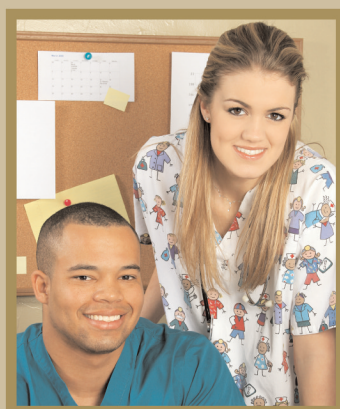


# 2008 Nebraska Workforce Report



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

**June 2008**



The influential voice of Nebraska's hospitals

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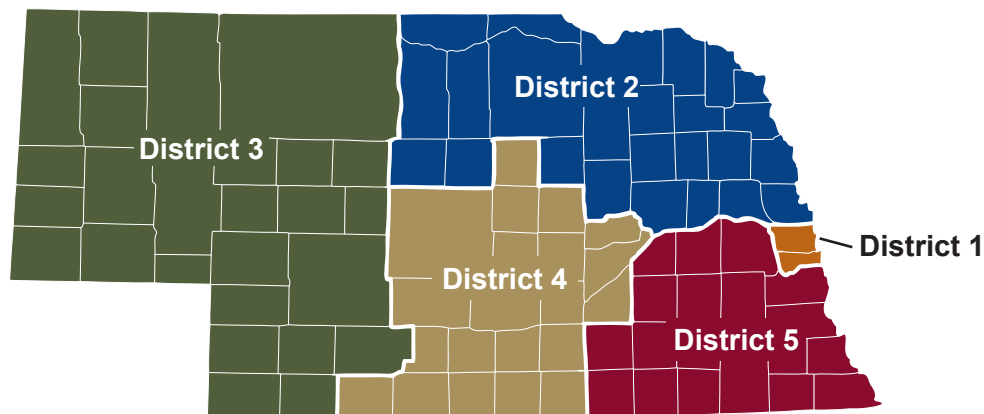
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## INTRODUCTION

The health care industry is facing severe workforce shortages across the nation, and Nebraska is no exception. The number of patients requiring care is growing rapidly due to the aging population and longer life expectancies. Over the next 10 years, baby boomers will continue to retire, leaving a large number of vacated positions. In contrast, the generations following are smaller in scope and will be unable to fill all of these positions. Traditional methods, such as sign-on bonuses and increasing the number of students in nursing school, may not be sufficient for filling the vast number of open positions.

This report will identify health care professions with the largest vacancy and turnover rates and provide information on future workforce demands. In February 2008, Compdata Surveys collected workforce data from 71 Nebraska hospitals employing 26,016 full time equivalent employees. Of these participants, 54 hospitals employing 6,191 full time equivalent employees are classified as Critical Access Hospitals. Data is provided by state and by NHA district. See 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.



### Supply and Demand

According to the National Center for Health Workforce Analysis, Nebraska will continue to face a shortage of RNs in the coming years. By 2020, the shortage is predicted to reach 26 percent, or the equivalent of 5,300 nurses in Nebraska. Nationally, there will be a shortage of 1.017 million RNs, or 36 percent of the demand.

#### PROJECTED RN SUPPLY AND DEMAND IN NEBRASKA, 2000-2020

	2000	2005	2010	2015	2020
<b>FTE Supply</b>	13,300	14,100	14,700	14,900	14,900
<b>FTE Demand</b>	14,800	15,900	17,100	18,500	20,200
<b>Shortage</b>	-1,500	-1,800	-2,400	-3,600	-5,300
<b>% Shortage</b>	10%	11%	14%	20%	26%

Source: National Center for Health Workforce Analysis, <http://bhpr.hrsa.gov/healthworkforce/reports/>

Nursing is not the only area affected by workforce shortages. Following are the three positions with the highest reported vacancy rates in Nebraska:

- Occupational therapists, 14.5 percent vacancy
- Physical therapists, 12.3 percent vacancy
- Medical laboratory technicians, 11.1 percent vacancy

In addition, radiology technologists and respiratory therapists are professions to watch.

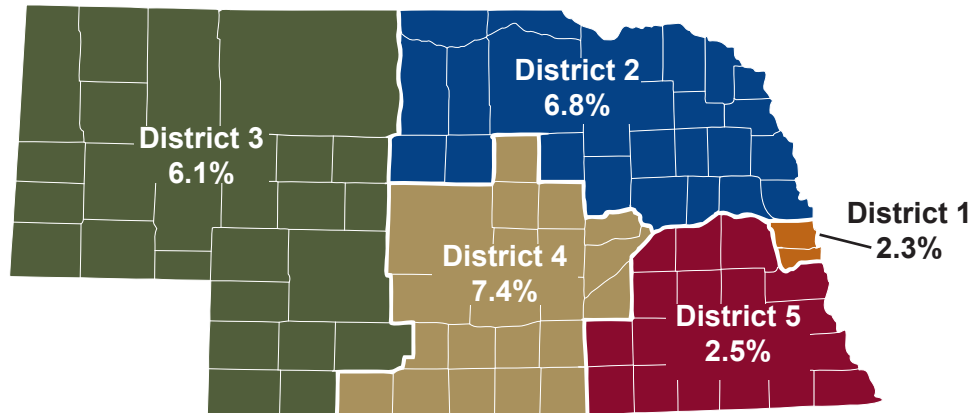
## NURSE, STAFF (RN)

The Nebraska vacancy rate for registered nurses is 4.5 percent. Rates range from 2.3 to 7.4 percent, with District 1 having the lowest vacancy rate and District 4 the highest. The turnover rate is 9.5 percent for this position. District 1 has the highest turnover rate, 13.8 percent, and District 3 has the lowest, 6.4 percent.

This is the largest health care occupation. Nebraska employment of registered nurses is expected to increase 28 percent by 2014. This equates to an additional 5,260 jobs across the state. While growth will be strong across all health care facility types, it will be more prevalent in some. Physician offices and home health care agencies can expect a 39 percent increase, outpatient care centers a 34 percent increase and nursing care facilities a 20 percent increase. Hospitals are likely to experience 22 percent growth.

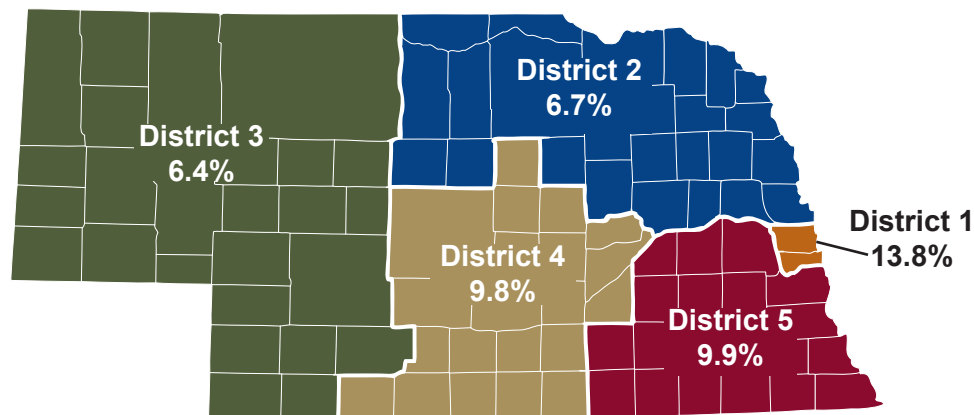
### VACANCY RATE

Statewide 4.5%



### TURNOVER RATE

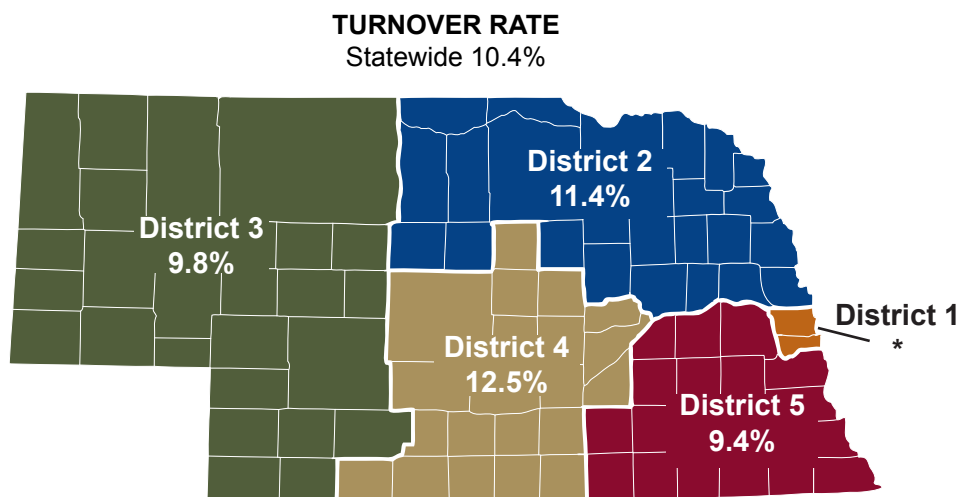
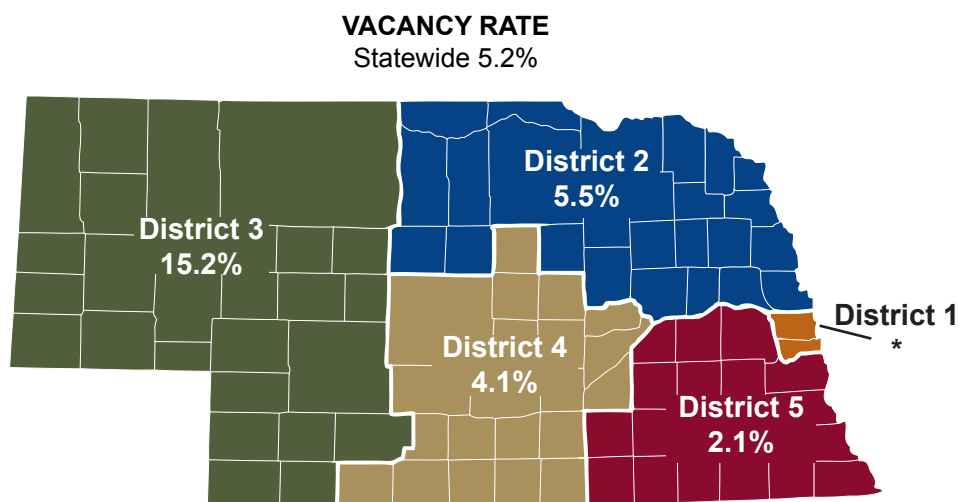
Statewide 9.5%



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

The vacancy rate for all Nebraska districts is 5.2 percent. The rates range by district from 2.1 percent in District 5 to 15.2 percent in District 3. Turnover for all districts is 10.4 percent. District 4 has the highest turnover rate, 12.5 percent. Districts 3 and 5 are both just under 10 percent.

The Bureau of Labor Statistics predicts employment of licensed practical nurses will increase by 12 percent or an additional 790 jobs by 2014. Licensed practical nursing is the third-largest occupation in health care. However, growth will be more prevalent in home health care and long-term care settings than in hospitals.

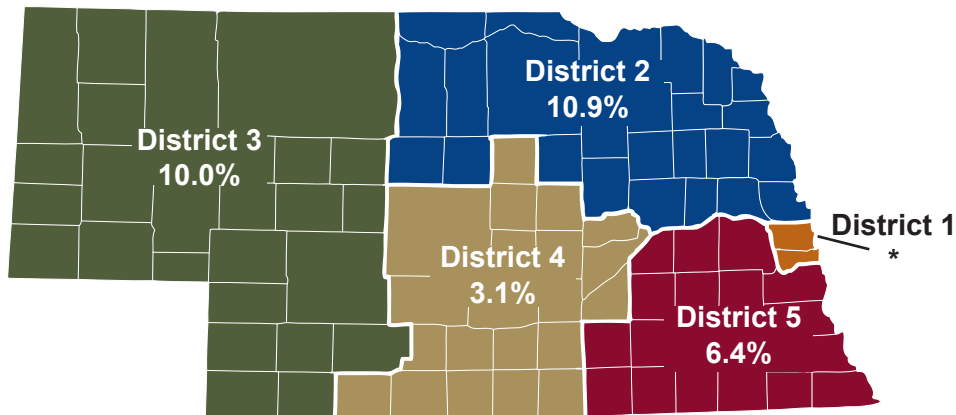


## LPN - (I.V. CERTIFIED)

For all Nebraska districts, the vacancy rate is 7 percent for LPN (I.V. Certified), which is higher than their non-I.V. certified counterparts. As is common with many positions, District 4 had the lowest vacancy rate of 3.1 percent. District 2 had the highest rate, 10.9 percent. The total turnover rate for I.V. certified LPNs is 8.7 percent, which is lower than the rate for non-I.V. certified LPNs. Across districts, the rates range from 5.1 percent in District 4 to 14 percent in District 2.

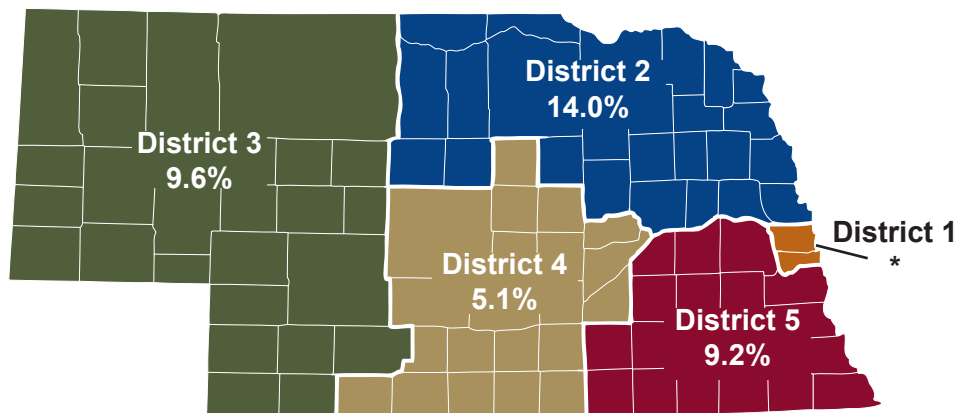
### VACANCY RATE

Statewide 7%



### TURNOVER RATE

Statewide 8.7%



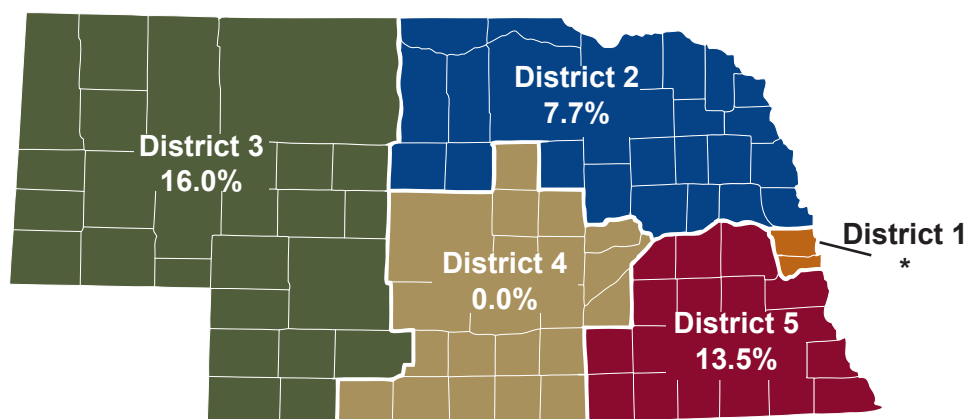
## MEDICAL LABORATORY TECHNICIAN

The vacancy rate for medical laboratory technicians in Nebraska is 11.1 percent. Rates range from 0 to 16 percent, with District 4 having the lowest vacancy rate and District 3 the highest. In Nebraska, the turnover rate for medical laboratory technicians is 22.7 percent, the highest turnover rate of all positions covered in this report. District 2 and 5 had high turnover rates of 17.2 and 34.6 percent, respectively.

Employment of medical laboratory technicians in Nebraska is expected to increase by 24 percent, with the addition of 210 jobs by 2014. Advances in technology, such as new laboratory procedures and tests, will create a need for additional MLTs.

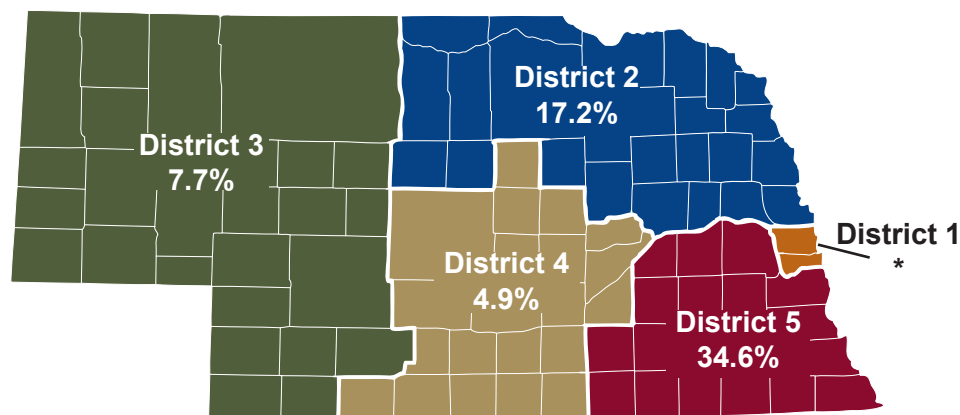
### VACANCY RATE

Statewide 11.1%



### TURNOVER RATE

Statewide 22.7%



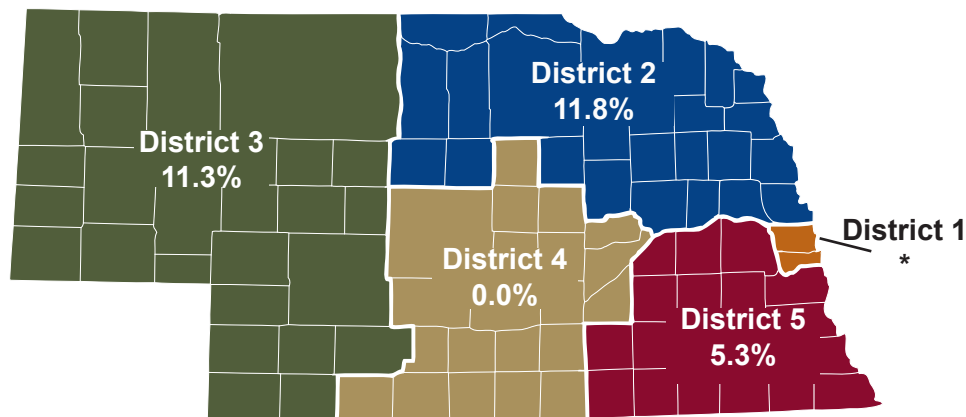


## MEDICAL TECHNOLOGIST

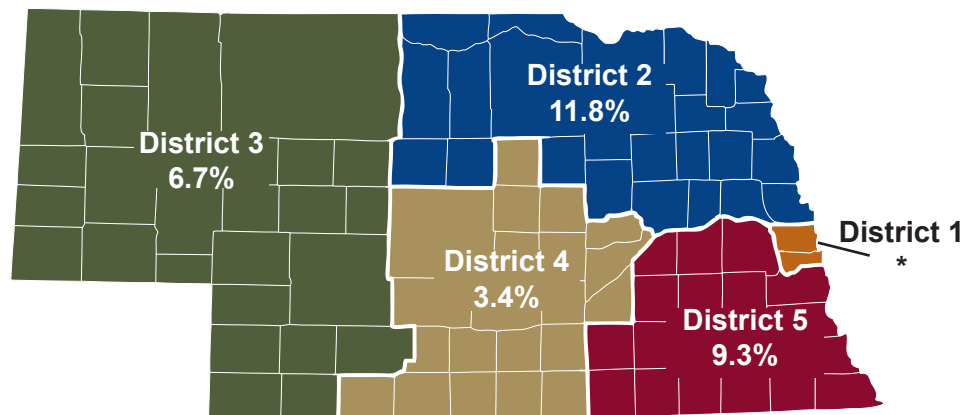
The medical technologist vacancy rate for all Nebraska districts is 5.5 percent. District 2 has the highest vacancy rate, 11.8 percent. The total turnover rate is 8 percent. District 2 also has an 11.8 percent turnover rate. District 4 has the lowest rate, 3.4 percent.

Employment of medical technologists in Nebraska is expected to increase by 23 percent, with the addition of nearly 500 jobs by 2014. As with MLTs, new technology will continue to advance this profession.

**VACANCY RATE**  
Statewide 5.5%



**TURNOVER RATE**  
Statewide 8%



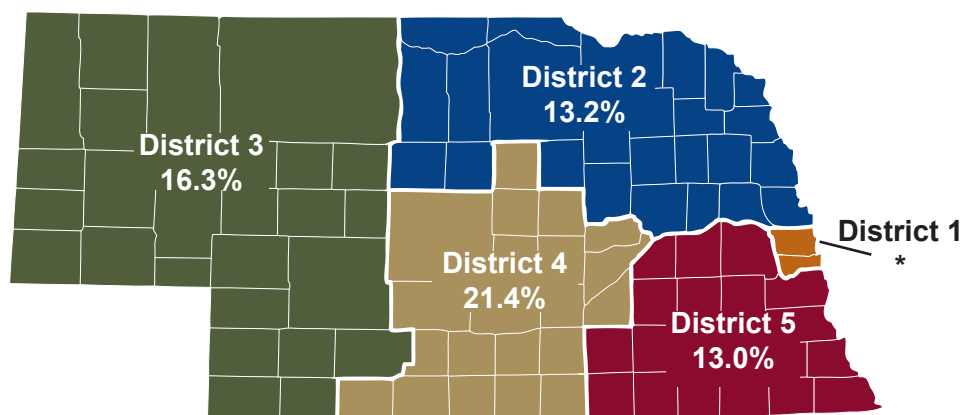
## OCCUPATIONAL THERAPIST

The Nebraska vacancy rate for occupational therapists is the highest rate of all positions covered in this report, 14.5 percent. District 4 has the highest rate of 21.4 percent, while Districts 2, 3 and 5 range from 13 to 16 percent. The turnover rate for all Nebraska districts is 5.7 percent. However, District 5 has a turnover rate of 17.2 percent, and Districts 2, 3 and 4 have a 0 percent turnover rate.

The aging population will spur demand for these services. The elderly are particularly susceptible to chronic diseases, as well as heart attacks and strokes. Other medical developments are expected to increase the number of trauma survivors and decrease the number of untreatable disabling conditions. As a result, employment of occupational therapists is projected to grow by 27 percent by 2014.

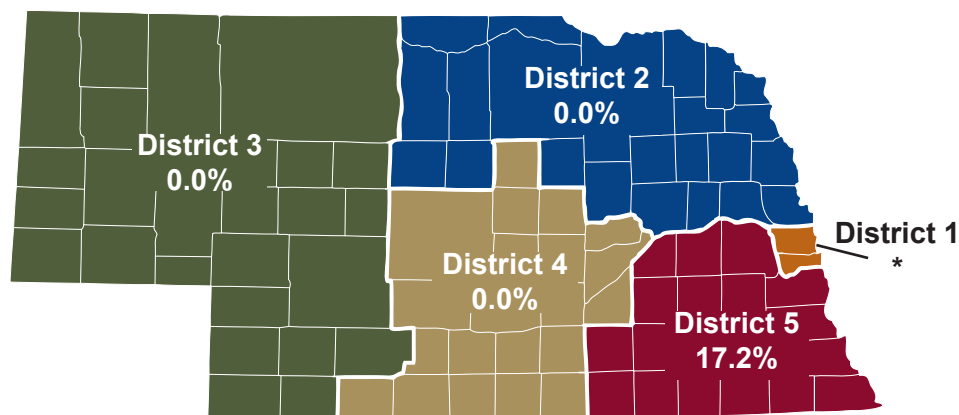
### VACANCY RATE

Statewide 14.5%



### TURNOVER RATE

Statewide 5.7%



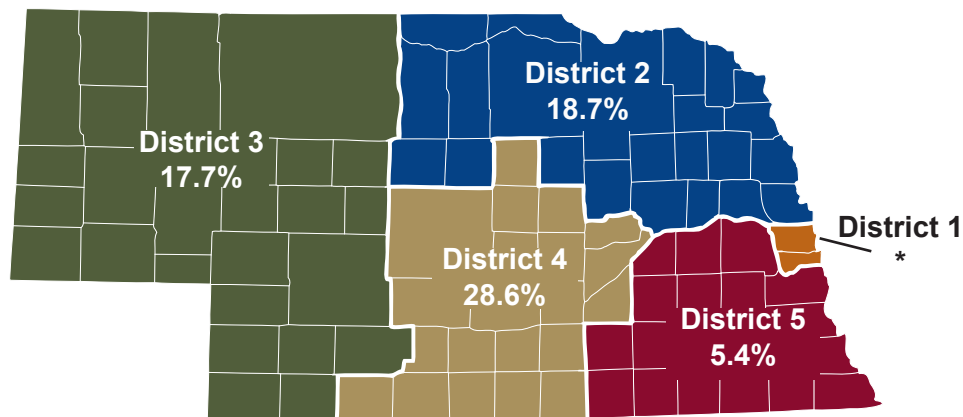
## PHYSICAL THERAPIST

For all Nebraska districts, the physical therapist vacancy rate is 12.3 percent. However, this rate ranges considerably across districts. District 5 has the lowest vacancy rate of 5.4 percent, while District 4 has the highest rate of 28.6 percent. The total turnover rate is 9.4 percent. Districts 2 and 4 have the highest turnover, and District 3 has the lowest at only 2.6 percent.

Similar to occupational therapists, employment of physical therapists is predicted to grow 27 percent by 2014. Again, this is due to the aging population and medical advances.

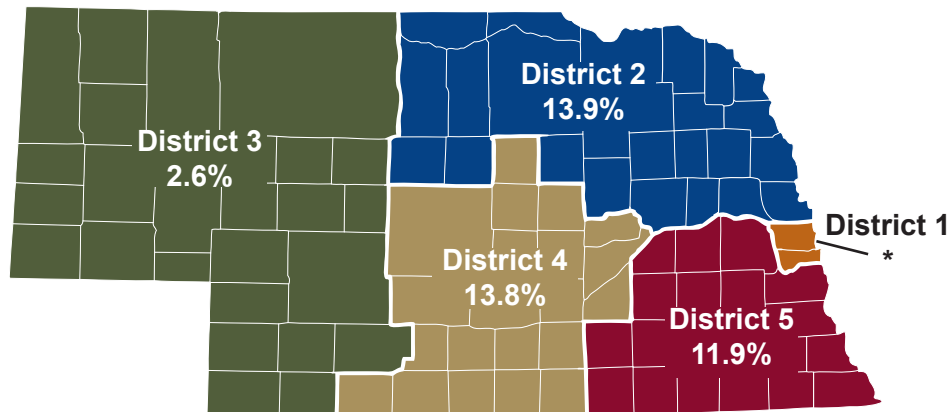
### VACANCY RATE

Statewide 12.3%



### TURNOVER RATE

Statewide 9.4%



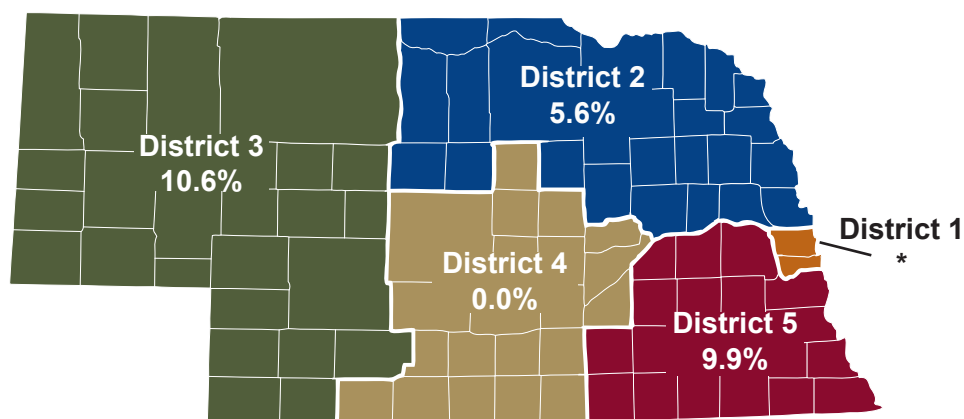
## PHARMACIST, STAFF

The vacancy rate for all Nebraska districts is 7.6 percent. District 3 has the highest vacancy rate at 10.6 percent, and District 4 has the lowest vacancy rate at 0 percent. The total turnover rate for Nebraska is 12.6 percent, with the lowest turnover rate in District 4 and the highest in District 2.

Nebraska employment of pharmacists is expected to increase 30 percent by 2014, according to the Bureau of Labor Statistics. This is primarily due to the aging population and an increase in prescription drug use. More growth is projected in community pharmacies than in hospitals.

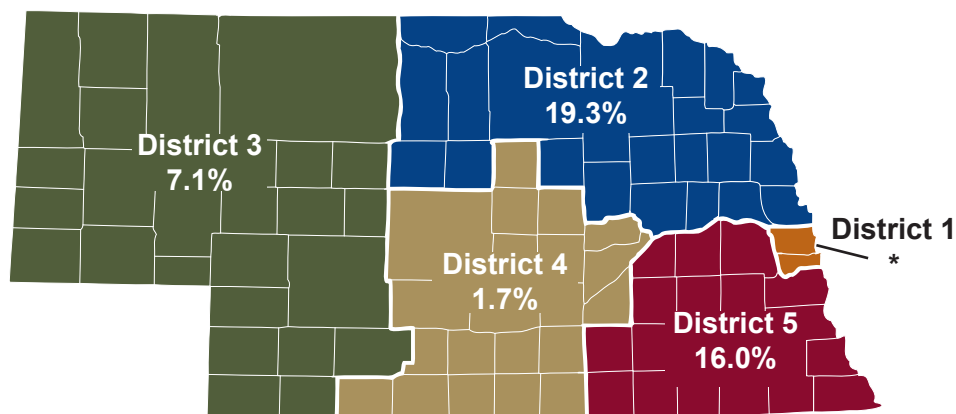
### VACANCY RATE

Statewide 7.6%



### TURNOVER RATE

Statewide 12.6%



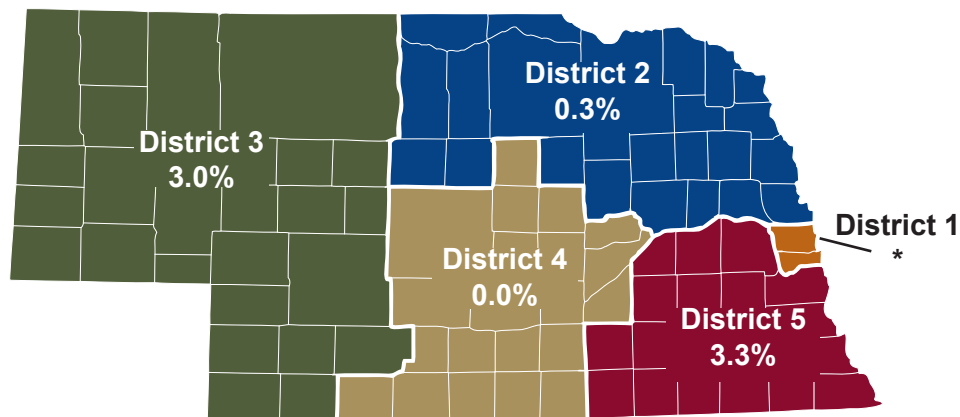
## RADIOLOGY TECHNOLOGIST

For all Nebraska districts, the radiology technologist vacancy rate is 1.8 percent, the lowest rate of all positions covered in this report. The highest vacancy rate is in District 5. The total turnover rate for Nebraska is 12.5 percent. District 5's turnover rate of 23 percent is significantly higher than in other districts.

Employment of radiology technologists is projected to grow by 28 percent with the addition of 530 new jobs in Nebraska by 2014. An aging population will create an increased demand for diagnostic imaging.

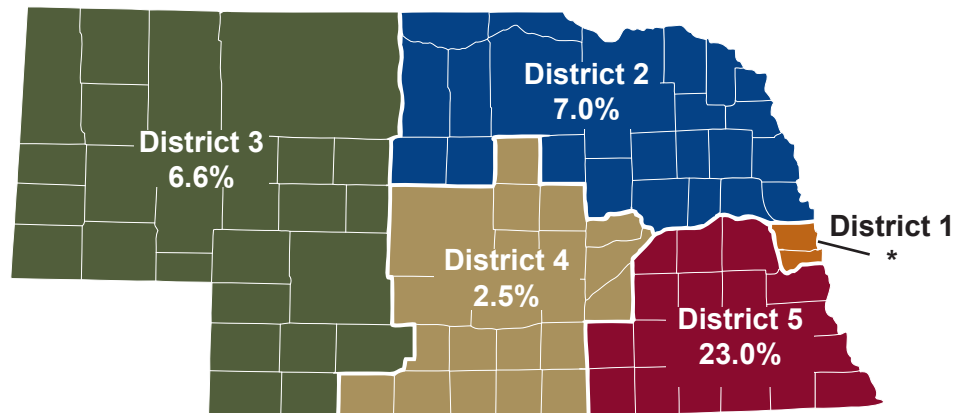
### VACANCY RATE

Statewide 1.8%



### TURNOVER RATE

Statewide 12.5%

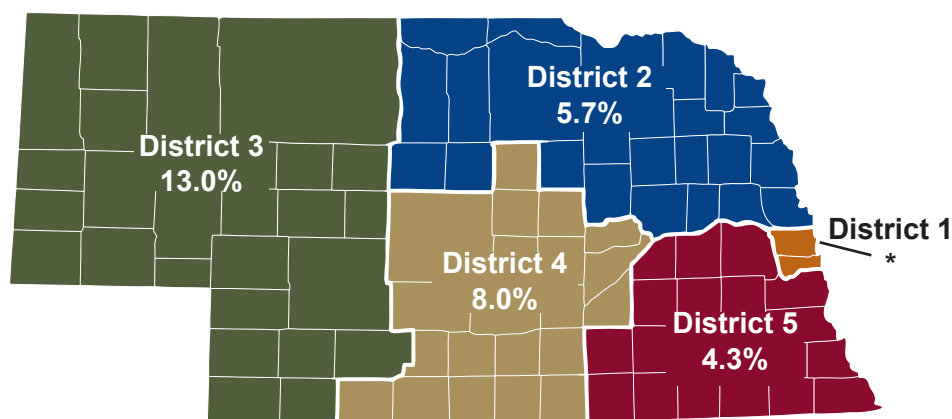


## RESPIRATORY THERAPIST - REGISTERED

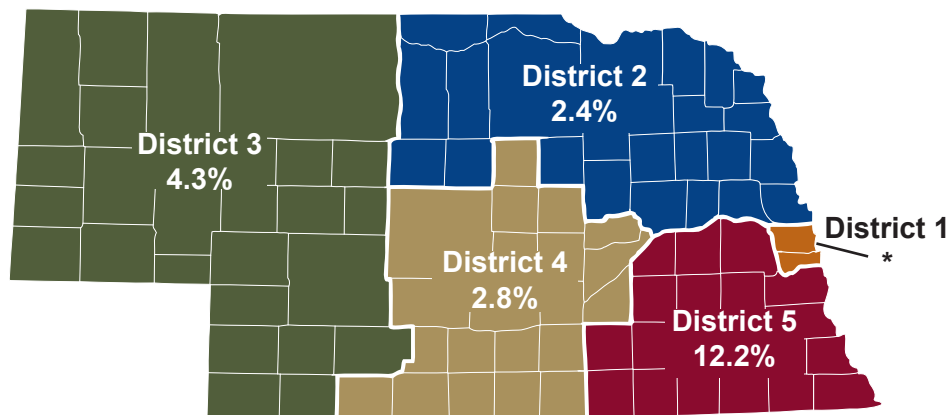
The Nebraska vacancy rate for registered respiratory therapists is 5.3 percent. The rates range from 4.3 to 13 percent with District 5 having the lowest vacancy rate and District 3 the highest. Consistent with many positions, turnover rates tend to be higher in District 5. The total turnover rate for Nebraska is 9.6 percent.

The Bureau of Labor Statistics predicts employment of registered respiratory therapists will increase by 27 percent by 2014. 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 5.3%



**TURNOVER RATE**  
Statewide 9.6%



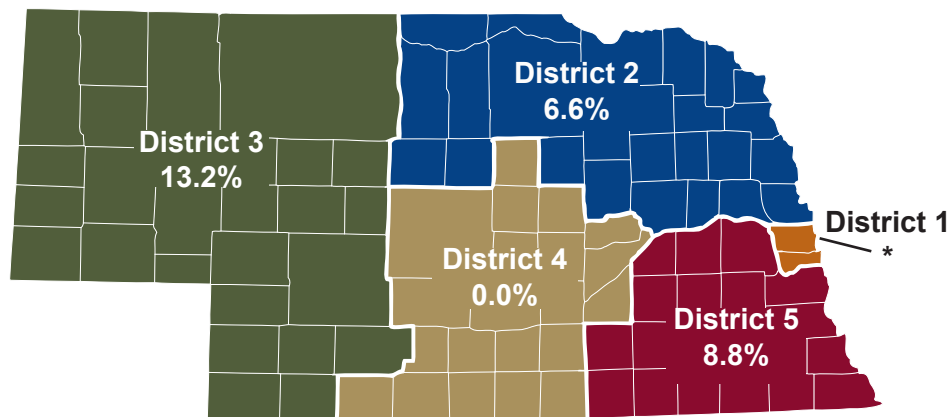
## SONOGRAPHER, ULTRASOUND TECHNOLOGIST

The vacancy rate for all Nebraska districts is 8.8 percent. District 3 has the highest vacancy rate at 13.2 percent. The turnover rate for all Nebraska districts is 24 percent. District 5 has the highest rate at 26 percent, although it is not significantly higher than Districts 2 and 4.

Employment of diagnostic medical sonographers in Nebraska is expected to increase by 33 percent with the addition of 120 jobs by 2014. Rapidly expanding technology in this area will fuel this growth.

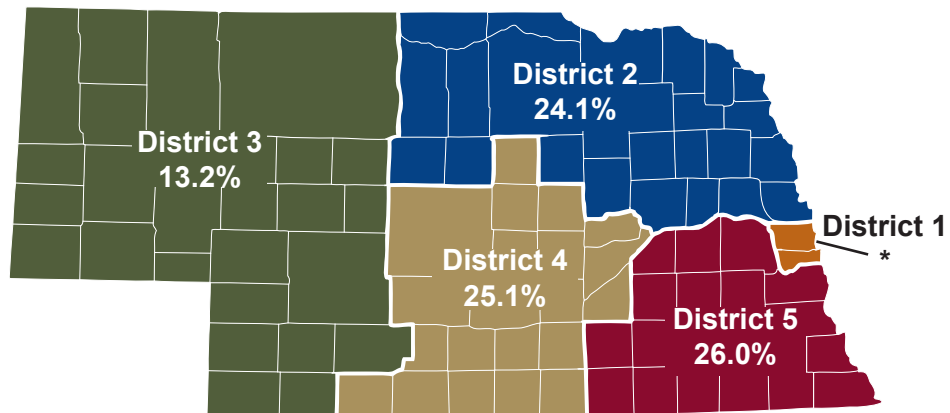
### VACANCY RATE

Statewide 8.8%



### TURNOVER RATE

Statewide 24%



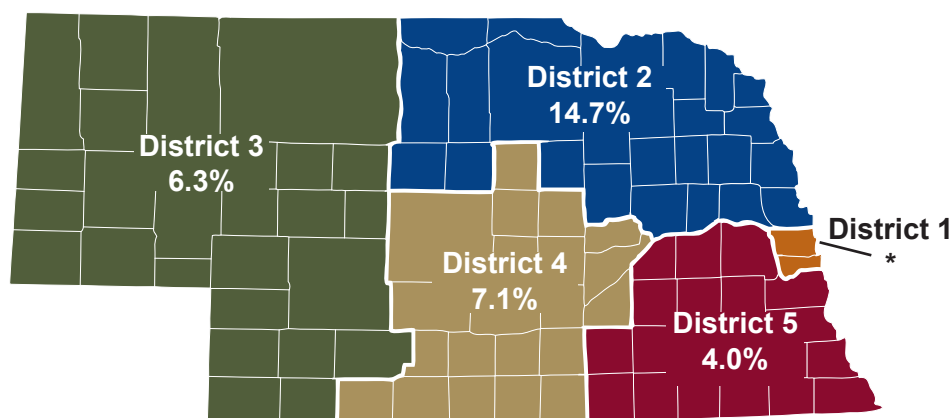
## CRITICAL ACCESS HOSPITALS

Vacancy rates tend to be higher for critical access hospitals. This is especially prevalent in predominantly rural districts. The vacancy rates increase for all but two positions, medical laboratory technician and LPN (I.V. Certified). The physical therapist profession has the highest overall CAH vacancy rate of 19.8 percent. For this position, District 3 reported a rate of 30.4 percent with District 4 close behind at 28.6 percent. Radiology technologists have the lowest statewide rate of 2.5 percent. In comparison with all hospitals, critical access hospitals have higher turnover rates for LPNs, RNs and radiology technologists. District 3 reported increased turnover rates across all positions.

Critical access hospitals had higher staff nurse vacancy and turnover rates. The total CAH vacancy rate is 7.5 percent, while the rate for all hospitals is 4.5 percent. The total CAH turnover rate is 10.8 percent, compared with 9.5 percent for all hospitals.

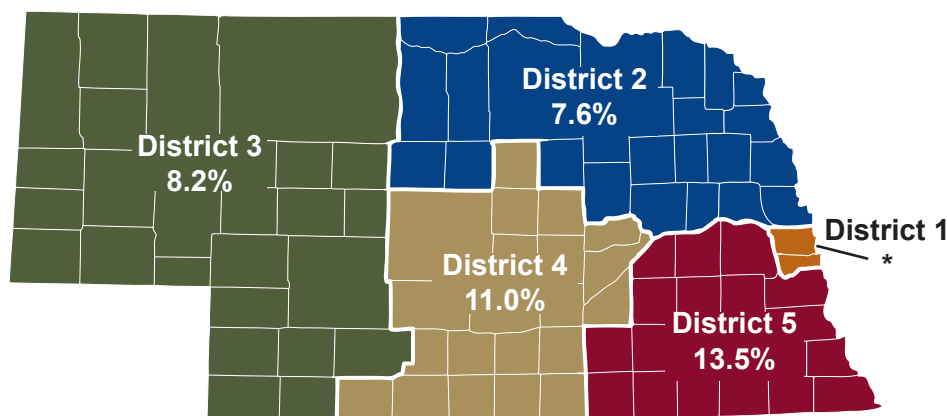
### STAFF NURSE CAH VACANCY RATE

Statewide CAH 7.5%



### STAFF NURSE CAH TURNOVER RATE

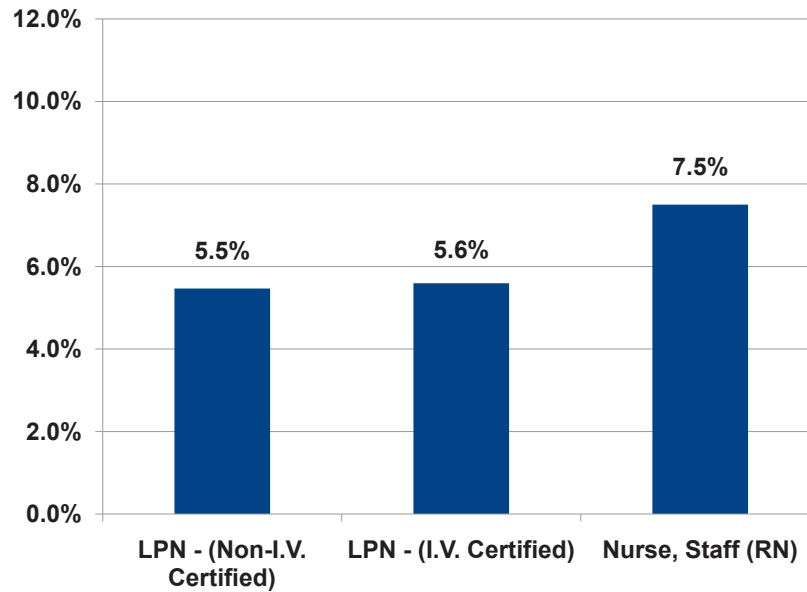
Statewide CAH 10.8%



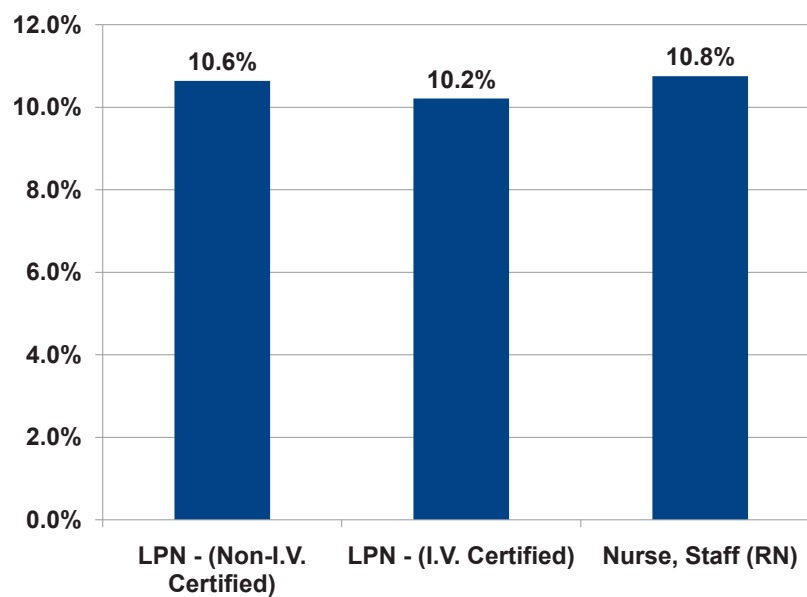


## CRITICAL ACCESS - NURSING POSITIONS

NEBRASKA VACANCY RATE

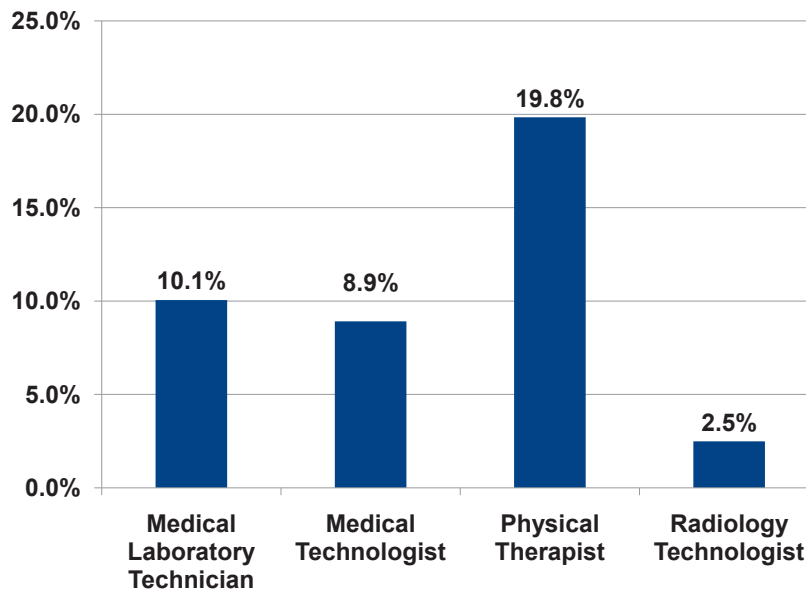


NEBRASKA TURNOVER RATE

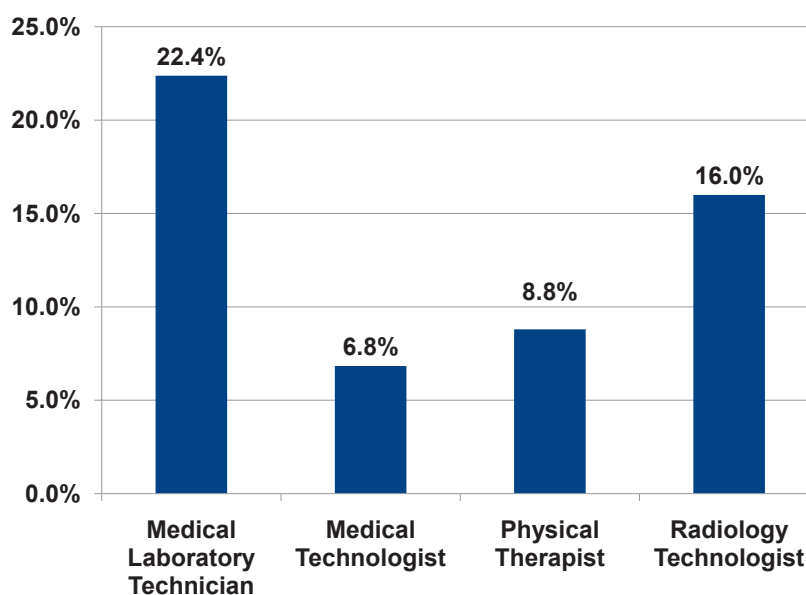


## CRITICAL ACCESS - NON-NURSING POSITIONS

NEBRASKA VACANCY RATE



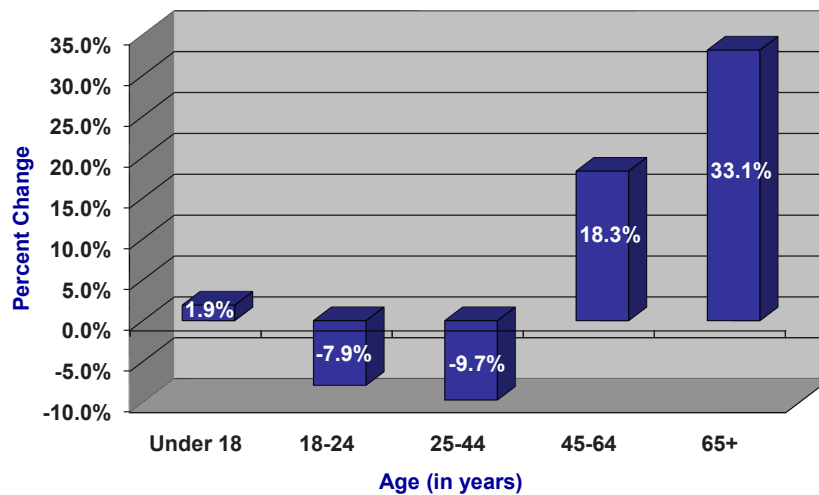
NEBRASKA TURNOVER RATE



## FORECASTS

Nebraska is experiencing a dramatic population shift. The population aged 18 to 44 is shrinking, while the population aged 45 and older is significantly growing. This trend implies there will continue to be an increased need for health care services. It also suggests there will be fewer individuals available to fill the needed positions.

**PROJECTED CHANGE IN NEBRASKA POPULATIONS, 2000-2020**



Source: United States Census Bureau, <http://www.census.gov>

### Staffing Agency Dollars

As the population shifts, health care organizations across the state are utilizing temporary employees to counteract high vacancy rates. While many hospitals rely on staffing agencies, only 21 percent of participants provided their agency expenditures. In total, these hospitals expended just over \$6.2 million in 2007. Critical access hospitals comprised the majority of the reporting group. Their expenditures totaled more than \$3.3 million, with an average of \$302,383 per reporting organization. However, it is important to note rates varied considerably by hospital and region.

## WORKFORCE DEMAND

The health care industry offers a stable source of employment, as the economy does not drive the number of health care jobs available. While employment in some industries is slowly declining, the U.S. Bureau of Labor Statistics is projecting a 21.7 percent increase in total U.S. health care employment between 2006 and 2016. In Nebraska, health care is expected to comprise 12 percent of the total statewide employment by 2014. Few, if any, health care professions will be unaffected by this expected growth. Health care organizations will play a vital role in cultivating future workforces to satisfy the demand.

Please note: The following charts are not directly comparable. The Nebraska projections cover 2004-2014, while the U.S. projections span 2006-2016.

### PROJECTIONS FOR HEALTH CARE WORKERS IN NEBRASKA, 2004-2014

Nebraska	Estimated Employment in 2004	Projected Employment in 2014	Projected Number of New Jobs	Percent Change
Diagnostic Medical Sonographers	370	490	120	+ 33%
Licensed Practical and Vocational Nurses	6,190	6,920	730	+ 12%
Medical and Clinical Laboratory Technicians	900	1,110	210	+ 24%
Medical and Clinical Laboratory Technologists	2,020	2,490	470	+ 23%
Occupational Therapists	790	1,010	220	+ 27%
Pharmacists	1,940	2,520	580	+ 30%
Physical Therapists	1,070	1,360	290	+ 27%
Radiologic Technologists and Technicians	1,910	2,440	530	+ 28%
Registered Nurses	19,140	24,400	5,260	+ 28%
Respiratory Therapists	970	1,230	260	+ 27%

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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