



Selected Components of the Health Care Delivery System

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Research & Planning
Wyoming Department of
Employment
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Who is Research & Planning

OUR ORGANIZATION:

R&P is a separate, exclusively statistical entity.

WHAT WE DO:

R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards.

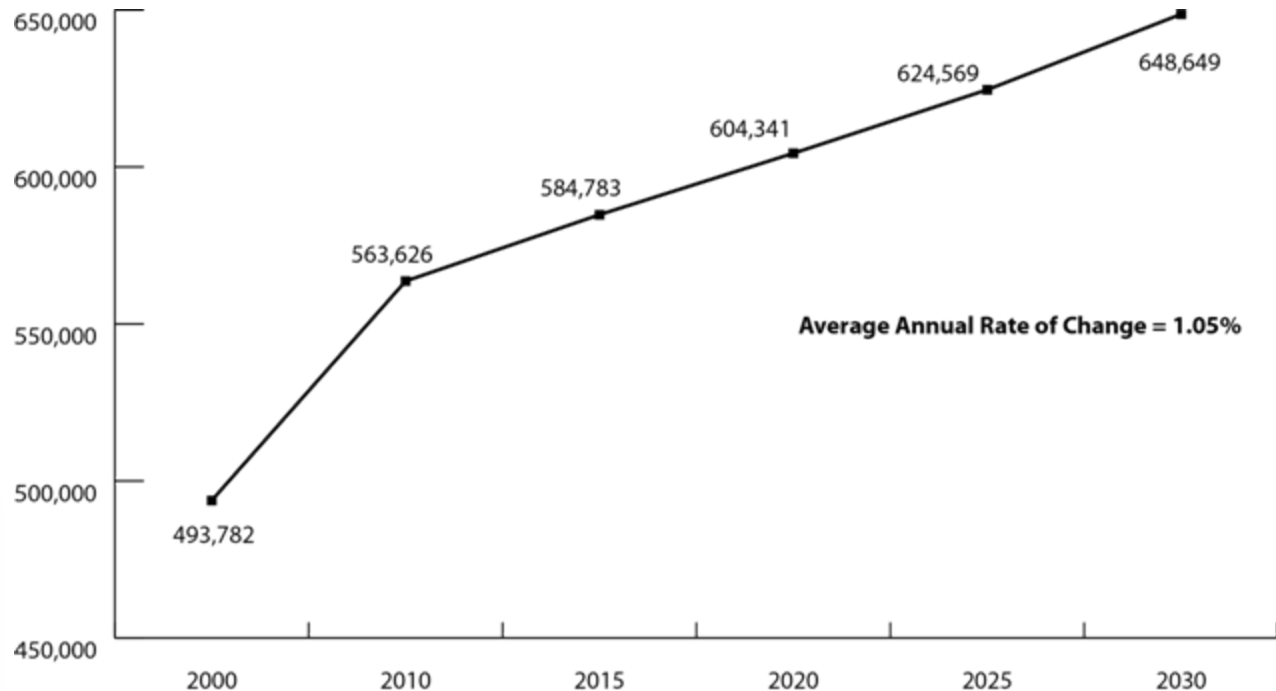
OUR CUSTOMERS:

LMI makes the labor market more efficient by providing the public and the public's representatives with the basis for informed decision making.



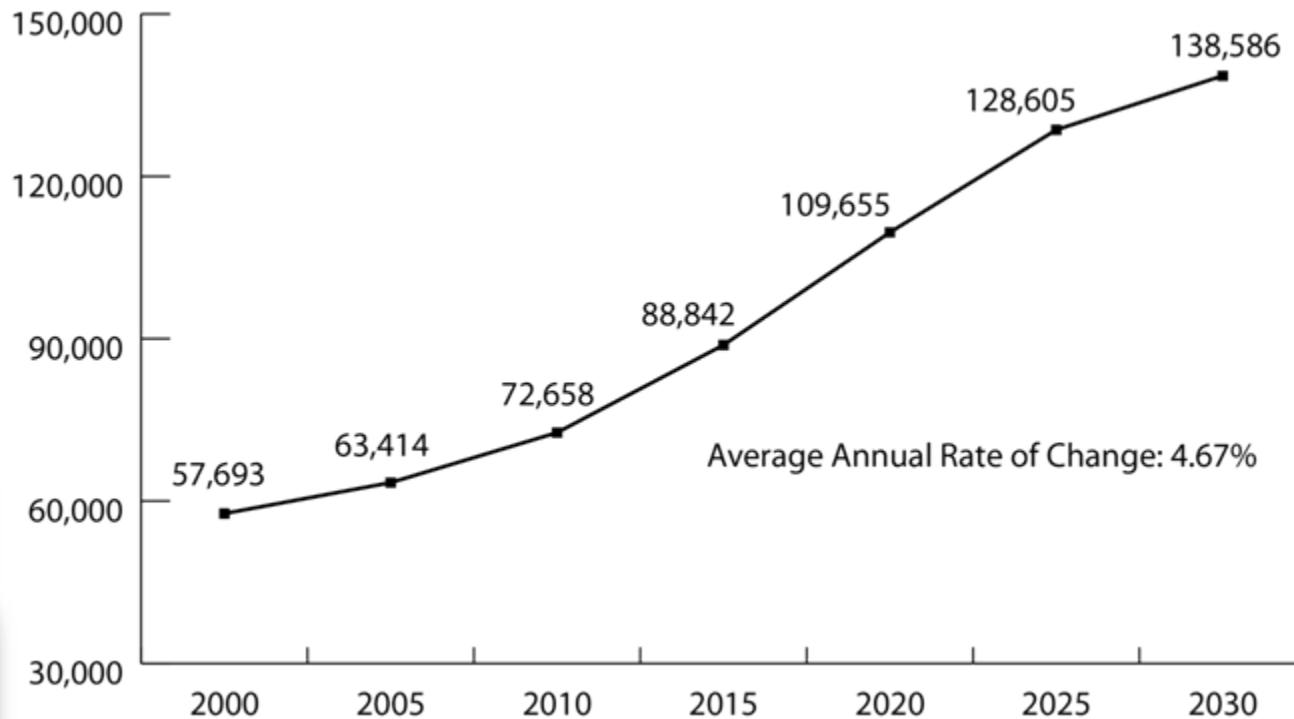


Wyoming Population Estimates and Projections, 2000-2030





Wyoming Population Estimates and Projections: Age 65+



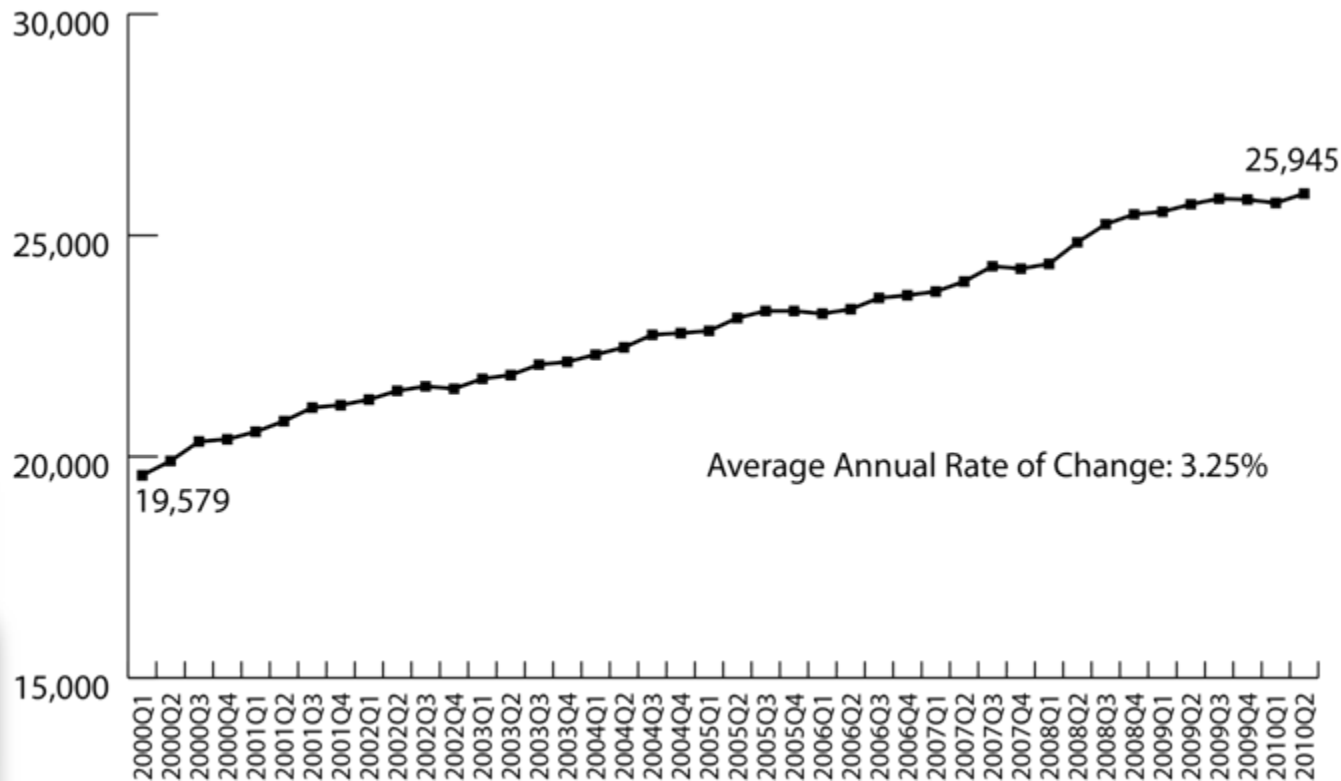
Data source: Wyoming and County Population Projections by Age: 2003 to 2020. Wyoming Department of Administration and Information, Economic Analysis Division (<http://eadiv.state.wy.us>). Wenlin Liu. Internet release October 21, 2004.

Nurses in Demand: A Statement of the Problem. Research & Planning. (http://doe.state.wy.us/lmi/nursing_demand_08.pdf)





Average Monthly Employment for Ambulatory Health Care Services, Hospitals, and Nursing & Residential Care Facilities



Data source: Quarterly Census of Employment & Wages (http://doe.state.wy.us/LMI/toc_202.htm)





Long-Term Projections and Employment for Ambulatory Health Care Services, Hospitals, and Nursing & Residential Care Facilities, 2008-2018



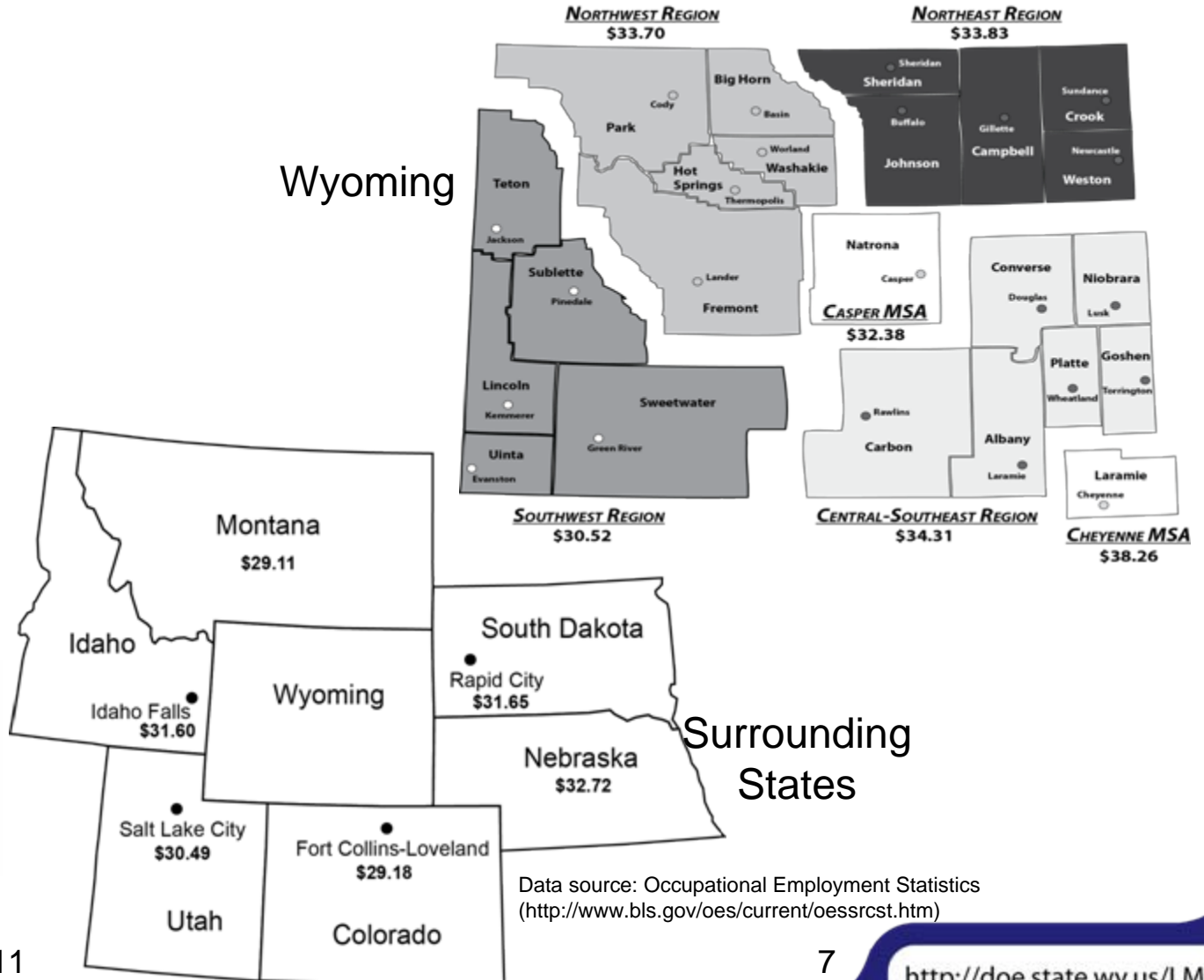
Industry	2008 Emp.	2018 Proj. Emp.	Change (n)	Annual Change (%)
Ambulatory Health Care Services	8,557	11,202	2,646	2.7%
Hospitals	11,040	13,335	2,295	1.9%
Nursing & Residential Care Facilities	5,387	6,189	802	1.4%

Data source: Wyoming Long-Term Industry Projections 2008-2018 (http://doe.state.wy.us/LMI/projections08_18/LTI_08_18.htm)



Median Hourly Wage for Physical Therapists

Wyoming



Surrounding States

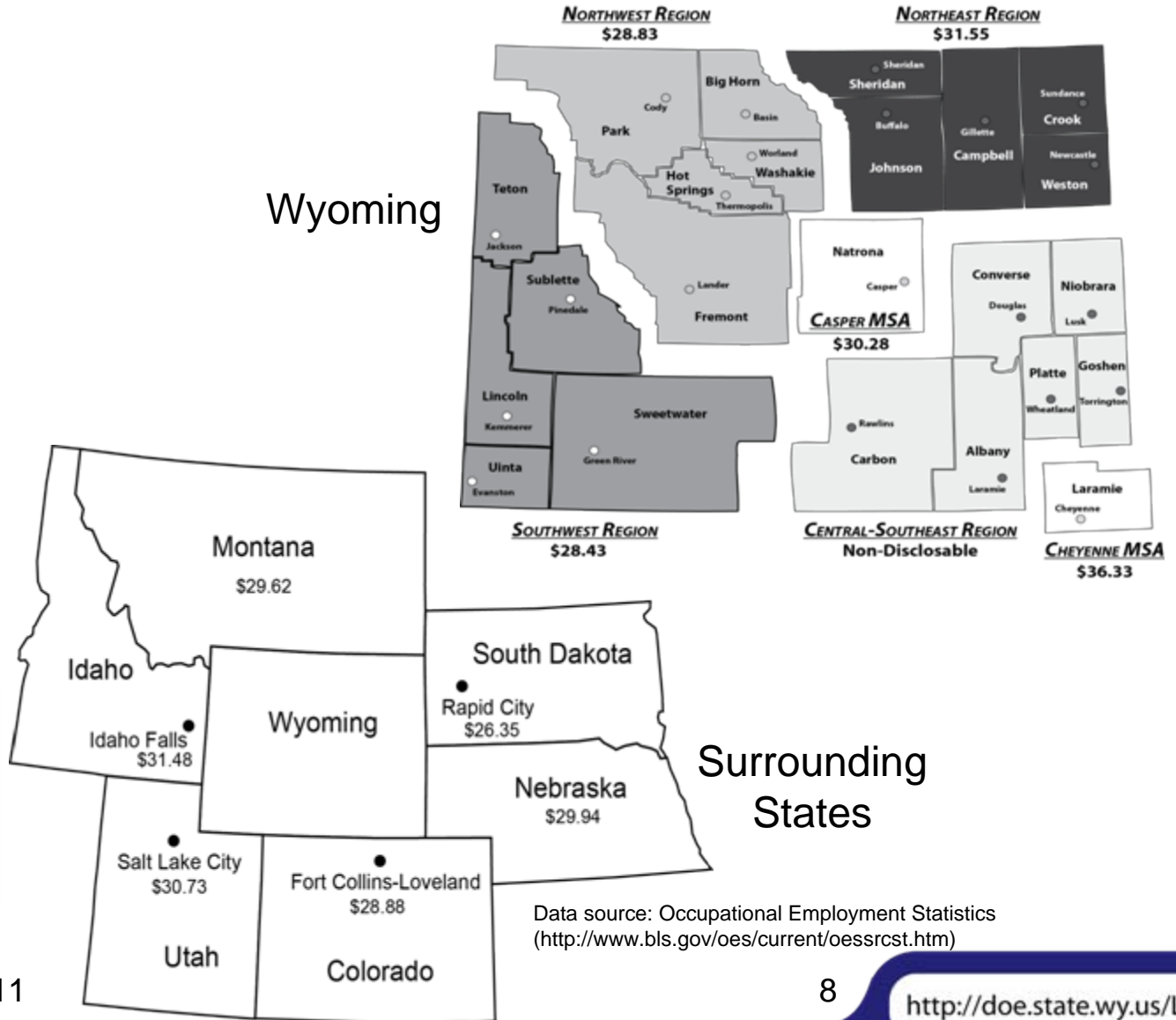
Data source: Occupational Employment Statistics
<http://www.bls.gov/oes/current/oesrcst.htm>





Median Hourly Wage for Occupational Therapists

Wyoming



Data source: Occupational Employment Statistics (<http://www.bls.gov/oes/current/oesrcst.htm>)



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Hourly Median Wage for Registered Nurses

1	California	39.86	28	Florida	28.82
2	Hawaii	39.34	29	Maine	28.64
3	Massachusetts	37.39	30	Idaho	28.07
4	Maryland	36.38	31	Louisiana	28.00
5	New Jersey	35.85	32	Ohio	27.99
6	District of Columbia	35.36	33	Utah	27.92
7	Alaska	35.33	34	South Carolina	27.50
8	Oregon	35.30	35	North Carolina	27.49
9	Nevada	35.23	36 Wyoming	27.14	
10	New York	34.66	37	Indiana	27.12
11	Washington	34.60	38	Kentucky	27.00
12	Minnesota	34.24	39	Montana	26.85
13	Connecticut	34.14	40	Tennessee	26.84
14	Delaware	33.45	41	Missouri	26.69
15	Rhode Island	33.40	42	Alabama	26.48
16	Arizona	31.78	43	Mississippi	26.33
17	Colorado	31.74	44	North Dakota	25.57
18	Illinois	30.70	45	Kansas	25.52
19	Michigan	30.39	46	Nebraska	25.35
20	Texas	30.31	47	Oklahoma	25.18
21	New Mexico	30.18	48	Arkansas	25.10
22	Vermont	29.75	49	Virgin Islands	24.41
23	Wisconsin	29.73	50	South Dakota	24.34
24	Virginia	29.43	51	West Virginia	24.31
25	Pennsylvania	29.24	52	Iowa	24.15
26	Georgia	29.14	53	Guam	23.82
27	New Hampshire	29.03	54	Puerto Rico	13.62

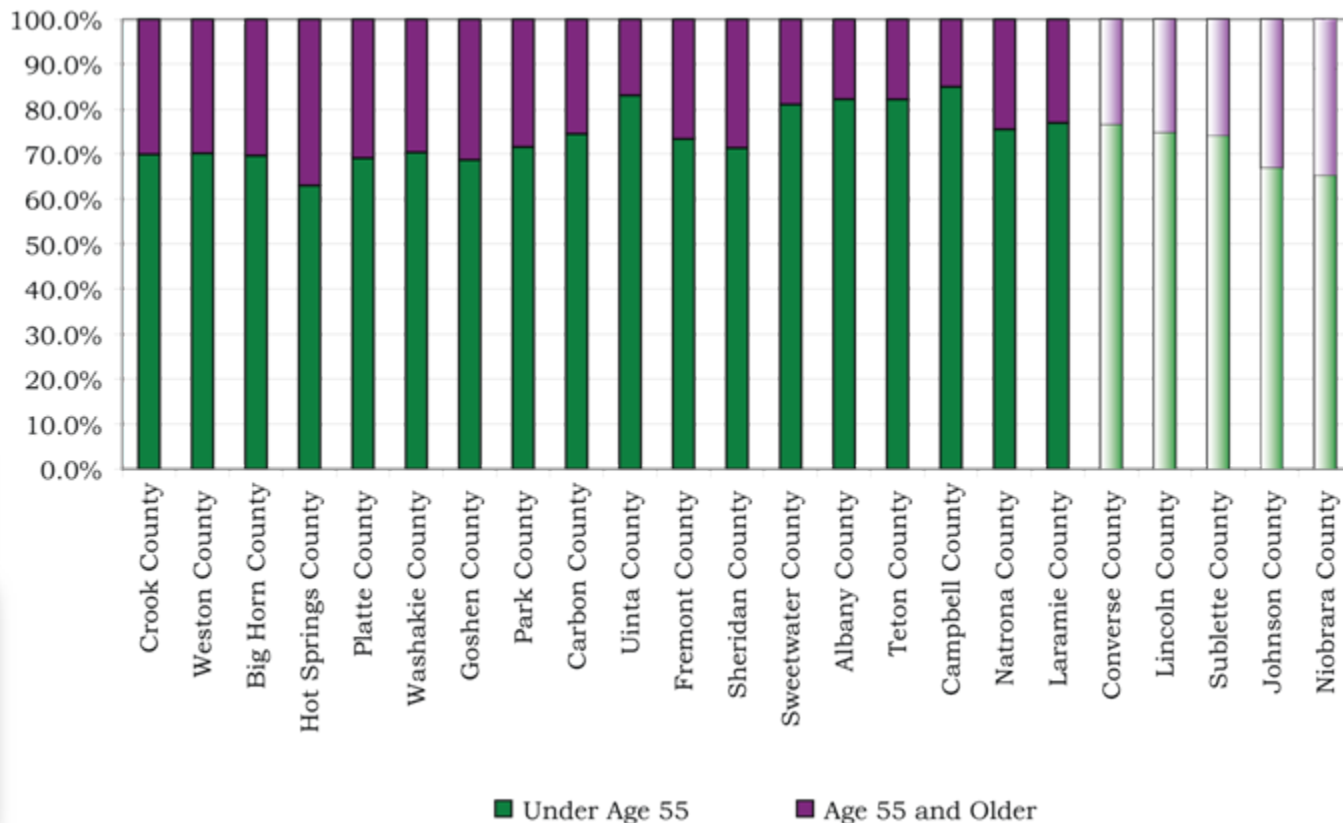


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Data source: Occupational Employment Statistics, May 2009



Population Percentages by Age and County, 2007



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Source: *Nurses in Demand: A Statement of the Problem*. Research & Planning. (http://doe.state.wy.us/lmi/nursing_demand_08.pdf)

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Linking Administrative Databases

Quarterly UI Tax File

- Employer's latitude & longitude
- Industry (health care, school, fast food)
- Employee's earnings
- Employee's SSN

Board of Nursing Licensing Files

- SSN
- Demographics
- Type of license
- Place of residence

Quarterly Worker's Compensation Tax File

- Hours worked
- Employee's SSN

Research Database

FTEs by license type, earnings per hour, industry of employment, place of work, place of residence, multiple job holders, tenure, turnover





Registered Nurses in Wyoming

Table 1: Registered Nurses (RNs) and Advanced Practice Nurses (APNs) Employed in Health Care, Second Quarter 2006 (2006Q2) through Second Quarter 2008 (2008Q2)

	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	2008Q2
Active RN/APNs	3,307	3,420	3,385	3,359	3,401	3,507	3,500	3,464	3,534
Percentage Change Previous Quarter	2.0%	3.4%	-1.0%	-0.8%	1.3%	3.1%	-0.3%	-1.1%	2.0%
Percentage Change Previous Year	3.0%	2.4%	3.8%	3.6%	2.8%	2.5%	3.4%	3.1%	3.9%
RN/APN Percentage of Total Employment	15.6%	15.8%	15.9%	15.6%	15.6%	15.7%	16.0%	15.8%	15.7%
Multiple Jobholders	439	465	445	437	458	489	457	476	479
Percentage Change Previous Quarter	4.3%	5.9%	-4.3%	-1.8%	4.8%	6.8%	-6.5%	4.2%	0.6%
Percentage Change Previous Year	-5.0%	-1.3%	-2.2%	3.8%	4.3%	5.2%	2.7%	8.9%	4.6%
Workers' Compensation Claims	56	ND	ND	77	ND	ND	ND	70	ND
Claims Rate	1.7%	ND	ND	2.3%	ND	ND	ND	2.0%	ND
Average Quarterly Wages Continuous APNs	\$21,835	\$22,748	\$23,734	\$23,355	\$23,568	\$24,512	\$23,949	\$23,485	NA
Average Quarterly Wages Continuous RNs	\$12,999	\$13,385	\$13,547	\$13,693	\$13,542	\$13,735	\$14,163	\$14,176	NA
Average Age, All RN/APNs	44.5	44.2	44.4	44.6	44.5	44.3	44.4	44.5	44.6
Average Tenure, All RN/APNs (Years)	5.0	4.9	5.0	5.2	5.2	5.1	5.2	5.2	5.2
Exit Rate Percentage	4.7%	5.5%	4.6%	4.0%	4.6%	5.3%	5.1%	3.5%	NA
Age									
<25									
Number	77	105	93	82	81	104	95	85	83
Percentage	2.3%	3.1%	2.7%	2.4%	2.4%	3.0%	2.7%	2.5%	2.3%
25-34									
Number	613	664	638	640	654	695	690	695	719
Percentage	18.5%	19.4%	18.8%	19.1%	19.2%	19.8%	19.7%	20.1%	20.3%
35-44									
Number	812	805	815	788	787	793	775	760	761
Percentage	24.6%	23.5%	24.1%	23.5%	23.1%	22.6%	22.1%	21.9%	21.5%
45-54									
Number	1,067	1,072	1,058	1,060	1,061	1,067	1,062	1,027	1,040
Percentage	32.3%	31.3%	31.3%	31.6%	31.2%	30.4%	30.3%	29.6%	29.4%
55-64									
Number	520	536	542	551	563	581	604	624	634
Percentage	15.7%	15.7%	16.0%	16.4%	16.6%	16.6%	17.3%	18.0%	17.9%
65+									
Number	82	85	83	86	92	93	93	92	93
Percentage	2.5%	2.5%	2.5%	2.6%	2.7%	2.7%	2.7%	2.7%	2.6%





Snapshot: Registered Nurses Employed at Campbell County Memorial Hospital

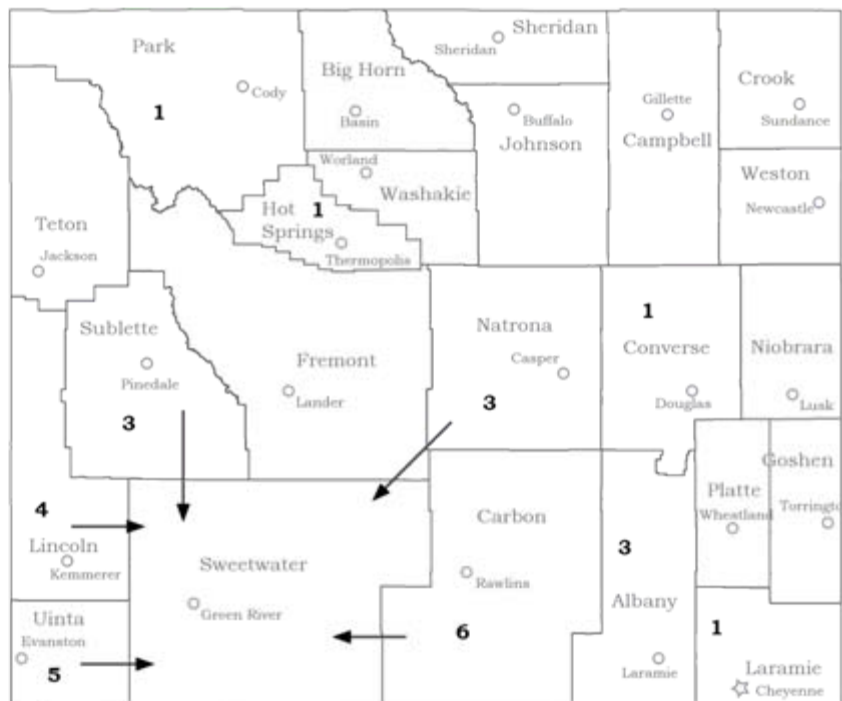
Table 1: Active Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) Employed by Campbell County Memorial Hospital, Second Quarter 2006 (2006Q2) to Second Quarter 2008 (2008Q2)

	2006Q2	2006Q3	2006Q4	2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	2008Q2
Active RNs/LPNs ^a	246	248	249	248	249	251	253	258	261
Percentage Change Previous Quarter	-2.8%	4.5%	-2.8%	0.4%	-0.4%	5.7%	-1.5%	3.1%	-1.1%
Percentage Change Previous Year	3.0%	4.1%	0.4%	-0.8%	1.6%	2.8%	4.0%	6.9%	6.1%
RN/LPN Percentage of Total Employment	28.9%	29.5%	29.6%	29.5%	28.3%	28.4%	29.1%	29.4%	28.1%
Multiple Jobholding Rate	29.0%	29.6%	29.0%	29.4%	26.3%	21.1%	27.4%	25.5%	18.7%
Average Quarterly Wages Continuous RN/LPN	\$11,780	\$13,956	\$12,229	\$14,499	\$12,868	\$14,377	\$14,326	\$15,303	NA
Average Age, All RNs/LPNs	44.2	43.9	44.0	44.1	44.2	43.9	44.0	44.2	44.1
Average Tenure, All RNs/LPNs (Years)	6.2	6.1	6.3	6.5	6.6	6.4	6.6	6.6	6.7
Exit Rate Percentage	5.8%	6.3%	3.2%	4.0%	5.3%	5.4%	2.7%	4.9%	NA
Age									
<35	78	80	80	79	80	81	82	83	85
Number ^a									
Percentage	32.1%	32.3%	31.6%	31.9%	32.0%	33.0%	31.9%	32.5%	32.1%
35-44	45	43	43	43	41	41	39	37	37
Number ^a									
Percentage	17.3%	16.5%	18.2%	16.9%	14.6%	14.9%	14.4%	14.0%	13.4%
45-54	78	77	76	74	75	74	75	76	76
Number ^a									
Percentage	30.9%	30.3%	29.6%	29.0%	30.8%	29.1%	29.2%	28.7%	29.0%
55+	39	41	41	43	44	46	47	48	49
Number ^a									
Percentage	16.9%	16.5%	17.0%	19.0%	18.6%	18.0%	19.1%	18.5%	18.7%





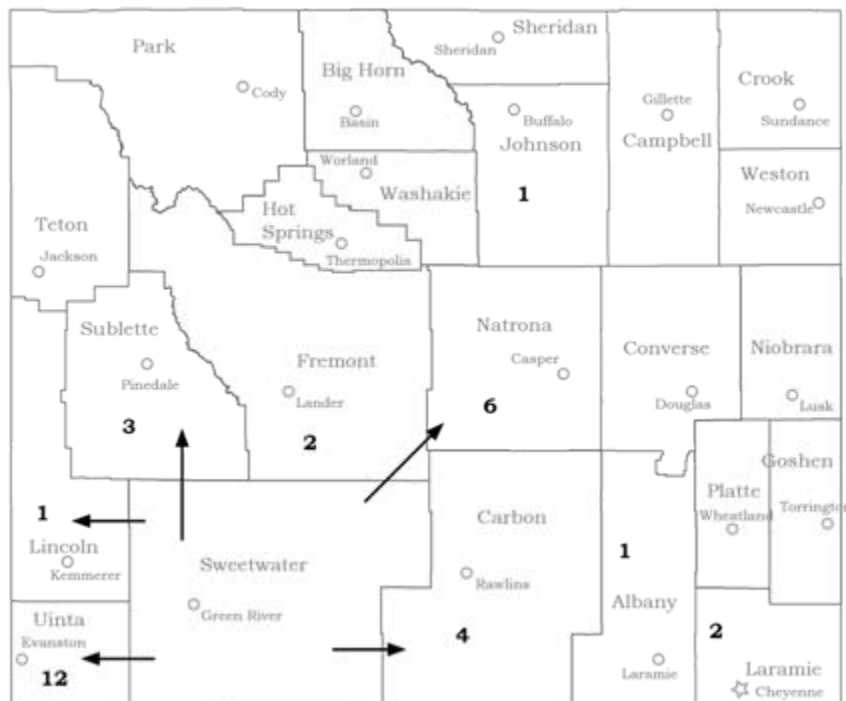
Intercounty Commuting Inflow of Nurses to Sweetwater County, 2005Q4



Unknown	18
Total	46



Intercounty Commuting Outflow of Nurses from Sweetwater County, 2005Q4



Utah	3
Unknown-WY	6
Total	42



Intermission

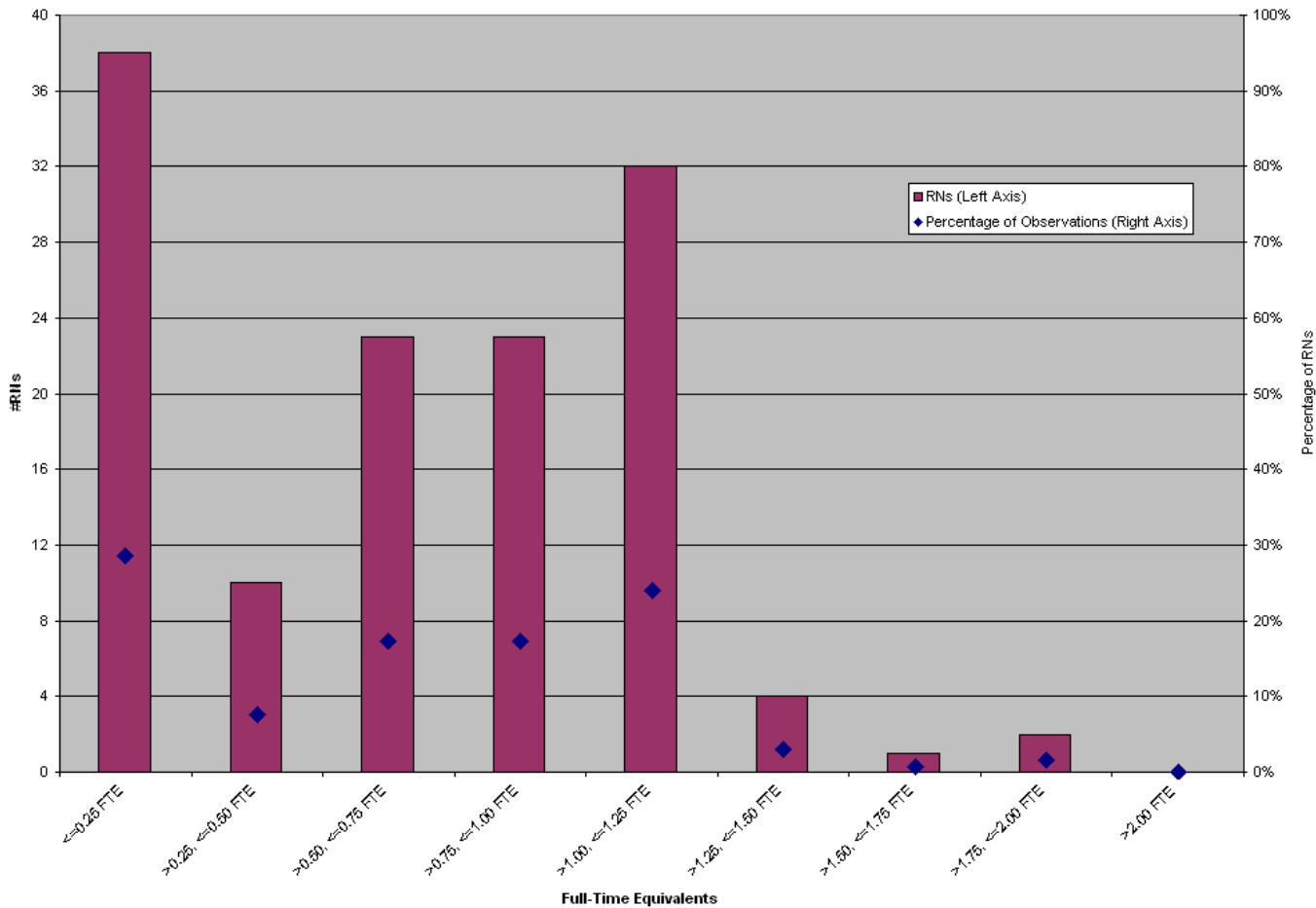


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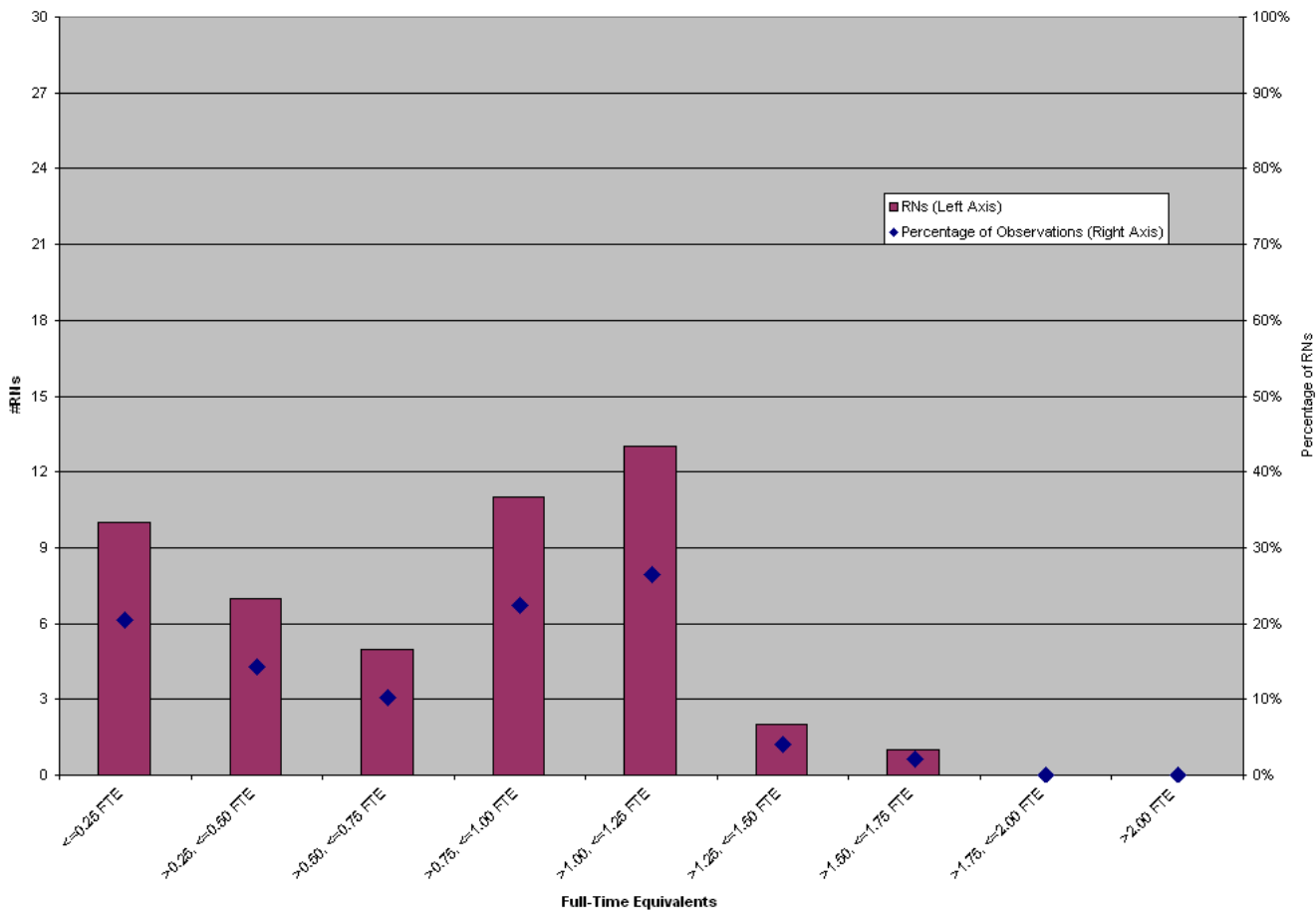


Distribution of RN FTEs in Ambulatory Care, 2009Q4, Age: <35



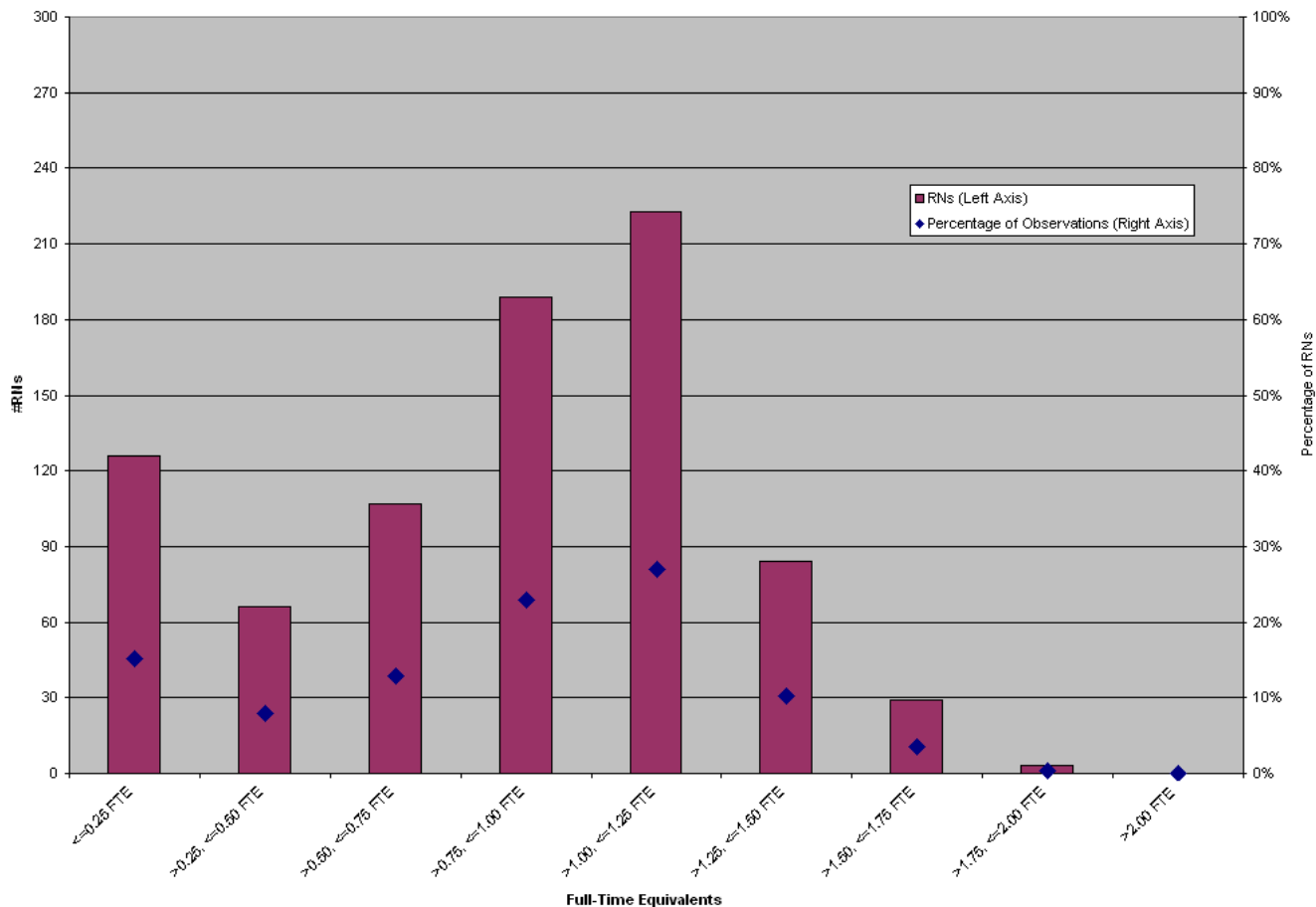


Distribution of RN FTEs in Long-Term Care, 2009Q4, Age: <35



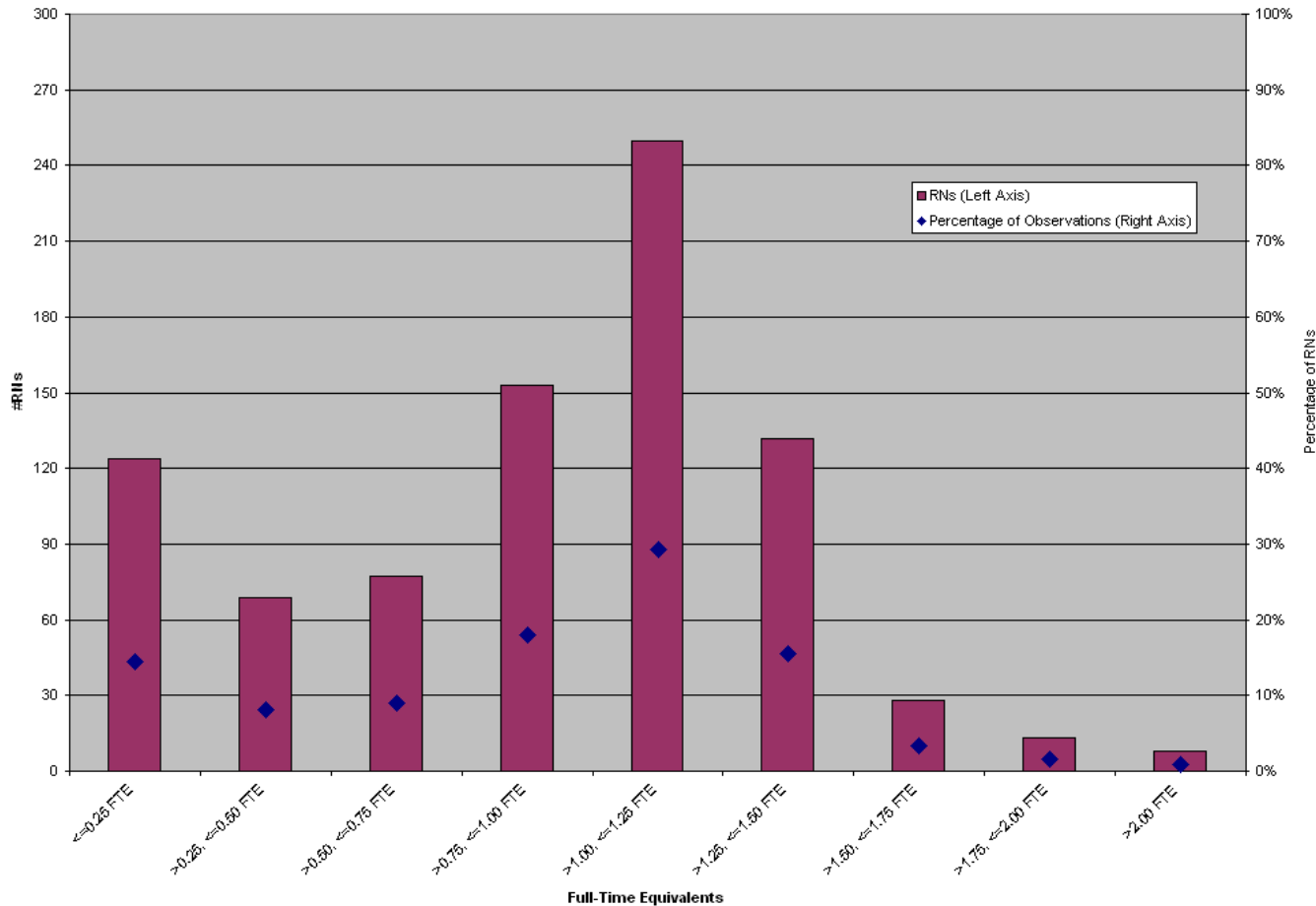


Distribution of RN FTEs in Hospitals, 2009Q4, Age: <35



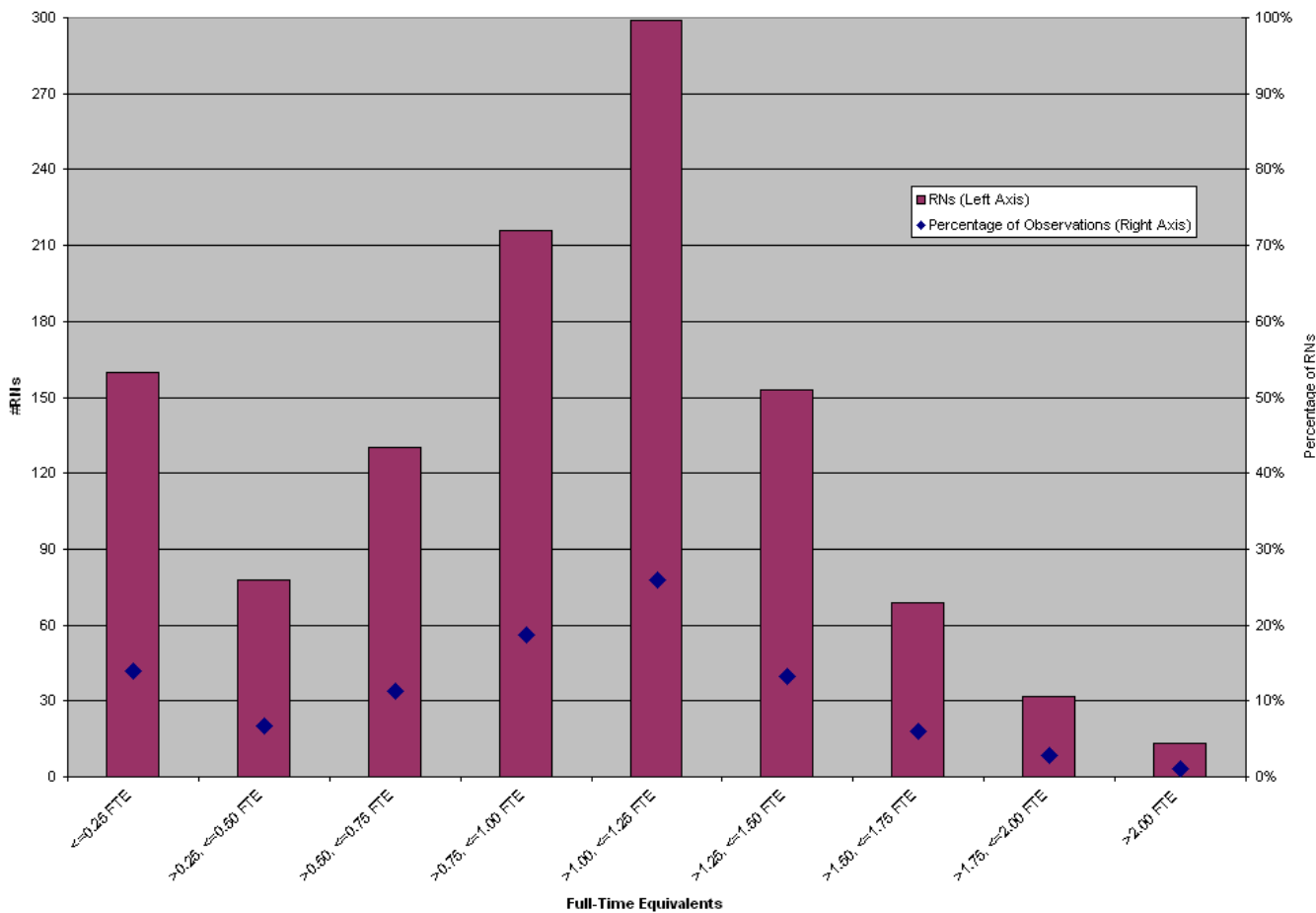


Distribution of RN FTEs in Hospitals, 2009Q4, Age: 35 to 44



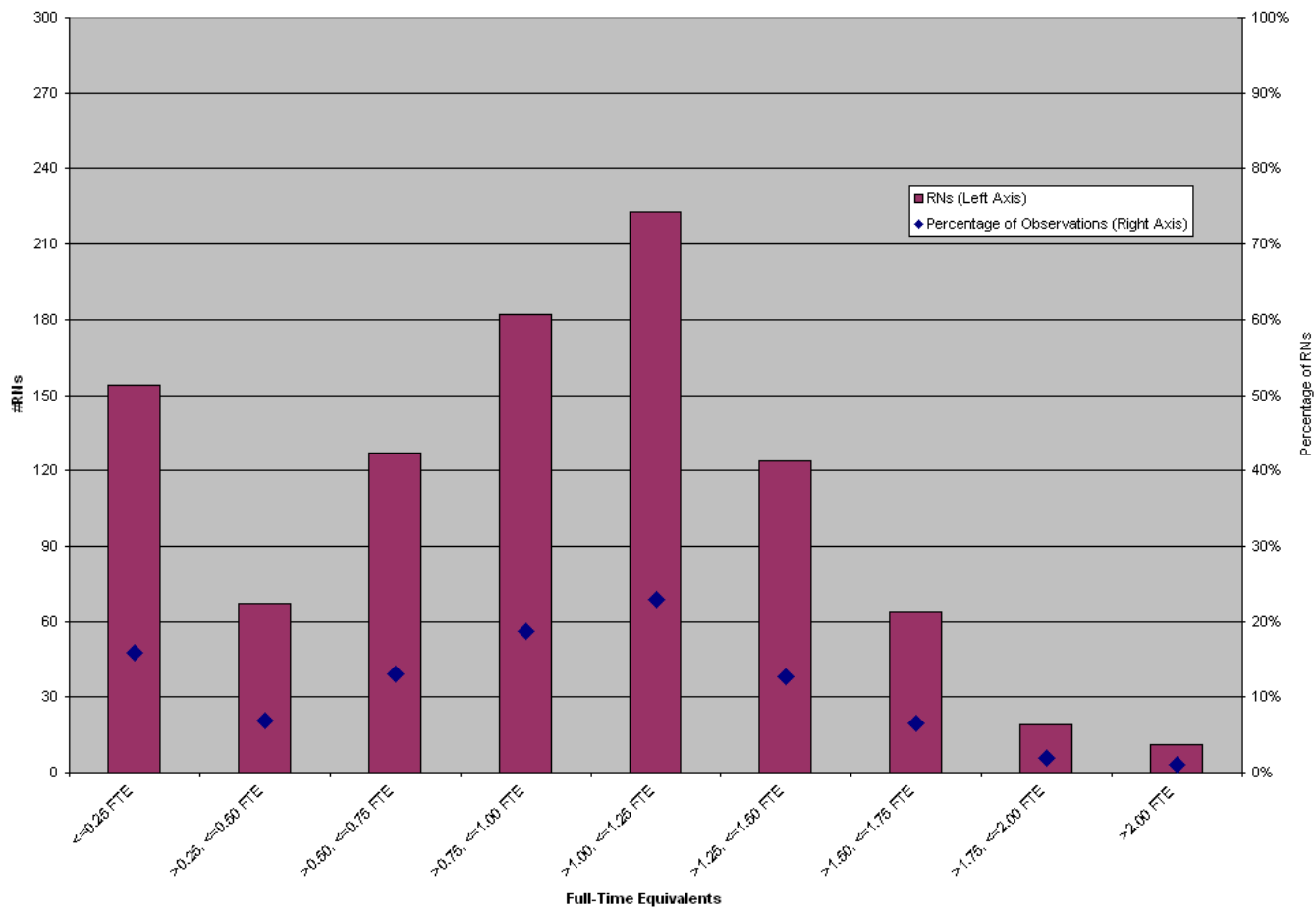


Distribution of RN FTEs in Hospitals, 2009Q4, Age: 45 to 54



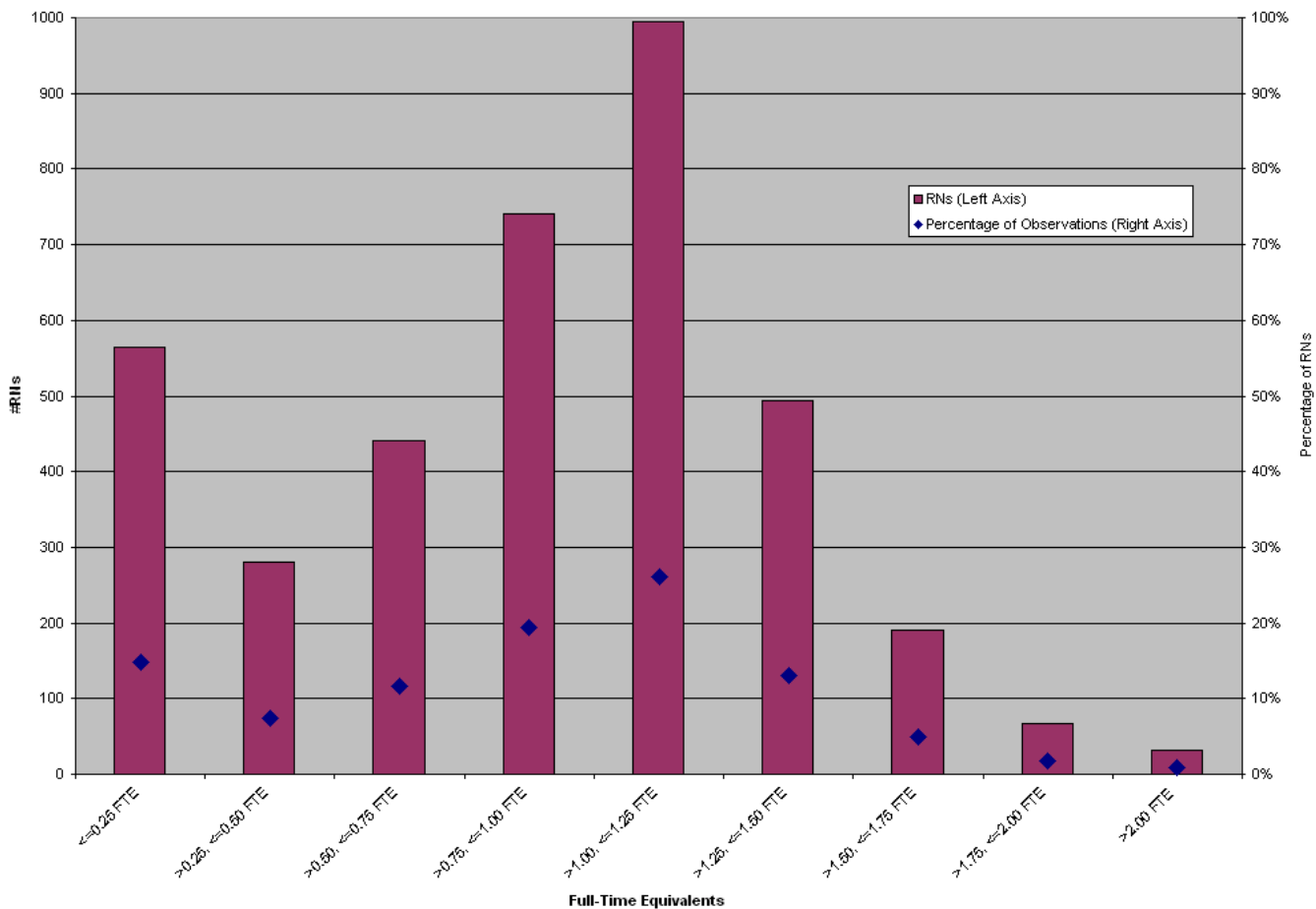


Distribution of RN FTEs in Hospitals, 2009Q4, Age: 55+





Distribution of RN FTEs in Hospitals (All Nurses), 2009Q4, All Ages





Retention of Nurses

Question #6: "Do you plan to leave employment with your primary facility² within the next 12 months?"

Data collected 6/2007 - 9/2007 (2007Q2 and 2007Q3)

	Nurses who answered "Yes" to question #6		Nurses who answered "No" to question #6		Total, All Nurses	
	After 4 quarters (Quarter: 2008Q2/2008Q3)	After 8 Quarters (Quarter: 2009Q2/2009Q3)	After 4 quarters (Quarter: 2008Q2/2008Q3)	After 8 Quarters (Quarter: 2009Q2/2009Q3)	After 4 quarters (Quarter: 2008Q2/2008Q3)	After 8 Quarters (Quarter: 2009Q2/2009Q3)
	%	%	%	%	%	%
No Longer Employed with Primary Employer	49.9	61.4	12.1	22.3	18.3	28.7
Still Employed with Primary Employer	50.1	38.6	87.9	77.7	81.7	71.3
Total %	100.0	100.0	100.0	100.0	100.0	100.0
Total Number³	339	339	1,724	1,724	2,063	2,063



¹Questionnaire published in "Retention of Nurses in Wyoming, Appendix A," Accessed December 28, 2010 from http://doe.state.wy.us/lmi/nursing_retention_08.pdf

²Primary employer determined based on highest wages earned each quarter.

³Total Number only includes nurses that had a valid SSN and worked for a Wyoming employer during the survey quarter. Excludes 24 nurses that answered "Yes" and 83 nurses that answered "No" to Question #6.



New Hires in NAICS 62 – Health Care & Social Assistance in Wyoming, Fourth Quarter 2009

Occupation	Total Jobs	
	n	Col %
Nursing Assistants (31-1014)	29	12.3%
Child Care Workers (39-9011)	24	10.2%
Registered Nurses (29-1141)	16	6.8%
Personal and Home Care Aides (39-9021)	14	6.0%
Medical Secretaries (43-6013)	10	4.3%
Secretary, Ex Legal, Medicl & Exec (43-6014)	8	3.4%
Maids and Housekeeping Cleaners (37-2012)	6	2.6%
SOC Not Available	6	2.6%
Dental Assistants (31-9091)	5	2.1%
Receptionists & Information Clerks (43-4171)	5	2.1%
Licensed Pract & Licensed Voc Nurse (29-2061)	4	1.7%
Medical Assistants (31-9092)	4	1.7%
Dental Hygienists (29-2021)	3	1.3%
First Line Sup/Mgr of Fd Prep & Ser (51-1011)	3	1.3%
Occupational Therapists (29-1122)	3	1.3%
Surgeons (29-1067)	3	1.3%
Teacher Assistants (25-9041)	3	1.3%
Waiters and Waitresses (35-3031)	3	1.3%
Total, All Other	86	36.6%
Total (Health Care New Hires)	235	100.0%
Total (All New Hires)	3,035	100.0%

Other selected data collected:

- Wage Rate
- Benefits
- Hours Worked
- Select Job Skills





Linking Administrative Databases

**Educational
Records**

+ Board of
Nursing Files

+

+

Workers' Comp
Files

+

Unemployment
Insurance Files

+

Mail Questionnaires (focus groups,
unstructured interviews with employers)





Contact us

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