

2010 Nebraska Workforce Report



**Prepared by
Compdata Surveys on behalf of
the Nebraska Hospital Association**

July 2010

TABLE OF CONTENTS

Introduction	1
Labor Force & Employment Levels	2
Vacancy & Turnover Rates by Position	
Medical Laboratory Technician MLT.....	3
Medical Technologist MT	4
LPN - (Non-I.V. Certified)	5
LPN - (I.V. Certified).....	6
Nurse - Staff (RN).....	7
Nursing Positions - Hospital Vacancy & Turnover Rates	8
Occupational Therapist	9
Pharmacist - Staff.....	10
Physical Therapist	11
Radiology Technologist R.T.R.	12
Respiratory Therapist - Registered.....	13
Sonographer - Ultrasound Technologist.....	14
Critical Access Hospitals	15
Critical Access - Nursing Positions	16
Critical Access - Non-Nursing Positions.....	17
Forecasts	18
Staffing Agency Dollars	19
Workforce Demand	20
Sources	21

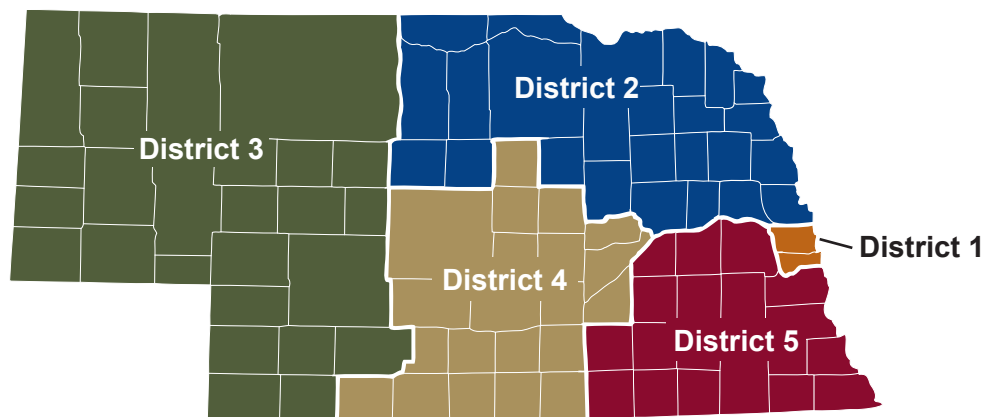
INTRODUCTION

Hospitals are accustomed to dealing with unique workforce challenges, but these challenges have been exacerbated by the economic recession in recent months. Despite this, there is some positive news on the horizon. Nebraska hospitals saw lower vacancy rates for 91 percent of the positions surveyed in 2009, as compared to the vacancy rates reported in 2008. Only 45 percent of the positions had a higher turnover rate in 2009. In addition, the Bureau of Labor Statistics shows a continued decrease in the variance between the eligible Nebraska labor force and actual employment levels. All of these point to the possibility that this nation could be coming out of the recession.

But with good news, also comes the not so good news. The American Hospital Association (AHA) recently released a report that 70 percent of hospitals across the country are reporting decreases in patient visits and elective procedures, as well as increases in care for which no payment is received. Adding an additional strain to many budgets, the temporary Federal Medical Assistance Percentage (FMAP) funding is scheduled to run out at the end of this year. Health care reform also adds a level of uncertainty to the mix. The expectation is more patients will seek care from their primary physicians rather than relying on the more costly emergency room. This will allow hospitals to spend more time with insured patients. At the same time, the new health care bill will reduce reimbursement monies from federal and state governments. The full effects are yet to be seen as amendments to the bill continue to be introduced.

Large or small, each of these factors impacts workforce demand in healthcare. This report will identify healthcare professions with the largest vacancy and turnover rates and provide information on future workforce demands. This year's report also shows an overall trend toward lower vacancy and turnover rates statewide.

In January 2010, Compdata Surveys collected workforce data from 69 Nebraska hospitals employing 32,078 full time equivalent employees. Of these participants, 36 hospitals employing 4,045 full time equivalent employees are classified as Critical Access Hospitals. Data is provided by state and by NHA district. See the map below for district breakouts. No data elements are reported with fewer than 5 participating organizations. If the minimum sample requirements are not satisfied, an (*) is displayed.



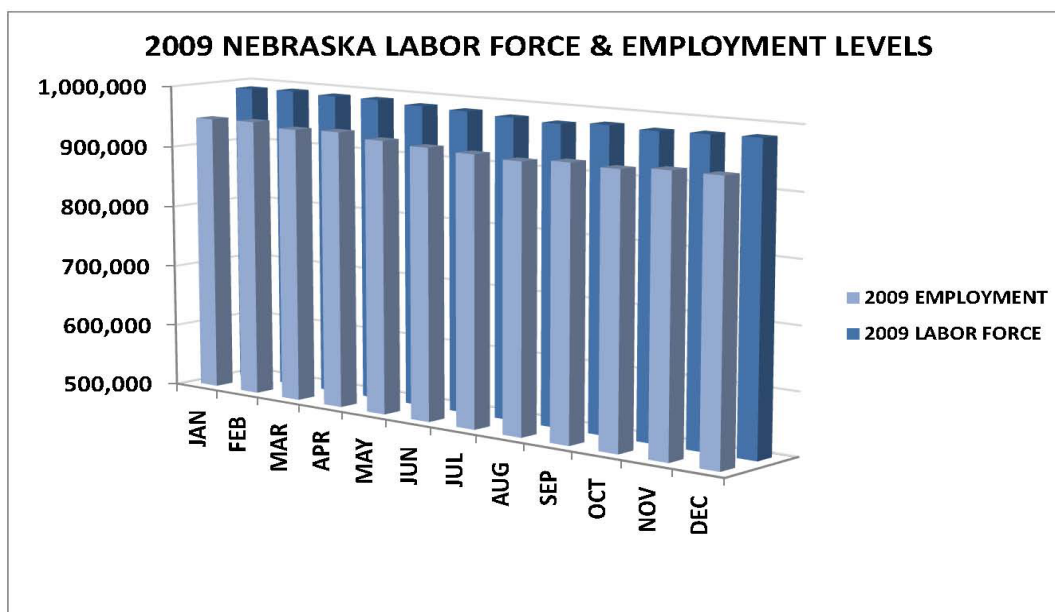
LABOR FORCE & EMPLOYMENT LEVELS

For 2008 & 2009, the Bureau of Labor Statistics provided trend reporting for Nebraska labor force and employment levels for all industries. While the labor force to employment variance for 2009 seems to remain fairly static at around the mid to upper 40's, there has been a significant decline in directly comparing the 2008 to 2009 year variance. Through this two year trend, one can see that overall, the available labor pool is finding employment.

The following charts show the difference between employment and actual labor force has decreased from 2008 to 2009, with the decrease becoming more significant in later months. The Nebraska Department of Labor reported a statewide increase of 2.2% or 2,523 workers in the health care industry from February 2009 to 2010. The U.S Bureau of the Census reported that by year 2025, Nebraska's total population will increase 21 percent or more.

2009				2008 to 2009 TOTAL VARIANCE	2008 to 2009 % CHANGE
MONTH	LABOR FORCE	EMPLOYMENT	VARIANCE		
January	990,459	947,656	42,803	13,207	44.6%
February	992,445	949,391	43,054	13,053	43.5%
March	990,165	943,284	46,881	15,651	50.1%
April	990,513	946,130	44,383	11,933	36.8%
May	986,374	939,163	47,211	15,702	49.8%
June	984,400	935,223	49,177	16,597	50.9%
July	980,794	932,187	48,607	16,003	49.1%
August	977,653	928,496	49,157	15,979	48.2%
September	982,358	933,996	48,362	14,172	41.5%
October	979,583	931,317	48,266	12,594	35.3%
November	981,721	936,965	44,756	8,305	22.8%
December	983,159	936,860	46,299	7,153	18.3%

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



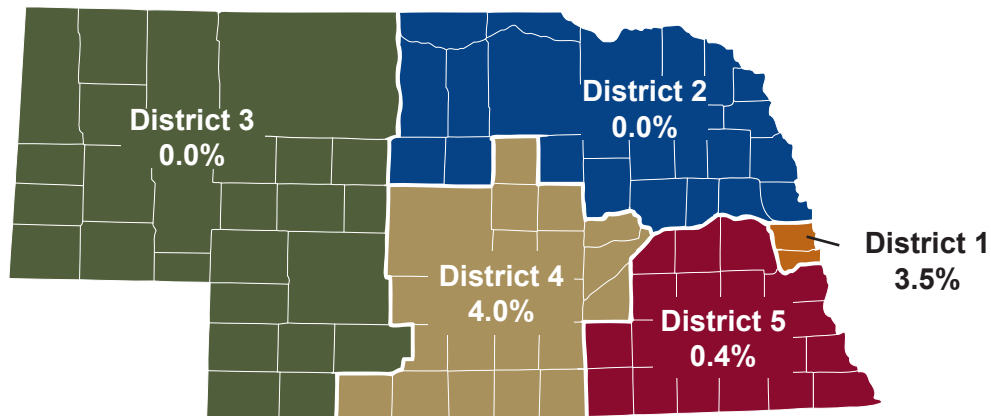
MEDICAL LABORATORY TECHNICIAN MLT

The vacancy rate for medical laboratory technicians in Nebraska is 1.7 percent as compared to the 0.0 percent vacancy for 2008. In Nebraska, the turnover rate for medical laboratory technicians is 4.9 percent, which is slightly lower than last year's turnover rate of 5.5 percent. District 4 had the highest vacancy rate of 4.0 percent. District 5 had a significant decrease in turnover from 18.3 to 3.8 percent, while District 1 had an increase from 3.0 to 9.3 percent.

Employment of medical laboratory technicians in Nebraska is expected to increase by 28 percent, with the addition of 300 jobs by 2016. As the volume of lab tests continues to increase with both population growth and new types of tests; nationally, employment is expected to grow by 14 percent between 2008 to 2018. Technological advances may have conflicting effects on employment. As technology implements advances in genomics and more powerful diagnostic tests, it will support additional testing. Alternatively, the automation of routine testing may enable nonlaboratory personnel to perform tests that are now conducted in a laboratory.

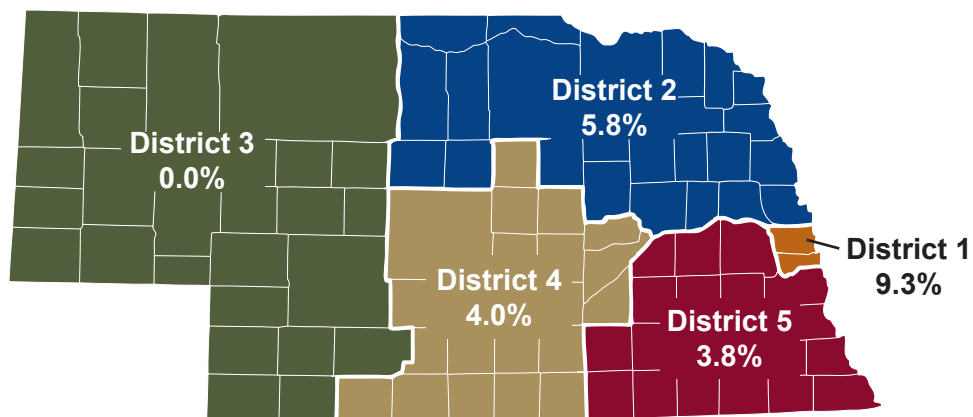
VACANCY RATE

Statewide 1.7%



TURNOVER RATE

Statewide 4.9%



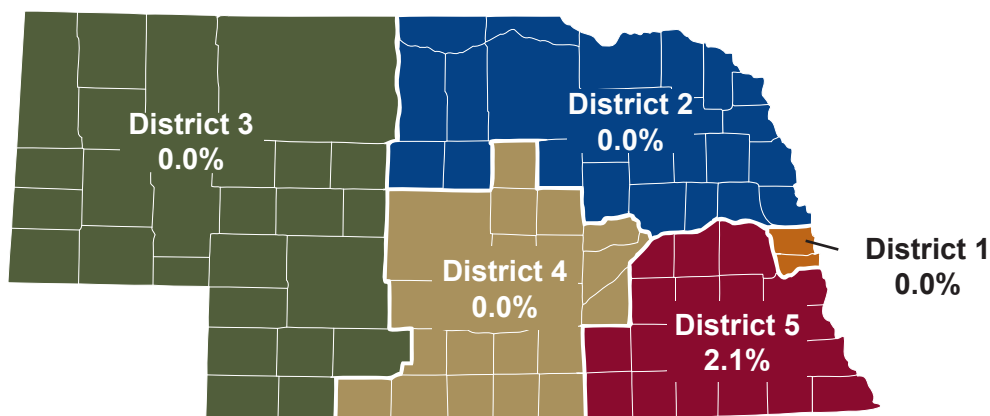
MEDICAL TECHNOLOGIST MT

The medical technologist vacancy rate for all Nebraska districts is down this year to .3 percent from 2008 which was 3.6 percent. Again this year, District 5 had the highest vacancy rate. However, at 2.1 percent, it is down about 10 percent from last year. All other districts reported 0.0 percent vacancy. The statewide total turnover rate is 7.2 percent, which is up from 5.3 percent in 2008. District 4 had the highest turnover rate at 13.7 percent, which is significantly higher than last year's reported 5.0 percent. District 2 had the lowest turnover rate at 2.4 percent.

Employment of medical technologists in Nebraska is expected to increase by 27 percent, with the addition of nearly 400 jobs by 2016. As with MLTs, the aging population will increase the need for laboratory tests, while technological advances will make it possible for other personnel to conduct more routine laboratory tests.

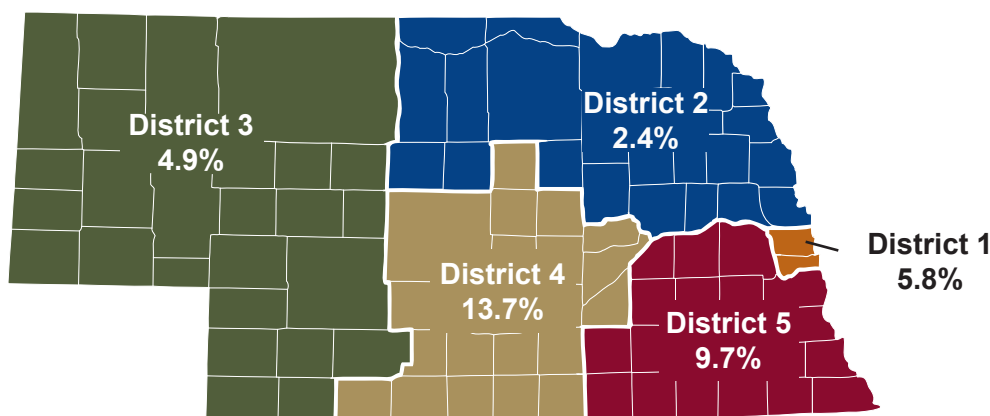
VACANCY RATE

Statewide .3%



TURNOVER RATE

Statewide 7.2%

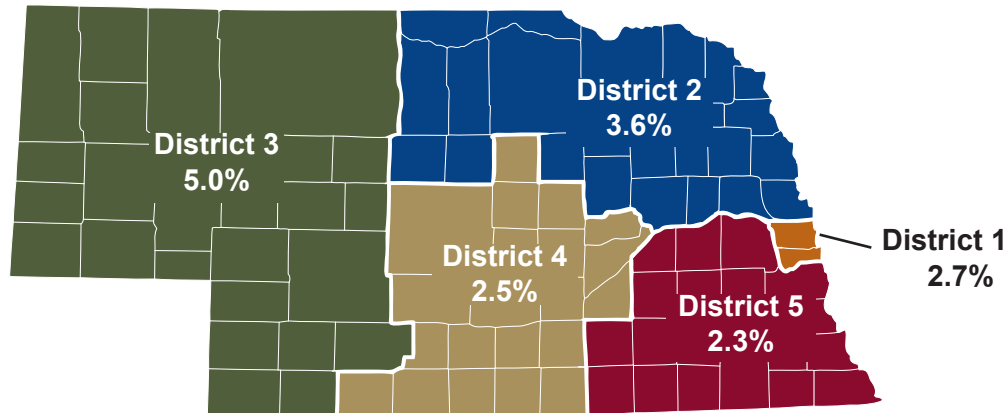


LPN - (NON-I.V. CERTIFIED)

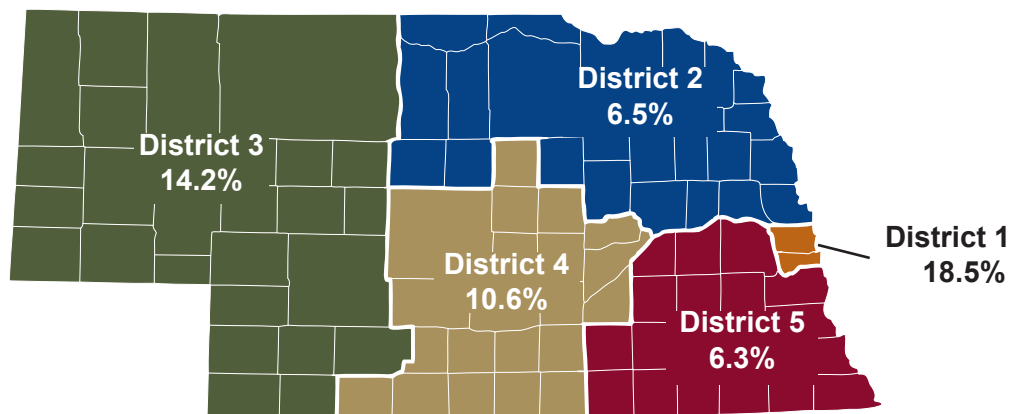
The vacancy rate for all Nebraska districts is 3.0 percent. The rates range by district from 2.3 percent in District 5 to 5.0 percent in District 3. It is interesting to note that while Districts 3 & 4 more than doubled their vacancy rate for this position, Districts 1, 2, & 5 cut their vacancy rates by almost 50 percent. Turnover for all districts is 13.1 percent. District 1 had the highest turnover rate at 18.5 percent, up from 11.3 percent last year. On the other hand, all of the other districts lowered the turnover rate for this position.

The Bureau of Labor Statistics predicts employment of licensed practical nurses will increase by 22 percent or an additional 1,300 jobs by 2016 in Nebraska. Licensed practical nursing is the third-largest occupation in healthcare and continues to grow much faster than the average of all occupations nationally. This is in response to an increasing elderly population. Growth will occur in almost all healthcare settings, but especially in nursing care and home health facilities. Due to advances in technology, many procedures that were once performed in hospitals are being utilized at physician clinics and other outpatient care centers. As a result, the number of LPN's should increase more rapidly in these facilities rather than in hospitals.

VACANCY RATE
Statewide 3.0%



TURNOVER RATE
Statewide 13.1%



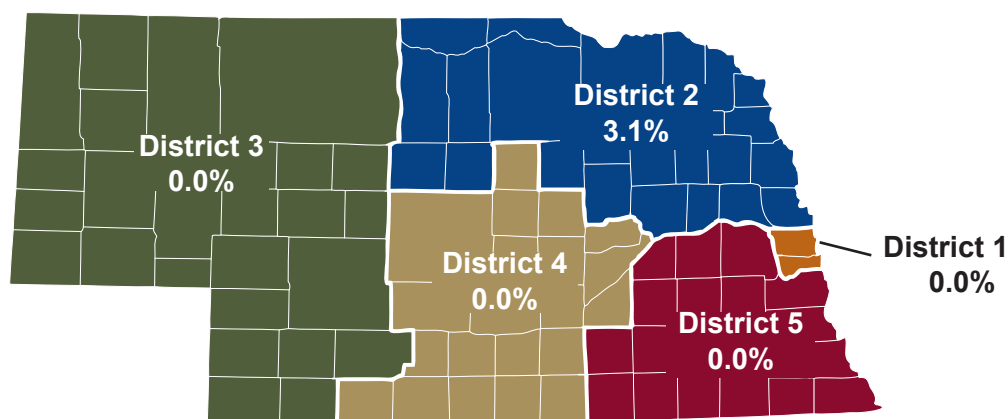
LPN - (I.V. CERTIFIED)

For all Nebraska districts, the vacancy rate has significantly dropped from last year's 8.8 percent to .6 percent this year for LPN - (I.V. Certified). This is considerably lower than the vacancy rate of their non-I.V. certified counterparts. District 2, who had the lowest vacancy rate last year, had the highest rate of 3.1 percent this year, while all of the other districts were 0.0 percent. It is interesting to note that none of the districts for the non-I.V. certified position had a 0.0 percent vacancy rate.

The total turnover rate for I.V. certified LPNs is 5.5 percent, which is less than half as high as the percentage for non-I.V. certified LPNs. Turnover rates ranged from 1.7 percent to 10.3 percent. District 2 had the highest rate, and for the second year in a row, District 5 had the lowest.

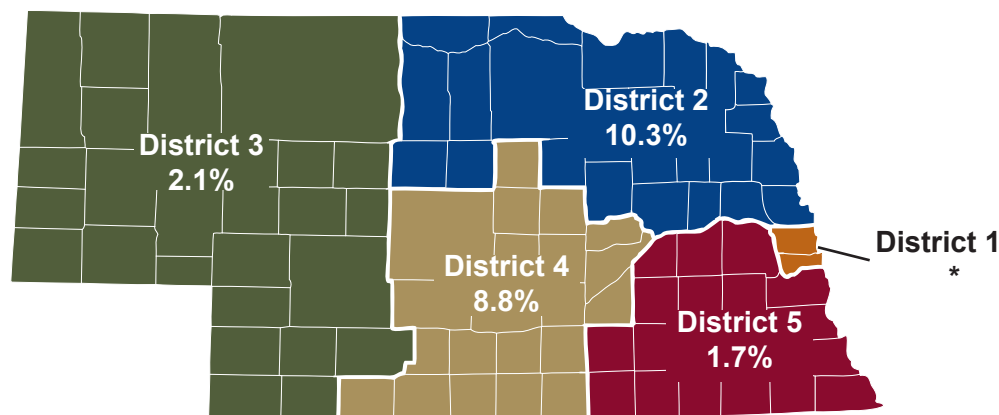
VACANCY RATE

Statewide .6%



TURNOVER RATE

Statewide 5.5%



NURSE - STAFF (RN)

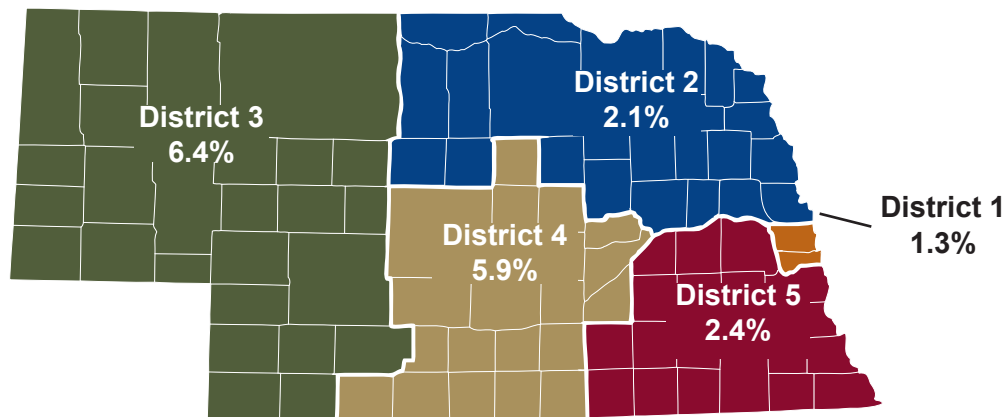
The Nebraska vacancy rate for registered nurses is 2.4 percent, which is less than half of last year's rate. Rates range from 1.3 to 6.4 percent, with District 1 having the lowest vacancy rate and District 3 the highest. All of the districts decreased their vacancy rate with the exception of District 4 which had a slight increase of .5 percent.

The turnover rate is 8.3 percent for this position. District 3 had the highest turnover rate, 12.3 percent, and District 2 had the lowest, 7.4 percent. With the exception of District 3 and 4, all of the districts decreased their turnover rate from last year.

This is the largest healthcare occupation. Nebraska's employment of registered nurses is expected to increase 34 percent by 2016. This equates to an additional 6,890 jobs across the state. Nationally the employment of RN's will not grow at the same rate in every healthcare industry. The highest projected growth by 2018 is 48 percent for physician offices, while hospitals had the lowest projected growth of 17 percent. This is mainly due to the fact patients are being discharged earlier and more procedures are being done on an outpatient basis. Additionally, more detailed procedures, once only performed in hospitals, are now being performed in physician offices and outpatient care centers.

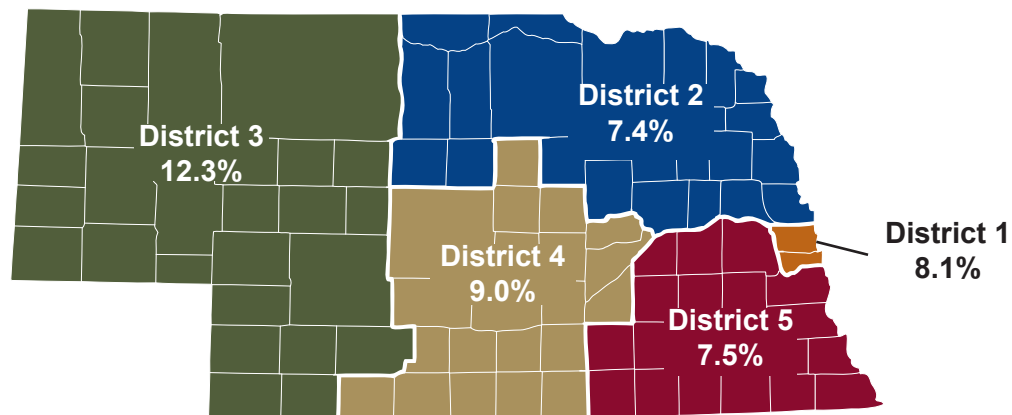
VACANCY RATE

Statewide 2.4%



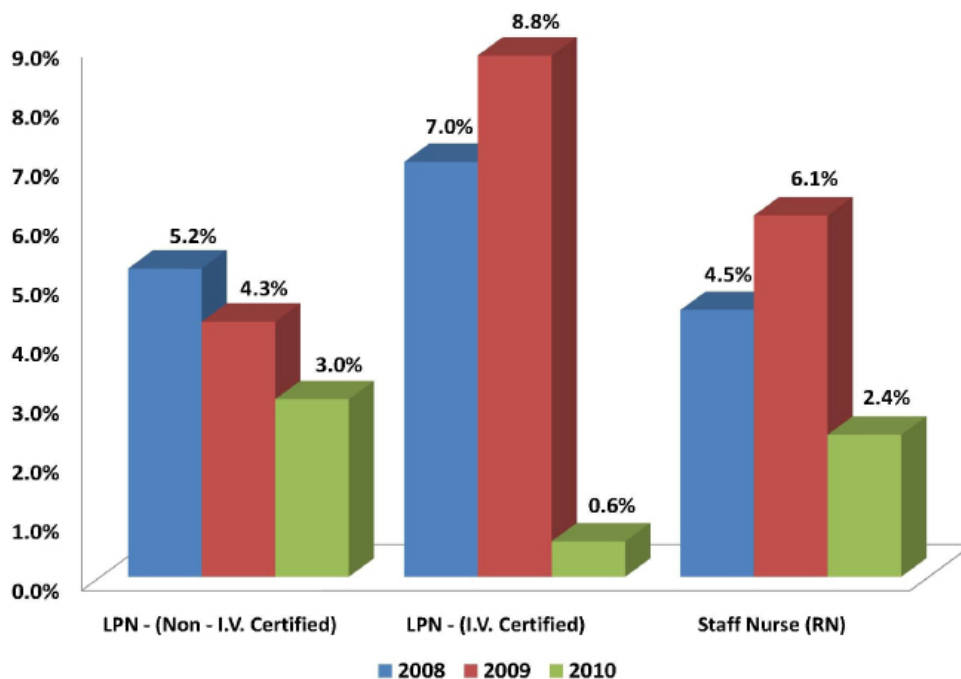
TURNOVER RATE

Statewide 8.3%

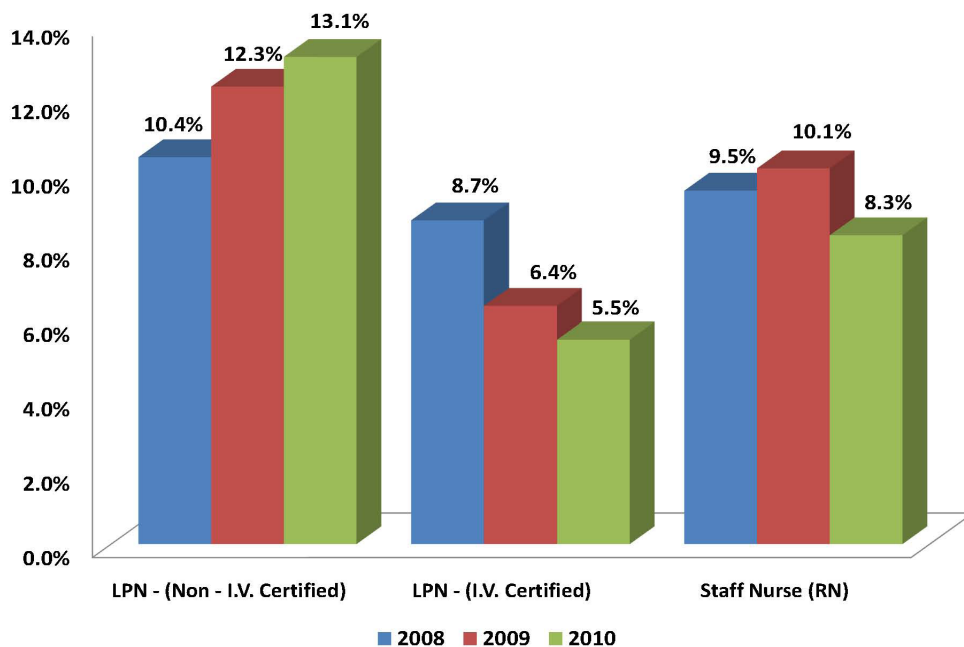


HOSPITAL VACANCY & TURNOVER - NURSING POSITIONS

NEBRASKA VACANCY RATE



NEBRASKA TURNOVER RATE



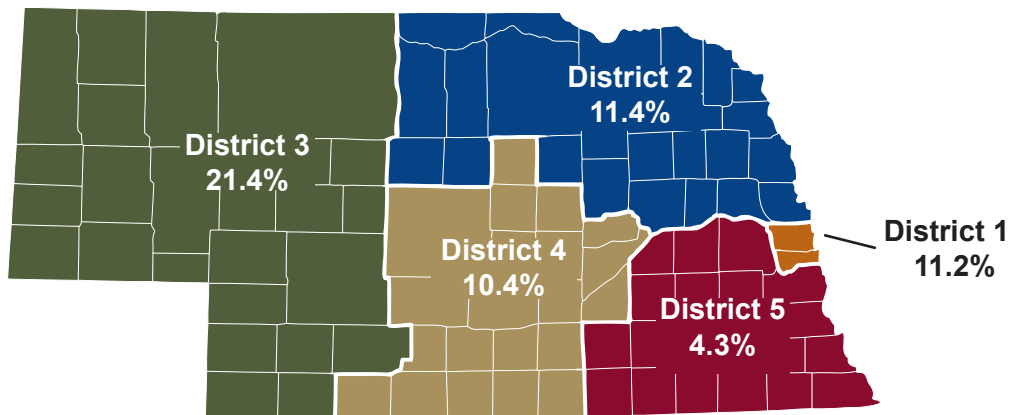
OCCUPATIONAL THERAPIST

For the second year, the vacancy rate for occupational therapists is the highest rate of all positions covered in this report, 10.3 percent. District 3 had the highest rate of 21.4 percent. District 5 had the lowest rate of 4.3, which is significantly lower than last year's rate of 40.0 percent.

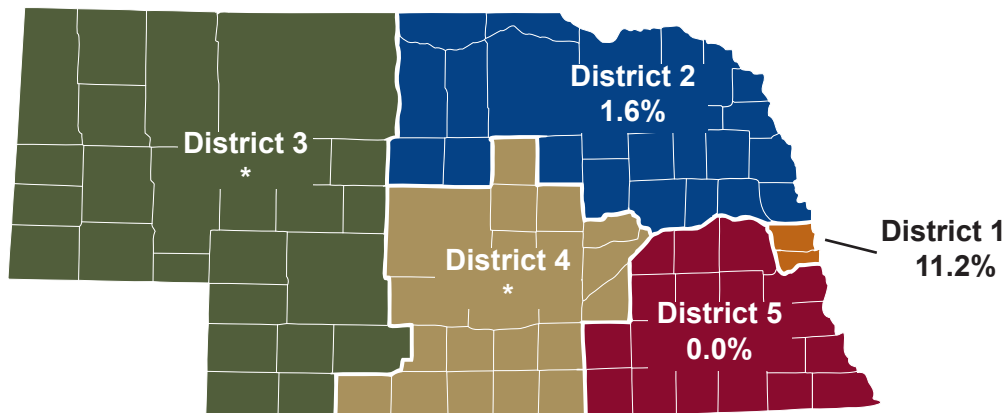
The turnover rate for all Nebraska districts is 7.6 percent. District 5 shows a dominant change in turnover rate at 0.0 percent from last year's rate of 25.0 percent. District 5 shows the lowest rate at 0.0 percent.

Employment of occupational therapists is projected to grow by 33 percent, or 230 positions, by 2016 in Nebraska. This is mainly due to the aging population and the increasing number of individuals with disabilities who require therapy services. There is also an expectation of employment growth in schools to prepare children entering special education programs. This is a result of the federally funded services for disabled students.

VACANCY RATE
Statewide 10.3%



TURNOVER RATE
Statewide 7.6%



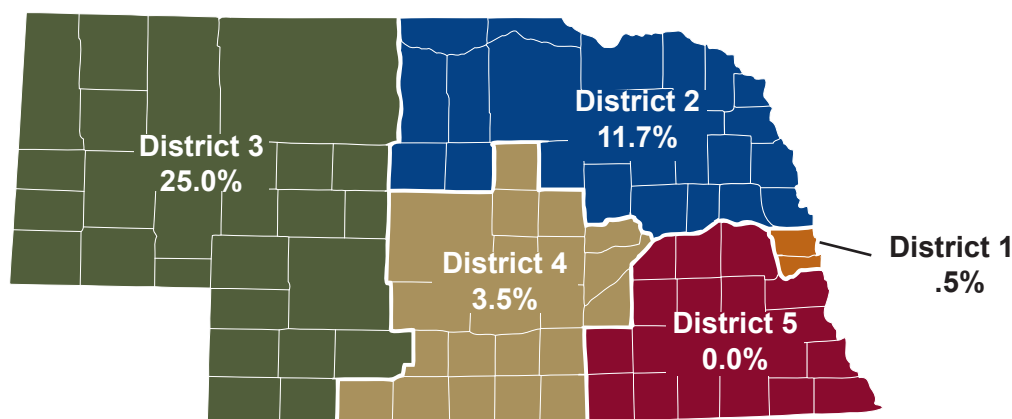
PHARMACIST - STAFF

The vacancy rate for all Nebraska districts is 2.1 percent, which is considerably lower than last year's rate of 10.2 percent. District 3 had the highest vacancy rate at 25.0 percent, and Districts 1 and 5 had the lowest vacancy rates at less than 1 percent. The total turnover rate for Nebraska is 7.6 percent, with the lowest turnover rate in District 5 and the two highest rates in District 1 at 9.2 percent and District 2 at 6.2 percent. Both District 2 and 5 have noticeably lowered turnover rates from last year.

According to the Bureau of Labor Statistics, Nebraska's employment of pharmacists is expected to increase 32 percent by 2016. This is primarily due to growth in the elderly population, rising consumption of pharmaceuticals, increased need of patient education as drugs become more complex and more pharmacists working past the retirement age. In 2009, 37 percent of pharmacists were over the age of 55 and the number of pharmacists working full-time decreased to 67 percent. The decrease in worked hours suggests that some employers may have reduced staffing levels due to the recession.

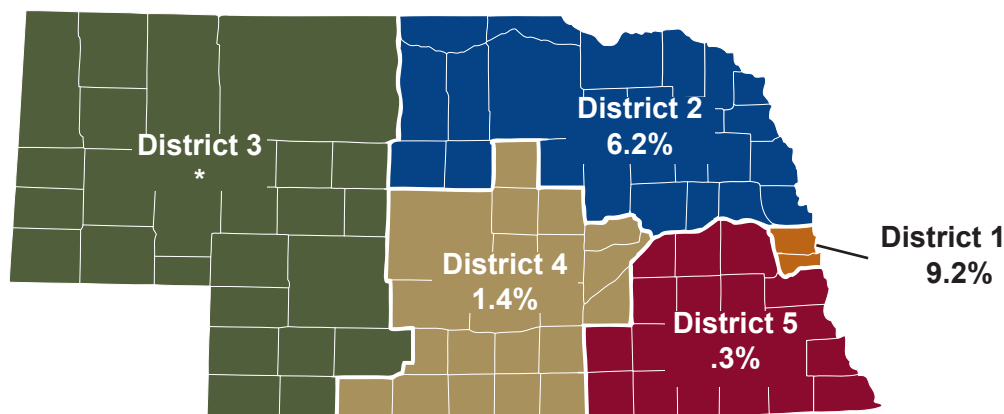
VACANCY RATE

Statewide 2.1%



TURNOVER RATE

Statewide 7.6%



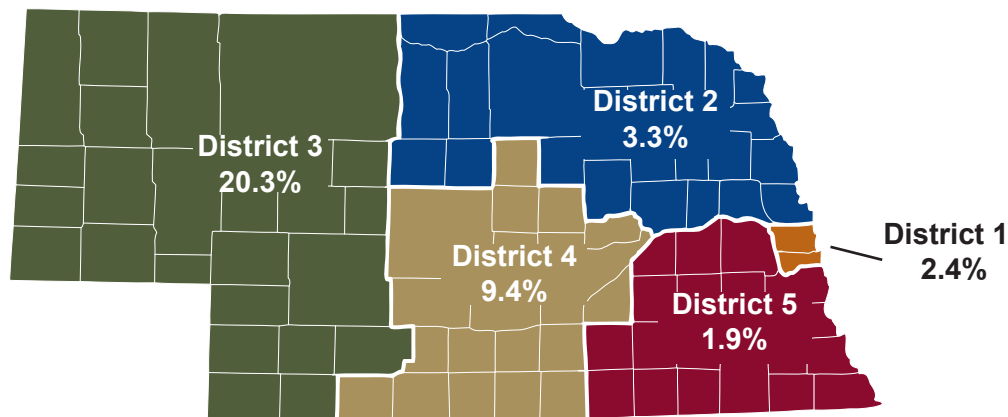
PHYSICAL THERAPIST

For all Nebraska districts, the physical therapist vacancy rate is 4.0 percent. However, this rate varies considerably across districts. District 5 had the lowest vacancy rate of 1.9 percent, while District 3 had the highest rate of 20.3 percent. Overall, districts had a decline in vacancy as compared to last year. The total turnover rate is 6.6 percent. Like vacancy, District 3 had the highest turnover at 14.5 percent, and District 2 had the lowest at 0.0 percent. District 5 had over a 10 percent lower turnover rate for this position than last year.

Similar to occupational therapists, employment of physical therapists is predicted to grow 42 percent by 2016 in Nebraska. It is in the top 15 fastest growing occupations in Nebraska. This is due to the aging population, medical advances and changes to restrictions on reimbursement which will increase patient access to physical therapy services. The number of PT jobs are greater than the actual number of practicing PTs, because some PTs hold more than one job (i.e. private practice and another health care facility). By 2020, most physical therapists will be doctors of physical therapy and may even be board certified specialists. This will allow consumers to have direct access to PT in all environments.

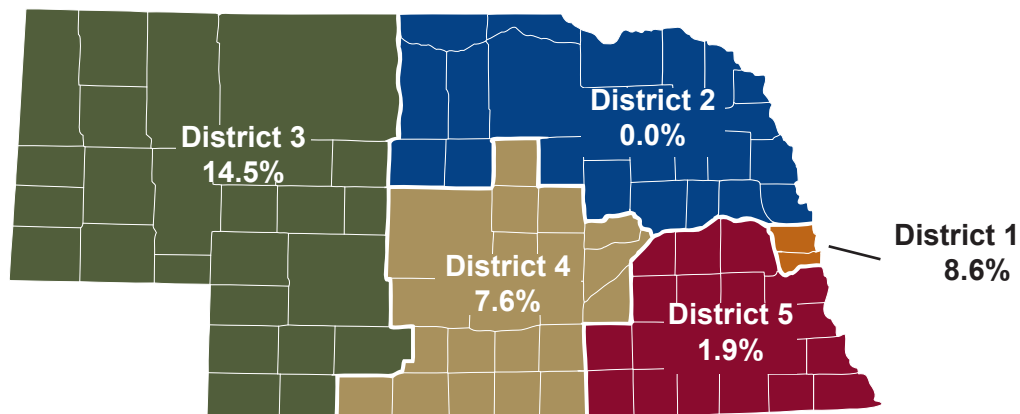
VACANCY RATE

Statewide 4.0%



TURNOVER RATE

Statewide 6.6%



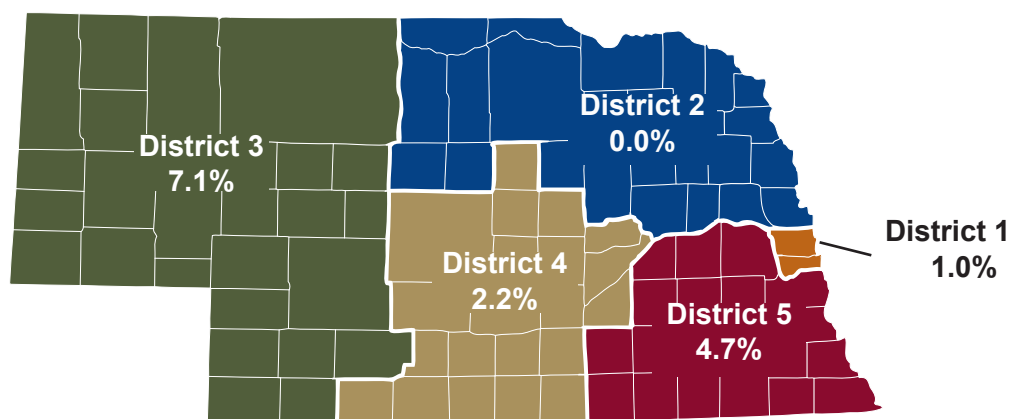
RADIOLOGY TECHNOLOGIST R.T.R.

For all Nebraska districts, the radiology technologist vacancy rate is 1.9 percent. The two highest vacancy rates are from District 3 & 5. The total turnover rate for Nebraska is 5.5 percent. District 1 almost doubled their turnover rate, while other districts lowered by more than 50 percent.

Employment of radiology technologists is projected to grow by 28 percent with the addition of 460 new jobs in Nebraska by 2016. An aging population will create an increased demand for diagnostic imaging to assist with the diagnosis and monitor progress of treatment. Hospitals will be the primary employers, however imaging equipment is becoming affordable and more feasible in physician offices. This will open up more jobs in those areas as well.

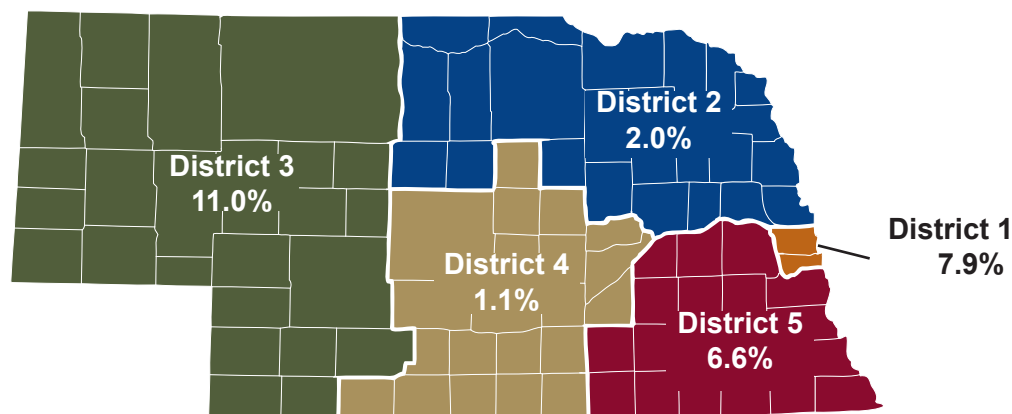
VACANCY RATE

Statewide 1.9%



TURNOVER RATE

Statewide 5.5%



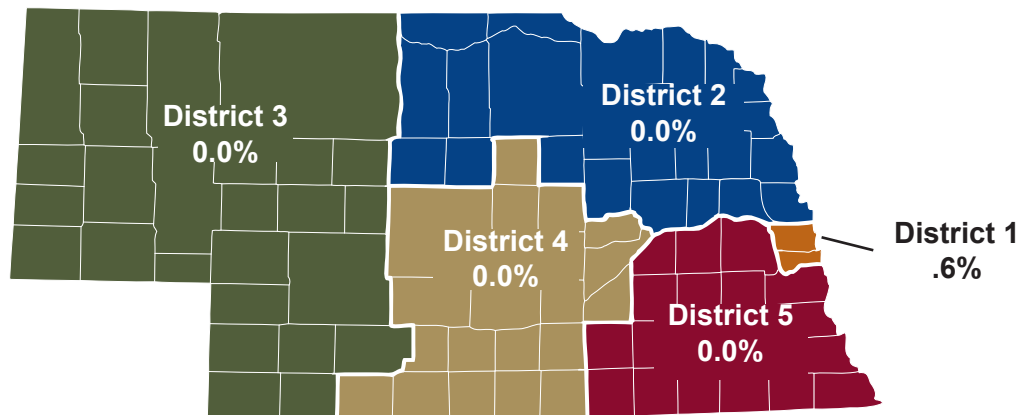
RESPIRATORY THERAPIST - REGISTERED

The Nebraska vacancy rate for registered respiratory therapists is .3 percent. This is a substantial drop from last year. District 5 lowered its vacancy rate from 42.9 percent to 0.0. Throughout the state and districts, there was a significant decrease in vacancy.

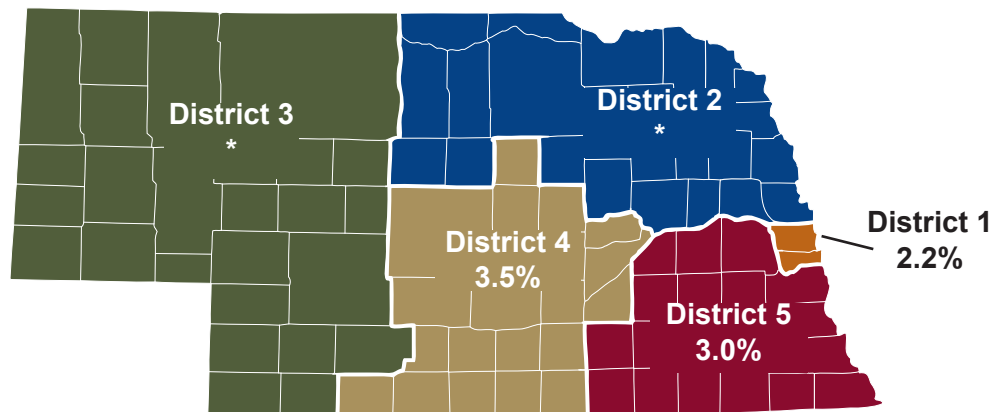
The total turnover rate for Nebraska is 2.9 percent. This is less than half of last year's rate. Overall, both state and district levels had a decline in turnover rates.

The Bureau of Labor Statistics predicts employment of registered respiratory therapists will increase by 33 percent by 2016 in Nebraska. As the middle-aged and elderly population expands, there will be a growth in cardiopulmonary disease. This growth, plus advances in inhalable medications, will increase the demand for respiratory therapist services. Respiratory therapists will continue expanding their role in disease management, emergency care and early detection of pulmonary disorders.

VACANCY RATE
Statewide .3%



TURNOVER RATE
Statewide 2.9%



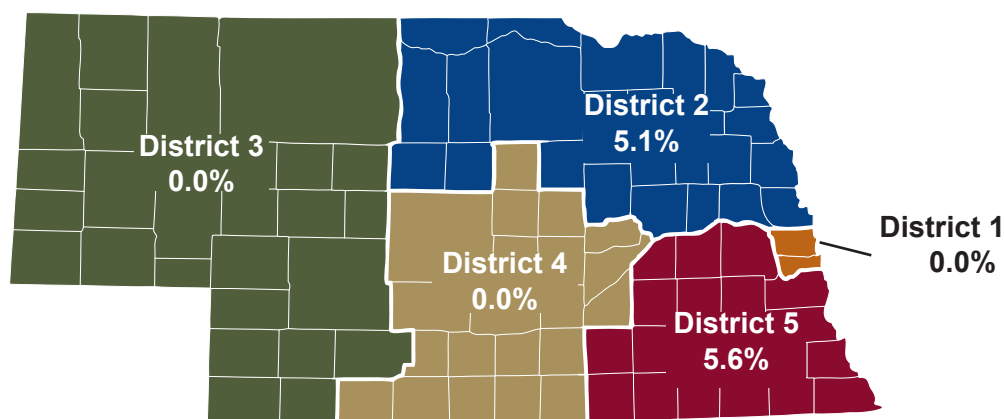
SONOGRAPHER - ULTRASOUND TECHNOLOGIST

The vacancy rate for all Nebraska districts is 2.8 percent, nearly half the rate of last year. District 2 & 5 had the highest vacancy rates, while all the other districts had 0.0 percent. The turnover rate for all Nebraska districts is 8.8 percent, which is slightly higher than last year's 7.1 percent.

Employment of diagnostic medical sonographers in Nebraska is expected to increase by 29 percent with the addition of 100 jobs by 2016. Technological advances are allowing healthcare providers to utilize ultrasound imaging as a safer and more cost effective alternative to radiological procedures. As imaging technology evolves, it will enable the ability to scan the body where ultrasound had not been used in the past. Like radiology, hospitals are the primary employer of sonographers. This is likely to shift as more advances allow physician offices and diagnostic laboratories to perform some of these procedures.

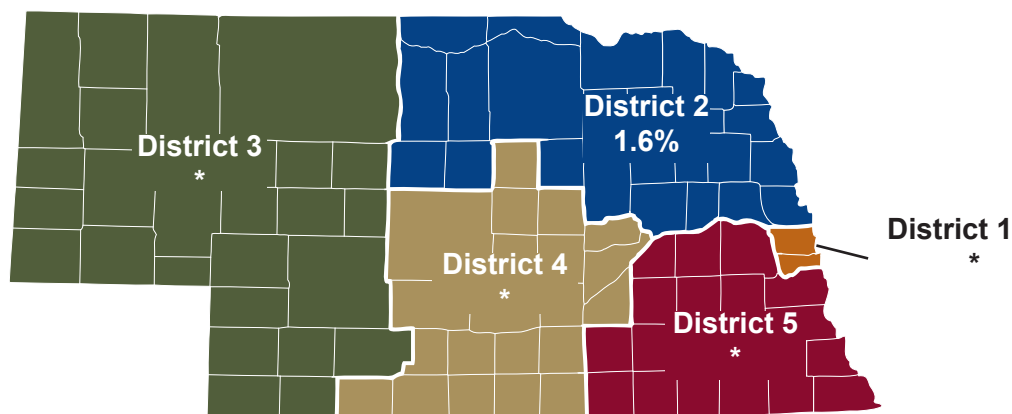
VACANCY RATE

Statewide 2.8%



TURNOVER RATE

Statewide 8.8%



CRITICAL ACCESS HOSPITALS

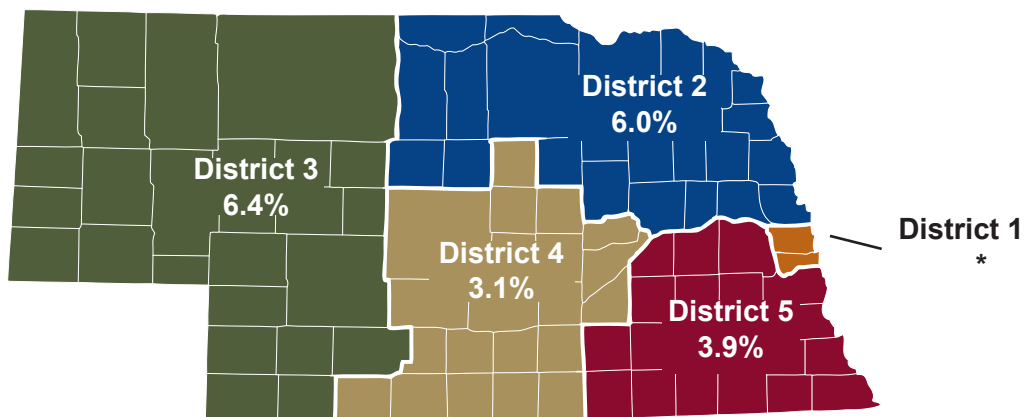
This year vacancy rates for critical access hospitals were higher than those of other hospitals. Eight of the eleven positions had a higher vacancy rate. For the second year, the occupational therapist profession had the highest overall CAH vacancy rate of 19.2 percent, which is slightly higher than last year. The second highest rate of 12.5 percent is for the Sonographer - Ultrasound Technologist. Medical Technologist MT and Respiratory Therapist - Registered had the lowest statewide CAH vacancy rates at 0.0 percent, with LPN - I.V. Certified having the next lowest at 1.0 percent. Overall, critical access hospitals in these districts lowered their vacancy rates.

For 6 out of the 11 positions, critical access hospitals also provided higher turnover rates than those of other hospitals. The highest turnover rates were for LPN - Non I.V. Certified, Staff Nurse (RN) and Occupational Therapist. LPN - Non I.V. Certified, Physical Therapist and Medical Laboratory Technicians all had a similar turnover rate for both critical access hospitals and all hospitals across Nebraska.

When compared to all Nebraska hospitals, critical access hospitals' vacancy and turnover rates for Staff Nurse do not vary significantly. However, critical access hospitals had the higher of both rates. The total CAH vacancy rate is 4.4 percent, while the rate for all hospitals is 2.4 percent, both of which are lower than last year's rates. The total CAH turnover rate is 13.5 percent, compared with 8.3 percent for all hospitals.

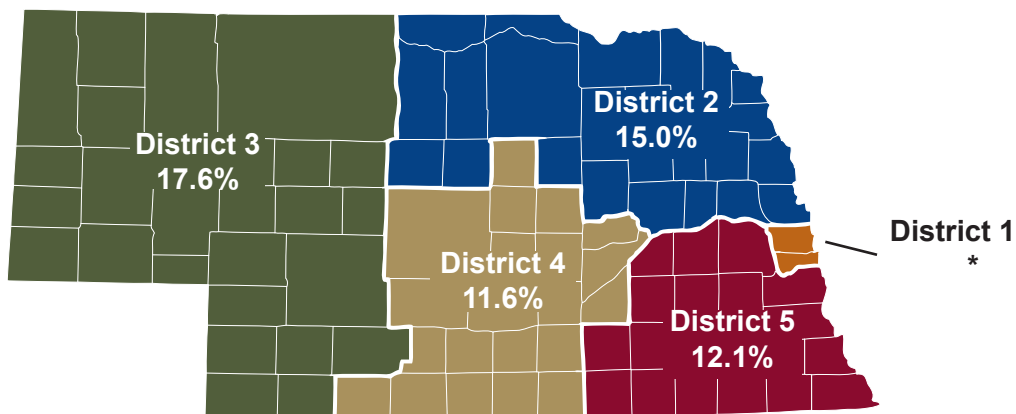
STAFF NURSE CAH VACANCY RATE

Statewide CAH 4.4%



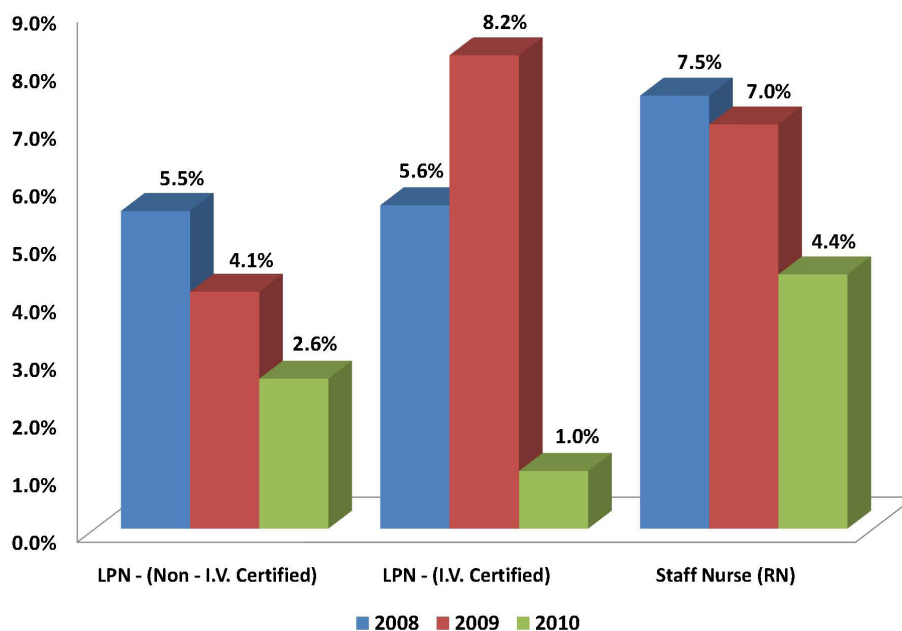
STAFF NURSE CAH TURNOVER RATE

Statewide CAH 13.5%

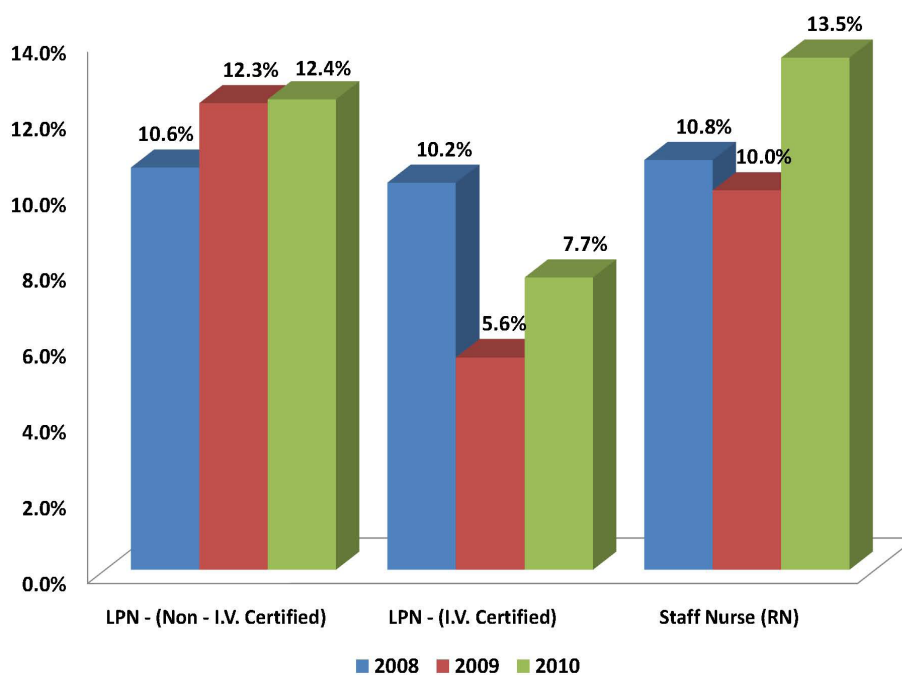


CRITICAL ACCESS - NURSING POSITIONS

NEBRASKA VACANCY RATE

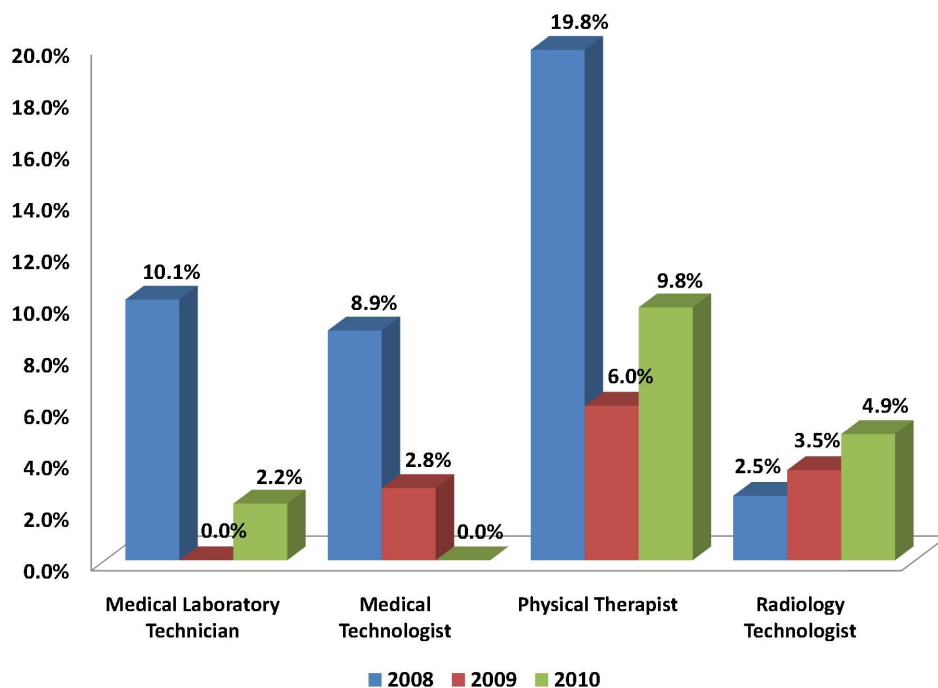


NEBRASKA TURNOVER RATE

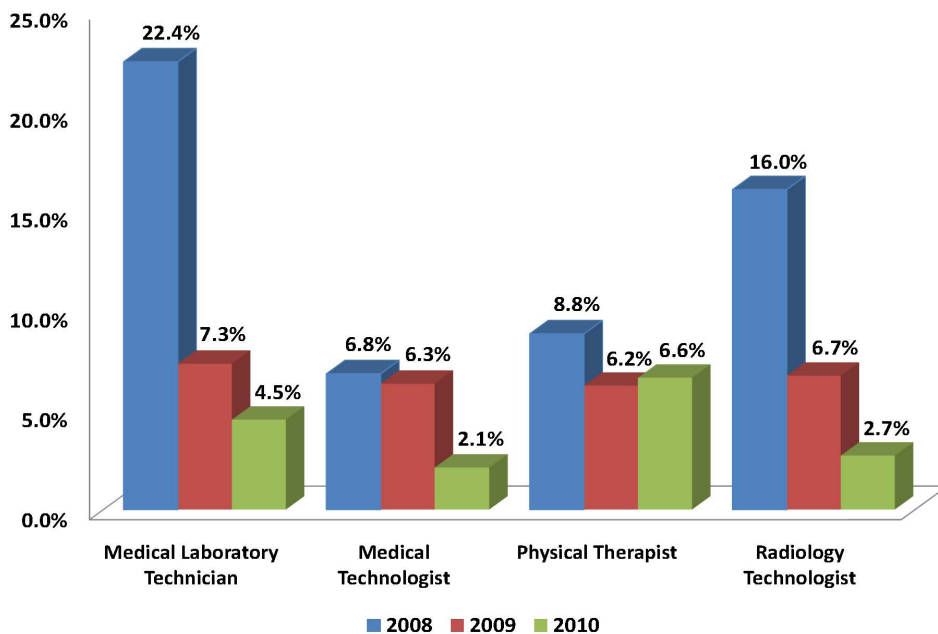


CRITICAL ACCESS - NON-NURSING POSITIONS

NEBRASKA VACANCY RATE



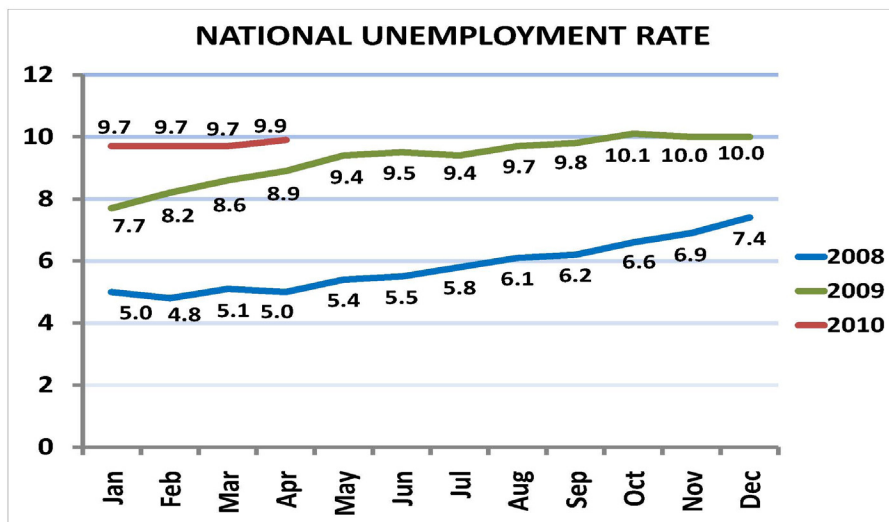
NEBRASKA TURNOVER RATE



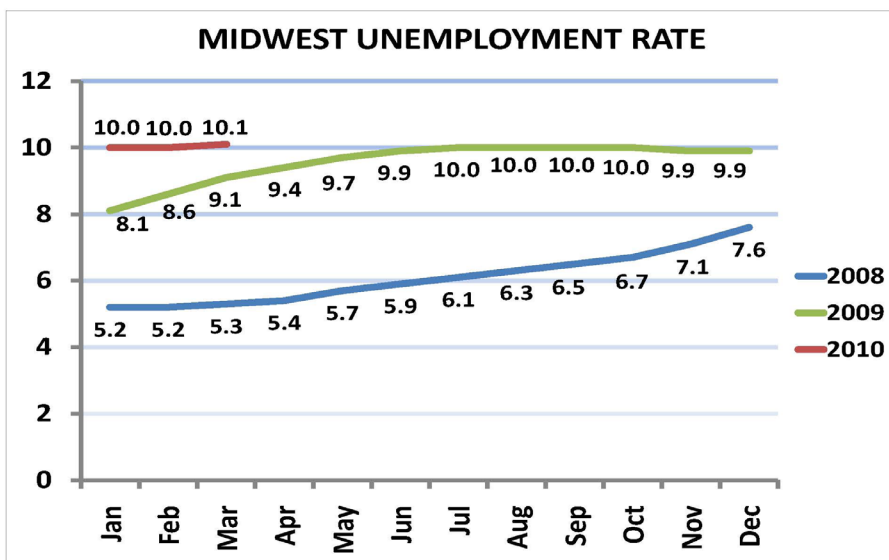
FORECASTS

Overall, the United States is experiencing a slight decline in the unemployment rate. Since January 2008, the unemployment rate has risen from 5.0 to 10.0 in Dec 2009. Beginning in January 2010, we are starting to see the first sign of a decline. The Midwest region has continued the steady upward trend in unemployment and is currently showing its highest peak at 10.1.

NATIONAL & REGIONAL UNEMPLOYMENT RATES FOR 2008, 2009 & 2010



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

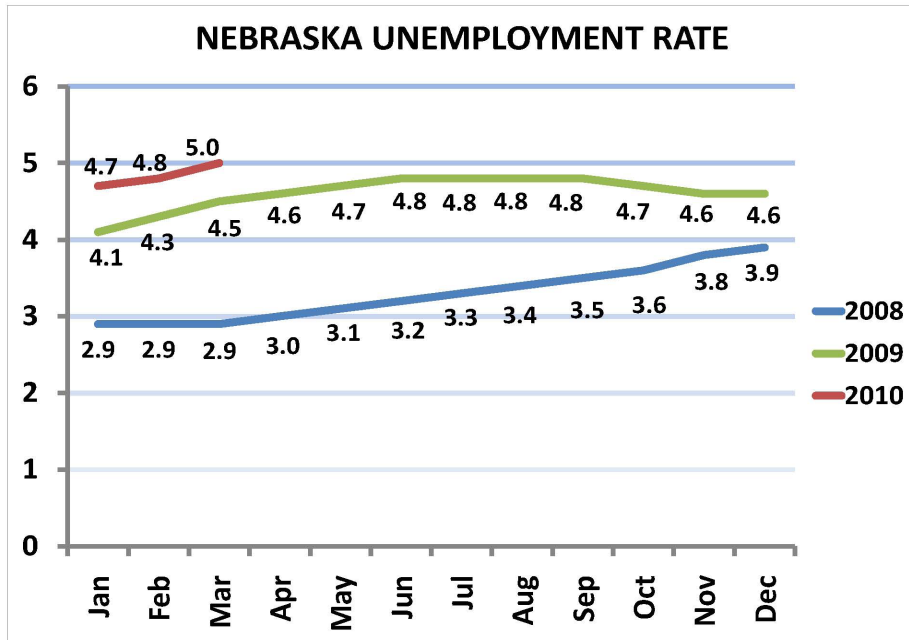


Source: United States Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov>

FORECASTS

For the third year, as reported from the United States Department of Labor, Nebraska shows a significantly lower unemployment rate when compared to the National or Midwest regional rate. Since January 2008, the unemployment rate has risen from 2.9 to 5.0 in March 2010. As of December 2009, Nebraska was the second lowest ranking state for unemployment. It is interesting to note that the top five lowest ranking states in unemployment are all located in the Midwest.

NEBRASKA UNEMPLOYMENT RATES FOR 2008, 2009 & 2010



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

Staffing Agency Dollars

Despite the economic downturn, healthcare organizations across the state are still utilizing temporary employees to counteract vacancy rates. Of the hospitals participating, 18.8 percent of participants provided their agency expenditures, which is less than half of the 39 percent from last year. In total, these hospitals expended almost \$6.3 million in 2009. Less than half of the participants were critical access hospitals. Their expenditures totaled about \$2.8 million, with an average of \$466,668 per reporting organization. Non-critical access hospitals reported spending a total of nearly 3.5 million, with an average of \$499,178 per organization. However, it is important to note rates varied considerably by hospital and region.

WORKFORCE DEMAND

The U.S. Bureau of Labor Statistics is projecting a 10.1 percent increase in overall healthcare employment for public & private hospitals between 2008 and 2018. From May 2009 to May 2010, healthcare employment has increased nationally by an average of 20,000 per month. Over the last twelve months of 2009, healthcare employment peaked the highest at over 23 percent in May, September and October.

In Nebraska, the highest number of projected new jobs for the healthcare industry are registered nurses and LPNs. Combined, those positions are estimated to add 8,190 jobs by 2016. While nursing across the US & Nebraska are expected to grow in number of jobs, many fear that there will be a shortage as baby boomers age. In addition, nursing colleges and universities are struggling to expand enrollment to meet the rising demand for nursing. The U.S. registered nurse shortage is projected to grow to 260,000 by 2025.

PROJECTIONS FOR HEALTH CARE WORKERS IN NEBRASKA, 2006-2016

Nebraska	Estimated Employment in 2006	Projected Employment in 2016	Projected Number of New Jobs	Percent Change
Diagnostic Medical Sonographers	330	430	100	+ 29%
Licensed Practical and Vocational Nurses	5,870	7,170	1,300	+ 22%
Medical and Clinical Laboratory Technicians	1,080	1,380	300	+ 28%
Medical and Clinical Laboratory Technologists	1,480	1,880	400	+ 27%
Occupational Therapists	720	950	230	+ 33%
Pharmacists	1,940	2,570	630	+ 32%
Physical Therapists	1,300	1,840	540	+ 42%
Radiologic Technologists and Technicians	1,630	2,090	460	+ 28%
Registered Nurses	20,430	27,320	6,890	+ 34%
Respiratory Therapists	960	1,280	320	+ 33%

Source: United States Department of Labor, CareerOneStop, America's Career InfoNet, <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 2006-2016, while the projections period for the national data is 2008-2018.

PROJECTIONS FOR HEALTH CARE WORKERS IN THE U.S., 2008-2018

United States	Estimated Employment in 2008	Projected Employment in 2018	Projected Number of New Jobs	Percent Change
Diagnostic Medical Sonographers	50,300	59,500	9,200	+ 18%
Licensed Practical and Vocational Nurses	753,600	909,200	155,600	+ 21%
Medical and Clinical Laboratory Technicians	155,600	180,700	25,100	+ 16%
Medical and Clinical Laboratory Technologists	172,400	193,000	20,600	+ 12%
Occupational Therapists	104,500	131,300	26,800	+ 26%
Pharmacists	269,900	315,800	45,900	+ 17%
Physical Therapists	185,500	241,700	56,200	+ 30%
Radiologic Technologists and Technicians	214,700	251,700	37,000	+ 17%
Registered Nurses	2,618,700	3,200,200	581,500	+ 22%
Respiratory Therapists	105,900	128,100	22,200	+ 21%

Source: Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections, <http://www.bls.gov/emp/>

SOURCES

American Association of Colleges of Nursing, Nursing Shortage Fact Sheet, September 2009. Online at <http://www.aacn.nche.edu/media/shortageresource.htm>.

American Hospital Association, Press Releases & Statements: Hospitals Continue to Feel Lingering Effects of the Economic Recession, June 2010. Online at <http://www.aha.org/aha/press-release/>.

Bureau of Labor Statistics, *Occupational Outlook Handbook, 2010-11 Edition*, December 2009. Online at <http://www.bls.gov/oco/home.htm>.

Bureau of Labor Statistics, Current Employment Statistics Survey, June 2010, Databases, Tables & Calculators, 2008 to 2010, Local Area Unemployment Statistics, and National Employment Matrix. Online at <http://www.bls.gov/emp/>.

Bureau of Labor Statistics, Economic News Release: Employment Situation Summary, May 2010. Online at <http://www.data.bls.gov/cgi-bin/>.

Center for American Progress, The Schaeffer Center: New Jobs Through Better Health Care, January 2010. Online at <http://www.americanprogress.org>.

Department of Health and Human Services, The Adequacy of Pharmacist Supply: 2004 to 2030, December 2008. Online at <ftp://ftp.hrsa.gov/bhpr/workforce/pharmacy.pdf>.

Health Affairs, The Recent Surge In Nurse Employment: Causes And Implications, July/August 2009. Online at <http://content.healthaffairs.org/>.

Healthcare Finance News: Recession hurts, but pharmacists are still in demand, March 2010. Online at <http://www.healthcarefinancenews.com>.

Mississippi Hospital Association, Health Careers Center, Health Careers - Medical Technologist. Online at <http://www.mshealthcareers.com/>.

Nebraska Department of Labor, Nebraska Workforce Trends, April 2010. Online at <http://www.dol.nebraska.gov/>.

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

U.S. Bureau of the Census, Population Division, PPL-47. Online at <http://www.census.gov/prod/>.

University of Nebraska Medical Center, School of Allied Health Professions: Career Outlook for Physical Therapists, 2010. Online at http://www.unmc.edu/alliedhealth/pt_opportunities.htm.