

# 2016

# NEBRASKA WORKFORCE REPORT

Published by Compdata Surveys & Consulting on behalf of the  
Nebraska Hospital Association



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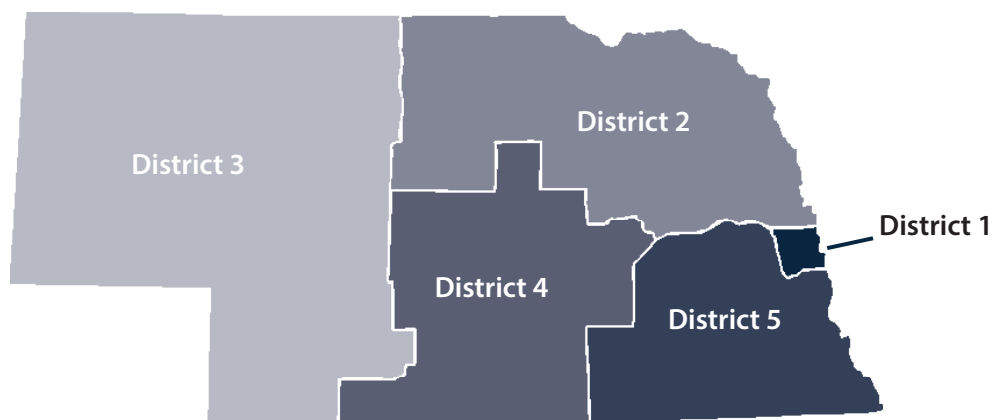
## INTRODUCTION

This report identifies healthcare professions with notable vacancy and turnover rates and will provide information on future workforce demands. In January 2016, Compdata Surveys & Consulting collected workforce data from 52 Nebraska hospitals employing 22,325 full-time equivalent employees. Forty of these hospitals, employing 6,269 full-time equivalent employees are classified as critical access hospitals.

The data collected for this report was from the 2015 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.

In 2015, vacancy rates for the positions surveyed in Nebraska hospitals averaged 8.6 percent. Turnover rates for the positions surveyed averaged 5.7 percent. Comparatively, critical access hospitals experienced lower average vacancy rates at 6.6 percent and higher average turnover at 12.3 percent.

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



## LABOR FORCE & EMPLOYMENT LEVELS

In 2015, the Nebraska unemployment rate remained stable, ending the year at 3.0 percent, which is slightly up from last December at 2.9 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 for employees. The total variance between labor force and employment dropped by an average of 2,600. This signifies that the margin between those eligible to work and those employed is shrinking compared to 2014.

According to the Bureau of Labor Statistics, the national healthcare industry has experienced growth with an average of 39,500 jobs added per month over the past year. By the end of 2015, healthcare added 475,000 jobs, up from 309,000 jobs added in 2014.

### VARIANCE BETWEEN NEBRASKA LABOR FORCE & EMPLOYMENT

2015				2014 to 2015 TOTAL VARIANCE	2014 to 2015 % CHANGE
MONTH	LABOR FORCE	EMPLOYMENT	VARIANCE		
January	1,009,921	980,990	28,931	-6,482	-18.3%
February	1,009,747	981,068	28,679	-6,431	-18.3%
March	1,009,795	981,147	28,648	-6,059	-17.5%
April	1,010,137	981,250	28,887	-5,305	-15.5%
May	1,010,803	981,459	29,344	-4,226	-12.6%
June	1,011,807	981,899	29,908	-2,976	-9.0%
July	1,012,994	982,586	30,408	-1,796	-5.6%
August	1,014,122	983,399	30,723	-872	-2.8%
September	1,015,076	984,213	30,863	-190	-0.6%
October	1,015,843	984,933	30,910	402	1.3%
November	1,016,433	985,534	30,899	988	3.3%
December	1,016,800	985,954	30,846	1,487	5.1%

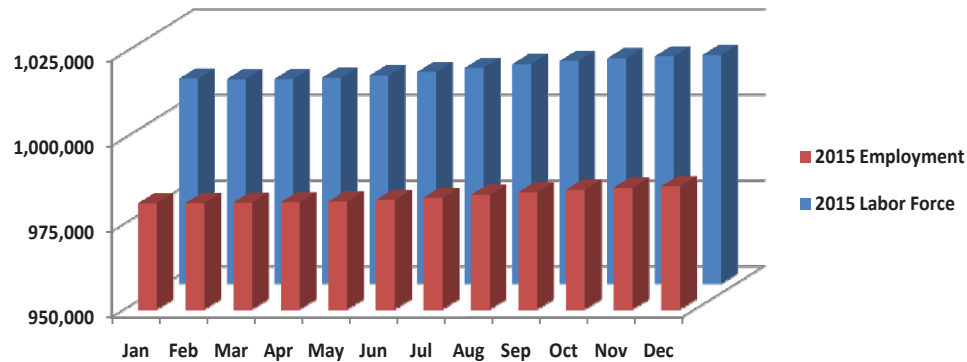
### NEBRASKA UNEMPLOYMENT DECLINING SINCE 2010

2010 to 2015			2010 to 2015 TOTAL DECLINE	2010 to 2015 % CHANGE
MONTH	2010 UNEMPLOYMENT	2015 UNEMPLOYMENT		
January	48,042	28,931	-19,111	-39.8%
February	47,967	28,679	-19,288	-40.2%
March	47,646	28,648	-18,998	-39.9%
April	47,060	28,887	-18,173	-38.6%
May	46,307	29,344	-16,963	-36.6%
June	45,607	29,908	-15,699	-34.4%
July	45,059	30,408	-14,651	-32.5%
August	44,684	30,723	-13,961	-31.2%
September	44,498	30,863	-13,635	-30.6%
October	44,467	30,910	-13,557	-30.5%
November	44,523	30,899	-13,624	-30.6%
December	44,602	30,846	-13,756	-30.8%

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

## LABOR FORCE & EMPLOYMENT LEVELS

### 2015 NEBRASKA LABOR FORCE & EMPLOYMENT LEVELS



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

### UNITED STATES - AGE OF WORKERS

AGE OF WORKERS	# OF WORKERS (in thousands)				VARIANCE (in thousands)			PERCENT CHANGE (%)		
	1994	2004	2014	2024	1994 - 2004	2004 - 2014	2014 - 2024	1994 - 2004	2004 - 2014	2014 - 2024
Total 16 and Older	131,056	147,401	155,922	163,770	16,345	8,521	7,848	12.5	5.8	5.0
16 to 24 Years Old	21,612	22,268	21,295	18,498	656	-973	-2,797	3.0	-4.4	-13.1
25 to 54 Years Old	93,898	102,122	100,767	104,697	8,224	-1,355	3,930	8.8	-1.3	3.9
55 and Older	15,547	23,011	33,860	40,575	7,464	10,849	6,715	48.0	47.1	19.8

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

### UNITED STATES - 2015 AGE OF LABOR FORCE

AGE OF WORKERS	TOTAL LABOR FORCE (in thousands)	TOTAL EMPLOYED LABOR FORCE (in thousands)	TOTAL UNEMPLOYED LABOR FORCE (in thousands)
16 and Older	157,130	148,834	8,296
16 to 24 Years Old	21,223	18,756	2,467
25 to 54 Years Old	101,152	96,638	4,515
55 and Older	34,755	33,440	1,315

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 2013	May 2014	May 2015	May 2016	VARIANCE FROM 2015 TO 2016	VARIANCE FROM 2013 TO 2016
Bachelor's Degree and Higher	Civilian Labor Force (in thousands)	49,414	50,208	51,989	53,398	1,409	3,984
	Employed (in thousands)	47,536	48,611	50,567	52,113	1,546	4,577
	Unemployed (in thousands)	1,878	1,596	1,422	1,285	-137	-593
	Unemployment Rate	3.8%	3.2%	2.7%	2.4%	-0.3%	-1.4%
Associate's Degree or Some College	Civilian Labor Force (in thousands)	37,371	37,178	37,479	37,829	350	458
	Employed (in thousands)	34,950	35,131	35,827	36,364	537	1,414
	Unemployed (in thousands)	2,421	2,047	1,651	1,465	-186	-956
	Unemployment Rate	6.5%	5.5%	4.4%	3.9%	-0.5%	-2.6%
High School Graduates with No College	Civilian Labor Force (in thousands)	36,287	36,096	35,380	35,536	156	-751
	Employed (in thousands)	33,612	33,750	33,347	33,728	381	116
	Unemployed (in thousands)	2,676	2,346	2,033	1,808	-225	-868
	Unemployment Rate	7.4%	6.5%	5.7%	5.1%	-0.6%	-2.3%
Less than a High School Diploma	Civilian Labor Force (in thousands)	11,205	10,861	11,100	10,464	-636	-741
	Employed (in thousands)	9,972	9,869	10,156	9,720	-436	-252
	Unemployed (in thousands)	1,232	993	944	744	-200	-488
	Unemployment Rate	11.0%	9.1%	8.5%	7.1%	-1.4%	-3.9%

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	4,521
Lancaster County	1,832
Sarpy County	644
Buffalo County	380
Hall County	362
Madison County	303
Scotts Bluff County	280
Adams County	264
Lincoln County	252
Dodge County	241
<b>Statewide Nebraska</b>	<b>11,921</b>

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

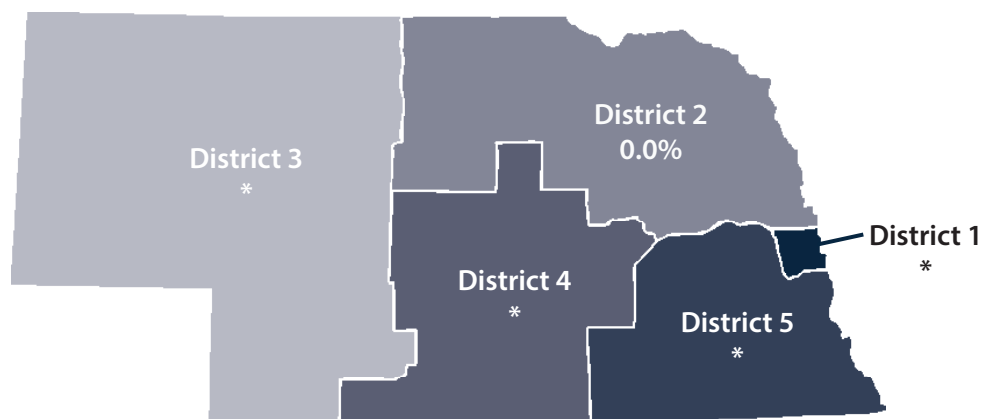
## CT TECHNOLOGIST

The Bureau of Labor Statistics predicts national employment of CT technologists will increase by 9 percent from 2014 to 2024.

### ALL HOSPITALS

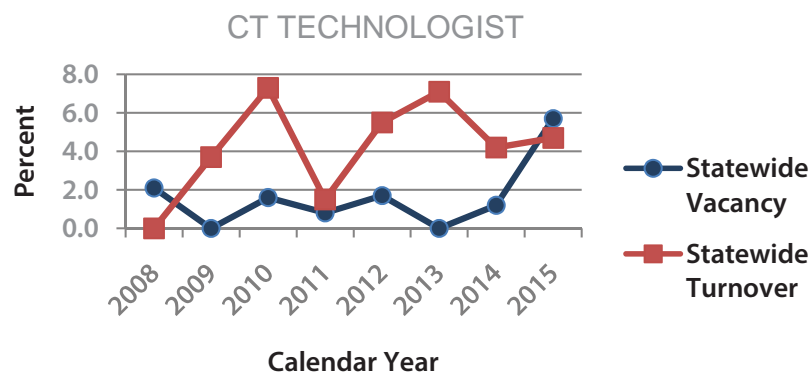
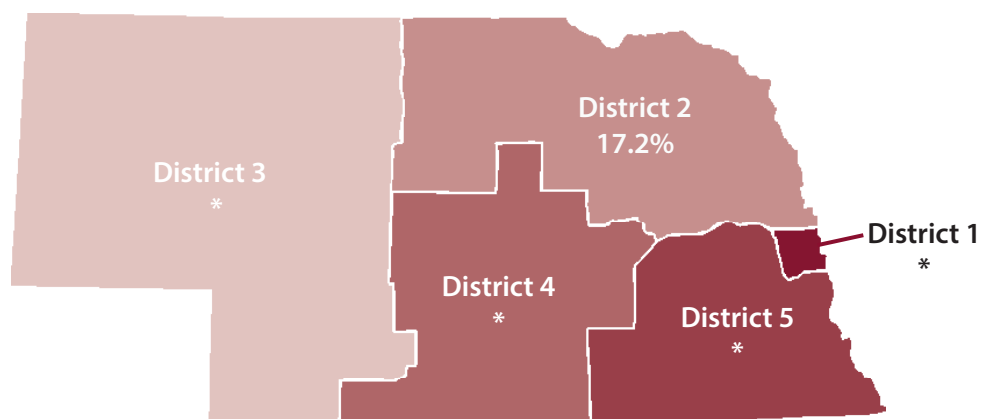
#### VACANCY RATE

Statewide 5.7%



#### TURNOVER RATE

Statewide 4.7%



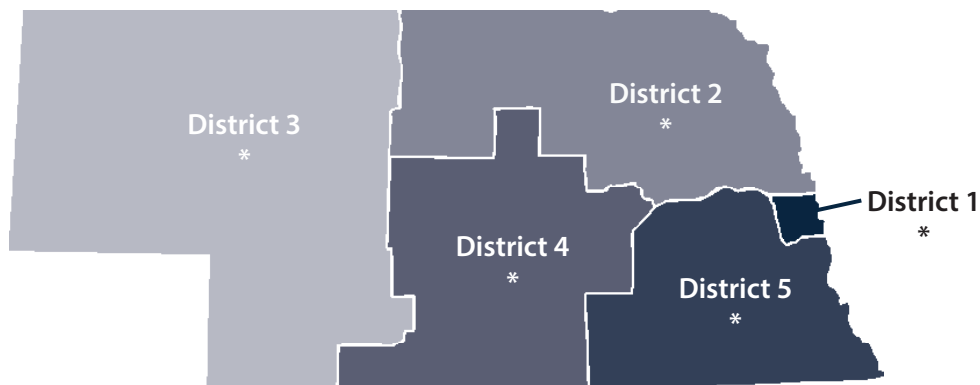


## CT TECHNOLOGIST

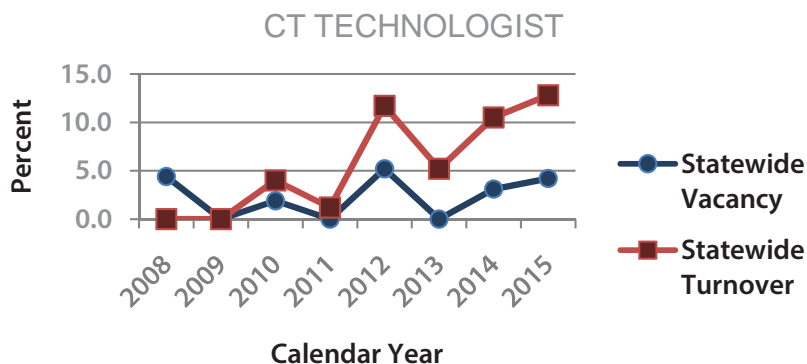
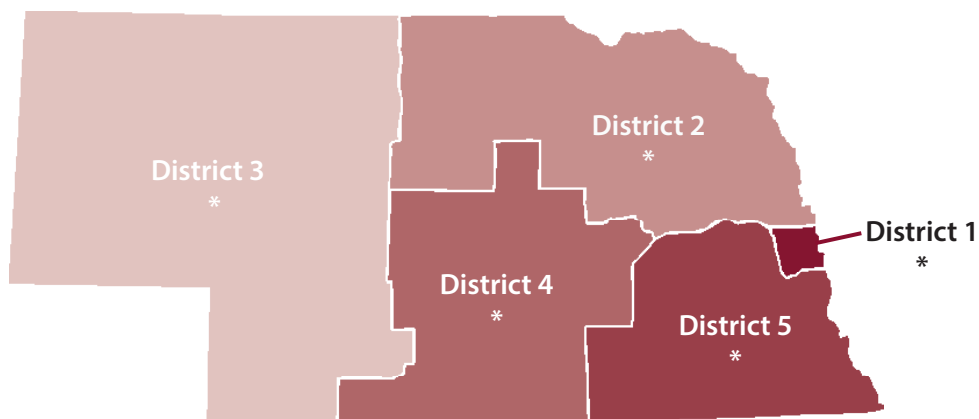
The Bureau of Labor Statistics predicts national employment of CT technologists will increase by 9 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

#### VACANCY RATE Statewide 4.2%



#### TURNOVER RATE Statewide 12.8%



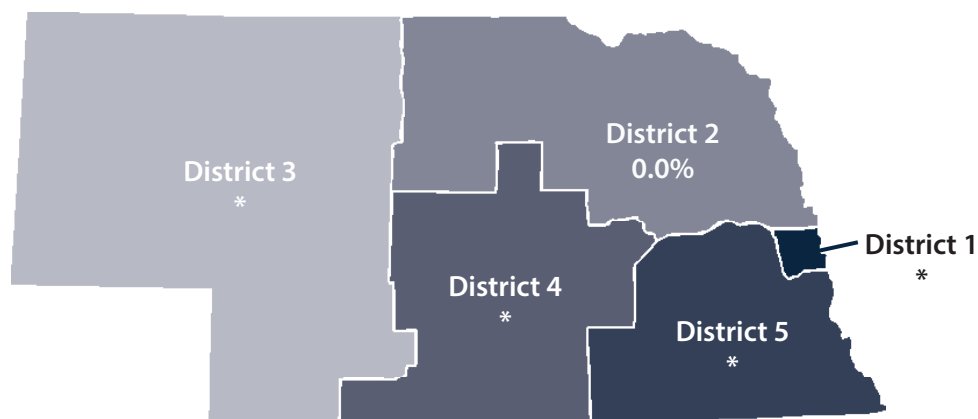
## MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST R.T.

The Bureau of Labor Statistics predicts national employment of MRI technologists will increase by 9 percent from 2014 to 2024.

### ALL HOSPITALS

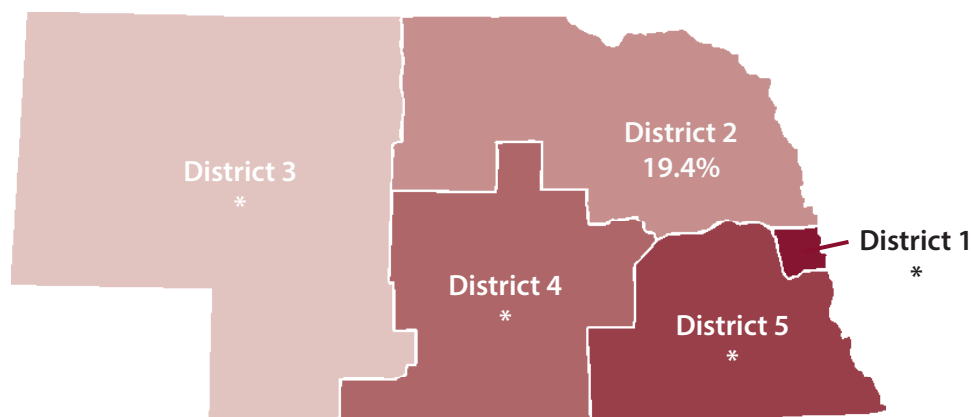
#### VACANCY RATE

Statewide 7.3%

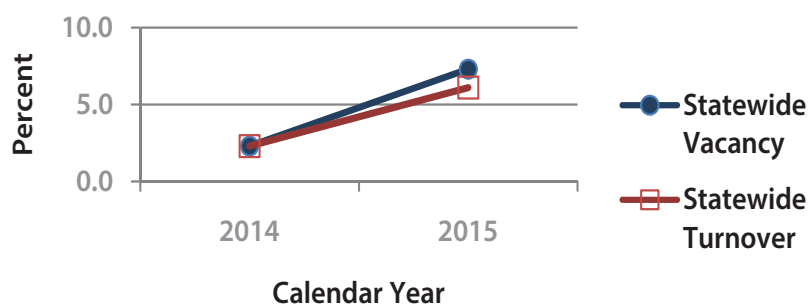


#### TURNOVER RATE

Statewide 6.1%



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

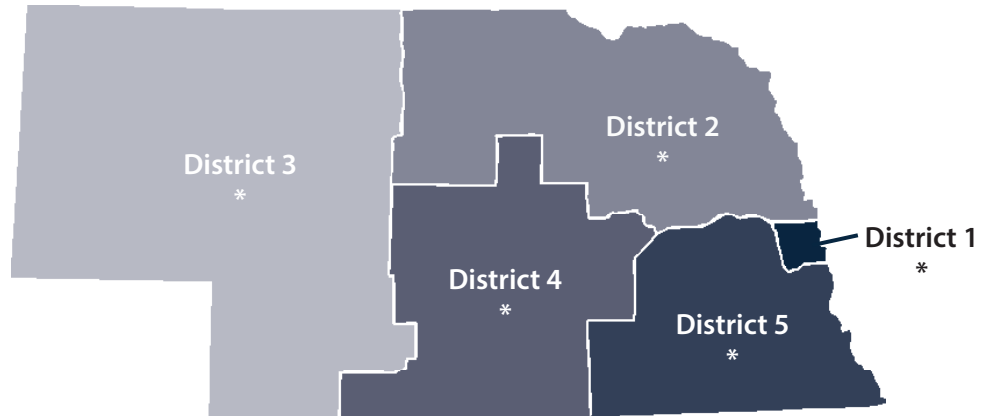


## MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST R.T.

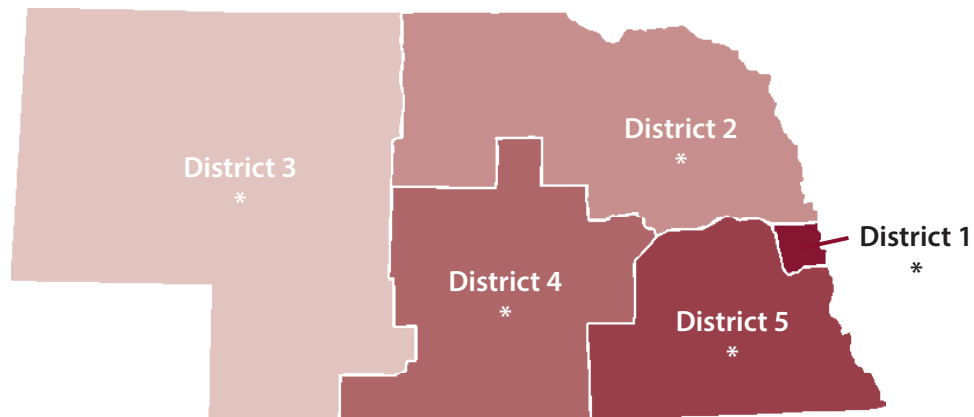
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### CRITICAL ACCESS HOSPITALS ONLY

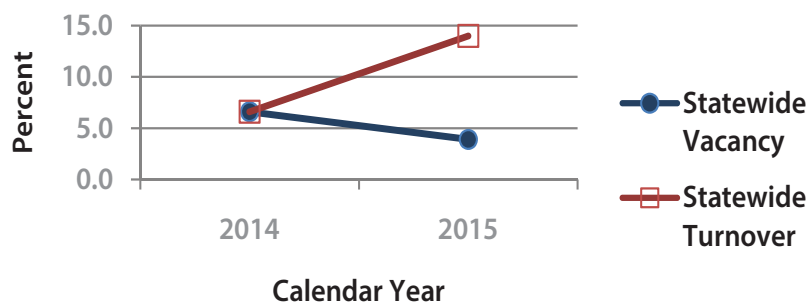
#### VACANCY RATE Statewide 3.9%



#### TURNOVER RATE Statewide 14.0%



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



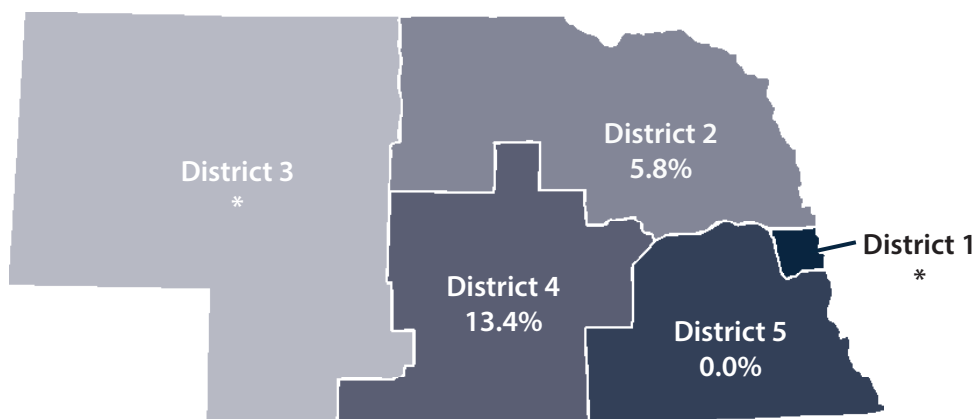
## MEDICAL LABORATORY TECHNICIAN MLT

The Bureau of Labor Statistics predicts national employment of MLTs will increase by 16 percent from 2014 to 2024.

### ALL HOSPITALS

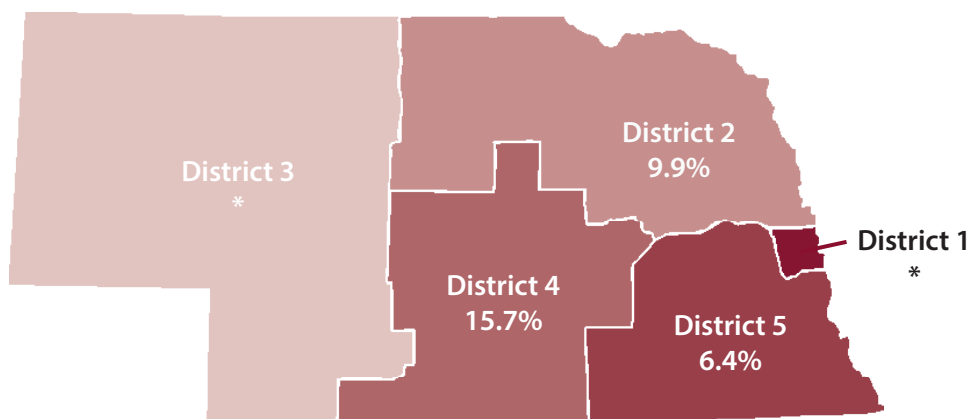
#### VACANCY RATE

Statewide 8.9%

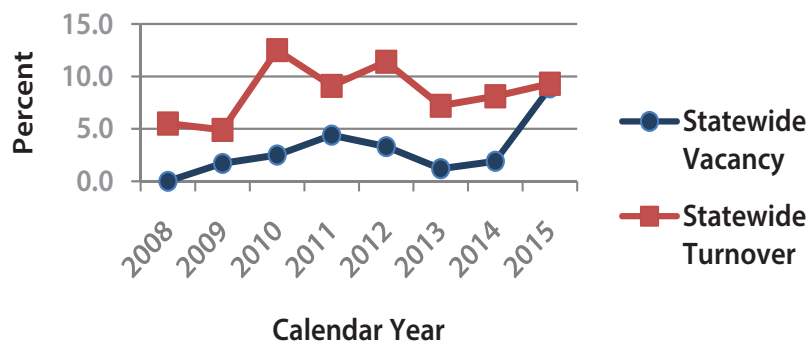


#### TURNOVER RATE

Statewide 9.3%



### MEDICAL LABORATORY TECHNICIAN MLT

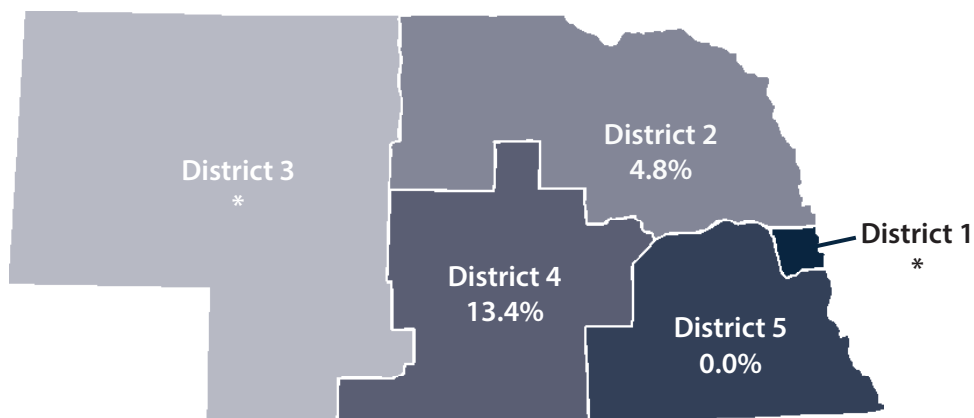


## MEDICAL LABORATORY TECHNICIAN MLT

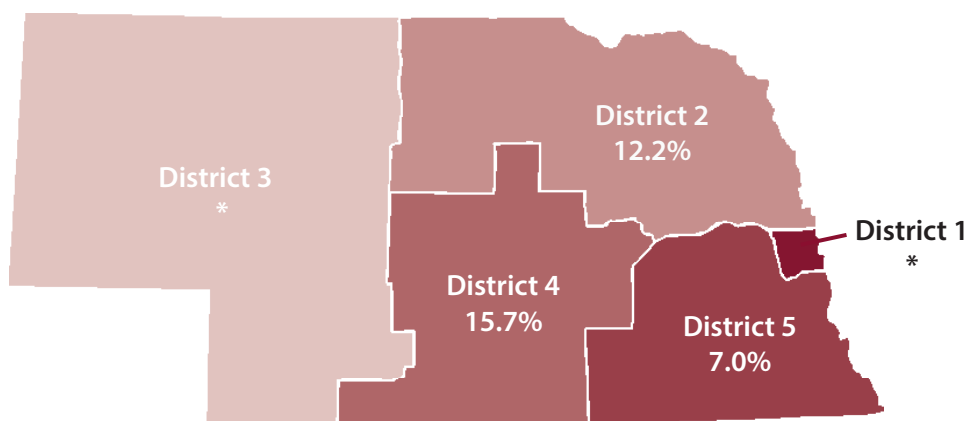
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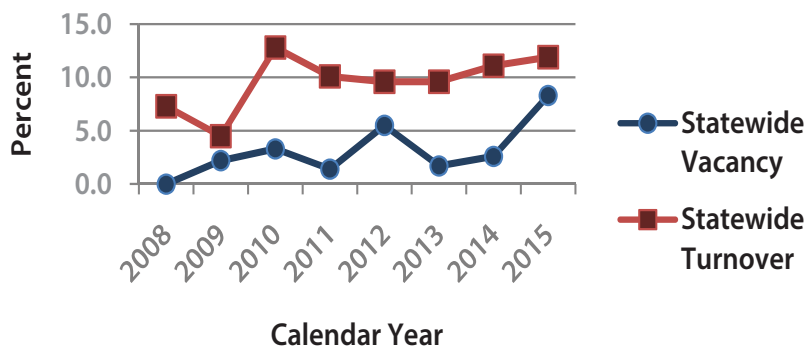
#### VACANCY RATE Statewide 8.3%



#### TURNOVER RATE Statewide 11.9%



### MEDICAL LABORATORY TECHNICIAN MLT

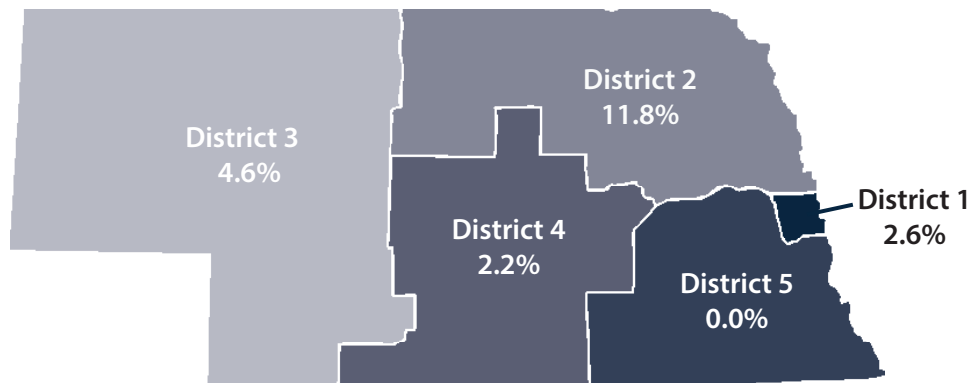


## MEDICAL TECHNOLOGIST MT

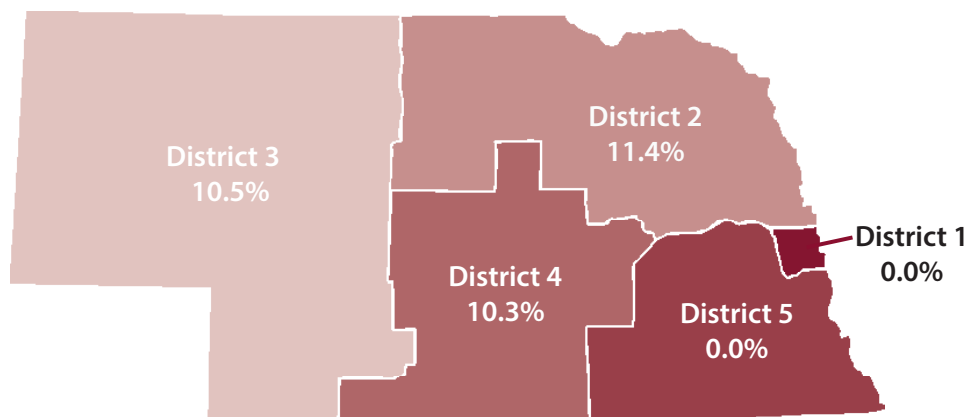
The Bureau of Labor Statistics predicts national employment of MTs will increase by 16 percent from 2014 to 2024.

### ALL HOSPITALS

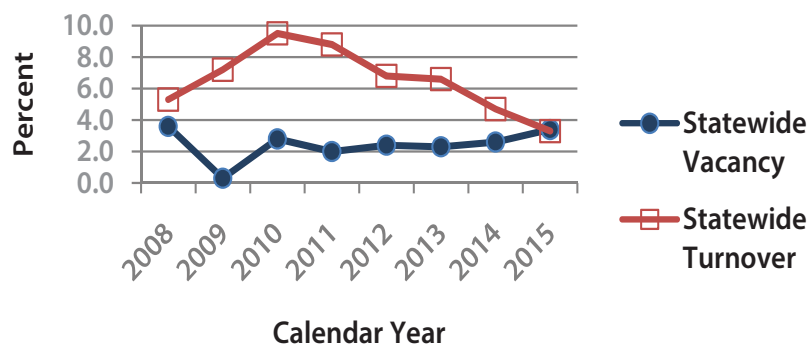
#### VACANCY RATE Statewide 3.4%



#### TURNOVER RATE Statewide 3.3%



### MEDICAL TECHNOLOGIST MT

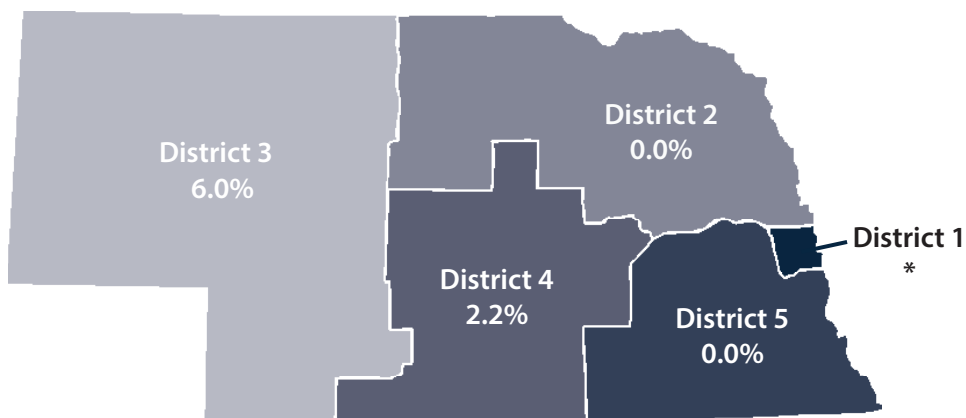


## MEDICAL TECHNOLOGIST MT

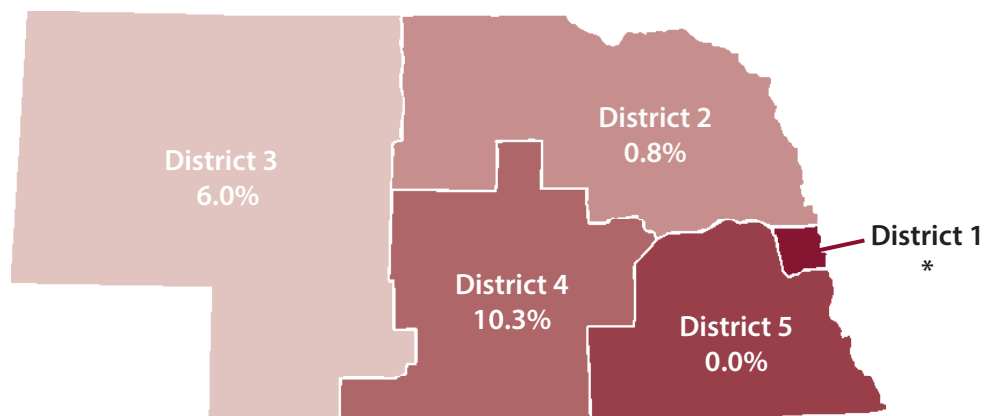
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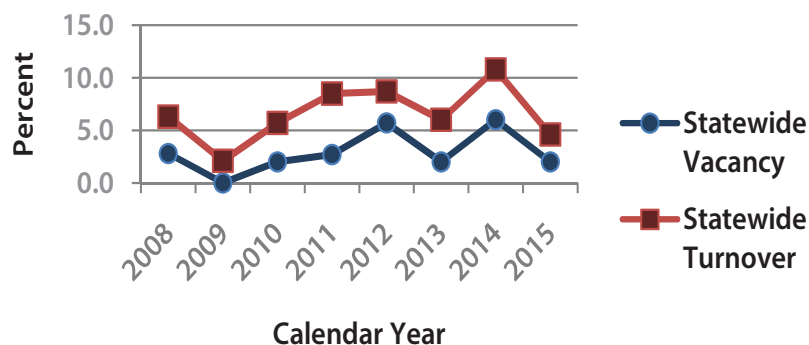
#### VACANCY RATE Statewide 2.0%



#### TURNOVER RATE Statewide 4.6%



### MEDICAL TECHNOLOGIST MT

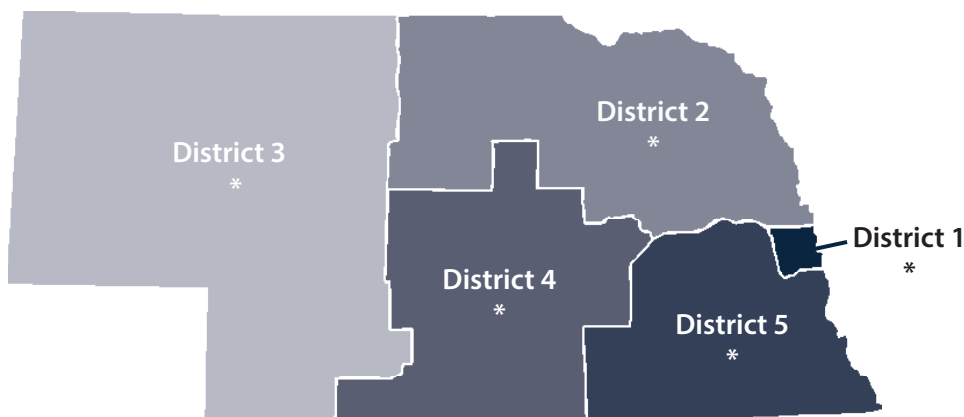


## NUCLEAR MEDICINE TECHNOLOGIST R.T.

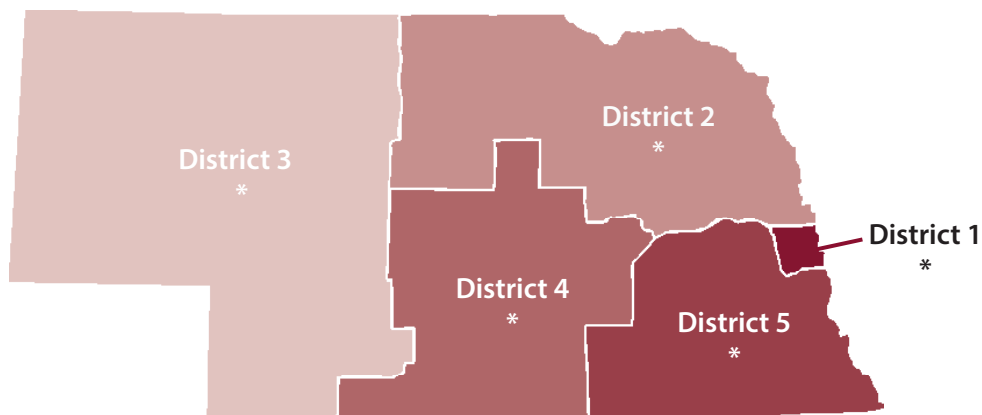
The Bureau of Labor Statistics predicts national employment of nuclear medicine technologists will increase by 2 percent from 2014 to 2024.

### ALL HOSPITALS

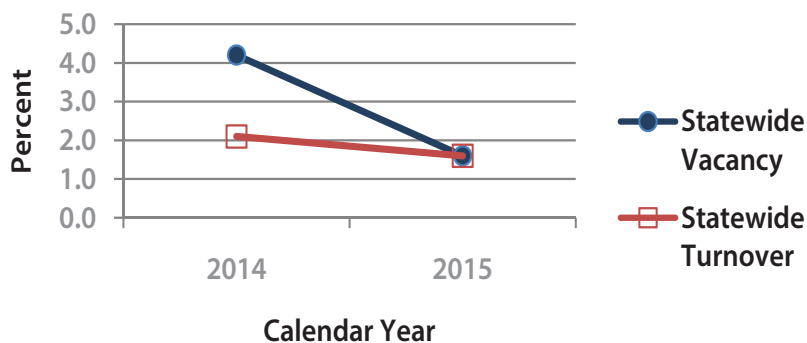
#### VACANCY RATE Statewide 1.6%



#### TURNOVER RATE Statewide 1.6%



### NUCLEAR MEDICINE TECHNOLOGIST R.T.



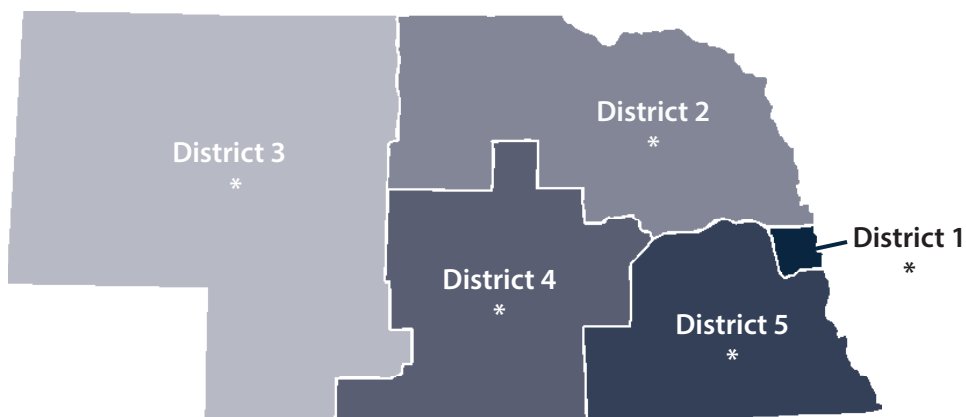


## NUCLEAR MEDICINE TECHNOLOGIST R.T.

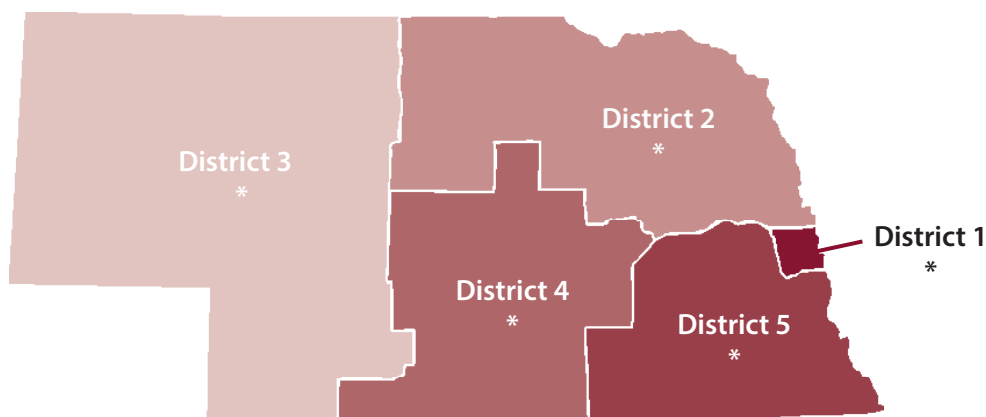
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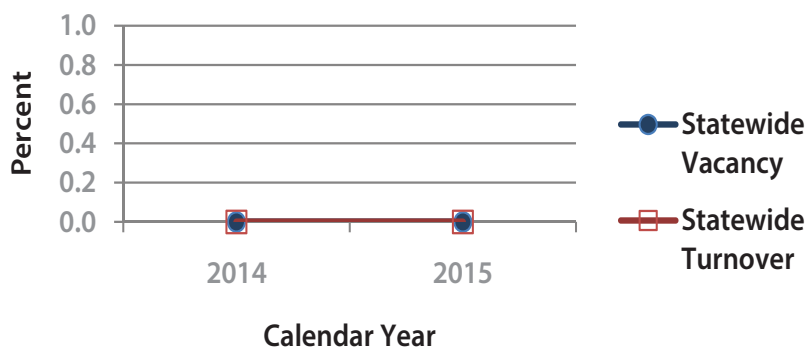
#### VACANCY RATE Statewide 0.0%



#### TURNOVER RATE Statewide 0.0%



### NUCLEAR MEDICINE TECHNOLOGIST R.T.

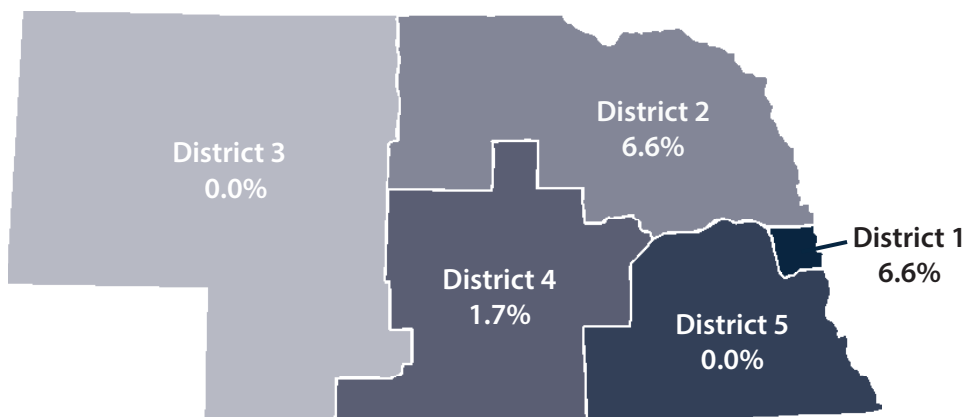


## RADIOLOGY TECHNOLOGIST R.T.R.

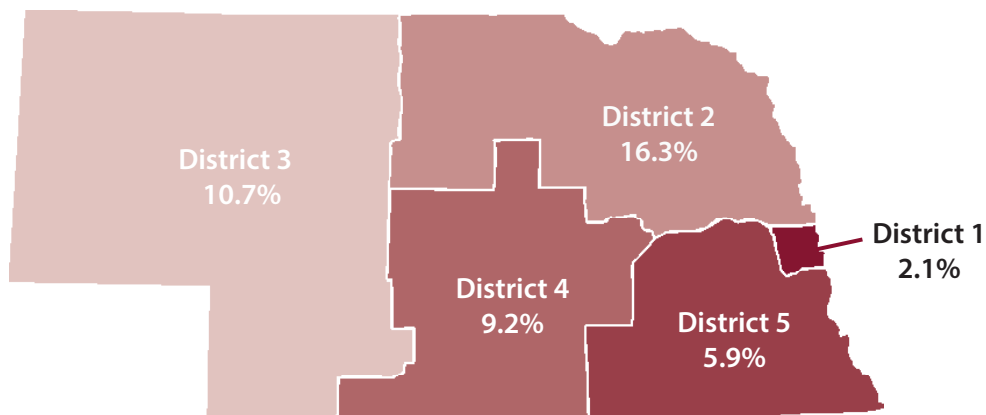
The Bureau of Labor Statistics predicts national employment of RTRs will increase by 9 percent from 2014 to 2024.

### ALL HOSPITALS

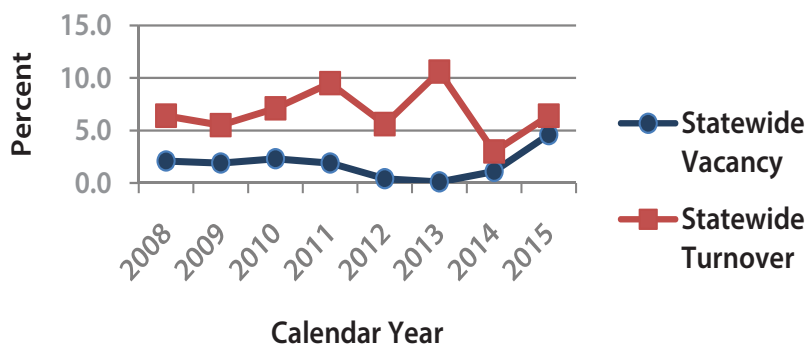
#### VACANCY RATE Statewide 4.6%



#### TURNOVER RATE Statewide 6.4%



### RADIOLOGY TECHNOLOGIST R.T.R.



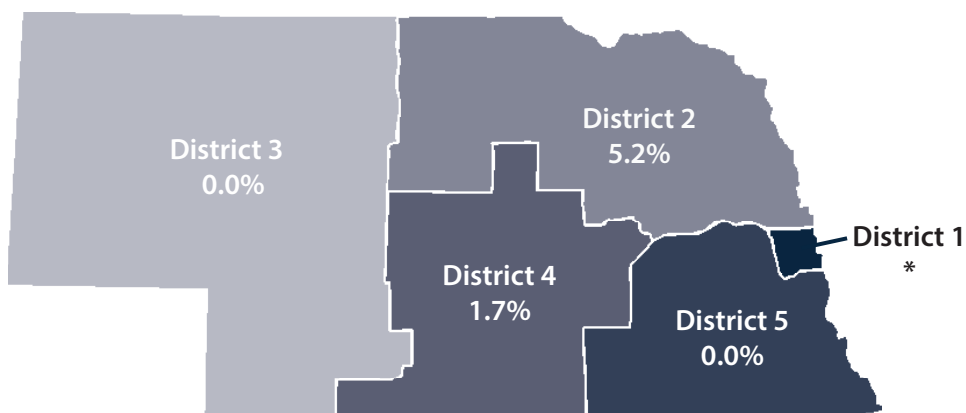
## RADIOLOGY TECHNOLOGIST R.T.R.

The Bureau of Labor Statistics predicts national employment of RTRs will increase by 9 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

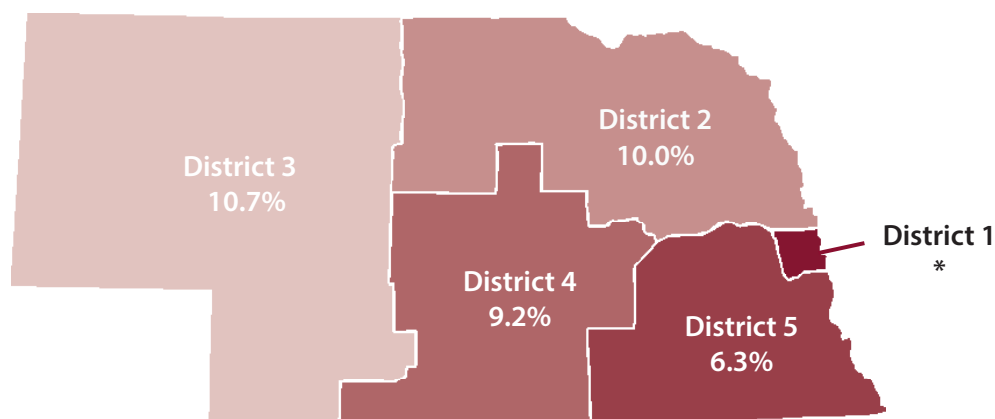
#### VACANCY RATE

Statewide 1.5%

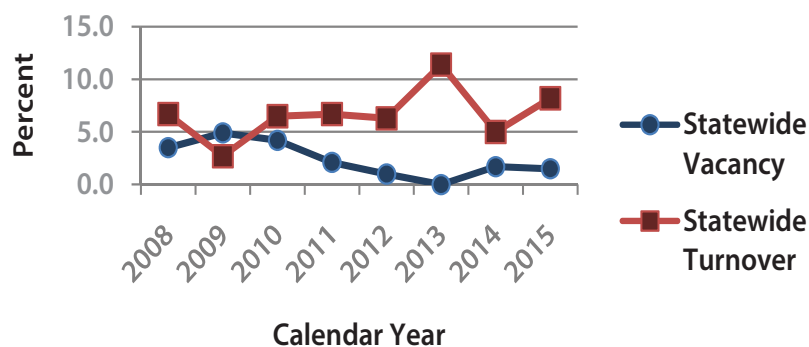


#### TURNOVER RATE

Statewide 8.2%



### RADIOLOGY TECHNOLOGIST R.T.R.

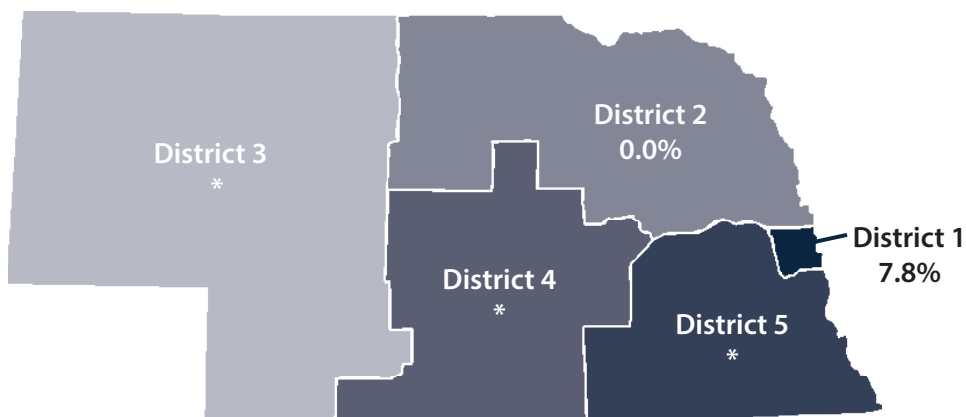


## SONOGRAPHER - ULTRASOUND

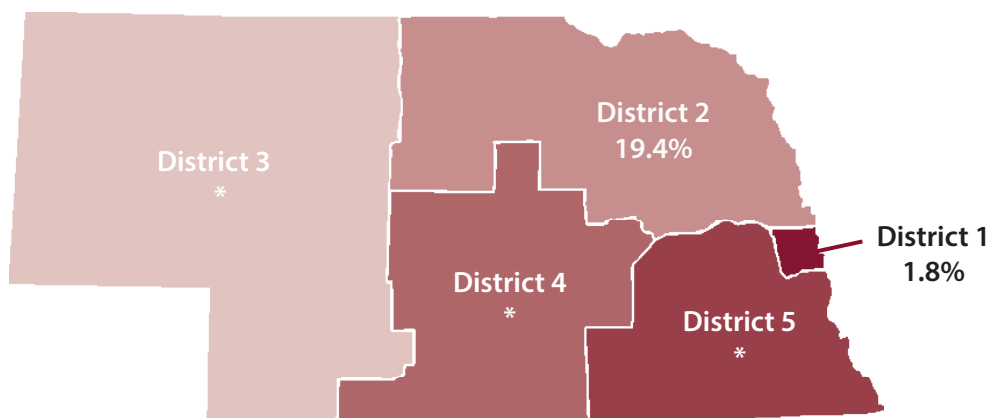
The Bureau of Labor Statistics predicts national employment of sonographers will increase by 24 percent from 2014 to 2024.

### ALL HOSPITALS

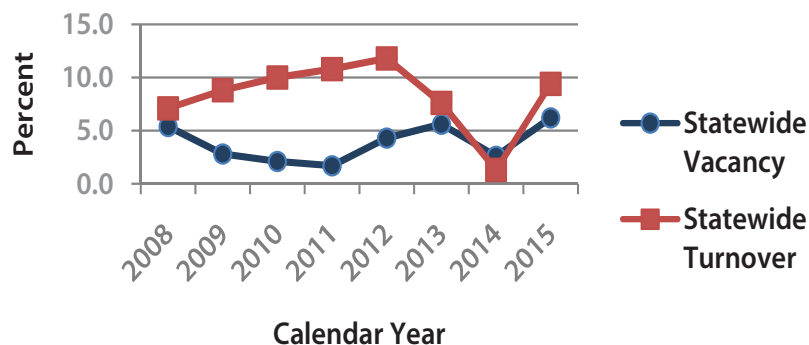
**VACANCY RATE**  
Statewide 6.2%



**TURNOVER RATE**  
Statewide 9.4%



### SONOGRAPHER - ULTRASOUND

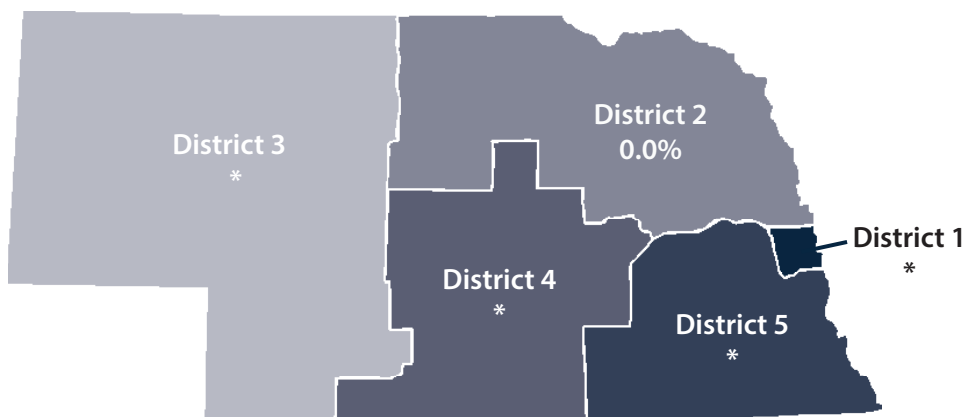


## SONOGRAPHER - ULTRASOUND

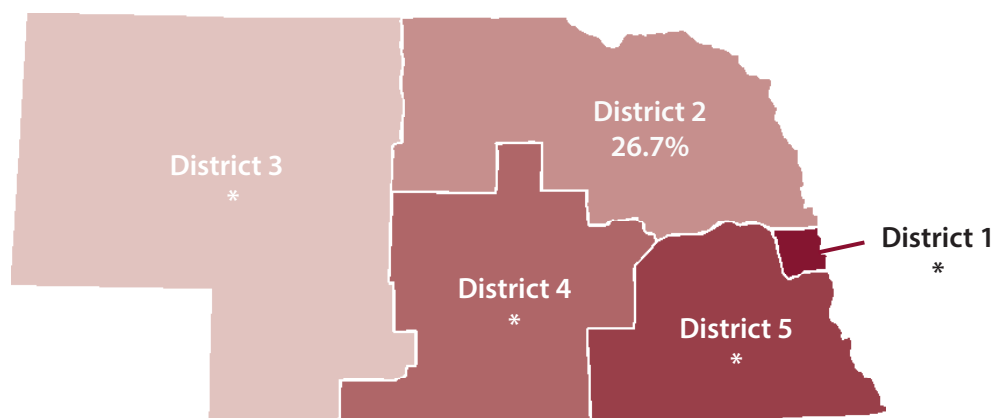
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### CRITICAL ACCESS HOSPITALS ONLY

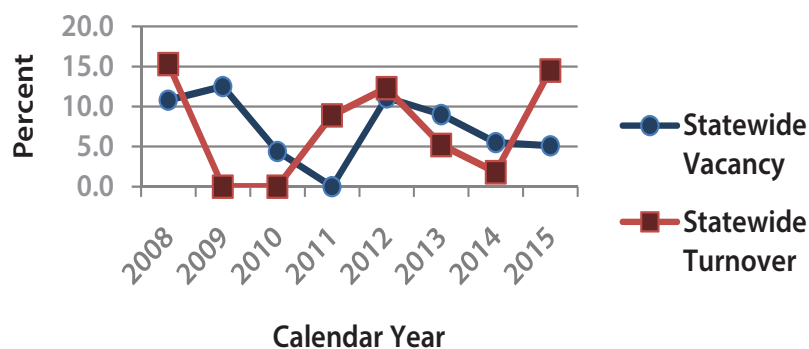
#### VACANCY RATE Statewide 5.1%



#### TURNOVER RATE Statewide 14.5%



### SONOGRAPHER - ULTRASOUND

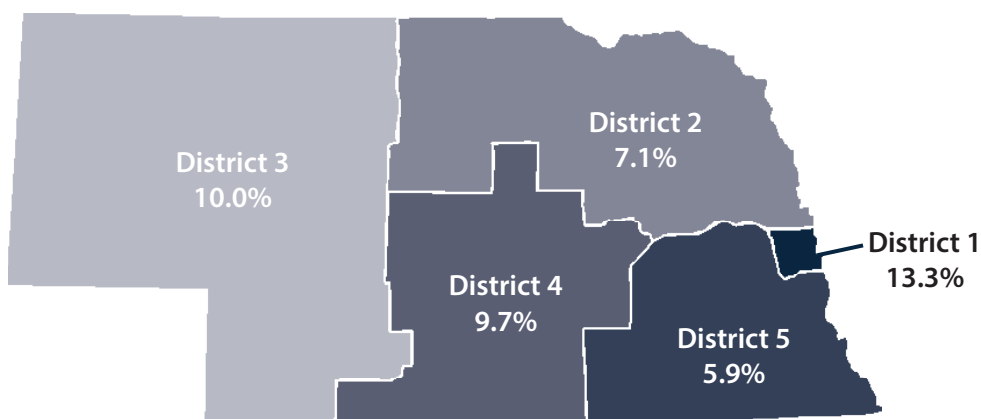


## LPN - (NON-I.V. CERTIFIED)

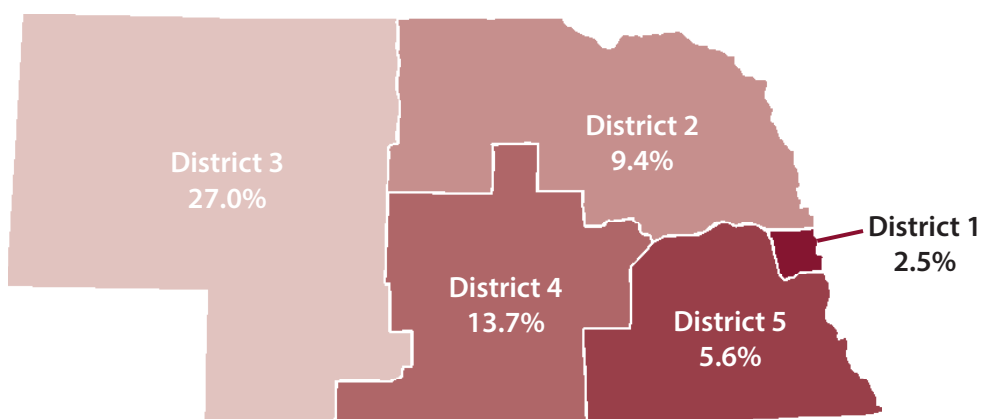
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 16 percent from 2014 to 2024.

### ALL HOSPITALS

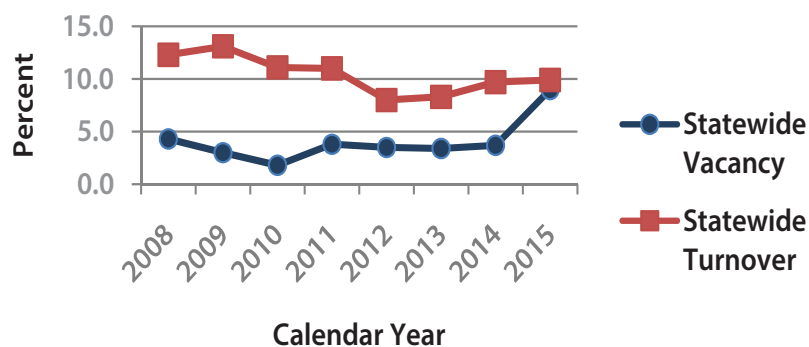
#### VACANCY RATE Statewide 9.0%



#### TURNOVER RATE Statewide 9.9%



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

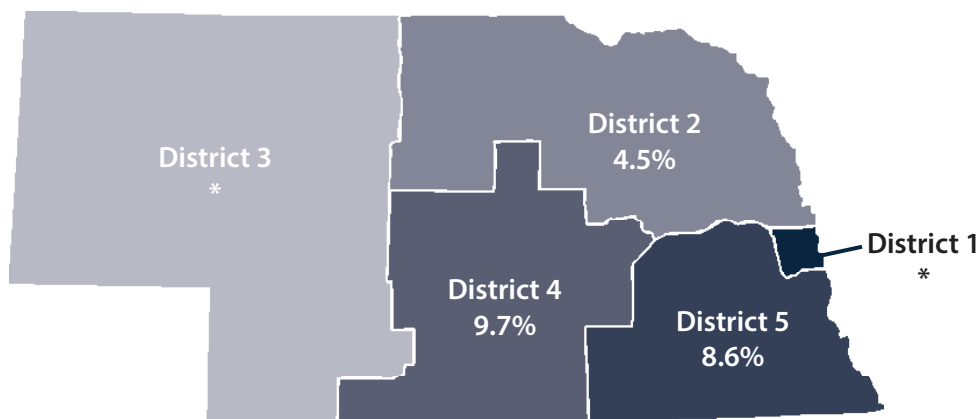


## LPN - (NON-I.V. CERTIFIED)

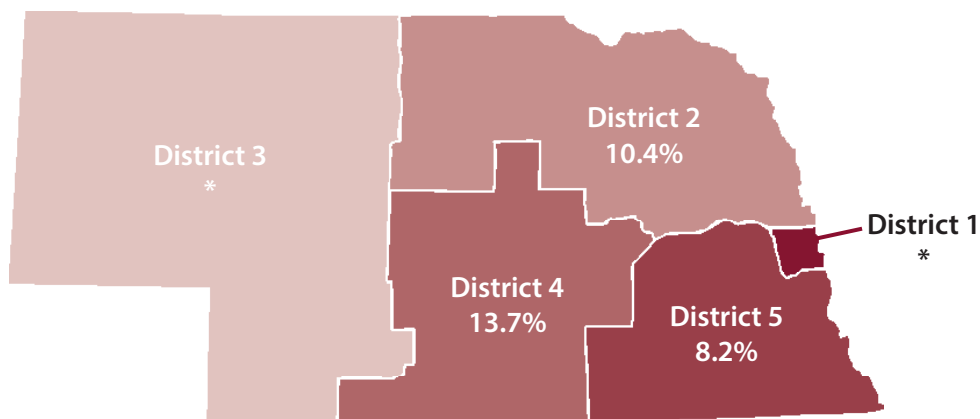
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 16 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

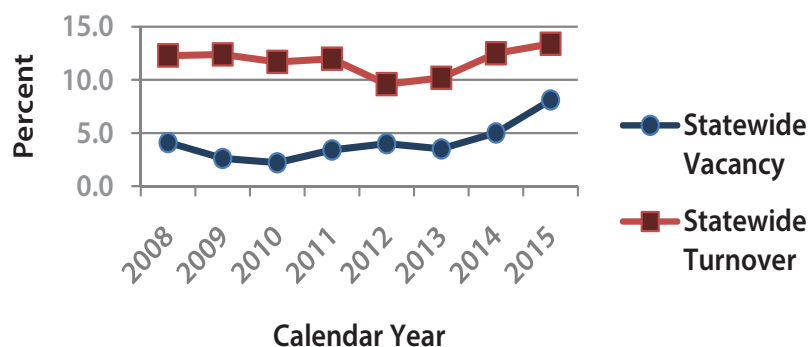
#### VACANCY RATE Statewide 8.1%



#### TURNOVER RATE Statewide 13.4%



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

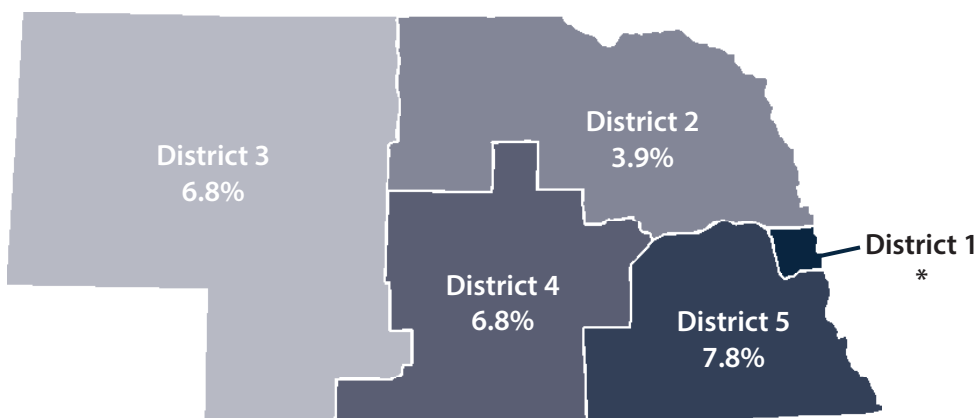


## LPN - (I.V. CERTIFIED)

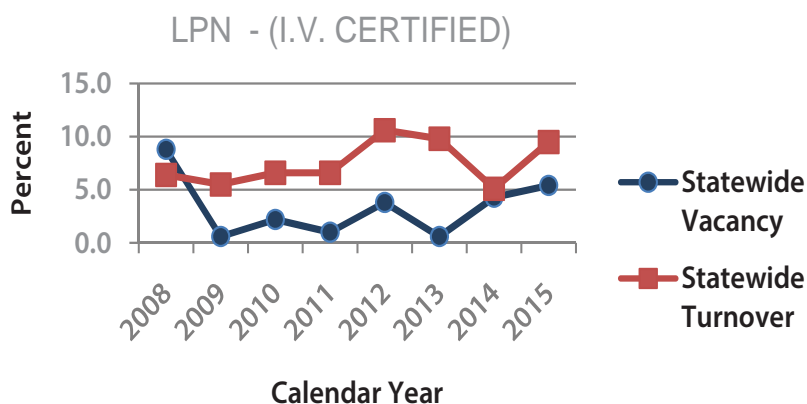
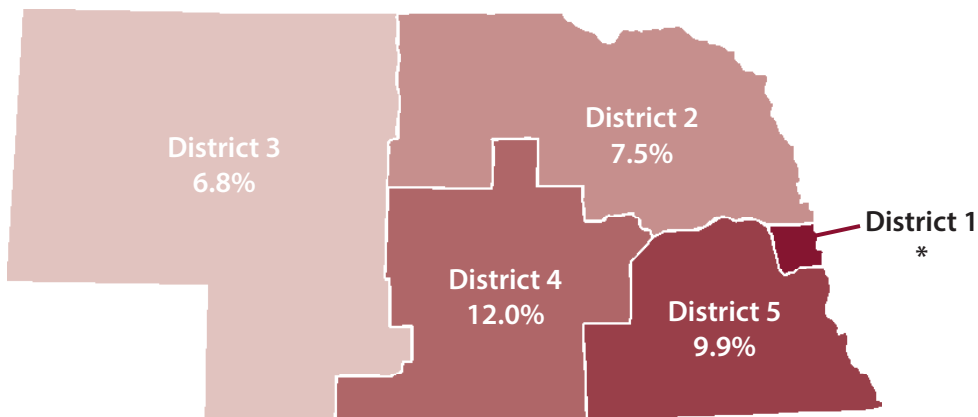
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 16 percent from 2014 to 2024.

### ALL HOSPITALS

#### VACANCY RATE Statewide 5.4%



#### TURNOVER RATE Statewide 9.5%



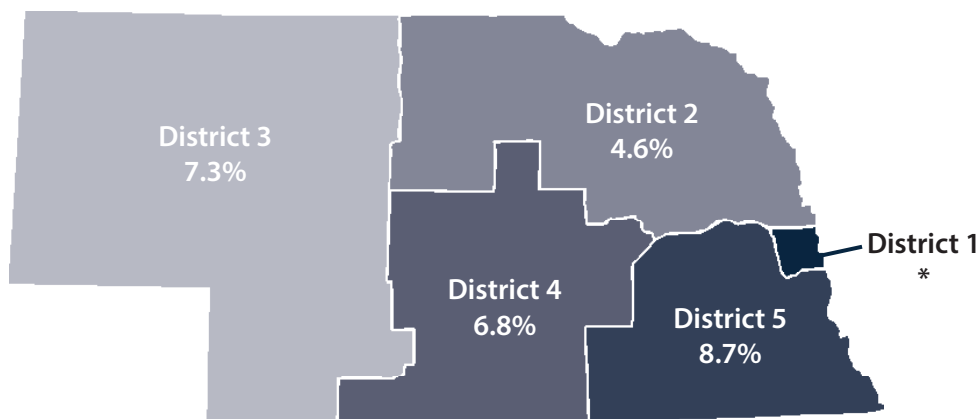


## LPN - (I.V. CERTIFIED)

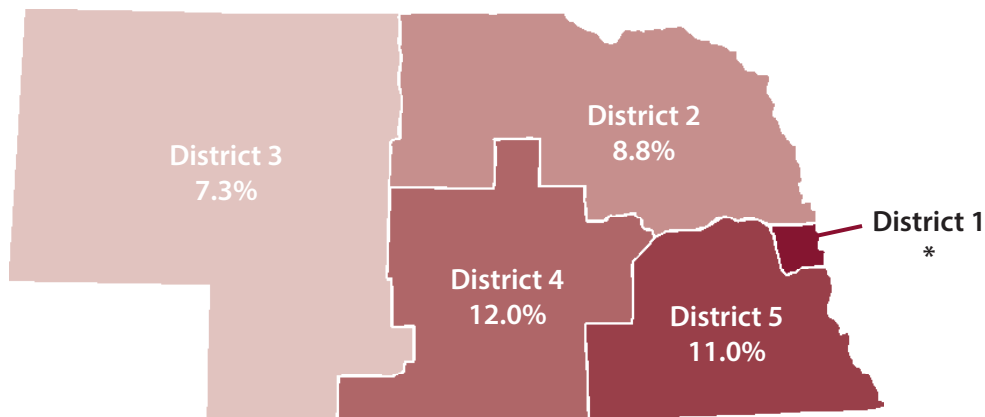
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 16 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

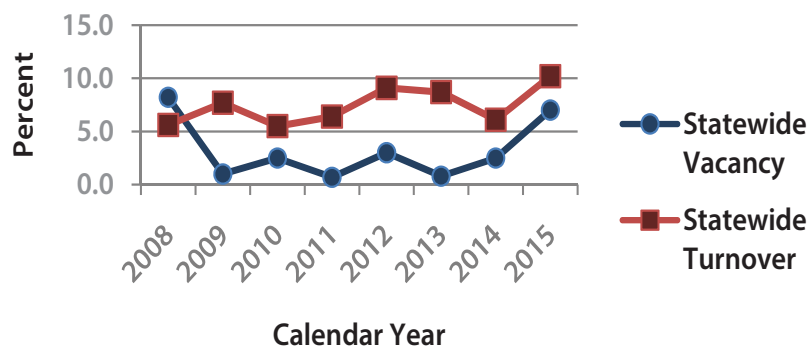
#### VACANCY RATE Statewide 7.0%



#### TURNOVER RATE Statewide 10.2%



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

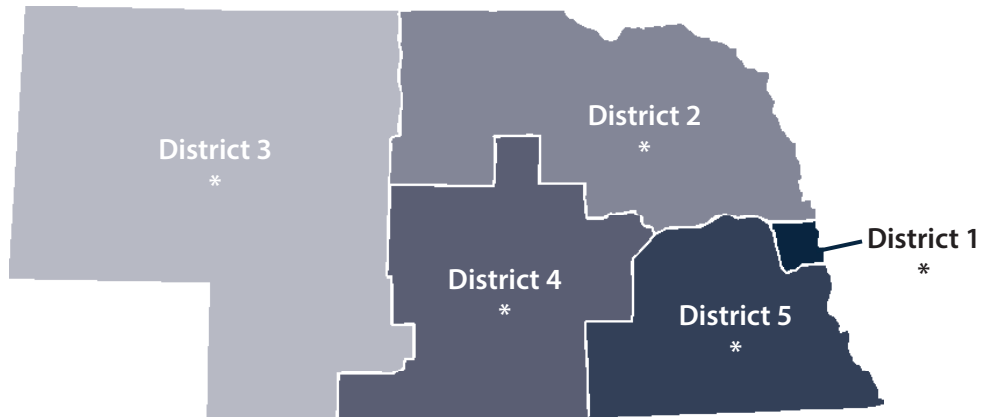


## NURSE ANESTHETIST - CERTIFIED REGISTERED (CRNA)

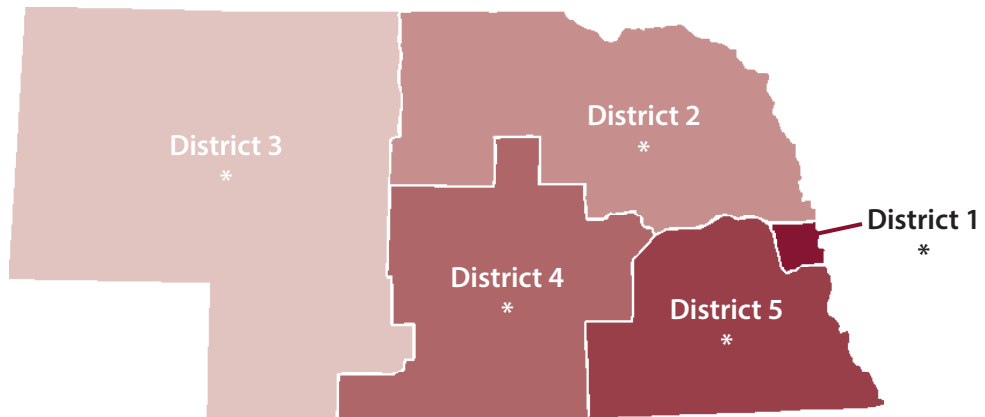
The Bureau of Labor Statistics predicts national employment of CRNA's will increase by 31 percent from 2014 to 2024.

### ALL HOSPITALS

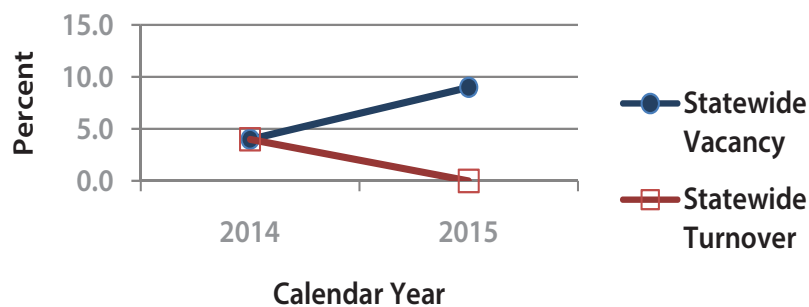
**VACANCY RATE**  
Statewide 9.0%



**TURNOVER RATE**  
Statewide 0.0%



### NURSE ANESTHETIST - CERTIFIED REGISTERED (CRNA)

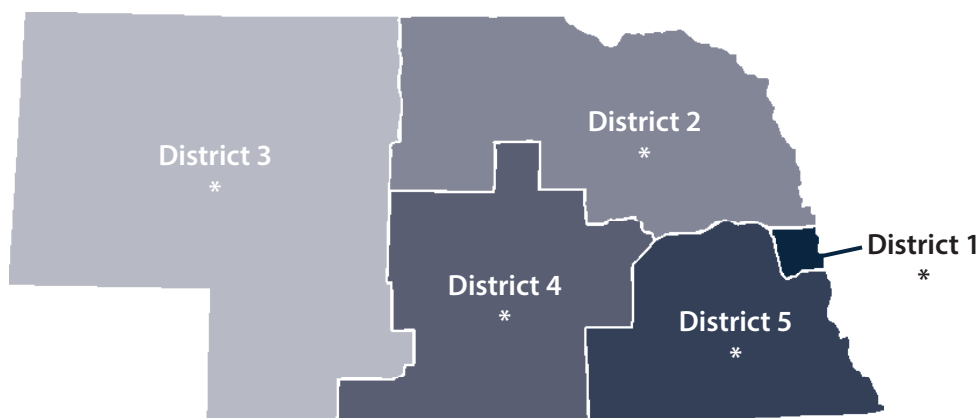


## NURSE ANESTHETIST - CERTIFIED REGISTERED (CRNA)

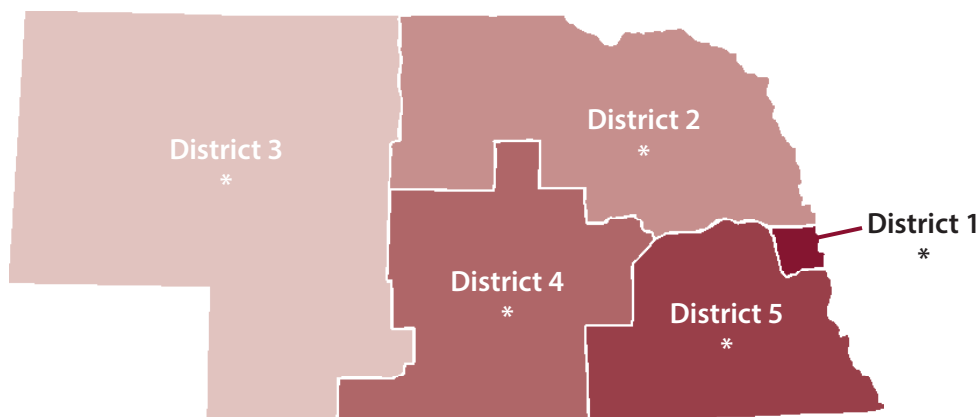
The Bureau of Labor Statistics predicts national employment of CRNA's will increase by 31 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

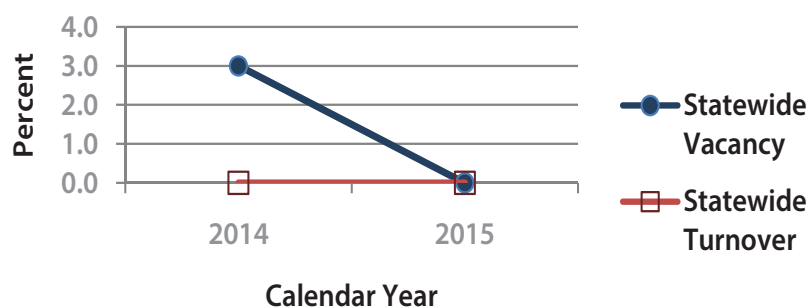
#### VACANCY RATE Statewide 0.0%



#### TURNOVER RATE Statewide 0.0%



### NURSE ANESTHETIST - CERTIFIED REGISTERED (CRNA)

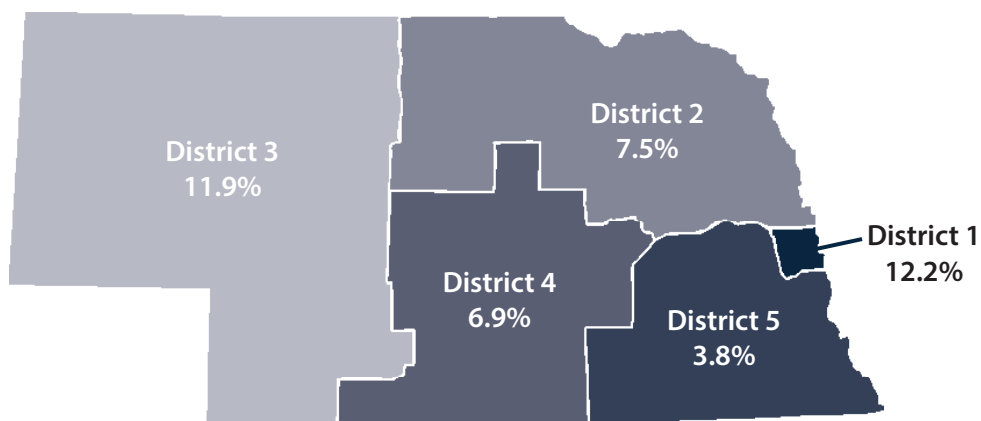


## NURSE - STAFF (RN)

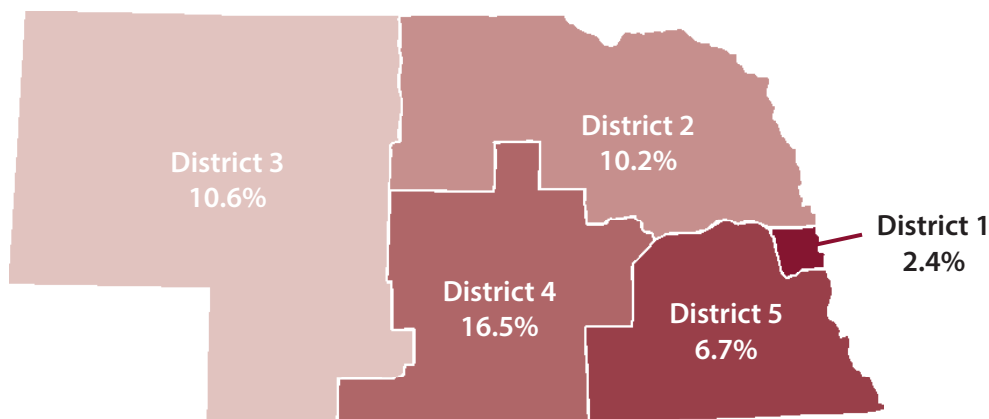
The Bureau of Labor Statistics predicts national employment of RNs will increase by 16 percent from 2014 to 2024.

### ALL HOSPITALS

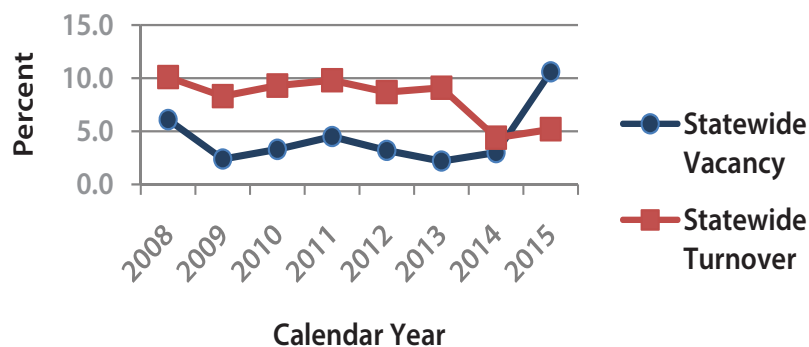
#### VACANCY RATE Statewide 10.6%



#### TURNOVER RATE Statewide 5.2%



### NURSE - STAFF (RN)



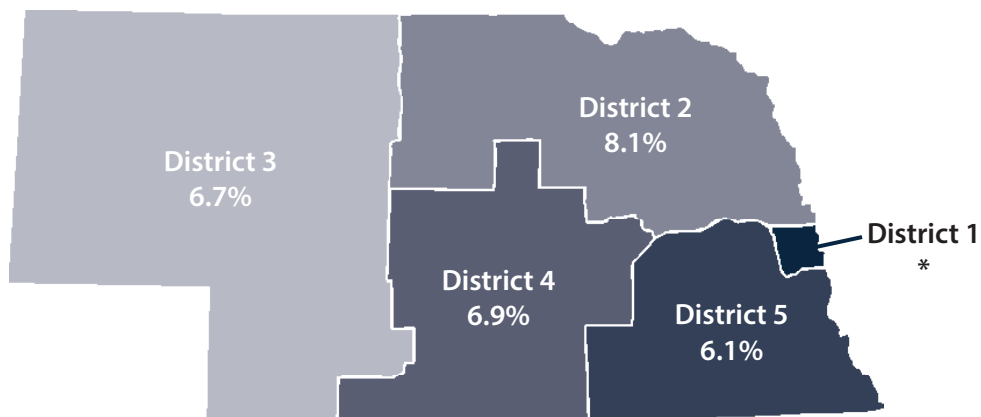
## NURSE - STAFF (RN)

The Bureau of Labor Statistics predicts national employment of RNs will increase by 16 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

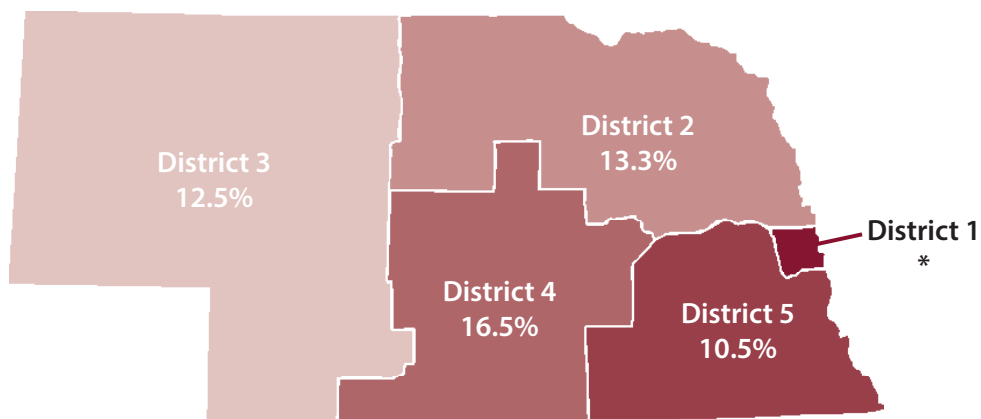
#### VACANCY RATE

Statewide 7.6%

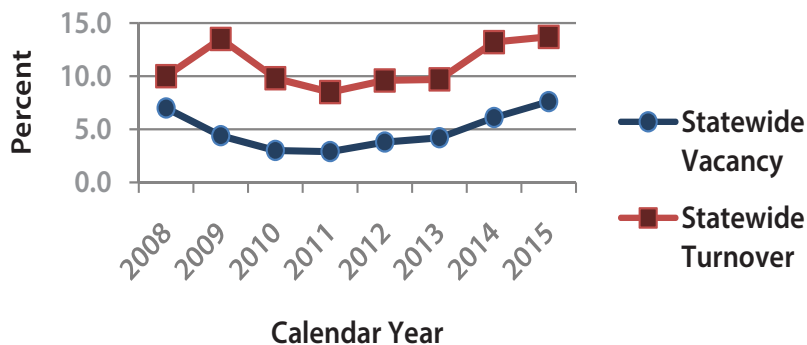


#### TURNOVER RATE

Statewide 13.7%



### NURSE - STAFF (RN)

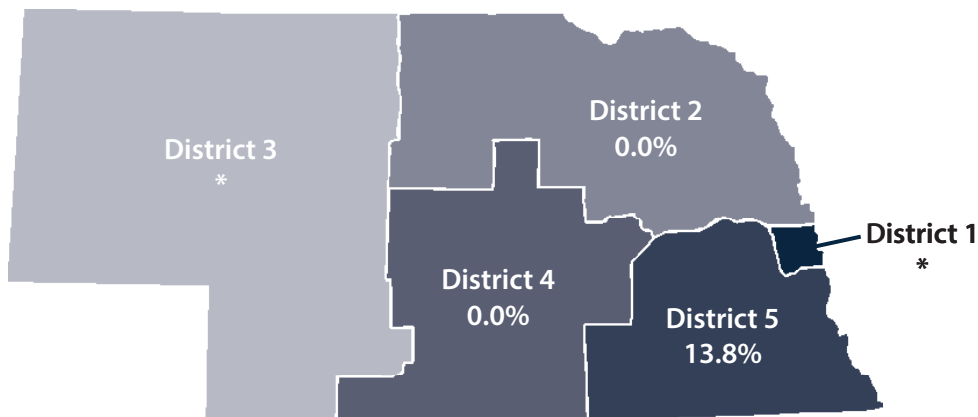


## NURSE PRACTITIONER (RN)

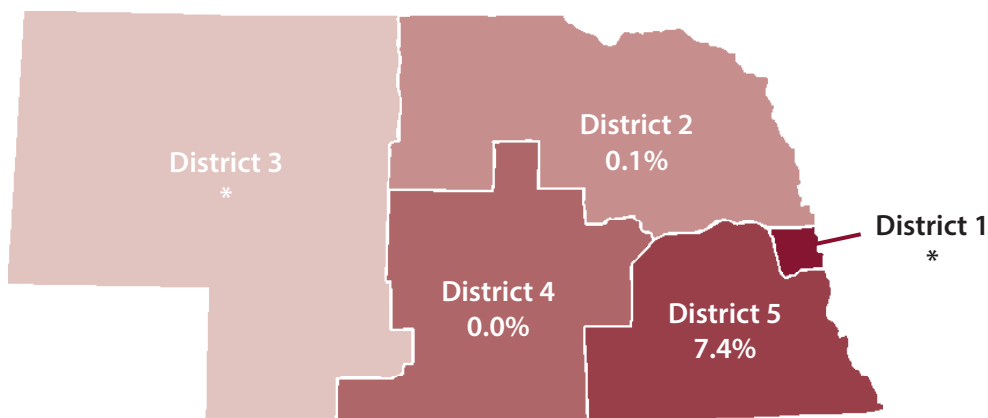
The Bureau of Labor Statistics predicts national employment of nurse practitioner (RN) will increase by 31 percent from 2014 to 2024.

### ALL HOSPITALS

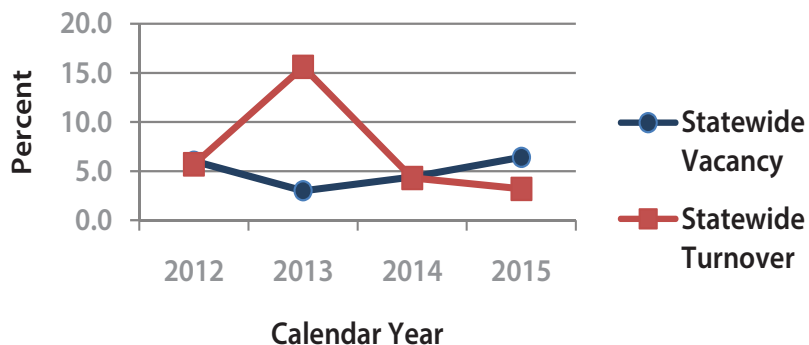
#### VACANCY RATE Statewide 6.4%



#### TURNOVER RATE Statewide 3.2%



### NURSE PRACTITIONER (RN)

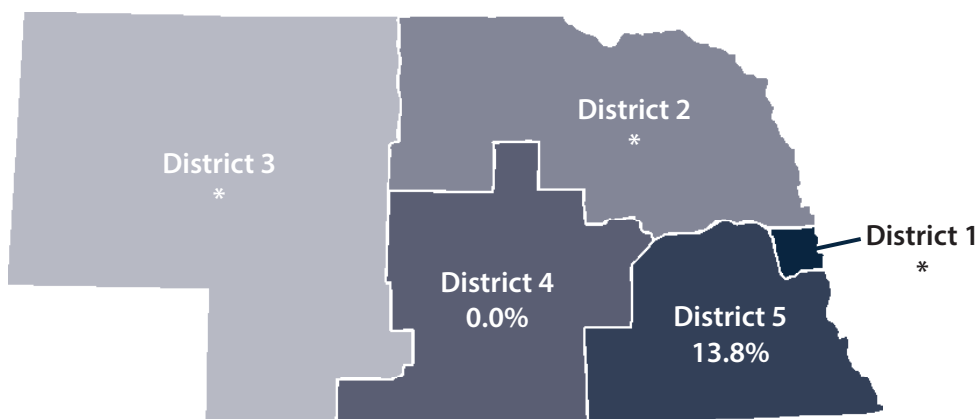


## NURSE PRACTITIONER (RN)

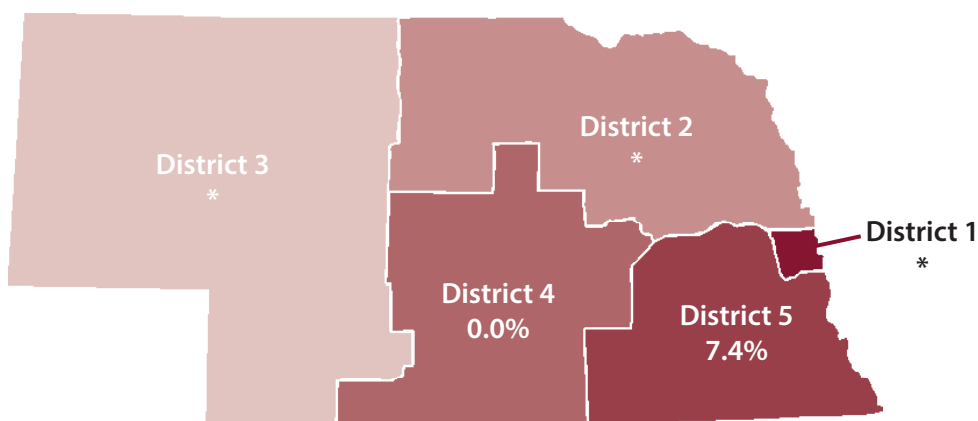
The Bureau of Labor Statistics predicts national employment of nurse practitioners (RN) will increase by 31 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

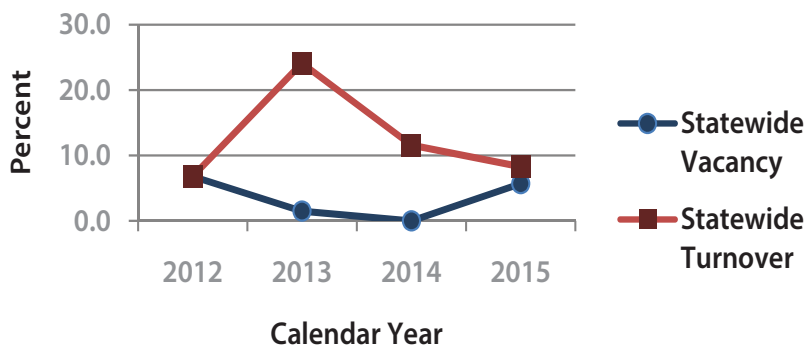
#### VACANCY RATE Statewide 5.7%



#### TURNOVER RATE Statewide 8.3%



### NURSE PRACTITIONER (RN)

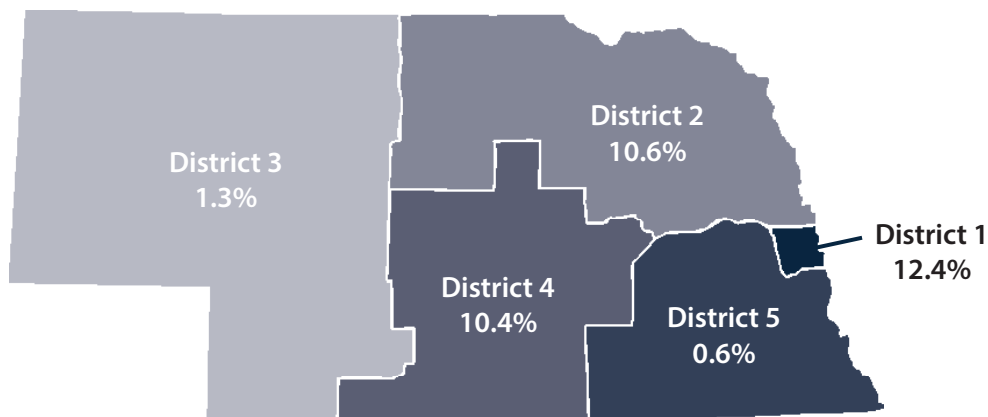


## UNLICENSED ASSISTIVE PERSONNEL (NURSE ASSISTANT & PATIENT CARE TECH)

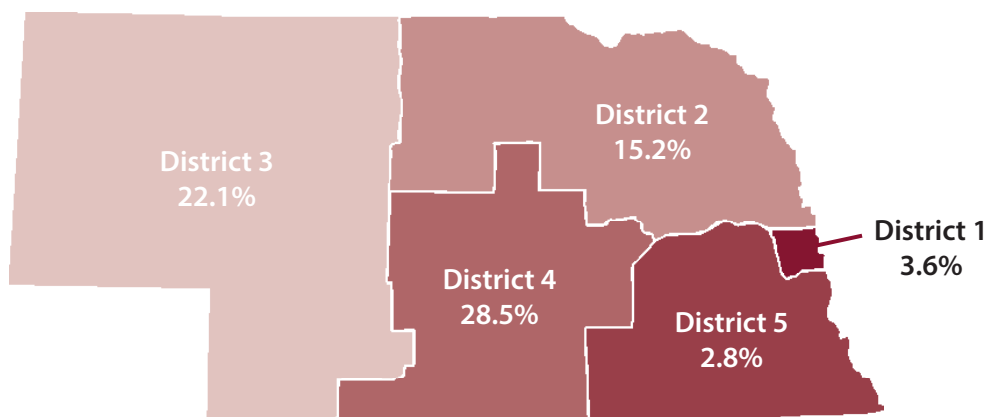
The Bureau of Labor Statistics predicts national employment of CNAs will increase by 17 percent and employment of personal care aides will increase by 26 percent from 2014 to 2024.

### ALL HOSPITALS

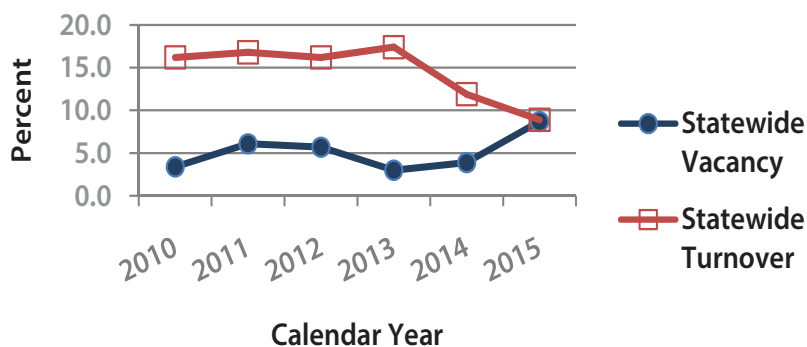
#### VACANCY RATE Statewide 8.7%



#### TURNOVER RATE Statewide 8.9%



### UNLICENSED ASSISTIVE PERSONNEL



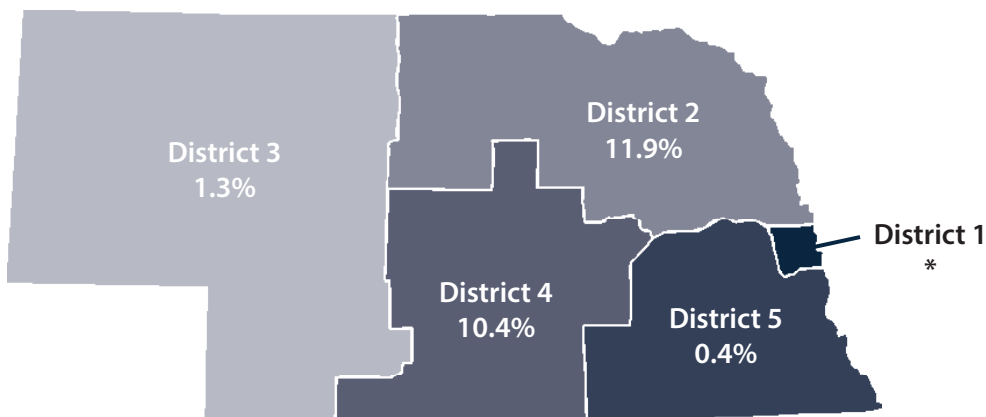


## UNLICENSED ASSISTIVE PERSONNEL (NURSE ASSISTANT & PATIENT CARE TECH)

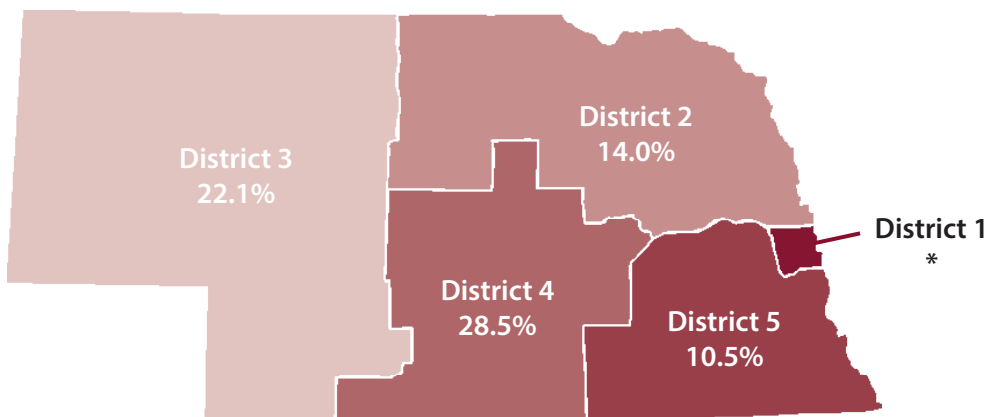
The Bureau of Labor Statistics predicts national employment of CNAs will increase by 17 percent and employment of personal care aides will increase by 26 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

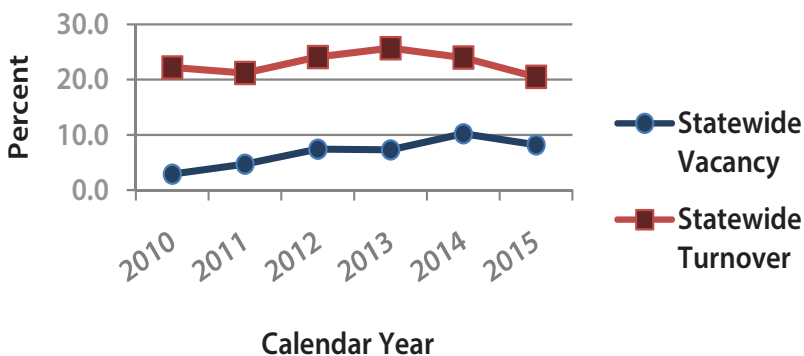
#### VACANCY RATE Statewide 8.2%



#### TURNOVER RATE Statewide 20.5%



### UNLICENSED ASSISTIVE PERSONNEL



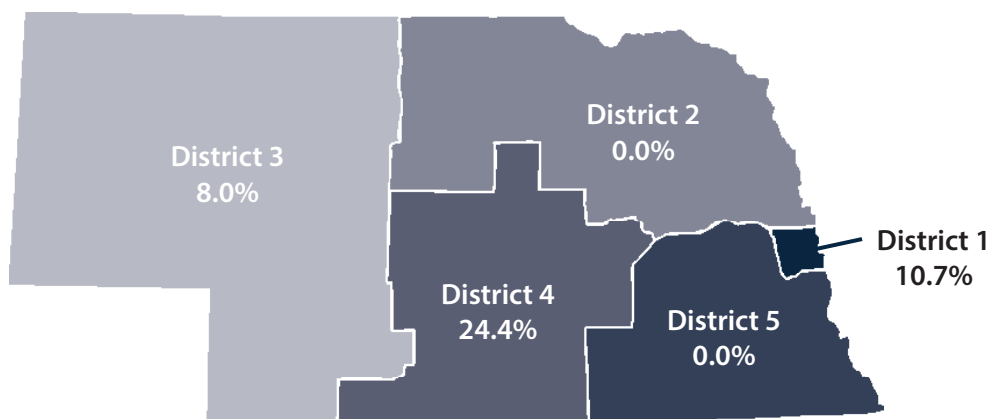
## OCCUPATIONAL THERAPIST

The Bureau of Labor Statistics predicts national employment of OTs will increase by 27 percent from 2014 to 2024.

### ALL HOSPITALS

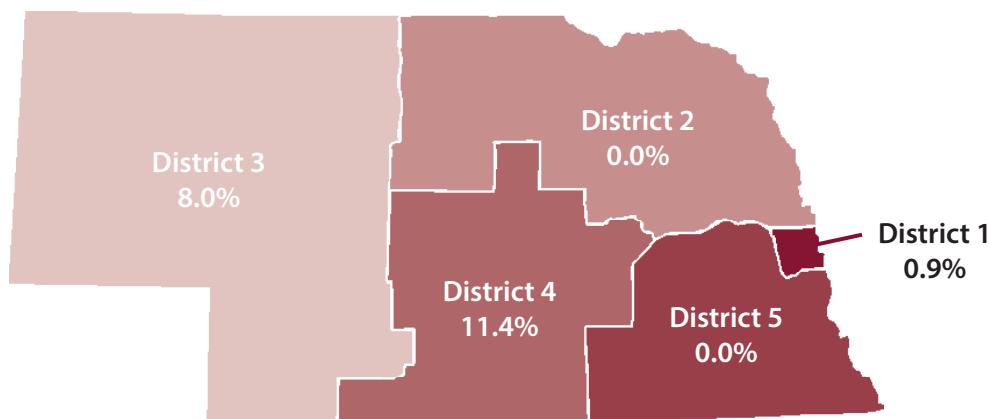
#### VACANCY RATE

Statewide 6.3%

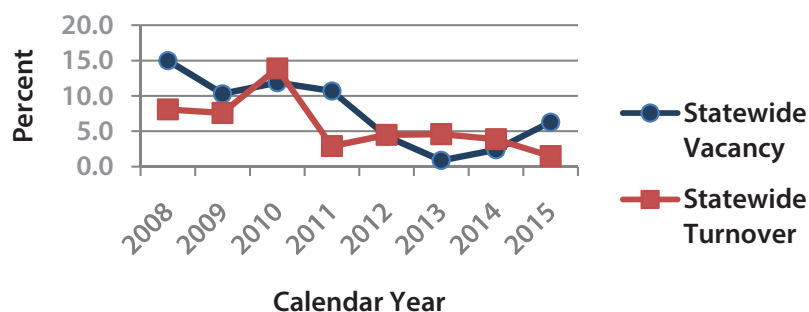


#### TURNOVER RATE

Statewide 1.5%



### OCCUPATIONAL THERAPIST



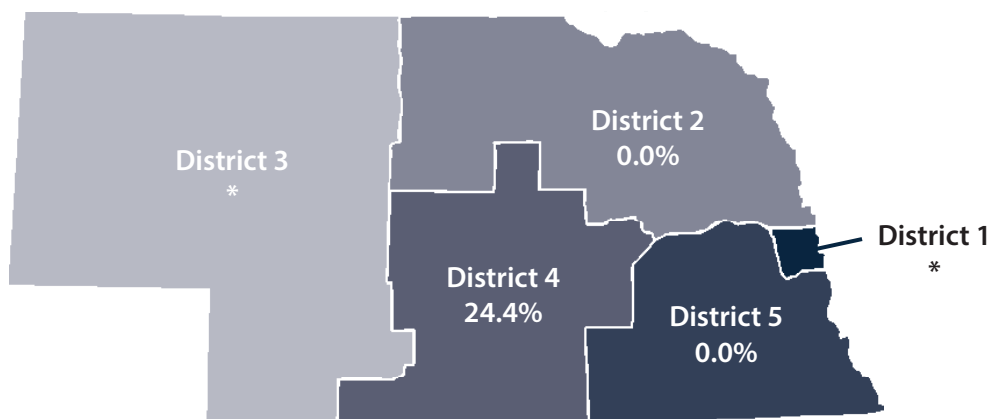
## OCCUPATIONAL THERAPIST

The Bureau of Labor Statistics predicts national employment of OTs will increase by 27 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

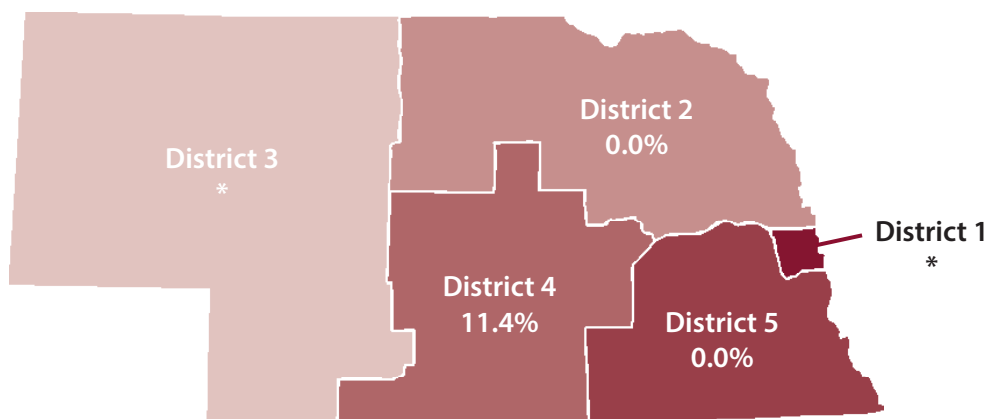
#### VACANCY RATE

Statewide 8.9%

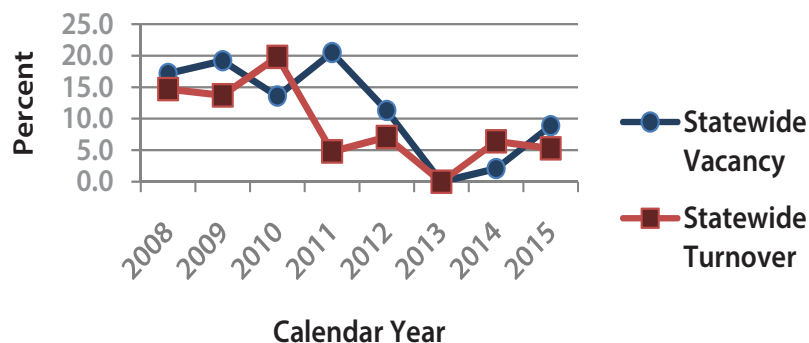


#### TURNOVER RATE

Statewide 5.3%



### OCCUPATIONAL THERAPIST

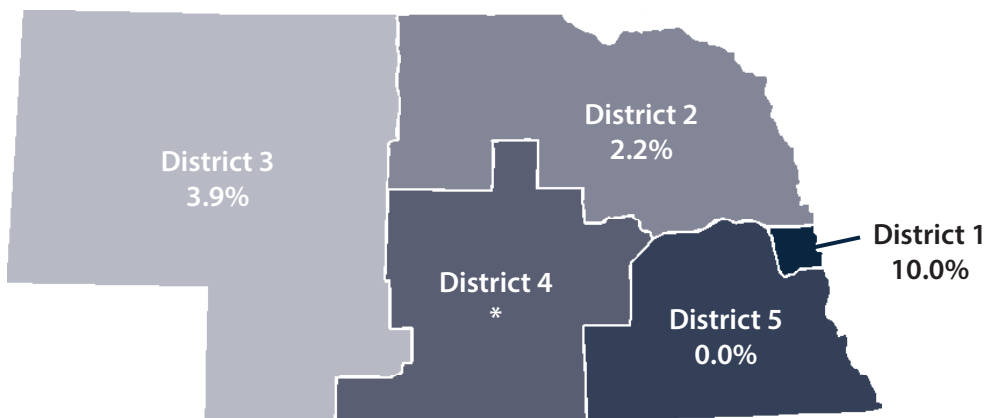


## PHYSICAL THERAPIST

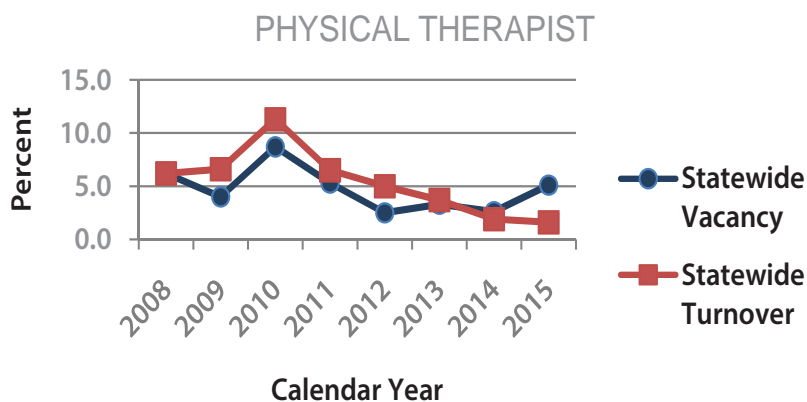
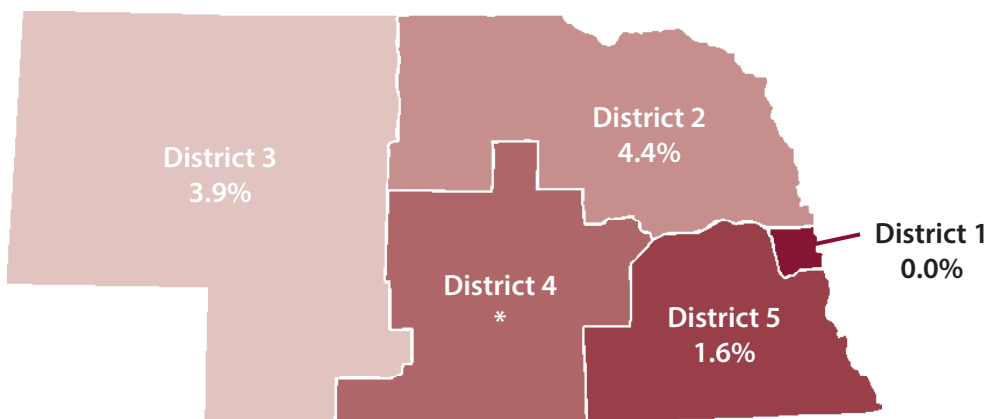
The Bureau of Labor Statistics predicts national employment of PTs will increase by 34 percent from 2014 to 2024.

### ALL HOSPITALS

#### VACANCY RATE Statewide 5.1%



#### TURNOVER RATE Statewide 1.6%

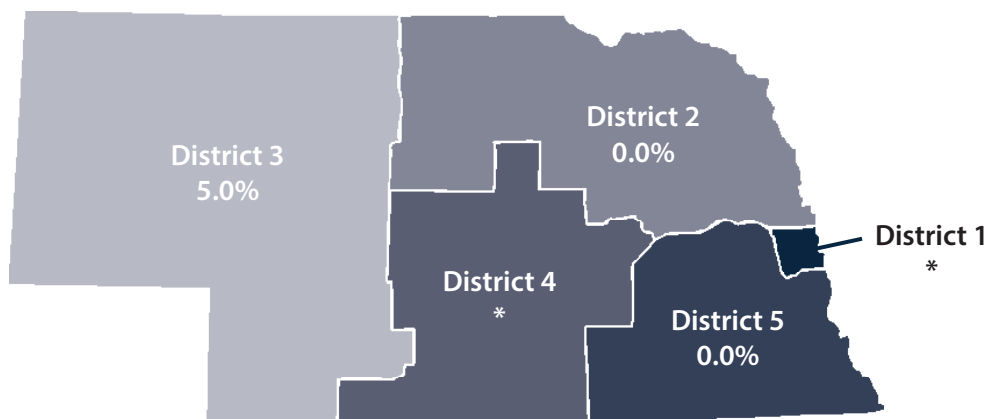


## PHYSICAL THERAPIST

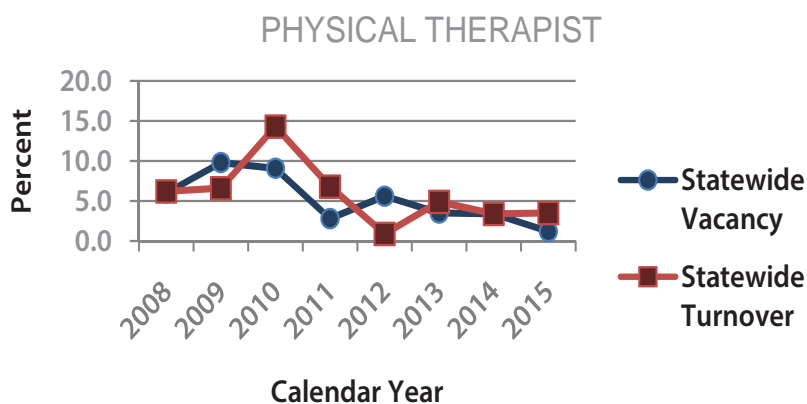
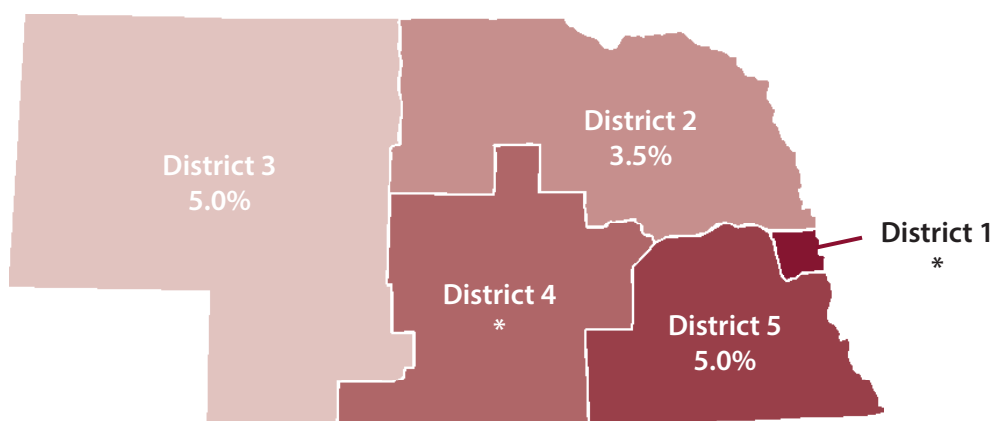
The Bureau of Labor Statistics predicts national employment of PTs will increase by 34 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

**VACANCY RATE**  
Statewide 1.2%



**TURNOVER RATE**  
Statewide 3.5%



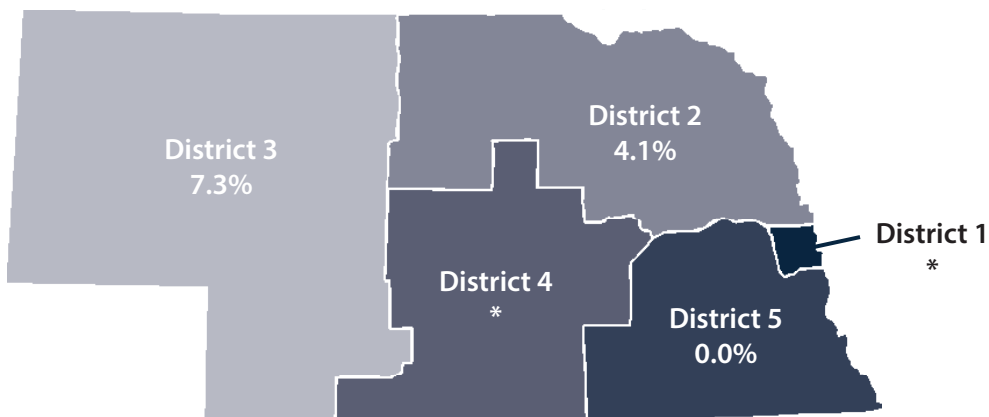
## PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

The Bureau of Labor Statistics predicts national employment of PTAs will increase by 40 percent from 2014 to 2024.

### ALL HOSPITALS

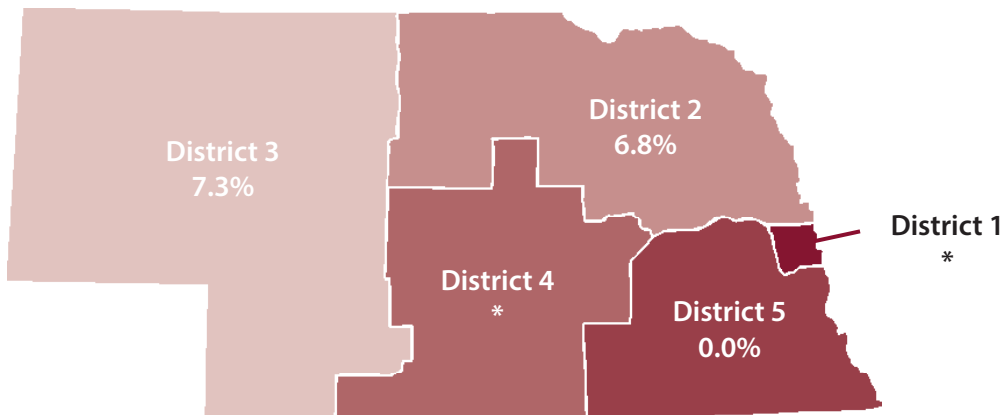
#### VACANCY RATE

Statewide 2.4%

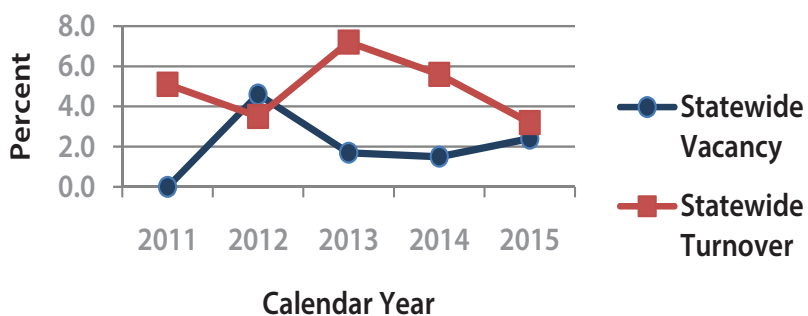


#### TURNOVER RATE

Statewide 3.2%



### PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

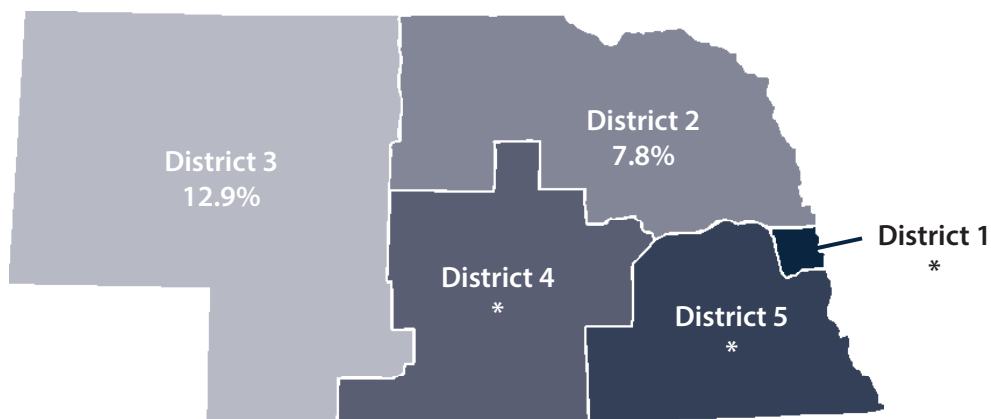


## PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

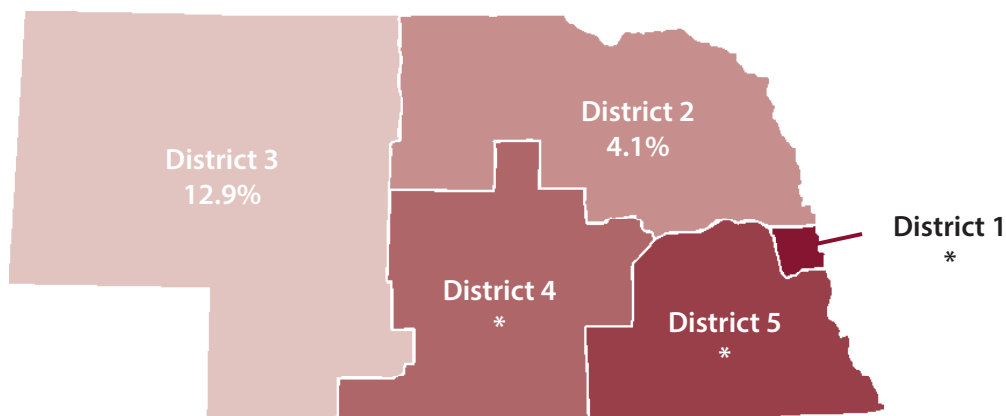
The Bureau of Labor Statistics predicts national employment of PTAs will increase by 40 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

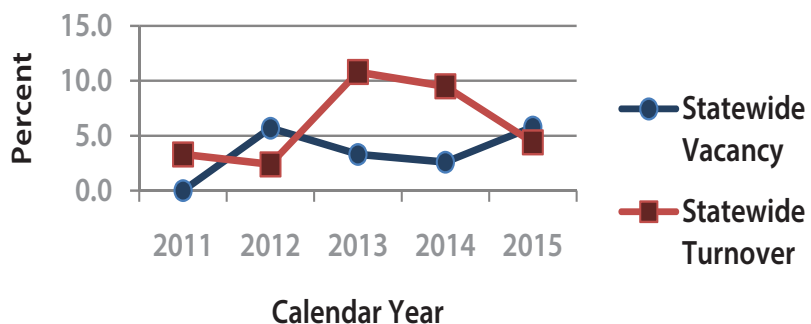
#### VACANCY RATE Statewide 5.8%



#### TURNOVER RATE Statewide 4.4%



### PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

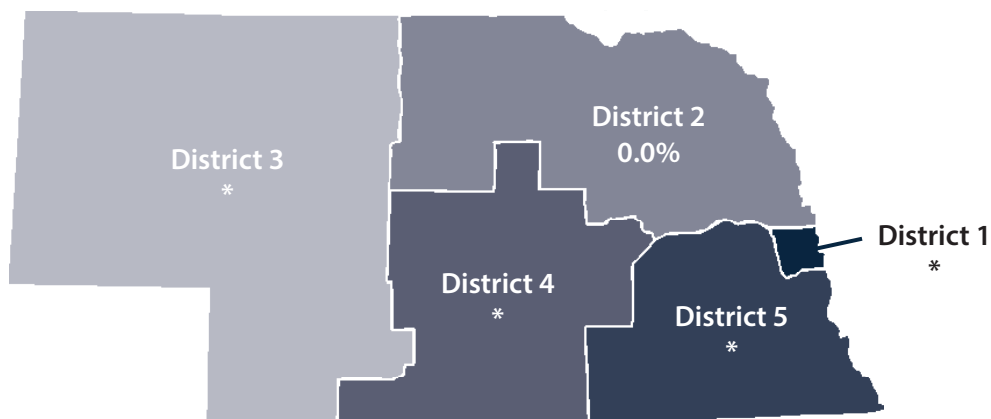


## RESPIRATORY THERAPIST - CERTIFIED

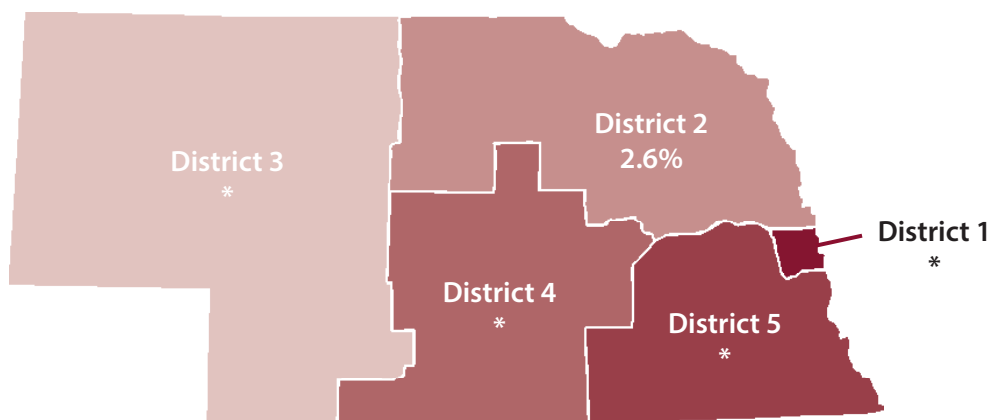
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 12 percent from 2014 to 2024.

### ALL HOSPITALS

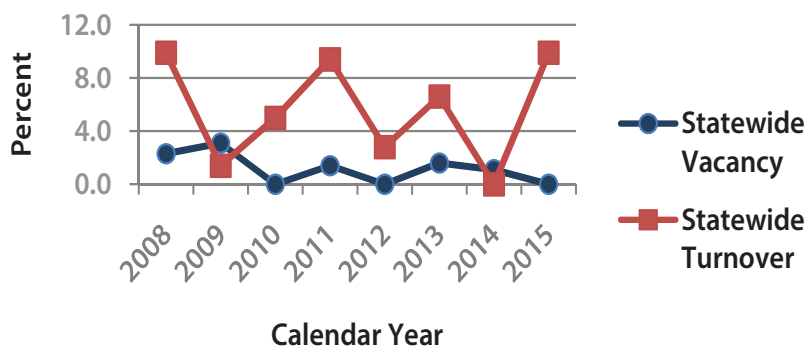
#### VACANCY RATE Statewide 0.0%



#### TURNOVER RATE Statewide 9.9%



### RESPIRATORY THERAPIST - CERTIFIED



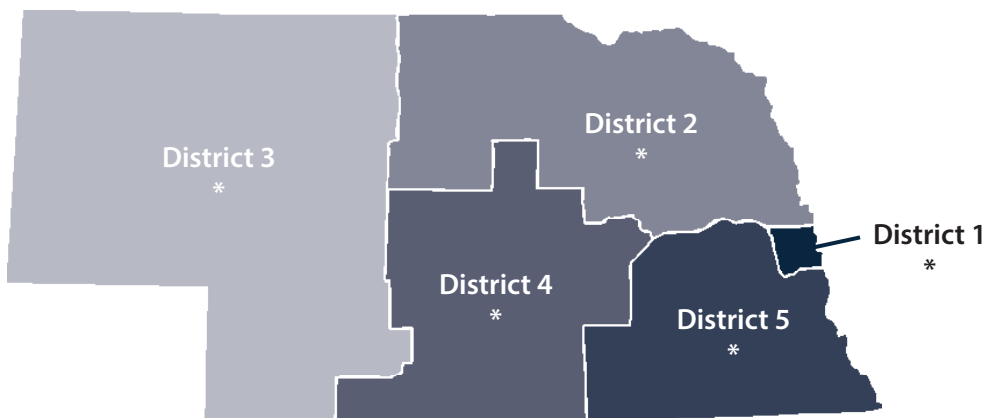


## RESPIRATORY THERAPIST - CERTIFIED

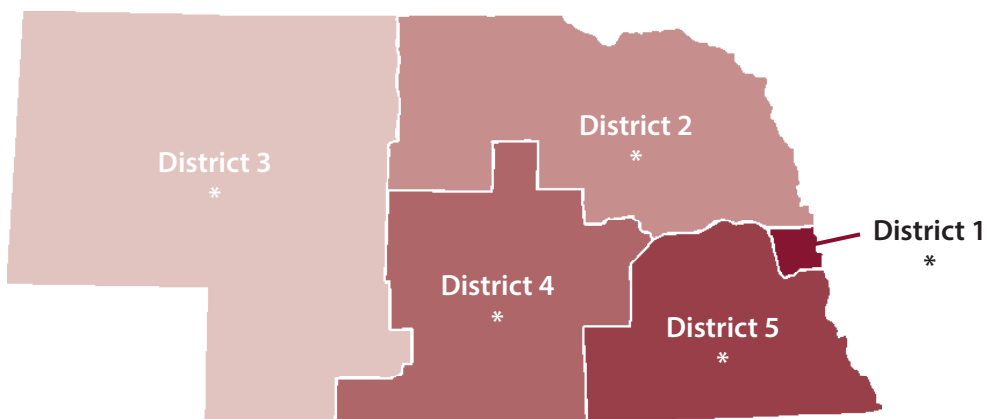
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 12 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

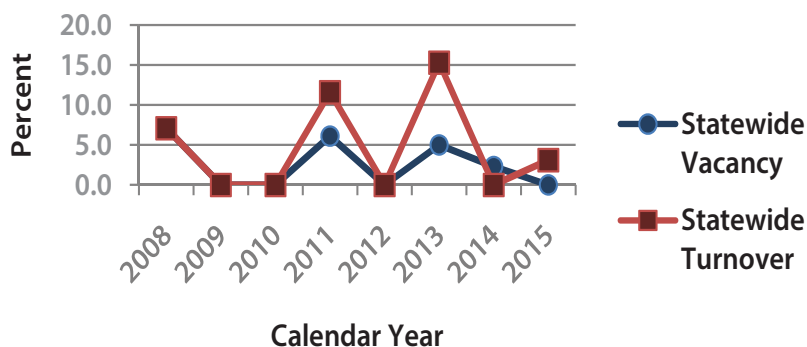
**VACANCY RATE**  
Statewide 0.0%



**TURNOVER RATE**  
Statewide 3.1%



### RESPIRATORY THERAPIST - CERTIFIED

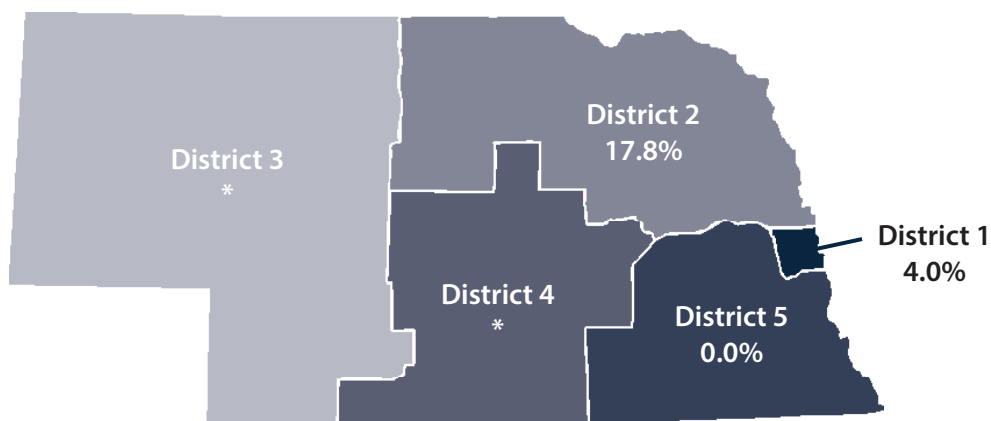


## RESPIRATORY THERAPIST - REGISTERED

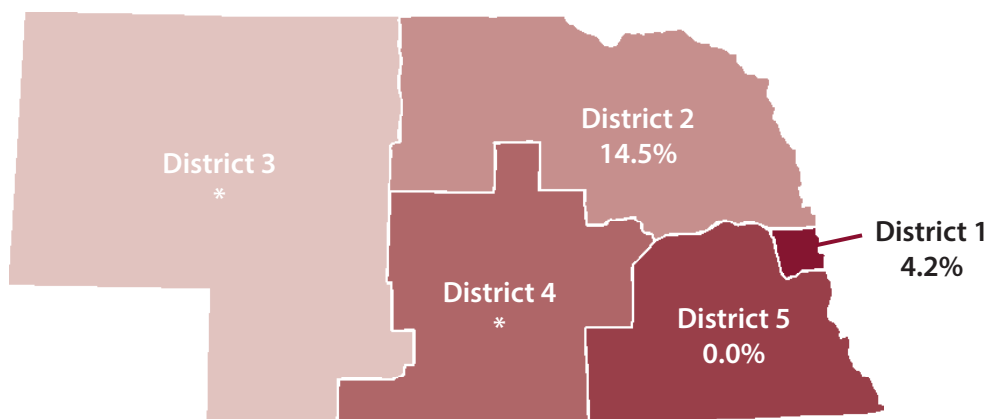
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 12 percent from 2014 to 2024.

### ALL HOSPITALS

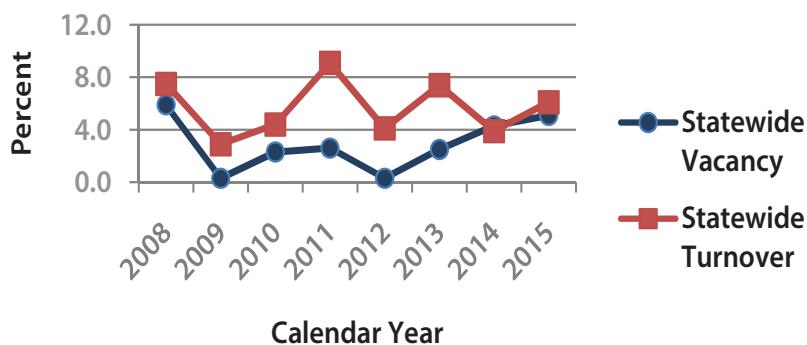
#### VACANCY RATE Statewide 5.1%



#### TURNOVER RATE Statewide 6.1%



### RESPIRATORY THERAPIST - REGISTERED

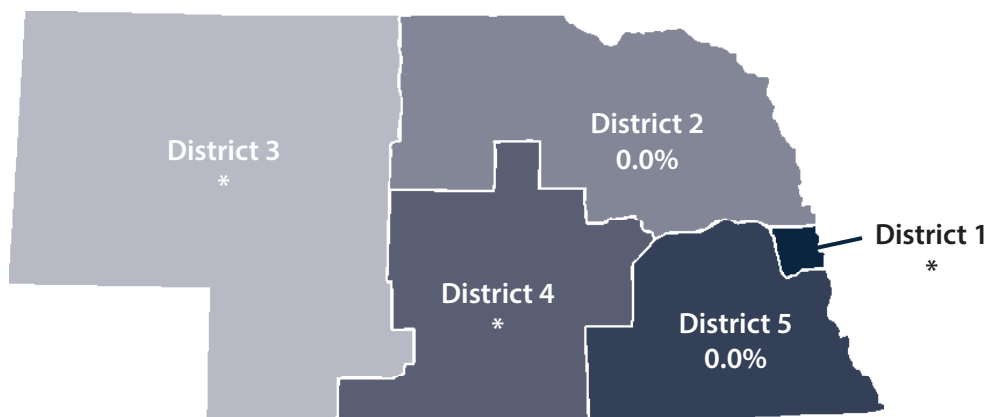


## RESPIRATORY THERAPIST - REGISTERED

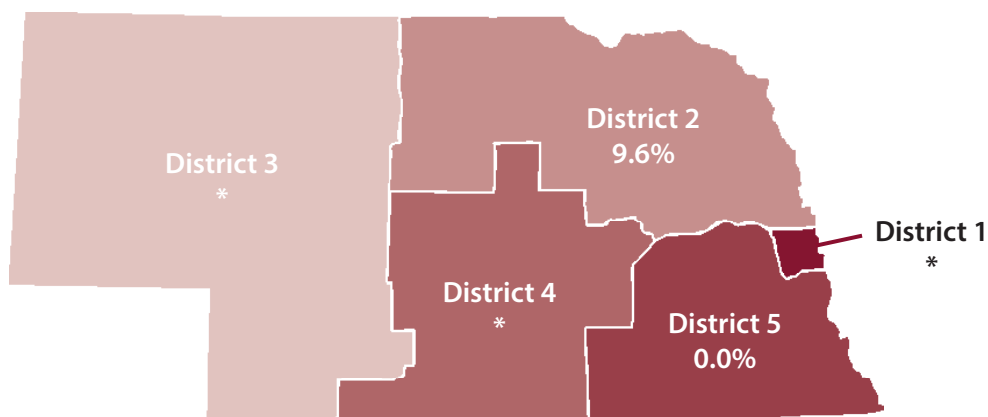
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 12 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

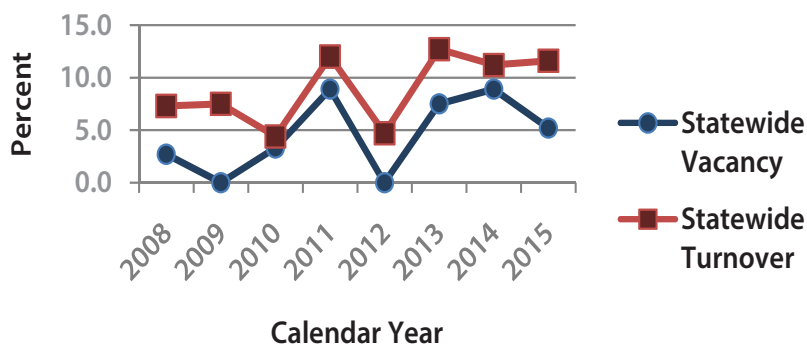
#### VACANCY RATE Statewide 5.2%



#### TURNOVER RATE Statewide 11.6%



### RESPIRATORY THERAPIST - REGISTERED

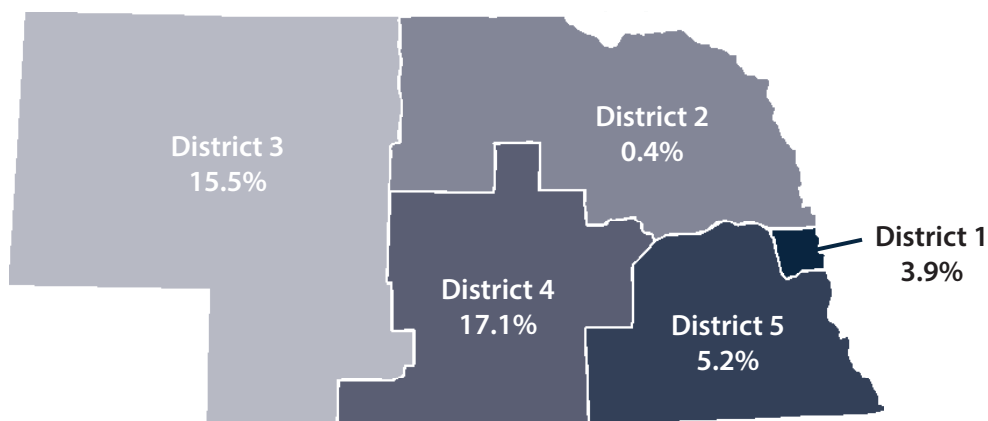


## PHARMACIST - STAFF

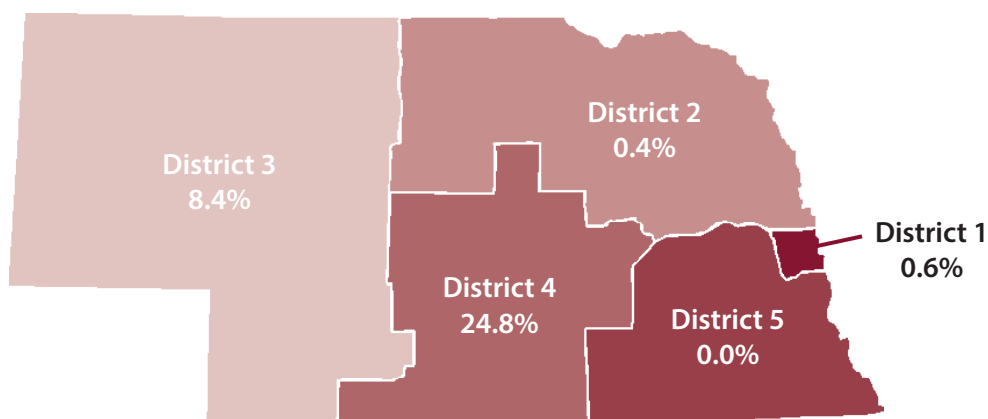
The Bureau of Labor Statistics predicts national employment of pharmacists will increase by 3 percent from 2014 to 2024.

### ALL HOSPITALS

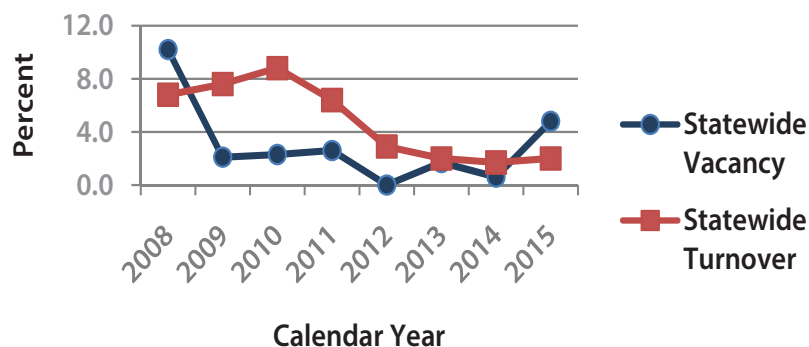
#### VACANCY RATE Statewide 4.8%



#### TURNOVER RATE Statewide 2.0%



### PHARMACIST - STAFF

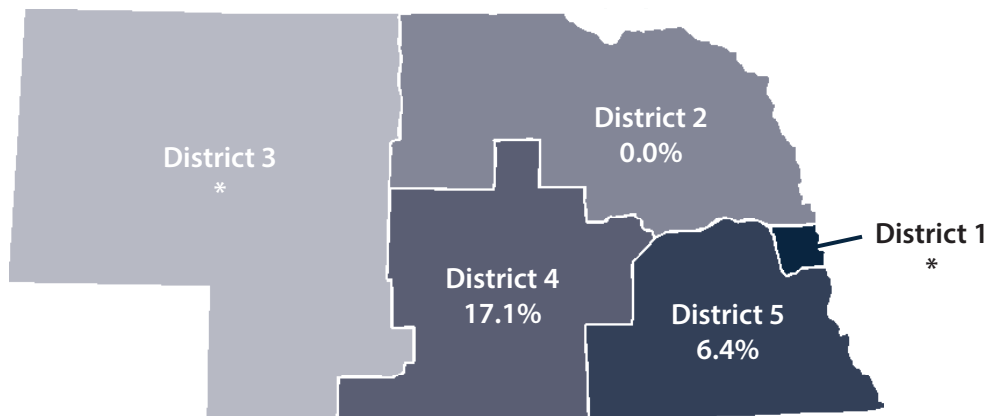


## PHARMACIST - STAFF

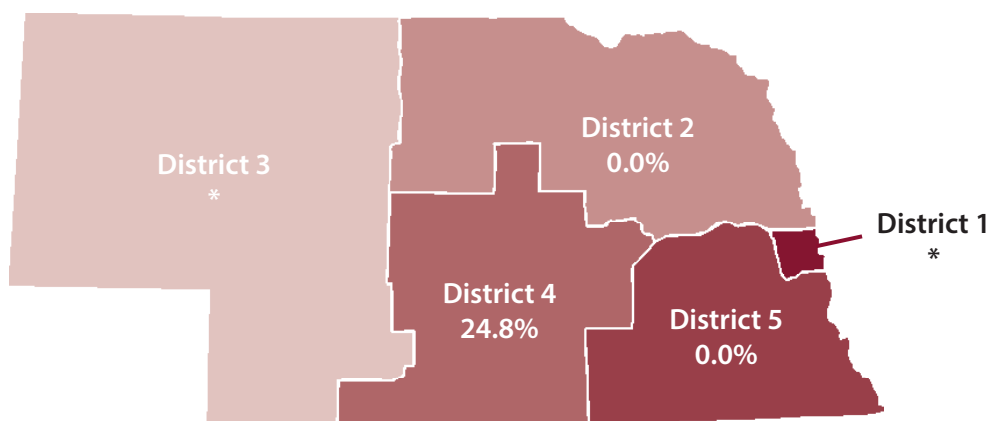
The Bureau of Labor Statistics predicts national employment of pharmacists will increase by 3 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

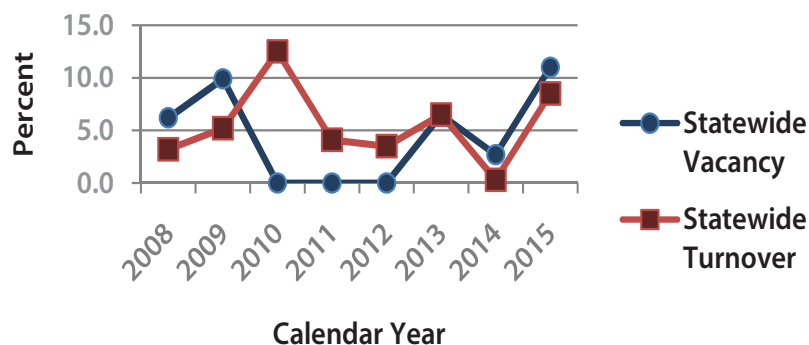
**VACANCY RATE**  
Statewide 11.0%



**TURNOVER RATE**  
Statewide 8.5%



### PHARMACIST - STAFF



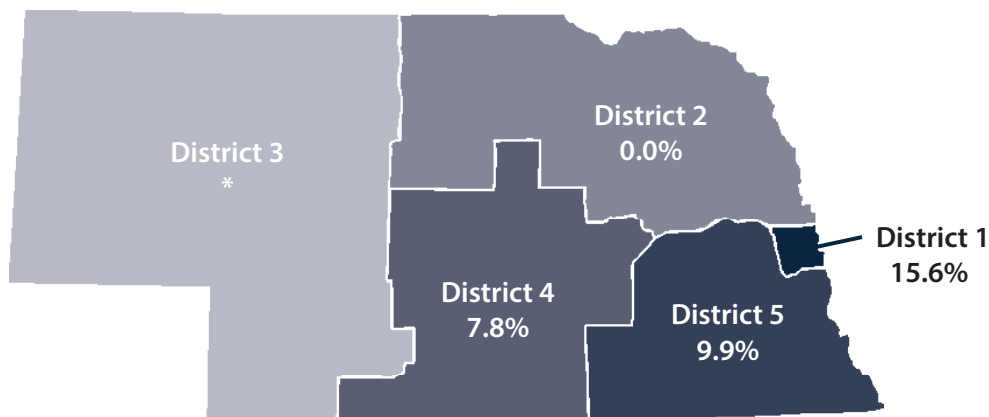
## PHARMACY TECHNICIAN - CERTIFIED

The Bureau of Labor Statistics predicts national employment of pharmacy techs will increase by 9 percent from 2014 to 2024.

### ALL HOSPITALS

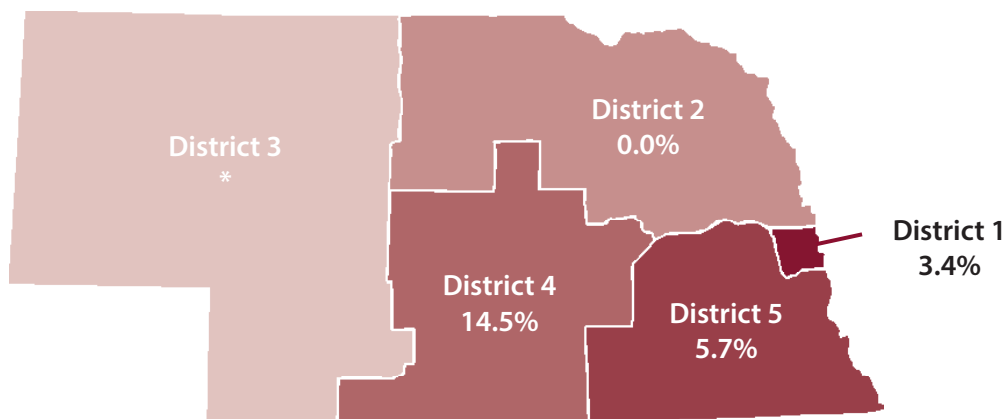
#### VACANCY RATE

Statewide 11.7%

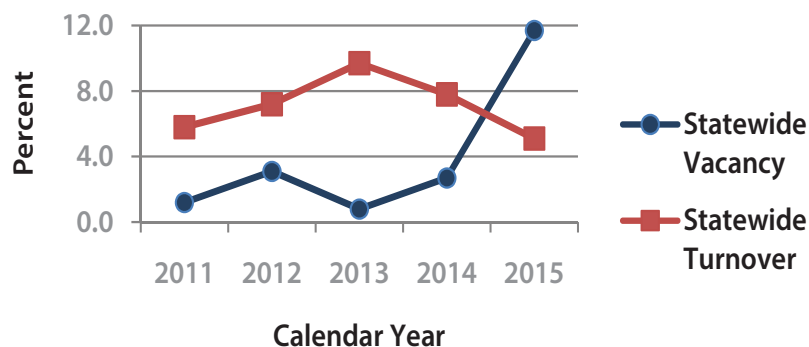


#### TURNOVER RATE

Statewide 5.1%



### PHARMACY TECHNICIAN - CERTIFIED

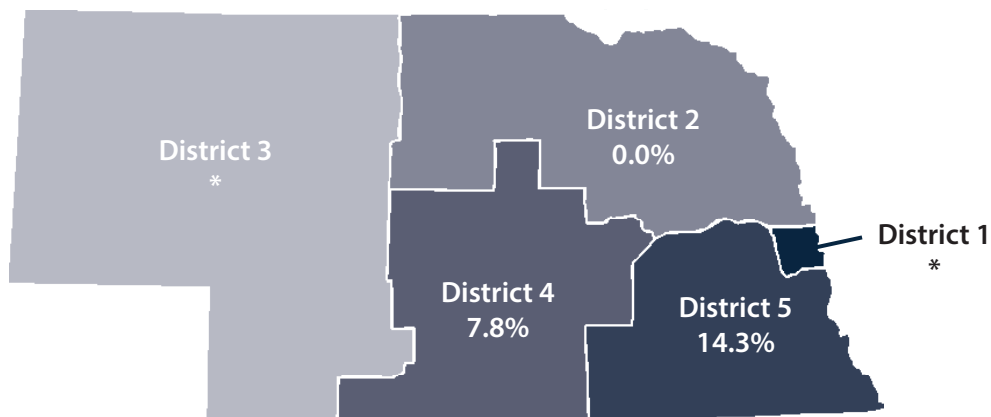


## PHARMACY TECHNICIAN - CERTIFIED

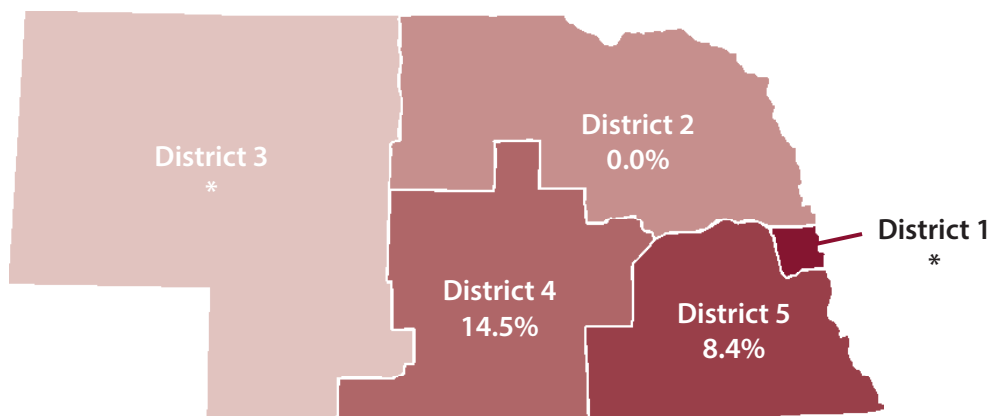
The Bureau of Labor Statistics predicts national employment of pharmacy techs will increase by 9 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

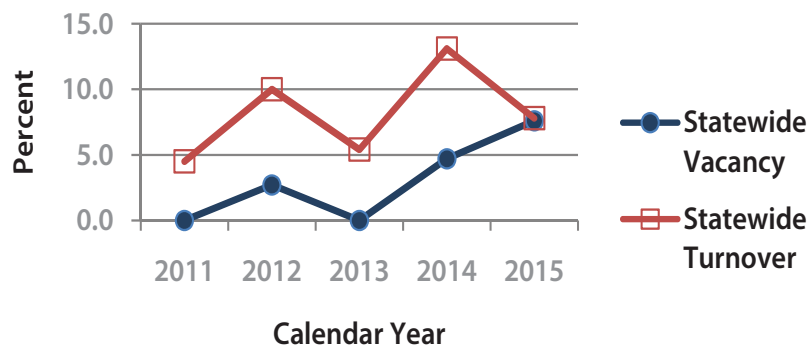
#### VACANCY RATE Statewide 7.6%



#### TURNOVER RATE Statewide 7.8%



### PHARMACY TECHNICIAN - CERTIFIED

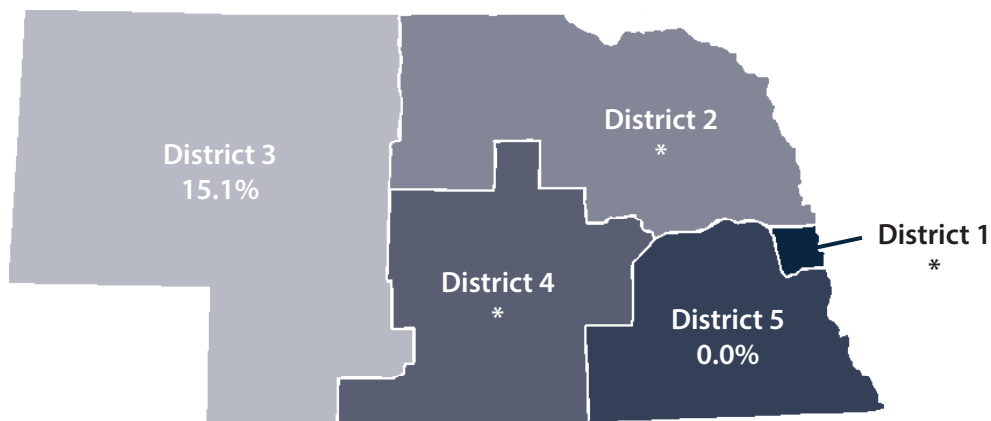


## SURGICAL TECHNICIAN - NON-CERTIFIED

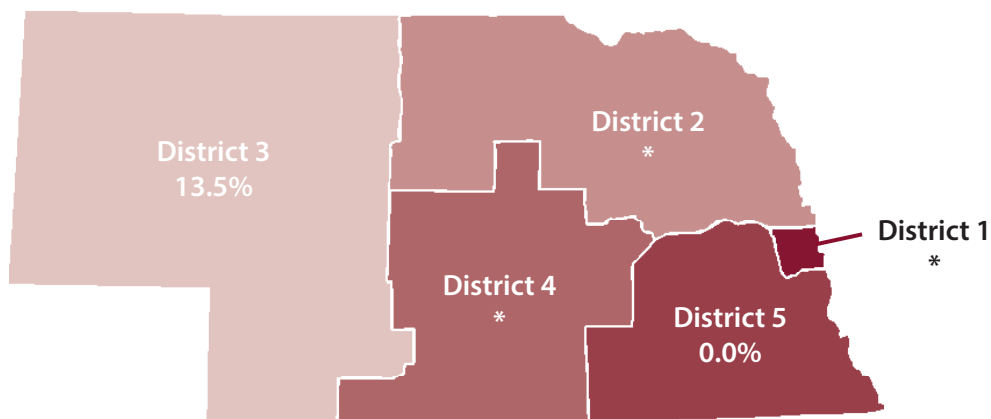
The Bureau of Labor Statistics predicts national employment of surgical techs will increase by 15 percent from 2014 to 2024.

### ALL HOSPITALS

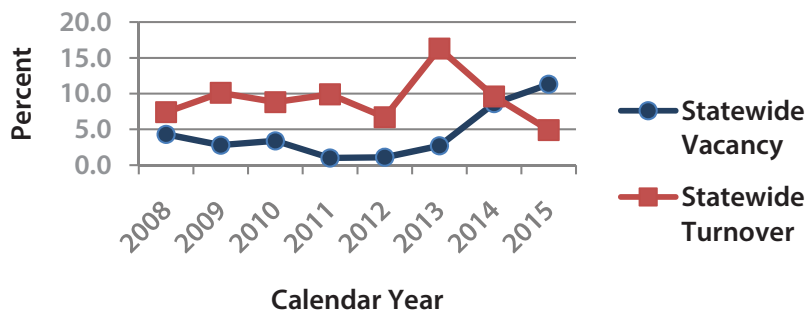
#### VACANCY RATE Statewide 11.3%



#### TURNOVER RATE Statewide 4.9%



### SURGICAL TECHNICIAN - NON-CERTIFIED





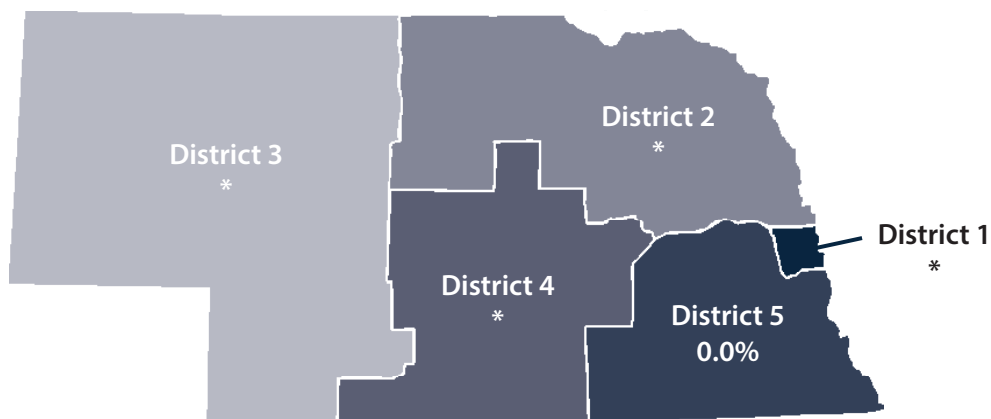
## SURGICAL TECHNICIAN - NON-CERTIFIED

The Bureau of Labor Statistics predicts national employment of surgical techs will increase by 15 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

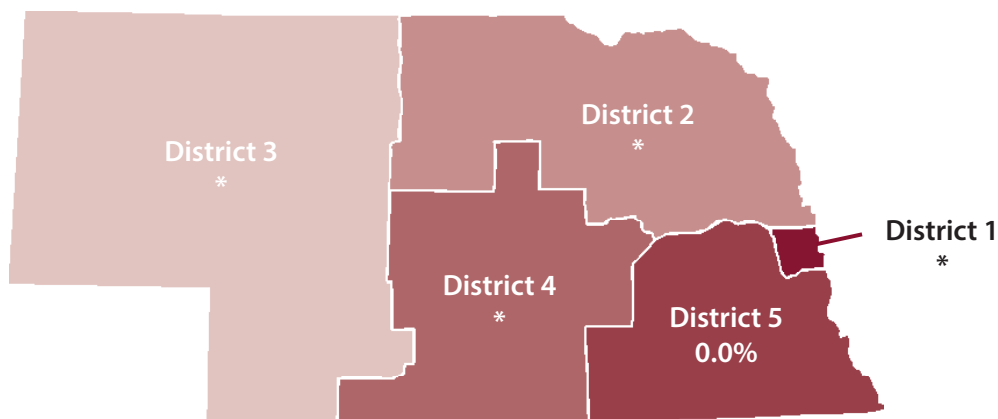
#### VACANCY RATE

Statewide 22.0%

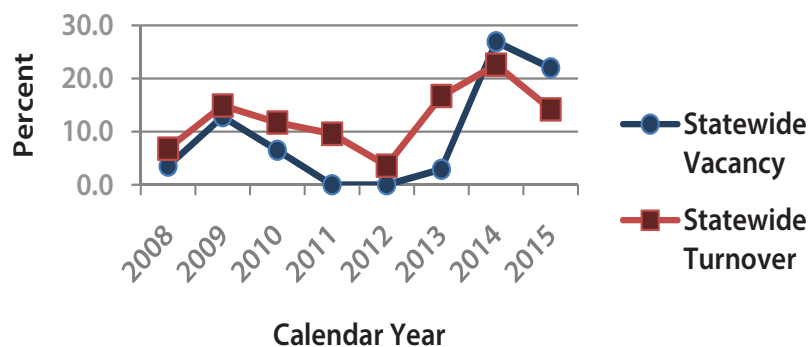


#### TURNOVER RATE

Statewide 14.2%



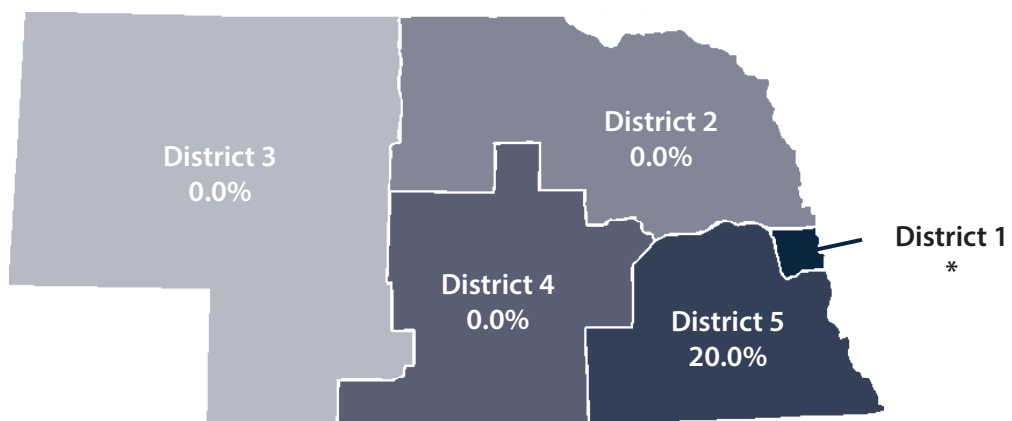
### SURGICAL TECHNICIAN - NON-CERTIFIED



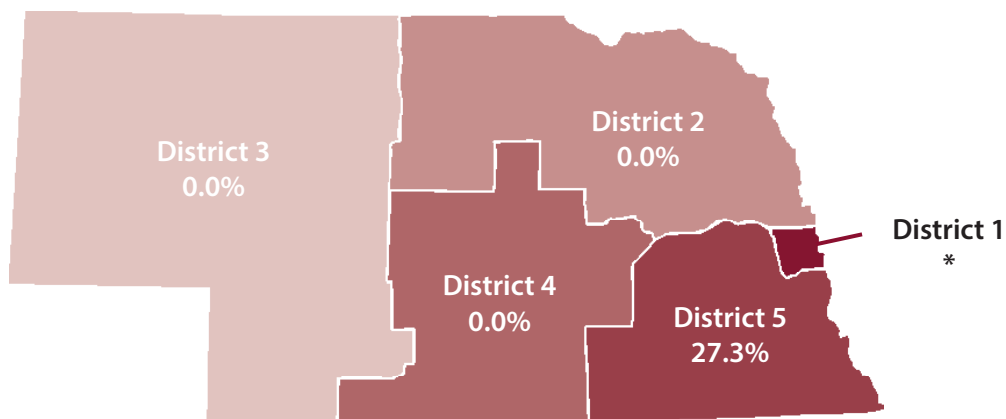
## HEALTH INFORMATION DIRECTOR

### ALL HOSPITALS

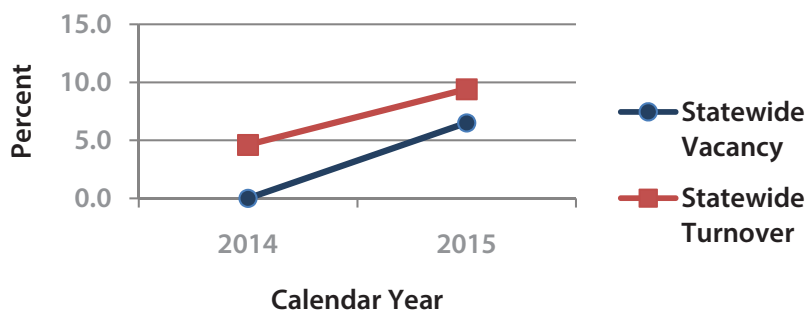
#### VACANCY RATE Statewide 6.5%



#### TURNOVER RATE Statewide 9.4%



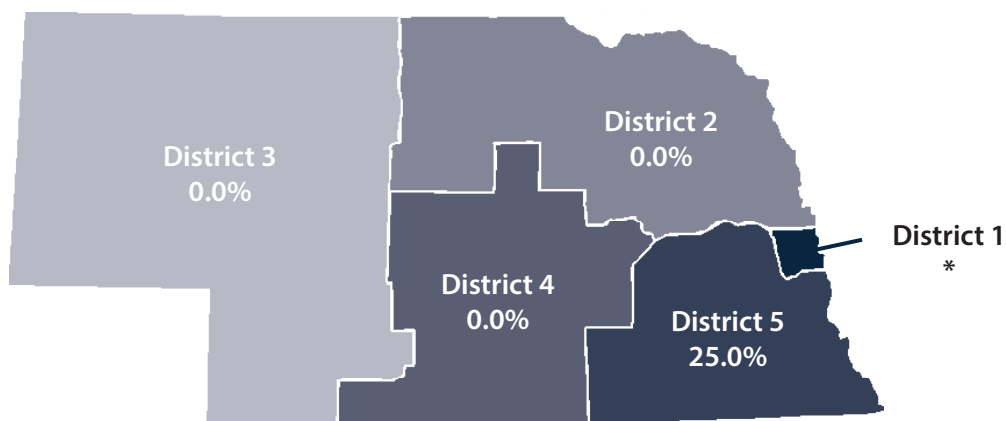
### HEATH INFORMATION DIRECTOR



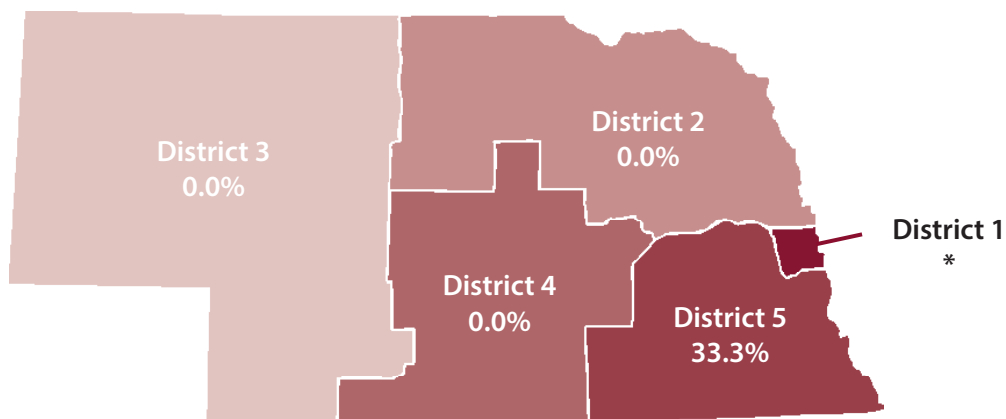
## HEALTH INFORMATION DIRECTOR

### CRITICAL ACCESS HOSPITALS ONLY

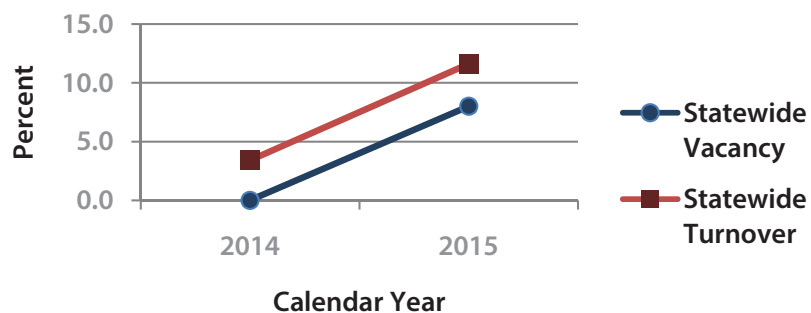
**VACANCY RATE**  
Statewide 8.0%



**TURNOVER RATE**  
Statewide 11.6%



### HEALTH INFORMATION DIRECTOR

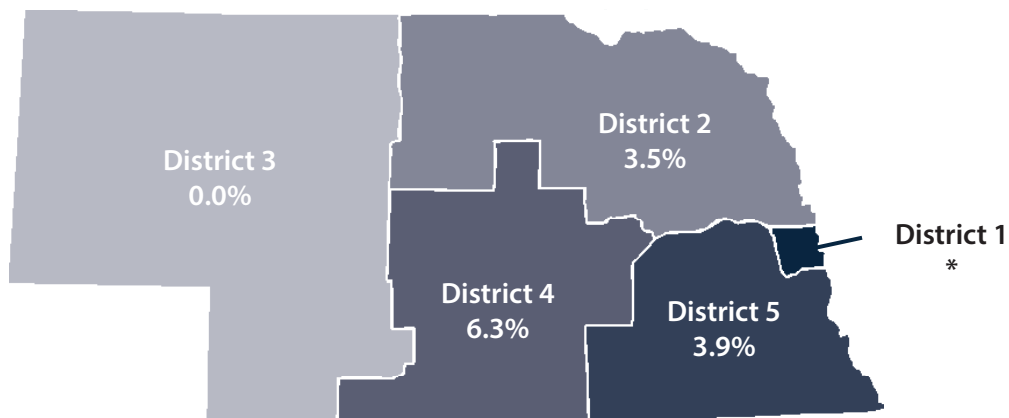


## MEDICAL RECORDS CODER

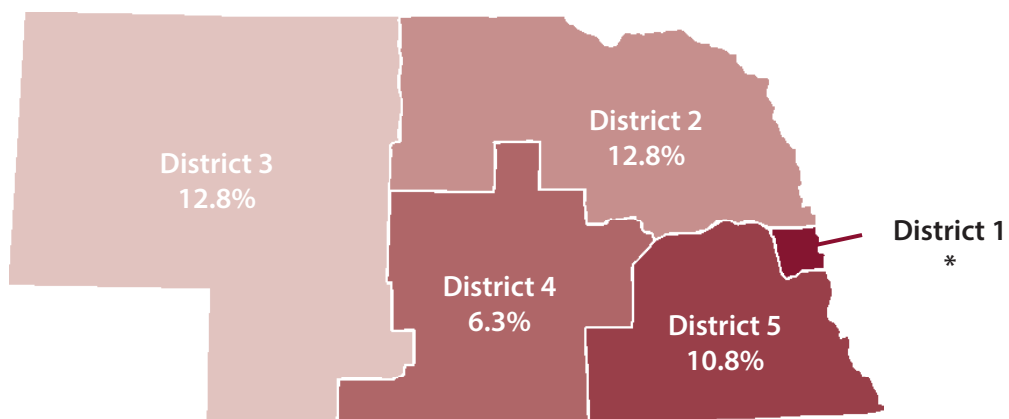
The Bureau of Labor Statistics predicts national employment of coders will increase by 15 percent from 2014 to 2024.

### ALL HOSPITALS

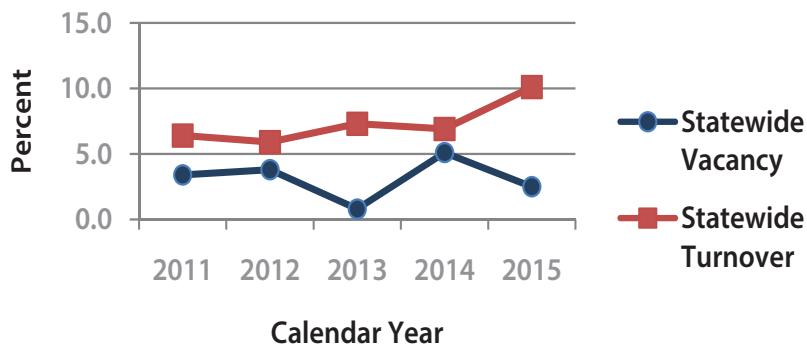
#### VACANCY RATE Statewide 2.5%



#### TURNOVER RATE Statewide 10.1%



### MEDICAL RECORDS CODER

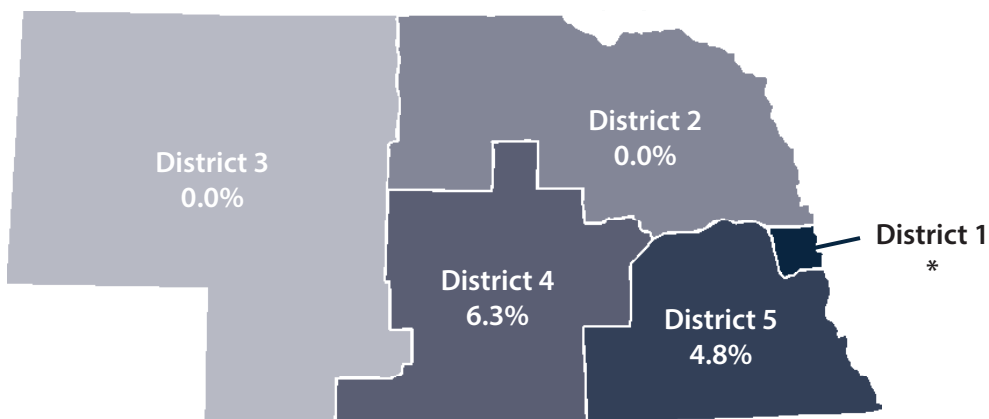


## MEDICAL RECORDS CODER

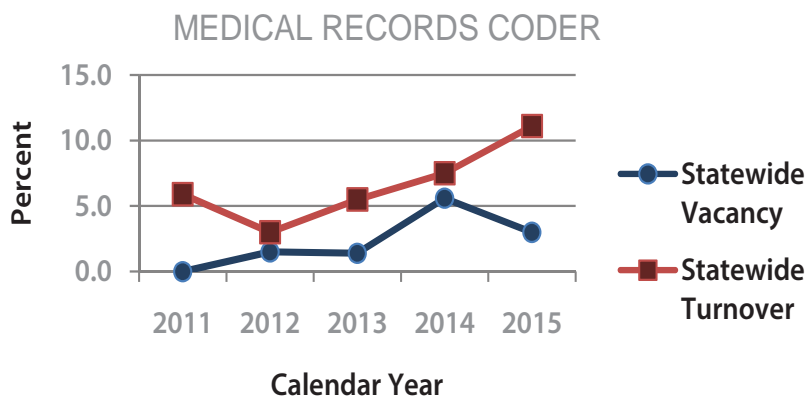
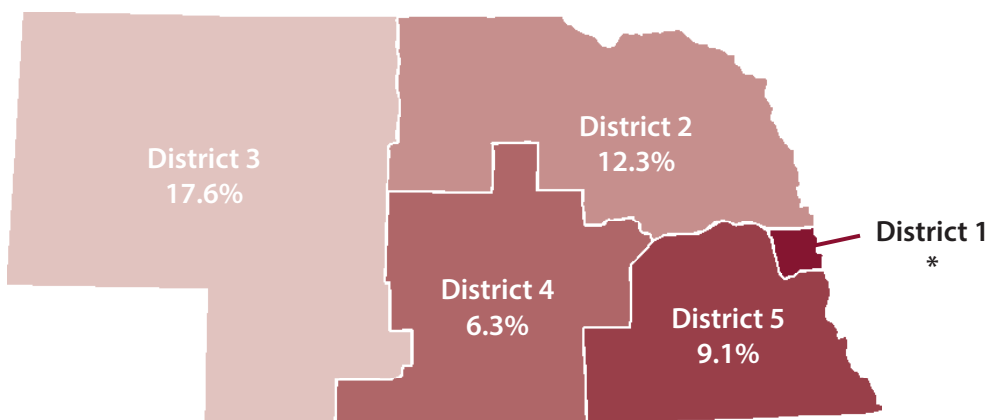
The Bureau of Labor Statistics predicts national employment of coders will increase by 15 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

#### VACANCY RATE Statewide 3.0%



#### TURNOVER RATE Statewide 11.1%



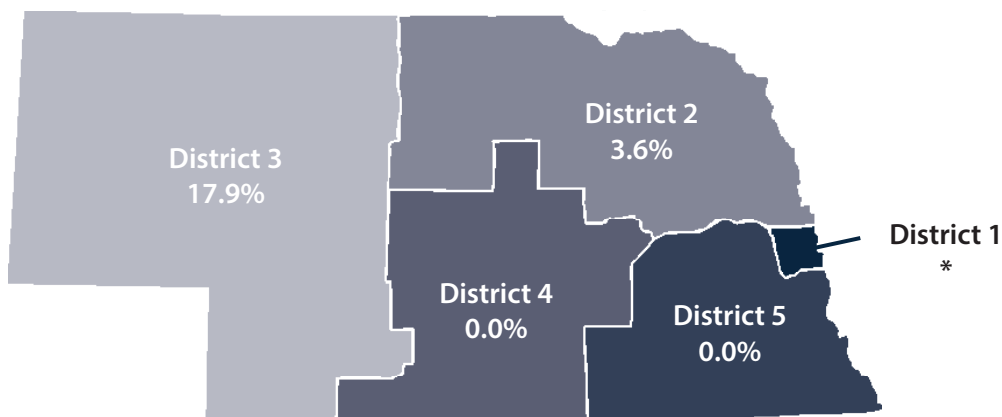
## PHYSICIAN ASSISTANT

The Bureau of Labor Statistics predicts national employment of physician assistants will increase by 30 percent from 2014 to 2024.

### ALL HOSPITALS

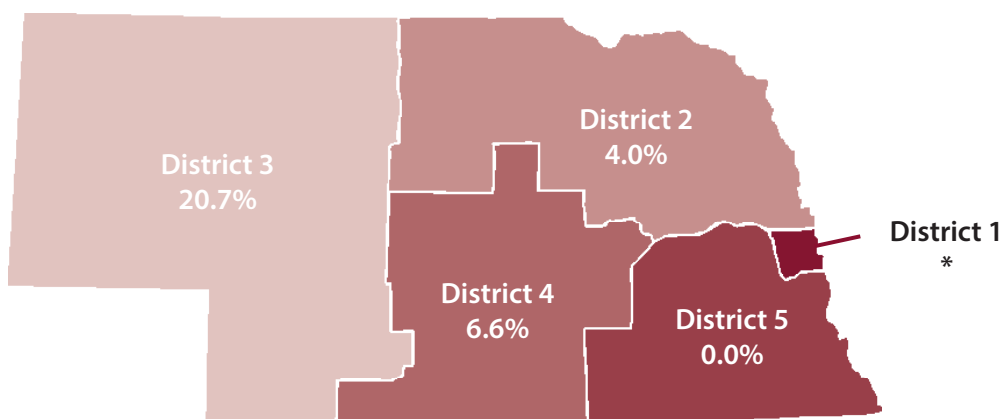
#### VACANCY RATE

Statewide 8.3%

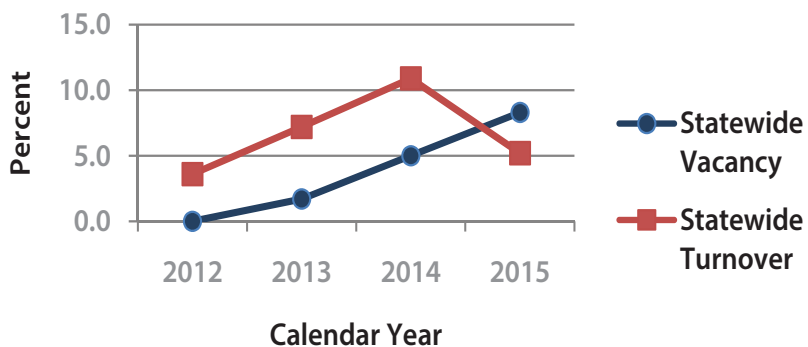


#### TURNOVER RATE

Statewide 5.2%



### PHYSICIAN ASSISTANT

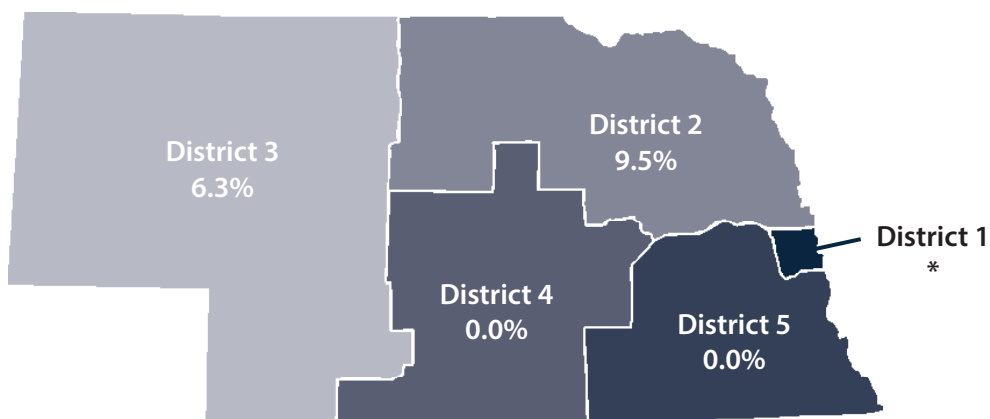


## PHYSICIAN ASSISTANT

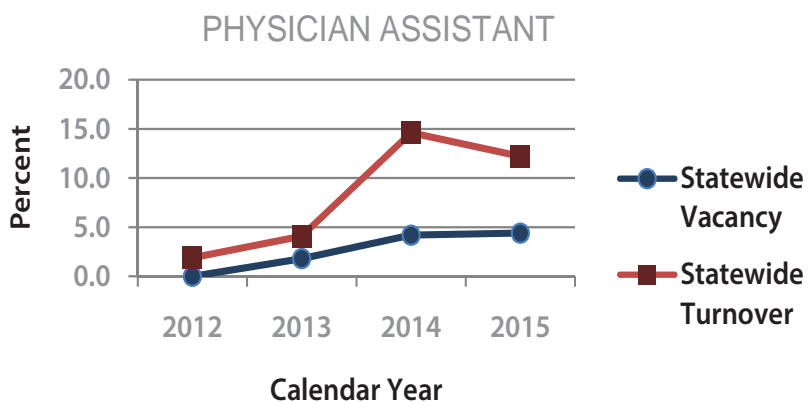
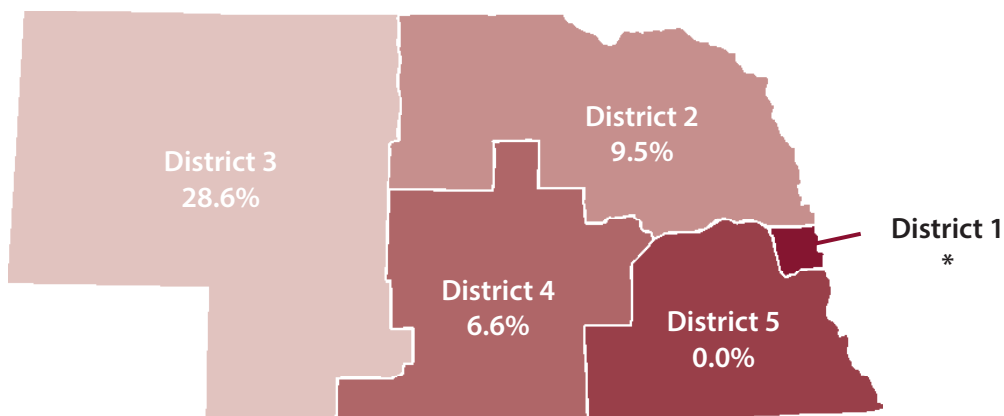
The Bureau of Labor Statistics predicts national employment of physician assistants will increase by 30 percent from 2014 to 2024.

### CRITICAL ACCESS HOSPITALS ONLY

#### VACANCY RATE Statewide 4.4%



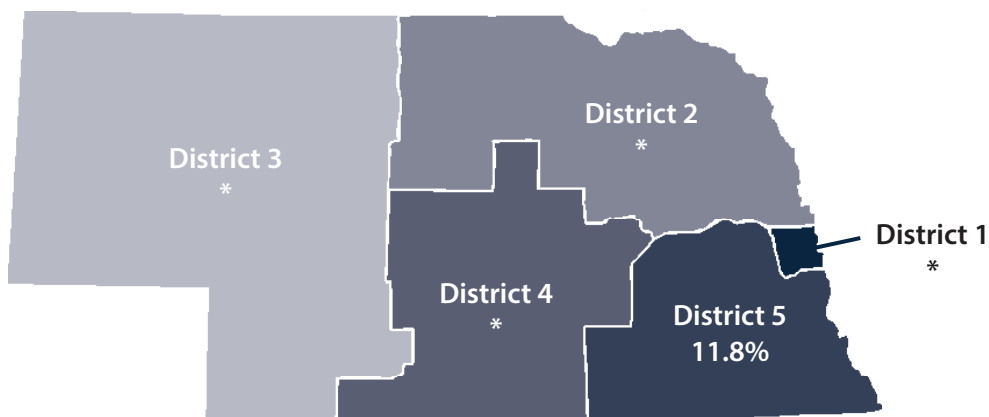
#### TURNOVER RATE Statewide 12.2%



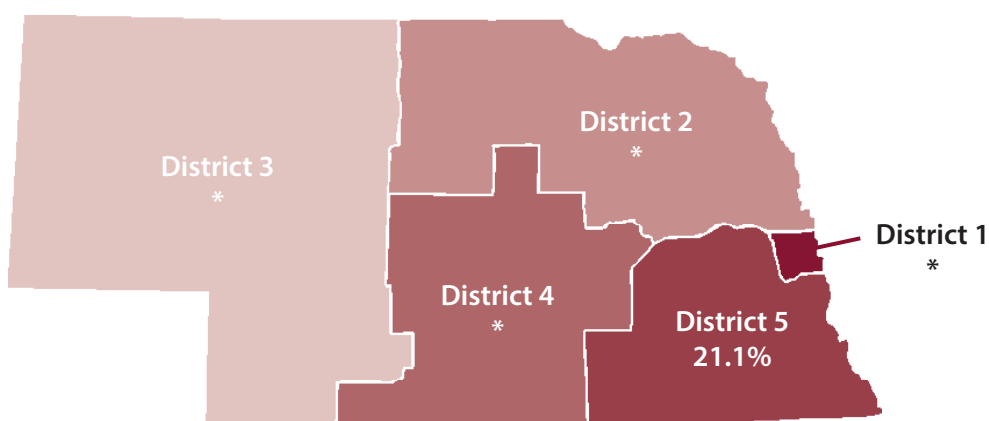
## CLINICAL INFORMATICS SPECIALIST (RN)

### ALL HOSPITALS

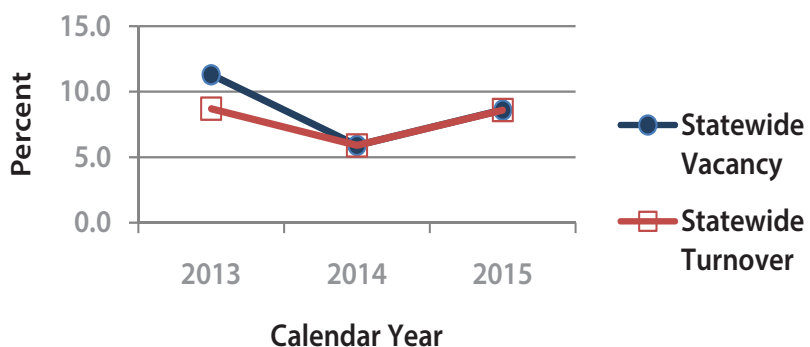
**VACANCY RATE**  
Statewide 8.6%



**TURNOVER RATE**  
Statewide 8.6%



### CLINICAL INFORMATICS SPECIALIST (RN)

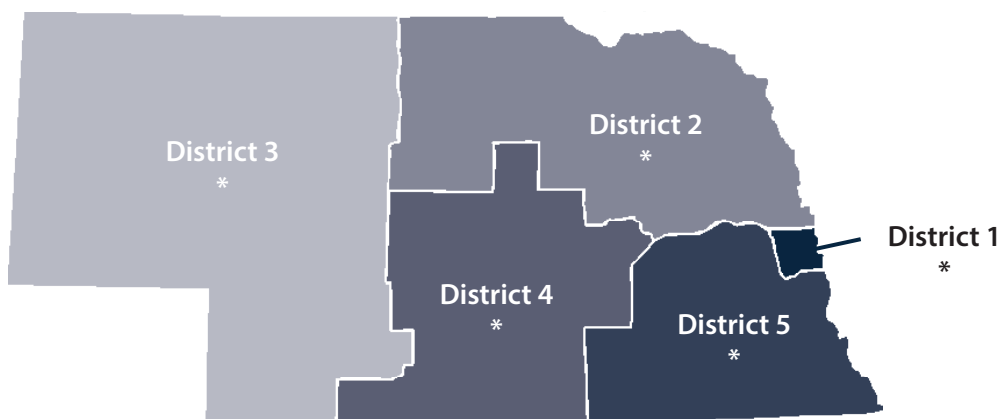




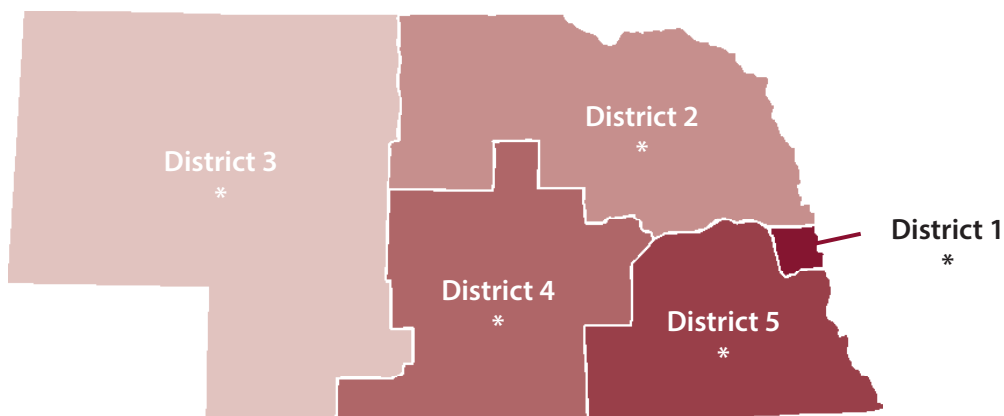
## CLINICAL INFORMATICS SPECIALIST (RN)

### CRITICAL ACCESS HOSPITALS ONLY

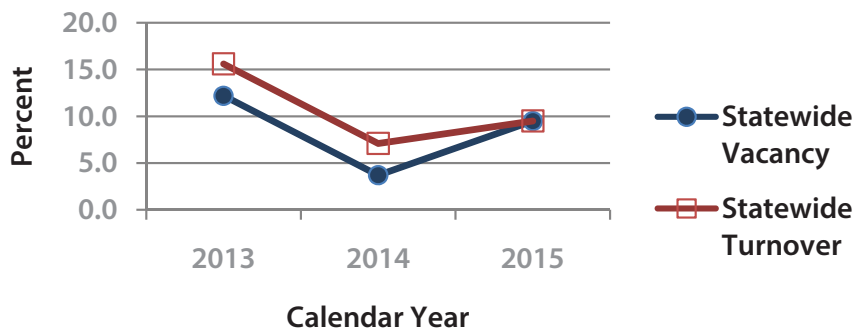
**VACANCY RATE**  
Statewide 9.5%



**TURNOVER RATE**  
Statewide 9.5%

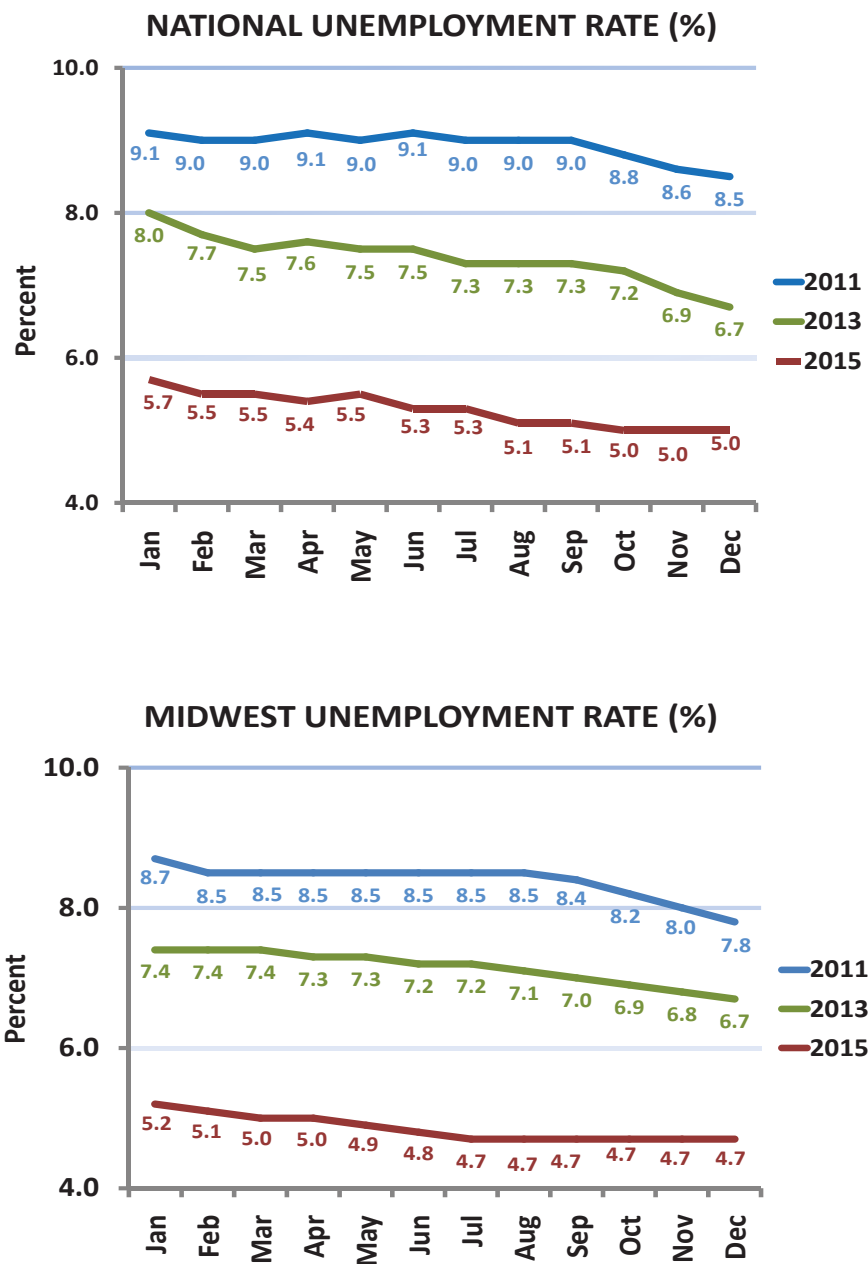


### CLINICAL INFORMATICS SPECIALIST (RN)



## FORECASTS

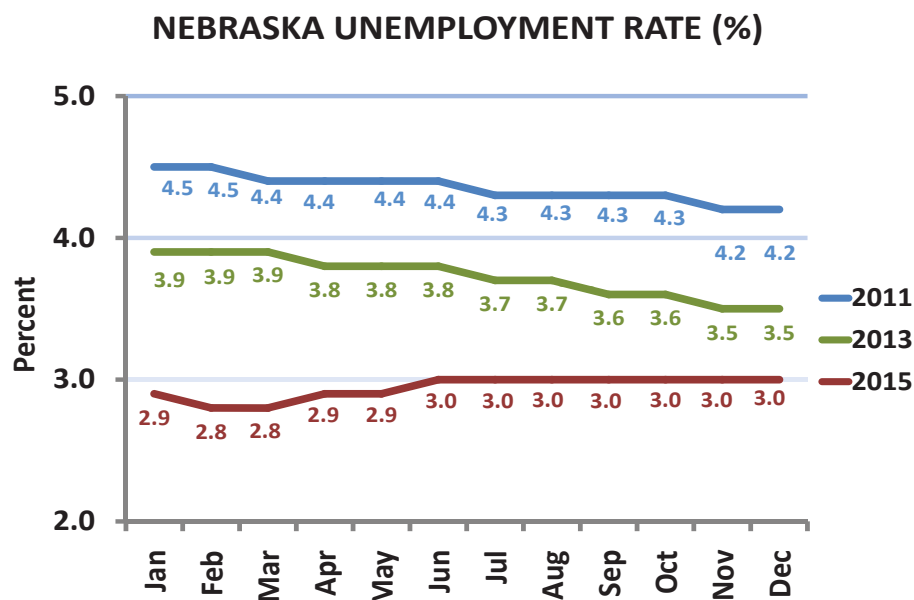
The national unemployment rate has slowly dwindled over the past couple of years and continued to drop throughout 2015. It ended the year at 5.0 percent. This is remarkably close to the end of year unemployment rate for the Midwest region which declined ever so slightly throughout the year, varying between 5.2 and 4.7 percent, before ending at 4.7 percent in December 2015.



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 2015 around 3.0 percent. The Nebraska unemployment rate averaged 3.0 percent for 2015, which was the second lowest state unemployment across the United States.



### UNEMPLOYMENT COMPARISONS

GEOGRAPHIC AREA	% UNEMPLOYMENT			1 YEAR VARIANCE	2 YEAR VARIANCE
	2013	2014	2015		
United States	7.4%	6.2%	5.3%	-0.9%	-2.1%
Nebraska	3.7%	3.3%	3.0%	-0.3%	-0.7%
Omaha-Council Bluffs	4.1%	3.5%	3.1%	-0.4%	-1.0%
Northern Nebraska Area	3.7%	3.3%	3.0%	-0.3%	-0.7%
Western Nebraska Area	3.4%	3.0%	2.6%	-0.4%	-0.8%
Southern Nebraska Area	3.1%	3.0%	2.8%	-0.2%	-0.3%
Lincoln	3.6%	3.3%	2.9%	-0.4%	-0.7%

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

### Staffing Agency Dollars

In 2015, 40 percent of Nebraska healthcare organizations reported using temporary staffing agencies to fill their vacancy gaps, which is down from 42 percent in 2014. Three-fourths of these were critical access hospitals. Overall, healthcare organizations spent more than \$14 million staffing temporary employees, which is less than half of the \$36 million spent in 2014. The average spent per hospital decreased by about half from \$1.3 million in 2014 to \$685,300 in 2015. In addition, the average spent by critical access hospitals increased from \$192,148 to \$393,630.

## WORKFORCE DEMAND

According to the U.S. Bureau of Labor Statistics, total U.S. employment is expected to increase by 9.8 million jobs from 2014 to 2024. This is down by almost 5.8 million jobs from the 2012 to 2022 estimate. Occupations in healthcare are projected to have the fastest growth of all new jobs in the country over the next decade. This equates to 3.8 million new healthcare jobs, which is one-third of the total job growth projected.

Of the 15 occupations projected to have the largest percentage increase, 9 of these occupations are related to the healthcare industry. In fact, healthcare support and practitioner occupations are expected to grow by 2.3 million jobs in the next 10 years.

### PROJECTIONS FOR HEALTHCARE 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 HEALTHCARE WORKERS IN THE U.S., 2014-2024

United States	Estimated Employment in 2014	Projected Employment in 2024	Projected Number of New Jobs	Percent Change
Diagnostic Medical Sonographers	60,700	76,700	16,000	26.4%
Licensed Practical and Vocational Nurses	719,900	837,200	117,300	16.3%
Magnetic Resonance Imaging Technologists	33,600	37,100	3,500	10.4%
Medical and Clinical Laboratory Technicians	163,400	192,400	29,000	17.7%
Medical and Clinical Laboratory Technologists	164,800	187,900	23,100	14.0%
Nuclear Medicine Technologists	20,700	21,000	300	1.4%
Nurse Anesthetists	38,200	45,600	7,400	19.4%
Occupational Therapists	114,600	145,100	30,500	26.6%
Pharmacists	297,100	306,200	9,100	3.1%
Physical Therapists	210,900	282,700	71,800	34.0%
Radiologic Technologists and Technicians	197,000	214,200	17,200	8.7%
Registered Nurses	2,751,000	3,190,300	439,300	16.0%
Respiratory Therapists	120,700	135,500	14,800	12.3%

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%	7.4%	21.8%	44.3%	22.0%	1.9%	1.8%
Licensed Practical and Vocational Nurses	1.4%	18.6%	55.4%	18.7%	4.8%	0.6%	0.4%
Magnetic Resonance Imaging Technologists	0.7%	7.4%	21.8%	44.3%	22.0%	1.9%	1.8%
Medical and Clinical Laboratory Technicians	1.4%	9.5%	19.0%	17.2%	44.1%	6.5%	2.3%
Medical and Clinical Laboratory Technologists	1.4%	9.5%	19.0%	17.2%	44.1%	6.5%	2.3%
Nuclear Medicine Technologists	0.7%	7.4%	21.8%	44.3%	22.0%	1.9%	1.8%
Nurse Anesthetists	0.0%	2.3%	4.9%	4.0%	13.6%	61.5%	13.6%
Occupational Therapists	0.3%	0.4%	1.4%	8.0%	43.5%	41.7%	4.6%
Pharmacists	0.1%	0.1%	1.4%	0.9%	36.6%	6.1%	54.8%
Physical Therapists	0.2%	1.3%	1.6%	5.7%	34.6%	28.6%	28.1%
Radiologic Technologists and Technicians	0.7%	7.4%	21.8%	44.3%	22.0%	1.9%	1.8%
Registered Nurses	0.2%	1.1%	5.4%	36.7%	46.5%	8.2%	1.9%
Respiratory Therapists	0.2%	2.0%	12.7%	57.2%	23.4%	3.0%	1.4%

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

## SOURCES

Bureau of Labor Statistics, Occupational Outlook Handbook, 2015-16 Edition, June 2016.  
Online at [www.bls.gov/ooh/home/htm](http://www.bls.gov/ooh/home/htm)

Bureau of Labor Statistics, Current Employment Statistics Survey, June 2016, Databases, Table & Calculators, 2015, 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 2016.  
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	Lexington Regional Health Center
Antelope Memorial Hospital	Lincoln Surgical Hospital
Avera Creighton Hospital	Litzenberg Memorial County Hospital
Beatrice Community Hospital and Health Center	Madonna Rehabilitation Hospital
Box Butte General Hospital	Memorial Community Hospital & Health System
Boys Town National Research Hospital	Memorial Health Care Systems
Brown County Hospital	Methodist Health System
Butler County Health Care Center	Nebraska Medicine
Chadron Community Hospital	Nemaha County Hospital
CHI Health	Niobrara Valley Hospital
Children's Hospital	Osmond General Hospital
Columbus Community Hospital	Pawnee County Memorial Hospital
Community Hospital	Pender Community Hospital
Community Memorial Hospital	Perkins County Health Services
Dundy County Hospital	Phelps Memorial Health Center
Faith Regional Health Services	Providence Medical Center
Franklin County Memorial Hospital	Rock County Hospital
Genoa Community Hospital	Saint Francis Memorial Hospital
Gordon Memorial Hospital	Select Specialty Hospital
Great Plains Health	Sidney Regional Medical Center
Henderson Health Care Services, Inc.	St. Joseph's Rehabilitation and Care Center
Jefferson Community Health Center	Thayer County Health Systems
Jennie M. Melham Memorial Medical Center	Valley County Health System
Johnson County Hospital	Webster County Community Hospital
Kearney County Health Services	West Holt Memorial Hospital
Kimball Health Services	York General Health Care Services