

# **The NEW Report**

## **Nurse Employment in Wyoming (NEW), First Quarter 2006 Through First Quarter 2008**

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# Executive Summary

## **Total Health Care**

- Registered nurses (RNs), licensed practical nurses (LPNs), and certified nursing assistants (CNAs) comprised 15.8%, 3.0%, and 12.4%, respectively, of health care employment.
- The number of LPNs declined from 706 in 2006Q1 to 660 in 2008Q1 (see Table 2). The decline in the number of LPNs 55 years of age and younger was responsible for the employment change.
- Table 3 shows that CNA employment increased from 2,675 in 2006Q1 to 2,725 in 2008Q1.
- RN tenure was 5.2 years in 2008Q1 compared to 4.1 years for LPNs and 3.1 years for CNAs.
- The average ages of RNs, LPNs, and CNAs in 2008Q1 were 44.5, 44.9, and 35.7 respectively (see Figure 4).
- Average RN earnings were 2.6 times those of CNAs and 1.7 times those of LPNs in 2006Q1. By 2008Q1, these ratios were 2.5 and 1.7 respectively.

## **Ambulatory Health Care Services**

- The RN exit rate (9.6%; see Table 4 and Figure 5) was the lowest of the three license types in 2007Q4. LPN average tenure was the highest in 2007Q4 (3.3 years; see Table 5 and Figure 6).
- Table 4, Table 5, and Table 6 indicate that the rate of multiple jobholding for RNs in 2008Q1 was 20.8% compared to 15.9% for LPNs and 25.5% for CNAs. Comparative results for hospitals were 2.3%, 9.6%, and 14.5% respectively (see Table 7, Table 8, and Table 9) and 14.9%, 12.0%, and 18.8%, respectively, for nursing & residential care facilities (see Table 10, Table 11, and Table 12).
- RNs, LPNs, and CNAs comprised 16.7% of industry employment in 2008Q1 (see Figure 12), compared to 43.4% in hospitals (see Figure 13), and 32.6% in nursing & residential care facilities (see Figure 14).
- The proportion of RNs 55 years of age and older increased from 18.4% in 2006Q1 to 21.5% in 2008Q1 (see Table 4). The same proportion in 2008Q1 was 25.6% for LPNs (see Table 5) and 8.8% for CNAs (see Table 6).
- Pay growth for continuous licensees was the fastest in ambulatory health care services. The rate of increase for RNs was 22.5%, LPNs was 17.4%, and CNAs was 19.8% (see Table 4, Table 5, and Table 6).

## **Hospitals**

- In 2006Q1, 16.1% of RNs were 55 years of age or older. This proportion increased to 19.4% by 2008Q1 (see Table 7).
- The number of LPNs declined from 293 in 2006Q1 to 271 in 2008Q1 (see Table 8

- CNAs' proportion of employment increased from 13.8% in 2006Q1 to 13.9% in 2008Q1 (see Table 9). RNs' proportion of employment increased 0.6% during the same period (see Table 7).
- The number of CNAs between 25 and 34 years of age increased 15.5% between 2006Q1 and 2008Q1. In the same age group and time period, the number of RNs increased 16.8% and the number of LPNs declined 22.8%.
- Earnings for continuously employed CNAs grew the slowest in hospitals (5.8%), but CNA wage growth was greater than the growth rate for RNs (5.1%) and LPNs (5.8%; see Table 7, Table 8, and Table 9).
- Workers' Compensation claims rates for CNAs were nearly double those for RNs and LPNs (see Table 7, Table 8, and Table 9). CNA claims rates were greater in hospitals than in both nursing & residential care facilities and ambulatory health care services (see Table 3, Table 6, Table 9, Figure 16, Figure 17, and Figure 18).

### ***Nursing & Residential Care Facilities***

- Figure 3 shows that although the number of CNAs declined, their average tenure remained relatively constant (see Figure 8). This may indicate a proportionally equal loss of both high- and low-tenured CNAs in 2008Q1.
- There were 3.2 times as many CNAs as RNs, and 4.2 times as many CNAs as LPNs working in 2008Q1 (see Table 10, Table 11, and Table 12).
- CNA employment declined by 145 between 2006Q1 and 2008Q1. RN and LPN employment declined by 12 and 35, respectively, during the same period.
- Pay for continuous licensees grew fastest for CNAs (16.5%) from 2006Q1 to 2008Q1 compared to 8.6% for RNs and 8.2% for LPNs (see Table 10, Table 11, and Table 12).

### **Definitions**

*Industry/Primary Industry* – the industry in which licensed professionals earned the most wages each quarter.

*Primary Employer* – the employer who paid the most wages to a worker in a quarter.

*Active RNs, LPNs, or CNAs* – the count of licensed professionals who worked in ambulatory health care services, hospitals, or nursing & residential care facilities.

*Total Employment* – the count of all workers whose primary industry was ambulatory health care services, hospitals, or nursing & residential care facilities.

*Multiple Jobholders* – the number of licensed professionals paid wages by two or more employers during a quarter.

*Workers' Compensation Claims* – the number of workplace injuries reported to Workers' Compensation each quarter for RNs, LPNs, and CNAs.

*Continuous Employees* – the number of licensed professionals whose primary industry was ambulatory health care services, hospitals, or nursing & residential care facilities for three consecutive quarters.

*Average Wages Continuous Employees* – gross quarterly average wages paid to each continuously employed licensed professional.

*Tenure* – the number of consecutive quarters each licensed professional worked for the same primary employer, allowing for three quarter breaks.

*Exit Rate Percentage* – the number of licensed professionals whose primary industry was ambulatory health care services, hospitals, or nursing & residential care facilities during the prior quarter and current quarter, but not in the following quarter.

*ND (Not Disclosable)* – if the number of Workers' Compensation claims was fewer than five in a quarter, the results were suppressed for confidentiality reasons.

*North American Industry Classification System (NAICS) Codes* – in this report we refer to ambulatory health care services (NAICS 621; includes physicians' offices, outpatient surgical centers, and medical labs), hospitals (NAICS 622; includes general medical & surgical hospitals and specialty hospitals), and nursing & residential care facilities (NAICS 623; includes residential mental health & substance abuse facilities and homes for the elderly).

**Data sources:**

Workers' Compensation Claims data – June 30, 2008

Board of Nursing license file – July 2, 2008

Wage Records database – July 9, 2008

Enhanced Quarterly Unemployment Insurance data – July 29, 2008

Funded by the Wyoming Healthcare Commission.

# Tables: Section A

**Table 1: Registered Nurses (RNs) Employed in Health Care, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active RNs	3,243	3,307	3,420	3,385	3,359	3,402	3,511	3,502	3,466	
Percentage Change Previous Quarter	-0.5%	2.0%	3.4%	-1.0%	-0.8%	1.3%	3.2%	-0.3%	-1.0%	
Percentage Change Previous Year	3.0%	3.0%	2.4%	3.8%	3.6%	2.9%	2.7%	3.5%	3.2%	
RN Percentage of Total Employment	15.5%	15.6%	15.8%	15.9%	15.6%	15.6%	15.8%	16.0%	15.8%	
Multiple Jobholders	421	439	465	445	437	456	487	456	473	
Percentage Change Previous Quarter	-7.5%	4.3%	5.9%	-4.3%	-1.8%	4.3%	6.8%	-6.4%	3.7%	
Percentage Change Previous Year	-8.5%	-5.0%	-1.3%	-2.2%	3.8%	3.9%	4.7%	2.5%	8.2%	
Workers' Compensation Claims	ND	56	ND	ND	77	ND	ND	ND	71	
Claims Rate	ND	1.7%	ND	ND	2.3%	ND	ND	ND	2.0%	
Average Wages Continuous Employees	\$13,417	\$13,341	\$13,751	\$13,972	\$14,103	\$13,945	\$14,160	\$14,552	NA	
Average Age, All RNs	44.6	44.5	44.2	44.3	44.5	44.5	44.2	44.4	44.5	
Average Tenure, All RNs (Years)	5.0	5.0	4.9	5.0	5.2	5.2	5.1	5.2	5.2	
Exit Rate Percentage	4.5%	4.7%	5.5%	4.6%	4.0%	4.6%	5.3%	5.1%	NA	
Age										
<25	Number	77	77	105	93	82	81	104	95	85
	Percentage	2.4%	2.3%	3.1%	2.7%	2.4%	2.4%	3.0%	2.7%	2.5%
25-34	Number	593	613	664	638	640	654	695	690	694
	Percentage	18.3%	18.5%	19.4%	18.8%	19.1%	19.2%	19.8%	19.7%	20.0%
35-44	Number	792	812	805	815	788	787	793	775	761
	Percentage	24.4%	24.6%	23.5%	24.1%	23.5%	23.1%	22.6%	22.1%	22.0%
45-54	Number	1,086	1,067	1,072	1,058	1,060	1,061	1,068	1,063	1,028
	Percentage	33.5%	32.3%	31.3%	31.3%	31.6%	31.2%	30.4%	30.4%	29.7%
55-64	Number	498	520	536	542	551	563	581	604	625
	Percentage	15.4%	15.7%	15.7%	16.0%	16.4%	16.5%	16.5%	17.2%	18.0%
65+	Number	77	82	85	83	86	92	93	93	92
	Percentage	2.4%	2.5%	2.5%	2.5%	2.6%	2.7%	2.6%	2.7%	2.7%

**Table 2: Licensed Practical Nurses (LPNs) Employed in Health Care, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active LPNs	706	685	679	697	712	718	719	697	660	
Percentage Change Previous Quarter	0.4%	-3.0%	-0.9%	2.7%	2.2%	0.8%	0.1%	-3.1%	-5.3%	
Percentage Change Previous Year	3.5%	1.2%	-7.1%	-0.9%	0.8%	4.8%	5.9%	0.0%	-7.3%	
LPN Percentage of Total Employment	3.4%	3.2%	3.1%	3.3%	3.3%	3.3%	3.2%	3.2%	3.0%	
Multiple Jobholders	99	89	91	84	93	101	104	98	79	
Percentage Change Previous Quarter	-10.0%	-10.1%	2.2%	-7.7%	10.7%	8.6%	3.0%	-5.8%	-19.4%	
Percentage Change Previous Year	-25.6%	-10.1%	-23.5%	-23.6%	-6.1%	13.5%	14.3%	16.7%	-15.1%	
Workers' Compensation Claims	ND	ND	ND	ND	ND	ND	ND	ND	ND	
Claims Rate	ND	ND	ND	ND	ND	ND	ND	ND	ND	
Average Wages Continuous Employees	\$8,116	\$8,414	\$8,499	\$8,403	\$8,306	\$8,547	\$8,666	\$8,764	NA	
Average Age, All LPNs	44.5	44.7	44.6	44.7	44.2	44.1	44.4	44.5	44.9	
Average Tenure, All LPNs (Years)	3.6	3.7	3.7	3.7	3.7	3.8	3.8	3.9	4.1	
Exit Rate Percentage	6.1%	7.2%	5.3%	5.7%	5.1%	5.7%	8.9%	10.3%	NA	
Age										
<25	Number	42	41	48	47	47	50	49	44	37
	Percentage	5.9%	6.0%	7.1%	6.7%	6.6%	7.0%	6.8%	6.3%	5.6%
25-34	Number	129	124	115	111	127	127	125	124	118
	Percentage	18.3%	18.1%	16.9%	15.9%	17.8%	17.7%	17.4%	17.8%	17.9%
35-44	Number	142	134	138	149	153	149	146	136	123
	Percentage	20.1%	19.6%	20.3%	21.4%	21.5%	20.8%	20.3%	19.5%	18.6%
45-54	Number	215	209	202	205	205	202	199	199	189
	Percentage	30.5%	30.5%	29.7%	29.4%	28.8%	28.1%	27.7%	28.6%	28.6%
55-64	Number	137	136	137	143	135	143	146	142	140
	Percentage	19.4%	19.9%	20.2%	20.5%	19.0%	19.9%	20.3%	20.4%	21.2%
65+	Number	20	19	20	19	24	22	27	23	22
	Percentage	2.8%	2.8%	2.9%	2.7%	3.4%	3.1%	3.8%	3.3%	3.3%

NA – Not Available. ND – Not Disclosable.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 3: Certified Nursing Assistants (CNAs) Employed in Health Care, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1
Active CNAs	2,675	2,697	2,708	2,669	2,743	2,764	2,812	2,752	2,725
Percentage Change Previous Quarter	1.1%	0.8%	0.4%	-1.4%	2.8%	0.8%	1.7%	-2.1%	-1.0%
Percentage Change Previous Year	1.7%	0.9%	-0.2%	0.9%	2.5%	2.5%	3.8%	3.1%	-0.7%
CNA Percentage of Total Employment	12.8%	12.7%	12.5%	12.5%	12.8%	12.7%	12.6%	12.6%	12.4%
Multiple Jobholders	488	484	545	479	487	540	547	471	488
Percentage Change Previous Quarter	-3.2%	-0.8%	12.6%	-12.1%	1.7%	10.9%	1.3%	-13.9%	3.6%
Percentage Change Previous Year	-19.5%	-5.8%	0.4%	-5.0%	-0.2%	11.6%	0.4%	-1.7%	0.2%
Workers' Compensation Claims	106	ND	103	101	84	89	122	ND	94
Claims Rate	4.0%	ND	3.8%	3.8%	3.1%	3.2%	4.3%	ND	3.4%
Average Wages Continuous Employees	\$5,220	\$5,299	\$5,701	\$5,479	\$5,574	\$5,648	\$6,005	\$5,854	NA
Average Age, All CNAs	36.0	35.8	35.6	35.9	35.7	35.6	35.4	35.8	35.7
Average Tenure, All CNAs (Years)	2.8	2.8	2.8	2.9	2.9	3.0	2.9	3.0	3.1
Exit Rate Percentage	10.8%	10.2%	12.9%	8.7%	10.7%	9.7%	12.2%	11.9%	NA
Age									
<25									
Number	748	764	777	746	744	756	773	707	704
Percentage	28.0%	28.3%	28.7%	28.0%	27.1%	27.4%	27.5%	25.7%	25.8%
25-34									
Number	632	639	637	621	667	692	694	705	702
Percentage	23.6%	23.7%	23.5%	23.3%	24.3%	25.0%	24.7%	25.6%	25.8%
35-44									
Number	467	460	462	455	463	450	459	454	441
Percentage	17.5%	17.1%	17.1%	17.0%	16.9%	16.3%	16.3%	16.5%	16.2%
45-54									
Number	473	470	477	475	484	480	486	480	461
Percentage	17.7%	17.4%	17.6%	17.8%	17.6%	17.4%	17.3%	17.4%	16.9%
55-64									
Number	257	254	247	243	238	238	242	243	246
Percentage	9.6%	9.4%	9.1%	9.1%	8.7%	8.6%	8.6%	8.8%	9.0%
65+									
Number	46	48	48	49	50	53	48	54	49
Percentage	1.7%	1.8%	1.8%	1.8%	1.8%	1.9%	1.7%	2.0%	1.8%

NA – Not Available. ND – Not Disclosable.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 4: Registered Nurses (RNs) Employed in Ambulatory Health Care Services (NAICS 621), First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active RNs	649	670	686	695	675	678	681	710	698	
Percentage Change Previous Quarter	-1.5%	3.2%	2.4%	1.3%	-2.9%	0.4%	0.4%	4.3%	-1.7%	
Percentage Change Previous Year	4.2%	4.7%	4.1%	5.5%	4.0%	1.2%	-0.7%	2.2%	3.4%	
RN Percentage of Total Employment	8.9%	9.0%	9.0%	9.2%	8.9%	8.8%	8.7%	9.0%	8.8%	
Multiple Jobholders	125	142	132	127	131	132	138	140	145	
Percentage Change Previous Quarter	-11.3%	13.6%	-7.0%	-3.8%	3.1%	0.8%	4.5%	1.4%	3.6%	
Percentage Change Previous Year	-0.8%	1.4%	-10.8%	-9.9%	4.8%	-7.0%	4.5%	10.2%	10.7%	
Workers' Compensation Claims	7	11	7	ND	10	5	16	ND	8	
Claims Rate	1.1%	1.6%	1.0%	ND	1.5%	0.7%	2.3%	ND	1.1%	
Average Wages Continuous Employees	\$11,071	\$11,130	\$11,297	\$12,452	\$11,835	\$12,409	\$12,285	\$13,559	NA	
Average Age, All RNs	45.7	45.4	45.1	45.2	45.1	45.2	45.0	45.2	45.1	
Average Tenure, All RNs (Years)	3.1	3.0	2.9	3.1	3.2	3.2	3.2	3.1	3.2	
Exit Rate Percentage	7.7%	9.1%	8.6%	10.6%	8.7%	9.4%	9.1%	9.6%	NA	
Age										
<25	Number	7	6	8	9	10	8	11	12	15
	Percentage	1.1%	0.9%	1.2%	1.3%	1.5%	1.2%	1.6%	1.7%	2.1%
25-34	Number	93	105	119	109	110	112	117	121	122
	Percentage	14.3%	15.7%	17.3%	15.7%	16.3%	16.5%	17.2%	17.0%	17.5%
35-44	Number	187	195	193	198	189	180	166	170	165
	Percentage	28.8%	29.1%	28.1%	28.5%	28.0%	26.5%	24.4%	23.9%	23.6%
45-54	Number	228	219	212	221	218	224	226	229	217
	Percentage	35.1%	32.7%	30.9%	31.8%	32.3%	33.0%	33.2%	32.3%	31.1%
55-64	Number	92	97	99	103	102	104	108	113	124
	Percentage	14.2%	14.5%	14.4%	14.8%	15.1%	15.3%	15.9%	15.9%	17.8%
65+	Number	27	25	29	26	24	27	23	30	26
	Percentage	4.2%	3.7%	4.2%	3.7%	3.6%	4.0%	3.4%	4.2%	3.7%

**Table 5: Licensed Practical Nurses (LPNs) Employed in Ambulatory Health Care Services (NAICS 621), First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active LPNs	153	160	149	156	168	168	172	177	164	
Percentage Change Previous Quarter	5.5%	4.6%	-6.9%	4.7%	7.7%	0.0%	2.4%	2.9%	-7.3%	
Percentage Change Previous Year	0.7%	6.0%	2.1%	7.6%	9.8%	5.0%	15.4%	13.5%	-2.4%	
LPN Percentage of Total Employment	2.1%	2.1%	2.0%	2.1%	2.2%	2.2%	2.2%	2.2%	2.1%	
Multiple Jobholders	33	32	32	30	35	34	35	27	26	
Percentage Change Previous Quarter	3.1%	-3.0%	0.0%	-6.3%	16.7%	-2.9%	2.9%	-22.9%	-3.7%	
Percentage Change Previous Year	3.1%	0.0%	-23.8%	-6.3%	6.1%	6.3%	9.4%	-10.0%	-25.7%	
Workers' Compensation Claims	ND	ND	ND	ND	ND	ND	ND	ND	5	
Claims Rate	ND	ND	ND	ND	ND	ND	ND	2.8%	ND	
Average Wages Continuous Employees	\$7,026	\$7,215	\$7,148	\$7,631	\$7,385	\$7,703	\$7,868	\$8,250	NA	
Average Age, All LPNs	45.0	45.1	45.1	44.8	44.1	44.1	45.1	45.3	45.7	
Average Tenure, All LPNs (Years)	3.4	3.4	3.5	3.3	3.3	3.4	3.4	3.3	3.6	
Exit Rate Percentage	10.5%	15.6%	8.7%	9.6%	7.7%	10.1%	12.2%	11.3%	NA	
Age										
<25	Number	7	6	9	10	10	11	8	6	4
	Percentage	4.6%	3.8%	6.0%	6.4%	6.0%	6.5%	4.7%	3.4%	2.4%
25-34	Number	22	27	21	22	29	27	25	28	28
	Percentage	14.4%	16.9%	14.1%	14.1%	17.3%	16.1%	14.5%	15.8%	17.1%
35-44	Number	33	32	27	29	33	34	35	37	35
	Percentage	21.6%	20.0%	18.1%	18.6%	19.6%	20.2%	20.3%	20.9%	21.3%
45-54	Number	58	60	60	61	64	62	62	61	52
	Percentage	37.9%	37.5%	40.3%	39.1%	38.1%	36.9%	36.0%	34.5%	31.7%
55-64	Number	24	27	24	27	26	26	29	32	35
	Percentage	15.7%	16.9%	16.1%	17.3%	15.5%	15.5%	16.9%	18.1%	21.3%
65+	Number	5	5	5	3	5	5	6	7	7
	Percentage	3.3%	3.1%	3.4%	1.9%	3.0%	3.0%	3.5%	4.0%	4.3%

NA – Not Available. ND – Not Disclosable.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 6: Certified Nursing Assistants (CNAs) Employed in Ambulatory Health Care Services (NAICS 621), First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1
Active CNAs	356	367	367	382	401	413	443	455	458
Percentage Change Previous Quarter	0.8%	3.1%	0.0%	4.1%	5.0%	3.0%	7.3%	2.7%	0.7%
Percentage Change Previous Year	7.6%	11.2%	3.1%	8.2%	12.6%	12.5%	20.7%	19.1%	14.2%
CNA Percentage of Total Employment	4.9%	4.9%	4.8%	5.0%	5.3%	5.3%	5.6%	5.8%	5.8%
Multiple Jobholders	89	85	98	91	93	101	119	106	117
Percentage Change Previous Quarter	0.0%	-4.5%	15.3%	-7.1%	2.2%	8.6%	17.8%	-10.9%	10.4%
Percentage Change Previous Year	6.0%	-9.6%	0.0%	2.2%	4.5%	18.8%	21.4%	16.5%	25.8%
Workers' Compensation Claims	10	ND	9	11	5	7	8	ND	5
Claims Rate	2.8%	ND	2.5%	2.9%	1.2%	1.7%	1.8%	ND	1.1%
Average Wages Continuous Employees	\$4,570	\$4,895	\$5,123	\$5,368	\$5,156	\$5,470	\$5,477	\$5,815	NA
Average Age, All CNAs	35.1	35.3	34.9	34.4	34.4	34.4	34.2	33.9	34.3
Average Tenure, All CNAs (Years)	1.8	1.8	1.8	1.9	1.9	2.0	1.9	1.9	2.0
Exit Rate Percentage	17.1%	19.9%	17.7%	14.4%	13.5%	15.0%	15.1%	15.2%	NA
Age									
<25									
Number	99	104	99	113	117	121	122	128	122
Percentage	27.8%	28.3%	27.0%	29.6%	29.2%	29.3%	27.5%	28.1%	26.6%
25-34									
Number	100	95	99	107	108	116	136	138	143
Percentage	28.1%	25.9%	27.0%	28.0%	26.9%	28.1%	30.7%	30.3%	31.2%
35-44									
Number	65	65	74	68	76	70	74	79	77
Percentage	18.3%	17.7%	20.2%	17.8%	19.0%	16.9%	16.7%	17.4%	16.8%
45-54									
Number	54	57	58	60	60	65	64	57	62
Percentage	15.2%	15.5%	15.8%	15.7%	15.0%	15.7%	14.4%	12.5%	13.5%
55-64									
Number	25	31	22	20	24	26	29	31	31
Percentage	7.0%	8.4%	6.0%	5.2%	6.0%	6.3%	6.5%	6.8%	6.8%
65+									
Number	7	7	7	8	8	8	8	8	9
Percentage	2.0%	1.9%	1.9%	2.1%	2.0%	1.9%	1.8%	1.8%	2.0%

NA – Not Available. ND – Not Disclosable.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.



**Table 7: Registered Nurses (RNs) Employed in Hospitals (NAICS 622), First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active RNs	2,287	2,321	2,417	2,384	2,396	2,437	2,522	2,482	2,473	
Percentage Change Previous Quarter	0.4%	1.5%	4.1%	-1.4%	0.5%	1.7%	3.5%	-1.6%	-0.4%	
Percentage Change Previous Year	3.1%	2.4%	2.3%	4.6%	4.8%	5.0%	4.3%	4.1%	3.2%	
RN Percentage of Total Employment	25.6%	25.9%	26.4%	26.5%	26.2%	25.9%	26.3%	26.4%	26.1%	
Multiple Jobholders	250	244	280	268	264	276	274	255	284	
Percentage Change Previous Quarter	-2.0%	-2.4%	14.8%	-4.3%	-1.5%	4.5%	-0.7%	-6.9%	11.4%	
Percentage Change Previous Year	2.0%	-9.6%	4.1%	5.1%	5.6%	13.1%	-2.1%	-4.9%	7.6%	
Workers' Compensation Claims	56	38	60	58	62	47	38	52	56	
Claims Rate	2.4%	1.6%	2.5%	2.4%	2.6%	1.9%	1.5%	2.1%	2.3%	
Average Wages Continuous Employees	\$14,317	\$14,203	\$14,744	\$14,602	\$14,965	\$14,618	\$14,930	\$15,049	NA	
Average Age, All RNs	43.9	43.8	43.5	43.7	43.9	44.0	43.6	43.8	44.0	
Average Tenure, All RNs (Years)	5.9	5.9	5.7	5.9	5.9	6.0	5.9	6.0	6.1	
Exit Rate Percentage	5.5%	5.4%	6.2%	4.0%	4.1%	5.3%	6.2%	4.8%	NA	
Age										
<25	Number	67	65	89	80	68	67	88	80	65
	Percentage	2.9%	2.8%	3.7%	3.4%	2.8%	2.7%	3.5%	3.2%	2.6%
25-34	Number	457	471	506	487	492	502	535	528	534
	Percentage	20.0%	20.3%	20.9%	20.4%	20.5%	20.6%	21.2%	21.3%	21.6%
35-44	Number	538	547	545	548	538	542	554	536	532
	Percentage	23.5%	23.6%	22.5%	23.0%	22.5%	22.2%	22.0%	21.6%	21.5%
45-54	Number	759	743	757	740	748	752	755	737	718
	Percentage	33.2%	32.0%	31.3%	31.0%	31.2%	30.9%	29.9%	29.7%	29.0%
55-64	Number	337	353	365	373	385	397	406	423	434
	Percentage	14.7%	15.2%	15.1%	15.6%	16.1%	16.3%	16.1%	17.0%	17.5%
65+	Number	33	39	37	38	42	45	46	41	47
	Percentage	1.4%	1.7%	1.5%	1.6%	1.8%	1.8%	1.8%	1.7%	1.9%

**Table 8: Licensed Practical Nurses (LPNs) Employed in Hospitals (NAICS 622), First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active LPNs	293	266	269	271	275	270	277	263	271	
Percentage Change Previous Quarter	-6.1%	-9.2%	1.1%	0.7%	1.5%	-1.8%	2.6%	-5.1%	3.0%	
Percentage Change Previous Year	-3.0%	-13.1%	-20.4%	-13.1%	-6.1%	1.5%	3.0%	-3.0%	-1.5%	
LPN Percentage of Total Employment	3.3%	3.6%	3.5%	3.6%	3.6%	3.5%	3.5%	3.3%	3.4%	
Multiple Jobholders	25	27	27	27	25	24	24	28	26	
Percentage Change Previous Quarter	-40.5%	8.0%	0.0%	0.0%	-7.4%	-4.0%	0.0%	16.7%	-7.1%	
Percentage Change Previous Year	-28.6%	-22.9%	-25.0%	-35.7%	0.0%	-11.1%	-11.1%	3.7%	4.0%	
Workers' Compensation Claims	9	ND	7	6	12	10	7	ND	6	
Claims Rate	3.1%	ND	2.6%	2.2%	4.4%	3.7%	2.5%	ND	2.2%	
Average Wages Continuous Employees	\$8,060	\$8,505	\$8,601	\$8,066	\$8,372	\$8,160	\$8,547	\$8,379	NA	
Average Age, All LPNs	45.2	46.0	45.5	45.5	44.8	44.5	44.3	44.6	44.9	
Average Tenure, All LPNs (Years)	4.6	5.0	5.0	5.0	5.1	5.2	5.1	5.3	5.3	
Exit Rate Percentage	8.5%	7.1%	4.5%	5.9%	6.5%	4.4%	11.6%	6.5%	NA	
Age										
<25	Number	11	10	14	14	16	19	22	21	18
	Percentage	3.8%	3.8%	5.2%	5.2%	5.8%	7.0%	7.9%	8.0%	6.6%
25-34	Number	57	44	44	41	45	41	45	40	44
	Percentage	19.5%	16.5%	16.4%	15.1%	16.4%	15.2%	16.2%	15.2%	16.2%
35-44	Number	59	56	59	62	64	62	60	56	53
	Percentage	20.1%	21.1%	21.9%	22.9%	23.3%	23.0%	21.7%	21.3%	19.6%
45-54	Number	85	79	76	78	74	71	72	69	73
	Percentage	29.0%	29.7%	28.3%	28.8%	26.9%	26.3%	26.0%	26.2%	26.9%
55-64	Number	64	60	60	58	57	60	61	58	60
	Percentage	21.8%	22.6%	22.3%	21.4%	20.7%	22.2%	22.0%	22.1%	22.1%
65+	Number	8	9	10	11	10	9	10	9	8
	Percentage	2.7%	3.4%	3.7%	4.1%	3.6%	3.3%	3.6%	3.4%	3.0%

NA – Not Available. ND – Not Disclosable.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 9: Certified Nursing Assistants (CNAs) Employed in Hospitals (NAICS 622), First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active CNAs	1,228	1,249	1,237	1,212	1,262	1,312	1,309	1,271	1,320	
Percentage Change Previous Quarter	2.4%	1.7%	-1.0%	-2.0%	4.1%	4.0%	-0.2%	-2.9%	3.9%	
Percentage Change Previous Year	0.6%	-1.5%	-0.3%	1.1%	2.8%	5.0%	5.8%	4.9%	4.6%	
CNA Percentage of Total Employment	13.8%	13.9%	13.5%	13.5%	13.8%	13.9%	13.6%	13.5%	13.9%	
Multiple Jobholders	188	186	202	160	184	217	208	176	192	
Percentage Change Previous Quarter	-2.6%	-1.1%	8.6%	-20.8%	15.0%	17.9%	-4.1%	-15.4%	9.1%	
Percentage Change Previous Year	-1.1%	-11.4%	-1.5%	-17.1%	-2.1%	16.7%	3.0%	10.0%	4.3%	
Workers' Compensation Claims	51	54	57	53	50	44	69	61	61	
Claims Rate	4.2%	4.3%	4.6%	4.4%	4.0%	3.4%	5.3%	4.8%	4.6%	
Average Wages Continuous Employees	\$5,662	\$5,507	\$6,106	\$5,697	\$6,026	\$5,879	\$6,486	\$5,989	NA	
Average Age, All CNAs	37.2	37.0	36.8	37.3	36.9	36.7	36.6	36.9	36.7	
Average Tenure, All CNAs (Years)	3.6	3.7	3.7	3.8	3.8	3.7	3.7	3.8	3.8	
Exit Rate Percentage	9.7%	8.4%	13.3%	7.9%	10.0%	11.1%	12.4%	9.0%	NA	
Age										
<25	Number	308	322	328	301	300	312	318	290	318
	Percentage	25.1%	25.8%	26.5%	24.8%	23.8%	23.8%	24.3%	22.8%	24.1%
25-34	Number	277	283	281	265	299	327	311	313	320
	Percentage	22.6%	22.7%	22.7%	21.9%	23.7%	24.9%	23.8%	24.6%	24.2%
35-44	Number	223	229	215	216	222	225	227	220	221
	Percentage	18.2%	18.3%	17.4%	17.8%	17.6%	17.1%	17.3%	17.3%	16.7%
45-54	Number	238	232	234	230	239	244	245	249	246
	Percentage	19.4%	18.6%	18.9%	19.0%	18.9%	18.6%	18.7%	19.6%	18.6%
55-64	Number	142	139	137	137	129	132	134	129	136
	Percentage	11.6%	11.1%	11.1%	11.3%	10.2%	10.1%	10.2%	10.1%	10.3%
65+	Number	19	21	21	23	23	22	20	21	20
	Percentage	1.5%	1.7%	1.7%	1.9%	1.8%	1.7%	1.5%	1.7%	1.5%

NA – Not Available. ND – Not Disclosable.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 10: Registered Nurses (RNs) Employed in Nursing & Residential Care Facilities (NAICS 623), First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active RNs	307	316	317	306	288	286	305	309	295	
Percentage Change Previous Quarter	-4.7%	2.9%	0.3%	-3.5%	-5.9%	-0.7%	6.6%	1.3%	-4.5%	
Percentage Change Previous Year	0.7%	3.9%	-0.3%	-5.0%	-6.2%	-9.5%	-3.8%	1.0%	2.4%	
RN Percentage of Total Employment	6.5%	6.7%	6.6%	6.5%	6.0%	6.1%	6.3%	6.7%	6.6%	
Multiple Jobholders	46	53	53	50	42	47	72	60	44	
Percentage Change Previous Quarter	-22.0%	15.2%	0.0%	-5.7%	-16.0%	11.9%	53.2%	-16.7%	-26.7%	
Percentage Change Previous Year	-47.7%	6.0%	-1.9%	-15.3%	-8.7%	-11.3%	35.8%	20.0%	4.8%	
Workers' Compensation Claims	ND	7	ND	5	5	ND	ND	ND	6	
Claims Rate	ND	2.2%	ND	1.6%	1.7%	ND	ND	ND	2.0%	
Average Wages Continuous Employees	\$12,206	\$12,255	\$12,029	\$12,558	\$12,383	\$12,662	\$12,566	\$13,256	NA	
Average Age, All RNs	47.3	47.6	47.6	47.4	48.0	47.4	47.6	47.9	47.8	
Average Tenure, All RNs (Years)	3.0	3.1	3.1	3.3	3.5	3.6	3.4	3.4	3.4	
Exit Rate Percentage	11.1%	13.6%	11.7%	11.4%	10.8%	8.7%	11.8%	14.2%	NA	
Age										
<25	Number	3	6	8	4	4	6	5	3	5
	Percentage	1.0%	1.9%	2.5%	1.3%	1.4%	2.1%	1.6%	1.0%	1.7%
25-34	Number	43	37	39	42	38	39	41	41	38
	Percentage	14.0%	11.7%	12.3%	13.7%	13.2%	13.6%	13.4%	13.3%	12.9%
35-44	Number	67	70	67	69	61	65	72	68	64
	Percentage	21.8%	22.2%	21.1%	22.5%	21.2%	22.7%	23.6%	22.0%	21.7%
45-54	Number	99	105	103	97	94	85	87	97	93
	Percentage	32.2%	33.2%	32.5%	31.7%	32.6%	29.7%	28.5%	31.4%	31.5%
55-64	Number	69	70	72	66	64	62	67	68	67
	Percentage	22.5%	22.2%	22.7%	21.6%	22.2%	21.7%	22.0%	22.0%	22.7%
65+	Number	17	18	19	19	20	20	24	22	19
	Percentage	5.5%	5.7%	6.0%	6.2%	6.9%	7.0%	7.9%	7.1%	6.4%

**Table 11: Licensed Practical Nurses (LPNs) Employed in Nursing & Residential Care Facilities (NAICS 623), First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active LPNs	260	259	261	270	269	280	270	257	225	
Percentage Change Previous Quarter	5.7%	-0.4%	0.8%	3.4%	-0.4%	4.1%	-3.6%	-4.8%	-12.5%	
Percentage Change Previous Year	15.0%	17.7%	5.7%	9.8%	3.5%	8.1%	3.4%	-4.8%	-16.4%	
LPN Percentage of Total Employment	5.5%	5.5%	5.4%	5.7%	5.6%	6.0%	5.6%	5.6%	5.0%	
Multiple Jobholders	41	30	32	27	33	43	45	43	27	
Percentage Change Previous Quarter	13.9%	-26.8%	6.7%	-15.6%	22.2%	30.3%	4.7%	-4.4%	-37.2%	
Percentage Change Previous Year	-35.9%	-6.3%	-22.0%	-25.0%	-19.5%	43.3%	40.6%	59.3%	-18.2%	
Workers' Compensation Claims	7	ND	ND	ND	5	ND	ND	ND	ND	
Claims Rate	2.7%	ND	ND	ND	1.9%	ND	ND	ND	ND	
Average Wages Continuous Employees	\$9,209	\$9,382	\$9,436	\$9,411	\$9,134	\$9,720	\$9,515	\$9,967	NA	
Average Age, All LPNs	43.3	43.0	43.3	43.7	43.6	43.6	44.1	43.8	44.3	
Average Tenure, All LPNs (Years)	2.5	2.5	2.5	2.5	2.6	2.6	2.7	2.8	3.0	
Exit Rate Percentage	11.5%	12.4%	10.3%	9.6%	10.8%	11.8%	13.7%	21.0%	NA	
Age										
<25	Number	24	25	25	23	21	20	19	17	15
	Percentage	9.2%	9.7%	9.6%	8.5%	7.8%	7.1%	7.0%	6.6%	6.7%
25-34	Number	50	53	50	48	53	59	55	56	46
	Percentage	19.2%	20.5%	19.2%	17.8%	19.7%	21.1%	20.4%	21.8%	20.4%
35-44	Number	50	46	52	58	56	53	51	43	35
	Percentage	19.2%	17.8%	19.9%	21.5%	20.8%	18.9%	18.9%	16.7%	15.6%
45-54	Number	72	70	66	66	67	69	65	69	64
	Percentage	27.7%	27.0%	25.3%	24.4%	24.9%	24.6%	24.1%	26.8%	28.4%
55-64	Number	49	49	53	58	52	57	56	52	45
	Percentage	18.8%	18.9%	20.3%	21.5%	19.3%	20.4%	20.7%	20.2%	20.0%
65+	Number	7	5	5	5	9	8	11	7	7
	Percentage	2.7%	1.9%	1.9%	1.9%	3.3%	2.9%	4.1%	2.7%	3.1%

NA – Not Available. ND – Not Disclosable.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 12: Certified Nursing Assistants (CNAs) Employed in Nursing & Residential Care Facilities (NAICS 623), First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1
Active CNAs	1,091	1,080	1,104	1,075	1,078	1,040	1,059	1,026	946
Percentage Change Previous Quarter	-0.2%	-1.0%	2.2%	-2.6%	0.3%	-3.5%	1.8%	-3.1%	-7.8%
Percentage Change Previous Year	1.5%	0.6%	-1.2%	-1.6%	-1.2%	-3.7%	-4.1%	-4.6%	-12.2%
CNA Percentage of Total Employment	23.2%	22.8%	22.8%	22.8%	22.4%	22.1%	22.0%	22.3%	21.1%
Multiple Jobholders	211	212	245	228	208	223	219	189	178
Percentage Change Previous Quarter	-5.0%	0.5%	15.6%	-6.9%	-8.8%	7.2%	-1.8%	-13.7%	-5.8%
Percentage Change Previous Year	-35.9%	1.0%	2.1%	2.7%	-1.4%	5.2%	-10.6%	-17.1%	-14.4%
Workers' Compensation Claims	45	34	37	36	28	36	45	26	27
Claims Rate	4.1%	3.1%	3.4%	3.3%	2.6%	3.5%	4.2%	2.5%	2.9%
Average Wages Continuous Employees	\$5,027	\$5,282	\$5,547	\$5,439	\$5,376	\$5,658	\$5,725	\$5,854	NA
Average Age, All CNAs	34.8	34.6	34.6	34.8	34.8	34.6	34.5	35.2	35.1
Average Tenure, All CNAs (Years)	2.1	2.1	2.1	2.2	2.3	2.4	2.4	2.5	2.6
Exit Rate Percentage	17.5%	15.2%	18.8%	14.0%	17.8%	15.1%	17.6%	21.9%	NA
Age									
<25	341	337	350	332	327	323	332	289	263
Number	341	337	350	332	327	323	332	289	263
Percentage	31.3%	31.2%	31.7%	30.9%	30.3%	31.1%	31.4%	28.2%	27.8%
25-34	255	261	257	249	259	250	247	254	239
Number	255	261	257	249	259	250	247	254	239
Percentage	23.4%	24.2%	23.3%	23.2%	24.0%	24.0%	23.3%	24.8%	25.3%
35-44	179	166	173	171	165	155	158	155	143
Number	179	166	173	171	165	155	158	155	143
Percentage	16.4%	15.4%	15.7%	15.9%	15.3%	14.9%	14.9%	15.1%	15.1%
45-54	181	181	185	185	184	171	177	174	153
Number	181	181	185	185	184	171	177	174	153
Percentage	16.6%	16.8%	16.8%	17.2%	17.1%	16.4%	16.7%	17.0%	16.2%
55-64	90	84	88	86	85	80	79	83	79
Number	90	84	88	86	85	80	79	83	79
Percentage	8.2%	7.8%	8.0%	8.0%	7.9%	7.7%	7.5%	8.1%	8.4%
65+	20	20	20	18	19	23	20	25	20
Number	20	20	20	18	19	23	20	25	20
Percentage	1.8%	1.9%	1.8%	1.7%	1.8%	2.2%	1.9%	2.4%	2.1%

NA – Not Available. ND – Not Disclosable.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 13: Registered Nurses (RNs) Employed in Health Care, Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	90	2.8%	\$11,155	5	1.6%	\$8,420	95	2.7%	\$11,011
	25-34	635	19.9%	\$12,518	55	17.9%	\$9,368	690	19.7%	\$12,267
	35-44	723	22.6%	\$14,597	52	16.9%	\$9,414	775	22.1%	\$14,249
	45-54	981	30.7%	\$15,891	82	26.6%	\$10,856	1,063	30.4%	\$15,503
	55-64	565	17.7%	\$15,703	39	12.7%	\$7,645	604	17.2%	\$15,183
	65+	75	2.3%	\$10,189	18	5.8%	\$3,763	93	2.7%	\$8,945
	Unknown	125	3.9%	\$13,975	57	18.5%	\$6,205	182	5.2%	\$11,542
	<b>Total</b>	<b>3,194</b>	<b>100.0%</b>	<b>\$14,552</b>	<b>308</b>	<b>100.0%</b>	<b>\$8,625</b>	<b>3,502</b>	<b>100.0%</b>	<b>\$14,031</b>

**Table 14: Licensed Practical Nurses (LPNs) Employed in Health Care, Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	32	5.4%	\$5,327	12	11.0%	\$4,517	44	6.3%	\$5,106
	25-34	106	18.0%	\$7,221	18	16.5%	\$3,766	124	17.8%	\$6,719
	35-44	116	19.7%	\$8,697	20	18.3%	\$5,819	136	19.5%	\$8,274
	45-54	171	29.1%	\$9,674	28	25.7%	\$6,354	199	28.6%	\$9,207
	55-64	123	20.9%	\$10,034	19	17.4%	\$6,406	142	20.4%	\$9,548
	65+	22	3.7%	\$7,472	1	0.9%	\$9,741	23	3.3%	\$7,570
	Unknown	18	3.1%	\$8,663	11	10.1%	\$5,890	29	4.2%	\$7,611
	<b>Total</b>	<b>588</b>	<b>100.0%</b>	<b>\$8,764</b>	<b>109</b>	<b>100.0%</b>	<b>\$5,619</b>	<b>697</b>	<b>100.0%</b>	<b>\$8,273</b>

**Table 15: Certified Nursing Assistants (CNAs) Employed in Health Care, Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	532	23.6%	\$4,168	175	35.1%	\$2,861	707	25.7%	\$3,845
	25-34	569	25.2%	\$5,660	136	27.3%	\$3,243	705	25.6%	\$5,193
	35-44	385	17.1%	\$6,522	69	13.9%	\$3,969	454	16.5%	\$6,134
	45-54	429	19.0%	\$6,999	51	10.2%	\$4,101	480	17.4%	\$6,691
	55-64	218	9.7%	\$7,220	25	5.0%	\$3,799	243	8.8%	\$6,868
	65+	44	2.0%	\$6,109	10	2.0%	\$4,474	54	2.0%	\$5,807
	Unknown	77	3.4%	\$5,204	32	6.4%	\$2,409	109	4.0%	\$4,383
	<b>Total</b>	<b>2,254</b>	<b>100.0%</b>	<b>\$5,854</b>	<b>498</b>	<b>100.0%</b>	<b>\$3,296</b>	<b>2,752</b>	<b>100.0%</b>	<b>\$5,391</b>

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 16: Registered Nurses (RNs) Employed in Ambulatory Health Care Services (NAICS 621), Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	12	2.1%	\$8,225	0	0.0%	\$0	12	1.7%	\$8,225
	25-34	92	15.9%	\$12,219	29	21.8%	\$11,763	121	17.0%	\$12,110
	35-44	143	24.8%	\$14,309	27	20.3%	\$10,607	170	23.9%	\$13,721
	45-54	198	34.3%	\$14,750	31	23.3%	\$13,924	229	32.3%	\$14,639
	55-64	98	17.0%	\$12,596	15	11.3%	\$7,290	113	15.9%	\$11,892
	65+	19	3.3%	\$9,654	11	8.3%	\$3,436	30	4.2%	\$7,374
	Unknown	15	2.6%	\$14,412	20	15.0%	\$6,202	35	4.9%	\$9,720
	<b>Total</b>	<b>577</b>	<b>100.0%</b>	<b>\$13,559</b>	<b>133</b>	<b>100.0%</b>	<b>\$10,003</b>	<b>710</b>	<b>100.0%</b>	<b>\$12,893</b>

**Table 17: Licensed Practical Nurses (LPNs) Employed in Ambulatory Health Care Services (NAICS 621), Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	3	2.2%	\$7,482	3	7.7%	\$2,922	6	3.4%	\$5,202
	25-34	20	14.5%	\$6,906	8	20.5%	\$4,502	28	15.8%	\$6,219
	35-44	28	20.3%	\$8,600	9	23.1%	\$4,547	37	20.9%	\$7,614
	45-54	51	37.0%	\$8,405	10	25.6%	\$5,234	61	34.5%	\$7,885
	55-64	27	19.6%	\$9,889	5	12.8%	\$8,795	32	18.1%	\$9,718
	65+	7	5.1%	\$3,496	0	0.0%	\$0	7	4.0%	\$3,496
	Unknown	2	1.4%	\$8,494	4	10.3%	\$8,064	6	3.4%	\$8,208
	<b>Total</b>	<b>138</b>	<b>100.0%</b>	<b>\$8,250</b>	<b>39</b>	<b>100.0%</b>	<b>\$5,494</b>	<b>177</b>	<b>100.0%</b>	<b>\$7,643</b>

**Table 18: Certified Nursing Assistants (CNAs) Employed in Ambulatory Health Care Services (NAICS 621), Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	73	22.1%	\$4,233	55	44.4%	\$2,547	128	28.1%	\$3,509
	25-34	106	32.0%	\$6,031	32	25.8%	\$3,179	138	30.3%	\$5,370
	35-44	65	19.6%	\$6,775	14	11.3%	\$4,098	79	17.4%	\$6,301
	45-54	49	14.8%	\$6,480	8	6.5%	\$7,206	57	12.5%	\$6,582
	55-64	26	7.9%	\$6,102	5	4.0%	\$3,777	31	6.8%	\$5,727
	65+	7	2.1%	\$6,422	1	0.8%	\$5,833	8	1.8%	\$6,348
	Unknown	5	1.5%	\$2,996	9	7.3%	\$1,929	14	3.1%	\$2,310
	<b>Total</b>	<b>331</b>	<b>100.0%</b>	<b>\$5,815</b>	<b>124</b>	<b>100.0%</b>	<b>\$3,217</b>	<b>455</b>	<b>100.0%</b>	<b>\$5,107</b>

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 19: Registered Nurses (RNs) Employed in Hospitals (NAICS 622), Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	72	3.2%	\$11,621	8	3.8%	\$9,220	80	3.2%	\$11,381
	25-34	486	21.4%	\$12,592	42	20.1%	\$9,093	528	21.3%	\$12,314
	35-44	496	21.8%	\$15,031	40	19.1%	\$9,140	536	21.6%	\$14,591
	45-54	680	29.9%	\$16,567	57	27.3%	\$10,768	737	29.7%	\$16,119
	55-64	398	17.5%	\$16,723	25	12.0%	\$11,599	423	17.0%	\$16,420
	65+	38	1.7%	\$11,431	3	1.4%	\$8,596	41	1.7%	\$11,224
	Unknown	103	4.5%	\$13,961	34	16.3%	\$6,658	137	5.5%	\$12,148
	<b>Total</b>	<b>2,273</b>	<b>100.0%</b>	<b>\$15,049</b>	<b>209</b>	<b>100.0%</b>	<b>\$9,460</b>	<b>2,482</b>	<b>100.0%</b>	<b>\$14,578</b>

**Table 20: Licensed Practical Nurses (LPNs) Employed in Hospitals (NAICS 622), Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	17	7.4%	\$5,190	4	11.8%	\$4,232	21	8.0%	\$5,007
	25-34	33	14.4%	\$5,728	7	20.6%	\$3,591	40	15.2%	\$5,354
	35-44	49	21.4%	\$7,750	7	20.6%	\$5,913	56	21.3%	\$7,521
	45-54	63	27.5%	\$9,874	6	17.6%	\$5,810	69	26.2%	\$9,521
	55-64	53	23.1%	\$10,124	5	14.7%	\$6,546	58	22.1%	\$9,815
	65+	8	3.5%	\$8,623	1	2.9%	\$5,097	9	3.4%	\$8,231
	Unknown	6	2.6%	\$5,678	4	11.8%	\$5,338	10	3.8%	\$5,542
	<b>Total</b>	<b>229</b>	<b>100.0%</b>	<b>\$8,379</b>	<b>34</b>	<b>100.0%</b>	<b>\$5,220</b>	<b>263</b>	<b>100.0%</b>	<b>\$7,970</b>

**Table 21: Certified Nursing Assistants (CNAs) Employed in Hospitals (NAICS 622), Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	224	20.8%	\$4,092	66	33.8%	\$3,629	290	22.8%	\$3,987
	25-34	261	24.3%	\$5,602	52	26.7%	\$3,076	313	24.6%	\$5,182
	35-44	187	17.4%	\$6,328	33	16.9%	\$4,812	220	17.3%	\$6,100
	45-54	224	20.8%	\$7,062	25	12.8%	\$4,753	249	19.6%	\$6,830
	55-64	123	11.4%	\$7,737	6	3.1%	\$3,216	129	10.1%	\$7,527
	65+	20	1.9%	\$6,183	1	0.5%	\$4,530	21	1.7%	\$6,104
	Unknown	37	3.4%	\$6,080	12	6.2%	\$2,071	49	3.9%	\$5,098
	<b>Total</b>	<b>1,076</b>	<b>100.0%</b>	<b>\$5,989</b>	<b>195</b>	<b>100.0%</b>	<b>\$3,722</b>	<b>1,271</b>	<b>100.0%</b>	<b>\$5,641</b>

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

**Table 22: Registered Nurses (RNs) Employed in Nursing & Residential Care Facilities (NAICS 623), Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	3	1.3%	\$12,296	0	0.0%	\$0	3	1.0%	\$12,296
	25-34	24	10.1%	\$12,792	17	23.9%	\$11,176	41	13.3%	\$12,122
	35-44	54	22.7%	\$14,154	14	19.7%	\$8,439	68	22.0%	\$12,977
	45-54	79	33.2%	\$13,451	18	25.4%	\$10,274	97	31.4%	\$12,862
	55-64	58	24.4%	\$13,777	10	14.1%	\$8,209	68	22.0%	\$12,958
	65+	15	6.3%	\$7,484	7	9.9%	\$5,466	22	7.1%	\$6,842
	Unknown	5	2.1%	\$14,579	5	7.0%	\$4,631	10	3.2%	\$9,605
	<b>Total</b>	<b>238</b>	<b>100.0%</b>	<b>\$13,256</b>	<b>71</b>	<b>100.0%</b>	<b>\$8,966</b>	<b>309</b>	<b>100.0%</b>	<b>\$12,271</b>

**Table 23: Licensed Practical Nurses (LPNs) Employed in Nursing & Residential Care Facilities (NAICS 623), Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	9	4.9%	\$5,194	8	11.1%	\$5,195	17	6.6%	\$5,195
	25-34	41	22.2%	\$8,752	15	20.8%	\$5,738	56	21.8%	\$7,945
	35-44	29	15.7%	\$11,036	14	19.4%	\$7,307	43	16.7%	\$9,822
	45-54	49	26.5%	\$11,073	20	27.8%	\$7,587	69	26.8%	\$10,062
	55-64	42	22.7%	\$9,845	10	13.9%	\$6,210	52	20.2%	\$9,146
	65+	6	3.2%	\$10,971	1	1.4%	\$9,741	7	2.7%	\$10,796
	Unknown	9	4.9%	\$10,710	4	5.6%	\$4,915	13	5.1%	\$8,927
	<b>Total</b>	<b>185</b>	<b>100.0%</b>	<b>\$9,967</b>	<b>72</b>	<b>100.0%</b>	<b>\$6,572</b>	<b>257</b>	<b>100.0%</b>	<b>\$9,016</b>

**Table 24: Certified Nursing Assistants (CNAs) Employed in Nursing & Residential Care Facilities (NAICS 623), Fourth Quarter 2007 (2007Q4)**

Date	Age	Continuous Workers			Other Workers			All Workers		
		N	Column %	Average Wage	N	Column %	Average Wage	N	Column %	Average Wage
2007Q4	<25	178	24.9%	\$4,192	111	35.7%	\$3,304	289	28.2%	\$3,851
	25-34	172	24.1%	\$5,731	82	26.4%	\$3,812	254	24.8%	\$5,111
	35-44	113	15.8%	\$6,895	42	13.5%	\$3,945	155	15.1%	\$6,096
	45-54	139	19.4%	\$7,074	35	11.3%	\$4,361	174	17.0%	\$6,528
	55-64	66	9.2%	\$6,750	17	5.5%	\$4,407	83	8.1%	\$6,270
	65+	17	2.4%	\$5,894	8	2.6%	\$4,298	25	2.4%	\$5,383
	Unknown	30	4.2%	\$4,860	16	5.1%	\$3,113	46	4.5%	\$4,252
	<b>Total</b>	<b>715</b>	<b>100.0%</b>	<b>\$5,854</b>	<b>311</b>	<b>100.0%</b>	<b>\$3,719</b>	<b>1026</b>	<b>100.0%</b>	<b>\$5,207</b>

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.



**Table 25: Registered Nurses (RNs) Employed in Health Care by County of Work, 2007Q4**

County of Work	Employment Status						Total		
	Continuous			Other			N	Col%	Average Wage
	N	Col %	Average Wage	N	Col %	Average Wage			
Albany	195	6.1%	\$16,615	16	5.2%	\$6,830	211	6.0%	\$15,873
Carbon	71	2.2%	\$17,555	4	1.3%	\$10,103	75	2.1%	\$17,157
Fremont	191	5.9%	\$12,543	15	4.9%	\$8,908	206	5.8%	\$12,279
Laramie	626	19.5%	\$15,403	75	24.5%	\$8,615	701	20.0%	\$14,677
Natrona	677	21.1%	\$13,480	56	18.3%	\$9,088	733	20.9%	\$13,144
Sheridan	177	5.5%	\$13,545	23	7.5%	\$4,254	200	5.7%	\$12,476
Sweetwater	124	3.8%	\$16,035	18	5.9%	\$10,957	142	4.0%	\$15,391
Other Counties*	1,133	35.9%	\$14,513	98	32.4%	\$9,242	1,231	35.5%	\$14,094
<b>Total</b>	<b>3,194</b>	<b>100.0%</b>	<b>\$14,552</b>	<b>305</b>	<b>100.0%</b>	<b>\$8,653</b>	<b>3,499</b>	<b>100.0%</b>	<b>\$14,038</b>

\*Category contains combined results for Wyoming's remaining 16 counties, which could not be shown due to confidentiality constraints.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 26, 2008.

## **Tables: Section B**

For these tables, the following definitions apply:

- *Tenure* indicates years worked at a particular health care firm.
- *Exit rate* indicates worker exits from the health care industry.
- For Powell Valley Healthcare, *exit rate* indicates exits from that firm.

**Table 1: Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) Employed in Health Care, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active RNs/LPNs	3,951	3,991	4,099	4,082	4,072	4,122	4,227	4,198	4,126	
Percentage Change Previous Quarter	-0.3%	1.0%	2.7%	-0.4%	-0.2%	1.2%	2.5%	-0.7%	-1.7%	
Percentage Change Previous Year	3.3%	2.7%	0.6%	3.0%	3.1%	3.3%	3.1%	2.8%	1.3%	
RN/LPN Percentage of Total Employment	18.8%	18.8%	18.9%	19.1%	18.9%	18.9%	19.0%	19.2%	18.8%	
Multiple Jobholding Rate	13.2%	13.2%	13.6%	13.0%	13.0%	13.6%	13.9%	13.2%	13.4%	
Average Wages Continuous Employees	\$12,691	\$12,742	\$13,082	\$13,173	\$13,250	\$13,193	\$13,430	\$13,775	NA	
Average Age, All RNs/LPNs	44.5	44.5	44.3	44.4	44.5	44.5	44.3	44.4	44.6	
Average Tenure, All RNs/LPNs (Years)	5.1	5.1	5.0	5.1	5.2	5.2	5.2	5.2	5.4	
Exit Rate Percentage	8.3%	9.0%	8.3%	7.2%	7.2%	8.4%	9.6%	8.2%	NA	
Age										
<25	Number	119	118	153	140	129	131	153	139	122
	Percentage	3.0%	3.0%	3.7%	3.4%	3.2%	3.2%	3.6%	3.3%	3.0%
25-34	Number	722	737	779	749	767	780	818	814	812
	Percentage	18.3%	18.5%	19.0%	18.3%	18.8%	18.9%	19.4%	19.4%	19.7%
35-44	Number	934	945	943	964	941	937	938	910	884
	Percentage	23.6%	23.7%	23.0%	23.6%	23.1%	22.7%	22.2%	21.7%	21.4%
45-54	Number	1,303	1,276	1,274	1,263	1,266	1,264	1,267	1,262	1,217
	Percentage	33.0%	32.0%	31.1%	30.9%	31.1%	30.7%	30.0%	30.1%	29.5%
55-64	Number	635	656	673	685	686	706	727	746	765
	Percentage	16.1%	16.4%	16.4%	16.8%	16.8%	17.1%	17.2%	17.8%	18.5%
65+	Number	97	101	105	102	110	115	120	116	114
	Percentage	2.5%	2.5%	2.6%	2.5%	2.7%	2.8%	2.8%	2.8%	2.8%

**Table 2: Certified Nursing Assistants (CNAs) Employed in Health Care, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active CNAs	2,686	2,697	2,708	2,671	2,742	2,770	2,817	2,750	2,722	
Percentage Change Previous Quarter	1.5%	0.4%	0.4%	-1.4%	2.7%	1.0%	1.7%	-2.4%	-1.0%	
Percentage Change Previous Year	2.1%	0.8%	-0.3%	0.9%	2.1%	2.7%	4.0%	3.0%	-0.7%	
CNA Percentage of Total Employment	12.8%	12.7%	12.5%	12.5%	12.7%	12.7%	12.6%	12.6%	12.4%	
Multiple Jobholders	18.3%	17.9%	20.1%	18.0%	17.7%	19.7%	19.6%	17.1%	17.8%	
Average Wages Continuous Employees	\$5,343	\$5,400	\$5,831	\$5,625	\$5,716	\$5,815	\$6,139	\$5,945	NA	
Average Age, All CNAs	36.0	35.8	35.6	35.9	35.7	35.6	35.4	35.8	35.7	
Average Tenure, All CNAs (Years)	3.0	3.0	3.0	3.1	3.1	3.2	3.2	3.3	3.3	
Exit Rate Percentage	16.1%	15.4%	18.6%	13.1%	15.6%	15.2%	17.4%	13.7%	NA	
Age										
<25	Number	750	765	777	747	744	757	775	704	700
	Percentage	27.9%	28.4%	28.7%	28.0%	27.1%	27.3%	27.5%	25.6%	25.7%
25-34	Number	637	639	637	621	667	695	694	705	705
	Percentage	23.7%	23.7%	23.5%	23.2%	24.3%	25.1%	24.6%	25.6%	25.9%
35-44	Number	469	460	462	455	463	451	461	454	440
	Percentage	17.5%	17.1%	17.1%	17.0%	16.9%	16.3%	16.4%	16.5%	16.2%
45-54	Number	473	469	477	475	483	480	487	480	460
	Percentage	17.6%	17.4%	17.6%	17.8%	17.6%	17.3%	17.3%	17.5%	16.9%
55-64	Number	259	254	247	243	238	239	242	244	246
	Percentage	9.6%	9.4%	9.1%	9.1%	8.7%	8.6%	8.6%	8.9%	9.0%
65+	Number	46	48	48	50	50	53	48	54	49
	Percentage	1.7%	1.8%	1.8%	1.9%	1.8%	1.9%	1.7%	2.0%	1.8%

NA – Not Available.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, September 26, 2008.

**Table 3: Non-Nursing Staff (NNS) Employed in Health Care, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Total NNS	14,353	14,524	14,856	14,579	14,702	14,975	15,239	14,933	15,047	
Percentage Change Previous Quarter	0.3%	1.2%	2.3%	-1.9%	0.8%	1.9%	1.8%	-2.0%	0.8%	
Percentage Change Previous Year	2.0%	0.9%	1.6%	1.9%	2.4%	3.1%	2.6%	2.4%	2.3%	
NNS Percentage of Total Employment	68.4%	68.5%	68.6%	68.3%	68.3%	68.5%	68.4%	68.2%	68.7%	
Multiple Jobholding Rate	12.9%	13.7%	14.2%	13.8%	13.2%	14.7%	14.8%	13.8%	12.9%	
Average Wages Continuous Employees	\$10,560	\$11,309	\$11,689	\$12,814	\$11,130	\$12,049	\$12,342	\$13,740	NA	
Average Age, All NNS	41.8	41.7	41.6	41.9	41.9	41.7	41.7	42.1	42.1	
Average Tenure, All NNS (Years)	4.2	4.2	4.1	4.2	4.2	4.2	4.2	4.3	4.3	
Exit Rate Percentage	11.3%	12.0%	13.8%	10.9%	11.0%	12.2%	13.8%	11.6%	NA	
Age										
<25	Number	1,544	1,633	1,709	1,556	1,622	1,728	1,762	1,608	1,600
	Percentage	10.8%	11.2%	11.5%	10.7%	11.0%	11.5%	11.6%	10.8%	10.6%
25-34	Number	2,804	2,773	2,839	2,822	2,856	2,893	2,916	2,864	2,892
	Percentage	19.5%	19.1%	19.1%	19.4%	19.4%	19.3%	19.1%	19.2%	19.2%
35-44	Number	3,110	3,088	3,093	3,029	3,020	2,990	3,021	2,969	2,984
	Percentage	21.7%	21.3%	20.8%	20.8%	20.5%	20.0%	19.8%	19.9%	19.8%
45-54	Number	3,603	3,608	3,593	3,532	3,510	3,520	3,532	3,490	3,456
	Percentage	25.1%	24.8%	24.2%	24.2%	23.9%	23.5%	23.2%	23.4%	23.0%
55-64	Number	2,023	2,049	2,092	2,117	2,174	2,205	2,241	2,263	2,291
	Percentage	14.1%	14.1%	14.1%	14.5%	14.8%	14.7%	14.7%	15.2%	15.2%
65+	Number	455	468	503	499	506	513	525	518	518
	Percentage	3.2%	3.2%	3.4%	3.4%	3.4%	3.4%	3.4%	3.5%	3.4%

NA – Not Available.

Prepared by D. Leonard, Wyoming Department of Employment, Research &amp; Planning, September 26, 2008.

**Table 4: Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) Employed in Hospitals, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1
Active RNs/LPNs	2,583	2,588	2,686	2,656	2,673	2,707	2,800	2,744	2,745
Percentage Change Previous Quarter	-0.3%	0.2%	3.8%	-1.1%	0.6%	1.3%	3.4%	-2.0%	0.0%
Percentage Change Previous Year	2.5%	0.7%	-0.6%	2.5%	3.5%	4.6%	4.2%	3.3%	2.7%
RN/LPN Percentage of Total Employment	28.9%	28.8%	29.3%	29.5%	29.3%	28.7%	29.2%	29.2%	28.9%
Multiple Jobholding Rate	10.8%	10.5%	11.4%	11.1%	10.9%	11.1%	10.7%	10.3%	11.3%
Average Wages Continuous Employees	\$13,653	\$13,665	\$14,152	\$13,971	\$14,320	\$14,010	\$14,378	\$14,467	NA
Average Age, All RNs/LPNs	44.0	44.1	43.7	43.9	44.0	44.0	43.7	43.8	44.1
Average Tenure, All RNs/LPNs (Years)	6.1	6.1	6.0	6.1	6.2	6.2	6.1	6.2	6.3
Exit Rate Percentage	6.3%	6.5%	6.6%	4.5%	5.0%	5.7%	7.4%	5.7%	NA
Age									
<25	78	75	103	94	84	86	110	101	83
Percentage	3.0%	2.9%	3.8%	3.5%	3.1%	3.2%	3.9%	3.7%	3.0%
25-34	514	515	550	528	537	543	580	568	578
Percentage	19.9%	19.9%	20.5%	19.9%	20.1%	20.1%	20.7%	20.7%	21.1%
35-44	597	604	604	610	603	604	614	592	586
Percentage	23.1%	23.3%	22.5%	23.0%	22.6%	22.3%	21.9%	21.6%	21.3%
45-54	847	822	833	819	822	823	828	806	791
Percentage	32.8%	31.8%	31.0%	30.8%	30.8%	30.4%	29.6%	29.4%	28.8%
55-64	401	413	425	431	443	457	467	480	494
Percentage	15.5%	16.0%	15.8%	16.2%	16.6%	16.9%	16.7%	17.5%	18.0%
65+	41	48	47	49	52	54	56	50	55
Percentage	1.6%	1.9%	1.7%	1.8%	1.9%	2.0%	2.0%	1.8%	2.0%

**Table 5: Certified Nursing Assistants (CNAs) Employed in Hospitals, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1
Active CNAs	1,230	1,251	1,238	1,214	1,263	1,313	1,311	1,271	1,320
Percentage Change Previous Quarter	2.5%	1.7%	-1.0%	-1.9%	4.0%	4.0%	-0.2%	-3.1%	3.9%
Percentage Change Previous Year	0.5%	-1.6%	-0.3%	1.2%	2.7%	5.0%	5.9%	4.7%	4.5%
CNA Percentage of Total Employment	13.8%	13.9%	13.5%	13.5%	13.8%	13.9%	13.7%	13.5%	13.9%
Multiple Jobholding Rate	15.4%	15.0%	16.4%	13.3%	14.6%	16.6%	16.0%	13.8%	14.5%
Average Wages Continuous Employees	\$5,695	\$5,526	\$6,110	\$5,710	\$6,052	\$5,914	\$6,525	\$6,054	NA
Average Age, All CNAs	37.2	37.0	36.8	37.3	36.9	36.7	36.6	36.9	36.7
Average Tenure, All CNAs (Years)	3.9	3.9	4.0	4.1	4.0	4.0	4.0	4.1	4.1
Exit Rate Percentage	10.6%	9.8%	14.0%	8.5%	10.8%	12.0%	13.7%	9.7%	NA
Age									
<25	308	324	328	302	300	313	319	290	318
Percentage	25.0%	25.9%	26.5%	24.9%	23.8%	23.8%	24.3%	22.8%	24.1%
25-34	277	283	281	266	300	327	311	313	321
Percentage	22.5%	22.6%	22.7%	21.9%	23.8%	24.9%	23.7%	24.6%	24.3%
35-44	225	229	215	216	222	225	227	220	220
Percentage	18.3%	18.3%	17.4%	17.8%	17.6%	17.1%	17.3%	17.3%	16.7%
45-54	238	232	235	230	239	244	246	249	246
Percentage	19.3%	18.5%	19.0%	18.9%	18.9%	18.6%	18.8%	19.6%	18.6%
55-64	142	139	137	137	129	132	134	129	136
Percentage	11.5%	11.1%	11.1%	11.3%	10.2%	10.1%	10.2%	10.1%	10.3%
65+	19	21	21	23	23	22	20	21	20
Percentage	1.5%	1.7%	1.7%	1.9%	1.8%	1.7%	1.5%	1.7%	1.5%

NA – Not Available.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, September 26, 2008.

**Table 6: Non-Nursing Staff (NNS) Employed in Hospitals, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Total NNS	5,123	5,137	5,256	5,137	5,202	5,399	5,489	5,396	5,419	
Percentage Change Previous Quarter	0.9%	0.3%	2.3%	-2.3%	1.3%	3.8%	1.7%	-1.7%	0.4%	
Percentage Change Previous Year	2.2%	-0.3%	-0.2%	1.2%	1.5%	5.1%	4.4%	5.0%	4.2%	
NNS Percentage of Total Employment	57.3%	57.2%	57.3%	57.0%	56.9%	57.3%	57.2%	57.3%	57.1%	
Multiple Jobholding Rate	10.3%	11.1%	12.2%	11.4%	11.0%	12.4%	12.6%	12.2%	10.5%	
Average Wages Continuous Employees	\$10,064	\$9,888	\$10,826	\$10,387	\$10,686	\$10,568	\$11,318	\$11,157	NA	
Average Age, All NNS	43.2	42.9	43.0	43.4	43.4	43.0	43.0	43.4	43.5	
Average Tenure, All NNS (Years)	5.2	5.1	5.1	5.2	5.2	5.1	5.0	5.1	5.1	
Exit Rate Percentage	9.0%	8.5%	10.2%	6.9%	7.3%	8.4%	10.4%	8.1%	NA	
Age										
<25	Number	425	483	500	423	432	520	536	476	463
	Percentage	8.3%	9.4%	9.5%	8.2%	8.3%	9.6%	9.8%	8.8%	8.5%
25-34	Number	911	905	899	900	922	940	929	915	927
	Percentage	17.8%	17.6%	17.1%	17.5%	17.7%	17.4%	16.9%	17.0%	17.1%
35-44	Number	1,115	1,089	1,106	1,065	1,065	1,062	1,078	1,055	1,056
	Percentage	21.8%	21.2%	21.0%	20.7%	20.5%	19.7%	19.6%	19.6%	19.5%
45-54	Number	1,458	1,434	1,434	1,413	1,412	1,430	1,445	1,431	1,406
	Percentage	28.5%	27.9%	27.3%	27.5%	27.1%	26.5%	26.3%	26.5%	25.9%
55-64	Number	791	785	817	815	835	859	863	883	910
	Percentage	15.4%	15.3%	15.5%	15.9%	16.1%	15.9%	15.7%	16.4%	16.8%
65+	Number	172	174	183	192	197	191	203	194	198
	Percentage	3.4%	3.4%	3.5%	3.7%	3.8%	3.5%	3.7%	3.6%	3.7%

NA – Not Available.

Prepared by D. Leonard, Wyoming Department of Employment, Research &amp; Planning, September 26, 2008.

**Table 7: Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) Employed by Powell Valley Healthcare, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1
Active RNs/LPNs <sup>a</sup>	98	98	99	102	105	106	108	110	114
Percentage Change Previous Quarter	4.3%	4.2%	6.0%	0.9%	-1.9%	1.0%	7.5%	1.8%	1.7%
Percentage Change Previous Year	0.0%	-1.0%	2.9%	16.3%	9.4%	6.0%	7.5%	8.4%	12.4%
RN/LPN Percentage of Total Employment	23.7%	24.4%	24.4%	24.9%	23.4%	22.5%	23.3%	24.2%	23.4%
Multiple Jobholding Rate	9.4%	9.0%	13.2%	15.0%	5.7%	5.7%	8.8%	9.5%	8.5%
Average Wages Continuous Employees	\$12,570	\$11,236	\$14,191	\$12,083	\$14,248	\$12,073	\$14,809	\$12,738	NA
Average Age, All RNs/LPNs	42.9	42.9	42.8	42.8	43.3	43.8	43.9	43.9	44.3
Average Tenure, All RNs/LPNs (Years)	5.6	5.6	5.5	5.7	6.0	6.0	5.9	5.9	6.0
Exit Rate Percentage	2.1%	3.0%	5.7%	5.6%	3.8%	2.8%	6.1%	2.6%	NA
Age									
<35	Number <sup>a</sup>	23	24	25	27	27	27	28	29
	Percentage	25.0%	26.0%	27.4%	25.2%	24.8%	24.5%	26.3%	24.6%
35-44	Number <sup>a</sup>	29	28	29	30	31	32	31	28
	Percentage	29.2%	29.0%	28.3%	30.8%	31.4%	29.2%	23.7%	22.9%
45-54	Number <sup>a</sup>	32	31	31	31	31	31	33	37
	Percentage	32.3%	30.0%	29.2%	29.0%	28.6%	30.2%	32.5%	34.7%
55+	Number <sup>a</sup>	14	14	14	15	16	16	17	19
	Percentage	13.5%	14.0%	15.1%	15.0%	15.2%	16.0%	16.7%	17.8%

**Table 8: Certified Nursing Assistants (CNAs) Employed by Powell Valley Healthcare, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1
Active CNAs <sup>a</sup>	99	100	102	103	106	108	109	111	114
Percentage Change Previous Quarter	-1.0%	5.1%	4.9%	-5.6%	7.8%	0.9%	0.9%	-0.9%	10.8%
Percentage Change Previous Year	10.1%	5.1%	9.1%	3.0%	12.2%	7.8%	3.7%	8.8%	11.8%
CNA Percentage of Total Employment	24.2%	25.1%	24.8%	23.7%	24.5%	23.6%	22.9%	23.2%	24.4%
Multiple Jobholding Rate	12.2%	13.6%	12.0%	8.8%	10.0%	16.2%	16.1%	8.1%	9.8%
Average Wages Continuous Employees	\$5,532	\$4,974	\$6,314	\$4,828	\$5,782	\$5,207	\$6,406	\$5,027	NA
Average Age, All CNAs	38.7	37.7	36.6	37.1	37.0	37.3	36.0	36.2	35.9
Average Tenure, All CNAs (Years)	4.4	4.3	3.9	4.2	4.2	4.4	4.3	4.4	4.2
Exit Rate Percentage	5.1%	12.0%	11.8%	3.9%	9.5%	12.1%	12.0%	5.4%	NA
Age									
<35	Number <sup>a</sup>	46	47	49	50	52	53	54	57
	Percentage	45.9%	45.6%	45.1%	48.8%	47.3%	47.3%	48.0%	46.3%
35-44	Number <sup>a</sup>	20	19	19	18	18	19	20	22
	Percentage	18.4%	18.4%	16.7%	15.7%	18.2%	20.7%	17.9%	20.3%
45-54	Number <sup>a</sup>	16	17	18	19	19	19	18	18
	Percentage	18.4%	17.5%	17.6%	19.6%	16.4%	16.2%	15.2%	16.3%
55+	Number <sup>a</sup>	16	16	16	15	14	14	14	14
	Percentage	16.3%	14.6%	13.0%	12.7%	13.6%	13.5%	12.5%	9.8%

<sup>a</sup>Calculation is a four-quarter moving average. Other calculations are actual unless otherwise noted. NA – Not Available.

Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, September 26, 2008.

**Table 9: Non-Nursing Staff (NNS) Employed by Powell Valley Healthcare, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**

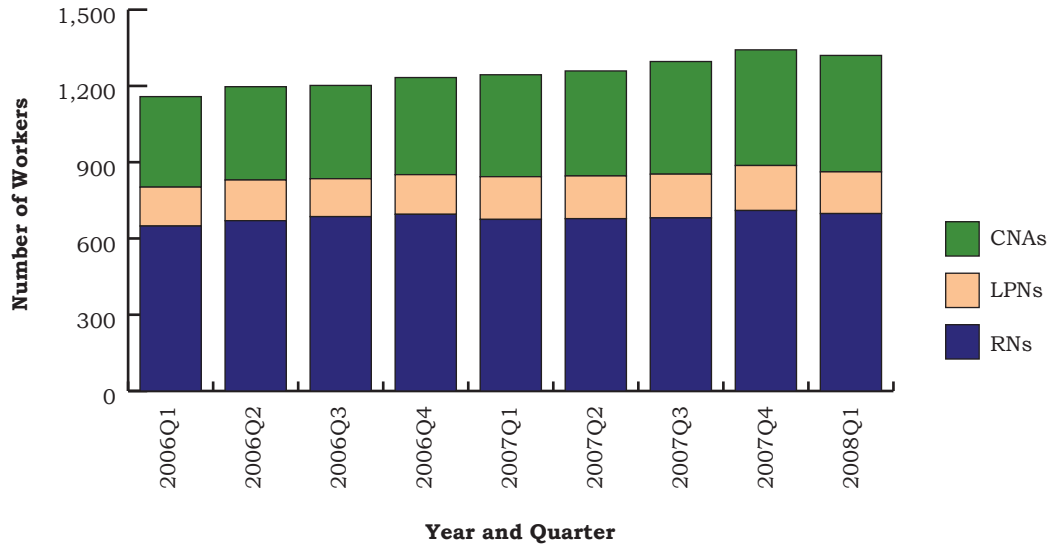
	2006Q1	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	
Active NNS <sup>a</sup>	205	206	211	215	221	233	243	251	258	
Percentage Change Previous Quarter	2.9%	-1.9%	6.8%	0.0%	5.9%	8.5%	3.5%	-4.2%	4.8%	
Percentage Change Previous Year	4.5%	1.5%	10.5%	7.8%	10.9%	22.7%	19.0%	14.0%	12.8%	
NNS Percentage of Total Employment	52.1%	50.5%	50.8%	51.4%	52.1%	53.9%	53.8%	52.6%	52.3%	
Multiple Jobholding Rate	8.1%	9.7%	7.7%	6.3%	7.7%	12.2%	11.8%	8.3%	8.3%	
Average Wages Continuous Employees	\$9,620	\$8,469	\$15,510	\$8,854	\$10,773	\$9,676	\$17,928	\$9,488	NA	
Average Age, All NNS	43.7	44.9	44.4	44.5	43.6	42.5	43.3	43.8	43.4	
Average Tenure, All NNS (Years)	4.7	4.9	4.7	4.9	4.8	4.5	4.5	4.7	4.6	
Exit Rate Percentage	8.1%	5.8%	6.3%	4.5%	5.1%	9.4%	12.5%	5.2%	NA	
Age										
<35	Number <sup>a</sup>	55	53	53	53	55	62	66	69	73
	Percentage	26.5%	23.2%	24.4%	24.9%	26.5%	29.9%	27.4%	26.6%	29.5%
35-44	Number <sup>a</sup>	40	39	40	41	42	43	44	44	43
	Percentage	19.4%	18.4%	19.5%	19.0%	18.4%	16.9%	18.3%	16.7%	15.2%
45-54	Number <sup>a</sup>	63	66	67	66	67	68	71	74	75
	Percentage	31.3%	33.8%	30.3%	28.1%	29.9%	28.7%	29.7%	29.4%	27.7%
55+	Number <sup>a</sup>	17	17	19	22	24	26	27	27	28
	Percentage	20.9%	21.7%	21.7%	23.5%	21.4%	20.5%	20.9%	22.2%	22.7%

<sup>a</sup>Calculation is a four-quarter moving average. Other calculations are actual unless otherwise noted. NA – Not Available.

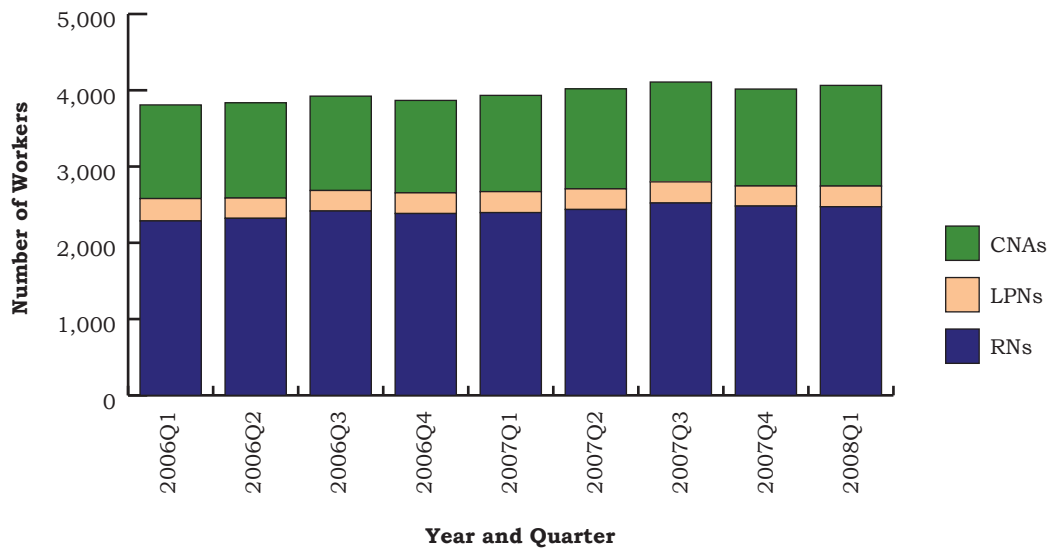
Prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, September 26, 2008.



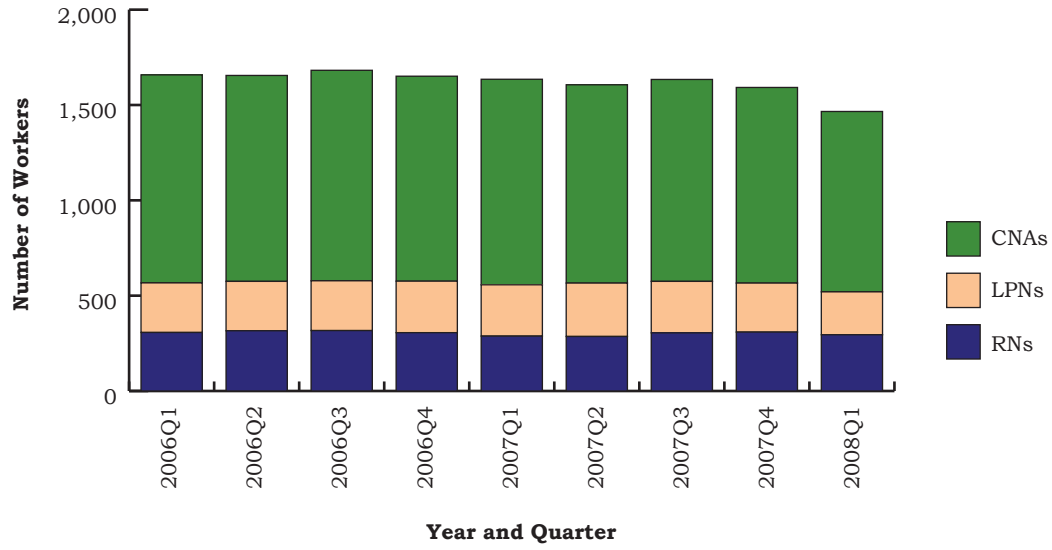
**Figure 1: Number of Workers in Wyoming Ambulatory Health Care Services by Board of Nursing License Type, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**



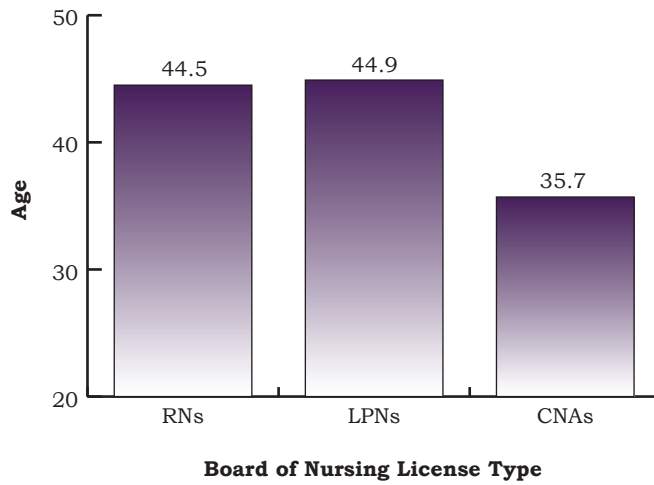
**Figure 2: Number of Workers in Wyoming Hospitals by Board of Nursing License Type, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**



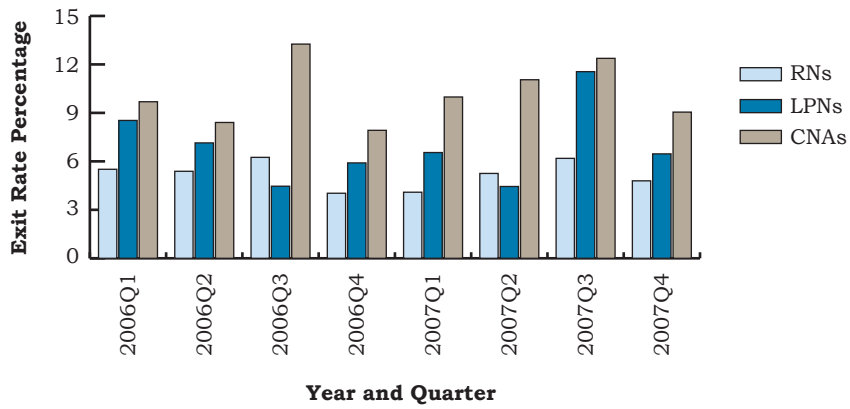
**Figure 3: Number of Workers in Wyoming Nursing & Residential Care Facilities by Board of Nursing License Type, First Quarter 2006 (2006Q1) through First Quarter 2008 (2008Q1)**



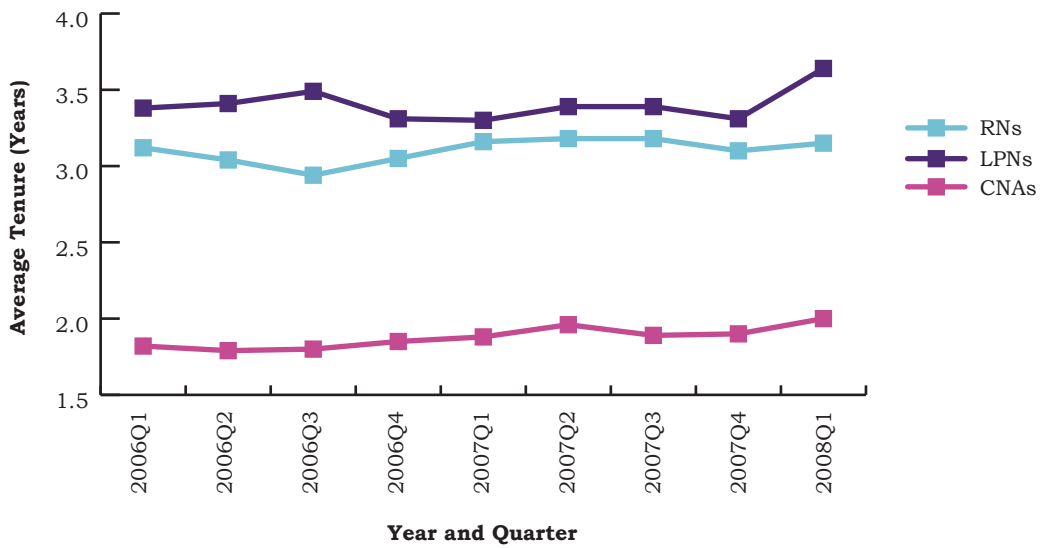
**Figure 4: Average Age of Wyoming Health Care Workers by Board of Nursing License Type, First Quarter 2008**



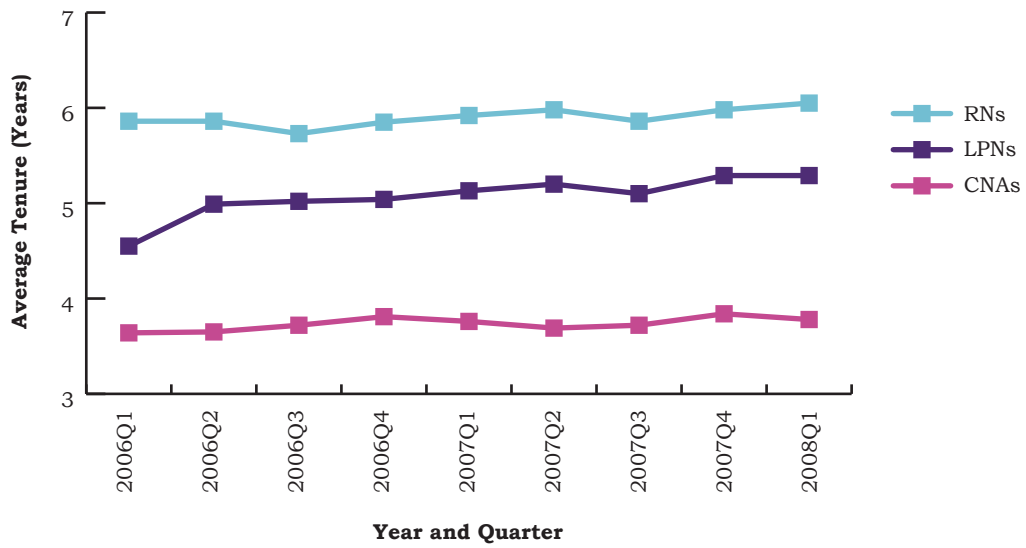
**Figure 5: Exit Rates for Wyoming Health Care Workers by Board of Nursing License Type, First Quarter 2006 (2006Q1) through Fourth Quarter 2007 (2007Q4)**



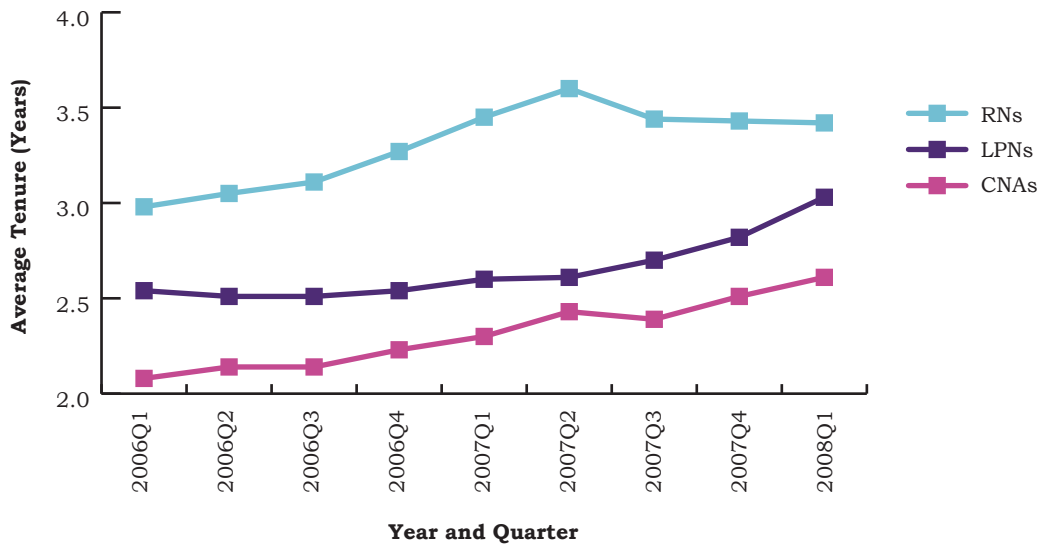
**Figure 6: Average Tenure of Wyoming Ambulatory Health Care Services Workers by Board of Nursing License Type, First Quarter 2006 (2006Q1) to First Quarter 2008 (2008Q1)**



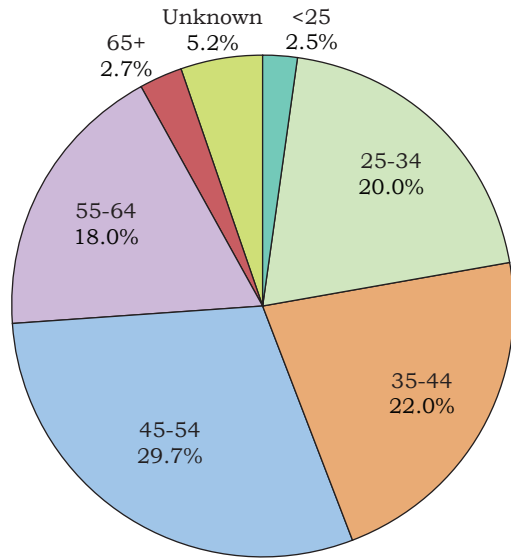
**Figure 7: Average Tenure of Wyoming Hospital Workers by Board of Nursing License Type, First Quarter 2006 (2006Q1) to First Quarter 2008 (2008Q1)**



**Figure 8: Average Tenure of Wyoming Nursing & Residential Care Facilities Workers by Board of Nursing License Type, First Quarter 2006 (2006Q1) to First Quarter 2008 (2008Q1)**

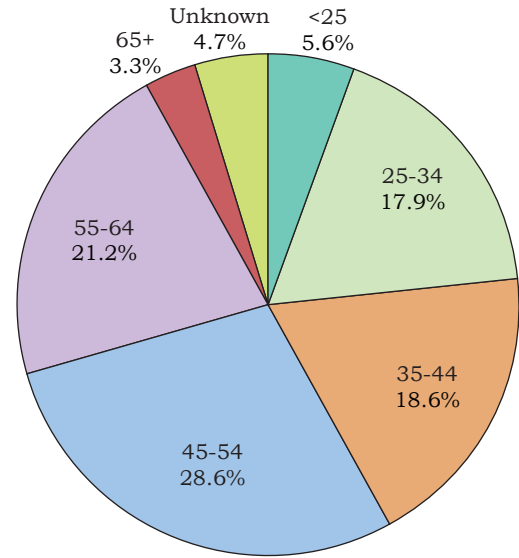


**Figure 9: Age Distribution of Wyoming RNs in Health Care, First Quarter 2008**



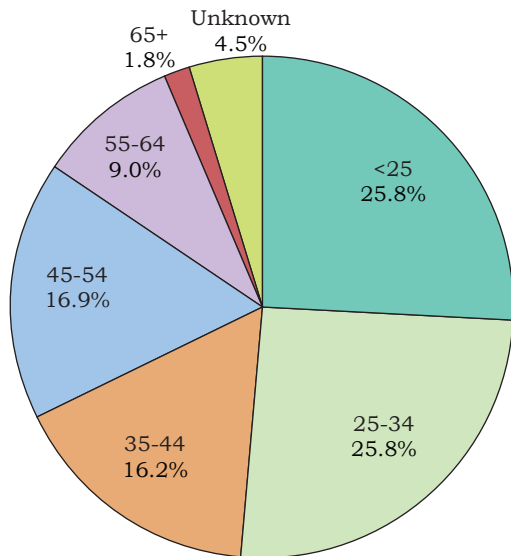
Note: Unknown refers to those RNs for whom demographic data were unavailable.

**Figure 10: Age Distribution of Wyoming LPNs in Health Care, First Quarter 2008**



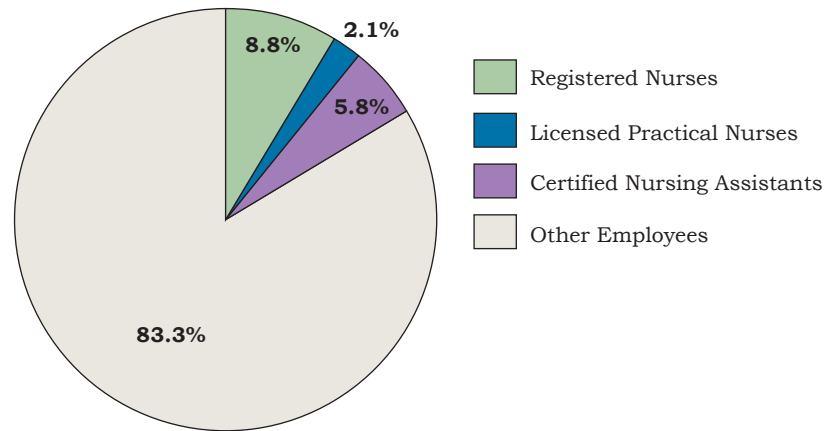
Note: Percentages may not sum to 100.0% due to rounding.  
 Note: Unknown refers to those RNs for whom demographic data were unavailable.

**Figure 11: Age Distribution of Wyoming CNAs in Health Care, First Quarter 2008**

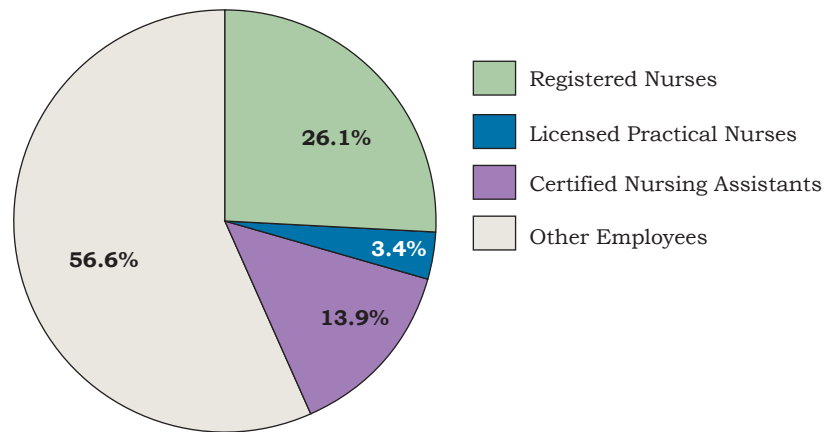


Note: Unknown refers to those RNs for whom demographic data were unavailable.

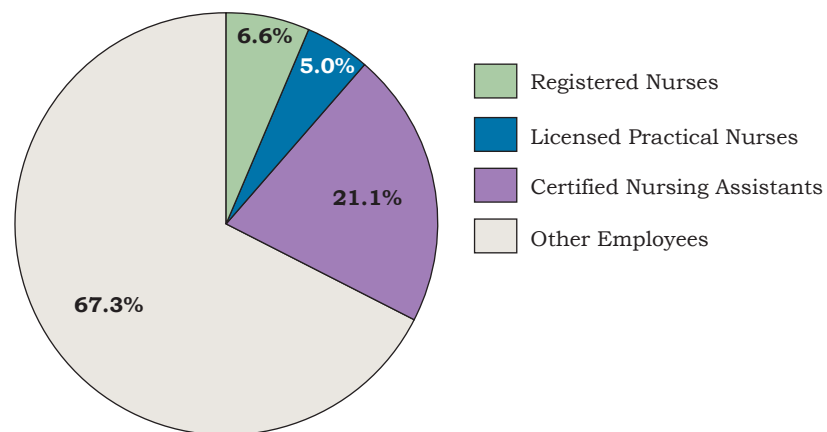
**Figure 12: Percentage of Workers in Wyoming Ambulatory Health Care Services by Board of Nursing License Type, First Quarter 2008**



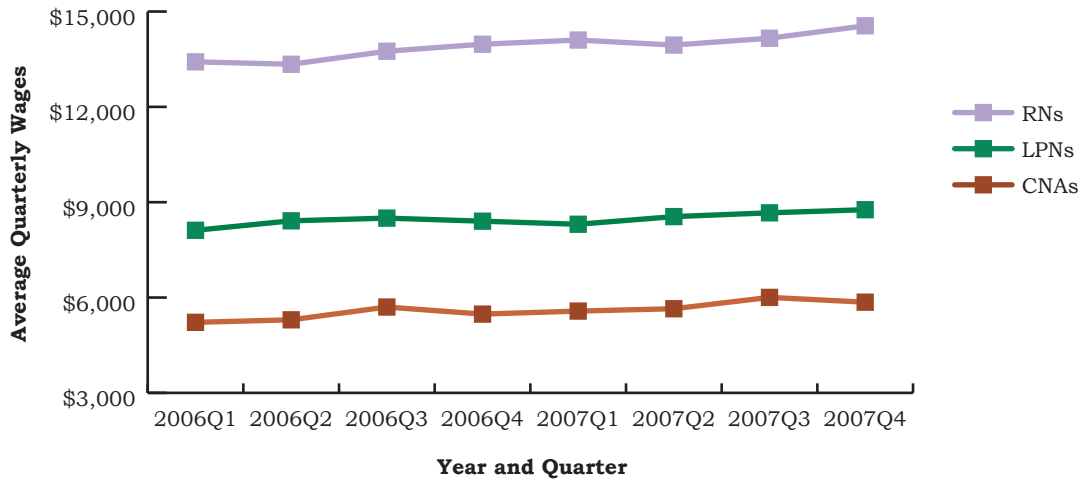
**Figure 13: Percentage of Workers in Wyoming Hospitals by Board of Nursing License Type, First Quarter 2008**



**Figure 14: Percentage of Workers in Wyoming Nursing & Residential Care Facilities by Board of Nursing License Type, First Quarter 2008**

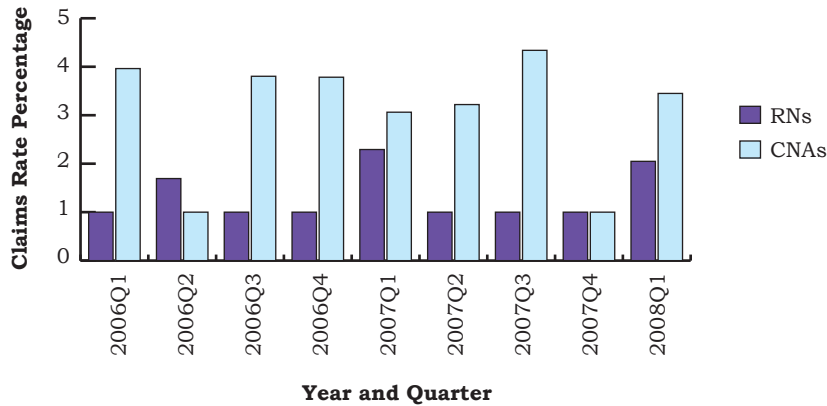


**Figure 15: Average Quarterly Wages of Wyoming Health Care Workers by Board of Nursing License Type, First Quarter 2006 (2006Q1) to Fourth Quarter 2007 (2007Q4)**



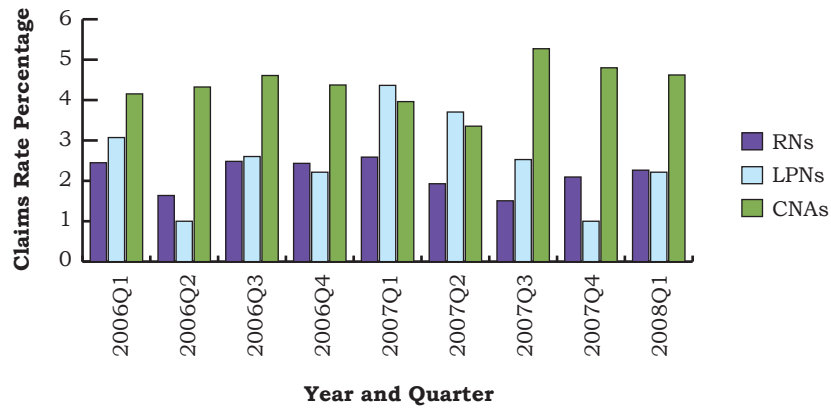
Note: Wages are shown for continuous employees because those employees worked during the previous, current, and following quarters, ensuring a more accurate count of wages.

**Figure 16: Workers' Compensation Claims Rates for Wyoming Health Care Workers by Board of Nursing License Type, First Quarter 2006 (2006Q1) to First Quarter 2008 (2008Q1)**



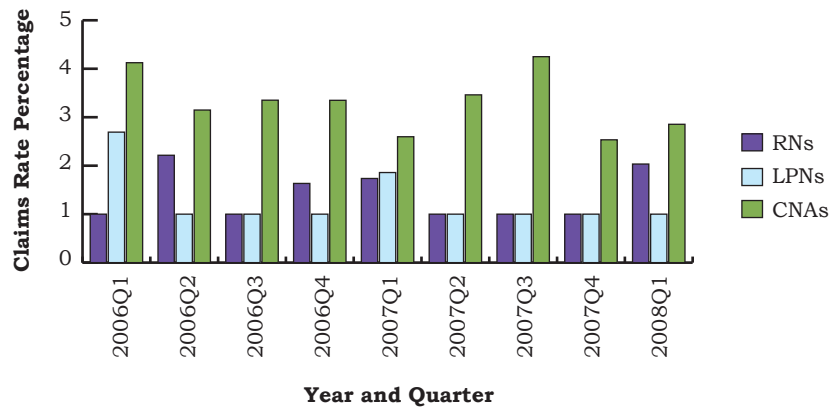
Note: Rates of 1.0% are not actual rates but signify data that are not disclosable due to confidentiality.

**Figure 17: Workers' Compensation Claims Rates for Wyoming Hospital Workers by Board of Nursing License Type, First Quarter 2006 (2006Q1) to First Quarter 2008 (2008Q1)**



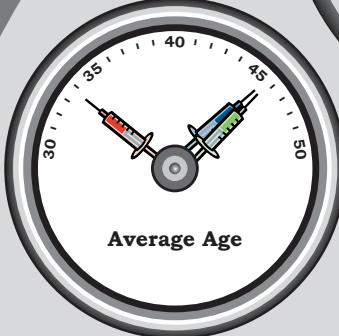
Note: Rates of 1.0% are not actual rates but signify data that are not disclosable due to confidentiality.

**Figure 18: Workers' Compensation Claims Rates for Wyoming Nursing & Residential Care Facilities Workers by Board of Nursing License Type, First Quarter 2006 (2006Q1) to First Quarter 2008 (2008Q1)**

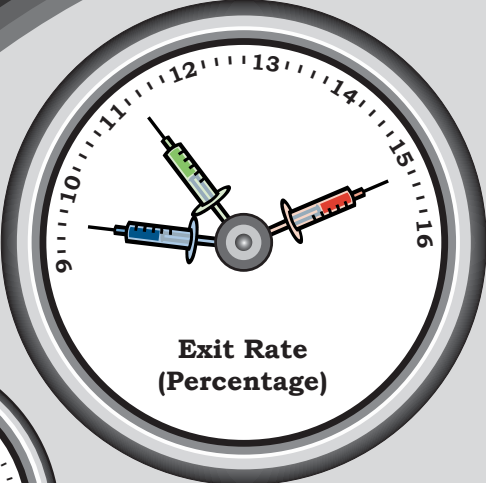


Note: Rates of 1.0% are not actual rates but signify data that are not disclosable due to confidentiality.

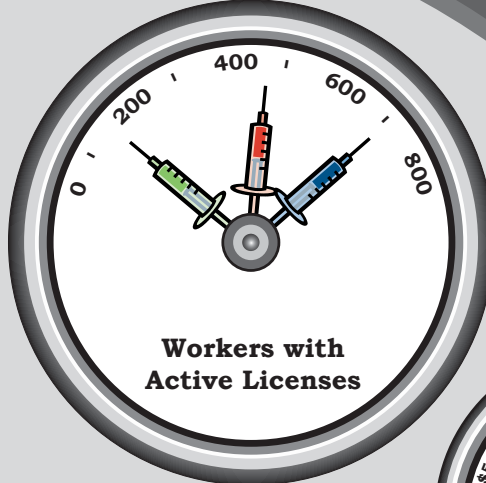




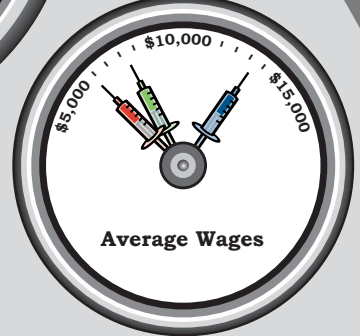
Average Age



Exit Rate  
(Percentage)



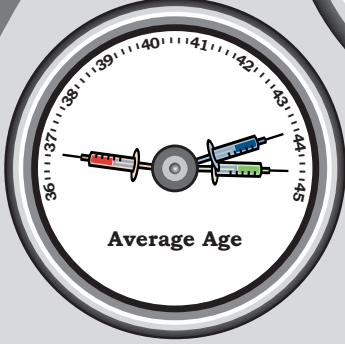
Workers with  
Active Licenses



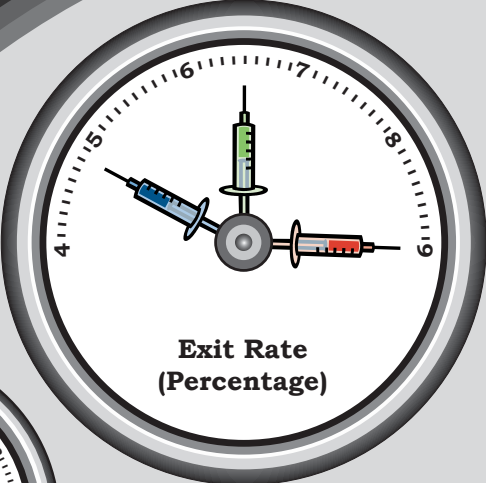
Average Wages

**Dashboard Indicators for Workers in  
Wyoming Ambulatory Health Care Services,  
2007Q4**

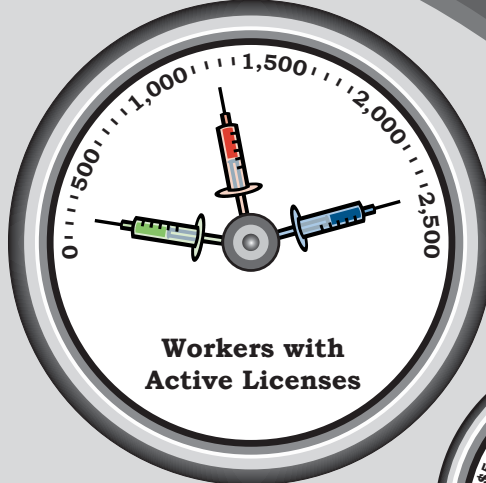
 RNs    LPNs    CNAs



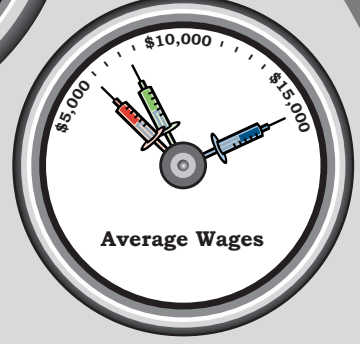
Average Age



Exit Rate  
(Percentage)



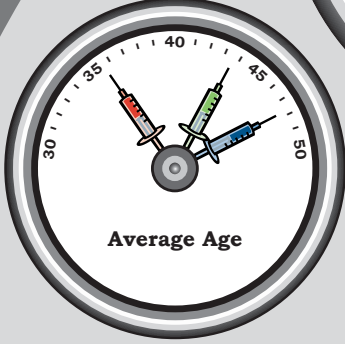
Workers with  
Active Licenses



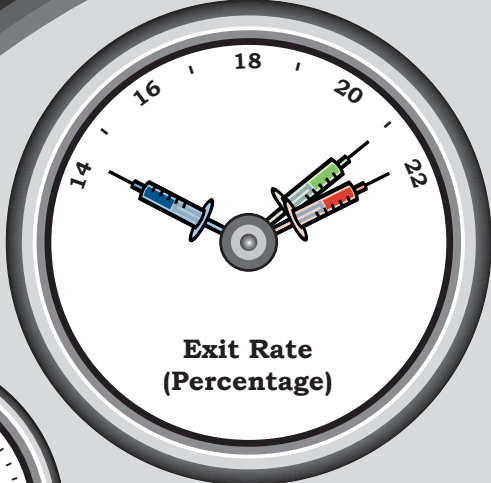
Average Wages

**Dashboard Indicators for Workers  
in Wyoming Hospitals, 2007Q4**

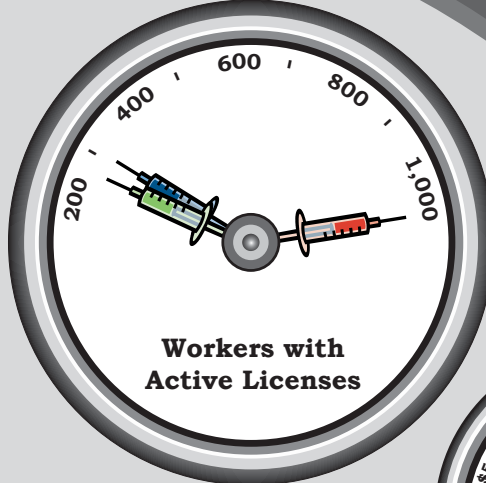
 RNs  
  LPNs  
  CNAs



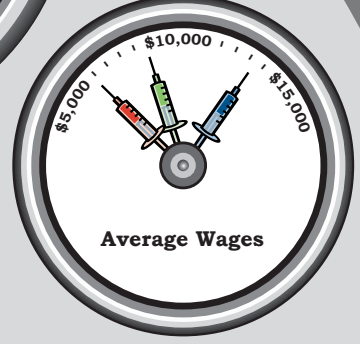
Average Age



Exit Rate  
(Percentage)



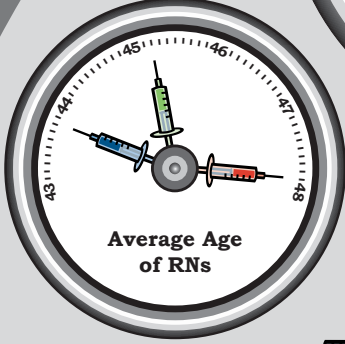
Workers with  
Active Licenses



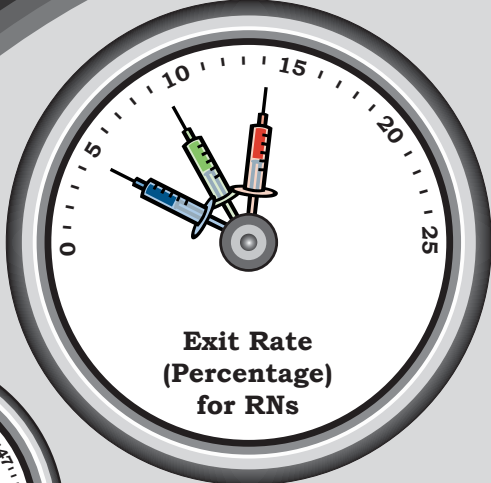
Average Wages

**Dashboard Indicators for Workers  
in Wyoming Nursing & Residential Care  
Facilities, 2007Q4**

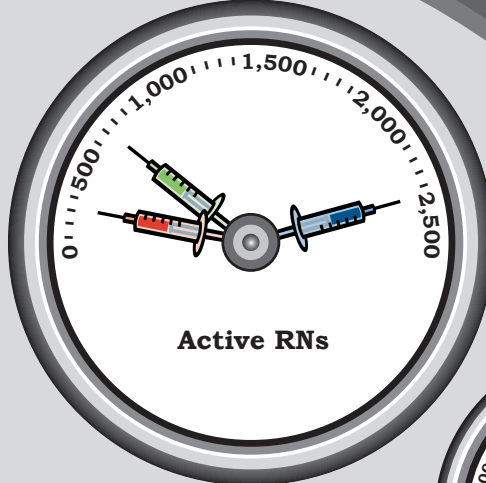
 RNs     LPNs     CNAs



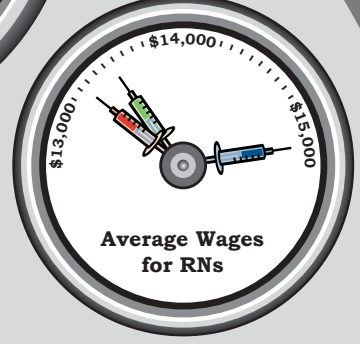
Average Age of RNs



Exit Rate (Percentage) for RNs



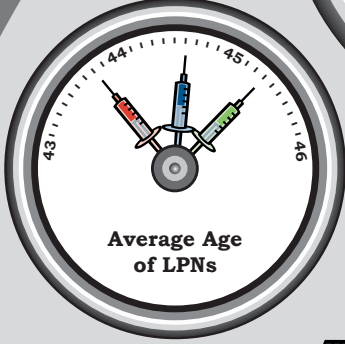
Active RNs



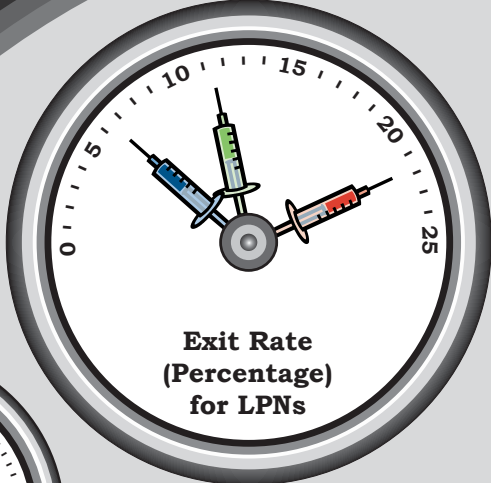
Average Wages for RNs

**Dashboard Indicators for RNs in Wyoming Health Care Facilities, 2007Q4**

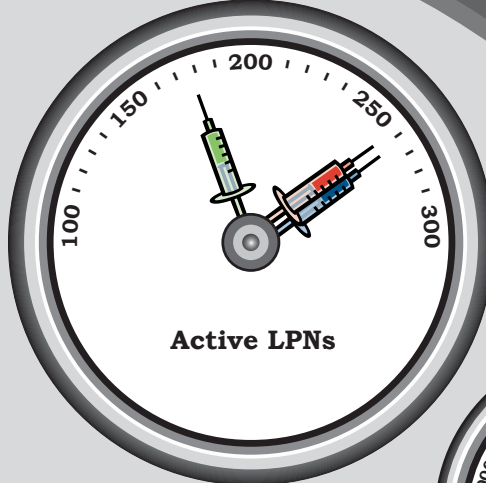
 Hospitals
  Ambulatory Health Care Services
  Nursing & Residential Care Facilities



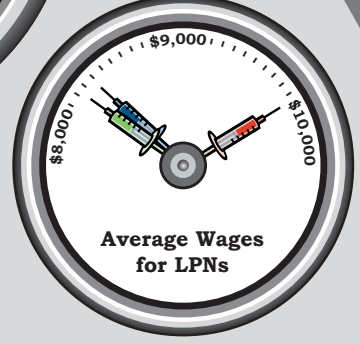
Average Age of LPNs



Exit Rate (Percentage) for LPNs



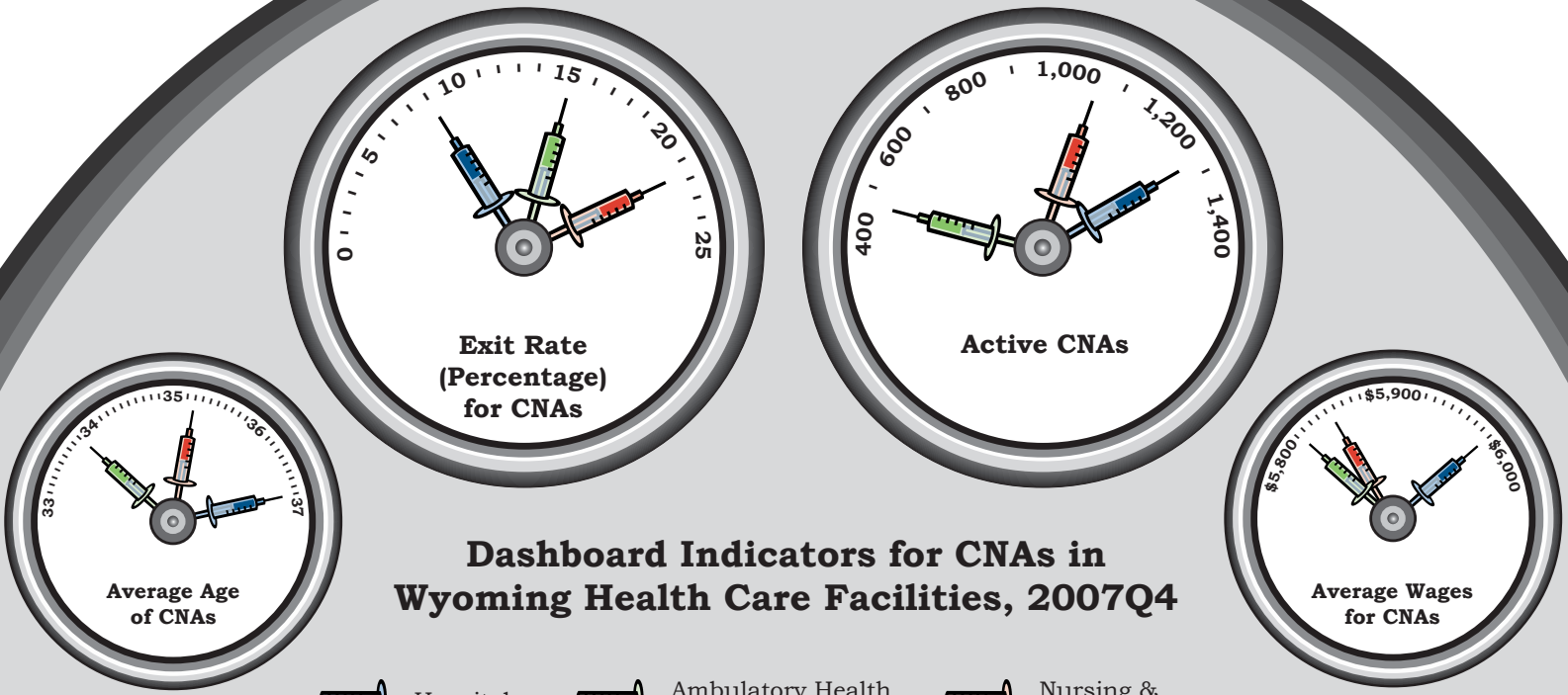
Active LPNs



Average Wages for LPNs

**Dashboard Indicators for LPNs in Wyoming Health Care Facilities, 2007Q4**

 Hospitals
  Ambulatory Health Care Services
  Nursing & Residential Care Facilities



**Dashboard Indicators for CNAs in Wyoming Health Care Facilities, 2007Q4**

 Hospitals
  Ambulatory Health Care Services
  Nursing & Residential Care Facilities