	High school diploma or equivalent	Some College, no degree	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral or Professional Degree
Diagnostic Medical Sonographers	0.7%	8.6%	21.9%	45.5%	19.7%	2.4%	1.3%
Licensed Practical and Vocational Nurses	1.0%	18.7%	58.2%	17.4%	3.7%	0.7%	0.3%
Medical and Clinical Laboratory Technicians	1.0%	10.9%	18.6%	17.1%	44.1%	5.5%	2.7%
Medical and Clinical Laboratory Technologists	1.0%	10.9%	18.6%	17.1%	44.1%	5.5%	2.7%
Occupational Therapists	0.0%	0.4%	0.7%	8.5%	49.1%	36.2%	5.1%
Pharmacists	0.1%	0.2%	0.9%	0.7%	41.7%	5.6%	50.8%
Physical Therapists	0.4%	0.9%	1.5%	6.1%	38.2%	29.9%	23.1%
Radiologic Technologists and Technicians	0.7%	8.6%	21.9%	45.5%	19.7%	2.4%	1.3%
Registered Nurses	0.2%	1.0%	5.2%	38.1%	46.0%	7.7%	1.8%
Respiratory Therapists	0.2%	1.7%	14.0%	55.2%	24.9%	2.6%	1.4%
Speech Pathologists	0.1%	0.3%	0.3%	0.2%	9.5%	86.5%	3.2%

Source: Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections

## SOURCES

Bureau of Labor Statistics, Occupational Outlook Handbook, 2013-14 Edition, June 2014.  
Online at [www.bls.gov/oco/home/htm](http://www.bls.gov/oco/home/htm)

Bureau of Labor Statistics, Current Employment Statistics Survey, June 2014, Databases, Table & Calculators, 2013, Local Area Unemployment Statistics, and National Unemployment Matrix.  
Online at [www.bls.gov/emp](http://www.bls.gov/emp)

Nebraska Department of Labor, Nebraska Workforce Trends, May 2014.  
Online at [www.dol.nebraska.gov](http://www.dol.nebraska.gov)

NEworks Nebraska Department of Labor, Labor Market Information.  
Online at [networks.nebraska.gov](http://networks.nebraska.gov)

United States Department of Labor, CareerOneStop, America's Career InfoNet, Employment Trends by Occupation & Fastest-Growing Occupations.  
Online at [www.careerinfo.net.org](http://www.careerinfo.net.org)

## PARTICIPANT LIST

Annie Jeffrey Memorial County Health Center	Madonna Rehabilitation Hospital
Antelope Memorial Hospital	Mary Lanning Memorial Hospital
Avera Creighton Hospital	Memorial Community Health
Beatrice Community Hospital and Health Center	Memorial Community Hospital & Health System
Boone County Health Center	Memorial Health Care Systems
Box Butte General Hospital	Methodist Health System
Boys Town National Research Hospital	Morrill County Community Hospital
Brodstone Memorial Hospital	Nebraska Heart Hospital, LLC
Brown County Hospital	Nemaha County Hospital
Butler County Health Care Center	Niobrara Valley Hospital
Chadron Community Hospital	Oakland Mercy Hospital
Chase County Community Hospital	Ogallala Community Hospital
Children's Hospital	Osmond General Hospital
Columbus Community Hospital	Pawnee County Memorial Hospital
Community Medical Center, Inc.	Pender Community Hospital
Cozad Community Health System	Perkins County Health Services
Douglas County Health Center	Phelps Memorial Health Center
Dundy County Hospital	Providence Medical Center
Faith Regional Health Services	Regional West Medical Center
Fillmore County Hospital	Rock County Hospital
Franklin County Memorial Hospital	Saint Elizabeth Regional Medical Center
Garden County Health Services	Saint Francis Medical Center
Good Samaritan Hospital	Saint Francis Memorial Hospital
Gordon Memorial Hospital	Saunders Medical Center
Great Plains Regional Medical Center	St. Joseph's Rehabilitation and Care Center
Harlan County Health System	St. Mary's Hospital
Howard County Community Hospital	The Nebraska Medical Center
Jefferson Community Health Center	Tri Valley Health System
Jennie M. Melham Memorial Medical Center	Valley County Health System
Kearney County Health Services	Warren Memorial Hospital
Kimball Health Services	Webster County Community Hospital
Lexington Regional Health Center	West Holt Memorial Hospital
Lincoln Surgical Hospital	York General Health Care Services