

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.

11.4% 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.

9.5% 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)

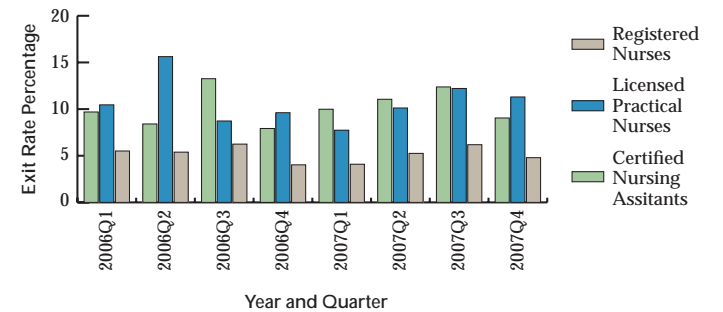
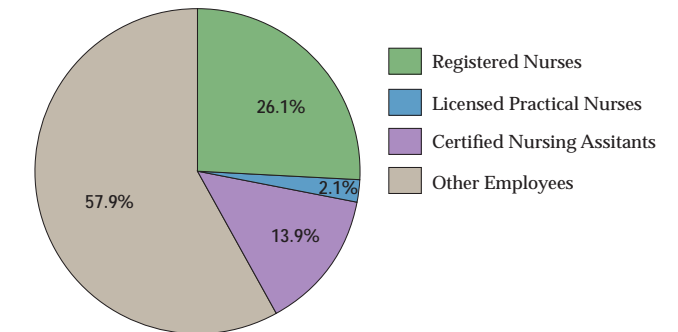


Figure 2: Percentage of Workers in Wyoming Hospitals by Board of Nursing License Type, First Quarter 2008



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Funded by the Wyoming Healthcare Commission.

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	288	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
<25	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	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	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	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	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+	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 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	10.5%	15.6%	8.7%	9.6%	7.7%	10.1%	12.2%	11.3%	NA
<25	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	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	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	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	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+	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%

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%	13.5%	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	\$6,486	\$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
<25	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	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	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	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	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+	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.
Tables prepared by D. Leonard, Wyoming Department of Employment, Research & Planning, August 7, 2008.