

# 2015 Nebraska Workforce Report



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



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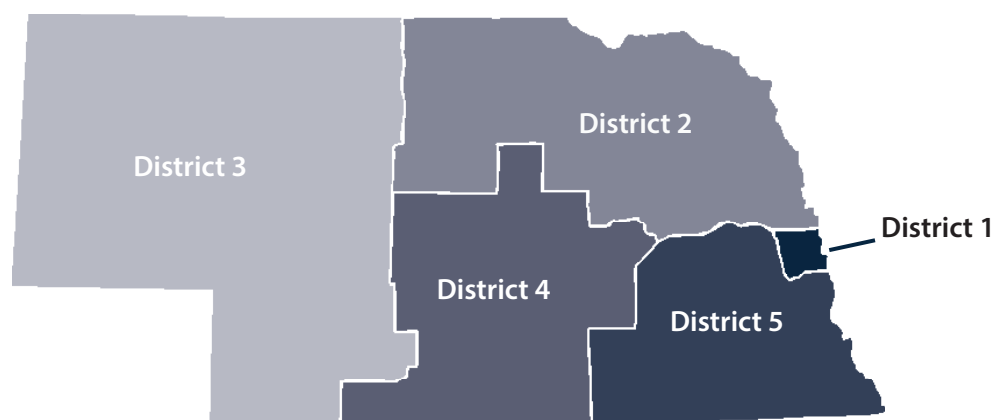
## INTRODUCTION

This report identifies healthcare professions with notable vacancy and turnover rates and will provide information on future workforce demands. In January 2015, Compdata Surveys collected workforce data from 61 Nebraska hospitals employing 25,928 full-time equivalent employees. Forty-six of these hospitals, employing 7,297 full-time equivalent employees are classified as critical access hospitals.

The data collected for this report was from the 2014 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 2015, District 1 is included in statewide vacancy and turnover rates, but does not show as a separate breakout.

In 2014, vacancy rates in Nebraska hospitals increased for 75 percent of the positions surveyed. Overall, turnover rates decreased for 82 percent of positions surveyed. Comparatively, critical access hospitals experienced higher vacancy rates for 69 percent of the jobs surveyed. The turnover decreased to 50 percent from 68 percent last year.

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 2014, the Nebraska unemployment rate remained stable, ending the year at 3.1 percent, which is down from last December at 3.6 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. There was a significant difference between last year's percent change and this year's. The total variance between labor force and employment dropped by an average of 4,000. This signifies that the margin between those eligible to work and those employed is shrinking.

According to the Bureau of Labor Statistics, the national healthcare industry has experienced growth with an average of 32,500 jobs added per month over the past year. By the end of 2014, health care added 309,000 jobs, up from 208,000 jobs added in 2013.

### VARIANCE BETWEEN NEBRASKA LABOR FORCE & EMPLOYMENT

| 2014      |             |            |          | 2013 to 2014<br>TOTAL VARIANCE | 2013 to 2014<br>% CHANGE |
|-----------|-------------|------------|----------|--------------------------------|--------------------------|
| MONTH     | LABOR FORCE | EMPLOYMENT | VARIANCE |                                |                          |
| January   | 1,022,384   | 986,863    | 35,521   | -4,116                         | -10.4%                   |
| February  | 1,022,584   | 987,302    | 35,282   | -4,127                         | -10.5%                   |
| March     | 1,022,651   | 987,645    | 35,006   | -4,232                         | -10.8%                   |
| April     | 1,022,571   | 987,895    | 34,676   | -4,431                         | -11.3%                   |
| May       | 1,022,406   | 988,134    | 34,272   | -4,691                         | -12.0%                   |
| June      | 1,022,244   | 988,434    | 33,810   | -4,915                         | -12.7%                   |
| July      | 1,022,095   | 988,767    | 33,328   | -4,998                         | -13.0%                   |
| August    | 1,021,950   | 989,091    | 32,859   | -4,915                         | -13.0%                   |
| September | 1,021,768   | 989,363    | 32,405   | -4,703                         | -12.7%                   |
| October   | 1,021,500   | 989,565    | 31,935   | -4,567                         | -12.5%                   |
| November  | 1,021,187   | 989,689    | 31,498   | -4,570                         | -12.7%                   |
| December  | 1,020,889   | 989,750    | 31,139   | -4,629                         | -12.9%                   |

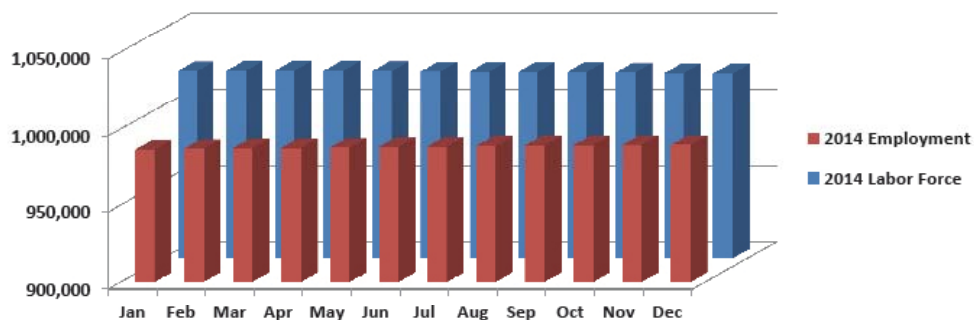
### NEBRASKA UNEMPLOYMENT DECLINING SINCE 2009

| 2009 to 2014 |                   |                   | 2009 to 2014<br>TOTAL DECLINE | 2009 to 2014<br>% CHANGE |
|--------------|-------------------|-------------------|-------------------------------|--------------------------|
| MONTH        | 2009 UNEMPLOYMENT | 2014 UNEMPLOYMENT |                               |                          |
| January      | 40,990            | 35,521            | -5,469                        | -13.3%                   |
| February     | 42,858            | 35,282            | -7,576                        | -17.7%                   |
| March        | 44,495            | 35,006            | -9,489                        | -21.3%                   |
| April        | 45,817            | 34,676            | -11,141                       | -24.3%                   |
| May          | 46,785            | 34,272            | -12,513                       | -26.7%                   |
| June         | 47,348            | 33,810            | -13,538                       | -28.6%                   |
| July         | 47,579            | 33,328            | -14,251                       | -30.0%                   |
| August       | 47,593            | 32,859            | -14,734                       | -31.0%                   |
| September    | 47,552            | 32,405            | -15,147                       | -31.9%                   |
| October      | 47,639            | 31,935            | -15,704                       | -33.0%                   |
| November     | 47,822            | 31,498            | -16,324                       | -34.1%                   |
| December     | 47,973            | 31,139            | -16,834                       | -35.1%                   |

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

## LABOR FORCE & EMPLOYMENT LEVELS

### 2014 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<br>(in thousands) |         |         |         | VARIANCE<br>(in thousands) |             |             | PERCENT CHANGE<br>(%) |             |             |
|--------------------|--------------------------------|---------|---------|---------|----------------------------|-------------|-------------|-----------------------|-------------|-------------|
|                    | 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 - 2014 AGE OF LABOR FORCE

| AGE OF WORKERS     | TOTAL LABOR FORCE<br>(in thousands) | TOTAL EMPLOYED LABOR FORCE<br>(in thousands) | TOTAL UNEMPLOYED LABOR FORCE<br>(in thousands) |
|--------------------|-------------------------------------|--|--|
| 16 and Older       | 155,922                             | 146,305                                      | 9,617  |
| 16 to 24 Years Old | 21,295                              | 18,442                                       | 2,853  |
| 25 to 54 Years Old | 100,767                             | 95,497                                       | 5,270  |
| 55 and Older       | 33,860                              | 32,366                                       | 1,494  |

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                | EMPLOYMENT STATUS                   | May 2012 | May 2013 | May 2014 | May 2015 | VARIANCE FROM 2014 TO 2015 | VARIANCE FROM 2012 TO 2015 |
|---------------------------------------|-------------------------------------|----------|----------|----------|----------|----------------------------|----------------------------|
| Bachelor's Degree and Higher          | Civilian Labor Force (in thousands) | 48,191   | 49,414   | 50,208   | 51,938   | 1,730                      | 3,747                      |
|                                       | Employed (in thousands)             | 46,408   | 47,536   | 48,611   | 50,518   | 1,907                      | 4,110                      |
|                                       | Unemployed (in thousands)           | 1,783    | 1,878    | 1,596    | 1,419    | -177                       | -364                       |
|                                       | Unemployment Rate                   | 3.7%     | 3.8%     | 3.2%     | 2.7%     | -0.5%                      | -1.0%                      |
| Associate's Degree or Some College    | Civilian Labor Force (in thousands) | 36,899   | 37,371   | 37,178   | 37,594   | 416                        | 695                        |
|                                       | Employed (in thousands)             | 34,157   | 34,950   | 35,131   | 35,934   | 803                        | 1,777                      |
|                                       | Unemployed (in thousands)           | 2,741    | 2,421    | 2,047    | 1,660    | -387                       | -1,081                     |
|                                       | Unemployment Rate                   | 7.4%     | 6.5%     | 5.5%     | 4.4%     | -1.1%                      | -3.0%                      |
| High School Graduates with No College | Civilian Labor Force (in thousands) | 37,119   | 36,287   | 36,096   | 35,341   | -755                       | -1,778                     |
|                                       | Employed (in thousands)             | 34,239   | 33,612   | 33,750   | 33,304   | -446                       | -935                       |
|                                       | Unemployed (in thousands)           | 2,880    | 2,676    | 2,346    | 2,037    | -309                       | -843                       |
|                                       | Unemployment Rate                   | 7.8%     | 7.4%     | 6.5%     | 5.8%     | -0.7%                      | -2.0%                      |
| Less than a High School Diploma       | Civilian Labor Force (in thousands) | 11,670   | 11,205   | 10,861   | 11,153   | 292                        | -517                       |
|                                       | Employed (in thousands)             | 10,242   | 9,972    | 9,869    | 10,192   | 323                        | -50                        |
|                                       | Unemployed (in thousands)           | 1,428    | 1,232    | 993      | 961      | -32                        | -467                       |
|                                       | Unemployment Rate                   | 12.2%    | 11.0%    | 9.1%     | 8.6%     | -0.5%                      | -3.6%                      |

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      | 3,209          |
| Lancaster County    | 1,410          |
| Sarpy County        | 493            |
| Hall County         | 307            |
| Buffalo County      | 293            |
| Madison County      | 269            |
| Scotts Bluff County | 238            |
| Dodge County        | 209            |
| Lincoln County      | 218            |
| Adams County        | 217            |
| Statewide Nebraska  | 9,441          |

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

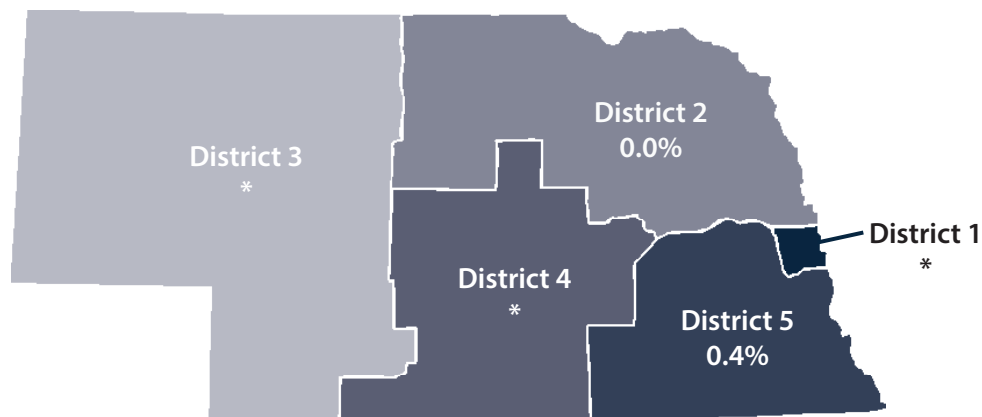
## CT TECHNOLOGIST

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

### ALL HOSPITALS

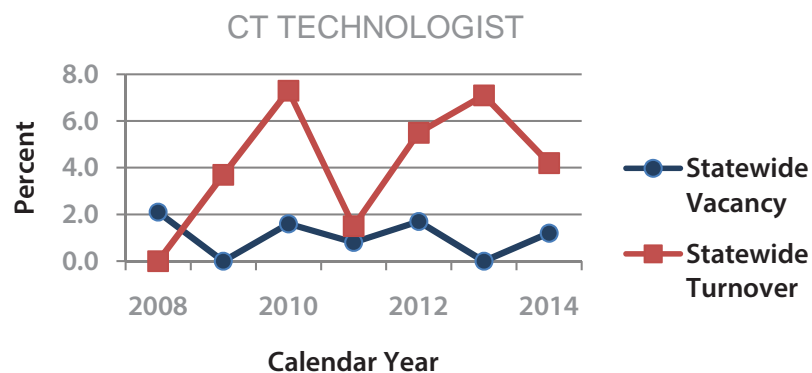
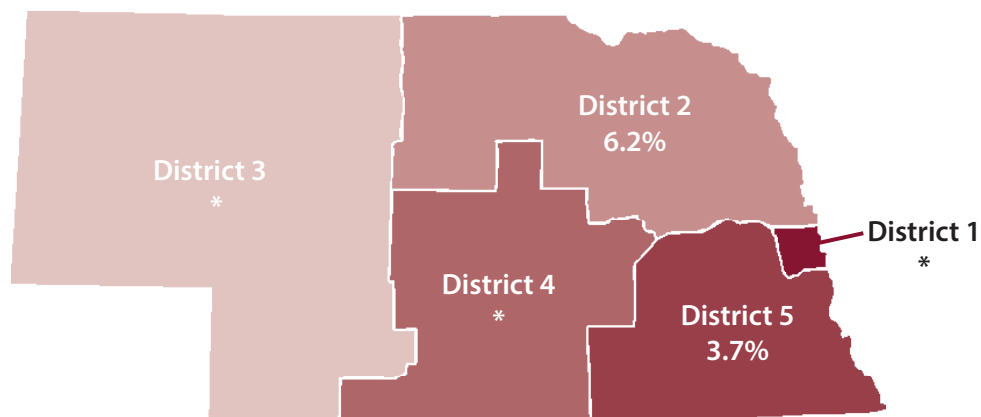
#### VACANCY RATE

Statewide 1.2%



#### TURNOVER RATE

Statewide 4.2%



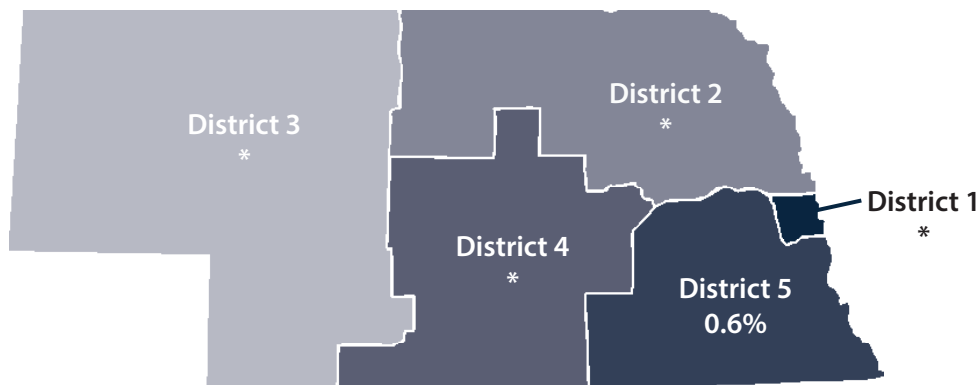


## CT TECHNOLOGIST

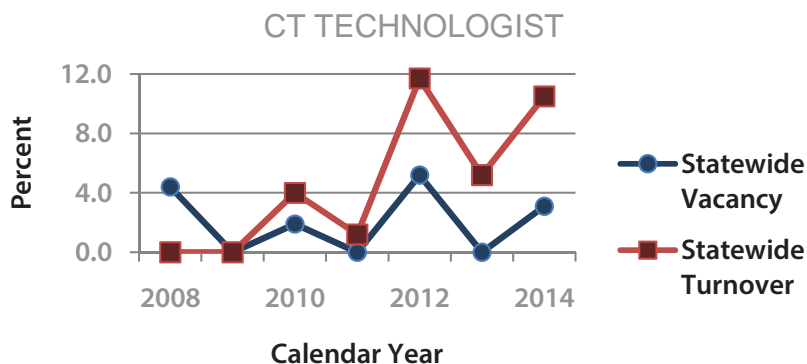
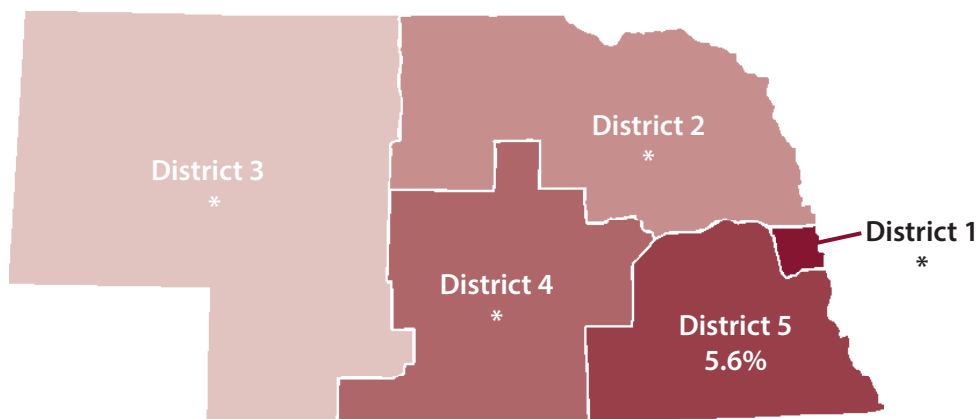
The Bureau of Labor Statistics predicts national employment of CT technologists will increase by 21 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

#### VACANCY RATE Statewide 3.1%



#### TURNOVER RATE Statewide 10.5%



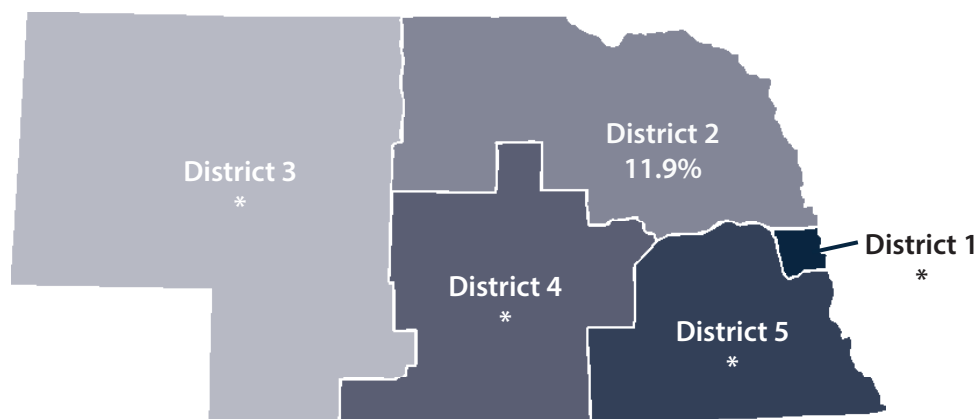
## MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST R.T.

The Bureau of Labor Statistics predicts national employment of MRI technologists will increase by 23 percent from 2012 to 2022.

### ALL HOSPITALS

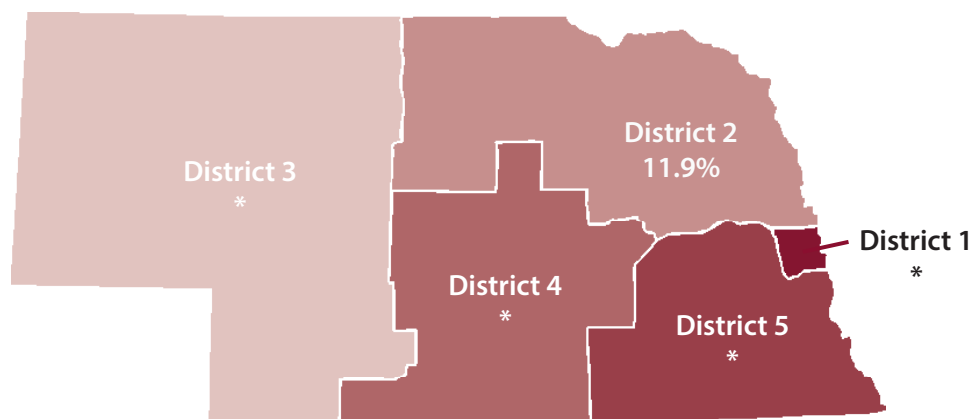
#### VACANCY RATE

Statewide 2.3%

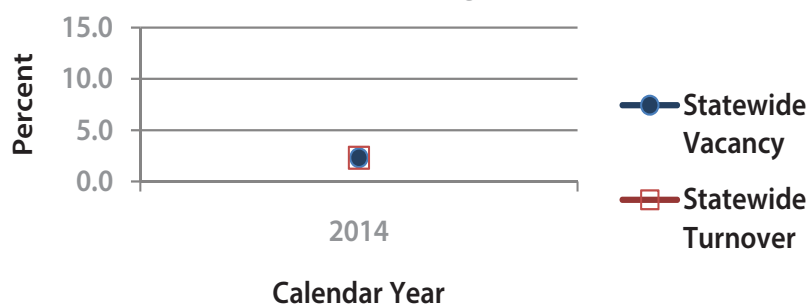


#### TURNOVER RATE

Statewide 2.3%



### Magnetic Resonance Imaging (MRI) Technologist R.T.



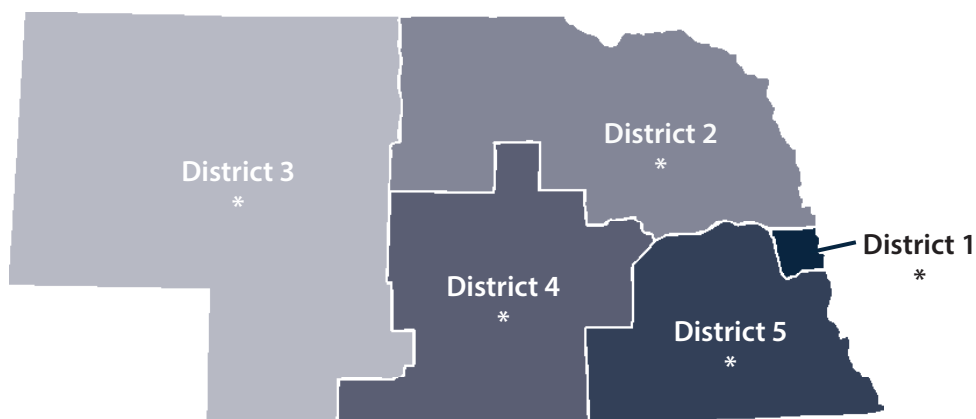
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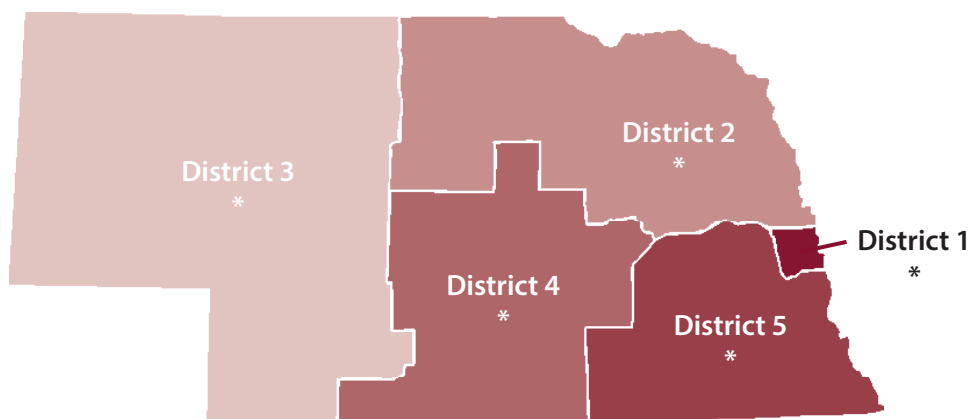
#### VACANCY RATE

Statewide 6.6%

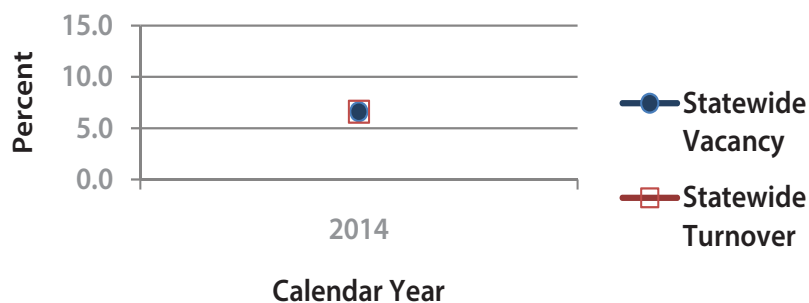


#### TURNOVER RATE

Statewide 6.6%



### Magnetic Resonance Imaging (MRI) Technologist R.T



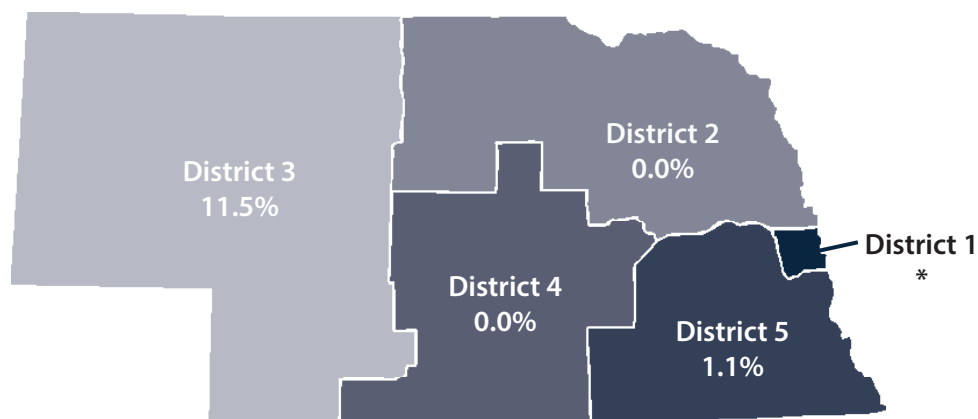
## MEDICAL LABORATORY TECHNICIAN MLT

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

### ALL HOSPITALS

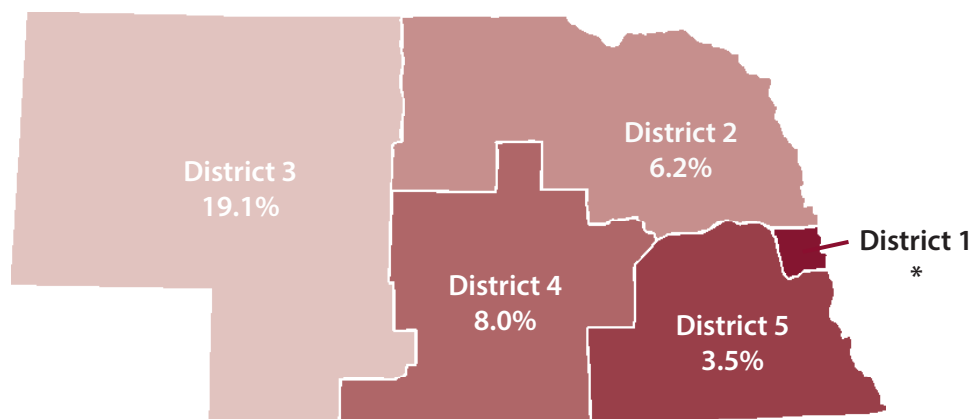
#### VACANCY RATE

Statewide 1.9%

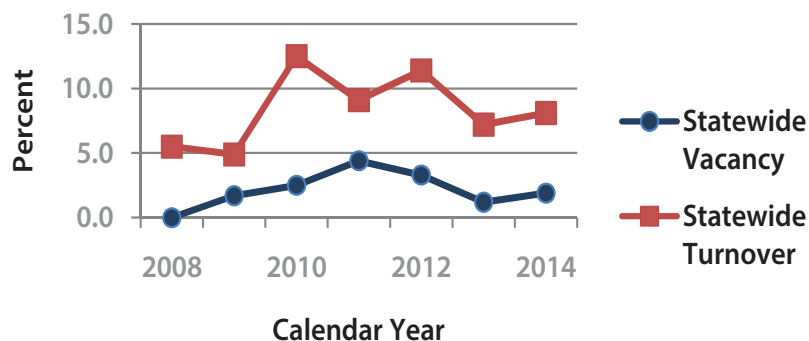


#### TURNOVER RATE

Statewide 8.1%



### MEDICAL LABORATORY TECHNICIAN MLT

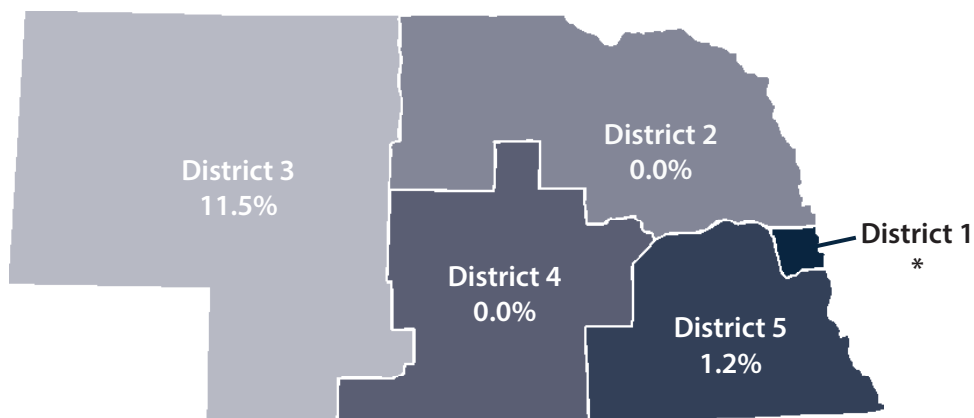


## MEDICAL LABORATORY TECHNICIAN MLT

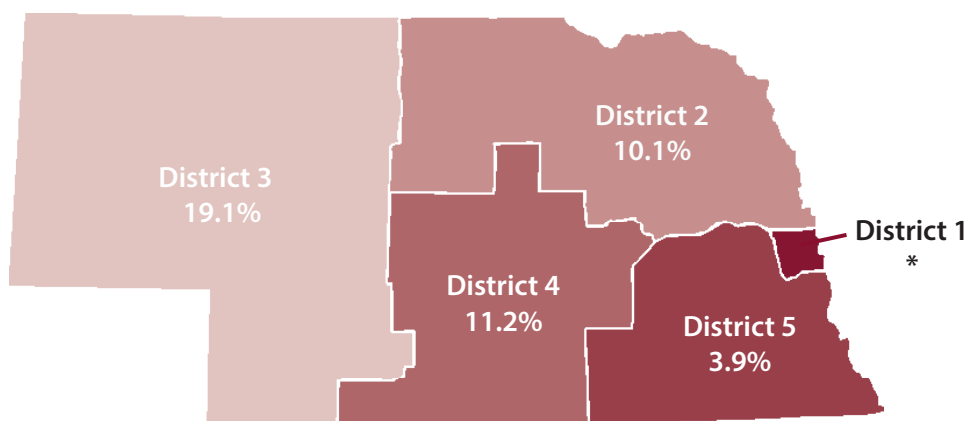
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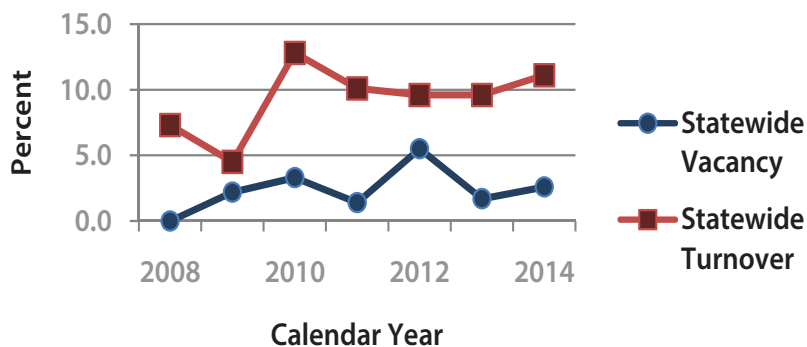
#### VACANCY RATE Statewide 2.6%



#### TURNOVER RATE Statewide 11.1%



### MEDICAL LABORATORY TECHNICIAN MLT

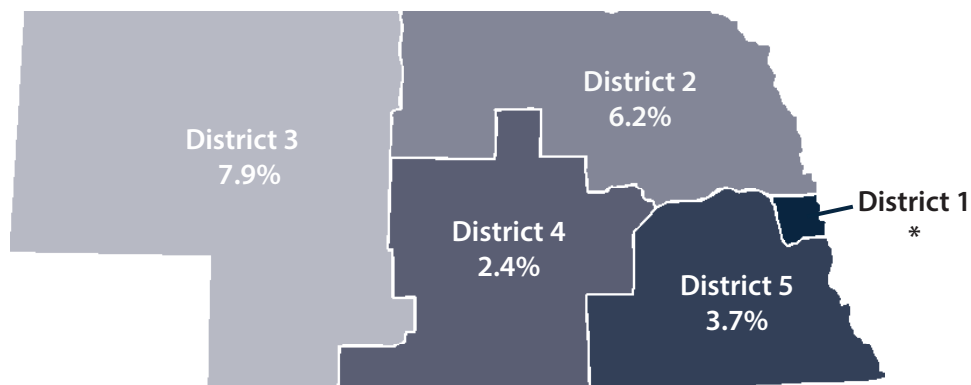


## MEDICAL TECHNOLOGIST MT

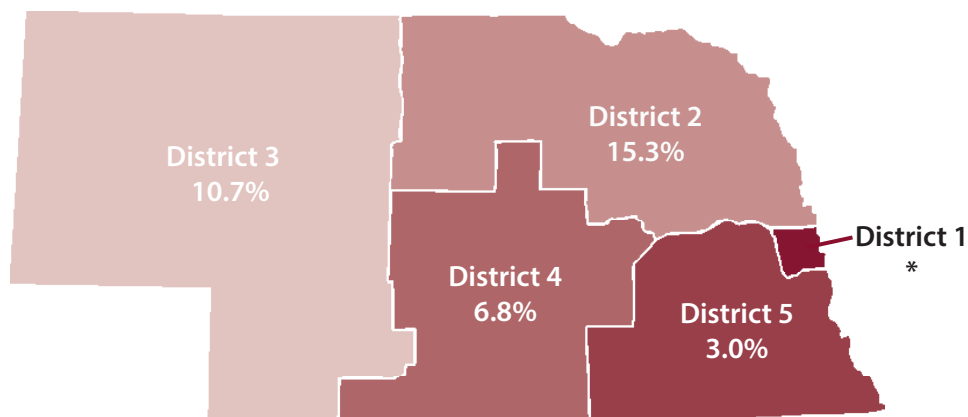
The Bureau of Labor Statistics predicts national employment of MTs will increase by 14 percent from 2012 to 2022.

### ALL HOSPITALS

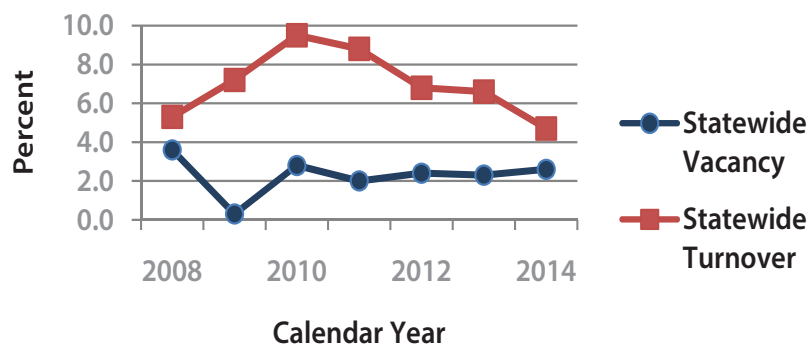
#### VACANCY RATE Statewide 2.6%



#### TURNOVER RATE Statewide 4.7%



### MEDICAL TECHNOLOGIST MT

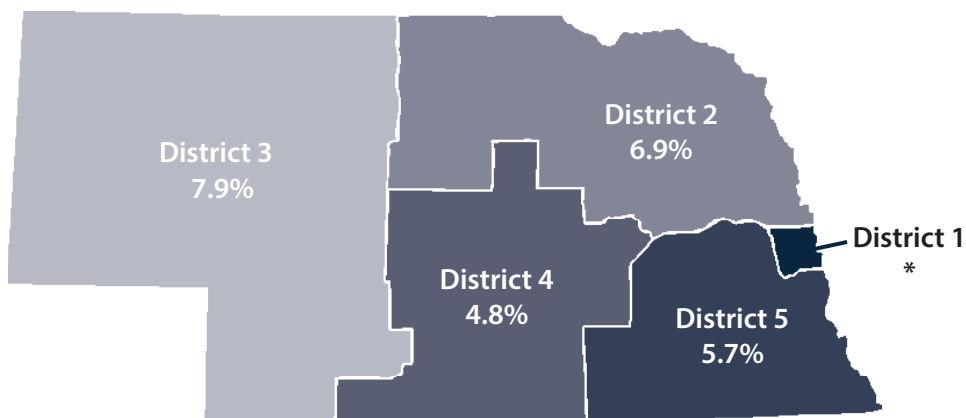


## MEDICAL TECHNOLOGIST MT

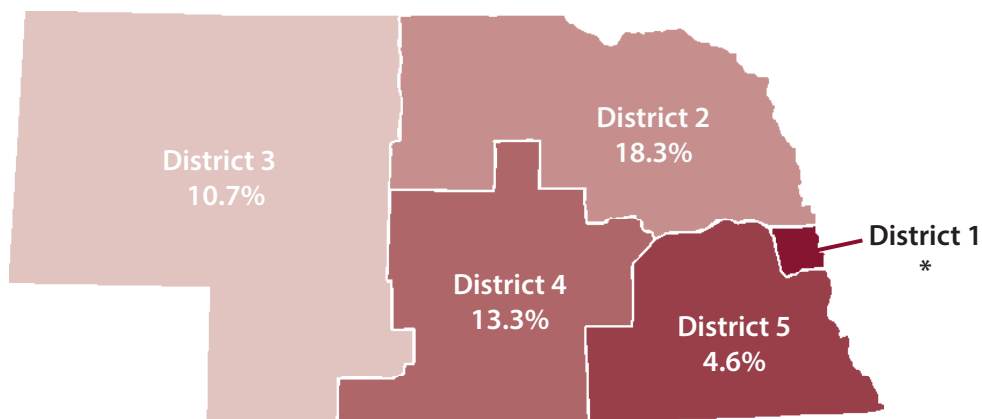
The Bureau of Labor Statistics predicts national employment of MTs will increase by 14 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

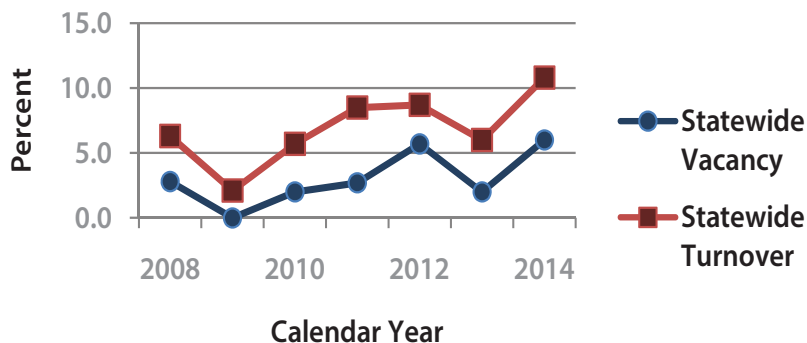
#### VACANCY RATE Statewide 6.0%



#### TURNOVER RATE Statewide 10.8%



### MEDICAL TECHNOLOGIST MT

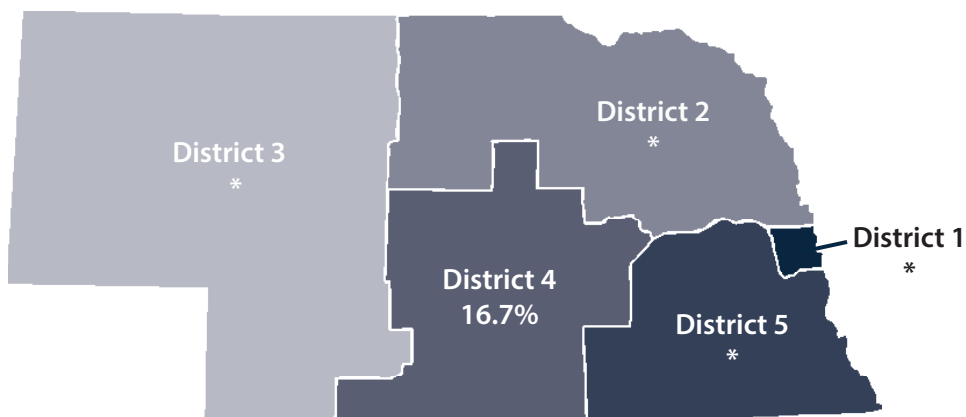


## NUCLEAR MEDICINE TECHNOLOGIST R.T.

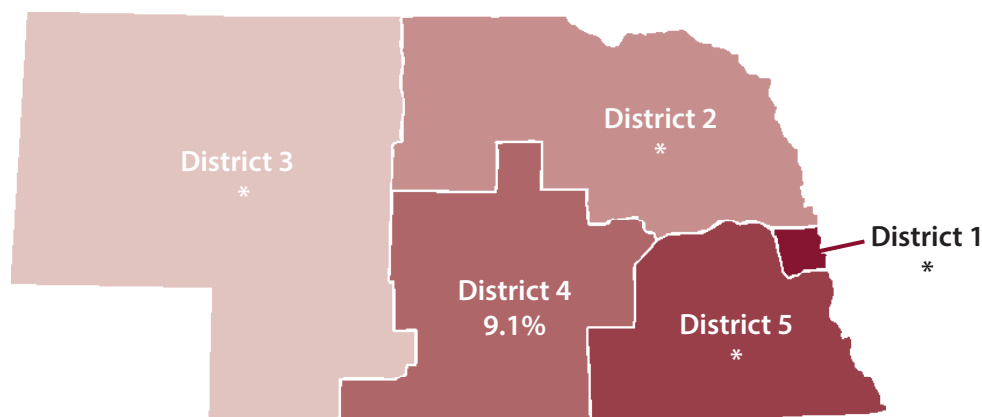
The Bureau of Labor Statistics predicts national employment of nuclear medicine technologists will increase by 20 percent from 2012 to 2022.

### ALL HOSPITALS

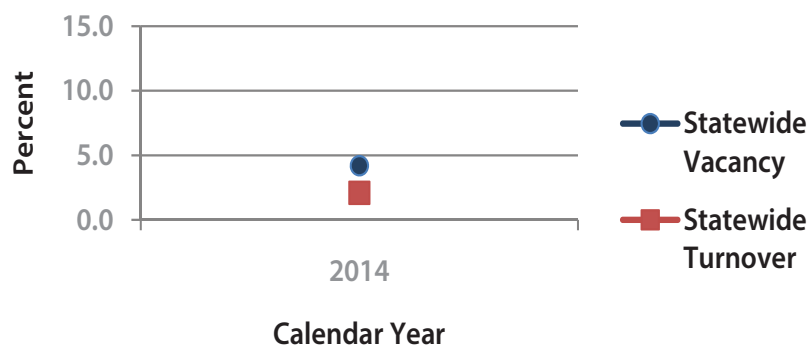
#### VACANCY RATE Statewide 4.2%



#### TURNOVER RATE Statewide 2.1%



### Nuclear Medicine Technologist R.T.



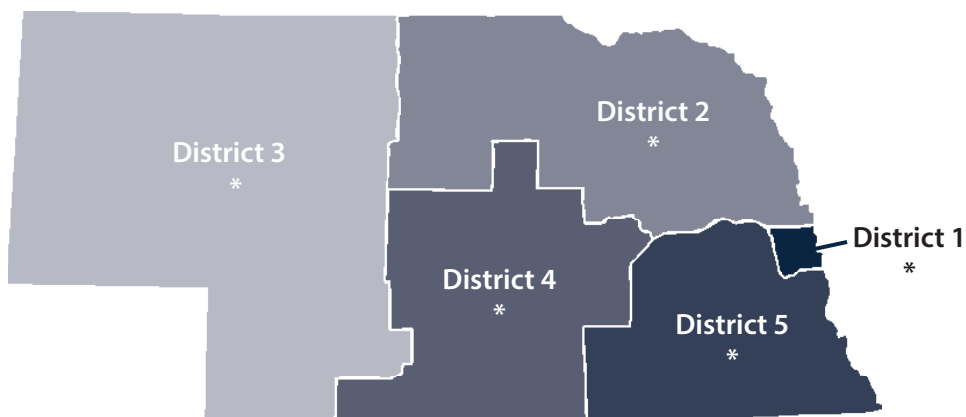


## NUCLEAR MEDICINE TECHNOLOGIST R.T.

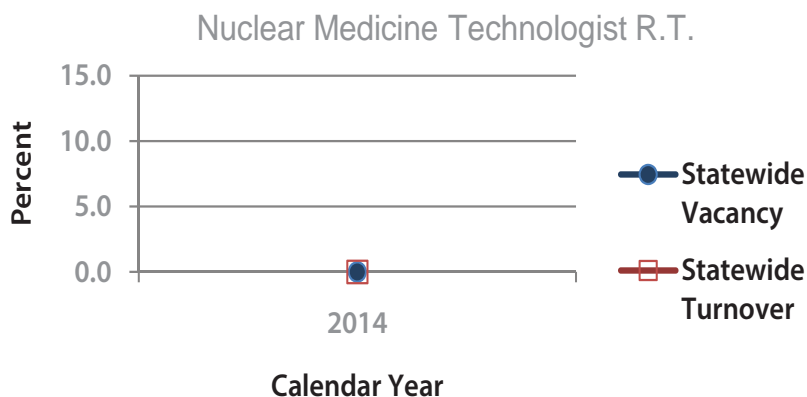
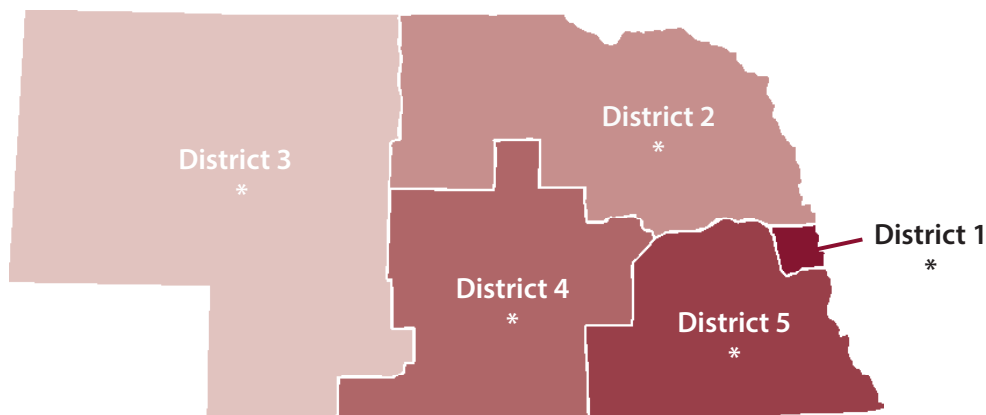
The Bureau of Labor Statistics predicts national employment of nuclear medicine technologists will increase by 20 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

#### VACANCY RATE Statewide 0.0%



#### TURNOVER RATE Statewide 0.0%

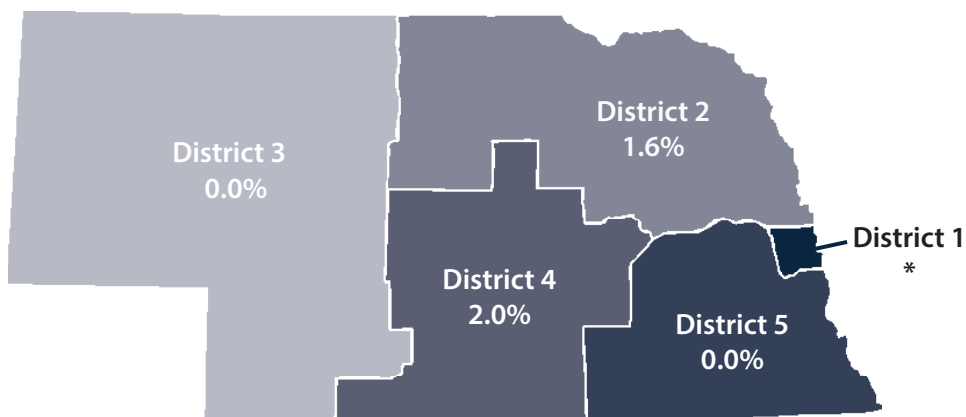


## RADIOLOGY TECHNOLOGIST R.T.R.

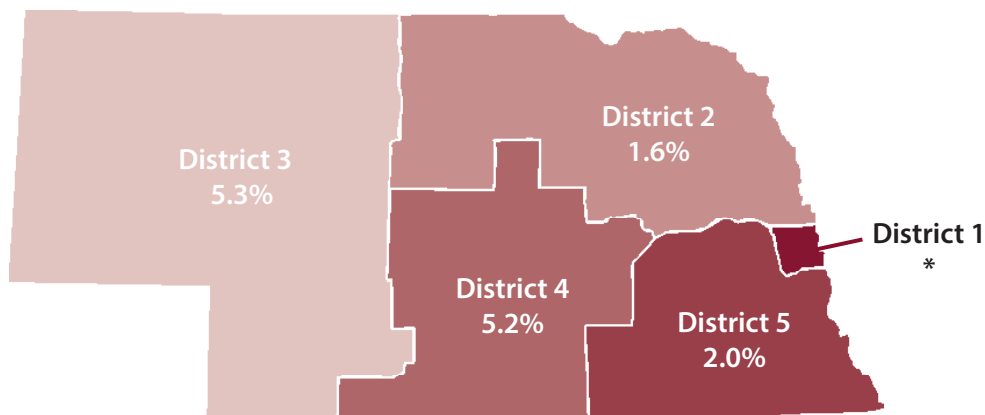
The Bureau of Labor Statistics predicts national employment of RTRs will increase by 21 percent from 2012 to 2022.

### ALL HOSPITALS

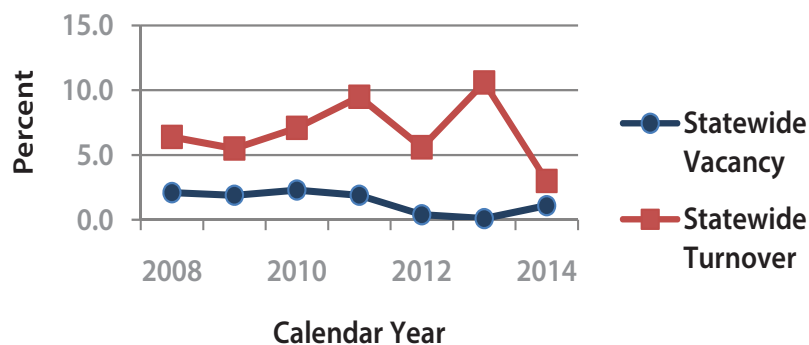
#### VACANCY RATE Statewide 1.1%



#### TURNOVER RATE Statewide 3.0%



### RADIOLOGY TECHNOLOGIST R.T.R.



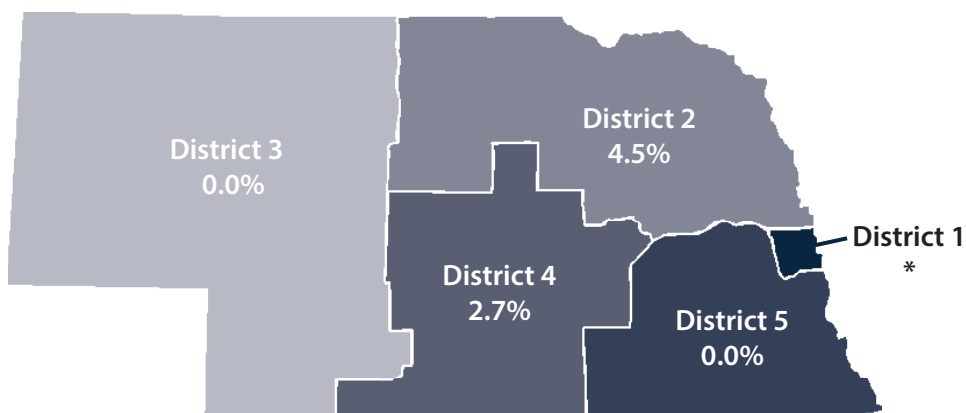
## RADIOLOGY TECHNOLOGIST R.T.R.

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### CRITICAL ACCESS HOSPITALS ONLY

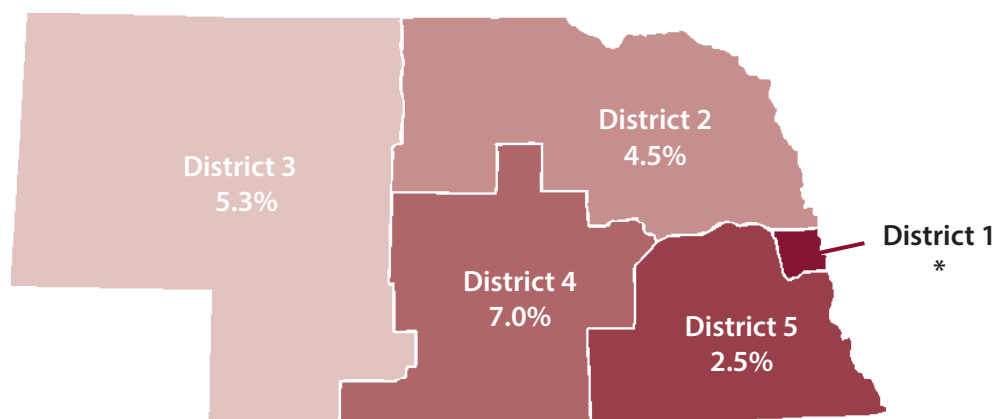
#### VACANCY RATE

Statewide 1.7%

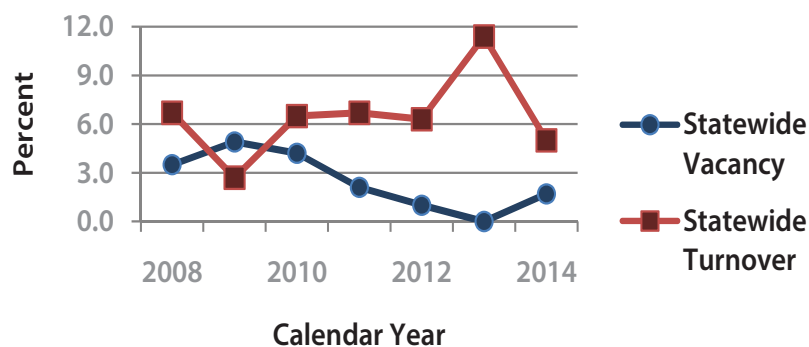


#### TURNOVER RATE

Statewide 5.0%



### RADIOLOGY TECHNOLOGIST R.T.R.

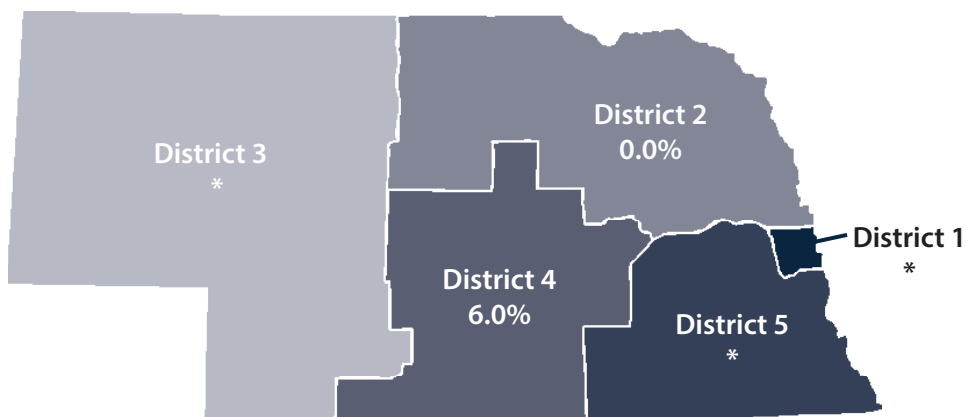


## SONOGRAPHER - ULTRASOUND

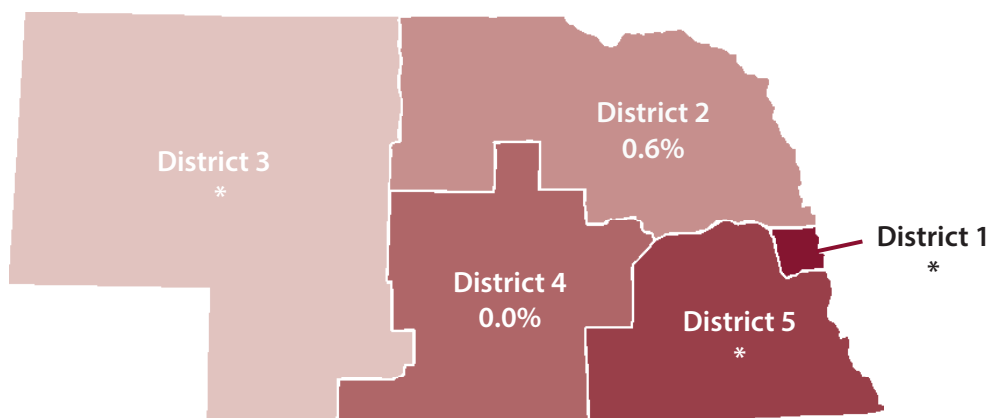
The Bureau of Labor Statistics predicts national employment of sonographers will increase by 46 percent from 2012 to 2022.

### ALL HOSPITALS

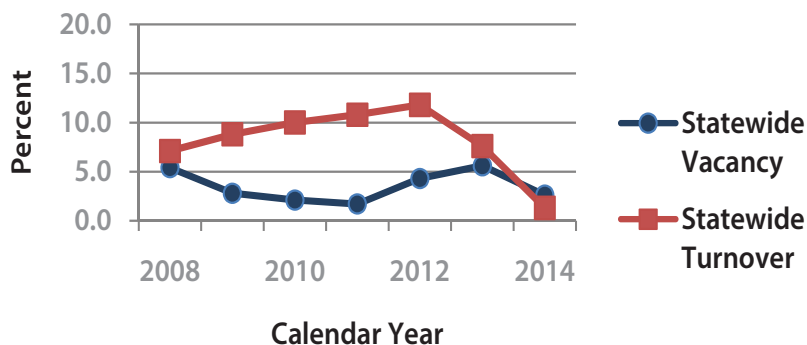
#### VACANCY RATE Statewide 2.6%



#### TURNOVER RATE Statewide 1.3%



### SONOGRAPHER - ULTRASOUND

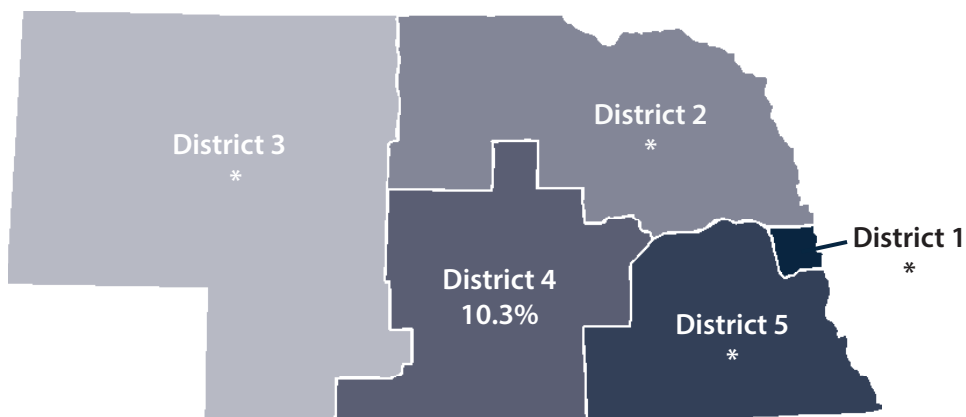


## SONOGRAPHER - ULTRASOUND

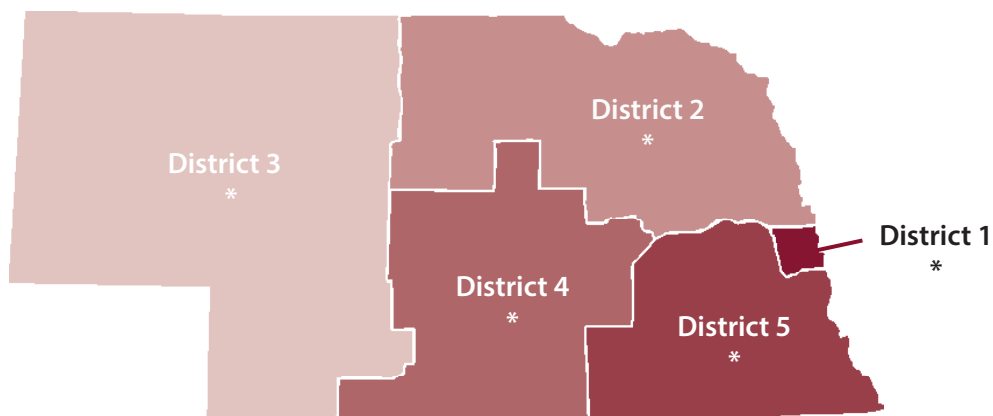
The Bureau of Labor Statistics predicts national employment of sonographers will increase by 46 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

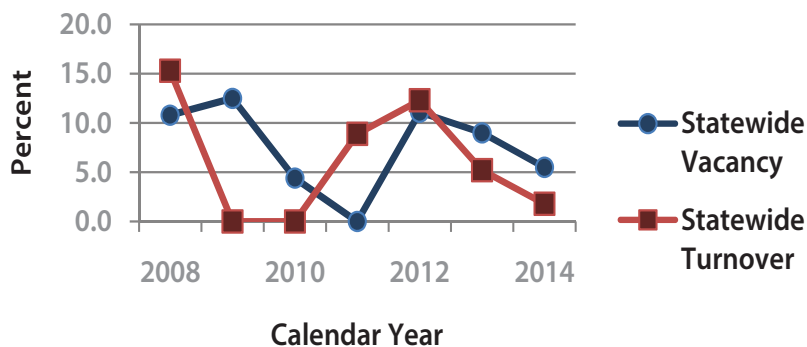
#### VACANCY RATE Statewide 5.5%



#### TURNOVER RATE Statewide 1.8%



### SONOGRAPHER - ULTRASOUND

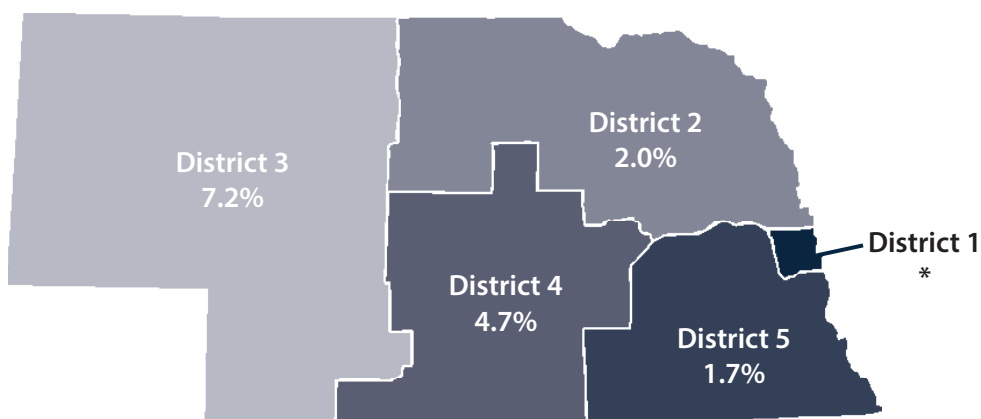


## LPN - (NON-I.V. CERTIFIED)

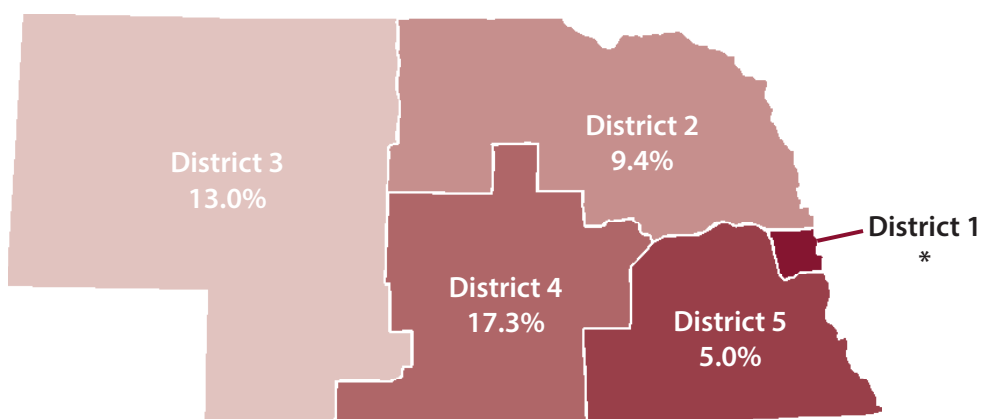
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 25 percent from 2012 to 2022.

### ALL HOSPITALS

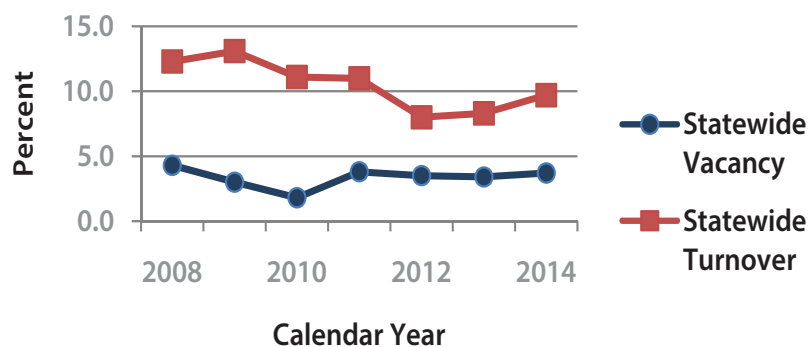
#### VACANCY RATE Statewide 3.7%



#### TURNOVER RATE Statewide 9.7%



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

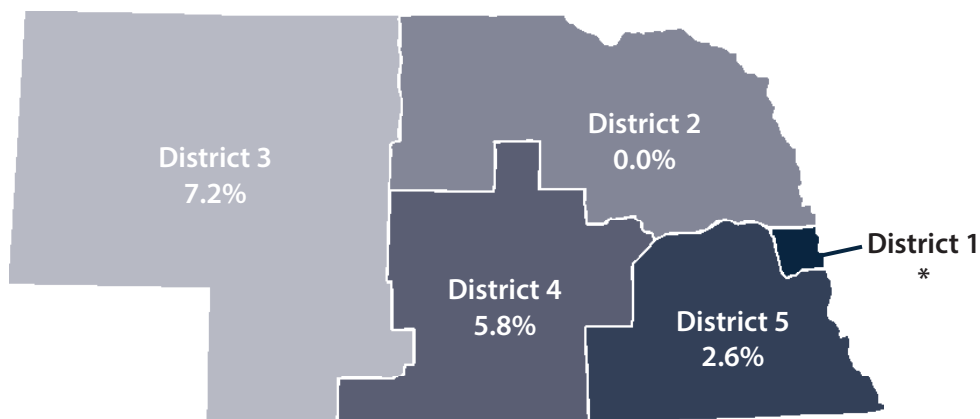


## LPN - (NON-I.V. CERTIFIED)

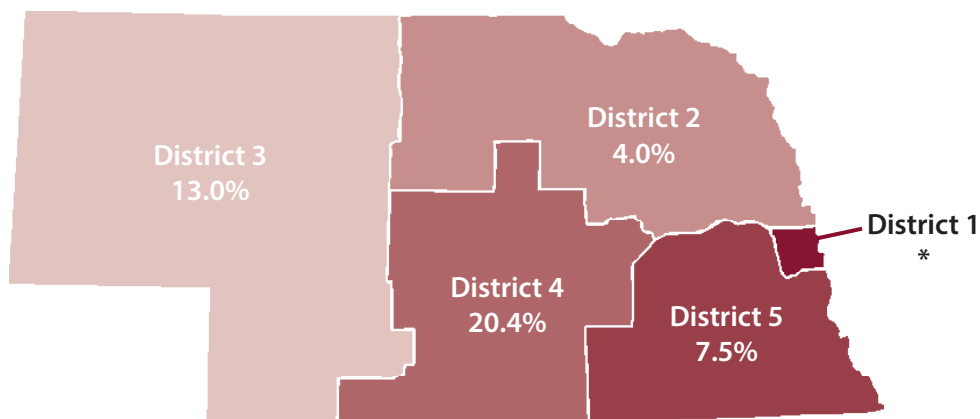
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 25 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

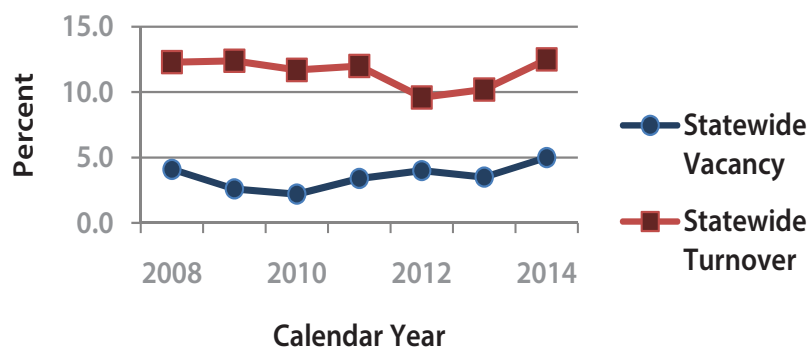
#### VACANCY RATE Statewide 5.0%



#### TURNOVER RATE Statewide 12.5%



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

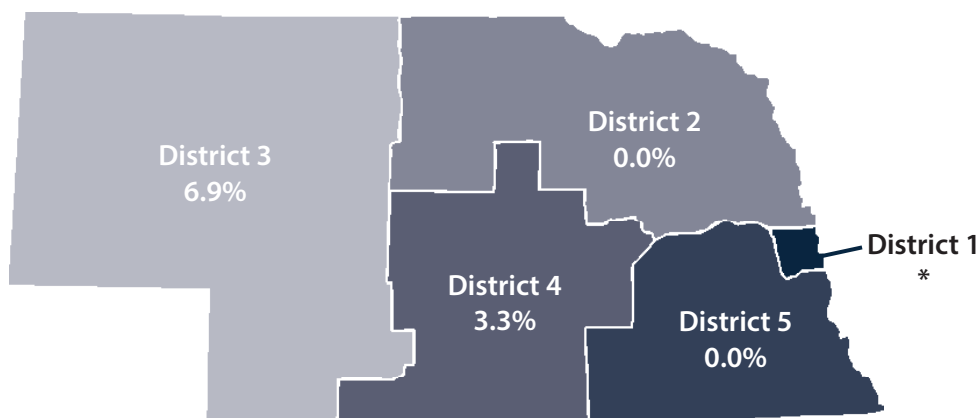


## LPN - (I.V. CERTIFIED)

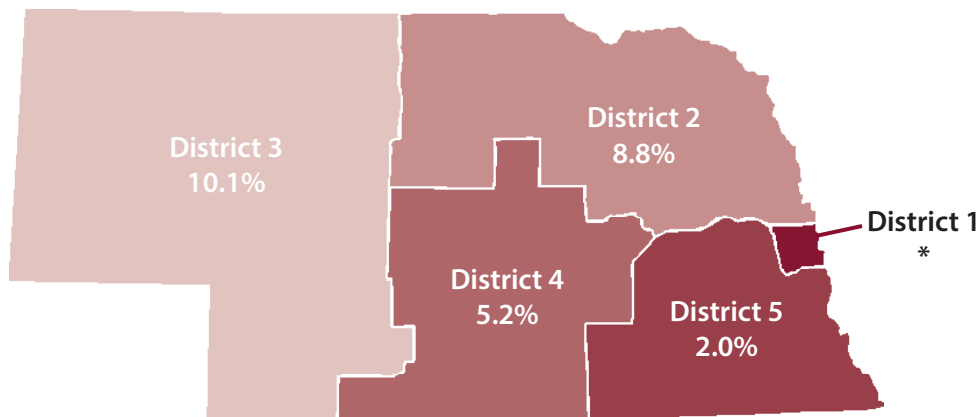
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 25 percent from 2012 to 2022.

### ALL HOSPITALS

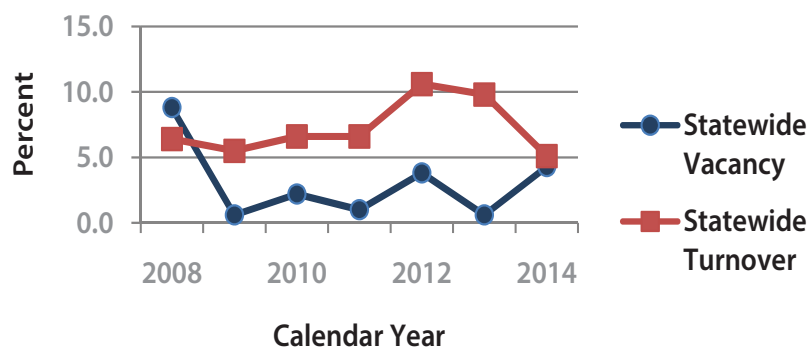
#### VACANCY RATE Statewide 4.3%



#### TURNOVER RATE Statewide 5.1%



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



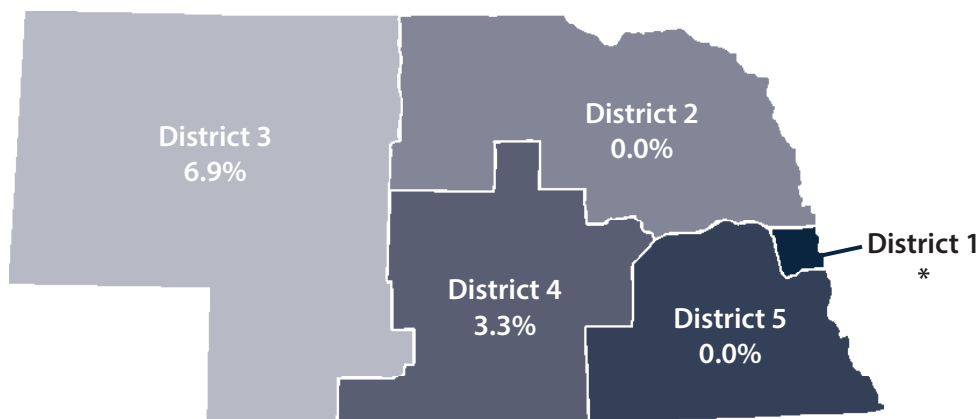


## LPN - (I.V. CERTIFIED)

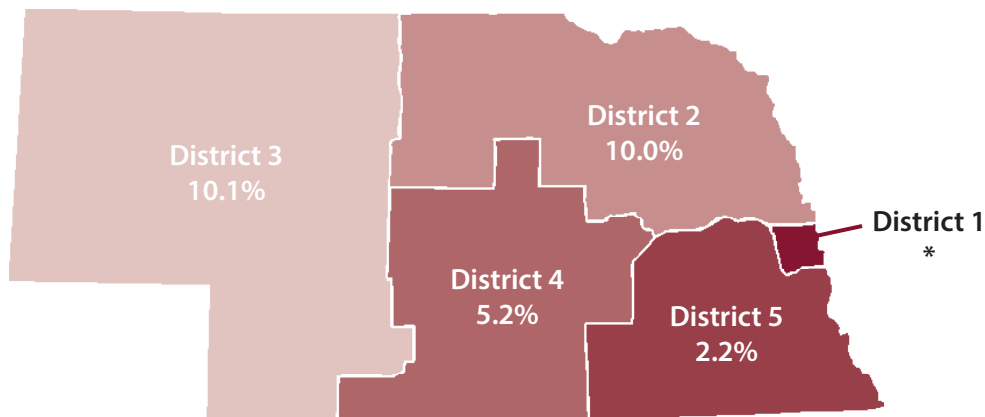
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 25 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

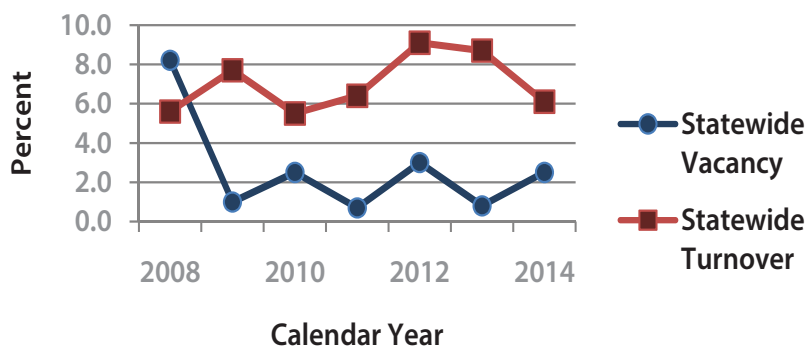
#### VACANCY RATE Statewide 2.5%



#### TURNOVER RATE Statewide 6.1%



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

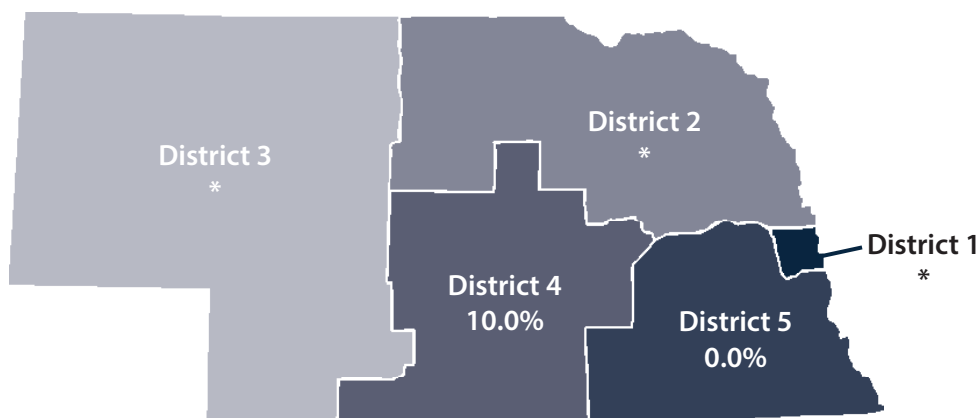


## NURSE ANESTHETIST - CERTIFIED REGISTERED (CRNA)

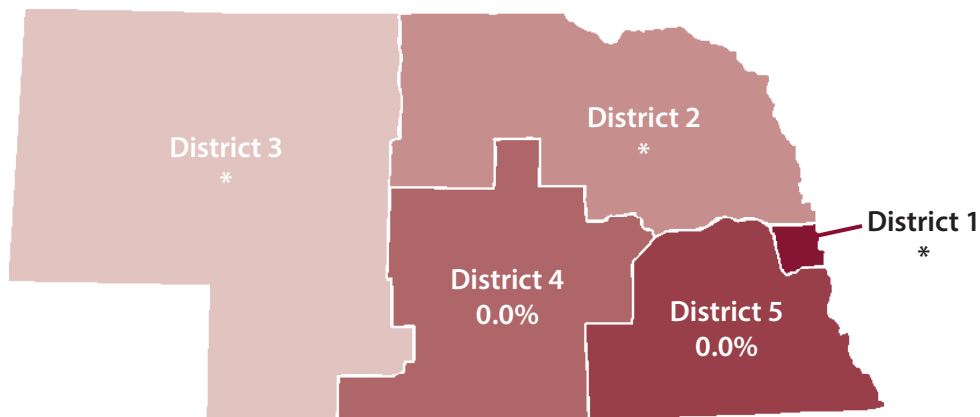
The Bureau of Labor Statistics predicts national employment of CRNA's will increase by 25 percent from 2012 to 2022.

### ALL HOSPITALS

#### VACANCY RATE Statewide 4.0%



#### TURNOVER RATE Statewide 4.0%

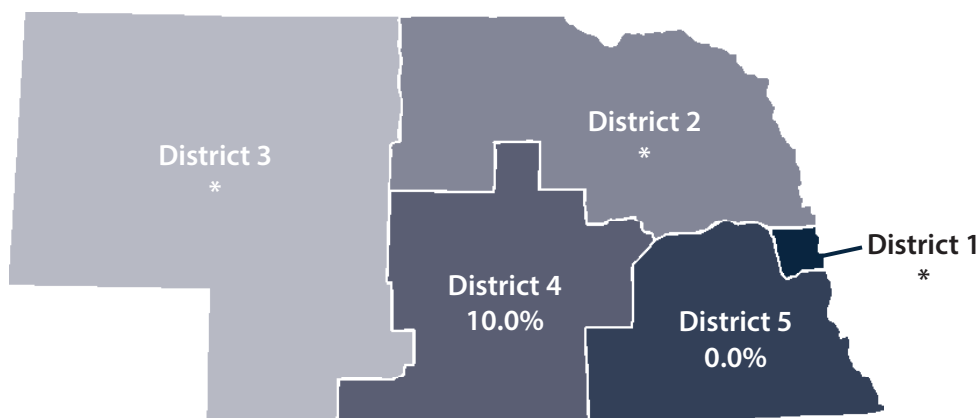


## NURSE ANESTHETIST - CERTIFIED REGISTERED (CRNA)

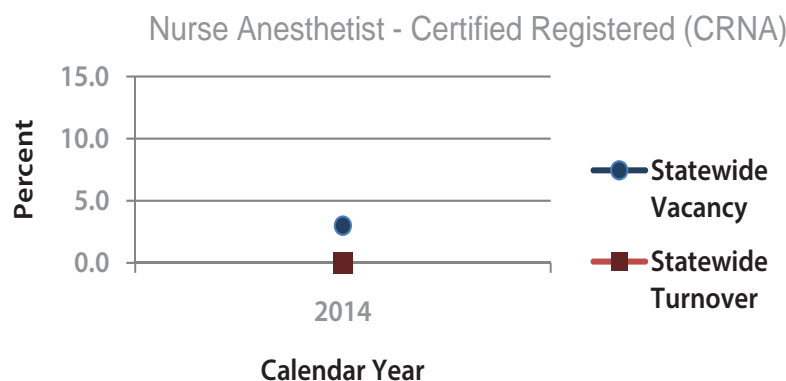
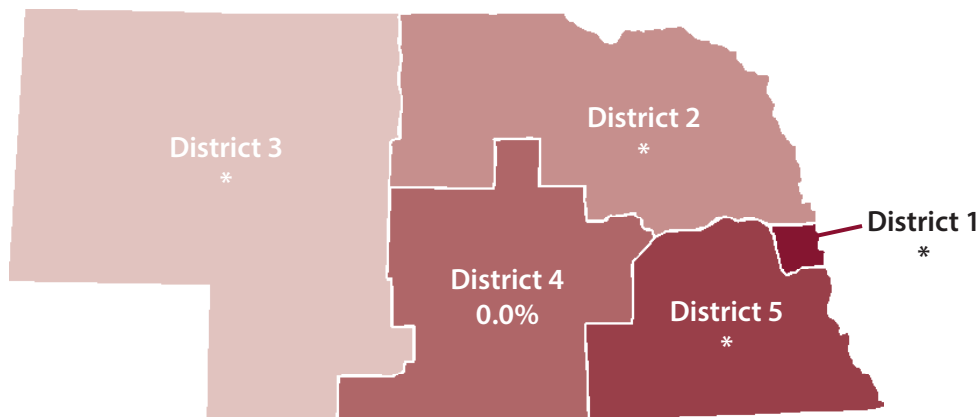
The Bureau of Labor Statistics predicts national employment of CRNA's will increase by 25 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

#### VACANCY RATE Statewide 3.0%



#### TURNOVER RATE Statewide 0.0%

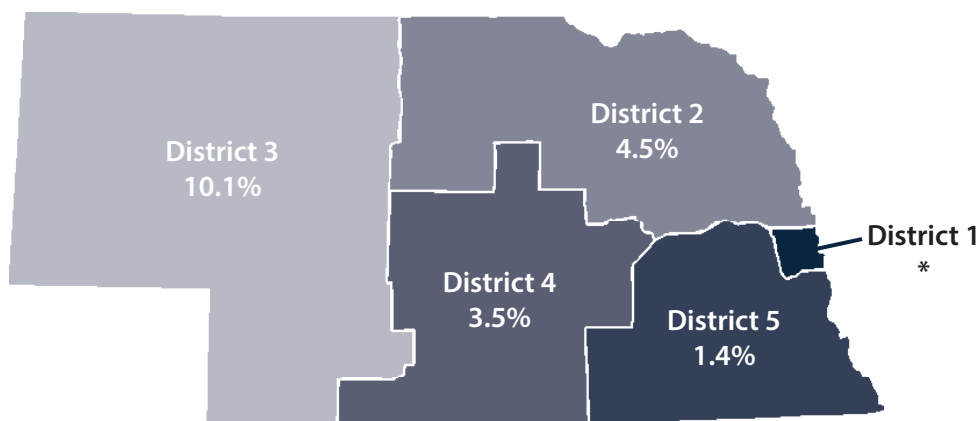


## NURSE - STAFF (RN)

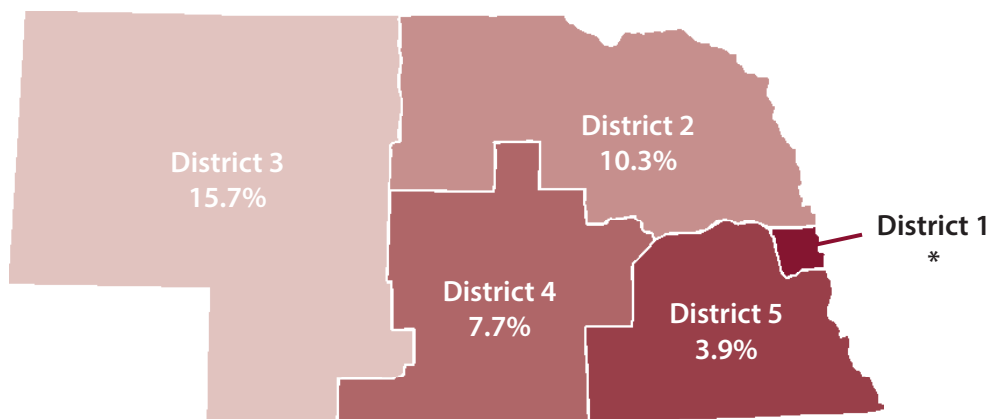
The Bureau of Labor Statistics predicts national employment of RNs will increase by 19 percent from 2012 to 2022.

### ALL HOSPITALS

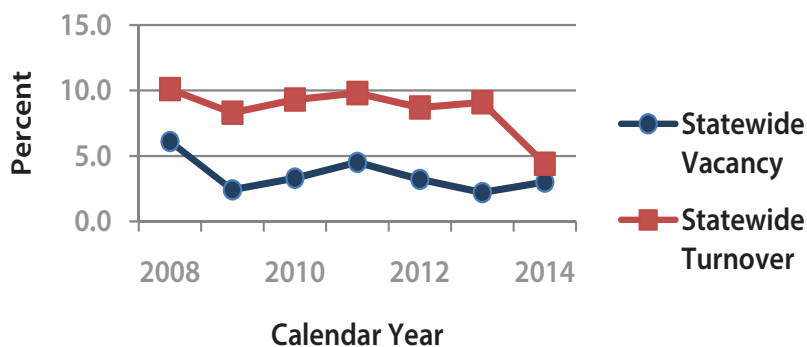
#### VACANCY RATE Statewide 3.0%



#### TURNOVER RATE Statewide 4.4%



### NURSE - STAFF (RN)



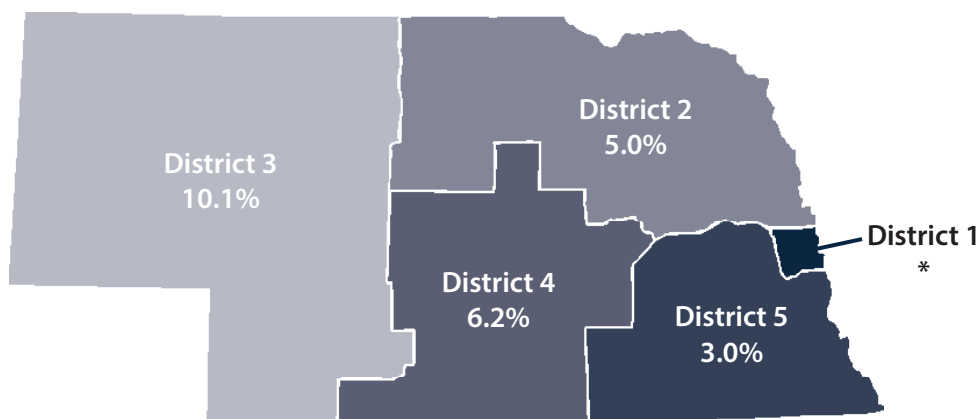
## NURSE - STAFF (RN)

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

### CRITICAL ACCESS HOSPITALS ONLY

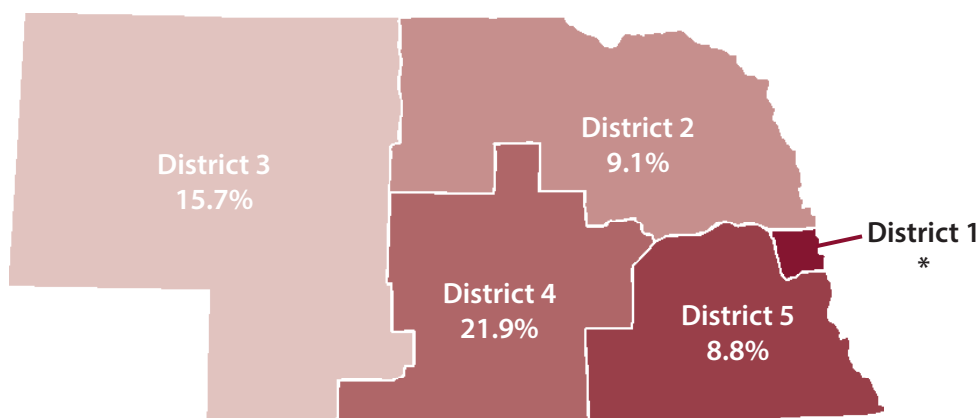
#### VACANCY RATE

Statewide 6.1%

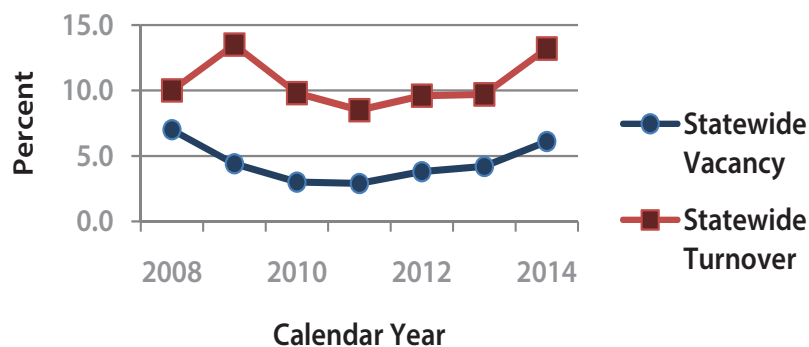


#### TURNOVER RATE

Statewide 13.2%



### NURSE - STAFF (RN)

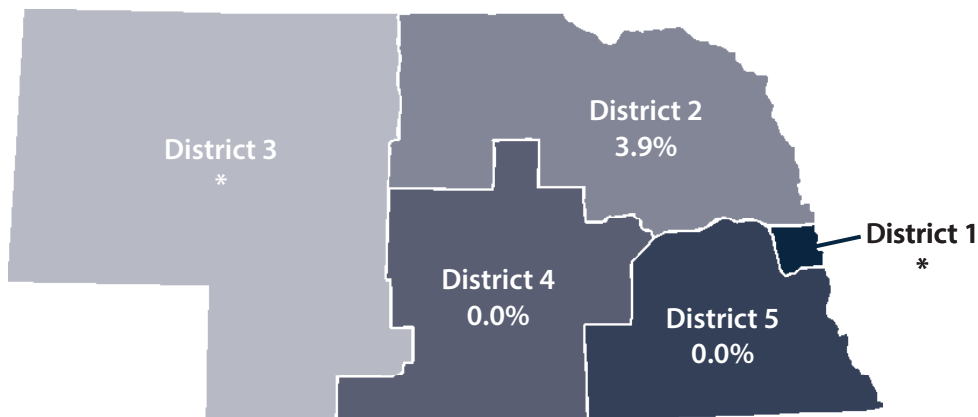


## NURSE PRACTITIONER (RN)

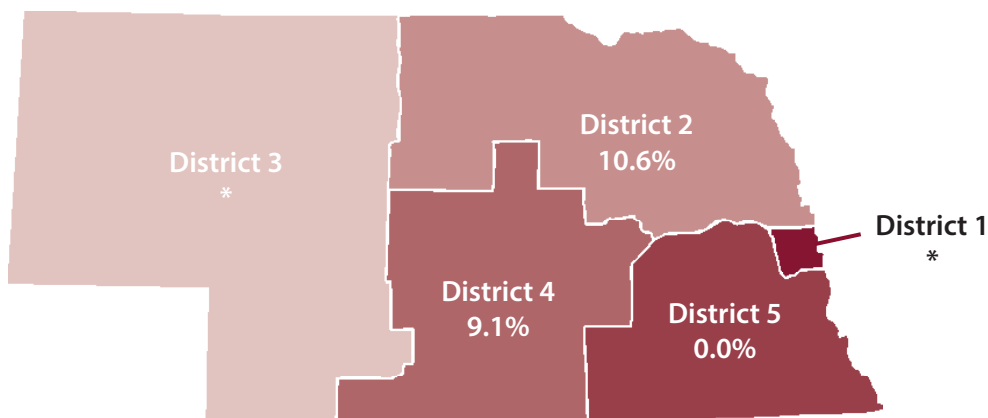
The Bureau of Labor Statistics predicts national employment of RNs will increase by 34 percent from 2012 to 2022. Advanced practice RNs will be in higher demand.

### ALL HOSPITALS

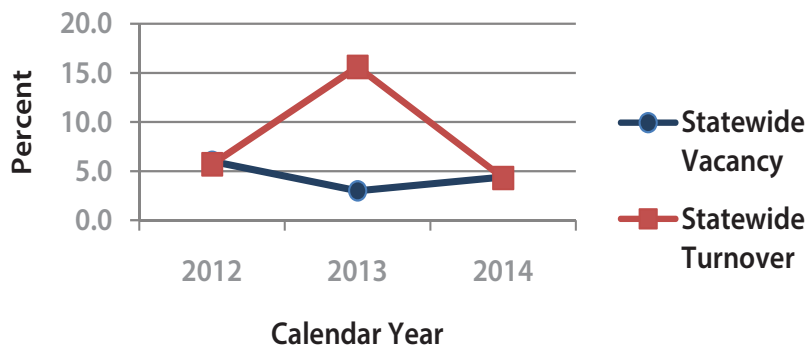
#### VACANCY RATE Statewide 4.4%



#### TURNOVER RATE Statewide 4.3%



### NURSE PRACTITIONER (RN)

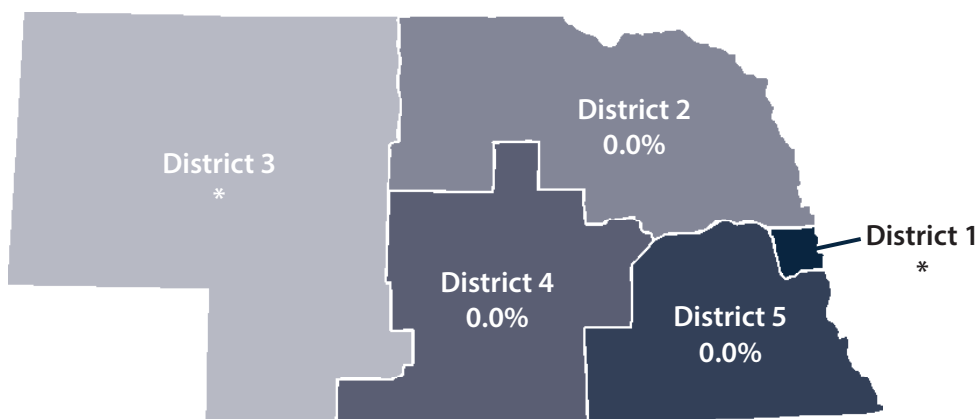


## NURSE PRACTITIONER (RN)

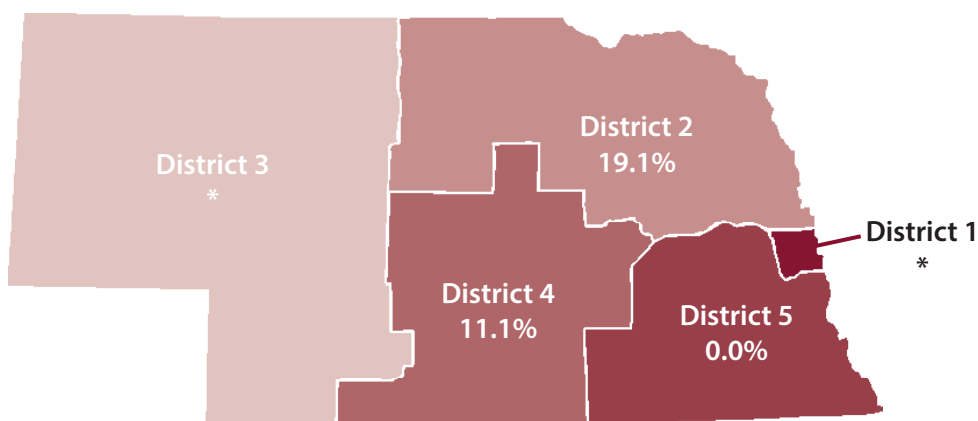
The Bureau of Labor Statistics predicts national employment of RNs will increase by 34 percent from 2012 to 2022. Advanced practice RNs will be in higher demand.

### CRITICAL ACCESS HOSPITALS ONLY

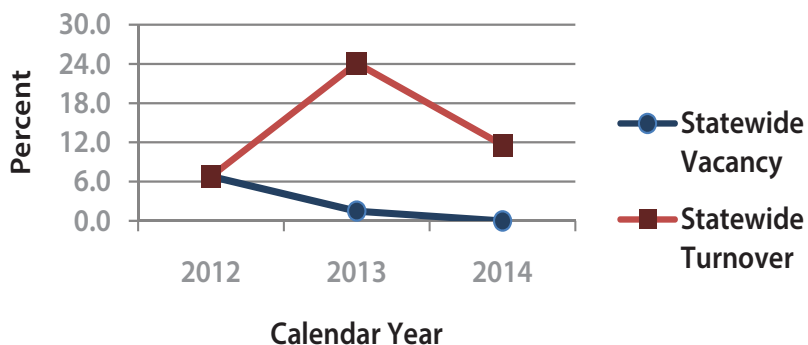
#### VACANCY RATE Statewide 0.0%



#### TURNOVER RATE Statewide 11.6%



### NURSE PRACTITIONER (RN)

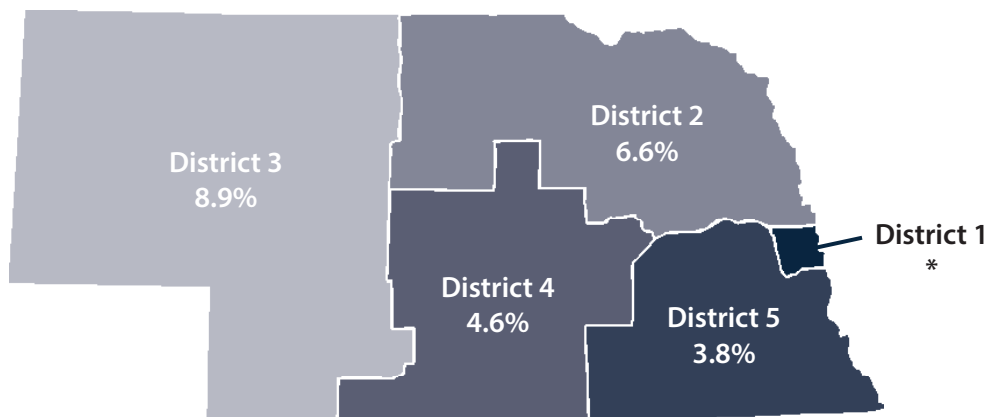


## UNLICENSED ASSISTIVE PERSONNEL (NURSE ASSISTANT & PATIENT CARE TECH)

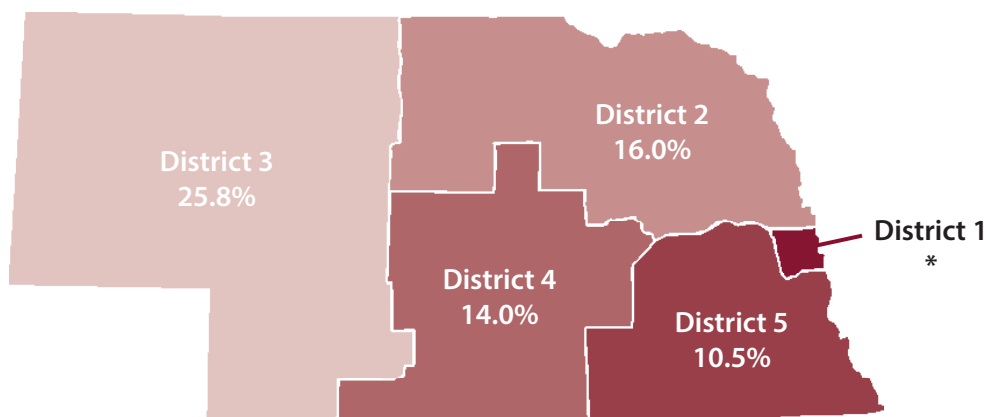
The Bureau of Labor Statistics predicts national employment of CNAs will increase by 21 percent and employment of personal care aides will increase by 49 percent from 2012 to 2022.

### ALL HOSPITALS

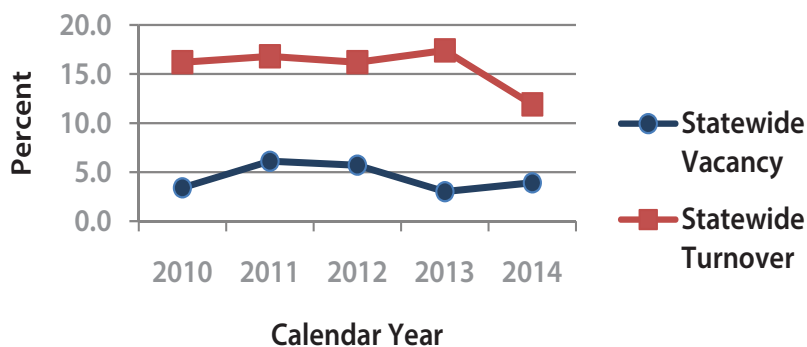
#### VACANCY RATE Statewide 3.9%



#### TURNOVER RATE Statewide 11.9%



### UNLICENSED ASSISTIVE PERSONNEL



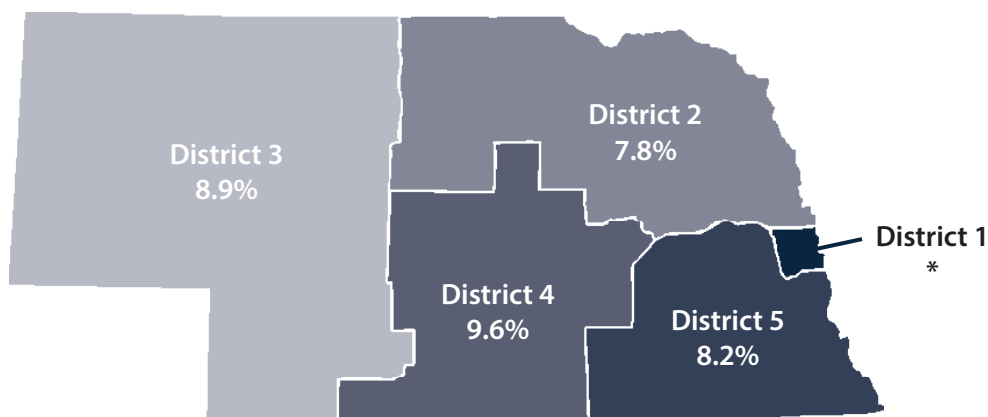


## UNLICENSED ASSISTIVE PERSONNEL (NURSE ASSISTANT & PATIENT CARE TECH)

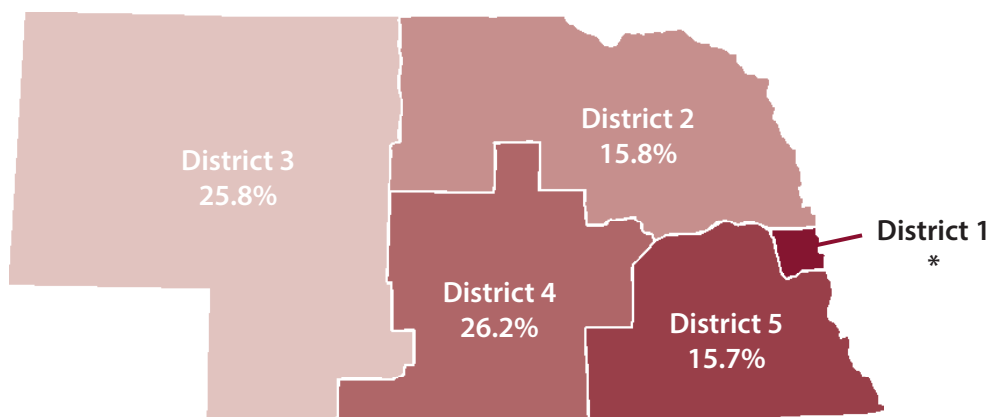
The Bureau of Labor Statistics predicts national employment of CNAs will increase by 21 percent and employment of personal care aides will increase by 49 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

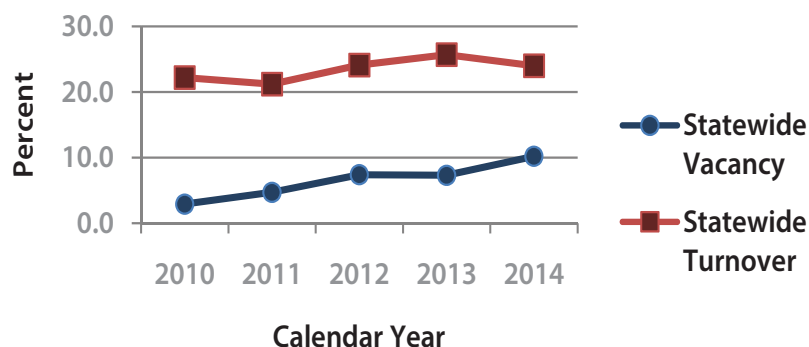
#### VACANCY RATE Statewide 10.2%



#### TURNOVER RATE Statewide 24.0%



### UNLICENSED ASSISTIVE PERSONNEL

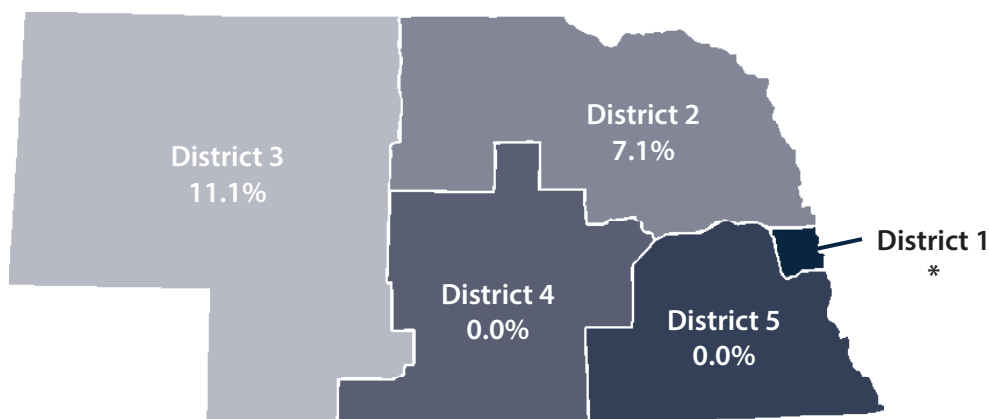


## OCCUPATIONAL THERAPIST

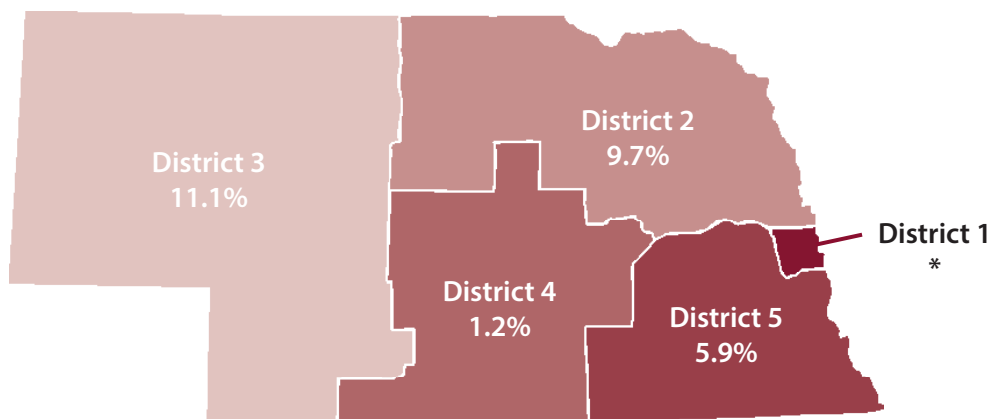
The Bureau of Labor Statistics predicts national employment of OTs will increase by 29 percent from 2012 to 2022.

### ALL HOSPITALS

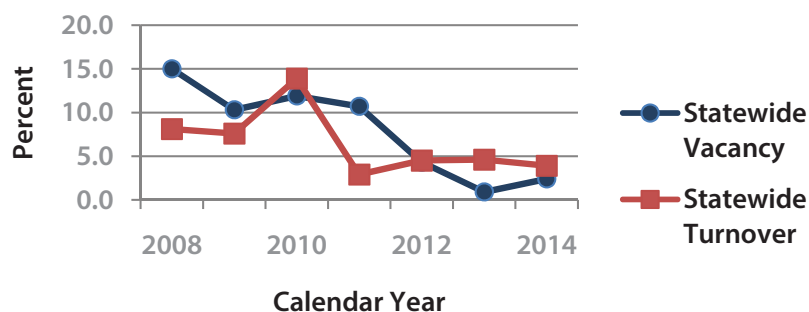
#### VACANCY RATE Statewide 2.4%



#### TURNOVER RATE Statewide 3.9%



### OCCUPATIONAL THERAPIST



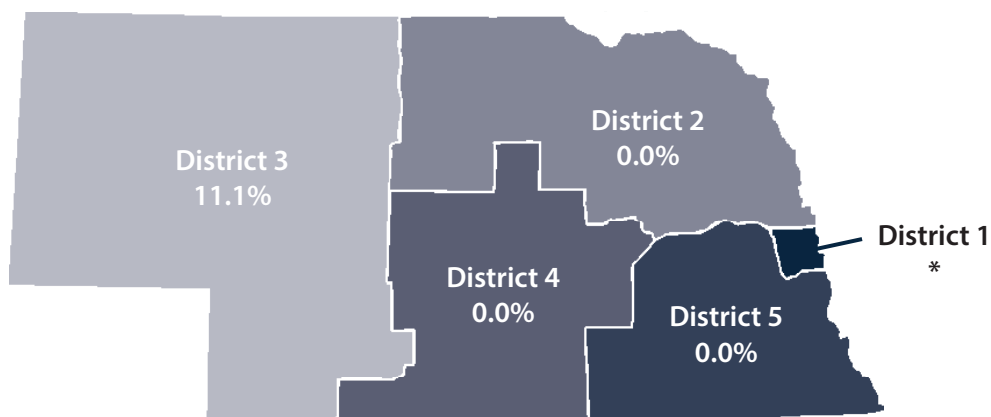
## OCCUPATIONAL THERAPIST

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

### CRITICAL ACCESS HOSPITALS ONLY

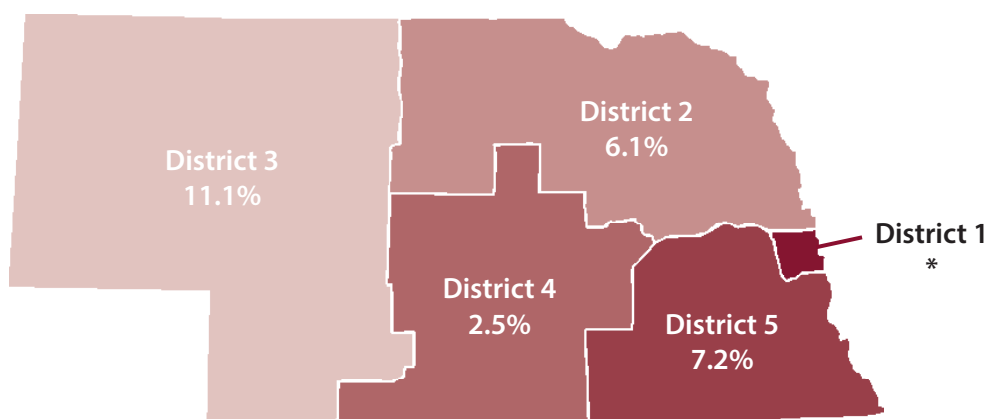
#### VACANCY RATE

Statewide 2.1%

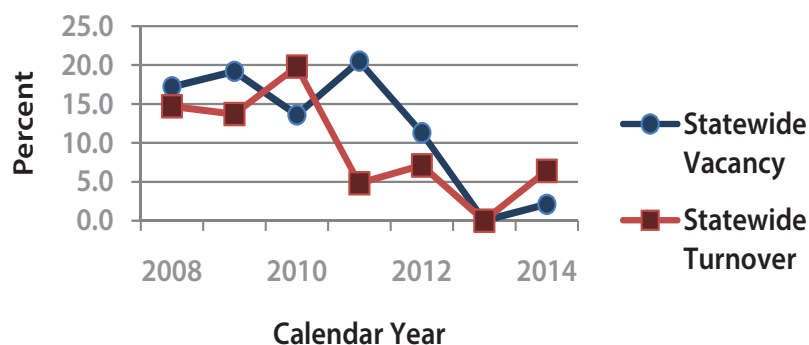


#### TURNOVER RATE

Statewide 6.4%



### OCCUPATIONAL THERAPIST

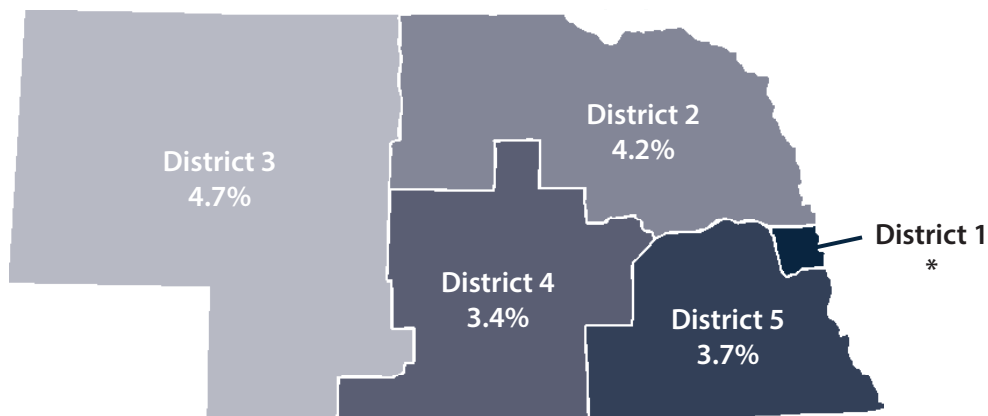


## PHYSICAL THERAPIST

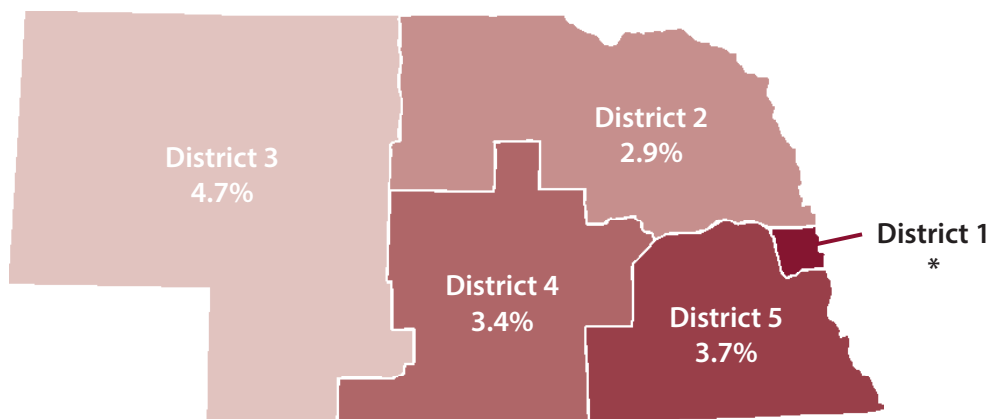
The Bureau of Labor Statistics predicts national employment of PTs will increase by 36 percent from 2012 to 2022.

### ALL HOSPITALS

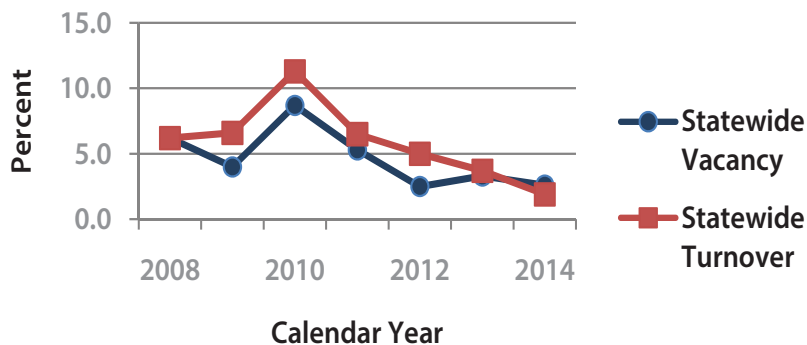
#### VACANCY RATE Statewide 2.6%



#### TURNOVER RATE Statewide 1.9%



### PHYSICAL THERAPIST

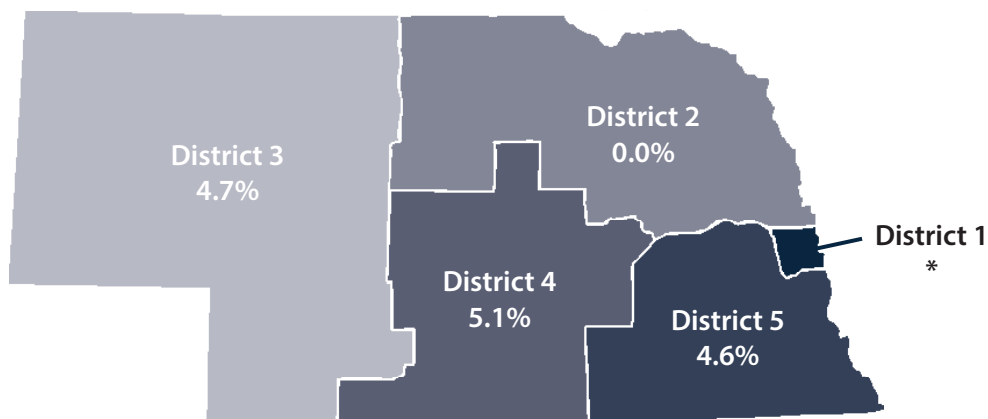


## PHYSICAL THERAPIST

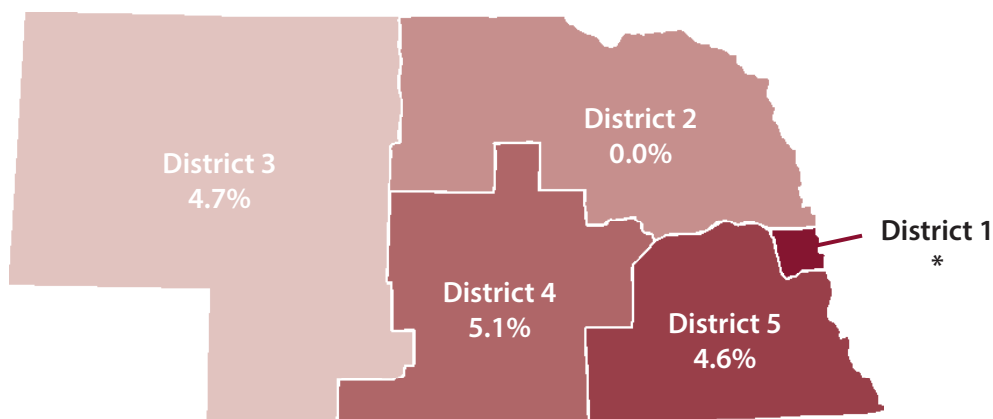
The Bureau of Labor Statistics predicts national employment of PTs will increase by 36 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

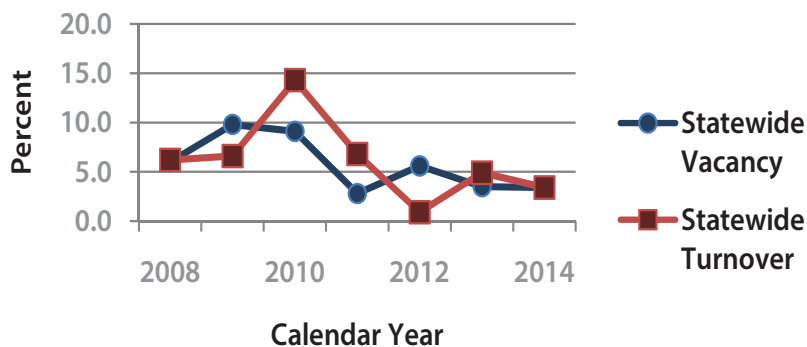
#### VACANCY RATE Statewide 3.4%



#### TURNOVER RATE Statewide 3.4%



### PHYSICAL THERAPIST



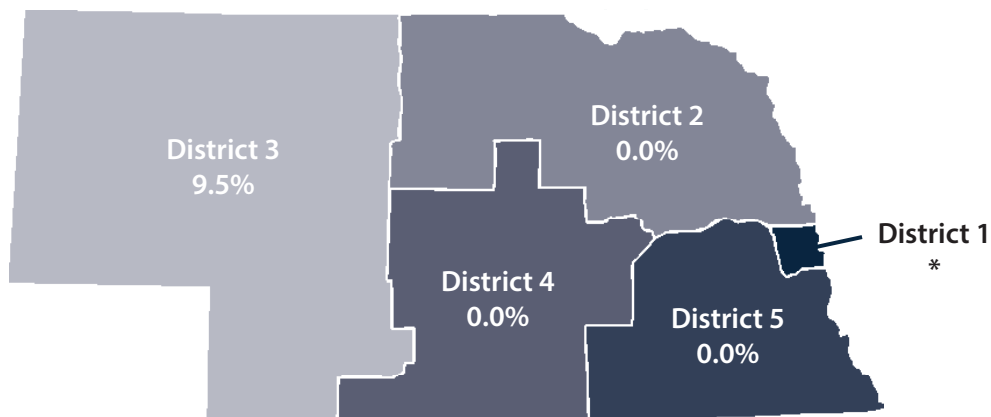
## PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

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

### ALL HOSPITALS

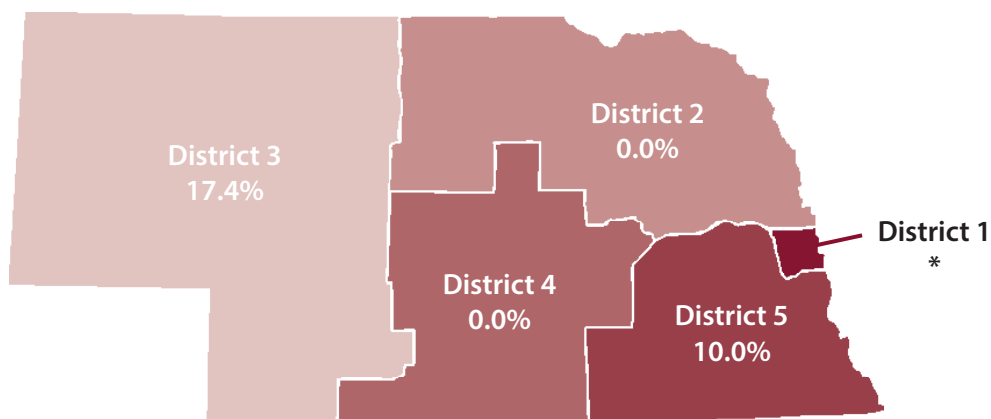
#### VACANCY RATE

Statewide 1.5%

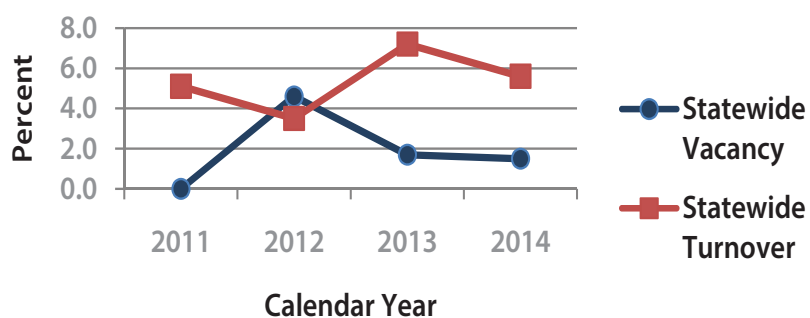


#### TURNOVER RATE

Statewide 5.6%



### PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

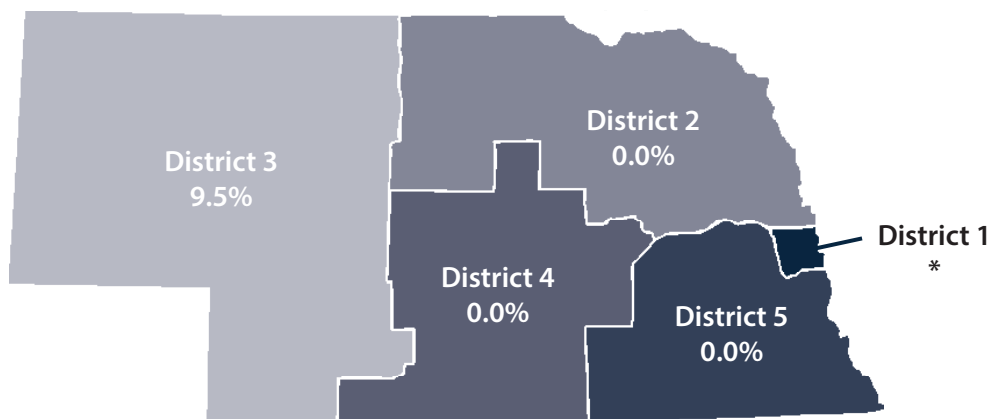


## PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

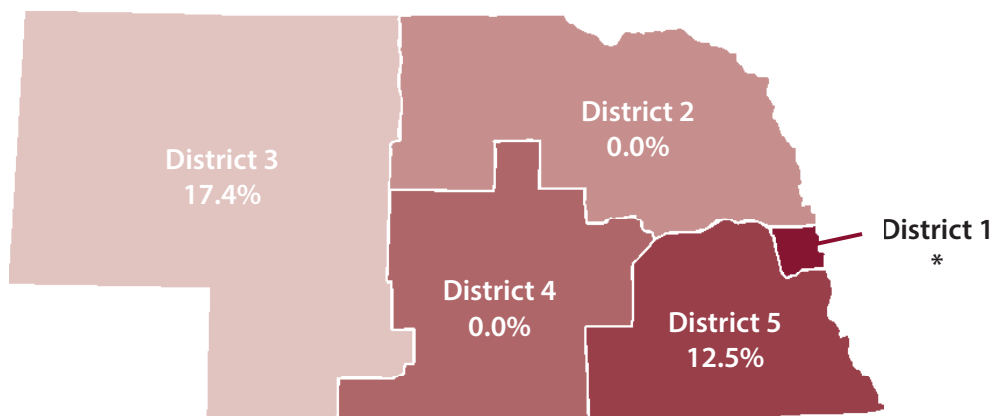
The Bureau of Labor Statistics predicts national employment of PTAs will increase by 41 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

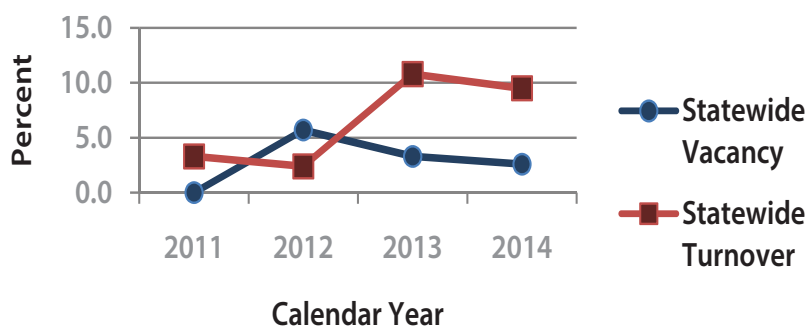
#### VACANCY RATE Statewide 2.6%



#### TURNOVER RATE Statewide 9.5%



### PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

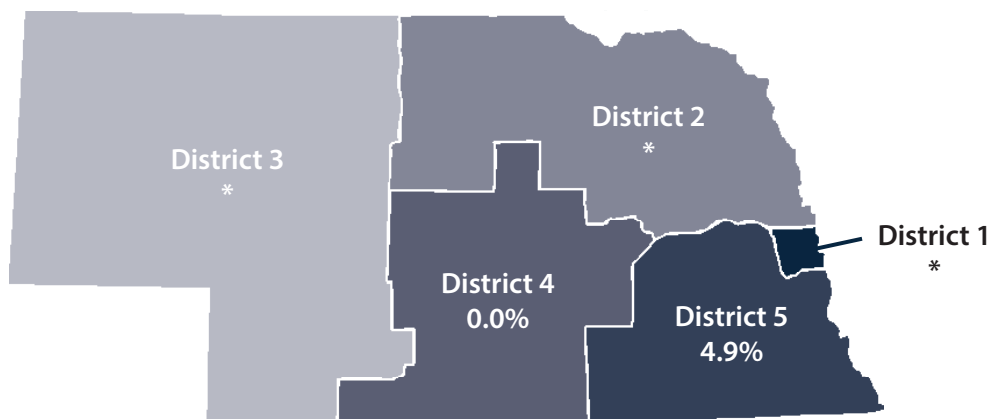


## RESPIRATORY THERAPIST - CERTIFIED

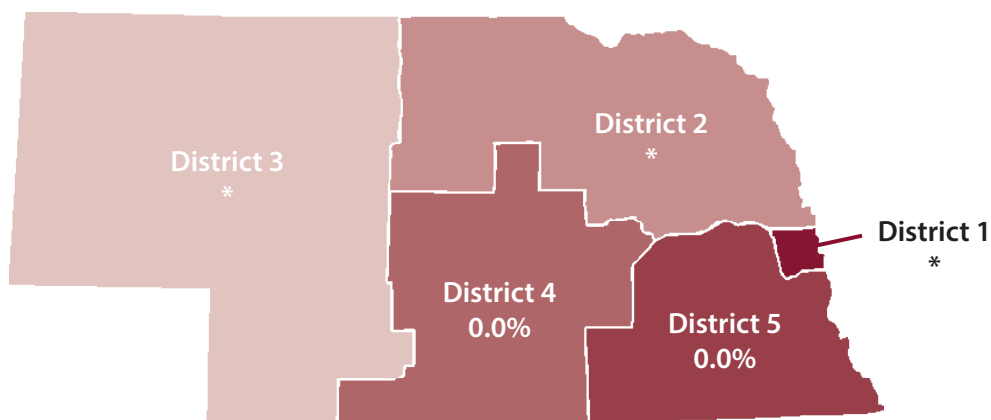
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 19 percent from 2012 to 2022.

### ALL HOSPITALS

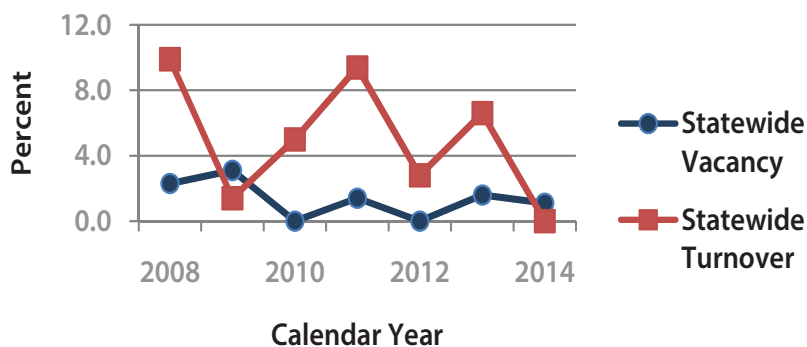
#### VACANCY RATE Statewide 1.1%



#### TURNOVER RATE Statewide 0.0%



### RESPIRATORY THERAPIST - CERTIFIED



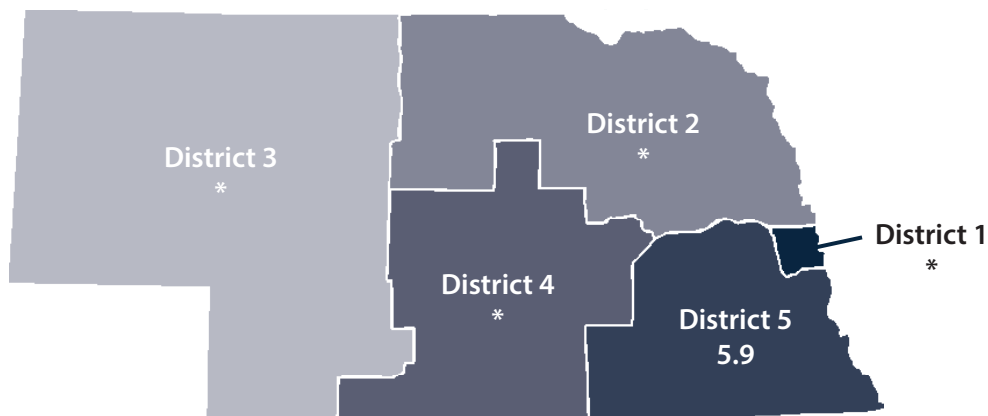


## RESPIRATORY THERAPIST - CERTIFIED

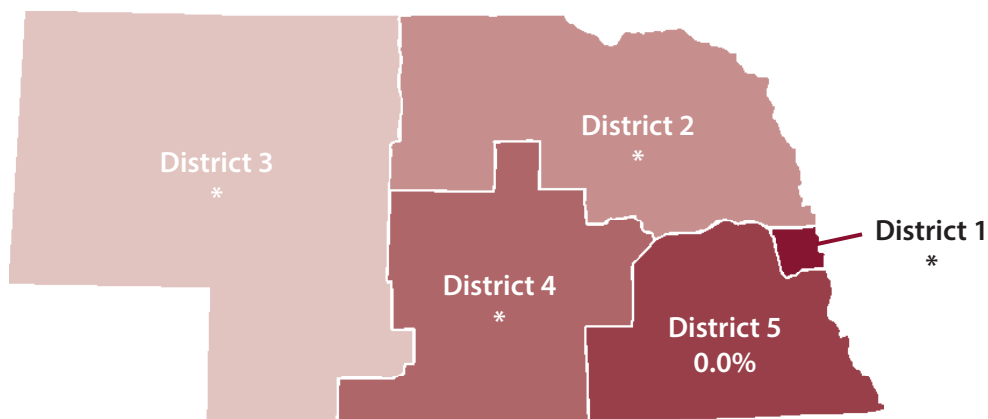
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 19 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

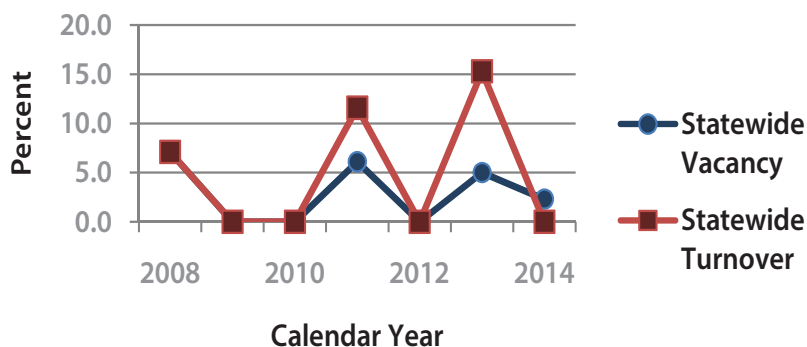
**VACANCY RATE**  
Statewide 2.3%



**TURNOVER RATE**  
Statewide 0.0%



### RESPIRATORY THERAPIST - CERTIFIED

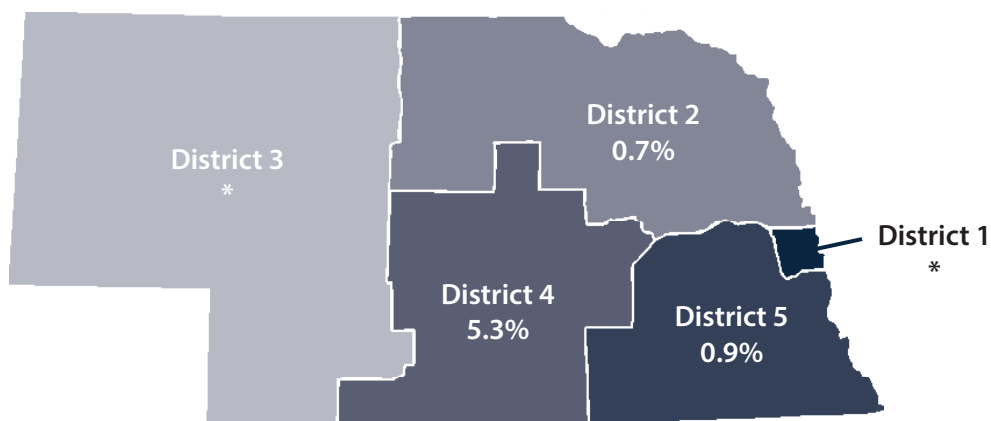


## RESPIRATORY THERAPIST - REGISTERED

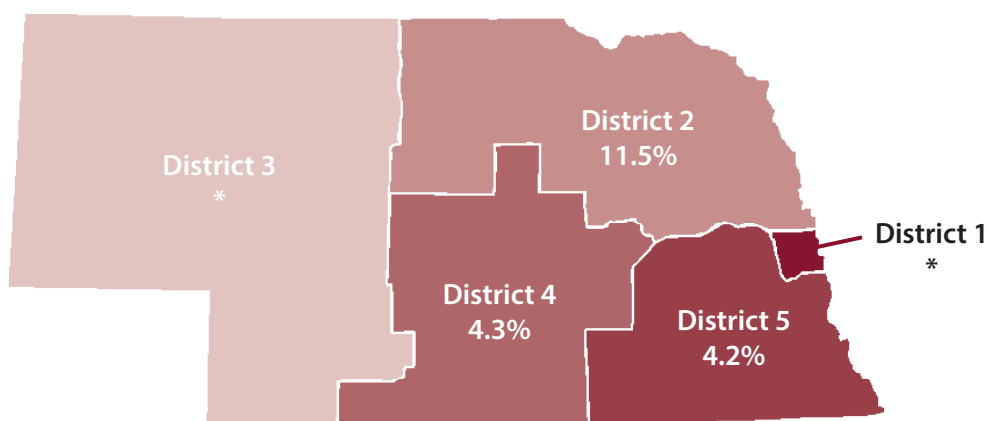
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 19 percent from 2012 to 2022.

### ALL HOSPITALS

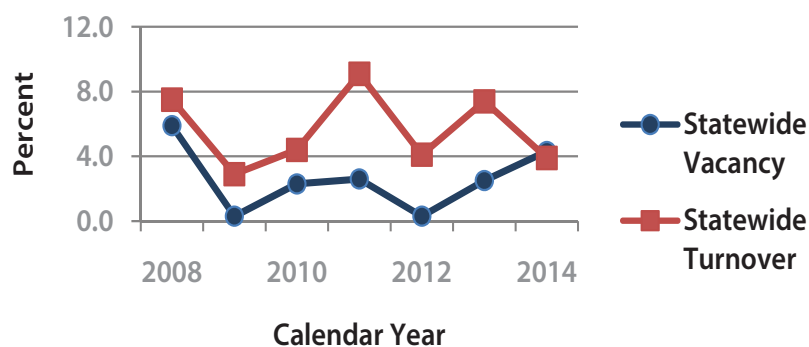
#### VACANCY RATE Statewide 4.3%



#### TURNOVER RATE Statewide 3.9%



### RESPIRATORY THERAPIST - REGISTERED

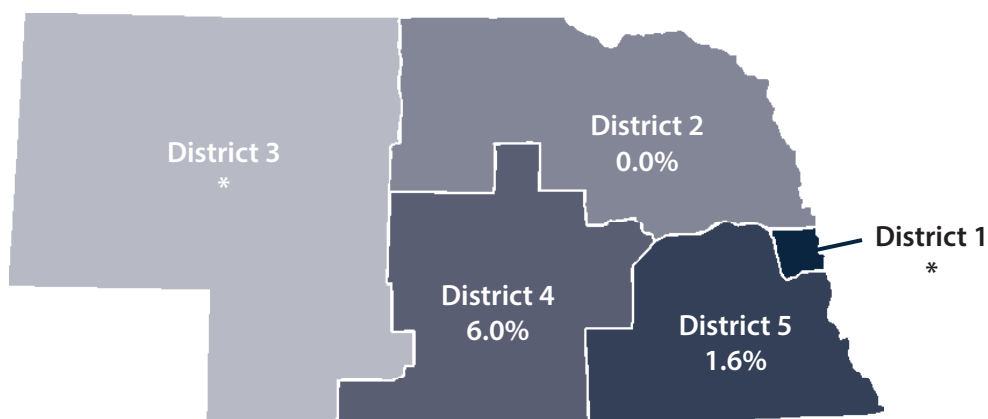


## RESPIRATORY THERAPIST - REGISTERED

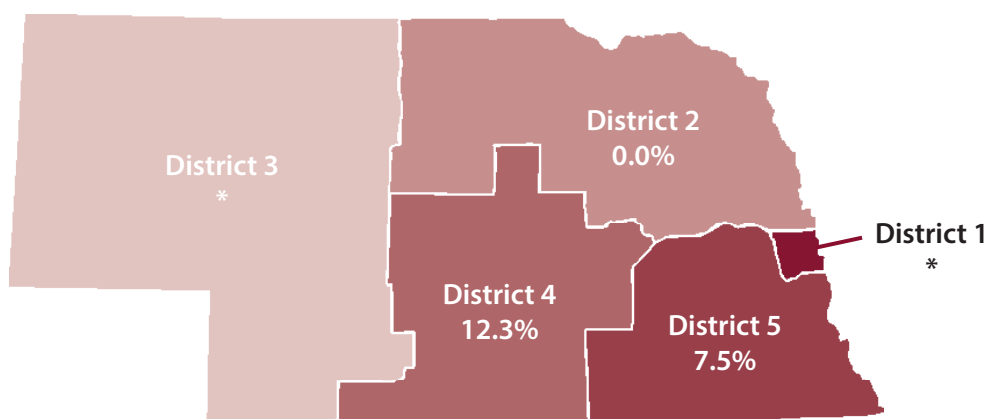
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 19 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

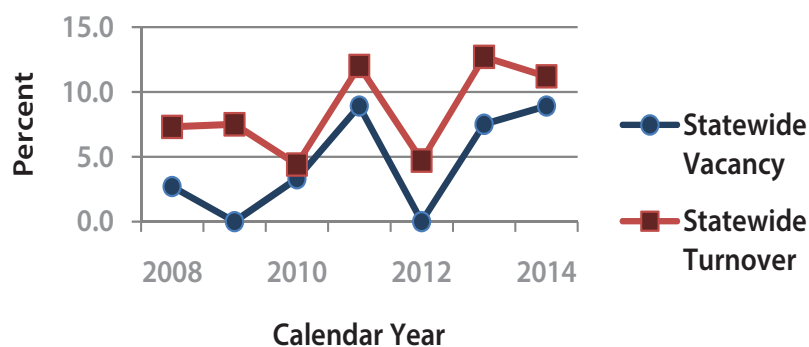
#### VACANCY RATE Statewide 8.9%



#### TURNOVER RATE Statewide 11.2%



### RESPIRATORY THERAPIST - REGISTERED

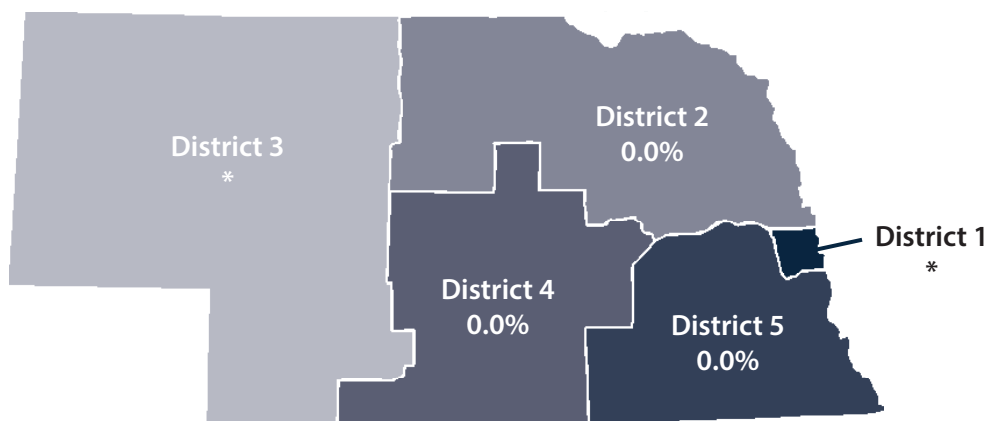


## PHARMACIST - STAFF

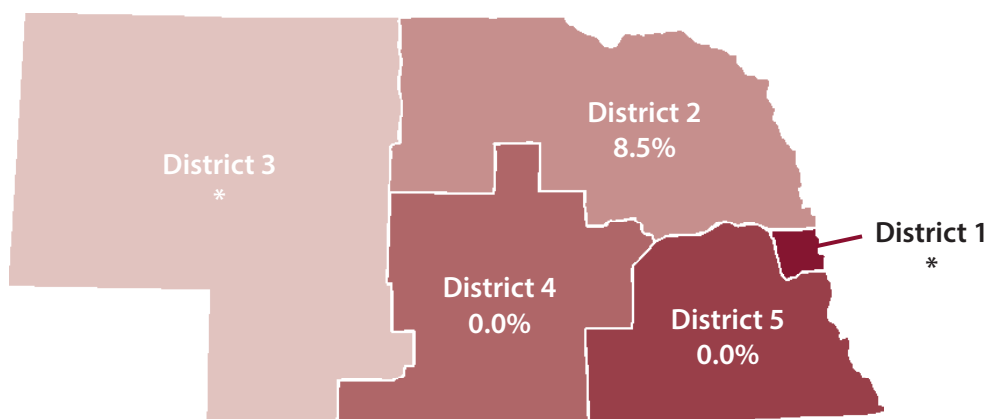
The Bureau of Labor Statistics predicts national employment of pharmacists will increase by 14 percent from 2012 to 2022.

### ALL HOSPITALS

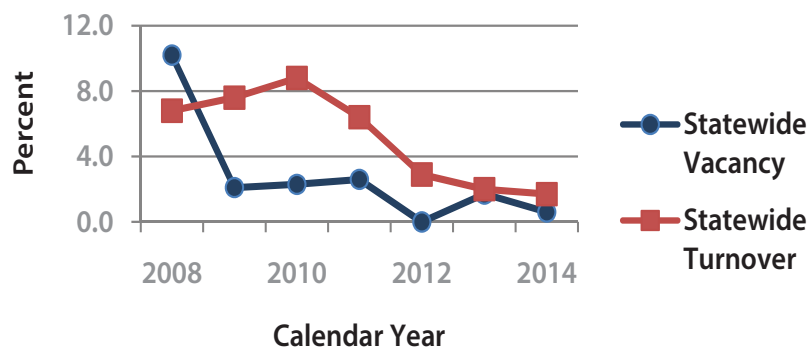
#### VACANCY RATE Statewide 0.6%



#### TURNOVER RATE Statewide 1.7%



### PHARMACIST - STAFF



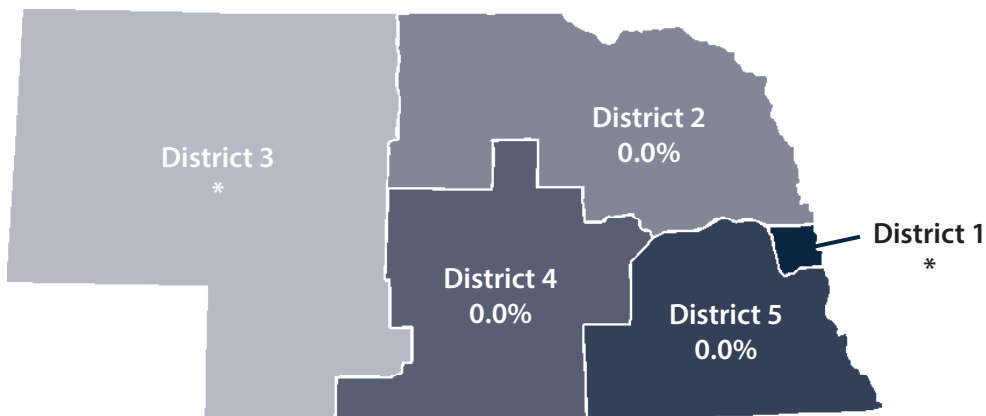
## PHARMACIST - STAFF

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

### CRITICAL ACCESS HOSPITALS ONLY

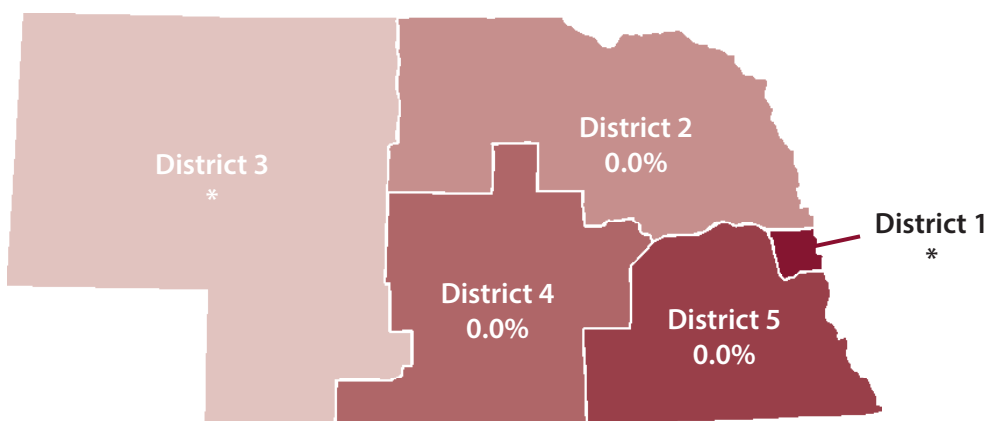
#### VACANCY RATE

Statewide 2.7%

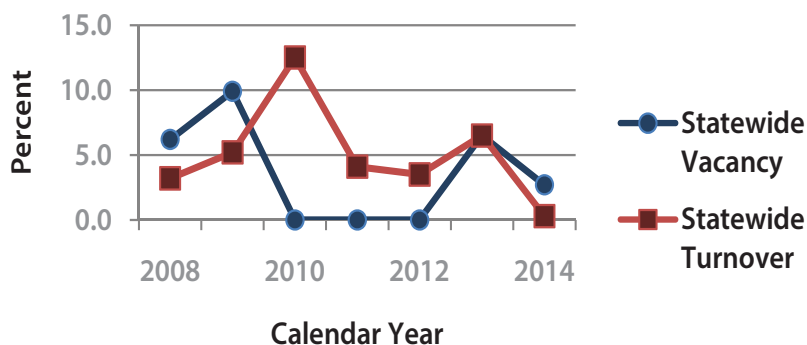


#### TURNOVER RATE

Statewide 0.3%



### PHARMACIST - STAFF

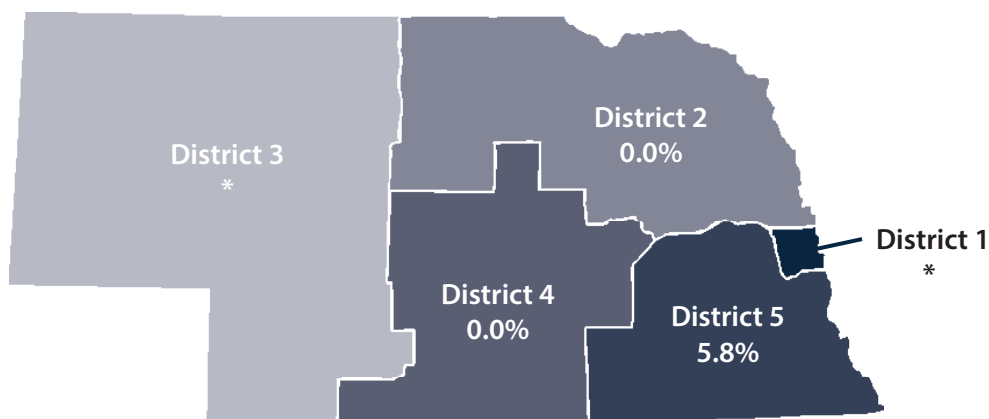


## PHARMACY TECHNICIAN - CERTIFIED

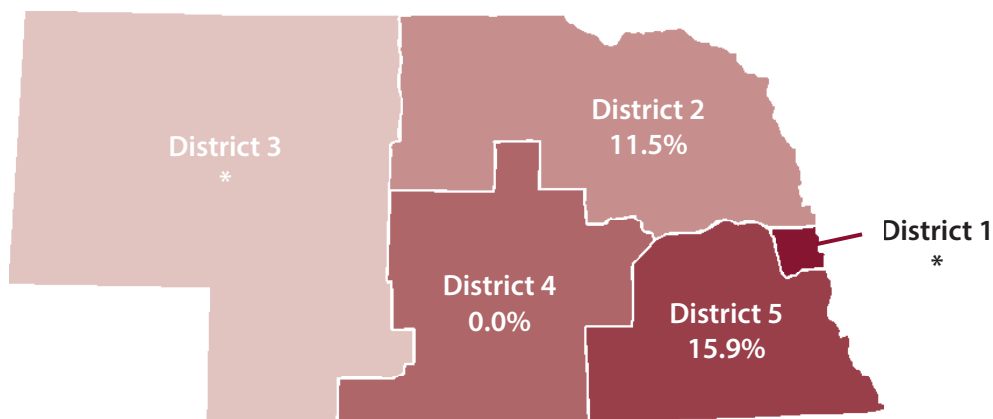
The Bureau of Labor Statistics predicts national employment of pharmacy techs will increase by 20 percent from 2012 to 2022.

### ALL HOSPITALS

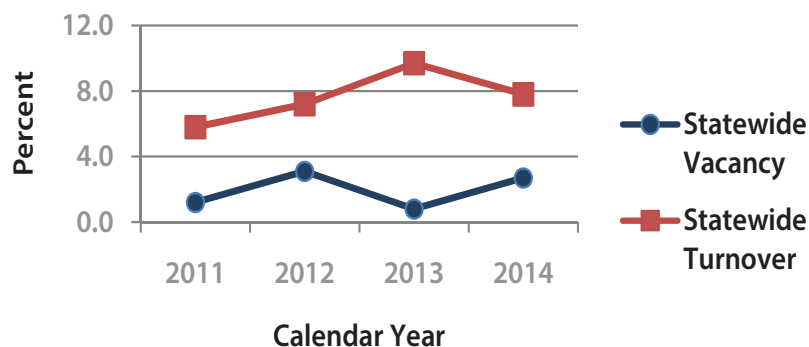
**VACANCY RATE**  
Statewide 2.7%



**TURNOVER RATE**  
Statewide 7.8%



### PHARMACY TECHNICIAN - CERTIFIED

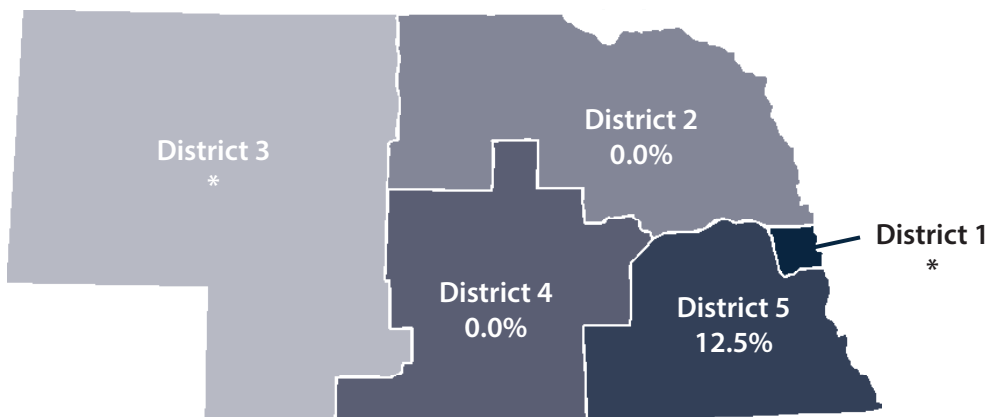


## PHARMACY TECHNICIAN - CERTIFIED

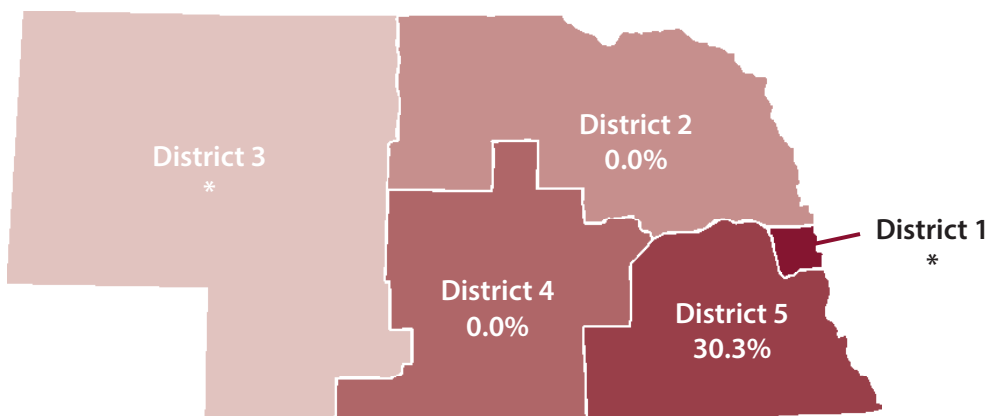
The Bureau of Labor Statistics predicts national employment of pharmacy techs will increase by 20 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

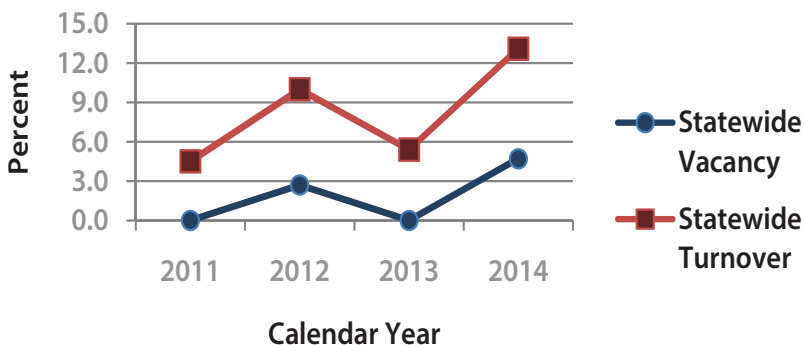
#### VACANCY RATE Statewide 4.7%



#### TURNOVER RATE Statewide 13.1%



### PHARMACY TECHNICIAN - CERTIFIED

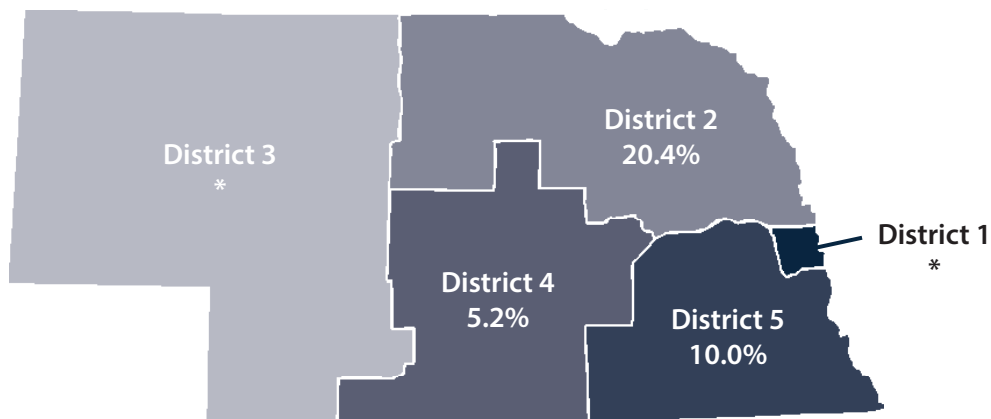


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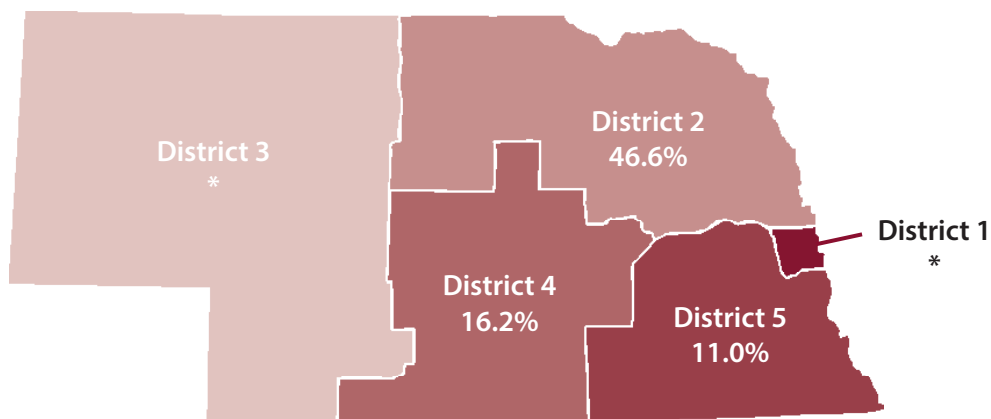
The Bureau of Labor Statistics predicts national employment of surgical techs will increase by 30 percent from 2012 to 2022.

### ALL HOSPITALS

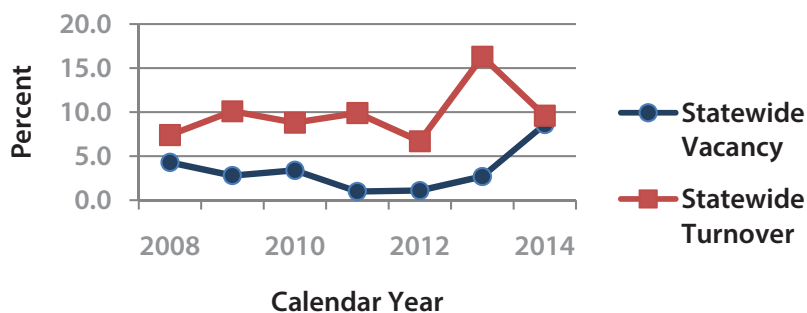
#### VACANCY RATE Statewide 8.6%



#### TURNOVER RATE Statewide 9.6%



### SURGICAL TECHNICIAN - NON-CERTIFIED



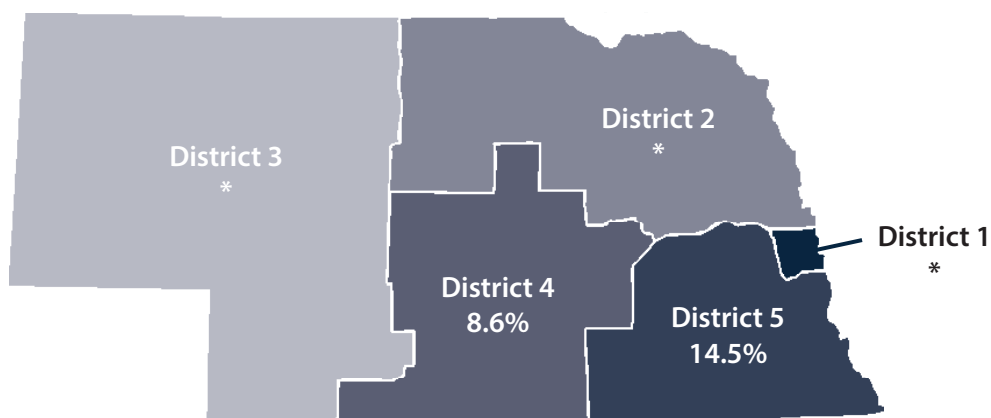


## SURGICAL TECHNICIAN - NON-CERTIFIED

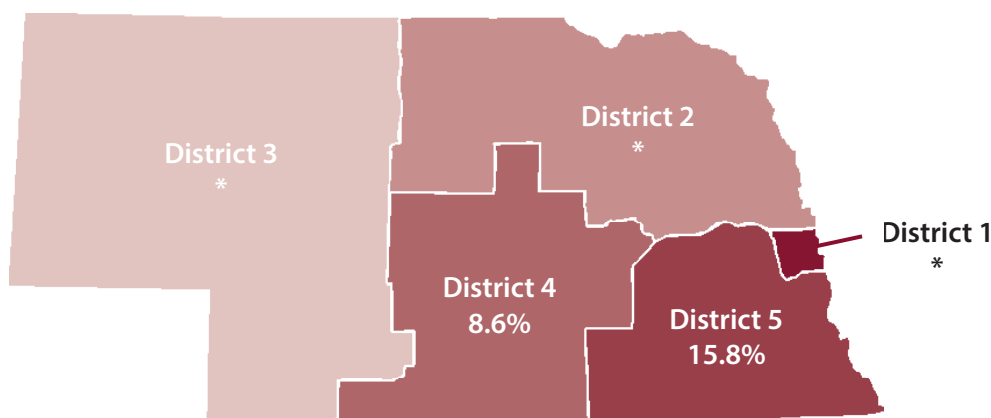
The Bureau of Labor Statistics predicts national employment of surgical techs will increase by 30 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

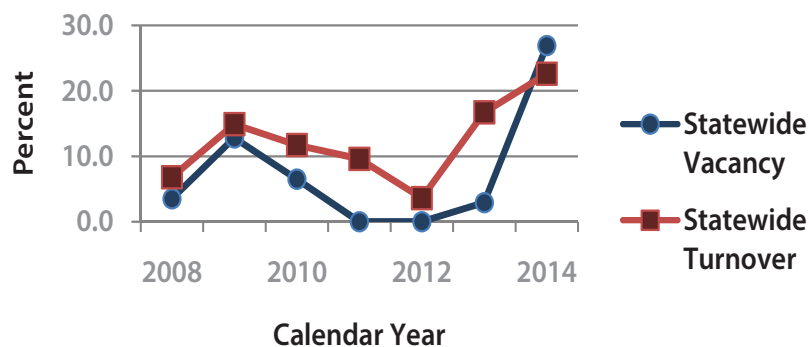
**VACANCY RATE**  
Statewide 26.9%



**TURNOVER RATE**  
Statewide 22.6%



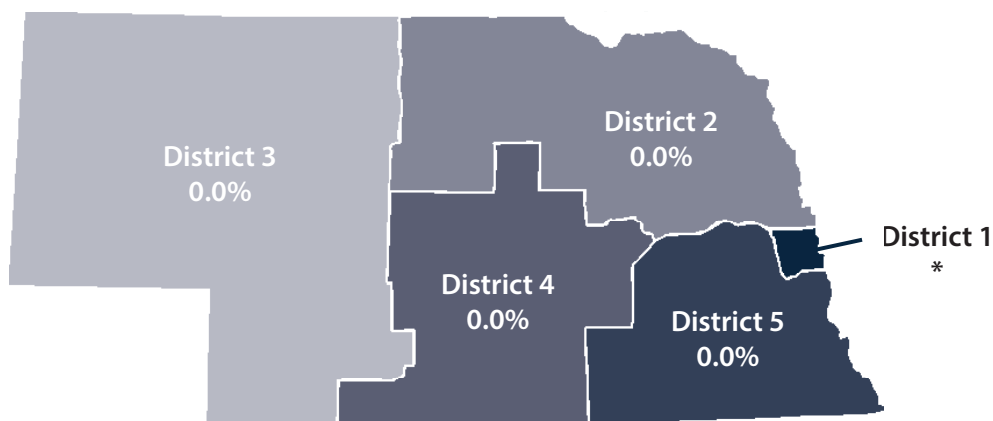
### SURGICAL TECHNICIAN - NON-CERTIFIED



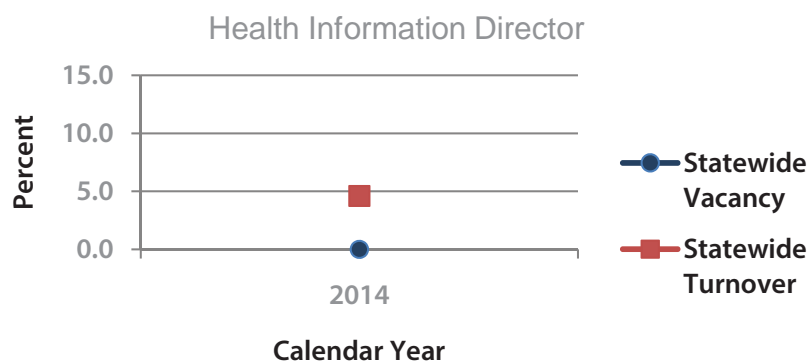
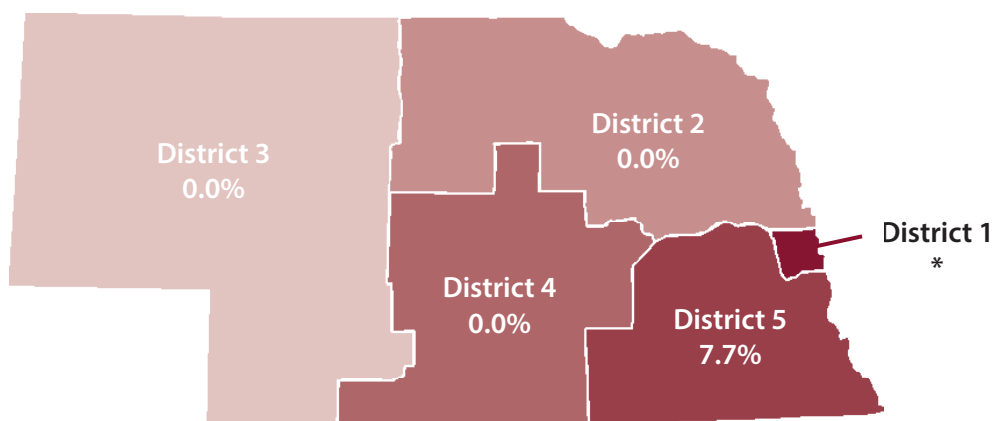
## HEALTH INFORMATION DIRECTOR

### ALL HOSPITALS

#### VACANCY RATE Statewide 0.0%



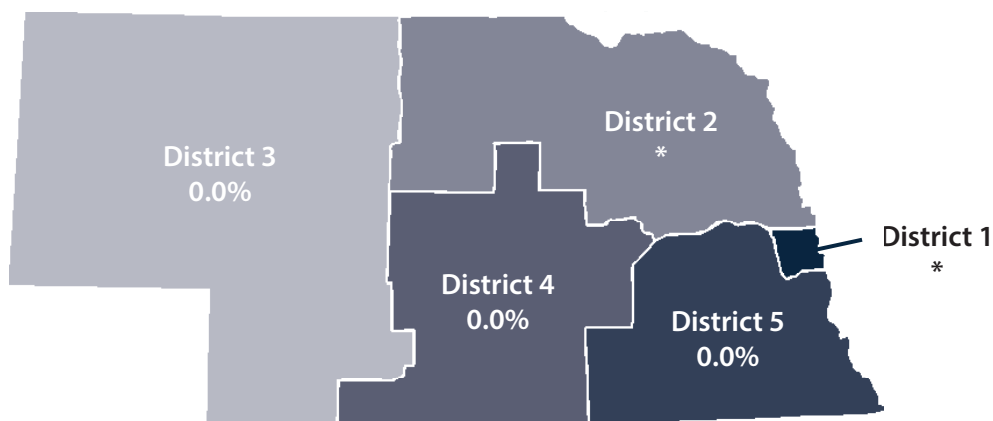
#### TURNOVER RATE Statewide 4.6%



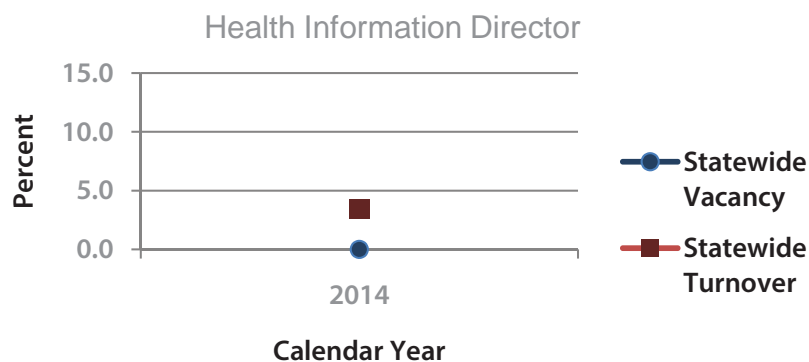
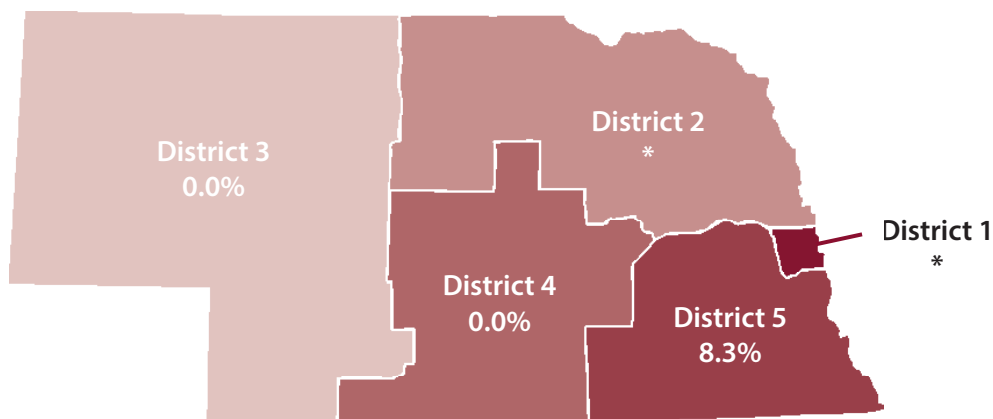
## HEALTH INFORMATION DIRECTOR

### CRITICAL ACCESS HOSPITALS ONLY

#### VACANCY RATE Statewide 0.0%



#### TURNOVER RATE Statewide 3.4%

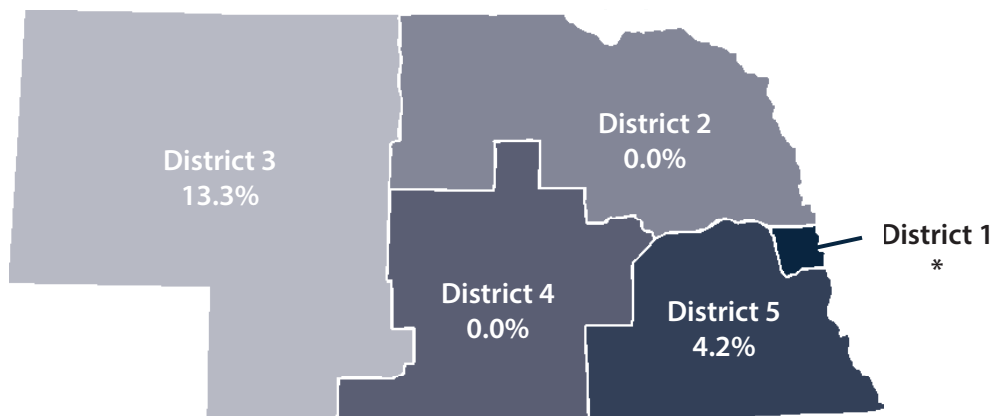


## MEDICAL RECORDS CODER

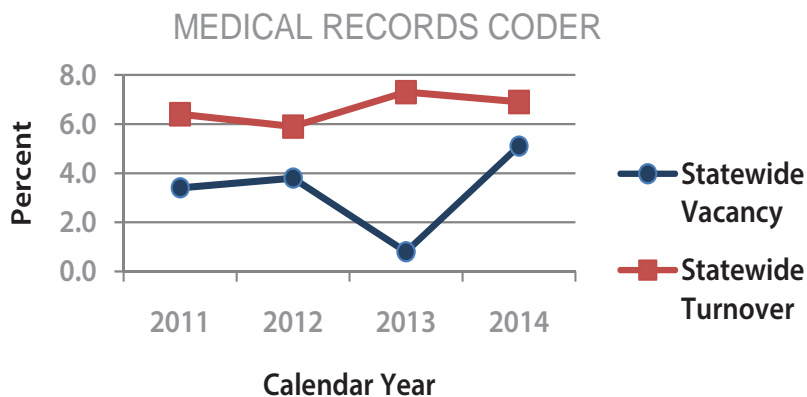
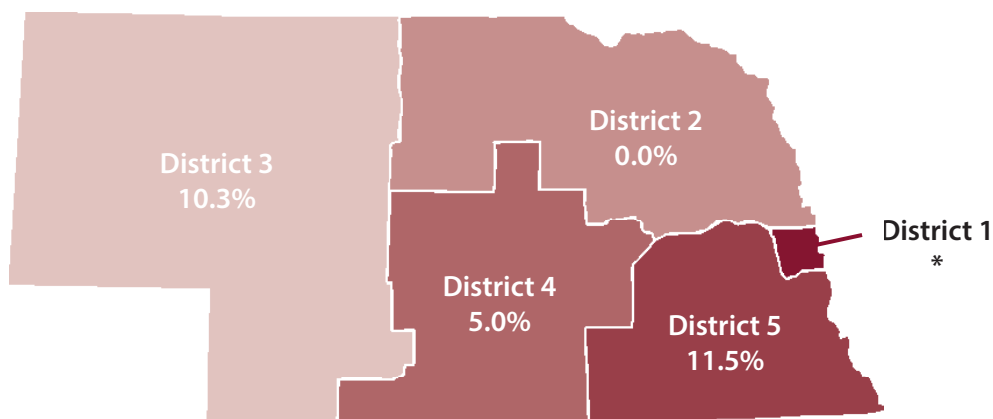
The Bureau of Labor Statistics predicts national employment of coders will increase by 22 percent from 2012 to 2022.

### ALL HOSPITALS

#### VACANCY RATE Statewide 5.1%



#### TURNOVER RATE Statewide 6.9%

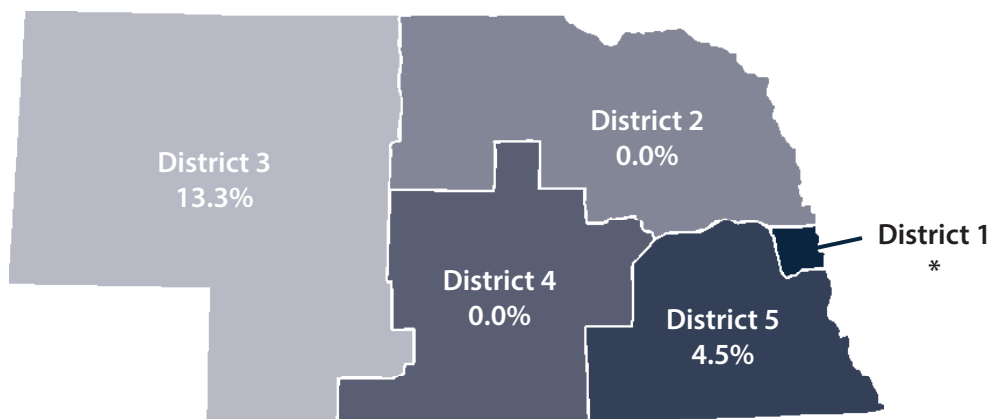


## MEDICAL RECORDS CODER

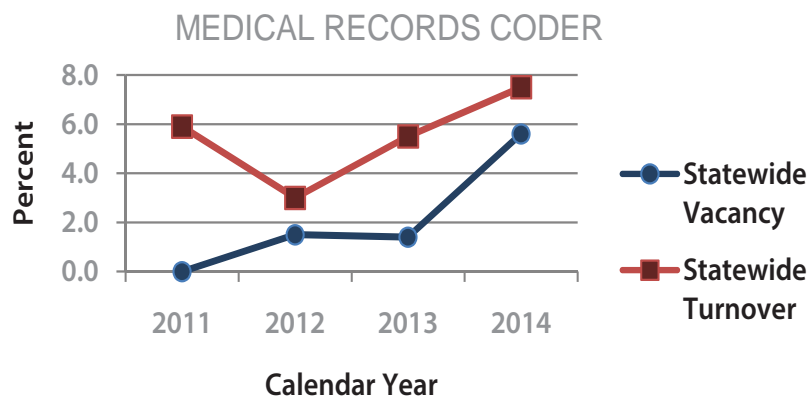
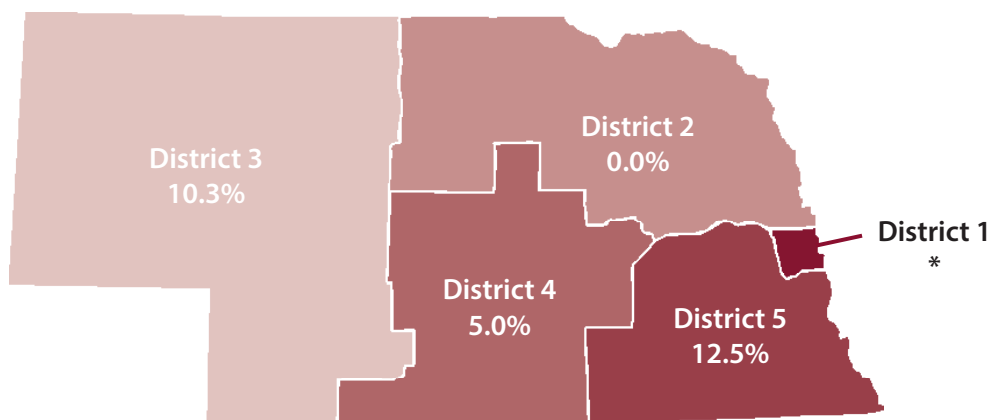
The Bureau of Labor Statistics predicts national employment of coders will increase by 22 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

#### VACANCY RATE Statewide 5.6%



#### TURNOVER RATE Statewide 7.5%



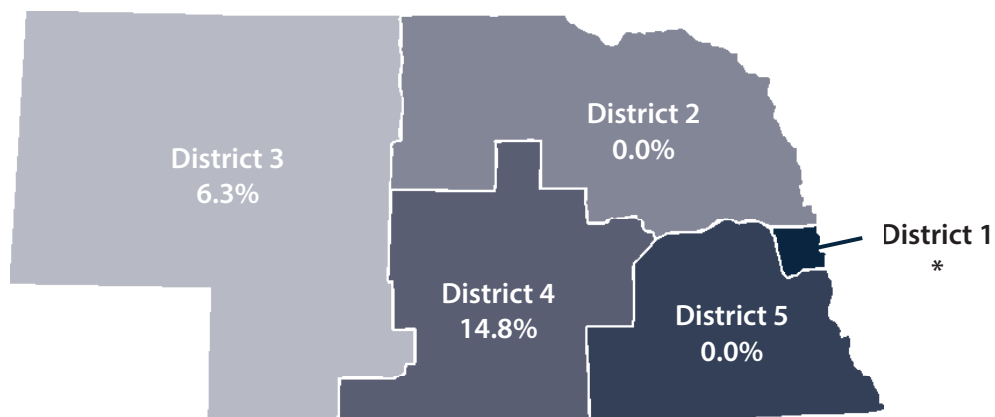
## PHYSICIAN ASSISTANT

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

### ALL HOSPITALS

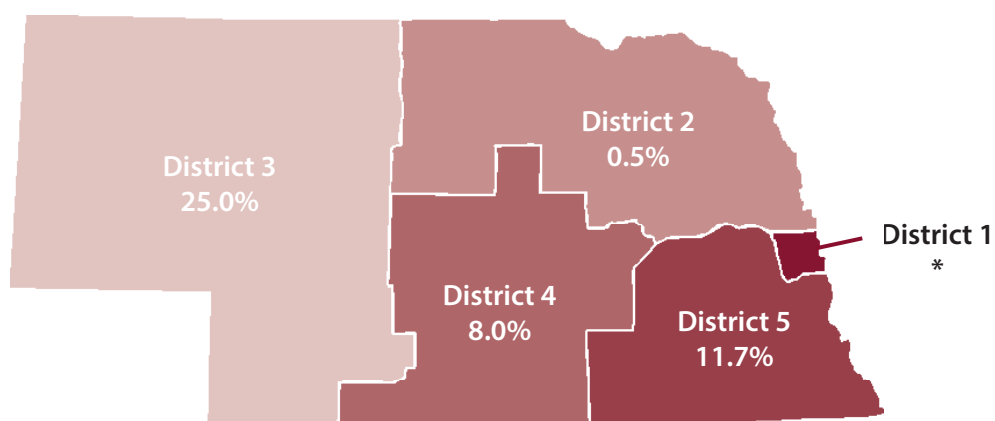
#### VACANCY RATE

Statewide 5.0%

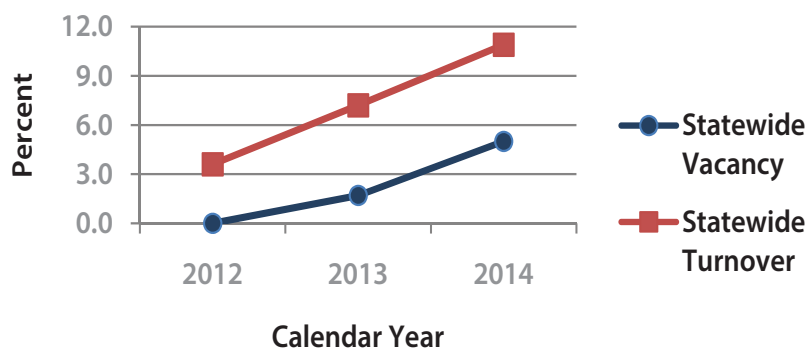


#### TURNOVER RATE

Statewide 10.9%



### PHYSICIAN ASSISTANT

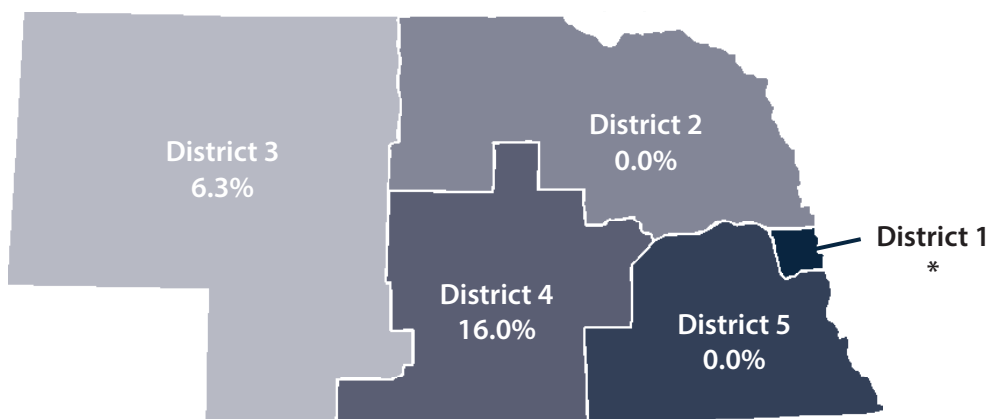


## PHYSICIAN ASSISTANT

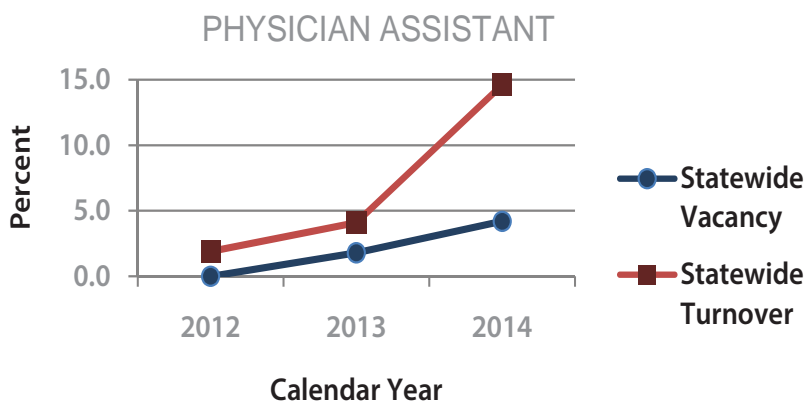
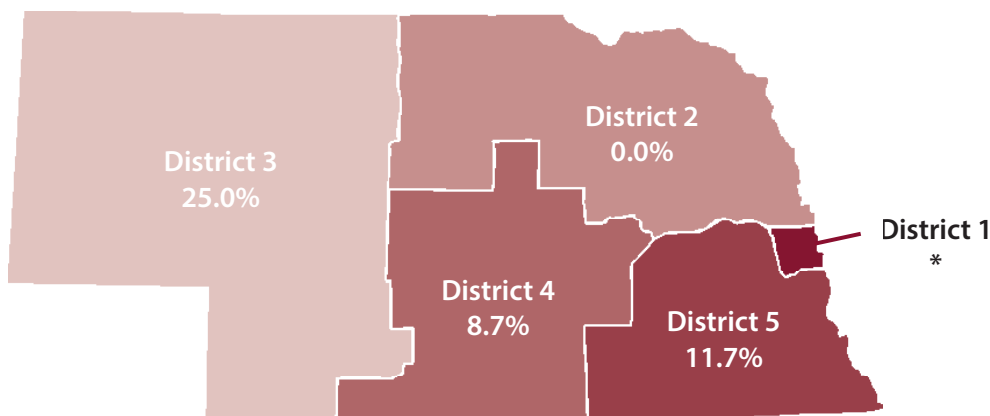
The Bureau of Labor Statistics predicts national employment of physician assistants will increase by 38 percent from 2012 to 2022.

### CRITICAL ACCESS HOSPITALS ONLY

**VACANCY RATE**  
Statewide 4.2%



**TURNOVER RATE**  
Statewide 14.6%

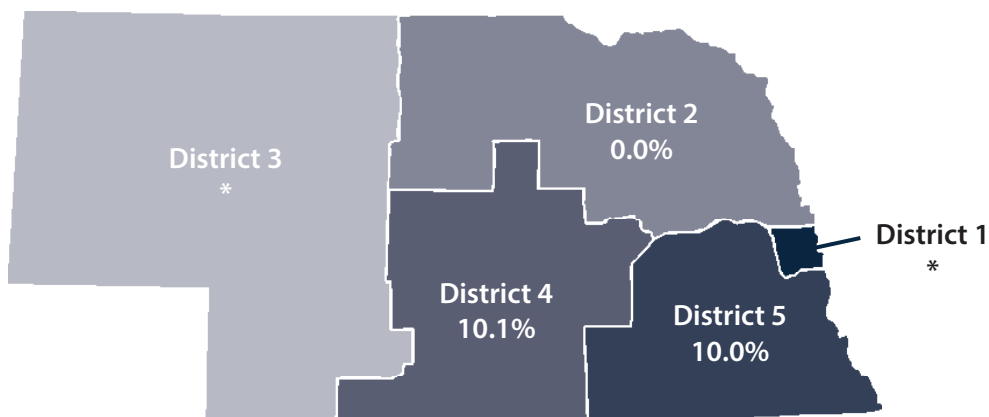


## CLINICAL INFORMATICS SPECIALIST

### ALL HOSPITALS

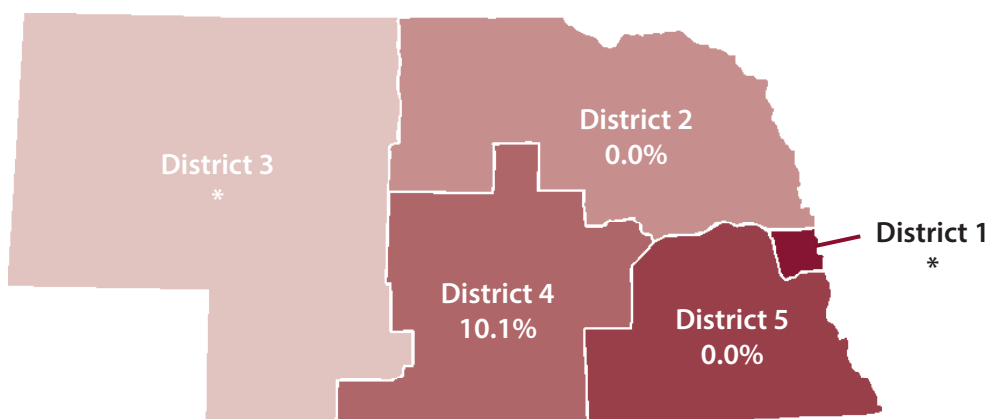
#### VACANCY RATE

Statewide 5.9%

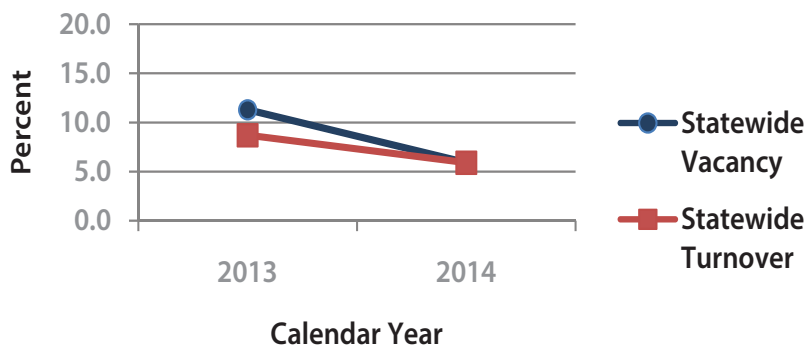


#### TURNOVER RATE

Statewide 5.9%



### CLINICAL INFORMATICS SPECIALIST

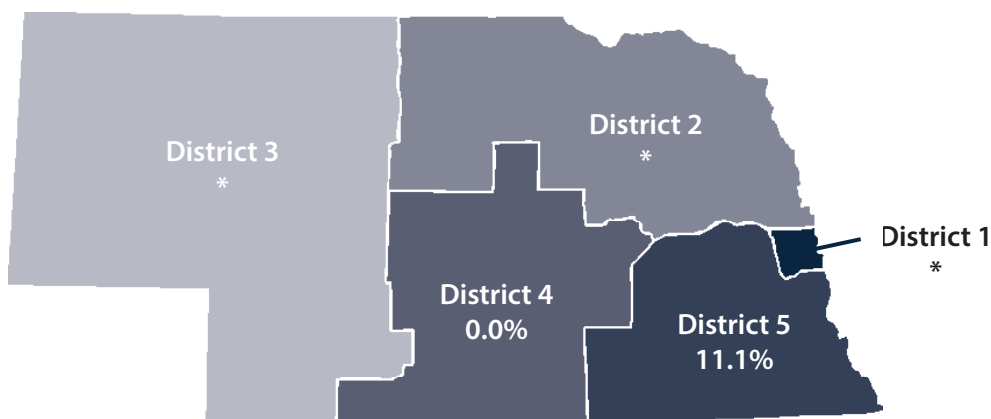




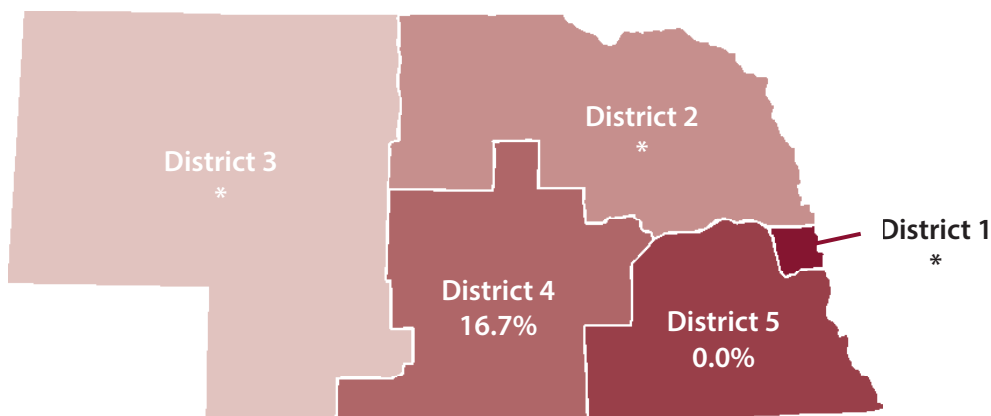
## CLINICAL INFORMATICS SPECIALIST

### CRITICAL ACCESS HOSPITALS ONLY

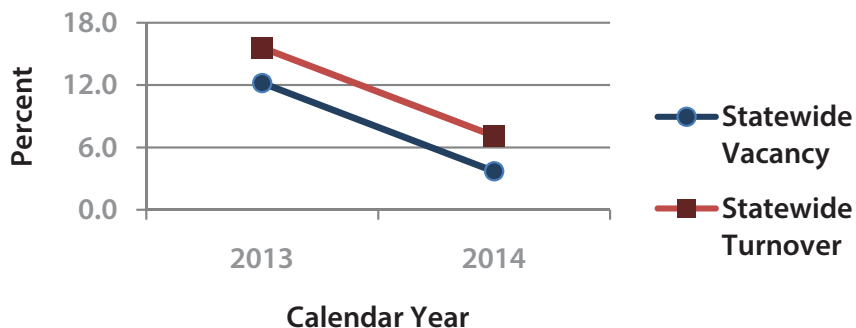
**VACANCY RATE**  
Statewide 3.7%



**TURNOVER RATE**  
Statewide 7.1%

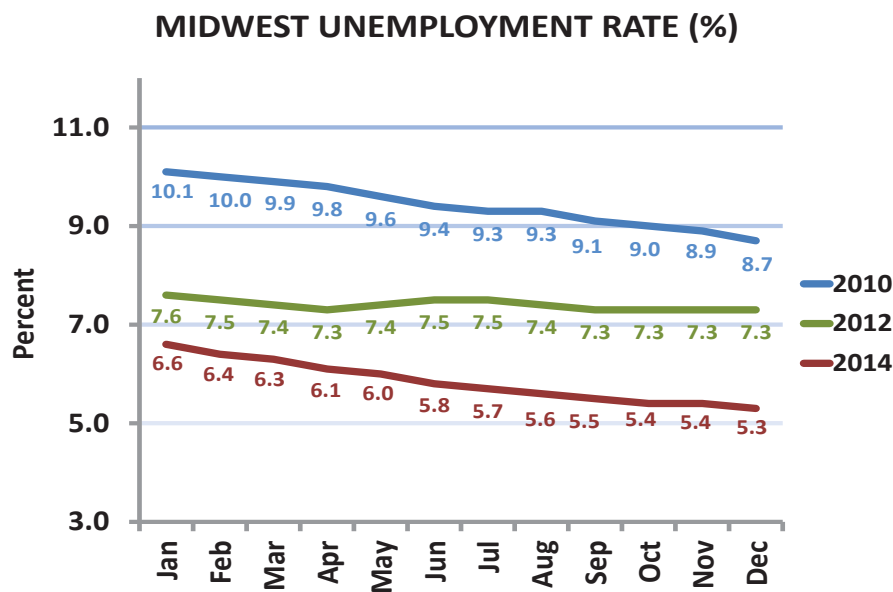
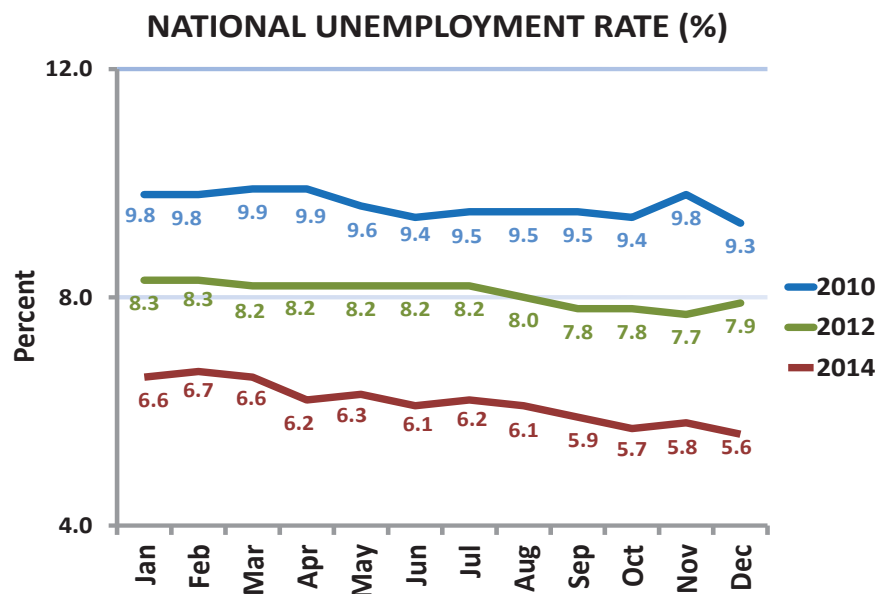


### CLINICAL INFORMATICS SPECIALIST



## FORECASTS

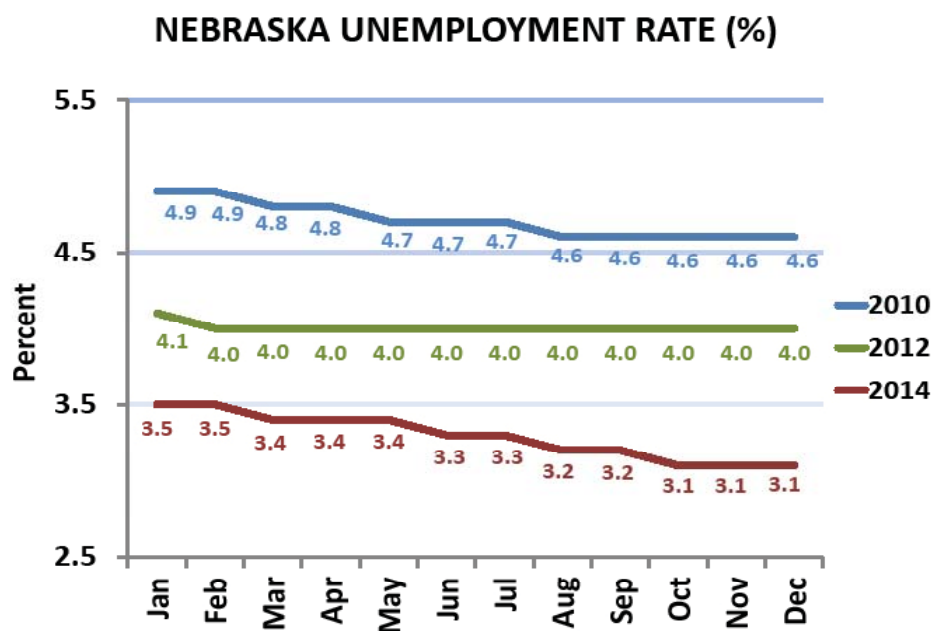
The national unemployment rate has slowly dwindled over the past couple of years and continued to drop throughout 2014. It ended the year at 5.6 percent. This is remarkably close to the end of year unemployment rate for the Midwest region which declined ever so slightly throughout the year, varying between 6.6 and 5.3 percent, before dropping to 5.3 percent in December 2014.



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 2014 around 3.5 percent, before continuing its decline in June. The Nebraska unemployment rate was reported at 2.6 percent as of June 2015, which dropped the state to the lowest unemployment across the United States.



### UNEMPLOYMENT COMPARISONS

| GEOGRAPHIC AREA        | % UNEMPLOYMENT |      |      | 2 YEAR VARIANCE | 3 YEAR VARIANCE |
|------------------------|----------------|------|------|-----------------|-----------------|
|                        | 2012           | 2013 | 2014 |                 |                 |
| United States          | 7.8%           | 7.4% | 6.2% | -1.2%           | -1.6%           |
| Nebraska               | 3.8%           | 3.7% | 3.3% | -0.4%           | -0.5%           |
| Lincoln                | 4.1%           | 4.1% | 3.5% | -0.6%           | -0.6%           |
| Omaha-Council Bluffs   | 3.5%           | 3.7% | 3.3% | -0.4%           | -0.2%           |
| Northern Nebraska Area | 3.3%           | 3.4% | 3.0% | -0.4%           | -0.3%           |
| Southern Nebraska Area | 3.0%           | 3.1% | 3.0% | -0.1%           | 0.0%            |
| Western Nebraska Area  | 3.5%           | 3.6% | 3.3% | -0.3%           | -0.2%           |

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

### Staffing Agency Dollars

In 2014, 42 percent of Nebraska healthcare organizations reported using temporary staffing agencies to fill their vacancy gaps, which is down from 52 percent in 2013, yet up from 16 percent in 2012. Two-thirds of these were critical access hospitals. Overall, healthcare organizations spent more than \$36 million staffing temporary employees, which is more than triple from \$10 million of what was spent in 2013. The average spent per hospital more than doubled from over \$500,000 in 2013 to more than \$1.3 million in 2014. In addition, the average spent by critical access hospitals increased from approximately \$182,000 to \$192,148.

## 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, 2012-2022

| Nebraska                                      | Estimated Employment in 2012 | Projected Employment in 2022 | Projected Number of New Jobs | Percent Change |
|---|------------------------------|------------------------------|------------------------------|----------------|
| Diagnostic Medical Sonographers               | 470                          | 570                          | 100                          | 21.3%          |
| Licensed Practical and Vocational Nurses      | 6,290                        | 7,680                        | 1,390                        | 22.1%          |
| Magnetic Resonance Imaging Technologists      | 73                           | 81                           | 8                            | 11.0%          |
| Medical and Clinical Laboratory Technicians   | 1,340                        | 1,580                        | 240                          | 17.9%          |
| Medical and Clinical Laboratory Technologists | 1,690                        | 1,870                        | 180                          | 10.7%          |
| Nuclear Medicine Technologists                | 152                          | 168                          | 16                           | 10.5%          |
| Nurse Anesthetists                            | 397                          | 481                          | 84                           | 21.2%          |
| Occupational Therapists                       | 830                          | 1,010                        | 180                          | 21.7%          |
| Pharmacists                                   | 2,460                        | 2,690                        | 230                          | 9.3%           |
| Physical Therapists                           | 1,490                        | 1,940                        | 450                          | 30.2%          |
| Radiologic Technologists and Technicians      | 1,830                        | 2,100                        | 270                          | 14.8%          |
| Registered Nurses                             | 22,050                       | 24,790                       | 2,740                        | 12.4%          |
| Respiratory Therapists                        | 1,030                        | 1,150                        | 120                          | 11.7%          |

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

### 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%          |
| Magnetic Resonance Imaging Technologists      | 30,100                       | 37,200                       | 7,100                        | 23.6%          |
| 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%          |
| Nuclear Medicine Technologists                | 20,900                       | 25,100                       | 4,200                        | 20.1%          |
| Nurse Anesthetists                            | 35,200                       | 43,900                       | 8,700                        | 24.7%          |
| 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%          |

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%                            |
| Magnetic Resonance Imaging Technologists      | 0.7%                          | 8.6%                              | 21.9%                   | 45.5%              | 19.7%             | 2.4%            | 1.3%                            |
| 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%                            |
| Nuclear Medicine Technologists                | 0.7%                          | 8.6%                              | 21.9%                   | 45.5%              | 19.7%             | 2.4%            | 1.3%                            |
| Nurse Anesthetists                            | 0.3%                          | 0.5%                              | 4.5%                    | 4.1%               | 14.9%             | 64.2%           | 11.5%                           |
| 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%                            |

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

## SOURCES

Bureau of Labor Statistics, Occupational Outlook Handbook, 2014-15 Edition, July 2015.  
Online at [www.bls.gov/oco/home/htm](http://www.bls.gov/oco/home/htm)

Bureau of Labor Statistics, Current Employment Statistics Survey, July 2015, Databases, Table & Calculators, 2014, 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 2015.  
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.careerinfonet.org](http://www.careerinfonet.org)

## PARTICIPANT LIST

|  |   |
|--|---|
| Annie Jeffrey Memorial County Health Center          | Johnson County Hospital                     |
| Antelope Memorial Hospital                           | Kearney County Health Services              |
| Avera Creighton Hospital                             | Kearney Regional Medical Center             |
| Beatrice Community Hospital and Health Center        | Kimball Health Services                     |
| Box Butte General Hospital                           | Lexington Regional Health Center            |
| Boys Town National Research Hospital                 | Lincoln Surgical Hospital                   |
| Brodstone Memorial Hospital                          | Litzenberg Memorial County Hospital         |
| Brown County Hospital                                | Madonna Rehabilitation Hospital             |
| Butler County Health Care Center                     | Memorial Community Health                   |
| Chadron Community Hospital                           | Memorial Community Hospital & Health System |
| Chase County Community Hospital                      | Memorial Health Care Systems                |
| CHI Health - Alegent                                 | Methodist Health System                     |
| CHI Health - Creighton University Medical Center     | Morrill County Community Hospital           |
| CHI Health - Plainview Hospital                      | Nemaha County Hospital                      |
| CHI Health - Good Samaritan Hospital                 | Osmond General Hospital                     |
| CHI Health - Saint Elizabeth Regional Medical Center | Pawnee County Memorial Hospital             |
| CHI Health - Saint Francis Medical Center            | Pender Community Hospital                   |
| CHI Health - St. Mary's Community Hospital           | Perkins County Health Services              |
| Children's Hospital                                  | Phelps Memorial Health Center               |
| Columbus Community Hospital                          | Providence Medical Center                   |
| Community Medical Center, Inc.                       | Rock County Hospital                        |
| Community Memorial Hospital                          | Saint Francis Memorial Hospital             |
| Cozad Community Health System                        | Saunders Medical Center                     |
| Douglas County Health Center                         | Sidney Regional Medical Center              |
| Dundy County Hospital                                | St. Joseph's Rehabilitation and Care Center |
| Faith Regional Health Services                       | Thayer County Health Systems                |
| Fillmore County Hospital                             | Tri Valley Health System                    |
| Garden County Health Services                        | Valley County Health System                 |
| Gothenburg Memorial Hospital                         | Webster County Community Hospital           |
| Jefferson Community Health Center                    | York General Health Care Services           |
| Jennie M. Melham Memorial Medical Center             |   |