

2009 Nebraska Workforce Report

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

June 2009

NHA Nebraska
Hospital
Association

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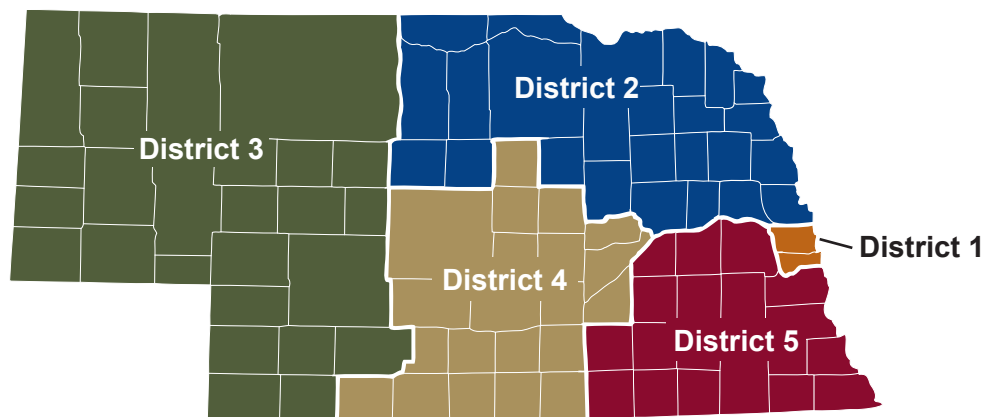
INTRODUCTION

In the past, many believed the healthcare industry was recession-proof. This belief was substantiated by the ever-growing population, the increasing age of Baby Boomers and a longer lifespan. Many thought the large number of consumers needing care would create a high demand for healthcare workers no matter the state of the economy. Although this belief has been prevalent, recent numbers show healthcare providers are also vulnerable to economic hardship.

Currently, nearly 50 million Americans are thought to be without health insurance. Those who have coverage may be struggling with a reduction in coverage and rising premiums, co-payments and deductibles. All of these changes are compounded by an increase in unemployment and an overall economic downturn. Without the necessary coverage, people will often postpone elective medical procedures to reduce spending and time off. For those medical procedures that cannot be delayed, healthcare providers may end up absorbing bad debt.

These economic factors have affected healthcare workforce demand. This report will identify healthcare professions with the largest vacancy and turnover rates and provide information on future workforce demands. As you will see in this report, District 5 experienced the highest average turnover rates overall. This year's report also shows an overall trend toward lower vacancy and turnover rates statewide.

In February 2009, Compdata Surveys collected workforce data from 62 Nebraska hospitals employing 25,861 full time equivalent employees. Of these participants, 42 hospitals employing 4,885 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.

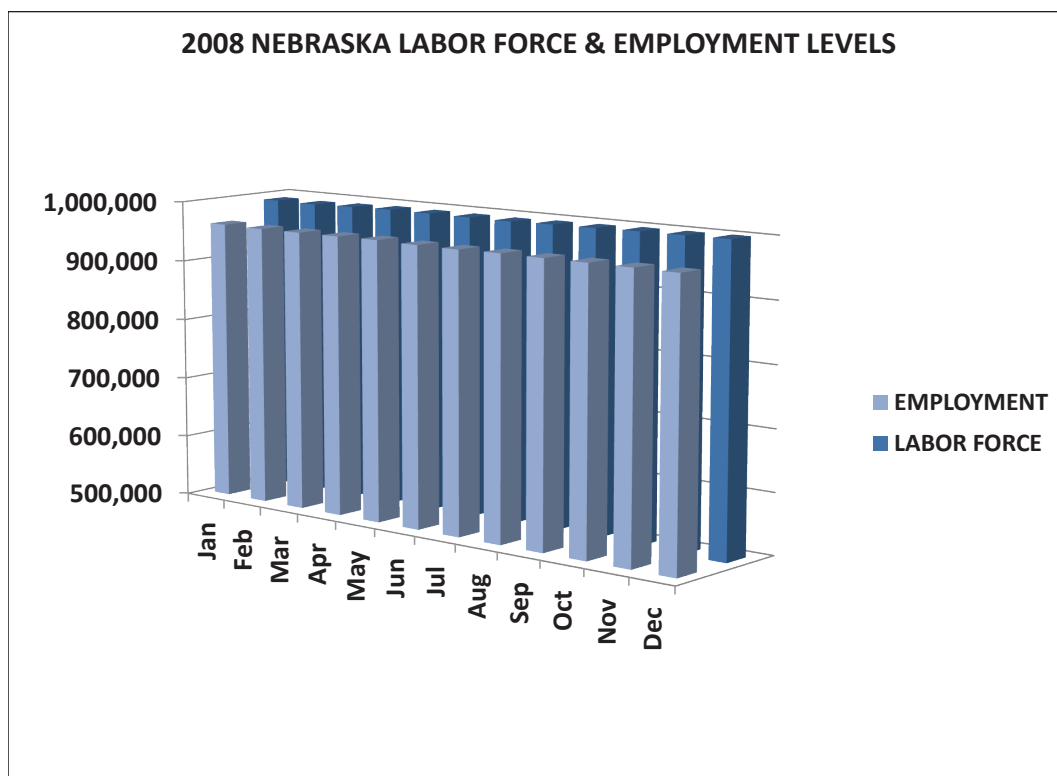


LABOR FORCE & EMPLOYMENT LEVELS

In 2008, the Bureau of Labor Statistics provided trend reporting for Nebraska labor force and employment levels for all industries. It is interesting to compare the actual labor force levels available for 2008 to the actual employment levels. One can see that there is a significant difference in the level of employment to the level of available workforce in Nebraska.

MONTH	LABOR FORCE	EMPLOYMENT	VARIANCE
January	991,918	962,322	29,596
February	991,468	961,467	30,001
March	993,123	961,893	31,230
April	994,844	962,394	32,450
May	994,761	963,252	31,509
June	994,740	962,160	32,580
July	994,572	961,968	32,604
August	996,194	963,016	33,178
September	997,024	962,834	34,190
October	998,493	962,821	35,672
November	999,107	962,656	36,451
December	1,001,373	962,227	39,146

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

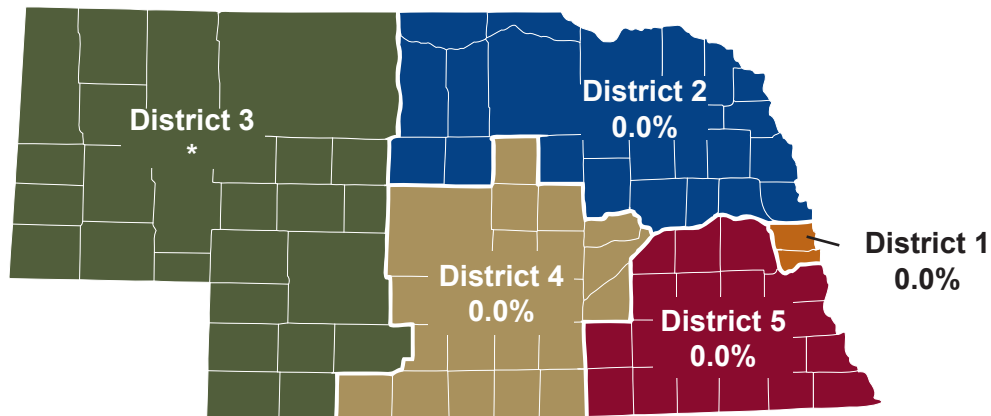


MEDICAL LABORATORY TECHNICIAN MLT

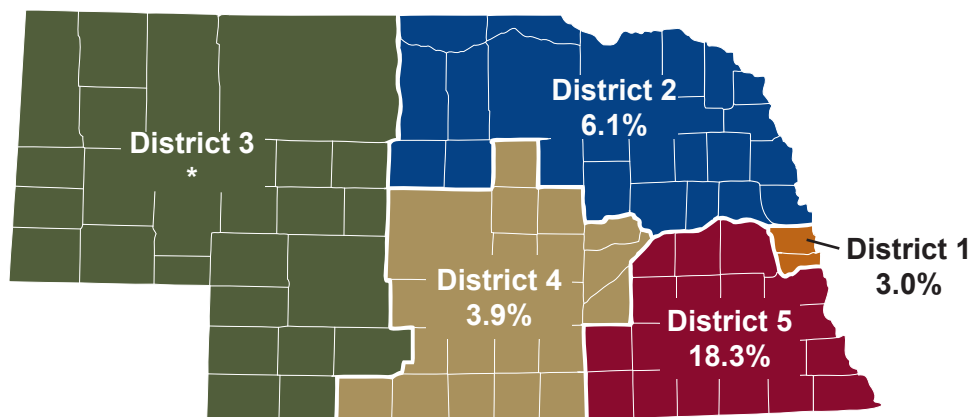
The vacancy rate for medical laboratory technicians in Nebraska is 0.0 percent as compared to the 11.1 percent vacancy for 2007. All districts reported a 0.0 percent vacancy rate. In Nebraska, the turnover rate for medical laboratory technicians is 5.5 percent, which is significantly lower than last year's turnover rate of 11.1 percent. District 5 had a high turnover rate of 18.3 percent.

Employment of medical laboratory technicians in Nebraska is expected to increase by 28 percent, with the addition of 300 jobs by 2016. Advances in technology, such as new laboratory procedures and tests, will create a need for additional MLTs.

VACANCY RATE
Statewide 0.0%



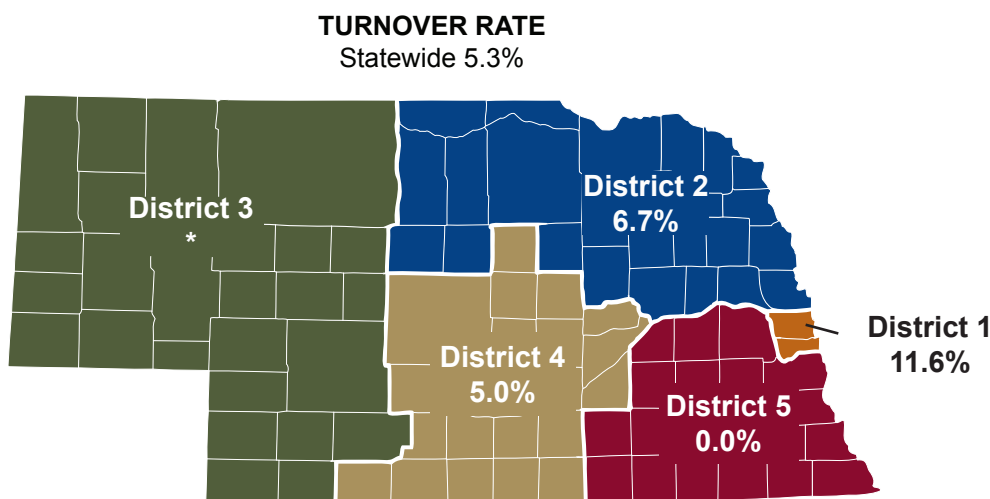
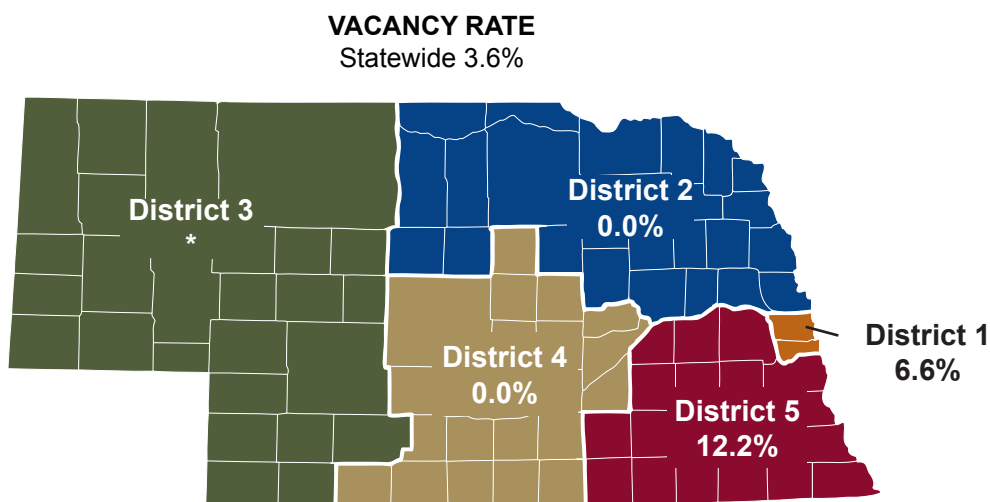
TURNOVER RATE
Statewide 5.5%



MEDICAL TECHNOLOGIST MT

The medical technologist vacancy rate for all Nebraska districts is 3.6 percent. District 5 has the highest vacancy rate, 12.2 percent. The total turnover rate is 5.3 percent, which is down from 8.0 percent in 2007. District 1 has the highest turnover rate at 11.6 percent. District 2 has the lowest rate, 6.7 percent.

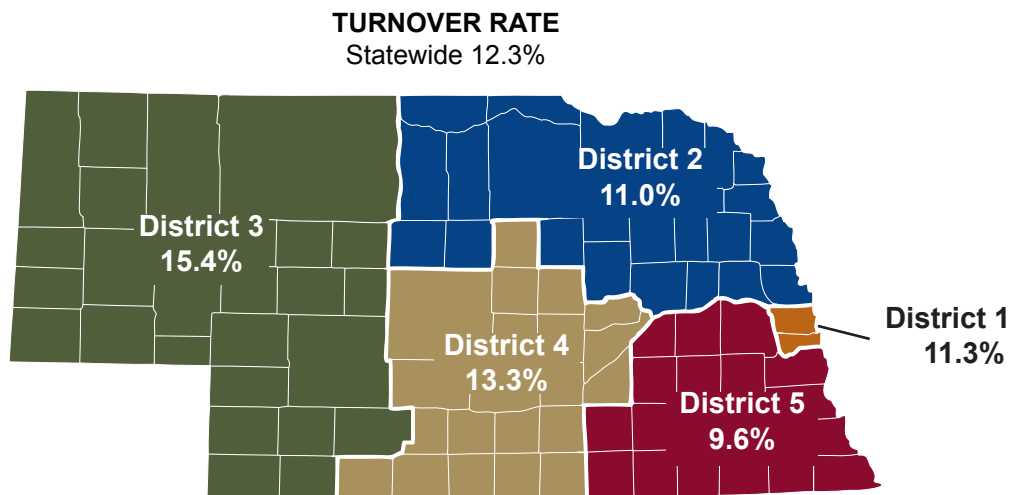
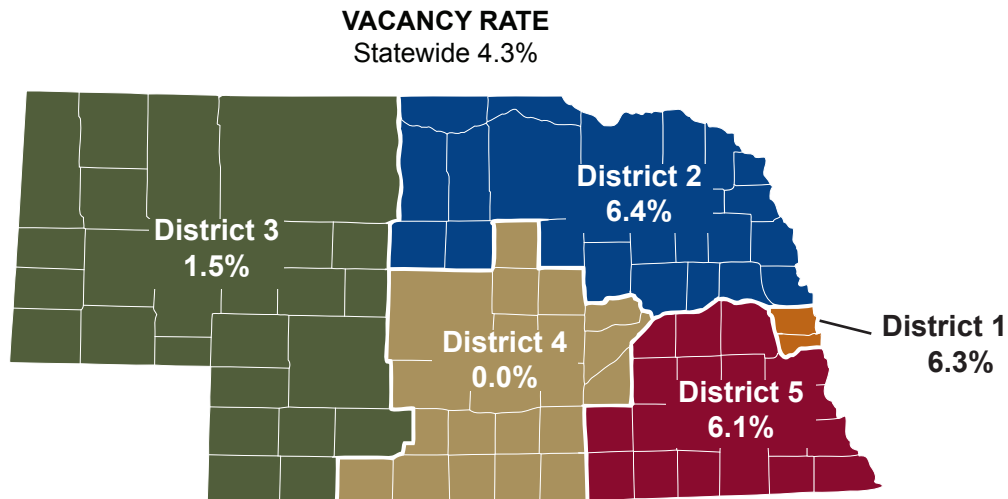
Employment of medical technologists in Nebraska is expected to increase by 27 percent, with the addition of nearly 400 jobs by 2016. As with MLTs, new technology will continue to advance this profession.



LPN - (NON-I.V. CERTIFIED)

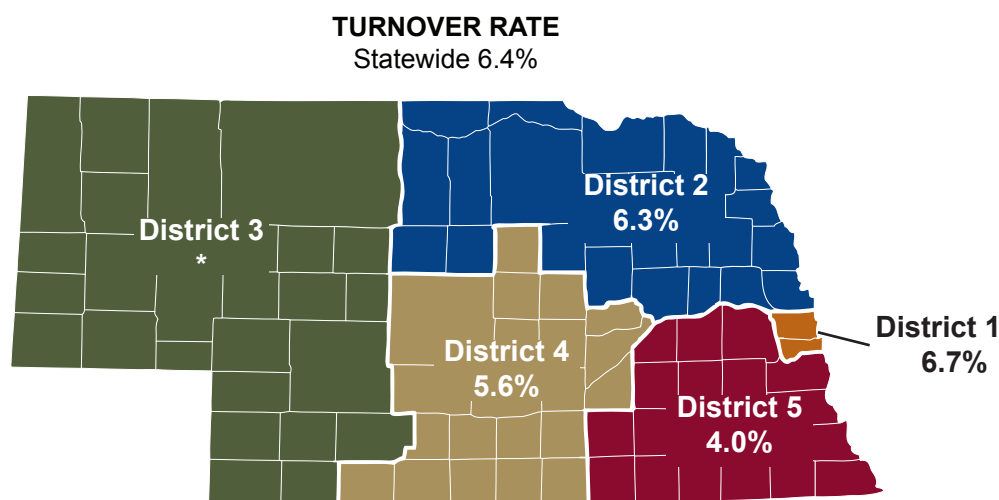
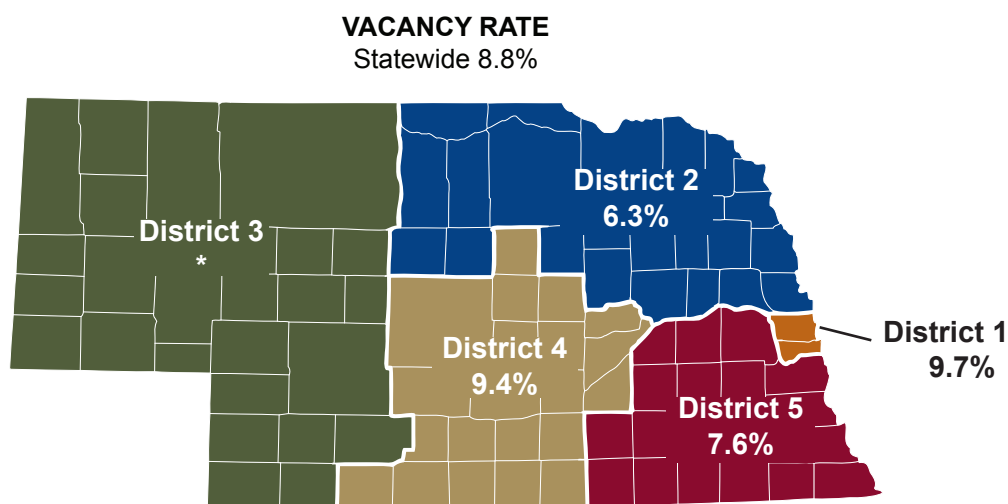
The vacancy rate for all Nebraska districts is 4.3 percent. The rates range by district from 0.0 percent in District 4 to 6.4 percent in District 2. Turnover for all districts is 12.3 percent. District 3 has the highest turnover rate at 15.4 percent, however, all of the other districts are close in range.

The Bureau of Labor Statistics predicts employment of licensed practical nurses will increase by 22 percent or an additional 1,300 jobs by 2016. Licensed practical nursing is the third-largest occupation in healthcare.



LPN - (I.V. CERTIFIED)

For all Nebraska districts, the vacancy rate is 8.8 percent for LPN - (I.V. Certified), which is double the vacancy rate of their non-I.V. certified counterparts. District 2 had the lowest vacancy rate of 6.3 percent. District 1 had the highest rate, 9.7 percent. The total turnover rate for I.V. certified LPNs is 6.4 percent, which is about half as high as than the percentage for non-I.V. certified LPNs. Across districts, the rates range from 4.0 percent in District 5 to 6.7 percent in District 1.

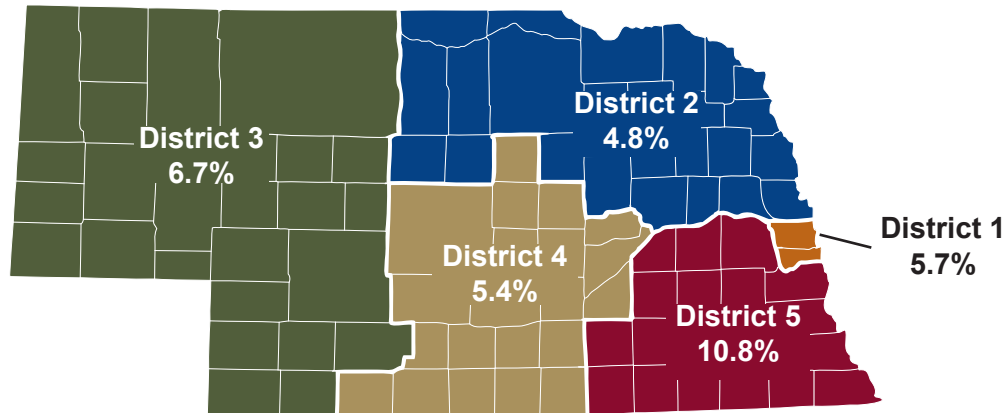


NURSE - STAFF (RN)

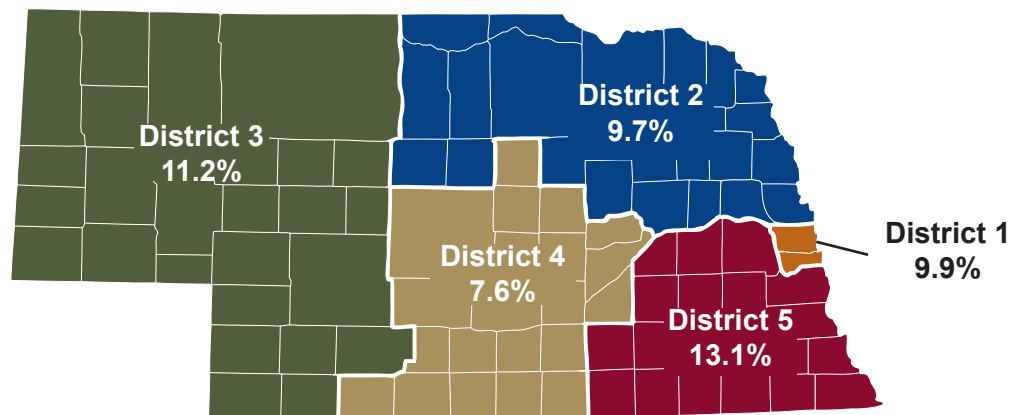
The Nebraska vacancy rate for registered nurses is 6.1 percent. Rates range from 4.8 to 10.8 percent, with District 2 having the lowest vacancy rate and District 5 the highest. The turnover rate is 10.1 percent for this position. District 5 has the highest turnover rate, 13.1 percent, and District 4 has the lowest, 7.6 percent.

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.

VACANCY RATE
Statewide 6.1%

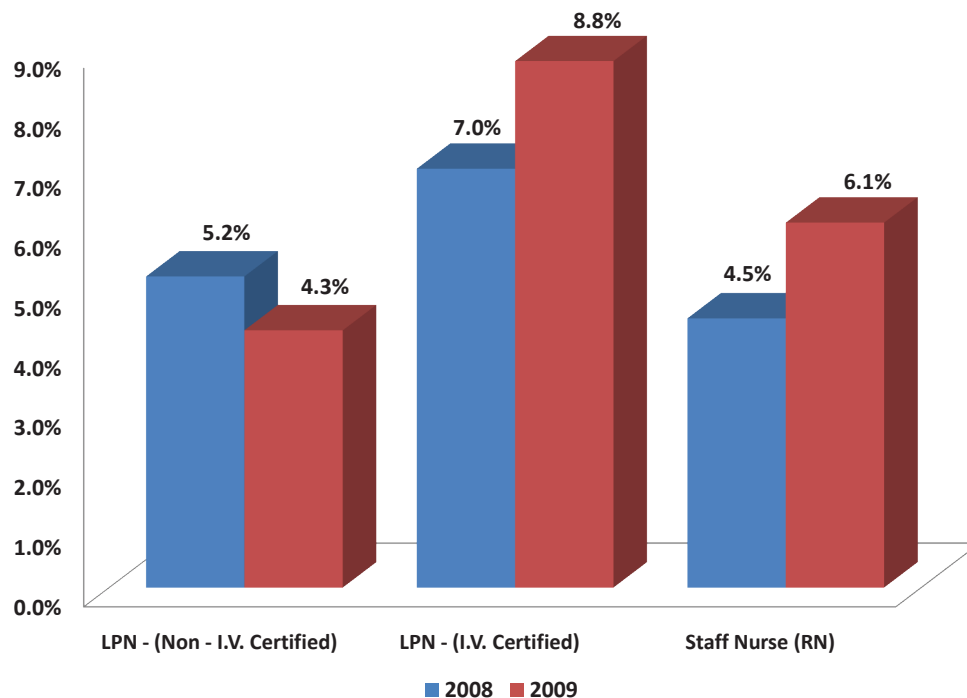


TURNOVER RATE
Statewide 10.1%

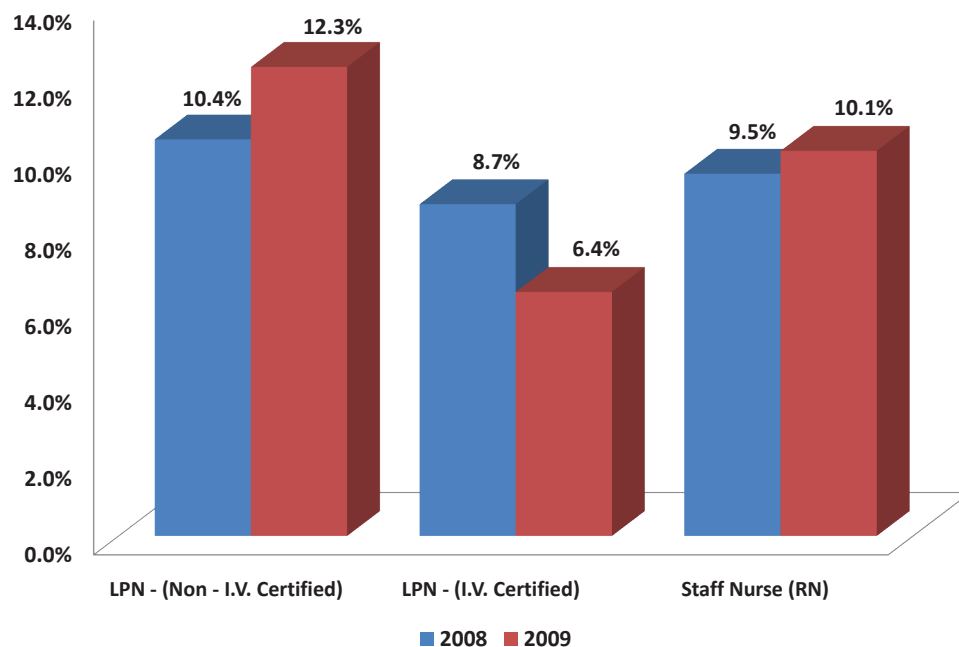


HOSPITAL VACANCY & TURNOVER - NURSING POSITIONS

NEBRASKA VACANCY RATE



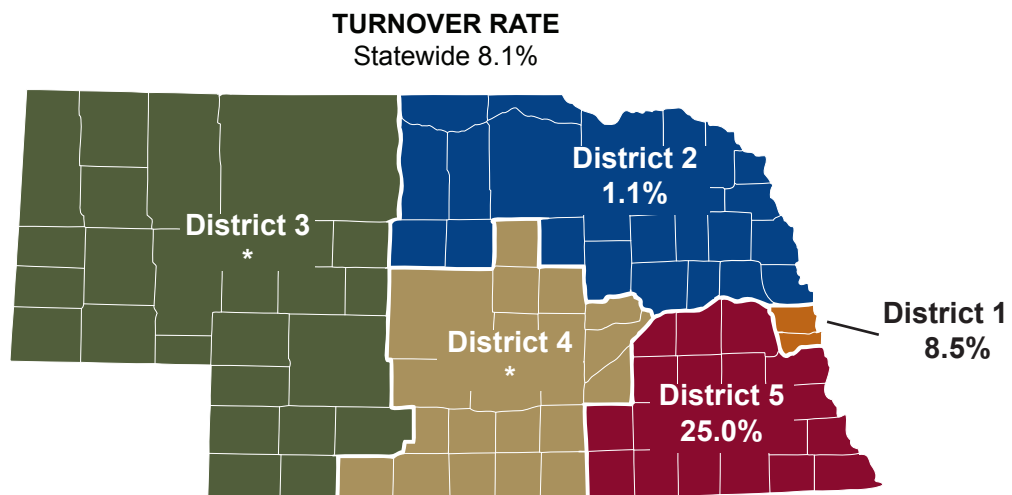
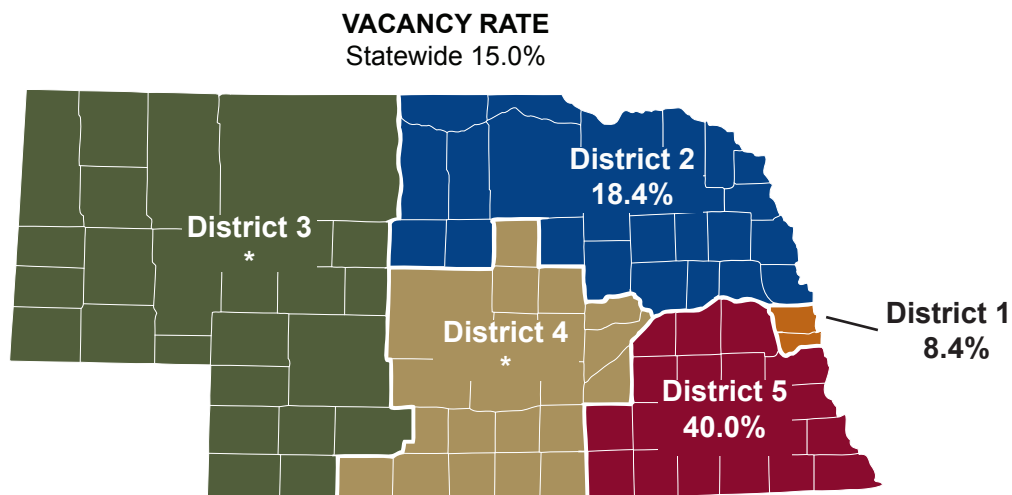
NEBRASKA TURNOVER RATE



OCCUPATIONAL THERAPIST

The Nebraska vacancy rate for occupational therapists is the highest rate of all positions covered in this report, 15.0 percent. District 5 has the highest rate of 40.0 percent, while District 2 is only at 18.4. The turnover rate for all Nebraska districts is 8.1 percent, which is higher than last year. District 5 shows the highest turnover rate at 25.0 percent, while District 2 shows the lowest rate at 1.1 percent.

Employment of occupational therapists is projected to grow by 33 percent or 230 positions by 2016. This is mainly due to the aging population, which is susceptible to chronic diseases.

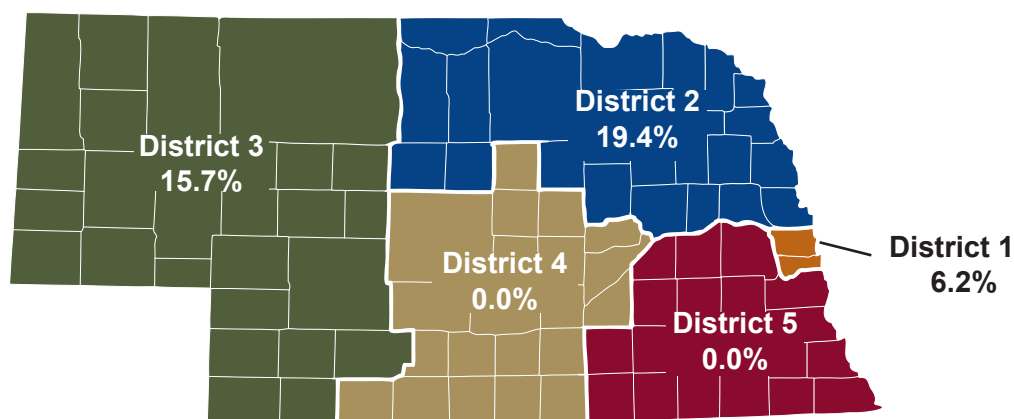


PHARMACIST - STAFF

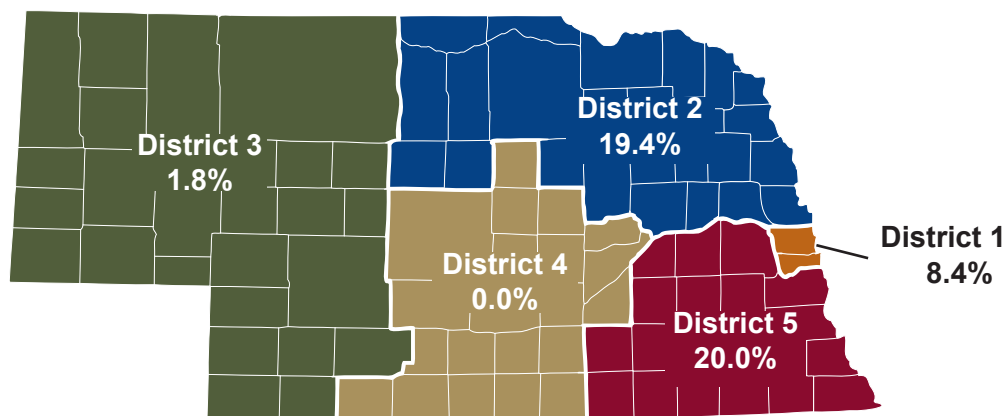
The vacancy rate for all Nebraska districts is 10.2 percent. District 2 has the highest vacancy rate at 19.4 percent, and Districts 4 and 5 have the lowest vacancy rates at 0.0 percent. The total turnover rate for Nebraska is 6.8 percent, with the lowest turnover rate in District 4 and the two highest rates in District 2 at 19.4 percent and District 5 at 20.0 percent.

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 the aging population and an increase in prescription drug use.

VACANCY RATE
Statewide 10.2%



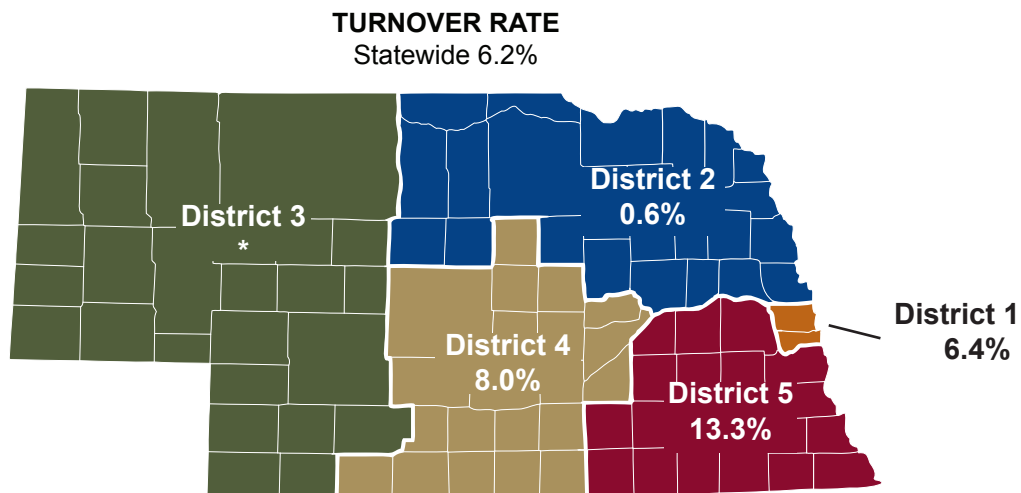
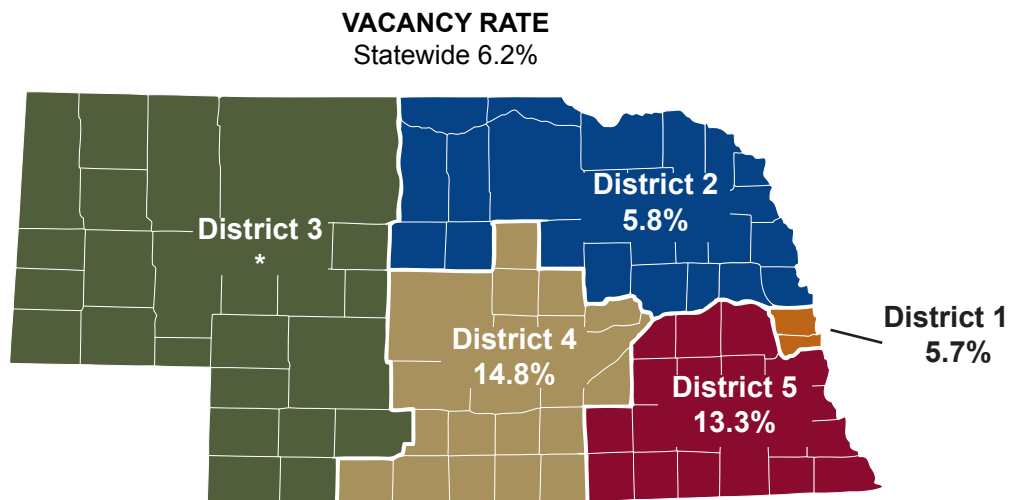
TURNOVER RATE
Statewide 6.8%



PHYSICAL THERAPIST

For all Nebraska districts, the physical therapist vacancy rate is 6.2 percent, which is about half of the rate of last year. However, this rate ranges considerably across districts. District 1 has the lowest vacancy rate of 5.7 percent, while District 4 has the highest rate of 14.8 percent. The total turnover rate is 6.2 percent, which is down from last year's 9.4 percent. District 5 has the highest turnover at 13.3, and District 2 has the lowest at only 0.6 percent.

Similar to occupational therapists, employment of physical therapists is predicted to grow 42 percent by 2016. Again, this is due to the aging population and medical advances.

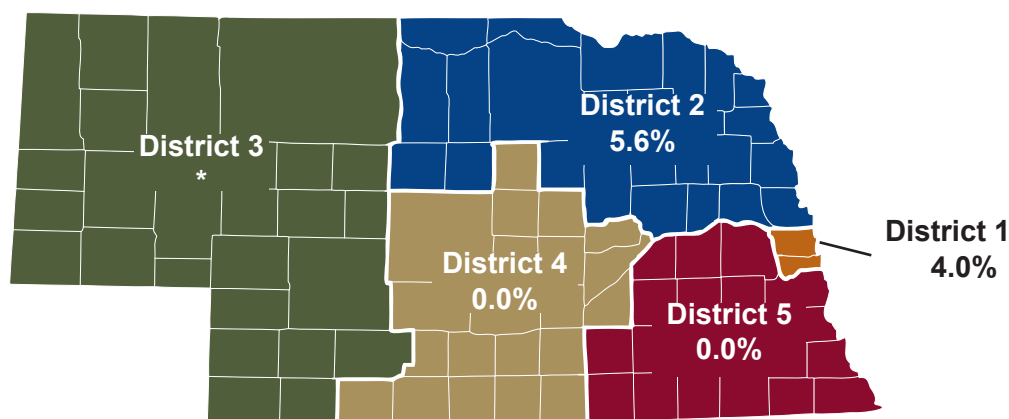


RADIOLOGY TECHNOLOGIST R.T.R.

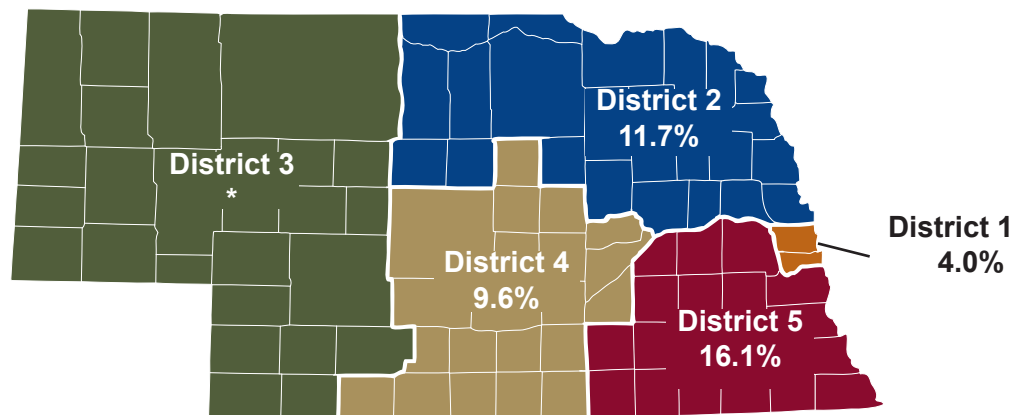
For all Nebraska districts, the radiology technologist vacancy rate is 2.1 percent, the second lowest rate of all positions covered in this report. The highest vacancy rate is in District 2. The total turnover rate for Nebraska is 6.4 percent, which is about half as high as last year. District 5's turnover rate of 16.1 percent is significantly higher than other districts.

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.

VACANCY RATE Statewide 2.1%



TURNOVER RATE Statewide 6.4%

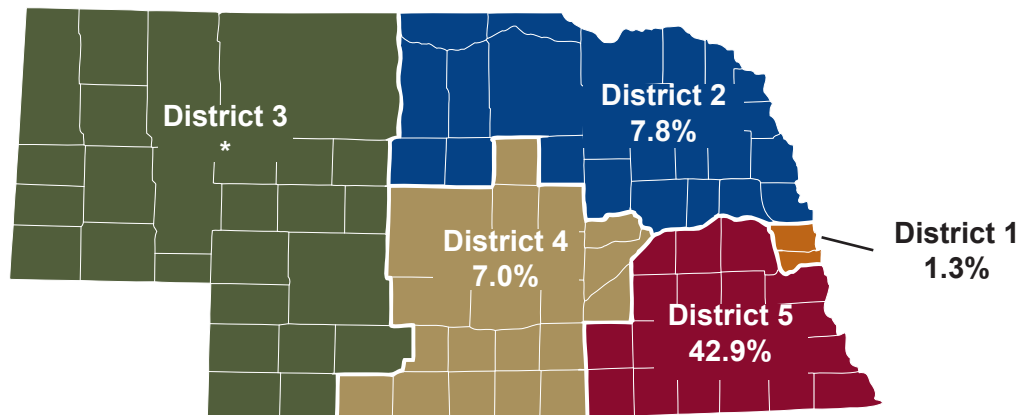


RESPIRATORY THERAPIST - REGISTERED

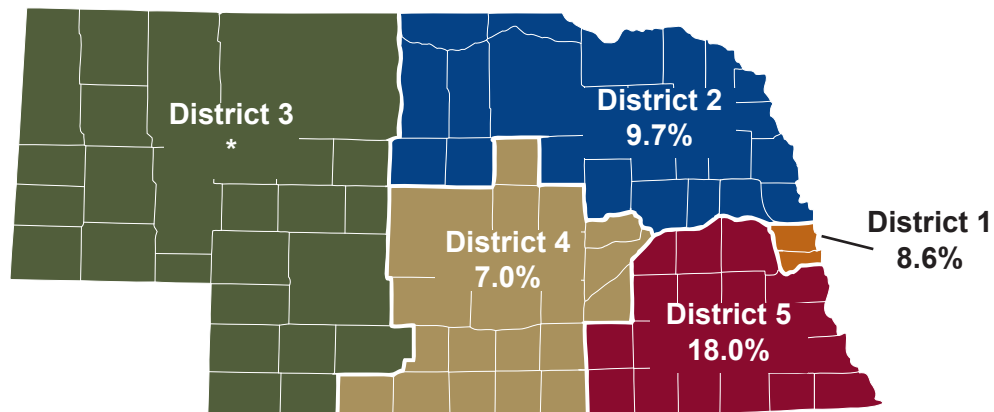
The Nebraska vacancy rate for registered respiratory therapists is 5.9 percent. There is a broad range of rates from 1.3 in District 1 up to 42.9 percent in District 5. This is quite a difference from last year, which showed a total vacancy rate of only 4.3 percent. Consistent with many positions this year, vacancy and turnover rates tend to be higher in District 5. The total turnover rate for Nebraska is 7.5 percent.

The Bureau of Labor Statistics predicts employment of registered respiratory therapists will increase by 33 percent by 2016. Prevalence of cardiopulmonary disease is expected to grow as the population ages. Respiratory therapists are also expanding their roles in disease prevention.

VACANCY RATE
Statewide 5.9%



TURNOVER RATE
Statewide 7.5%

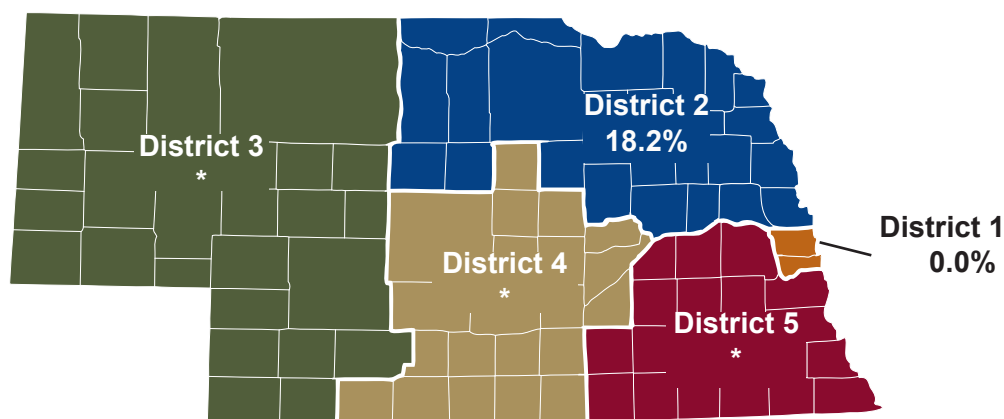


SONOGRAPHER - ULTRASOUND TECHNOLOGIST

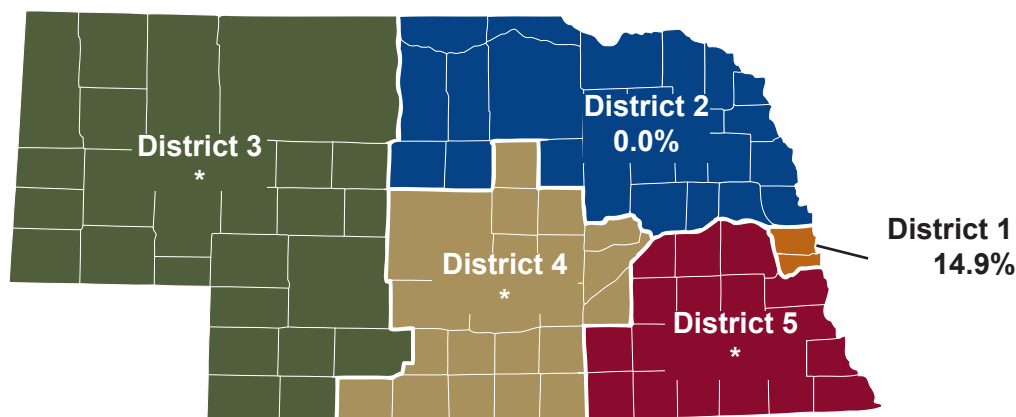
The vacancy rate for all Nebraska districts is 5.4 percent. District 2 has the highest vacancy rate at 18.2 percent. The turnover rate for all Nebraska districts is 7.1 percent, which is significantly lower than last year's 24.0 percent. This significant decrease in turnover may be due to the overall economic downturn, which has employees more reluctant to leave their current job. District 1 has the highest rate at 14.9 percent.

Employment of diagnostic medical sonographers in Nebraska is expected to increase by 29 percent with the addition of 100 jobs by 2016. Rapidly expanding technology in this area will fuel this growth.

VACANCY RATE
Statewide 5.4%



TURNOVER RATE
Statewide 7.1%



CRITICAL ACCESS HOSPITALS

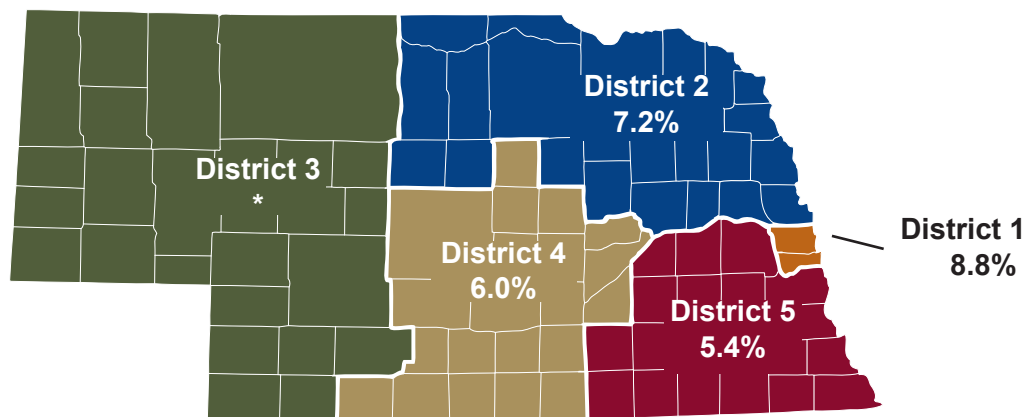
For the most part, vacancy rates for critical access hospitals last year were higher than those of other hospitals. However, this year only 4 of the 11 positions have a higher vacancy rate. The occupational therapist profession has the highest overall CAH vacancy rate of 17.2 percent. The second highest rate of 10.8 percent is for the Sonographer - Ultrasound Technologist. Medical Laboratory Technician MLT has the lowest statewide CAH vacancy rate at 0.0 percent.

Critical access hospitals had the highest turnover rates for Sonographer - Ultrasound Technologist, Occupational Therapist, LPN - Non I.V. Certified, and Staff Nurse (RN). LPN - Non I.V. Certified, Staff Nurse (RN), Respiratory Therapist - Registered, Physical Therapist, and Radiology Technologist all have 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. The total CAH vacancy rate is 7.0 percent, while the rate for all hospitals is 6.1 percent. The total CAH turnover rate is 10.0 percent, compared with 10.1 percent for all hospitals.

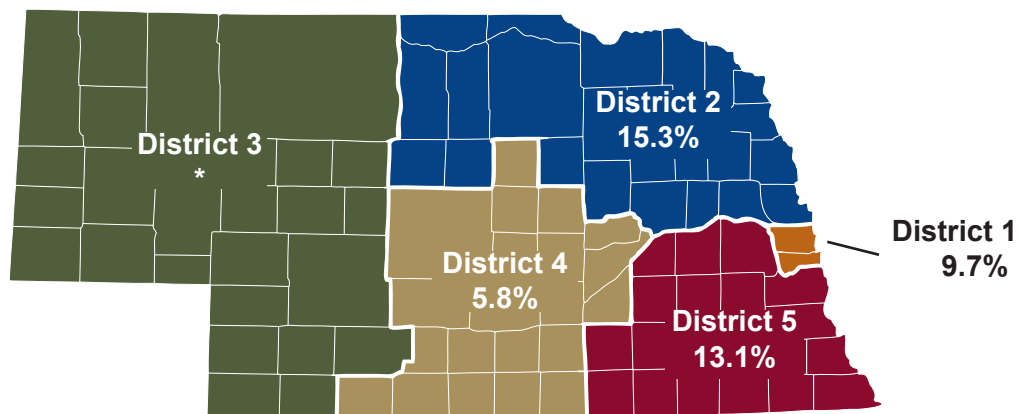
STAFF NURSE CAH VACANCY RATE

Statewide CAH 7.0%



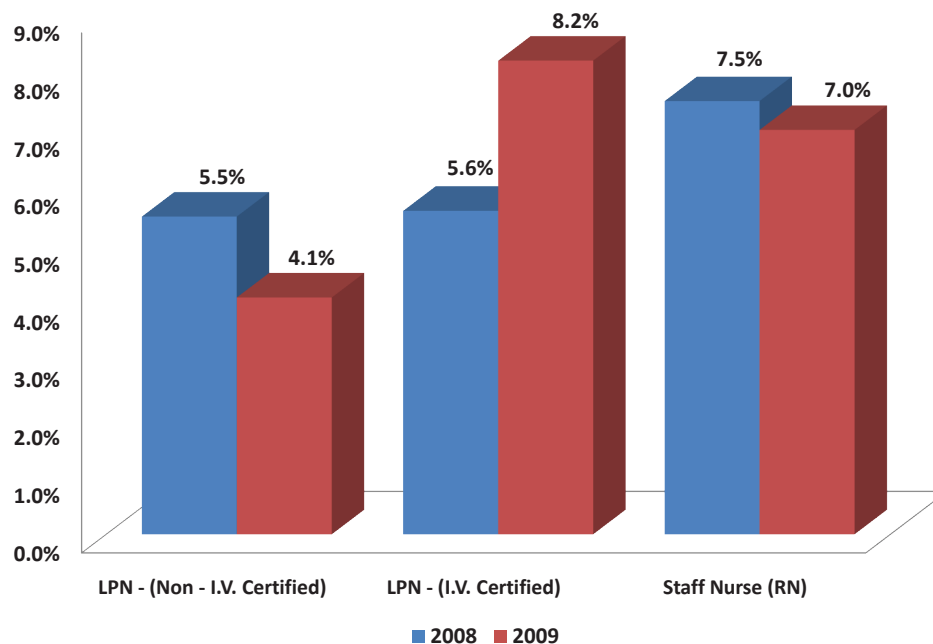
STAFF NURSE CAH TURNOVER RATE

Statewide CAH 10.0%

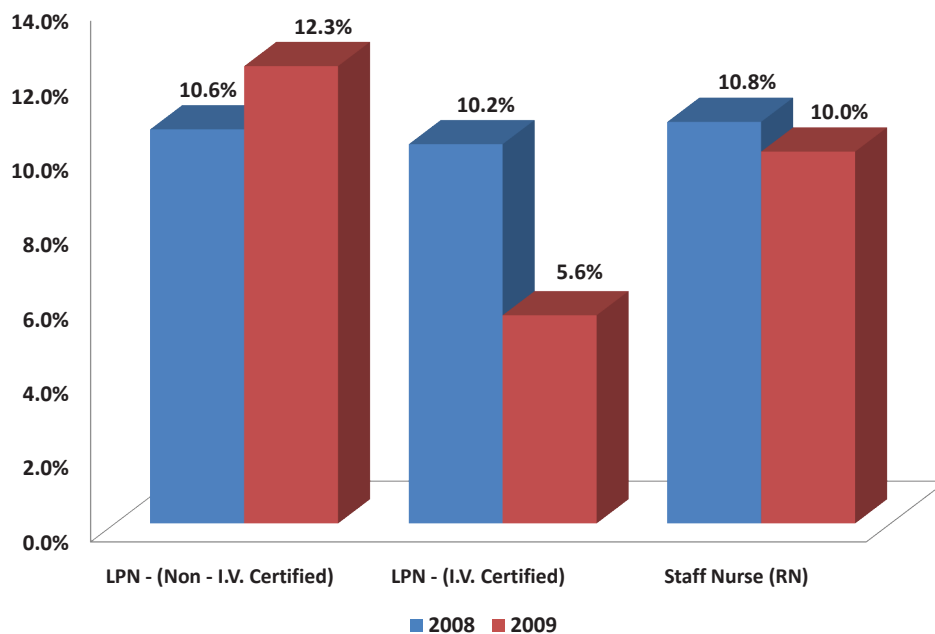


CRITICAL ACCESS - NURSING POSITIONS

NEBRASKA VACANCY RATE

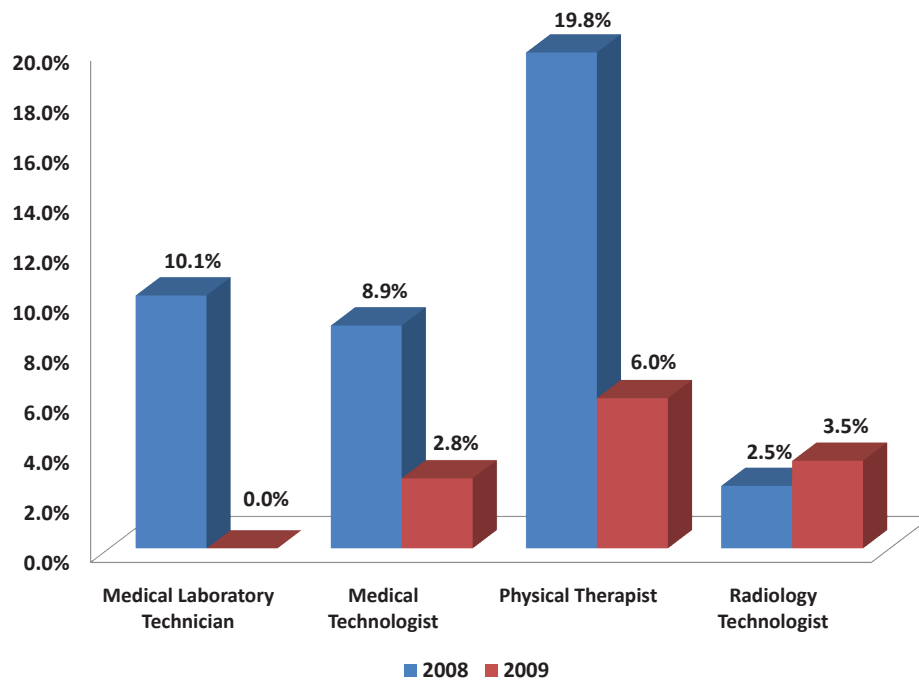


NEBRASKA TURNOVER RATE

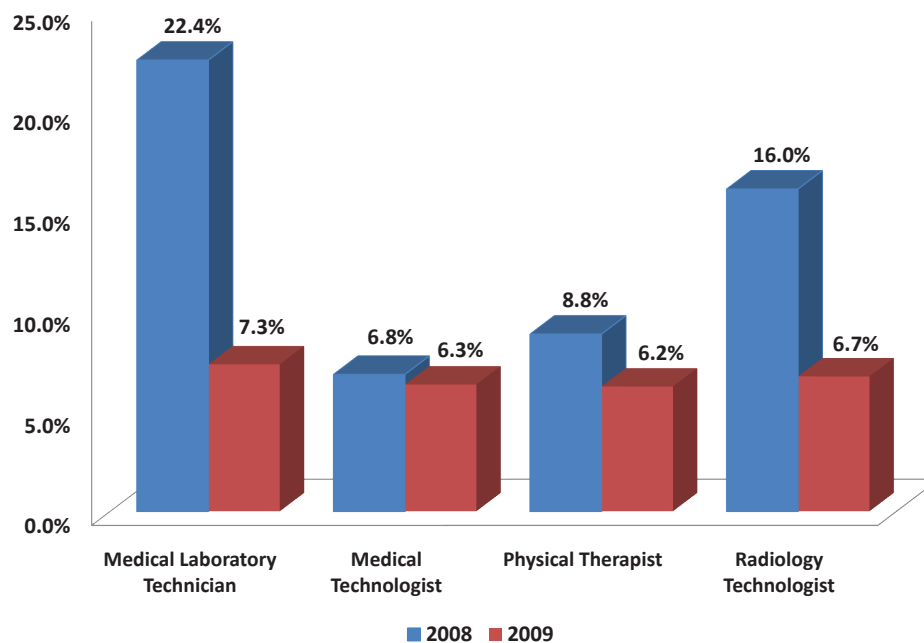


CRITICAL ACCESS - NON-NURSING POSITIONS

NEBRASKA VACANCY RATE



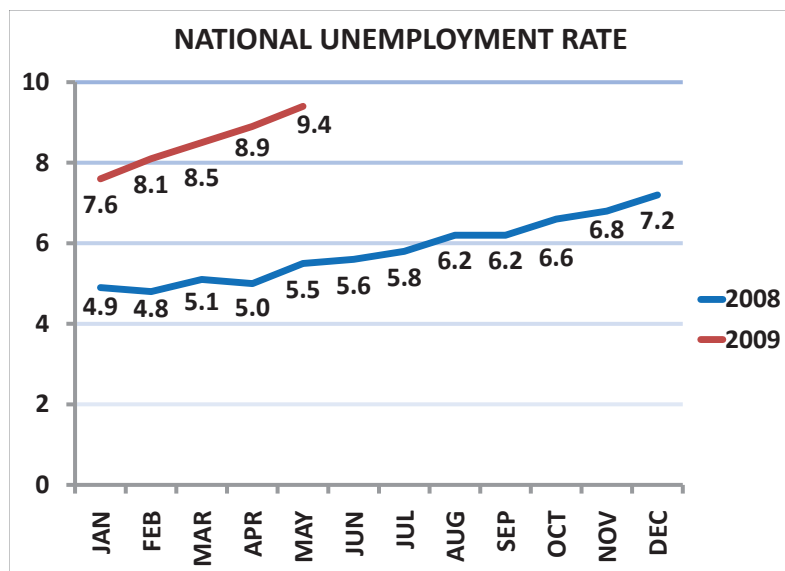
NEBRASKA TURNOVER RATE



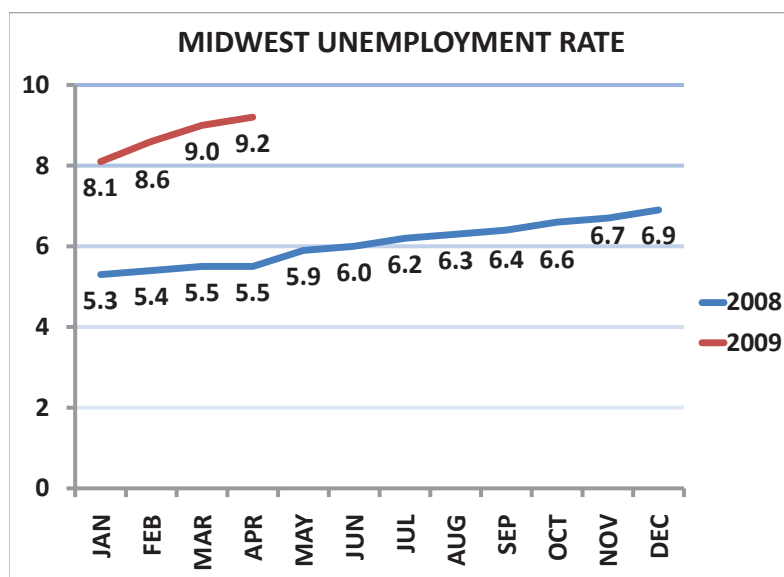
FORECASTS

Overall, the United States is experiencing a significant increase in the unemployment rate. Since January 2008, the unemployment rate has risen from 4.9 to 9.4 in May 2009. The midwest region has followed the steady upward trend in unemployment. The midwest region shows its highest peak in April 2009 at 9.2.

NATIONAL & REGIONAL UNEMPLOYMENT RATES FOR 2008 to 2009



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

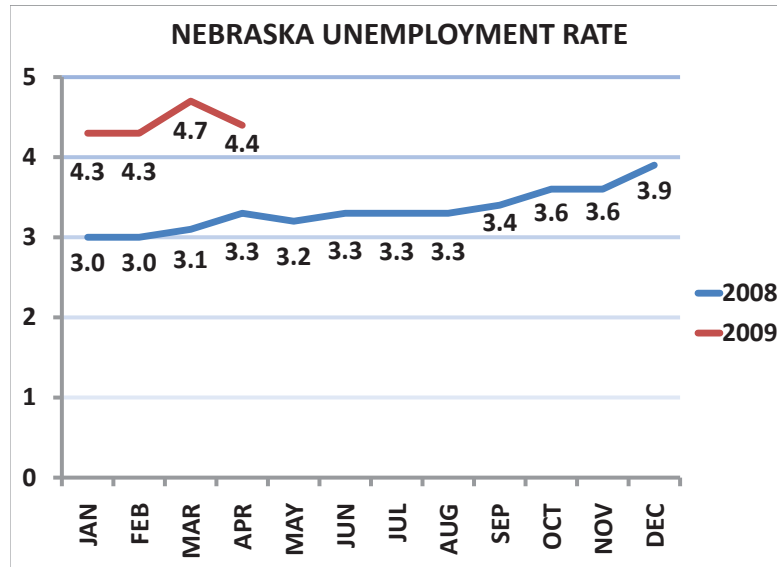


Source: United States Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov>

FORECASTS

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 3.0 to 4.4 in April 2009. This year, the highest peak in unemployment for Nebraska was seen in March of 2009 where the unemployment rate reached 4.7.

NEBRASKA UNEMPLOYMENT RATES FOR 2008 to 2009



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, 39 percent of participants provided their agency expenditures. In total, these hospitals expended just over \$6.7 million in 2008. Critical access hospitals comprised the majority of the reporting group. Their expenditures totaled more than \$2.9 million, with an average of \$357,094 per reporting organization. However, it is important to note rates varied considerably by hospital and region.

WORKFORCE DEMAND

While the U.S. Bureau of Labor Statistics is projecting a 21.7 percent increase in total U.S. healthcare employment between 2006 and 2016 it may not come to fruition. These predictions were made prior to the economic recession, leaving us to wonder what will be the true effect on the healthcare industry. We know these positions will continue to be in high demand. However, it remains to be seen whether growth will occur at this suggested rate.

The highest number of projected new jobs in Nebraska for the healthcare industry are registered nurses and LPNs. Combined, those positions are estimated to add employment of 8,190 jobs by 2016.

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/>

PROJECTIONS FOR HEALTH CARE WORKERS IN THE U.S., 2006-2016

United States	Estimated Employment in 2006	Projected Employment in 2016	Projected Number of New Jobs	Percent Change
Diagnostic Medical Sonographers	45,700	54,400	8,700	+ 19%
Licensed Practical and Vocational Nurses	748,600	853,700	105,100	+ 14%
Medical and Clinical Laboratory Technicians	151,400	174,100	22,700	+ 15%
Medical and Clinical Laboratory Technologists	167,200	188,000	20,800	+ 12%
Occupational Therapists	98,900	121,700	22,800	+ 23%
Pharmacists	243,500	296,400	52,900	+ 22%
Physical Therapists	172,900	219,800	46,900	+ 27%
Radiologic Technologists and Technicians	196,200	225,900	29,700	+ 15%
Registered Nurses	2,504,700	3,092,000	587,300	+ 23%
Respiratory Therapists	102,400	125,600	23,200	+ 23%

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

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