

The NEW Report

NURSE EMPLOYMENT IN WYOMING (NEW) HOSPITALS, FIRST QUARTER 2006 (2006Q1) THROUGH FIRST QUARTER 2008 (2008Q1)

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 hospitals.

Total Employment – the count of all workers whose primary industry was hospitals.

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 hospitals 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 hospitals 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.

FINDINGS

- The average tenure of RNs, LPNs, and CNAs in 2008Q1 was, respectively, 6.1 years, 5.3 years, and 3.8 years.

RNs

- RNs made up 26.1% of hospital employment in 2008Q1.
- 11.5% of RNs were multiple jobholders in 2008Q1.
- In 2008Q1 approximately 1 in 50 RNs filed a Workers' Compensation claim.
- Continuously employed RN gross wages grew at an average annual rate of 3.6% between 2006Q1 and 2007Q4.
- The average age of RNs in 2008Q1 was 44 years.

LPNs

- LPNs constituted 3.4% of hospital employees in 2008Q1.
- 9.6% of LPNs held more than one job in 2008Q1.
- Continuously employed LPN gross wages grew at an average annual rate of 2.2% between 2006Q1 and 2007Q4.

CNAs

- The number of CNAs working in hospitals grew 4.6% between 2007Q1 and 2008Q1.
- CNAs as a proportion of total hospital employment ranged between 13.5% and 13.9% from 2006Q1 to 2008Q1.
- The average age of CNAs declined between 2006Q1 and 2008Q1, largely due to an increase in the number and proportion of CNAs in the 25-34 age group.

The tables on the reverse side, as well as tables for nurse employment in ambulatory health care services and nursing & residential care, can be found at <http://doe.state.wy.us/LMI/nursing.htm>.

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.

Figure 1: Exit Rate for Workers in Wyoming Hospitals by Board of Nursing License Type, First Quarter 2006 (2006Q1) through Fourth Quarter 2007 (2007Q4)

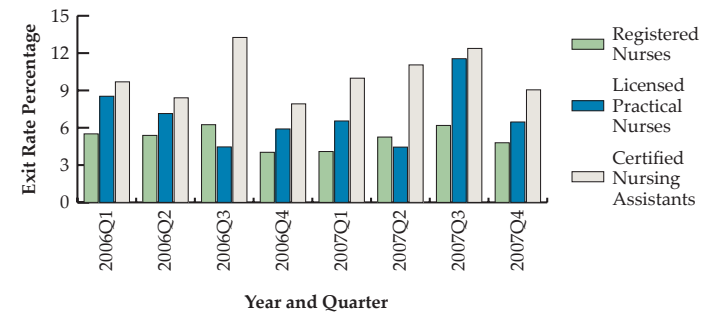
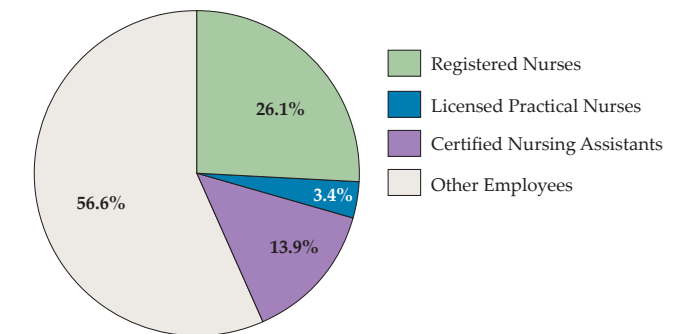


Figure 2: Percentage of Workers in Wyoming Hospitals by Board of Nursing License Type, First Quarter 2008



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Nurse Employment in Wyoming Hospitals (NEW Report), 2006Q1-2008Q1

Table 1: Registered Nurses (RNs) Employed in Hospitals, 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 Percentage	67 2.9%	65 2.8%	89 3.7%	80 3.4%	68 2.8%	67 2.7%	88 3.5%	80 3.2%
25-34	Number Percentage	457 20.0%	471 20.3%	506 20.9%	487 20.4%	492 20.5%	502 20.6%	535 21.2%	528 21.3%
35-44	Number Percentage	538 23.5%	547 23.6%	545 22.5%	548 23.0%	538 22.5%	542 22.2%	554 22.0%	536 21.6%
45-54	Number Percentage	759 33.2%	743 32.0%	757 31.3%	740 31.0%	748 31.2%	752 30.9%	755 29.9%	737 29.7%
55-64	Number Percentage	337 14.7%	353 15.2%	365 15.1%	373 15.6%	385 16.1%	397 16.3%	406 16.1%	423 17.0%
65+	Number Percentage	33 1.4%	39 1.7%	37 1.5%	38 1.6%	42 1.8%	45 1.8%	46 1.8%	47 1.9%

Table 2: 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 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 Percentage	11 3.8%	10 3.8%	14 5.2%	14 5.2%	16 5.8%	19 7.0%	22 7.9%	21 8.0%
25-34	Number Percentage	57 19.5%	44 16.5%	44 16.4%	41 15.1%	45 16.4%	41 15.2%	45 16.2%	40 16.2%
35-44	Number Percentage	59 20.1%	56 21.1%	59 21.9%	62 22.9%	64 23.3%	62 23.0%	60 21.7%	56 21.3%
45-54	Number Percentage	85 29.0%	79 29.7%	76 28.3%	78 28.8%	74 26.9%	71 26.3%	72 26.0%	69 26.2%
55-64	Number Percentage	64 21.8%	60 22.6%	60 22.3%	58 21.4%	57 20.7%	60 22.2%	61 22.0%	58 22.1%
65+	Number Percentage	8 2.7%	9 3.4%	10 3.7%	11 4.1%	10 3.6%	9 3.3%	10 3.6%	9 3.4%

Table 3: 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	1,228	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%	13.8%	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	\$6,879	\$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 Percentage	308 25.1%	322 25.8%	328 26.5%	301 24.8%	300 23.8%	312 23.8%	318 24.3%	290 22.8%
25-34	Number Percentage	277 22.6%	283 22.7%	281 22.7%	265 21.9%	299 23.7%	327 24.9%	311 23.8%	313 24.6%
35-44	Number Percentage	223 18.2%	229 18.3%	215 17.4%	216 17.8%	222 17.6%	225 17.3%	227 17.3%	220 16.7%
45-54	Number Percentage	238 19.4%	232 18.6%	234 18.9%	230 19.0%	239 18.9%	244 18.6%	245 18.7%	249 19.6%
55-64	Number Percentage	142 11.6%	139 11.1%	137 11.1%	137 11.3%	129 10.2%	132 10.1%	134 10.2%	129 10.3%
65+	Number Percentage	19 1.5%	21 1.7%	21 1.7%	23 1.9%	23 1.8%	22 1.7%	20 1.5%	20 1.5%

NA - Not Available. ND - Not Disclosable.
Tables prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 7, 2008.