

2018 NEBRASKA WORKFORCE REPORT

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the Nebraska Hospital Association



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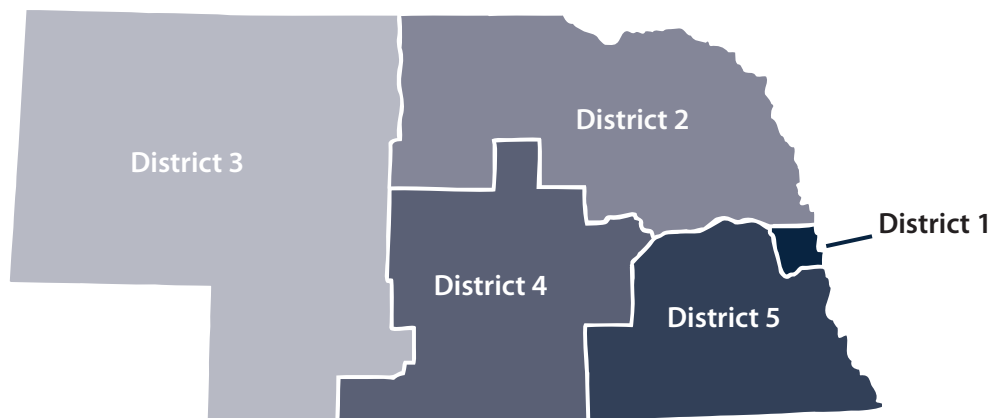
INTRODUCTION

This report identifies healthcare professions with notable vacancy and turnover rates and will provide information on future workforce demands. In January 2018, Compdata Surveys & Consulting collected workforce data from sixty-seven Nebraska hospitals employing 23,868 full-time equivalent employees. Forty-six of these hospitals, employing 5,397 full-time equivalent employees are classified as critical access hospitals.

The data collected for this report was from the 2017 calendar year and the results are provided by state, as well as by NHA district. If the minimum sample requirements are not satisfied, an asterisk (*) is displayed. Due to insufficient data provided, District 1 is included in statewide vacancy and turnover rates, but does not show as a separate breakout for critical access hospitals.

In 2017, vacancy rates for the positions surveyed in Nebraska hospitals averaged 6.4 percent. Turnover rates for the positions surveyed averaged 13.1 percent. Comparatively, critical access hospitals experienced lower average vacancy rates at 4.8 percent and lower average turnover at 9.5 percent.

According to the Bureau of Labor Statistics, the variance between eligible Nebraska workforce and unemployment levels continues to dwindle. Supporting this statement are the continued lower vacancy rates for Nebraska hospitals, even though turnover rose from last year. This highlights that employees are comfortable enough in the market to make job changes and are finding employment.



LABOR FORCE & EMPLOYMENT LEVELS

In 2017, the Nebraska unemployment rate remained stable, ending the year at 2.9 percent, which is similar to last December at 3.1 percent. Over the last several years, the consistent decline in variance between labor force and employment levels indicates that not only is the Nebraska labor force continuing to find employment, but also the job market is potentially still improving for employees. The total variance between labor force and employment dropped by an average of 3,063. This signifies that the margin between those eligible to work and those employed is shrinking compared to 2016.

According to the Bureau of Labor Statistics, the national healthcare industry has experienced growth with an average of 25,000 jobs added per month over the past year. By the end of 2017, healthcare added 300,000 jobs, in addition to 379,000 jobs added in 2016.

VARIANCE BETWEEN NEBRASKA LABOR FORCE & EMPLOYMENT

2017				2016 to 2017 TOTAL VARIANCE	2016 to 2017 % CHANGE
MONTH	LABOR FORCE	EMPLOYMENT	VARIANCE		
January	1,006,904	976,181	30,723	-1,391	-4.3%
February	1,006,849	976,540	30,309	-1,765	-5.5%
March	1,006,881	976,977	29,904	-2,153	-6.7%
April	1,006,949	977,386	29,563	-2,516	-7.8%
May	1,006,961	977,653	29,308	-2,877	-8.9%
June	1,006,927	977,762	29,165	-3,201	-9.9%
July	1,006,976	977,827	29,149	-3,437	-10.5%
August	1,006,930	977,748	29,182	-3,626	-11.1%
September	1,006,987	977,765	29,222	-3,780	-11.5%
October	1,007,035	977,763	29,272	-3,901	-11.8%
November	1,007,038	977,730	29,308	-4,005	-12.0%
December	1,007,050	977,741	29,309	-4,099	-12.3%

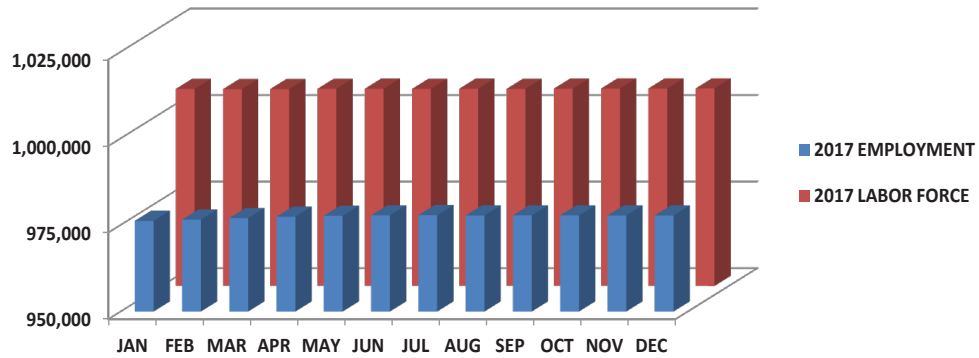
NEBRASKA UNEMPLOYMENT DECLINING SINCE 2010

2010 to 2017			2010 to 2017 TOTAL DECLINE	2010 to 2017 % CHANGE
MONTH	2010 UNEMPLOYMENT	2017 UNEMPLOYMENT		
January	48,092	30,723	-17,369	-36.1%
February	48,023	30,309	-17,714	-36.9%
March	47,704	29,904	-17,800	-37.3%
April	47,103	29,563	-17,540	-37.2%
May	46,319	29,308	-17,011	-36.7%
June	45,616	29,165	-16,451	-36.1%
July	45,126	29,149	-15,977	-35.4%
August	44,854	29,182	-15,672	-34.9%
September	44,763	29,222	-15,541	-34.7%
October	44,773	29,272	-15,501	-34.6%
November	44,837	29,308	-15,529	-34.6%
December	44,934	29,309	-15,625	-34.8%

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

LABOR FORCE & EMPLOYMENT LEVELS

2017 NEBRASKA LABOR FORCE & EMPLOYMENT LEVELS



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

UNITED STATES - AGE OF WORKERS

AGE OF WORKERS	# OF WORKERS (in thousands)				VARIANCE (in thousands)			PERCENT CHANGE (%)		
	1996	2006	2016	2026	1996-2006	2006-2016	2016-2026	1996-2006	2006-2016	2016-2026
16 and Older	133,943	151,428	159,187	169,650	17,485	7,759	10,463	13.1	5.1	6.6
16 to 24 Years Old	21,183	22,394	21,202	19,868	1,211	-1,192	-1,334	5.7	-5.3	-6.3
25 to 54 Years Old	96,786	103,566	102,248	107,634	6,780	-1,318	5,386	7.0	-1.3	5.3
55 and Older	15,974	25,468	35,737	42,148	9,494	10,269	6,411	59.4	40.3	17.9

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

UNITED STATES - 2017 AGE OF LABOR FORCE

AGE OF WORKERS	TOTAL LABOR FORCE (in thousands)	TOTAL EMPLOYED LABOR FORCE (in thousands)	TOTAL UNEMPLOYED LABOR FORCE (in thousands)
16 and Older	160,320	153,337	6,982
16 to 24 Years Old	21,160	19,206	1,954
25 to 54 Years Old	102,683	98,833	3,850
55 and Older	36,476	35,298	1,178

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

LABOR FORCE & EMPLOYMENT LEVELS

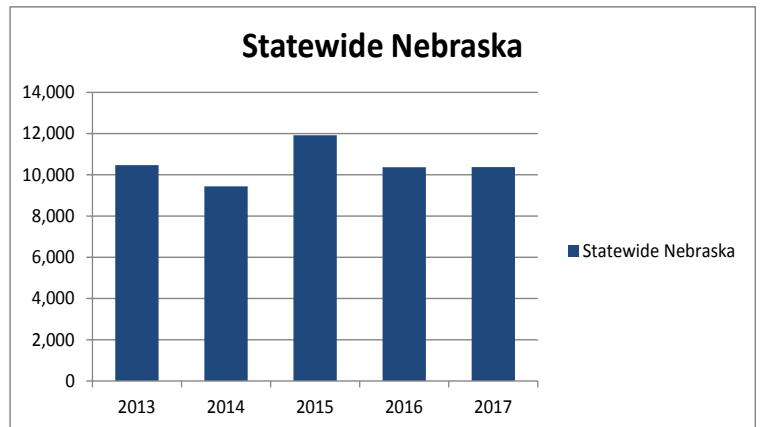
UNITED STATES LABOR FORCE BY EDUCATIONAL ATTAINMENT

EDUCATIONAL ATTAINMENT	EMPLOYMENT STATUS	May 2015	May 2016	May 2017	May 2018	VARIANCE FROM 2017 TO 2018	VARIANCE FROM 2015 TO 2018
Bachelor's Degree and Higher	Civilian Labor Force (in thousands)	51,989	53,402	55,089	56,739	1,650	4,750
	Employed (in thousands)	50,567	52,100	53,812	55,593	1,781	5,026
	Unemployed (in thousands)	1,422	1,303	1,277	1,147	-130	-275
	Unemployment Rate	2.7%	2.4%	2.3%	2.0%	-0.3%	-0.7%
Associate's Degree or Some College	Civilian Labor Force (in thousands)	37,479	37,801	37,425	37,921	496	442
	Employed (in thousands)	35,827	36,347	35,929	36,694	765	867
	Unemployed (in thousands)	1,651	1,454	1,496	1,228	-268	-423
	Unemployment Rate	4.4%	3.8%	4.0%	3.2%	-0.8%	-1.2%
High School Graduates with No College	Civilian Labor Force (in thousands)	35,380	35,609	35,982	35,702	-280	322
	Employed (in thousands)	33,347	33,800	34,296	34,306	10	959
	Unemployed (in thousands)	2,033	1,809	1,685	1,395	-290	-638
	Unemployment Rate	5.7%	5.1%	4.7%	3.9%	-0.8%	-1.8%
Less than a High School Diploma	Civilian Labor Force (in thousands)	11,100	10,488	10,327	10,242	-85	-858
	Employed (in thousands)	10,156	9,734	9,684	9,688	4	-468
	Unemployed (in thousands)	944	754	643	554	-89	-390
	Unemployment Rate	8.5%	7.2%	6.2%	5.4%	-0.8%	-3.1%

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

HEALTHCARE AND SOCIAL ASSISTANCE EMPLOYERS - TOP TEN RANKED COUNTIES AND STATEWIDE TOTALS

County Name	# of Employers
Douglas County	3,688
Lancaster County	1,640
Sarpy County	567
Buffalo County	334
Hall County	323
Dodge County	256
Madison County	254
Lincoln County	242
Scotts Bluff County	227
Adams County	205
Statewide Nebraska	10,373



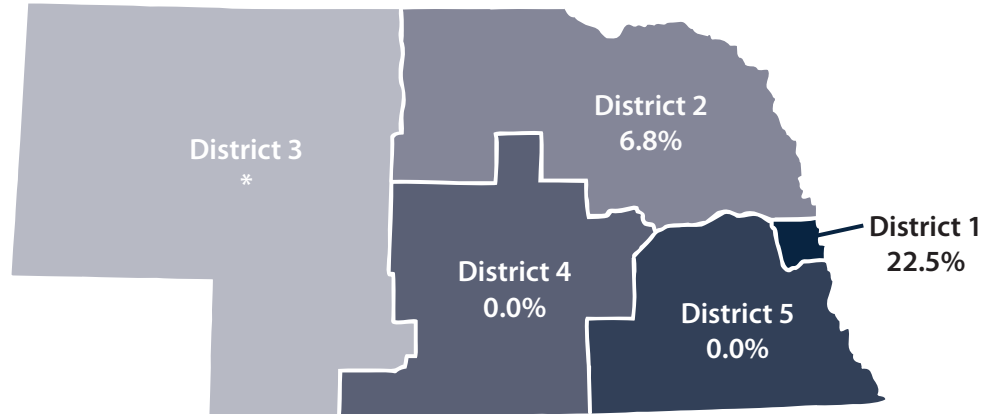
Source: Nebraska Department of Labor, <http://www.dol.nebraska.gov>

CT TECHNOLOGIST

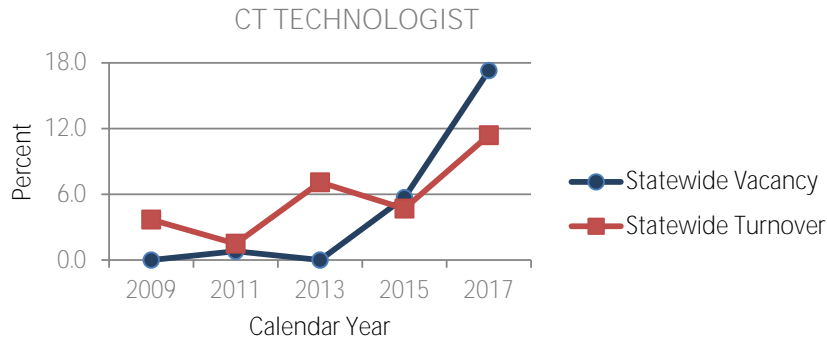
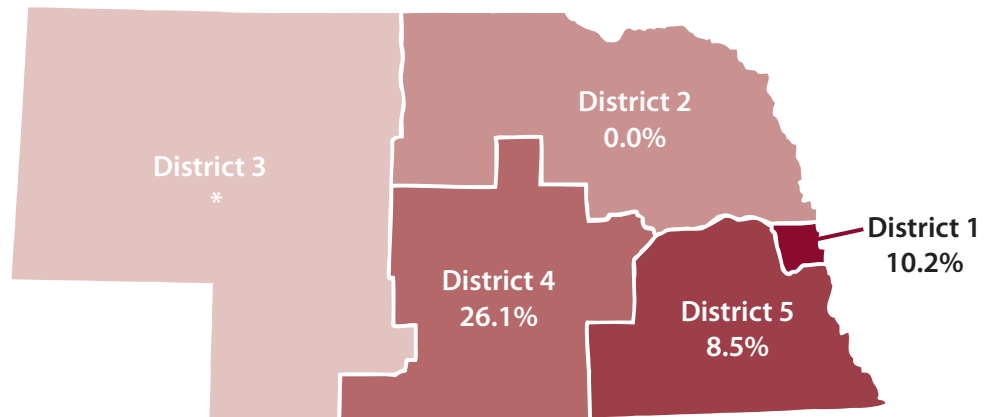
The Bureau of Labor Statistics predicts national employment of CT technologists will increase by 12 percent from 2016 to 2026.

ALL HOSPITALS

VACANCY RATE
Statewide 17.3%



TURNOVER RATE
Statewide 11.4%

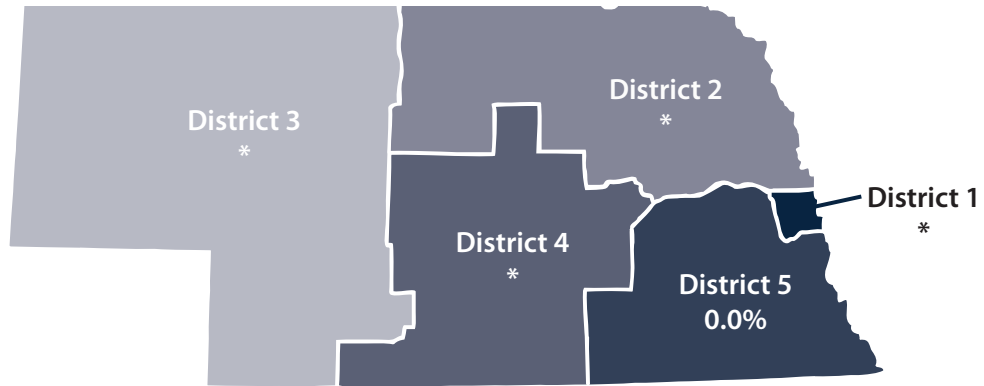


CT TECHNOLOGIST

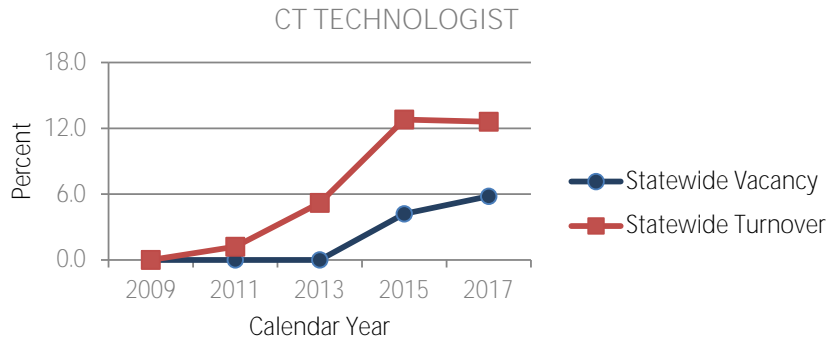
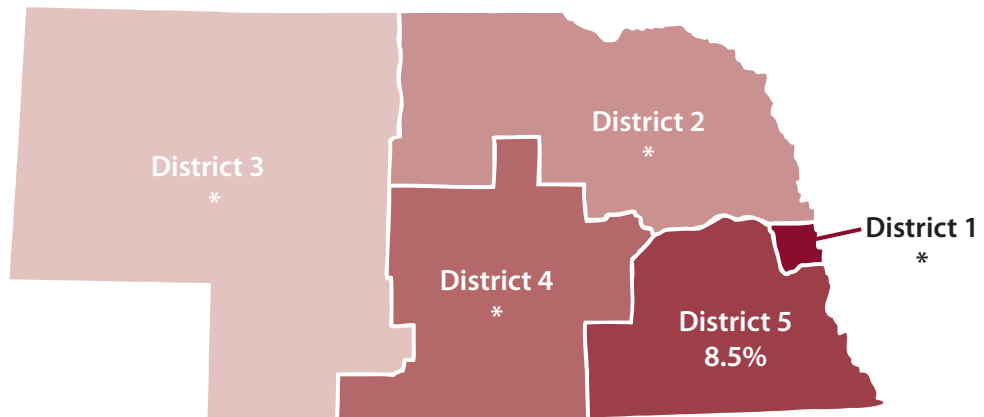
The Bureau of Labor Statistics predicts national employment of CT technologists will increase by 12 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 5.8%



TURNOVER RATE
Statewide 12.6%

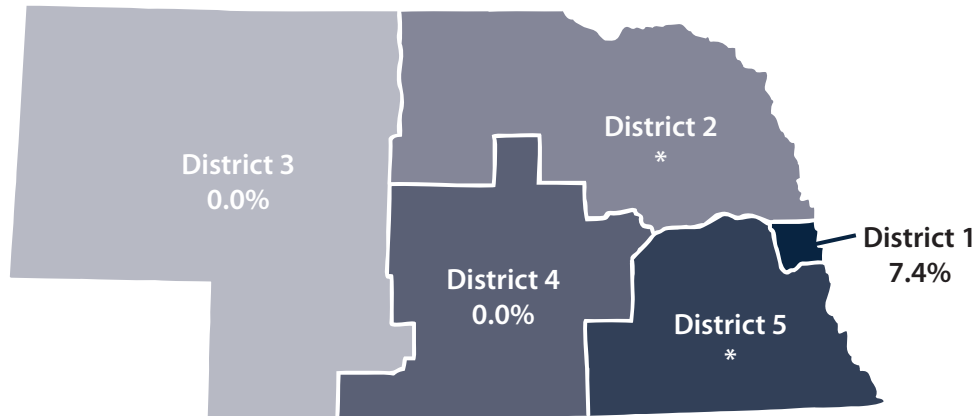


MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST R.T.

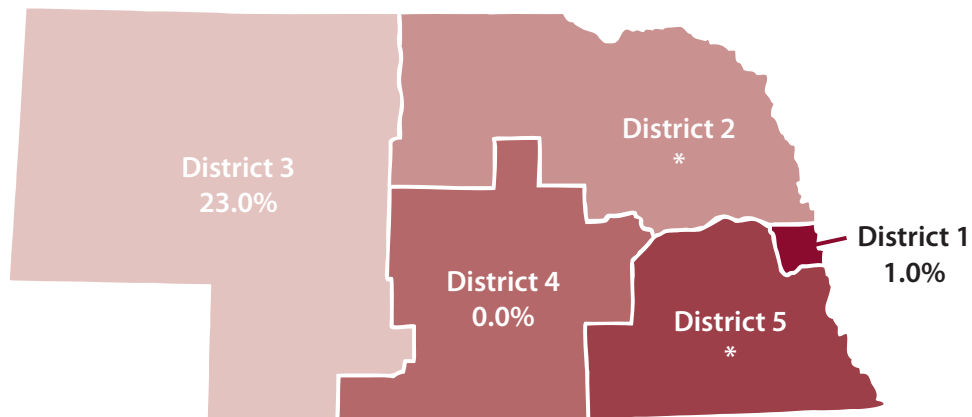
The Bureau of Labor Statistics predicts national employment of MRI technologists will increase by 13 percent from 2016 to 2026.

ALL HOSPITALS

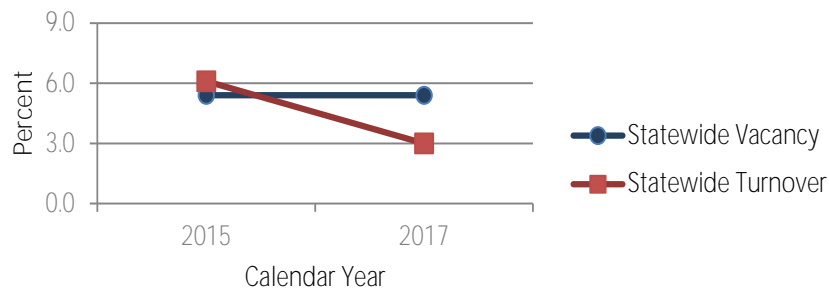
VACANCY RATE
Statewide 5.4%



TURNOVER RATE
Statewide 3.0%



MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST R.T.

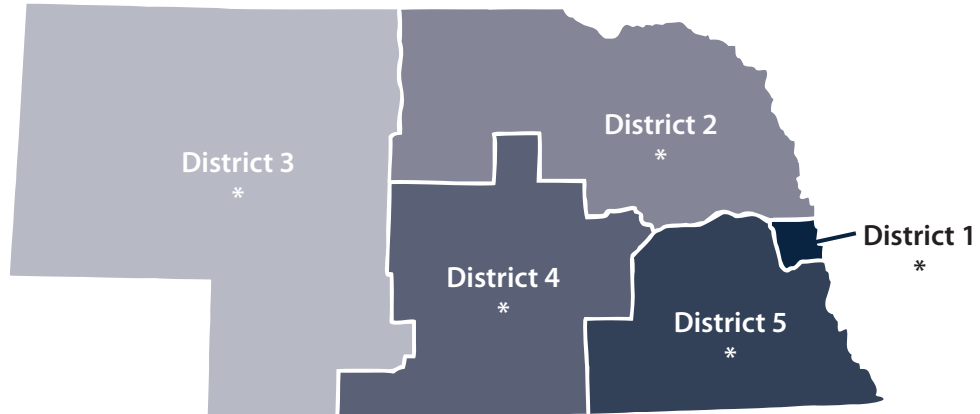


MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST R.T.

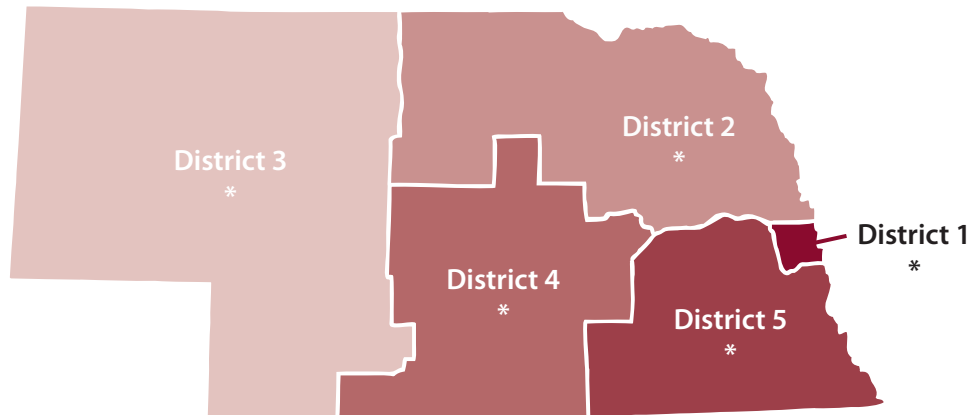
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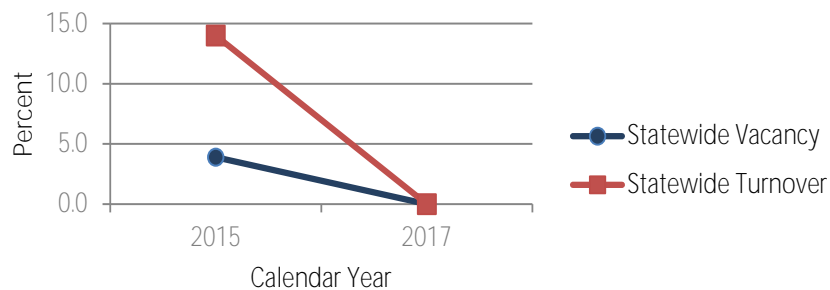
VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 0.0%



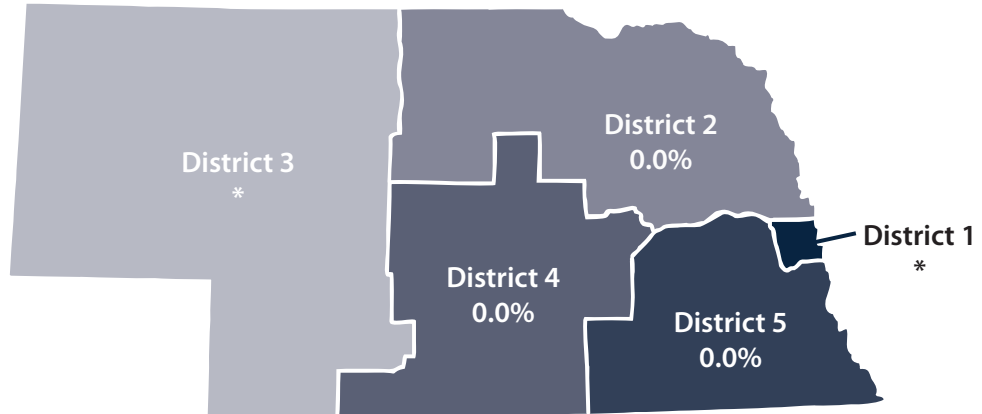
MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST R.T.



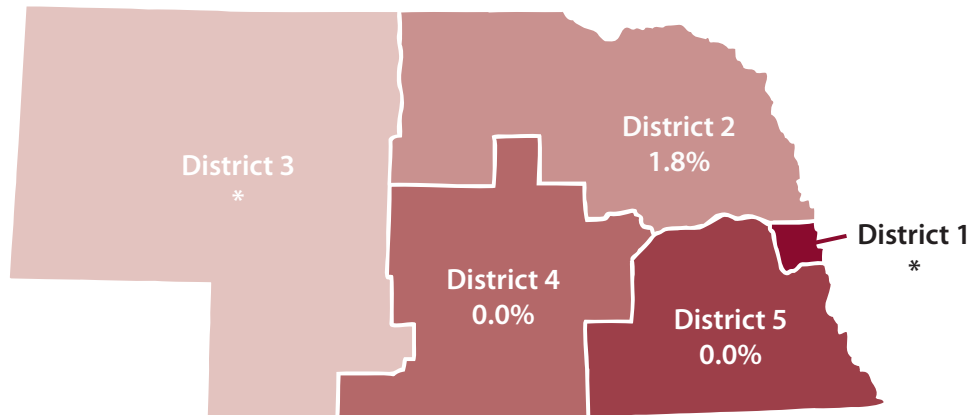
MAMMOGRAPHY TECHNOLOGIST R.T.

ALL HOSPITALS

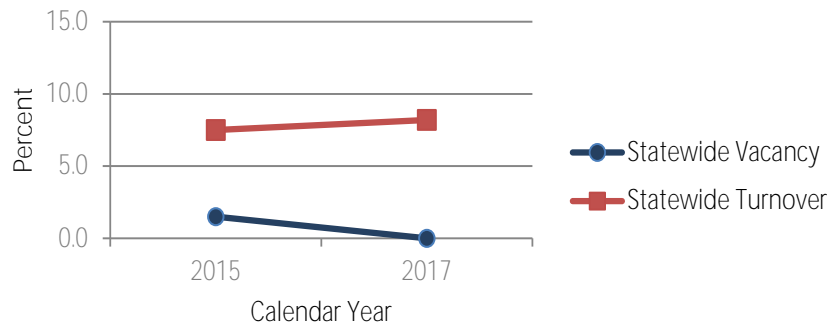
VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 8.2%



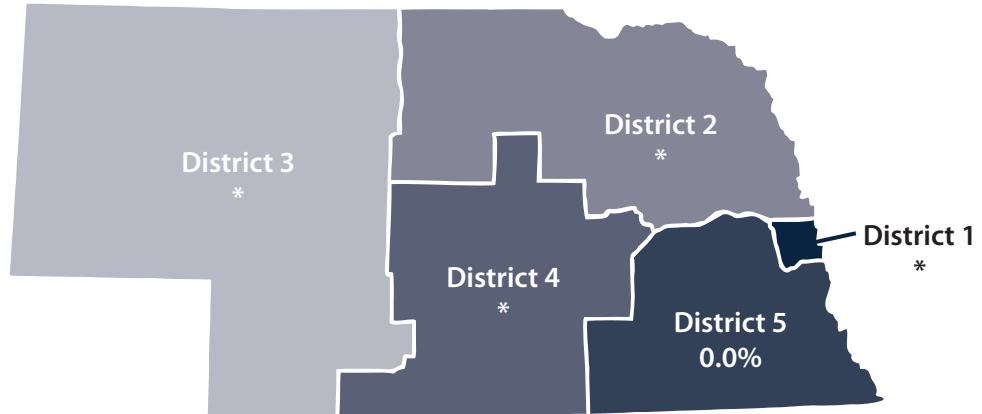
MAMMOGRAPHY TECHNOLOGIST R.T.



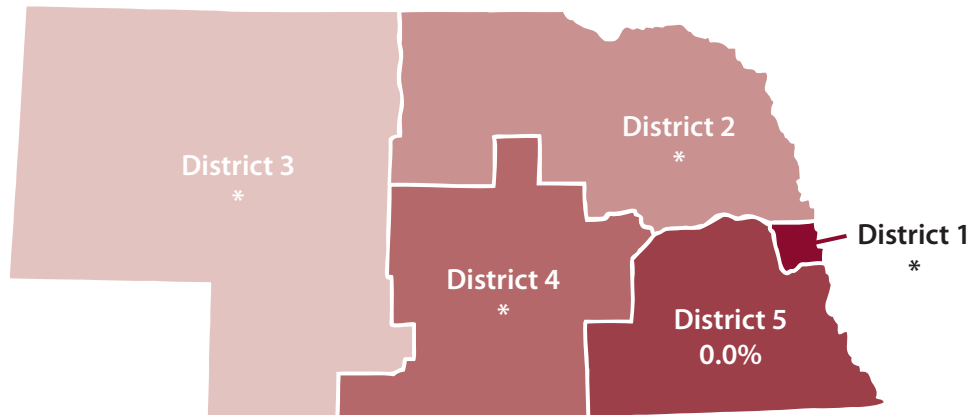
MAMMOGRAPHY TECHNOLOGIST R.T.

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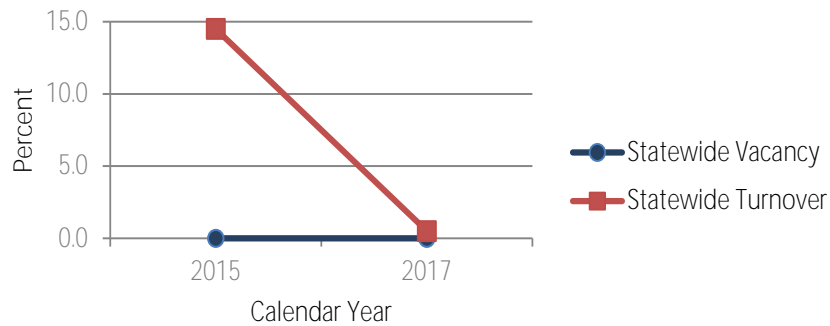
VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 0.5%



MAMMOGRAPHY TECHNOLOGIST R.T.

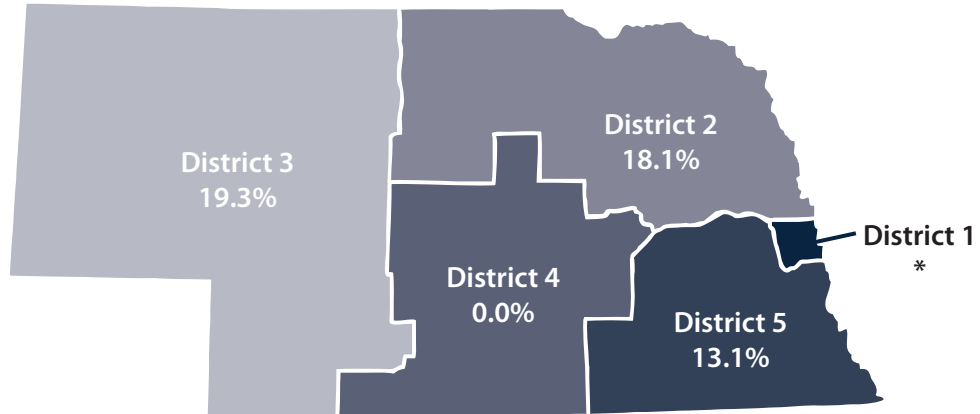


MEDICAL LABORATORY TECHNICIAN MLT

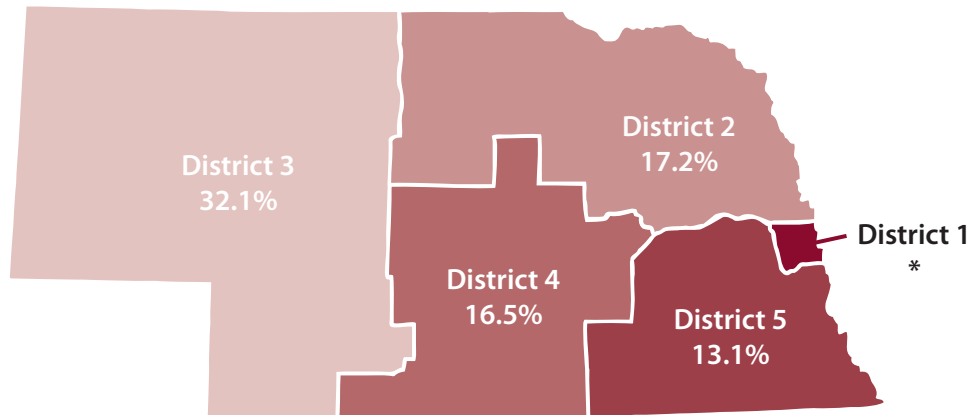
The Bureau of Labor Statistics predicts national employment of MLTs will increase by 14 percent from 2016 to 2026.

ALL HOSPITALS

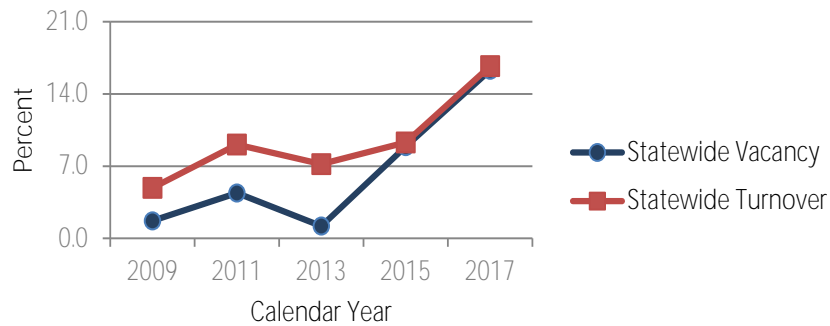
VACANCY RATE
Statewide 16.3%



TURNOVER RATE
Statewide 16.7%



MEDICAL LABORATORY TECHNICIAN MLT

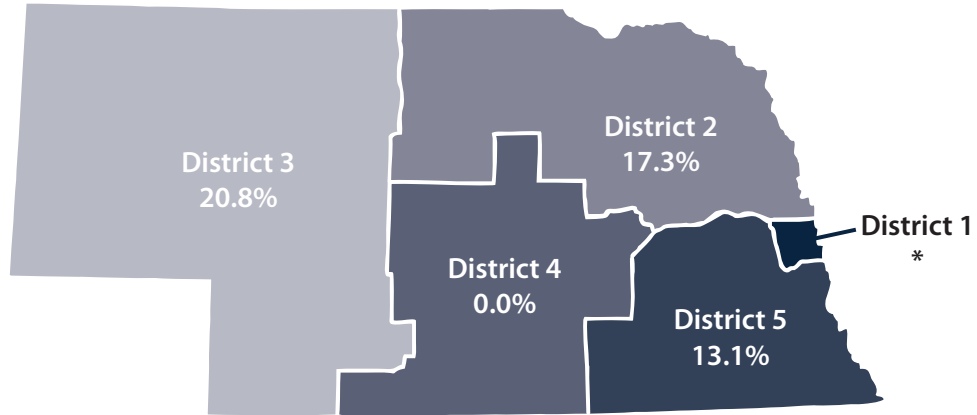


MEDICAL LABORATORY TECHNICIAN MLT

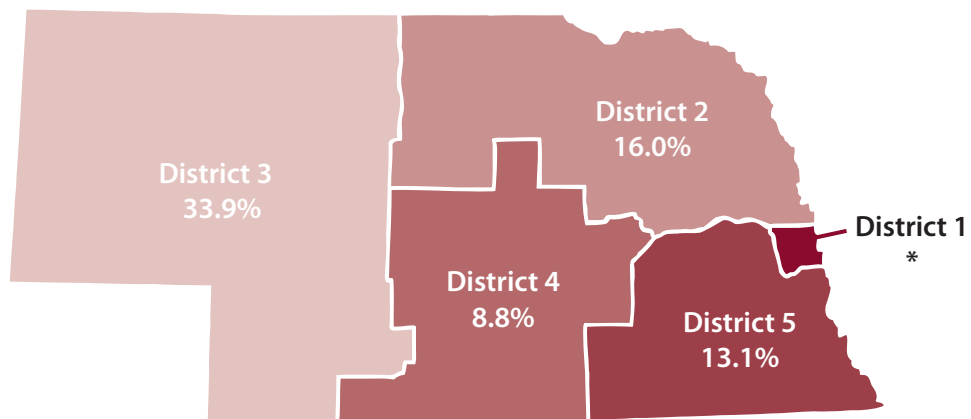
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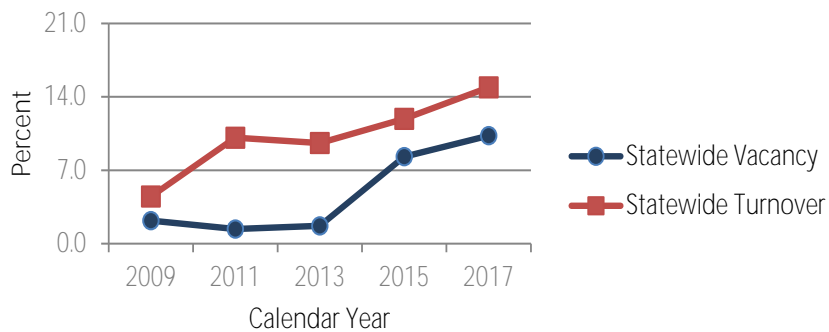
VACANCY RATE
Statewide 10.3%



TURNOVER RATE
Statewide 14.9%



MEDICAL LABORATORY TECHNICIAN MLT

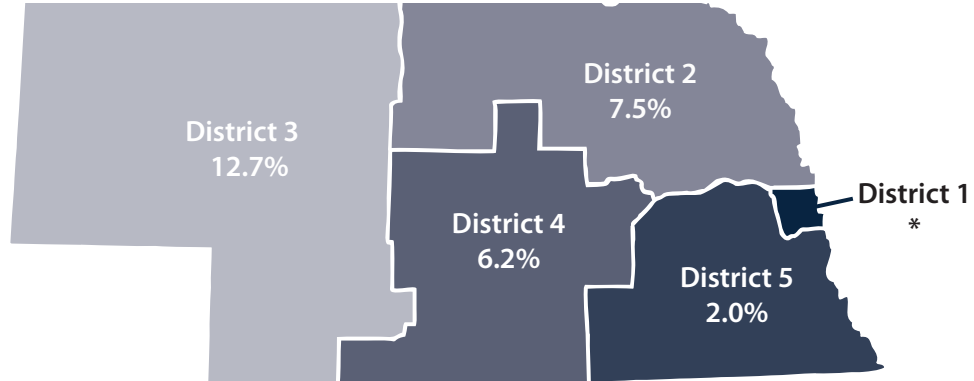


MEDICAL TECHNOLOGIST MT

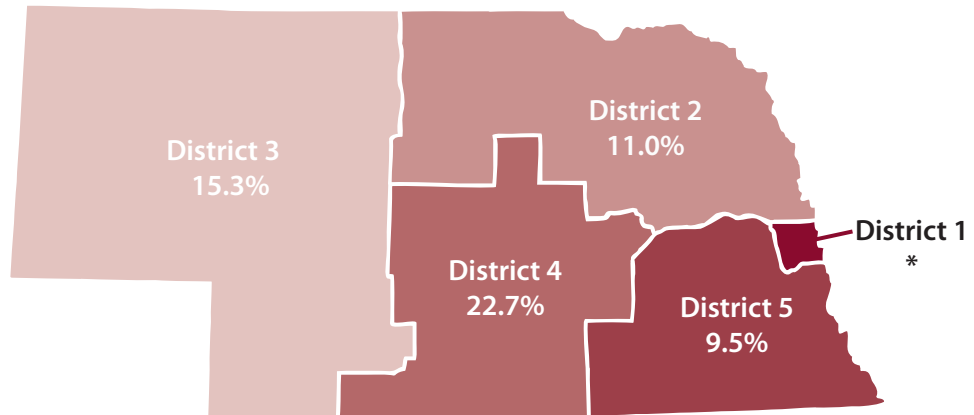
The Bureau of Labor Statistics predicts national employment of MTs will increase by 12 percent from 2016 to 2026.

ALL HOSPITALS

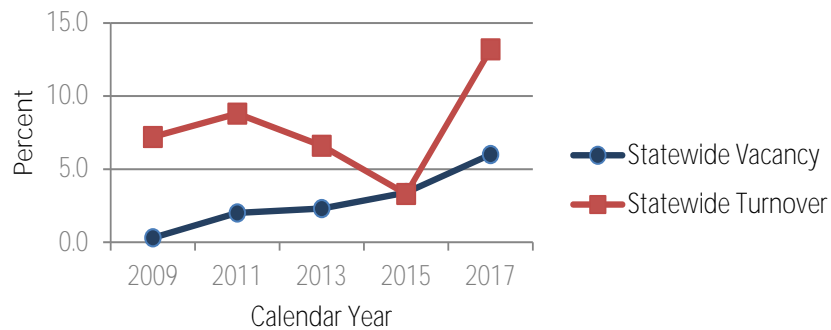
VACANCY RATE
Statewide 6.0%



TURNOVER RATE
Statewide 13.2%



MEDICAL TECHNOLOGIST MT

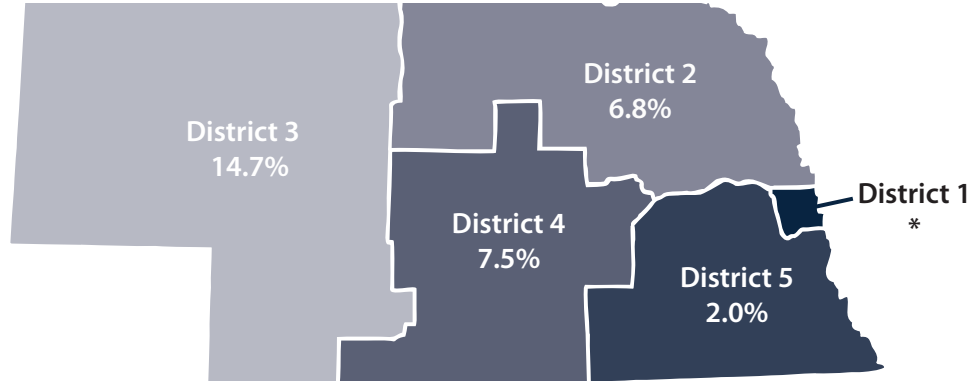


MEDICAL TECHNOLOGIST MT

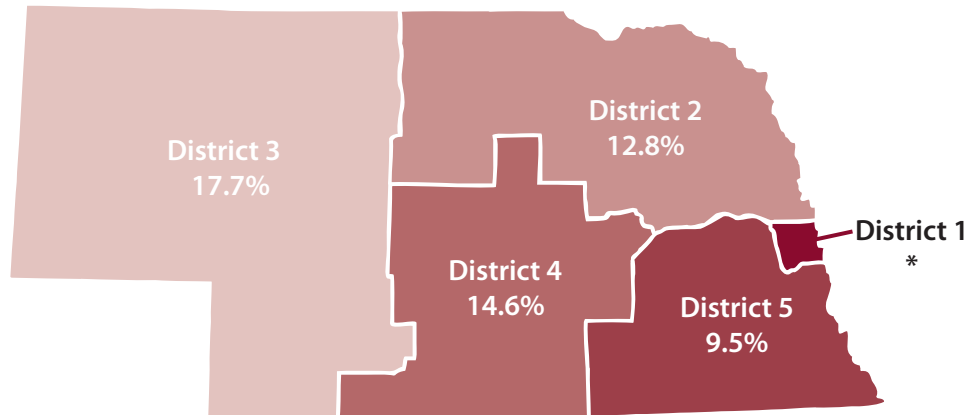
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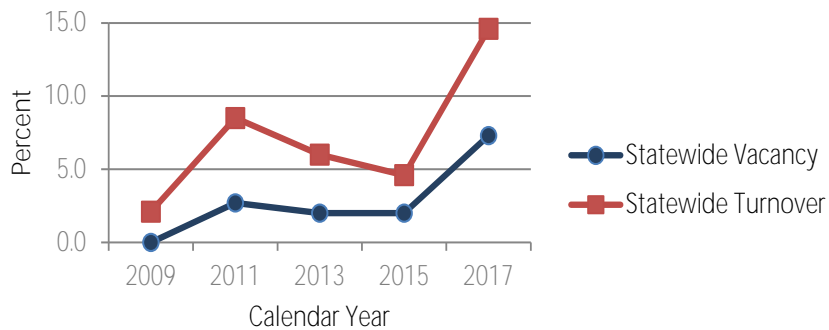
VACANCY RATE Statewide 7.3%



TURNOVER RATE Statewide 14.6%



MEDICAL TECHNOLOGIST MT

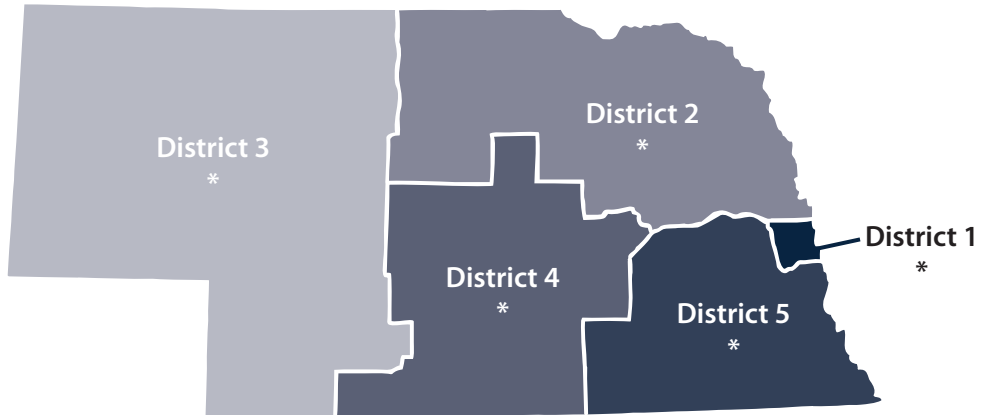


NUCLEAR MEDICINE TECHNOLOGIST R.T.

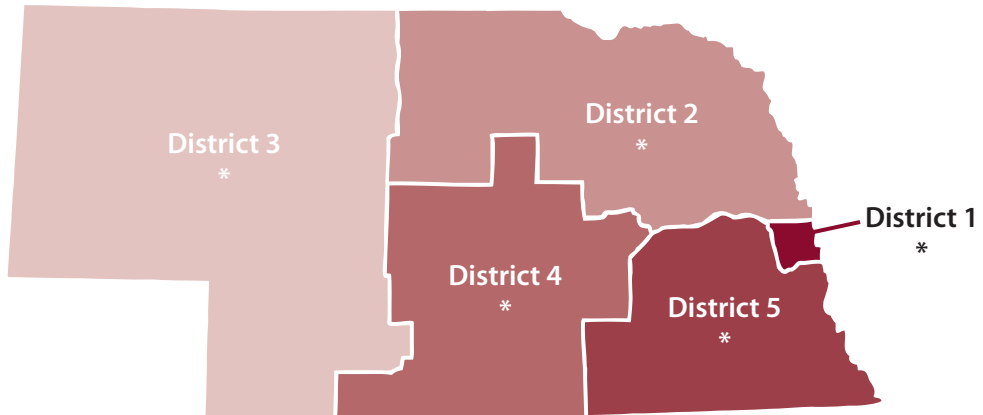
The Bureau of Labor Statistics predicts national employment of nuclear medicine technologists will increase by 10 percent from 2016 to 2026.

ALL HOSPITALS

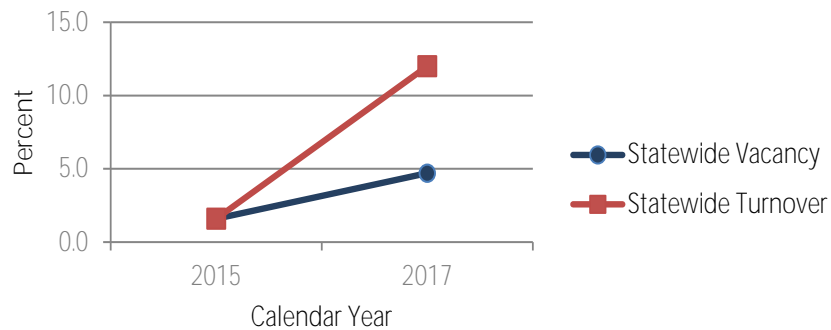
VACANCY RATE
Statewide 4.7%



TURNOVER RATE
Statewide 12.0%



NUCLEAR MEDICINE TECHNOLOGIST R.T.

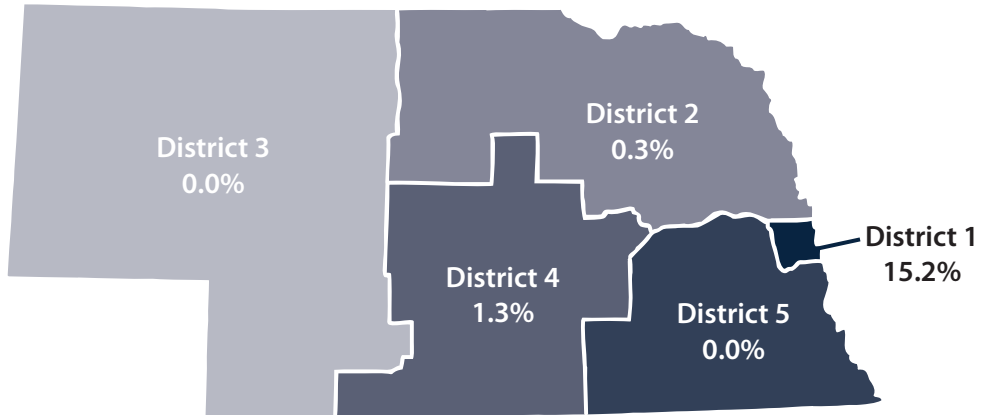


RADIOLOGY TECHNOLOGIST R.T.R.

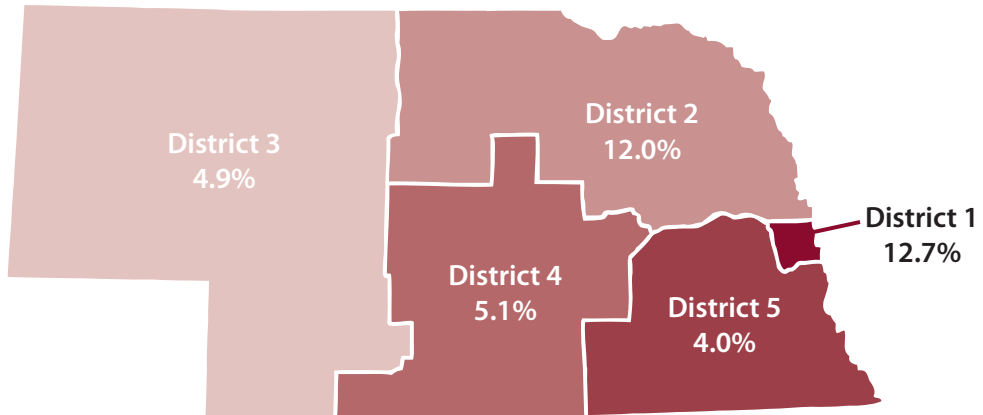
The Bureau of Labor Statistics predicts national employment of RTRs will increase by 12 percent from 2016 to 2026.

ALL HOSPITALS

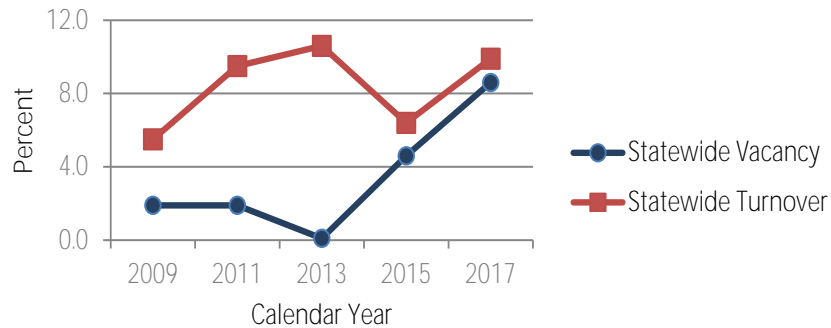
VACANCY RATE Statewide 8.6%



TURNOVER RATE Statewide 9.9%



RADIOLOGY TECHNOLOGIST R.T.R.

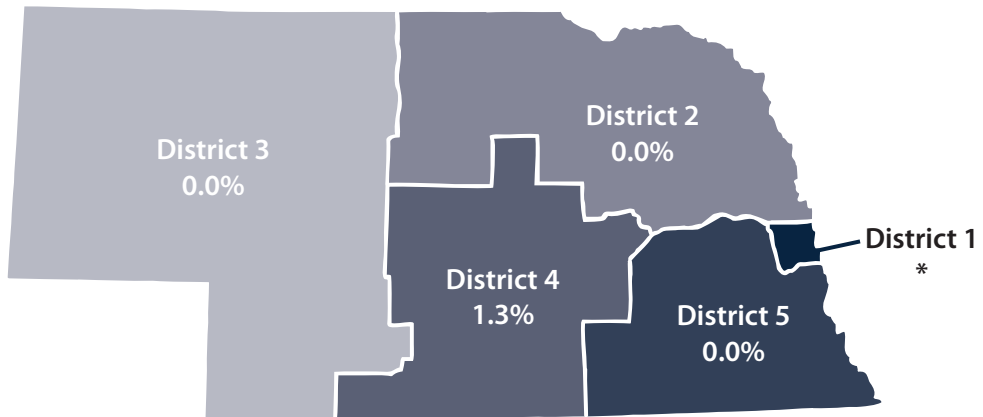


RADIOLOGY TECHNOLOGIST R.T.R.

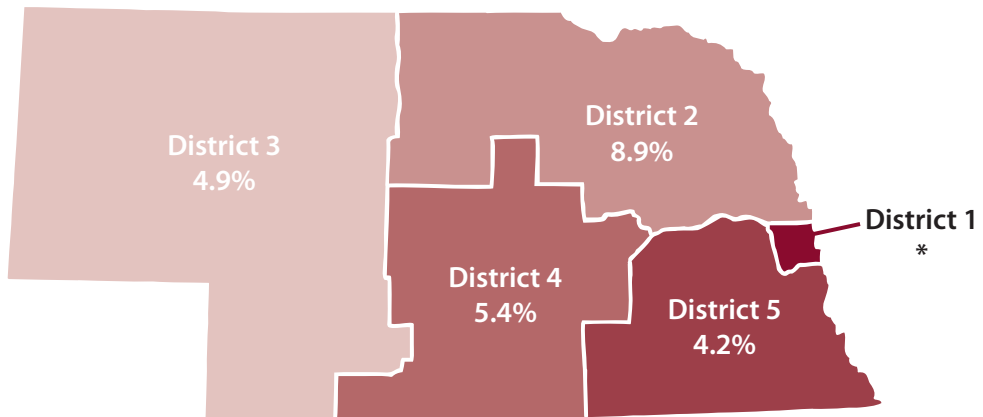
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CRITICAL ACCESS HOSPITALS ONLY

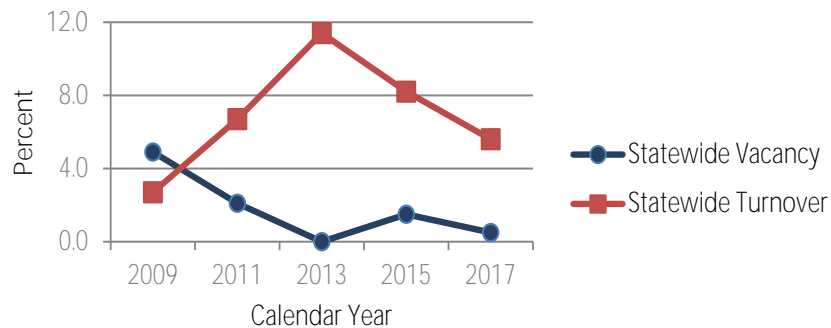
VACANCY RATE Statewide 0.5%



TURNOVER RATE Statewide 5.6%



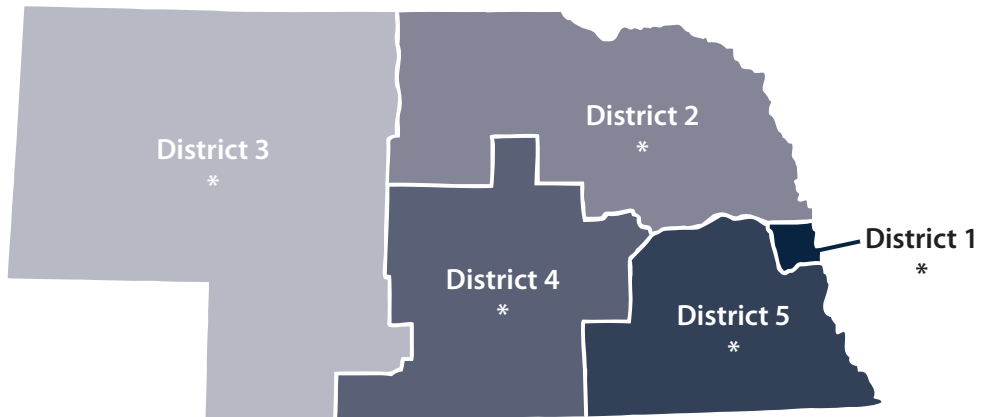
RADIOLOGY TECHNOLOGIST R.T.R.



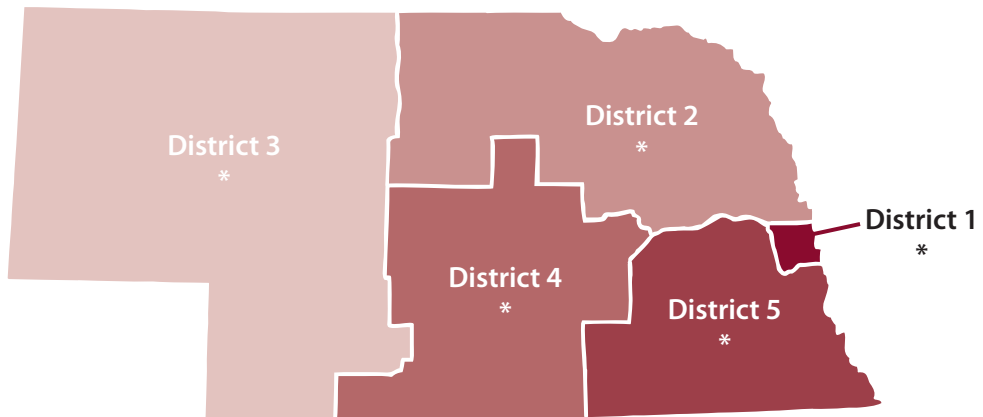
RADIOLOGY TECHNOLOGY ASSISTANT

ALL HOSPITALS

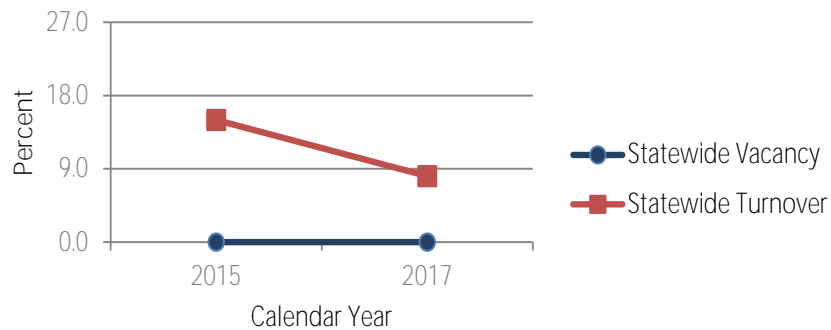
VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 8.1%



RADIOLOGY TECHNOLOGY ASSISTANT

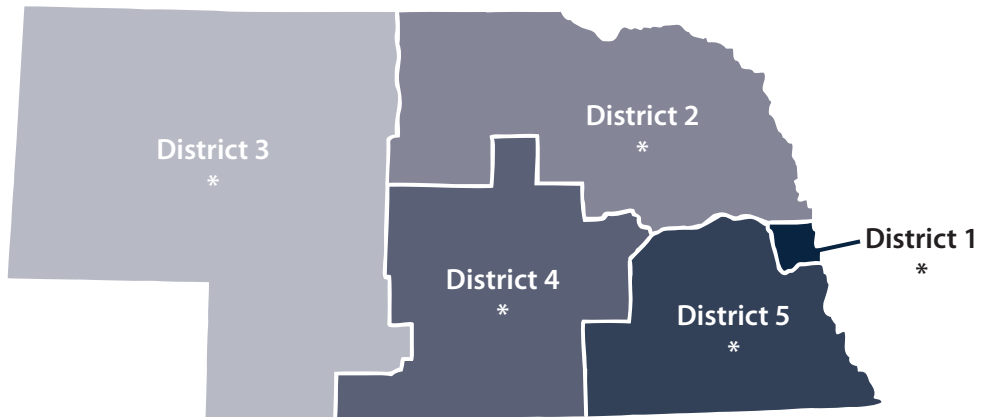


SONOGRAPHER - CARDIAC/ECHO TECHNICIAN

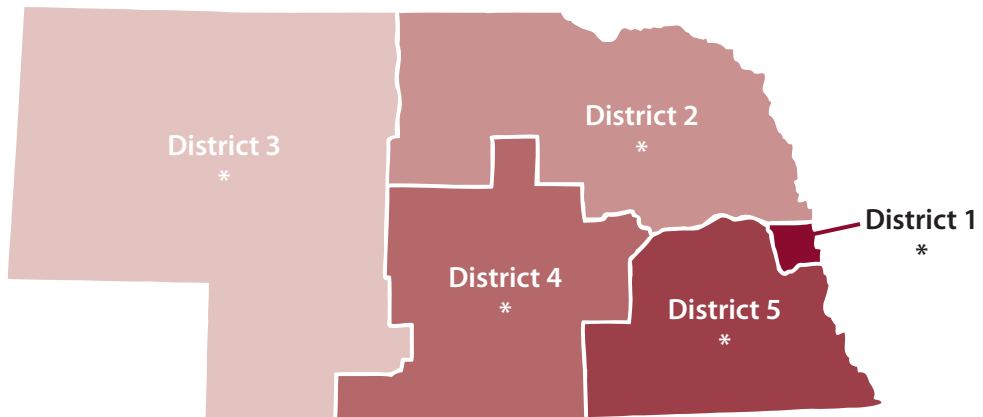
The Bureau of Labor Statistics predicts national employment of sonographers will increase by 23 percent from 2016 to 2026.

ALL HOSPITALS

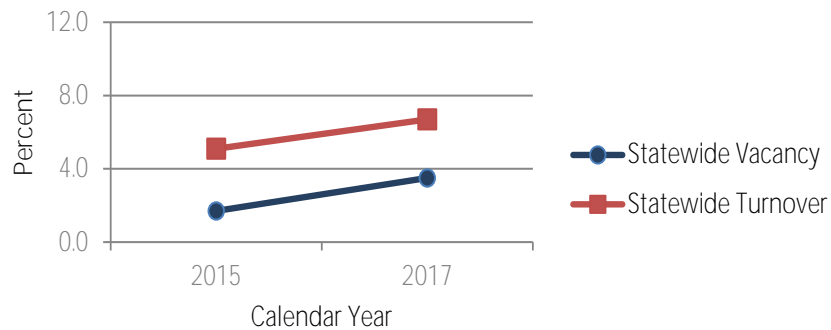
VACANCY RATE
Statewide 3.5%



TURNOVER RATE
Statewide 6.7%



SONOGRAPHER - CARDIAC/ECHO TECHNICIAN

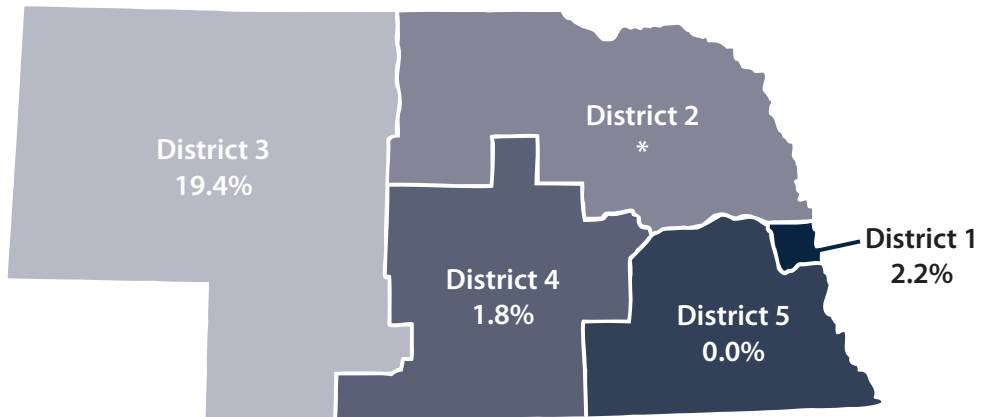


SONOGRAPHER - ULTRASOUND TECHNOLOGIST

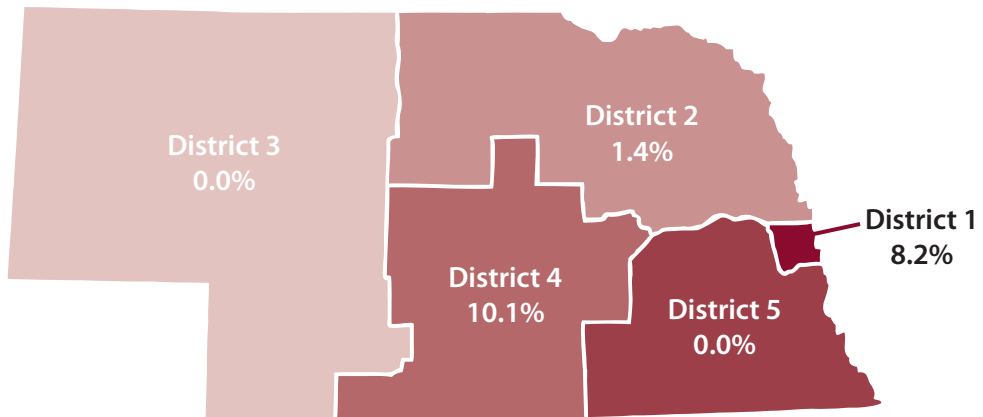
The Bureau of Labor Statistics predicts national employment of sonographers will increase by 23 percent from 2016 to 2026.

ALL HOSPITALS

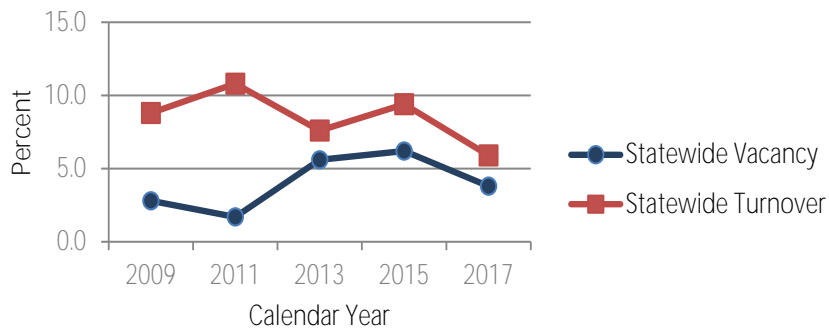
VACANCY RATE Statewide 3.8%



TURNOVER RATE Statewide 5.9%



SONOGRAPHER - ULTRASOUND TECHNOLOGIST

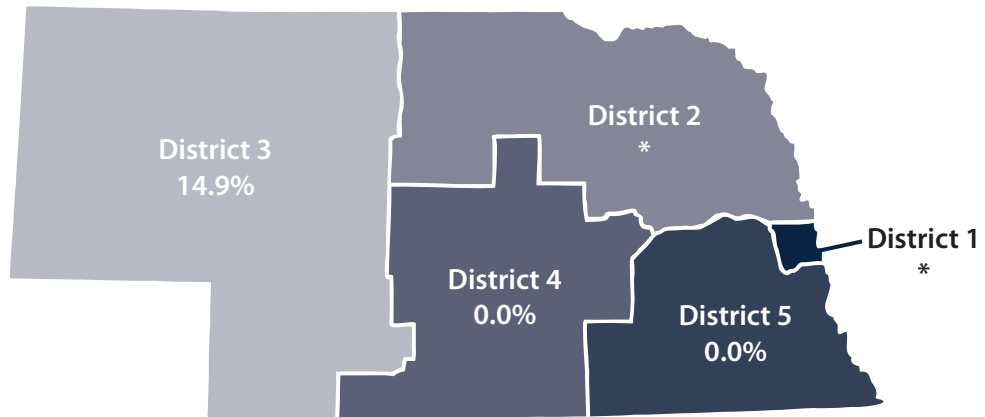


SONOGRAPHER - ULTRASOUND TECHNOLOGIST

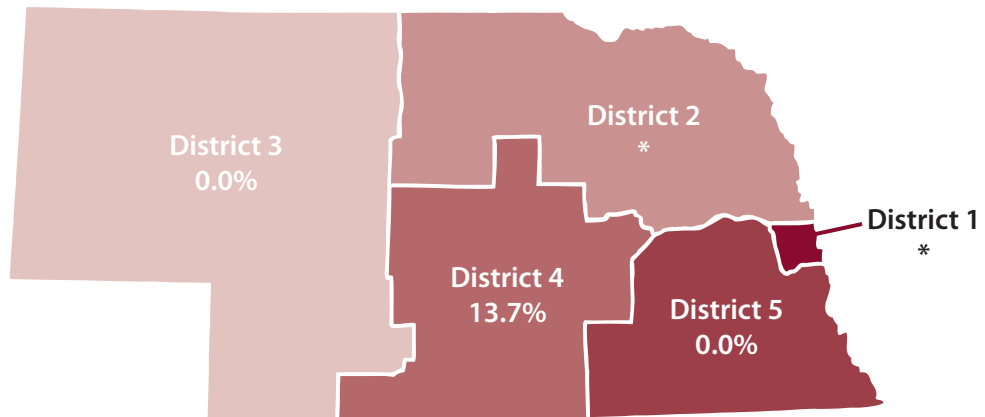
The Bureau of Labor Statistics predicts national employment of sonographers will increase by 23 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

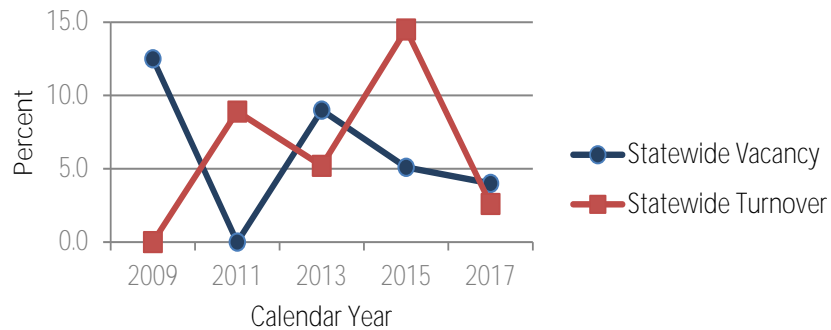
VACANCY RATE
Statewide 4.0%



TURNOVER RATE
Statewide 2.6%



SONOGRAPHER - ULTRASOUND TECHNOLOGIST

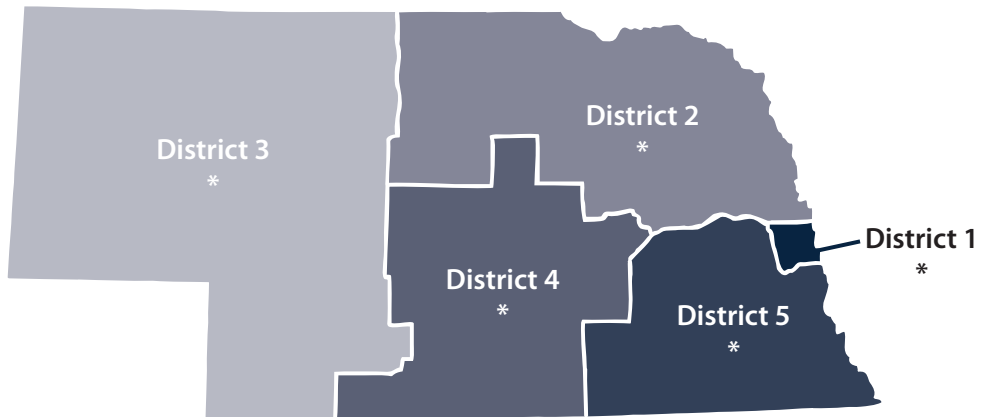


SONOGRAPHER - VASCULAR TECHNOLOGIST

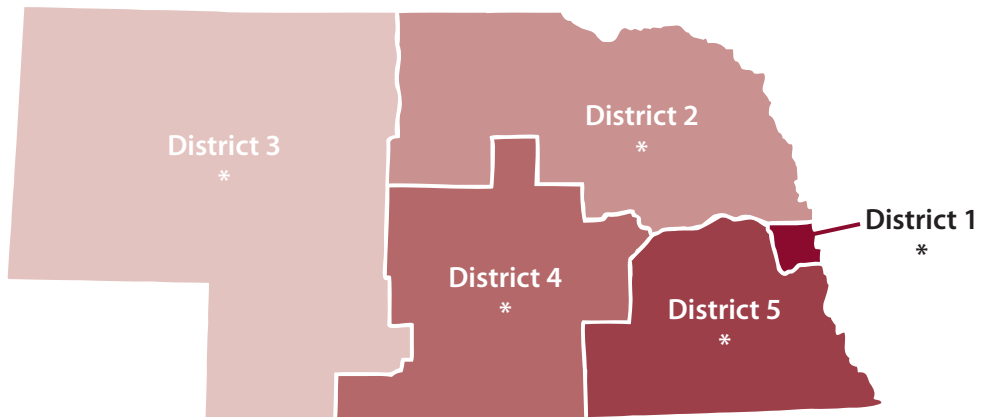
The Bureau of Labor Statistics predicts national employment of sonographers will increase by 23 percent from 2016 to 2026.

ALL HOSPITALS

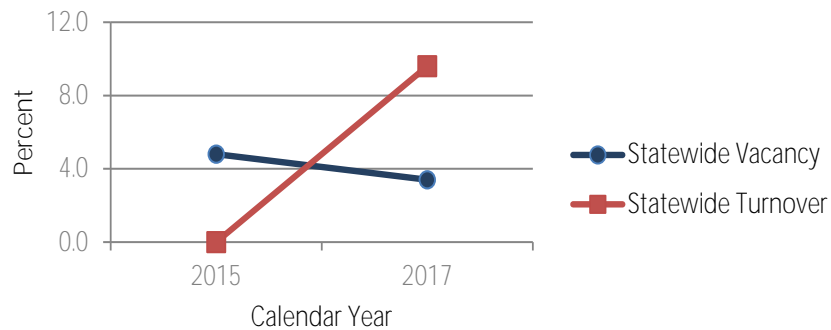
VACANCY RATE
Statewide 3.4%



TURNOVER RATE
Statewide 9.6%



SONOGRAPHER - VASCULAR TECHNOLOGIST

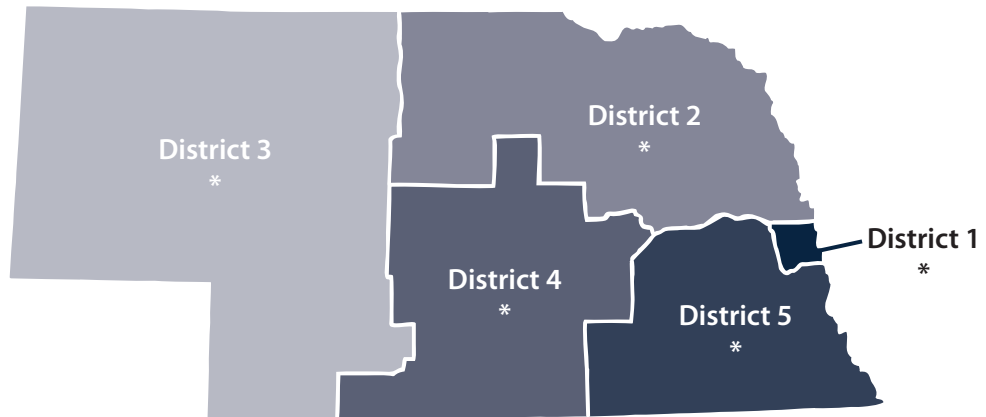


SONOGRAPHER - VASCULAR TECHNOLOGIST

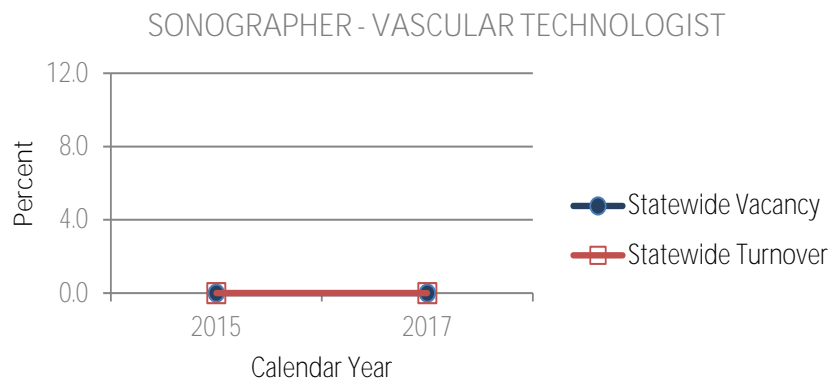
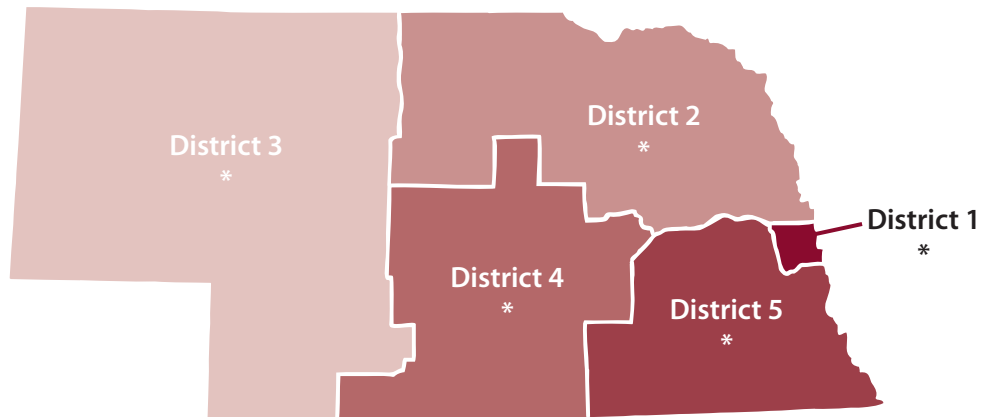
The Bureau of Labor Statistics predicts national employment of sonographers will increase by 23 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 0.0%

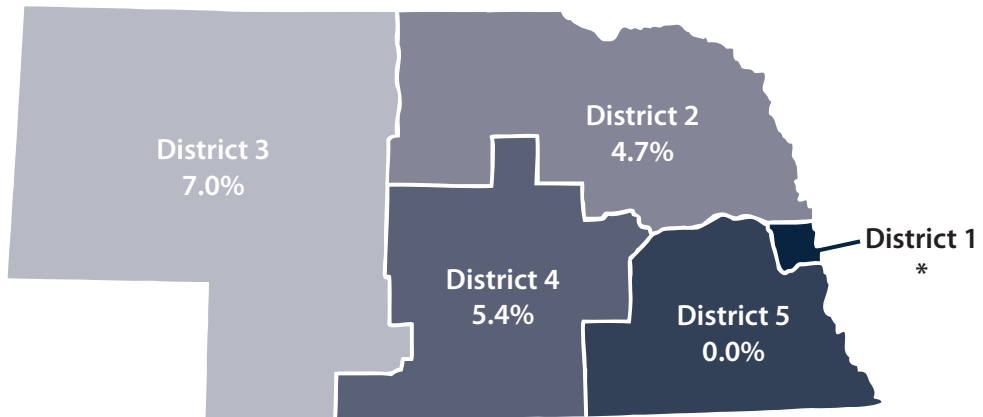


LPN - (I.V. CERTIFIED)

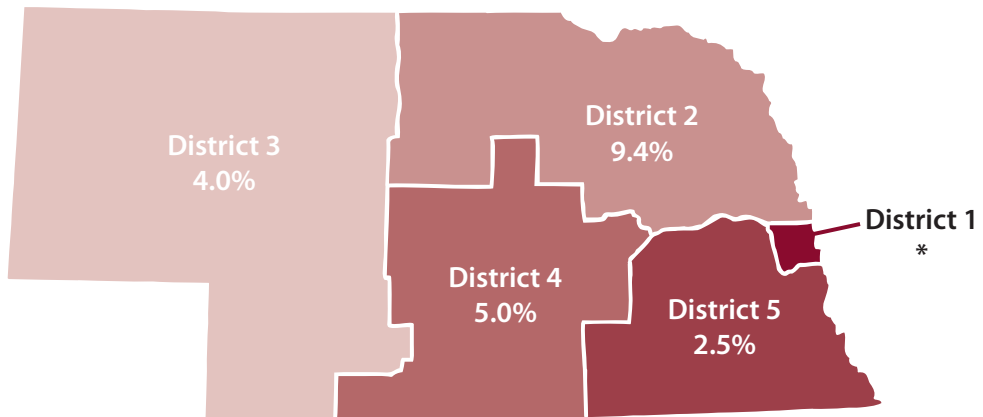
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 12 percent from 2016 to 2026.

ALL HOSPITALS

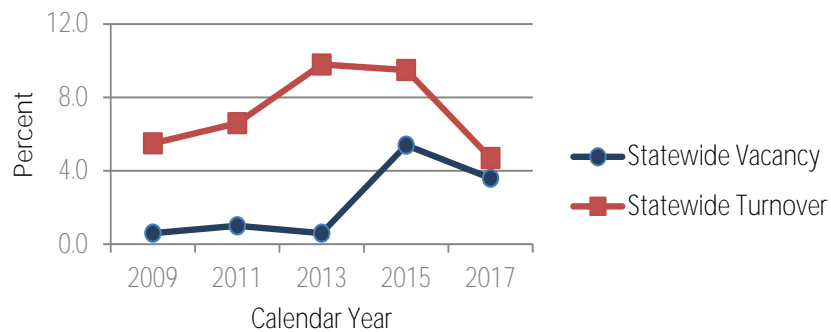
VACANCY RATE Statewide 3.6%



TURNOVER RATE Statewide 4.7%



LPN - (I.V. CERTIFIED)

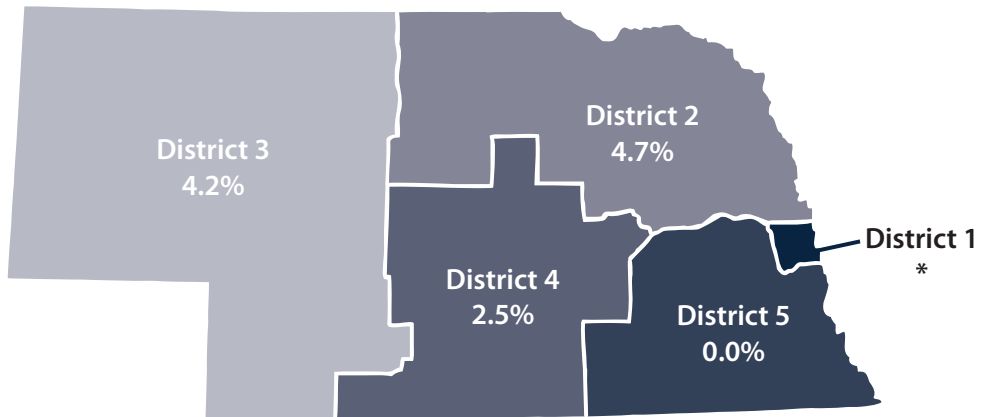


LPN - (I.V. CERTIFIED)

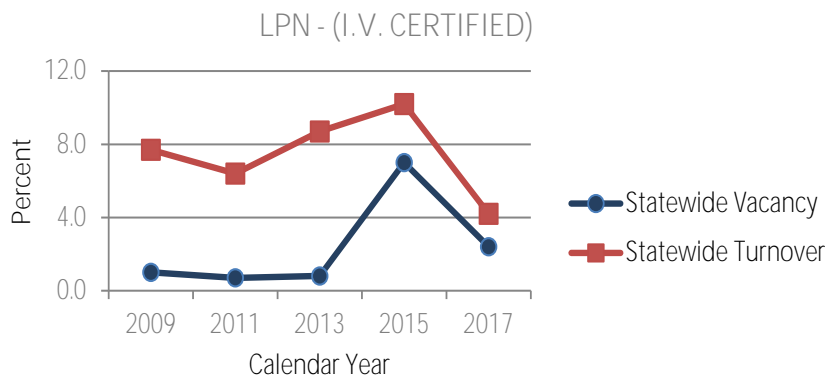
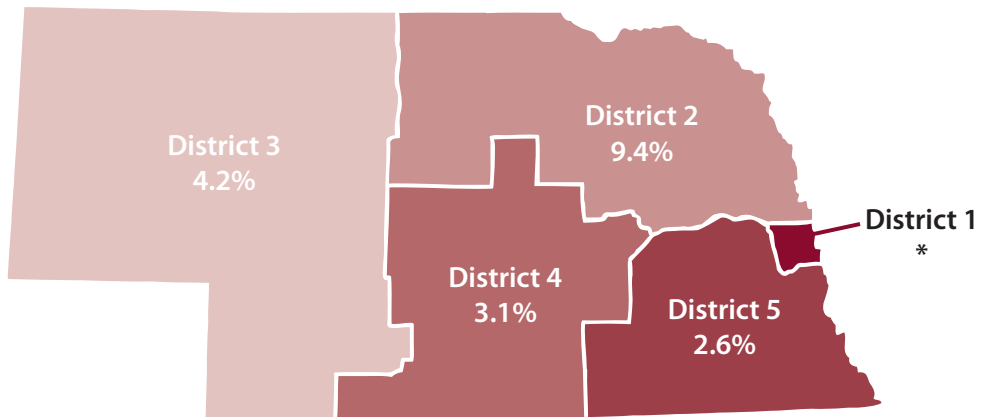
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 12 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE Statewide 2.4%



TURNOVER RATE Statewide 4.2%

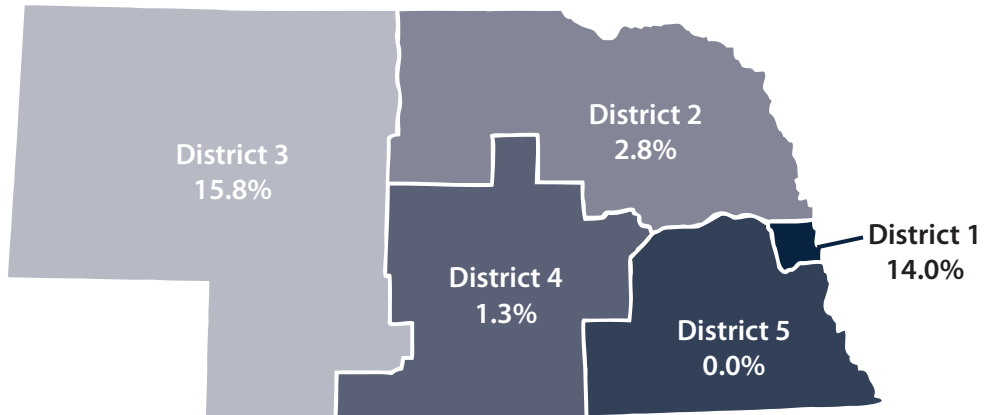


LPN - (NON-I.V. CERTIFIED)

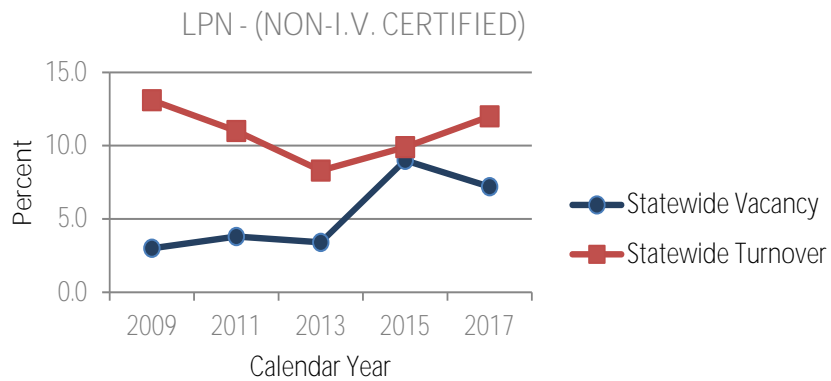
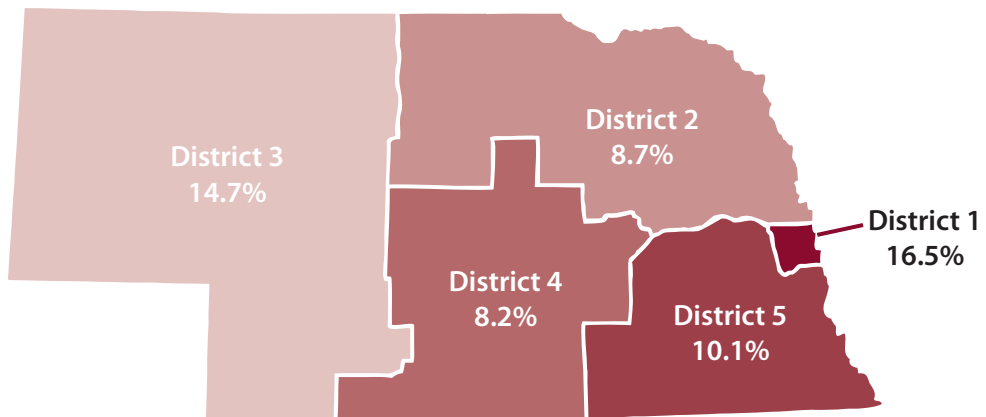
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 12 percent from 2016 to 2026.

ALL HOSPITALS

VACANCY RATE
Statewide 7.2%



TURNOVER RATE
Statewide 12.0%

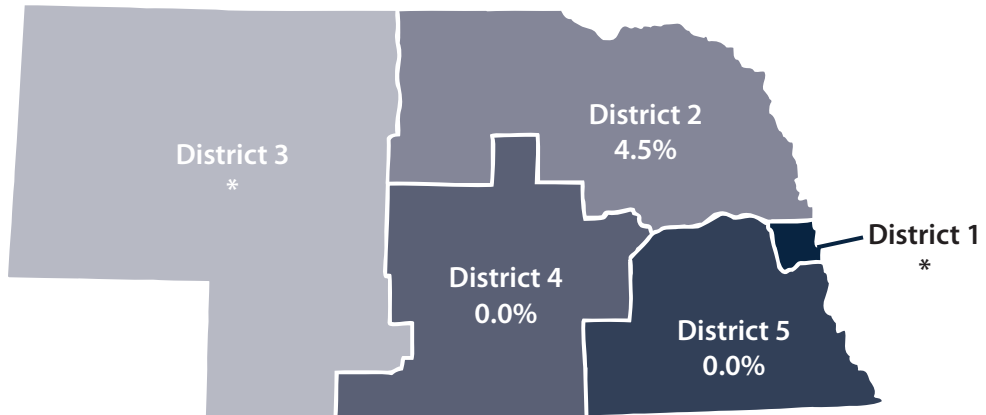


LPN - (NON-I.V. CERTIFIED)

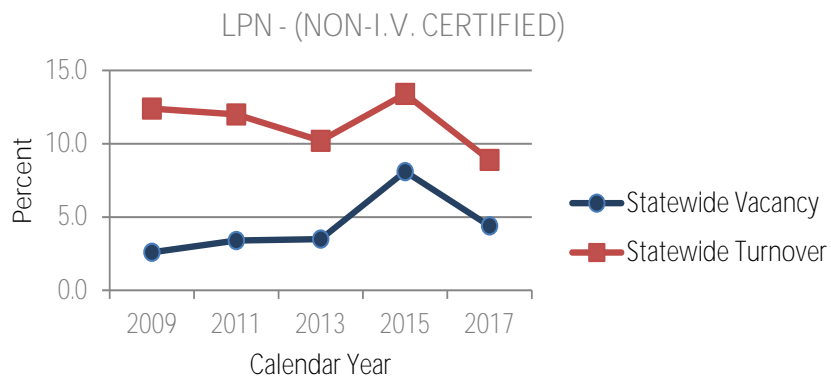
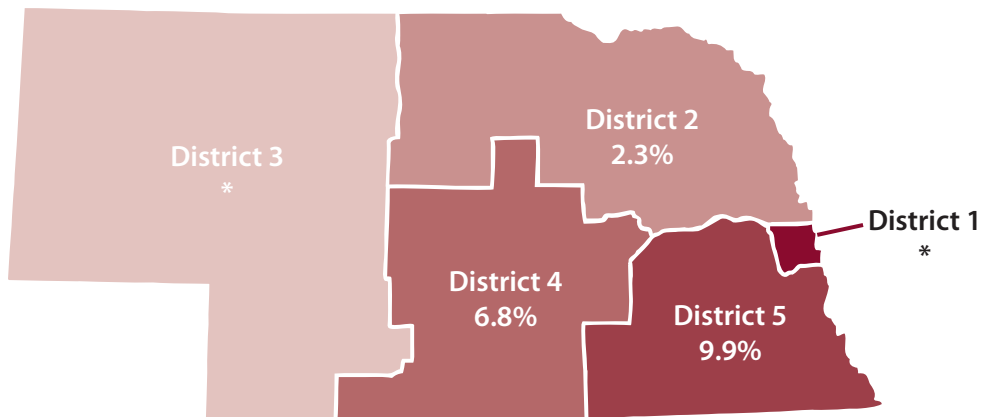
The Bureau of Labor Statistics predicts national employment of LPNs will increase by 12 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 4.4%



TURNOVER RATE
Statewide 8.9%

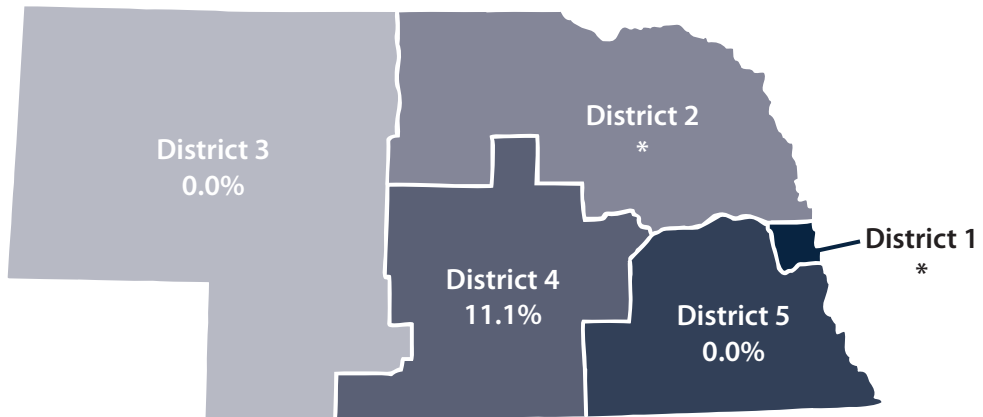


NURSE ANESTHETIST - CERTIFIED REGISTERED (CRNA)

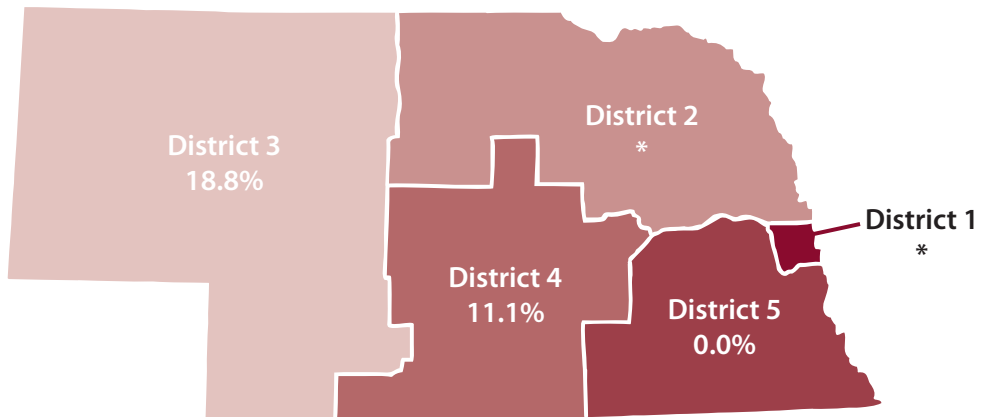
The Bureau of Labor Statistics predicts national employment of CRNAs will increase by 16 percent from 2016 to 2026.

ALL HOSPITALS

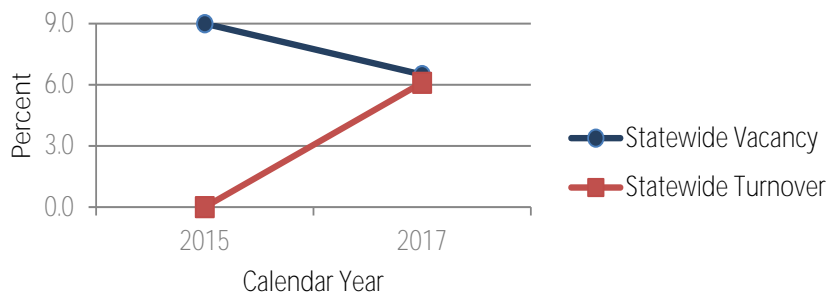
VACANCY RATE Statewide 6.5%



TURNOVER RATE Statewide 6.1%



NURSE ANESTHETIST - CERTIFIED REGISTERED (CRNA)

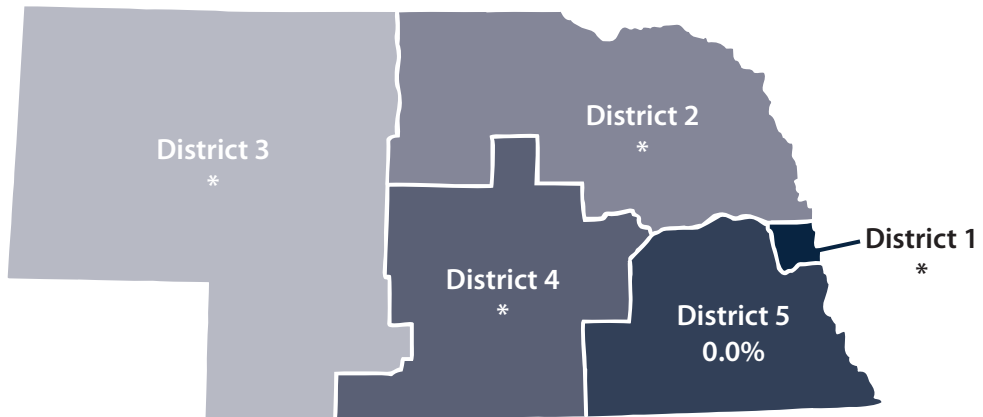


NURSE ANESTHETIST - CERTIFIED REGISTERED (CRNA)

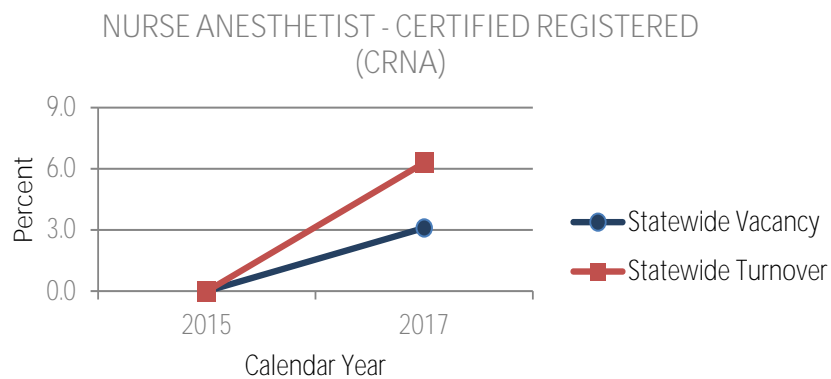
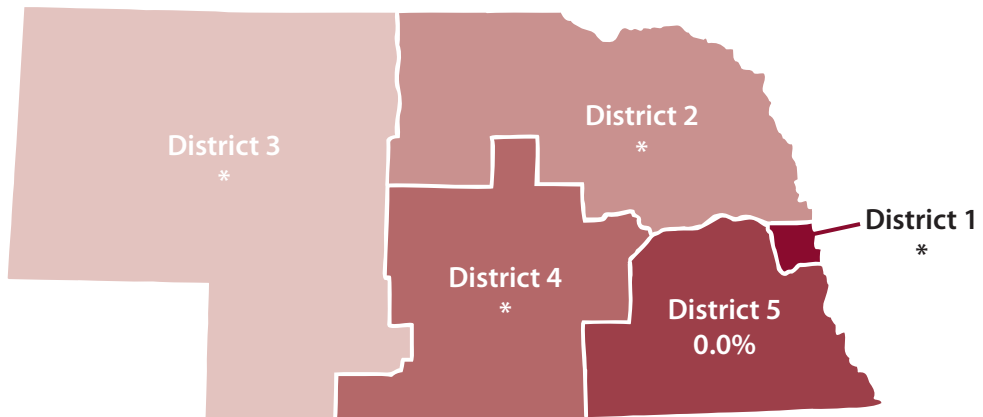
The Bureau of Labor Statistics predicts national employment of CRNAs will increase by 16 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 3.1%



TURNOVER RATE
Statewide 6.3%

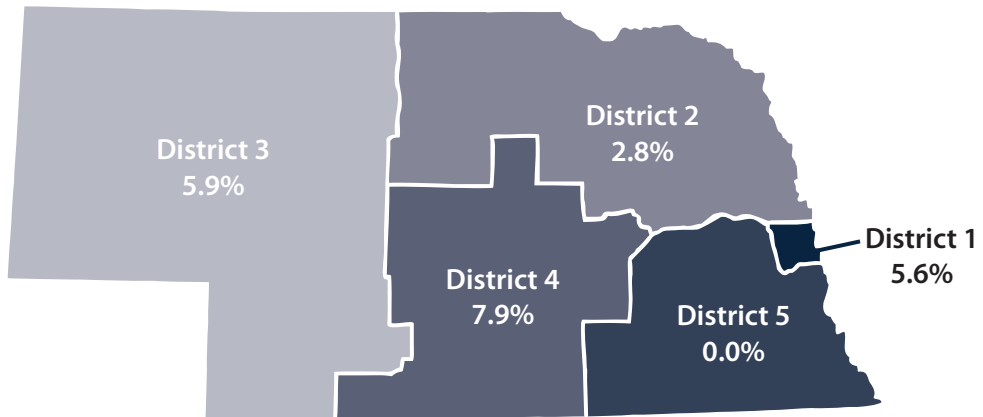


NURSE PRACTITIONER (RN)

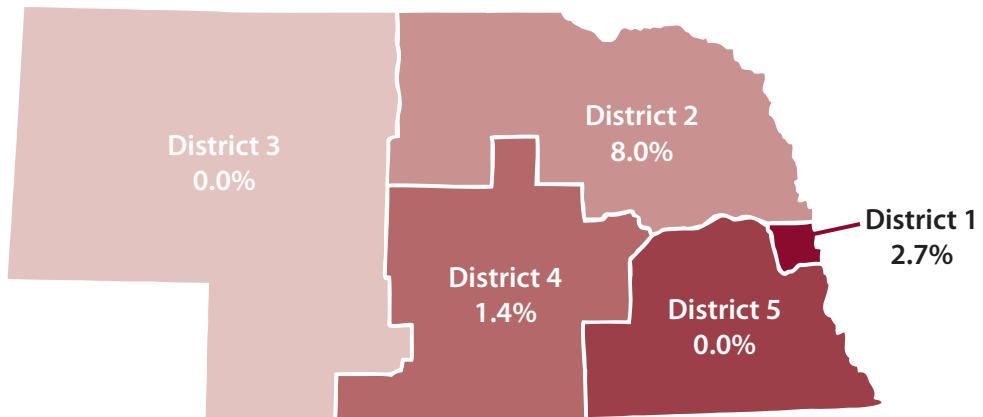
The Bureau of Labor Statistics predicts national employment of nurse practitioners (RN) will increase by 36 percent from 2016 to 2026.

ALL HOSPITALS

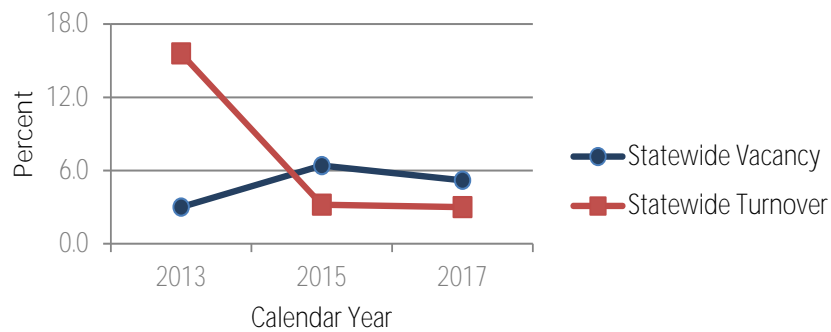
VACANCY RATE Statewide 5.2%



TURNOVER RATE Statewide 3.0%



NURSE PRACTITIONER (RN)

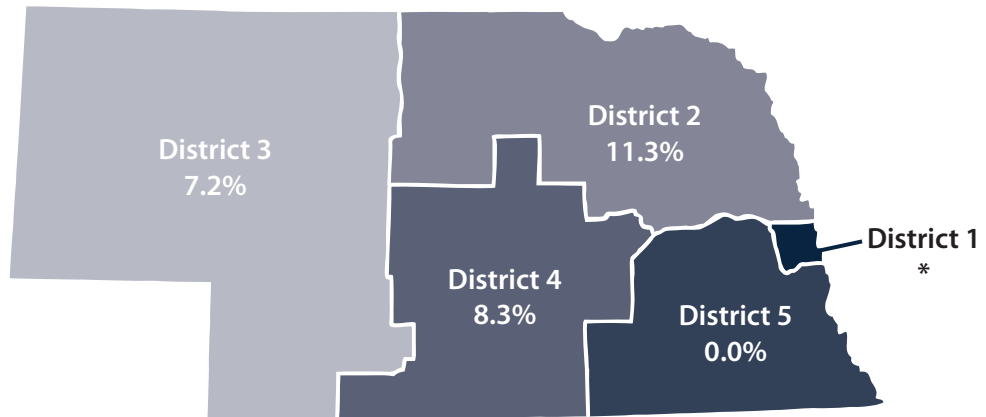


NURSE PRACTITIONER (RN)

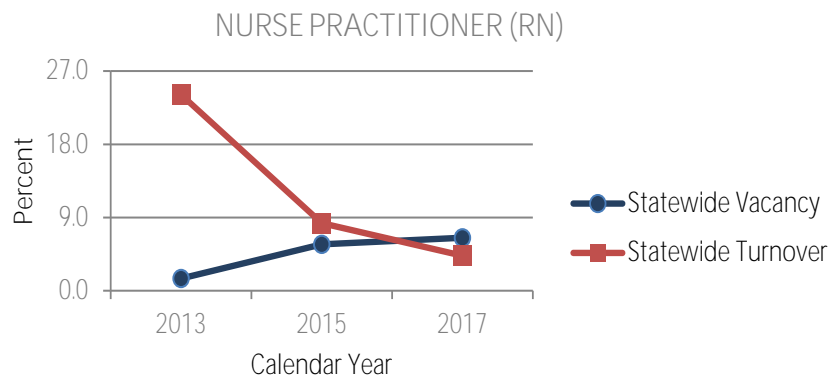
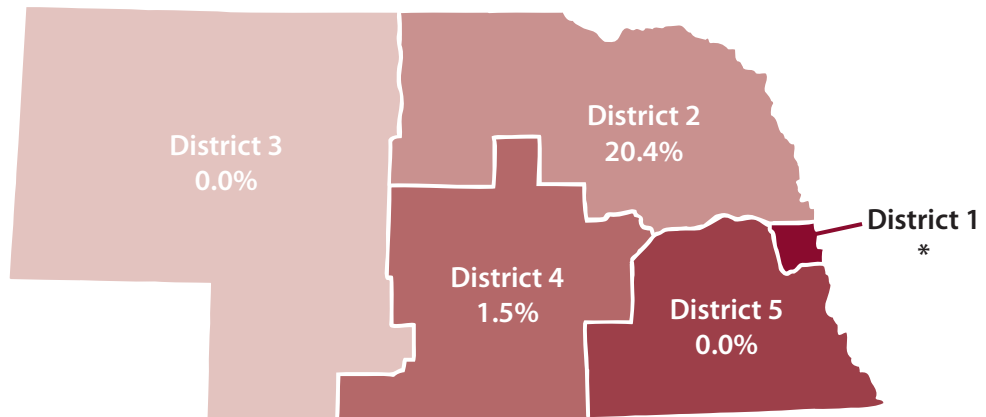
The Bureau of Labor Statistics predicts national employment of nurse practitioners (RN) will increase by 36 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 6.5%



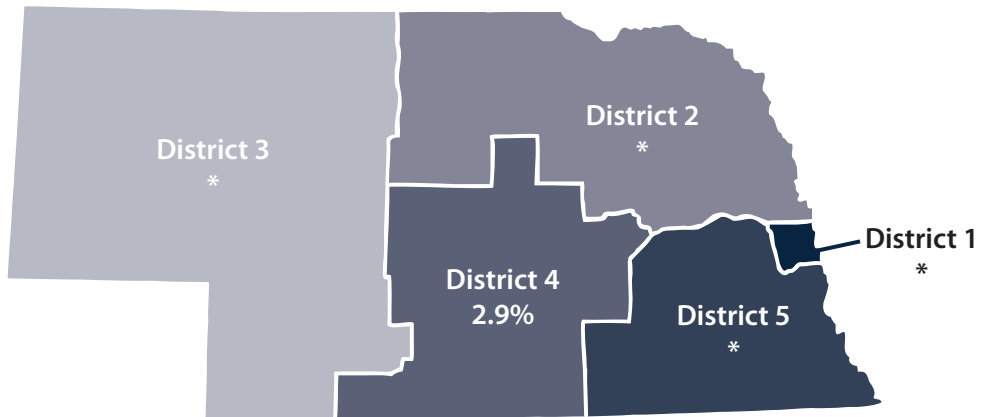
TURNOVER RATE
Statewide 4.3%



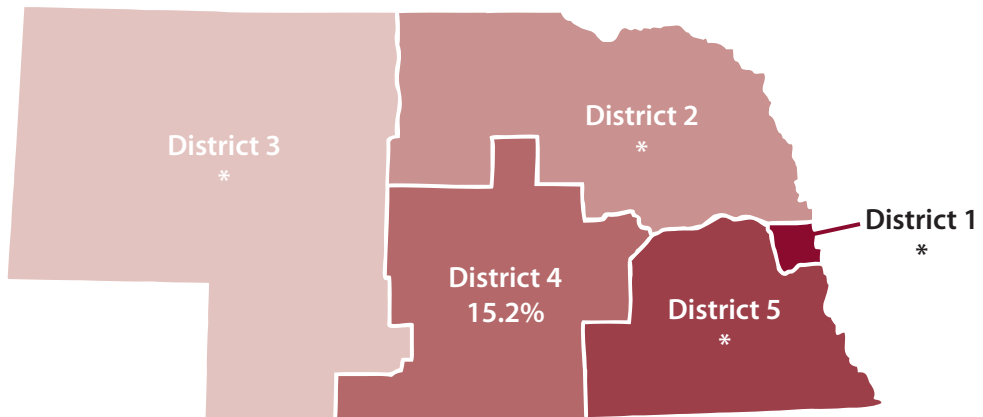
NURSE SPECIALIST - CLINICAL (RN)

ALL HOSPITALS

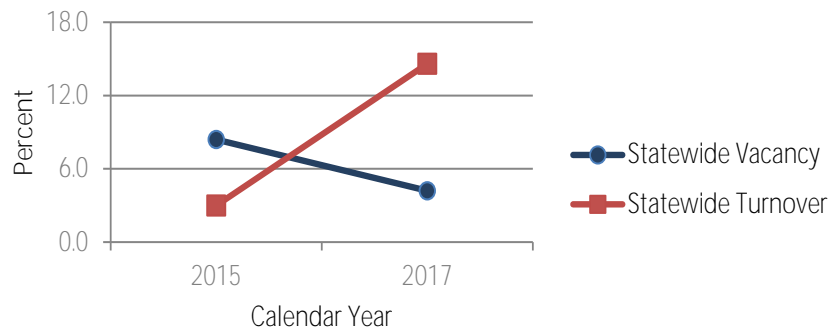
VACANCY RATE
Statewide 4.2%



TURNOVER RATE
Statewide 14.6%



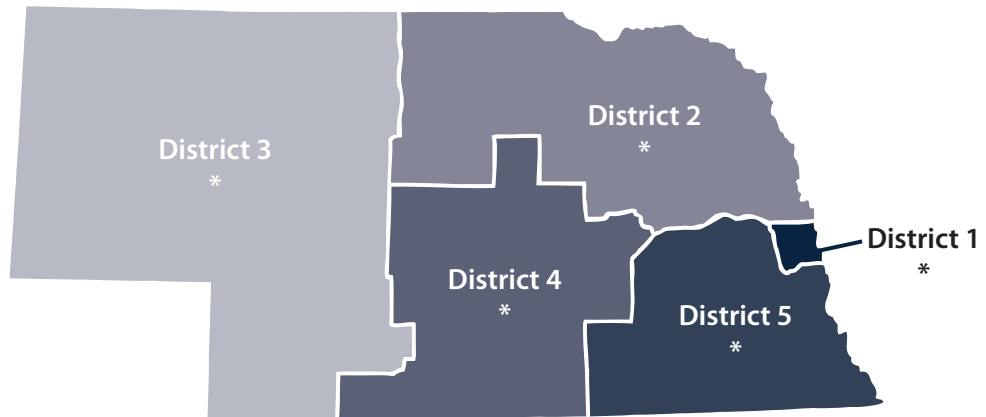
NURSE SPECIALIST - CLINICAL (RN)



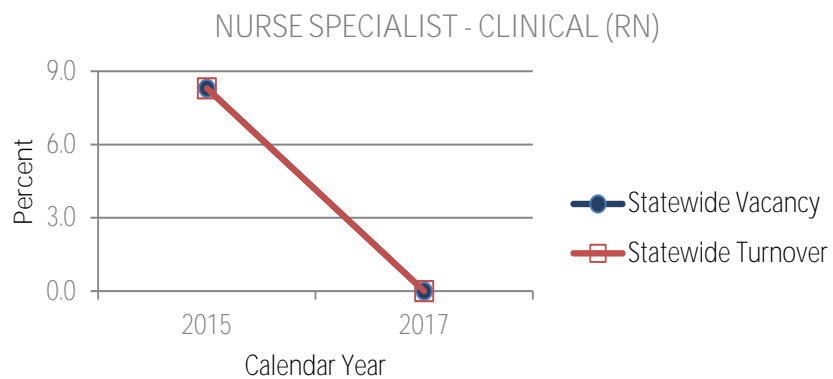
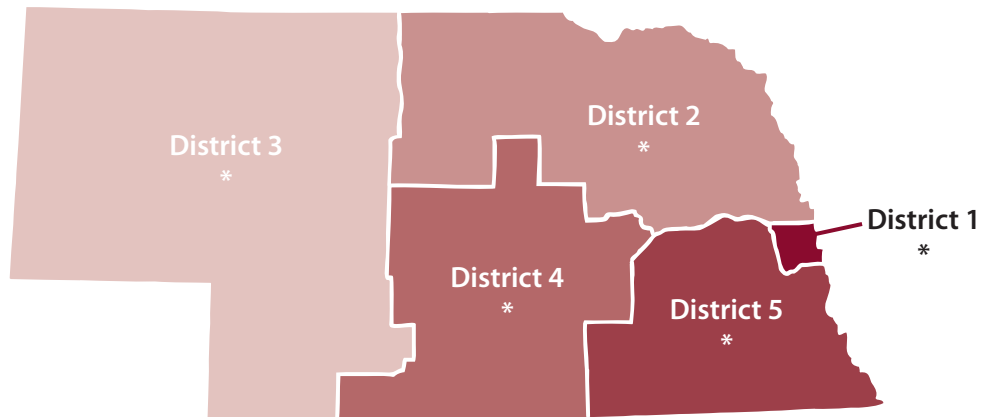
NURSE SPECIALIST - CLINICAL (RN)

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 0.0%

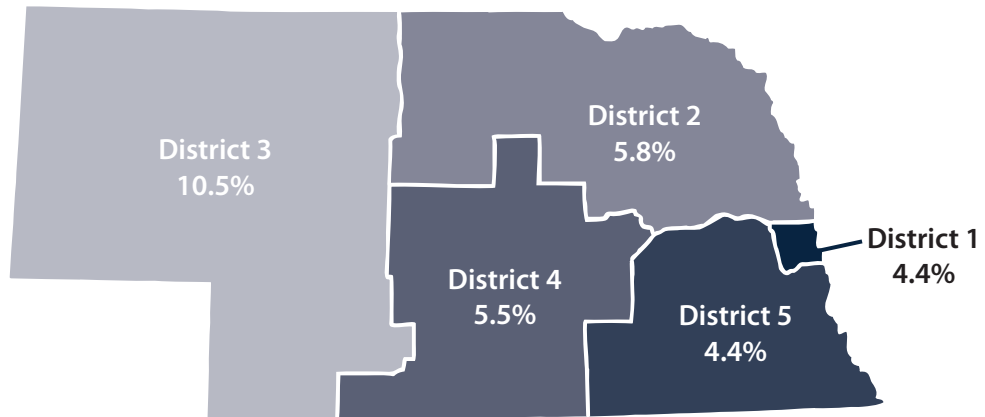


NURSE - STAFF (RN)

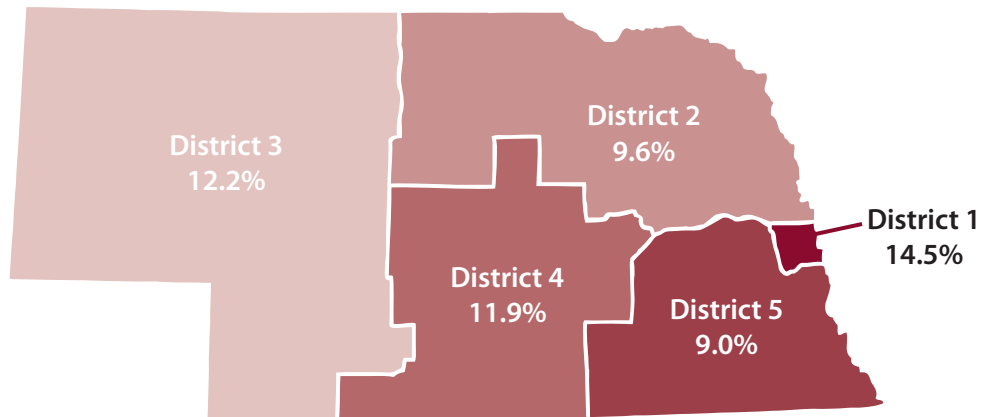
The Bureau of Labor Statistics predicts national employment of RNs will increase by 15 percent from 2016 to 2026.

ALL HOSPITALS

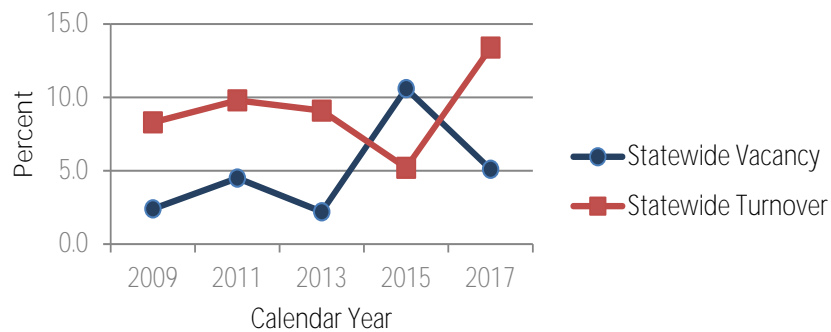
VACANCY RATE Statewide 5.1%



TURNOVER RATE Statewide 13.4%



NURSE - STAFF (RN)

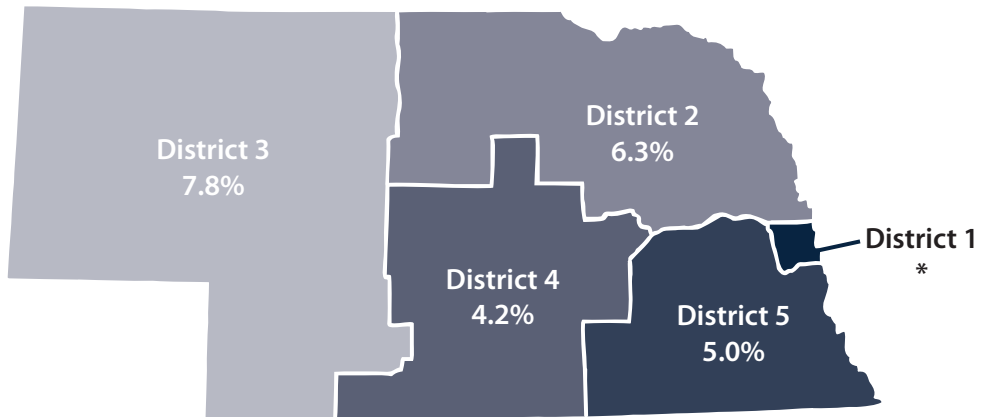


NURSE - STAFF (RN)

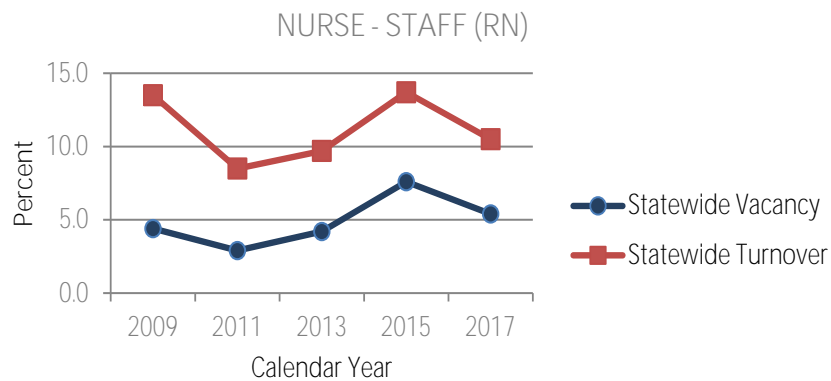
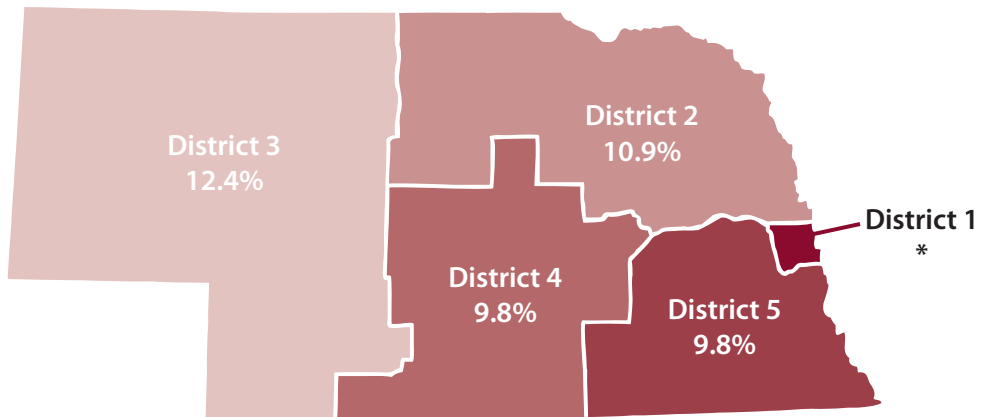
The Bureau of Labor Statistics predicts national employment of RNs will increase by 15 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 5.4%



TURNOVER RATE
Statewide 10.5%



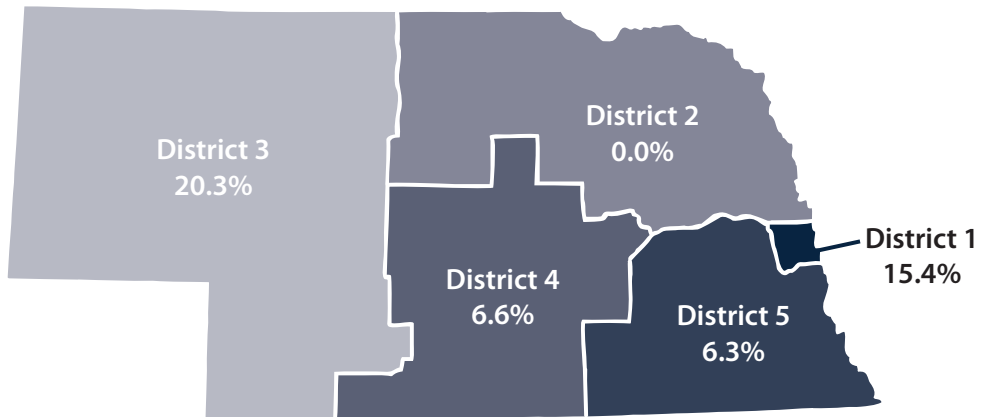
PHYSICIAN ASSISTANT

The Bureau of Labor Statistics predicts national employment of physician assistants will increase by 37 percent from 2016 to 2026.

ALL HOSPITALS

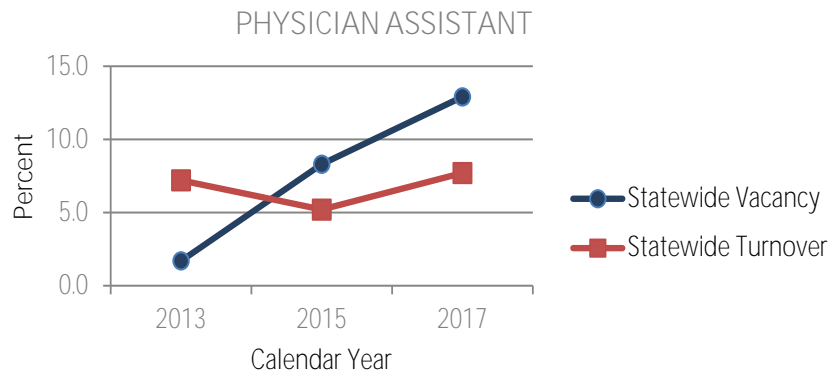
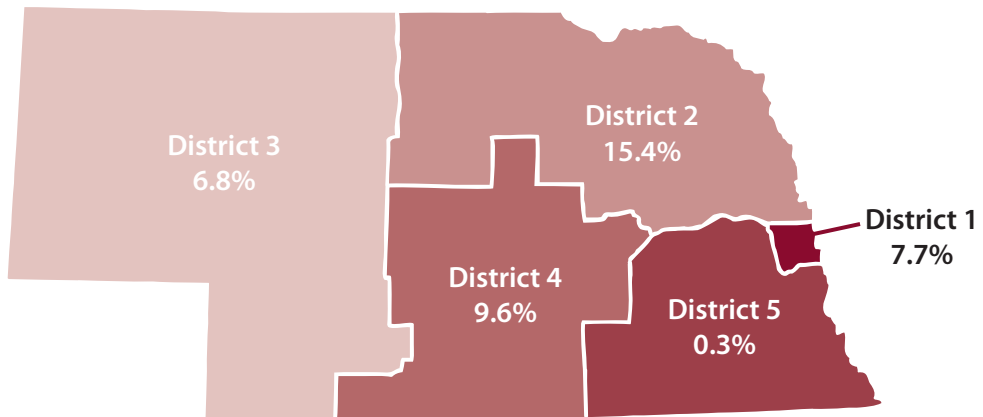
VACANCY RATE

Statewide 12.9%



TURNOVER RATE

Statewide 7.7%

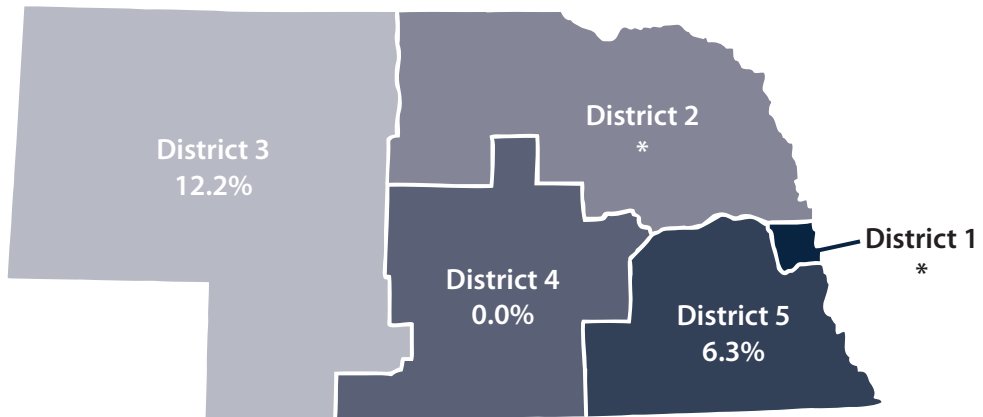


PHYSICIAN ASSISTANT

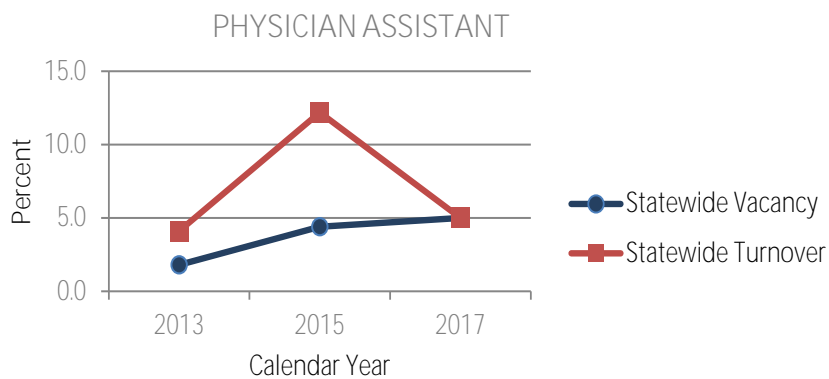
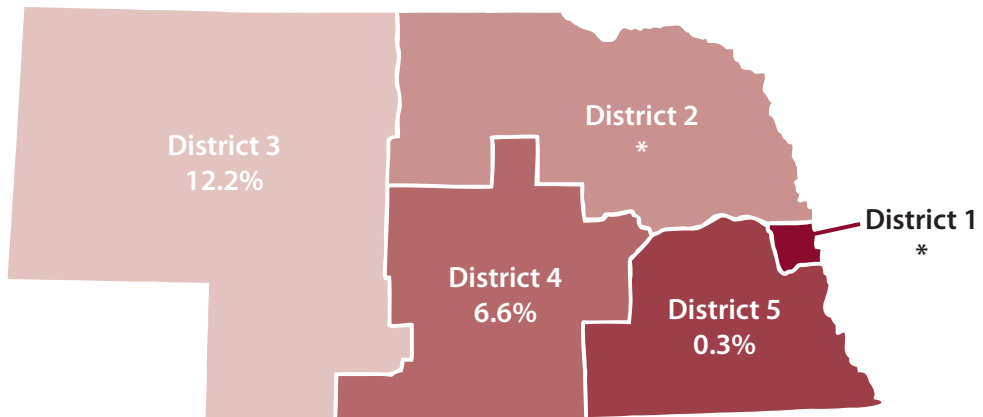
The Bureau of Labor Statistics predicts national employment of physician assistants will increase by 37 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 5.0%



TURNOVER RATE
Statewide 5.0%

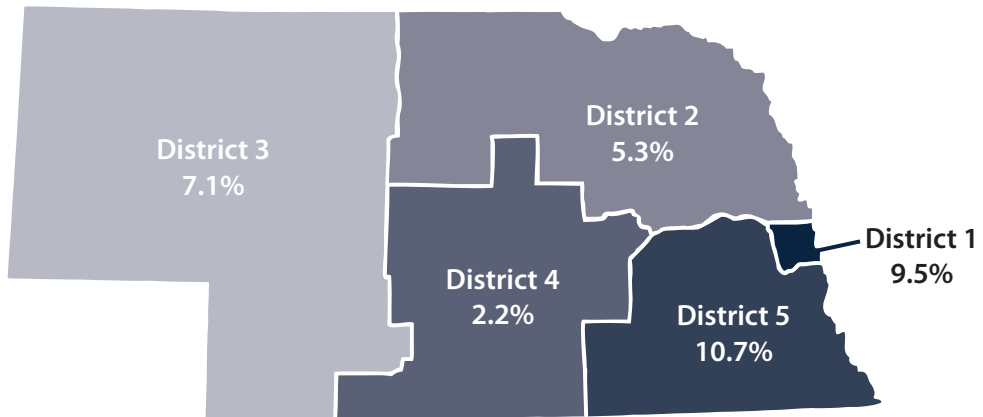


UNLICENSED ASSISTIVE PERSONNEL (NURSE ASSISTANT & PATIENT CARE TECH)

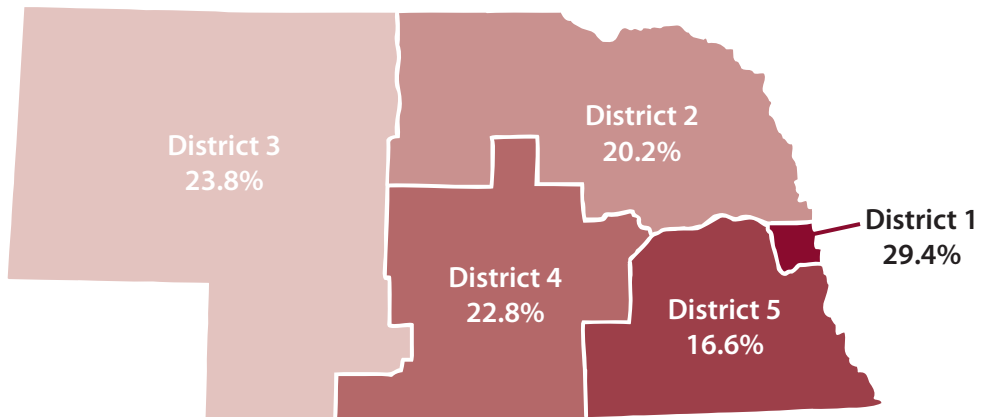
The Bureau of Labor Statistics predicts national employment of CNAs will increase by 12 percent and employment of personal care aides will increase by 39 percent from 2016 to 2026.

ALL HOSPITALS

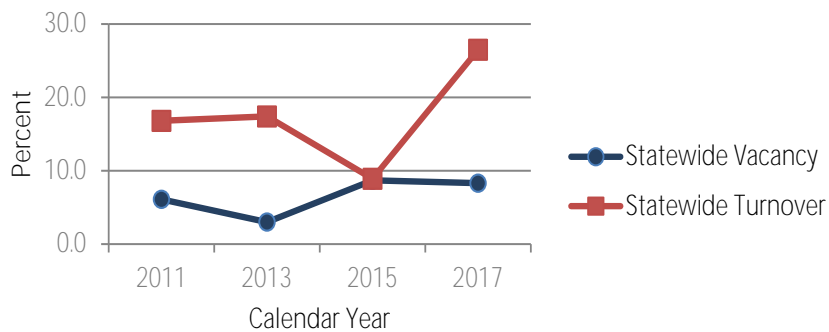
VACANCY RATE Statewide 8.3%



TURNOVER RATE Statewide 26.5%



UNLICENSED ASSISTIVE PERSONNEL

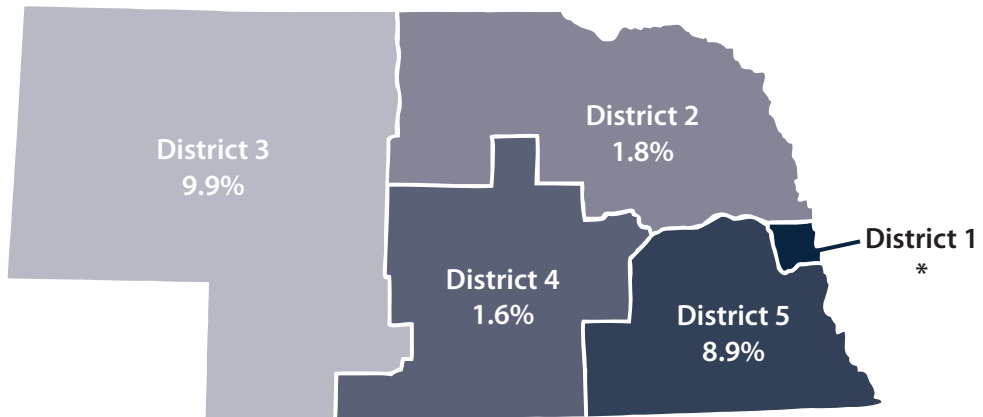


UNLICENSED ASSISTIVE PERSONNEL (NURSE ASSISTANT & PATIENT CARE TECH)

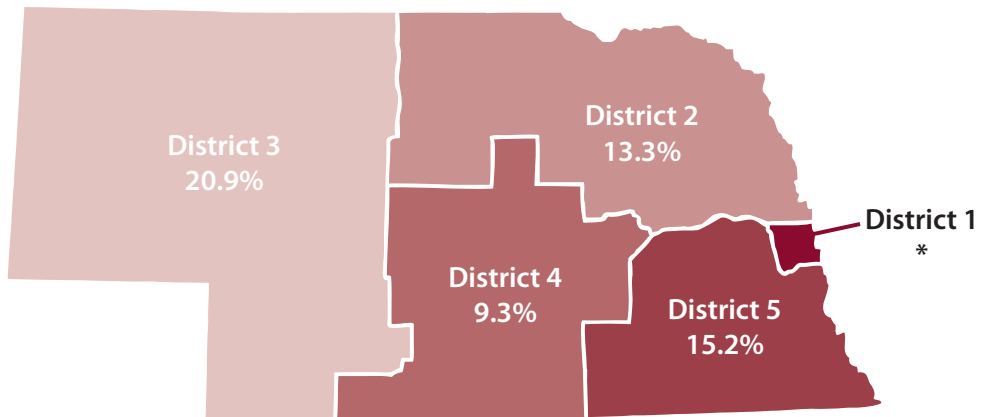
The Bureau of Labor Statistics predicts national employment of CNAs will increase by 12 percent and employment of personal care aides will increase by 39 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

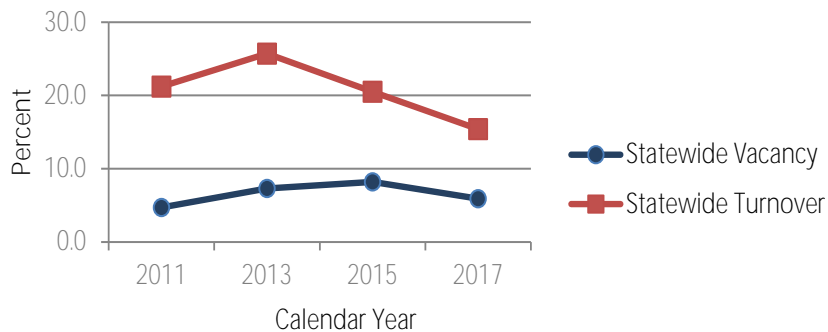
VACANCY RATE
Statewide 5.9%



TURNOVER RATE
Statewide 15.4%



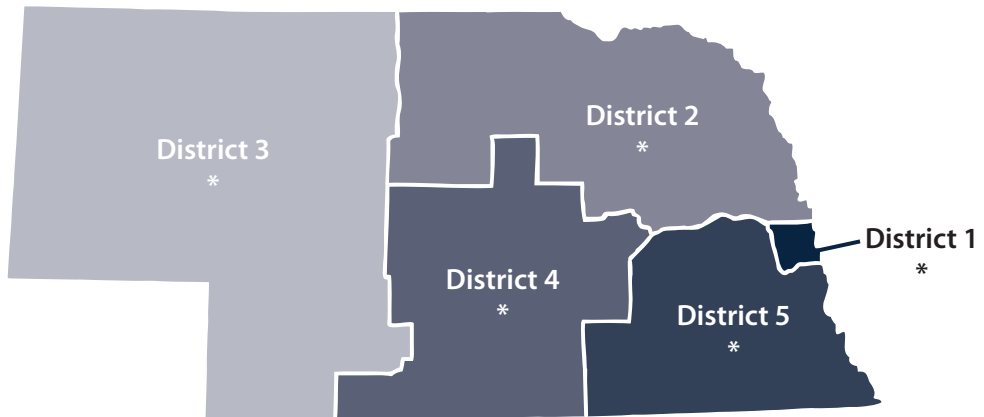
UNLICENSED ASSISTIVE PERSONNEL



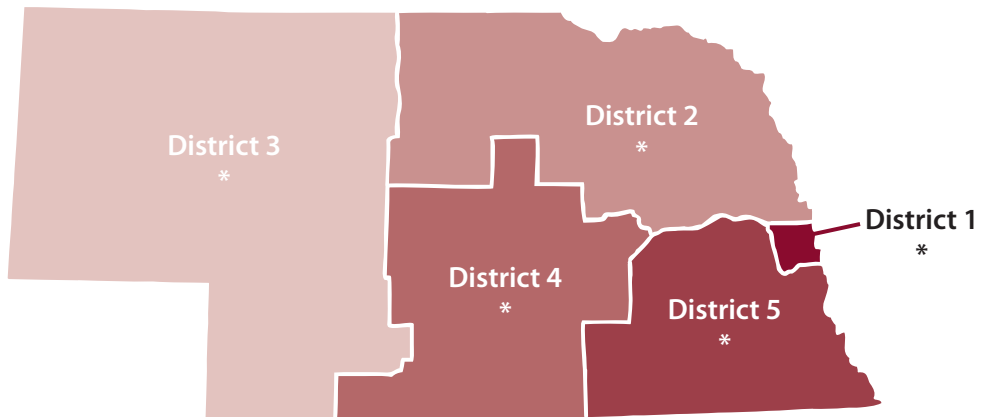
ACTIVITIES THERAPIST

ALL HOSPITALS

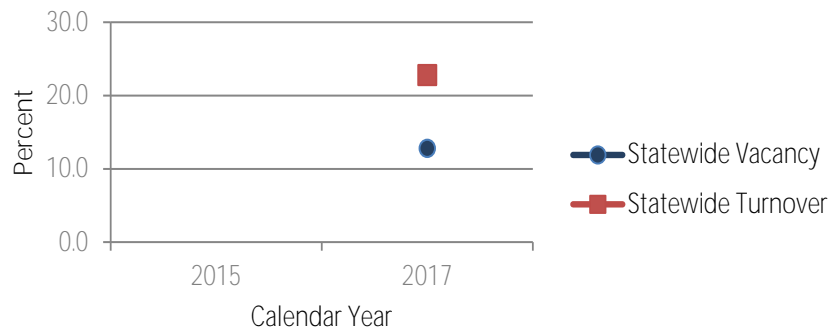
VACANCY RATE
Statewide 12.8%



TURNOVER RATE
Statewide 22.8%



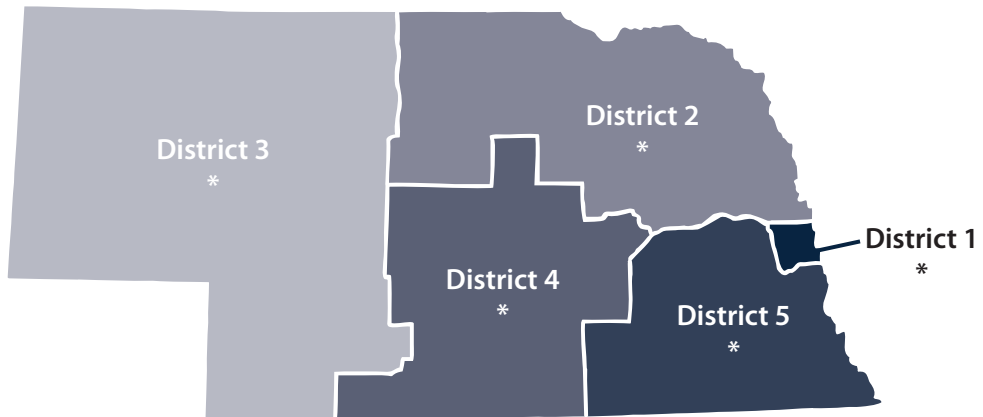
ACTIVITIES THERAPIST



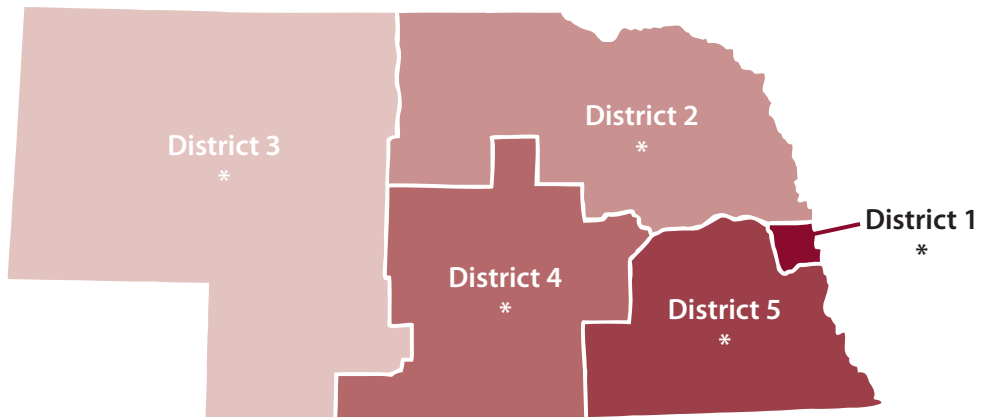
ACTIVITIES THERAPIST

CRITICAL ACCESS HOSPITALS ONLY

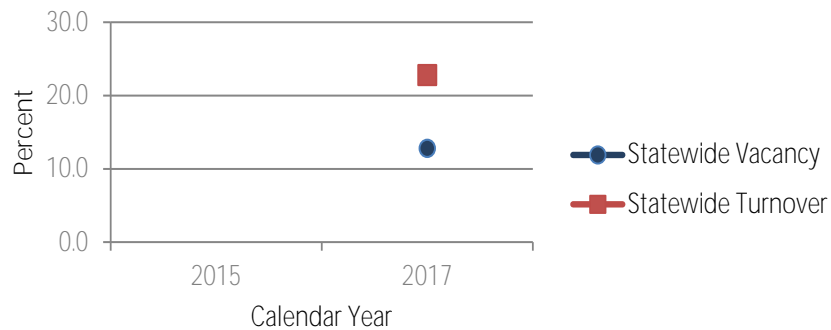
VACANCY RATE
Statewide 12.8%



TURNOVER RATE
Statewide 22.8%



ACTIVITIES THERAPIST

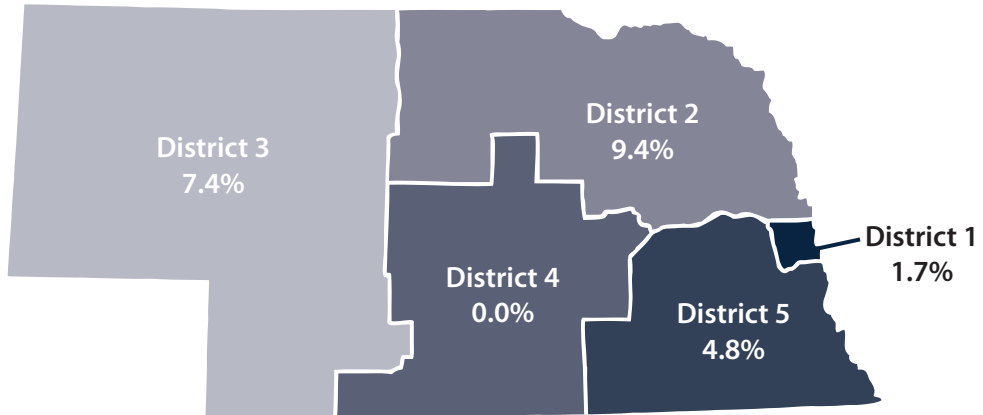


OCCUPATIONAL THERAPIST

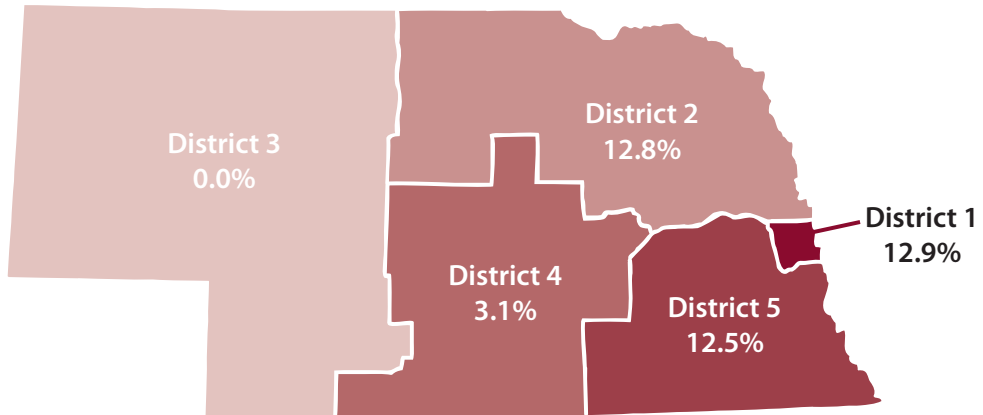
The Bureau of Labor Statistics predicts national employment of OTs will increase by 24 percent from 2016 to 2026.

ALL HOSPITALS

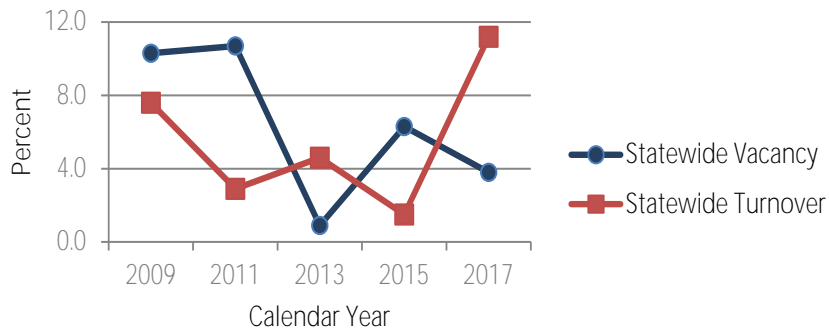
VACANCY RATE Statewide 3.8%



TURNOVER RATE Statewide 11.2%



OCCUPATIONAL THERAPIST

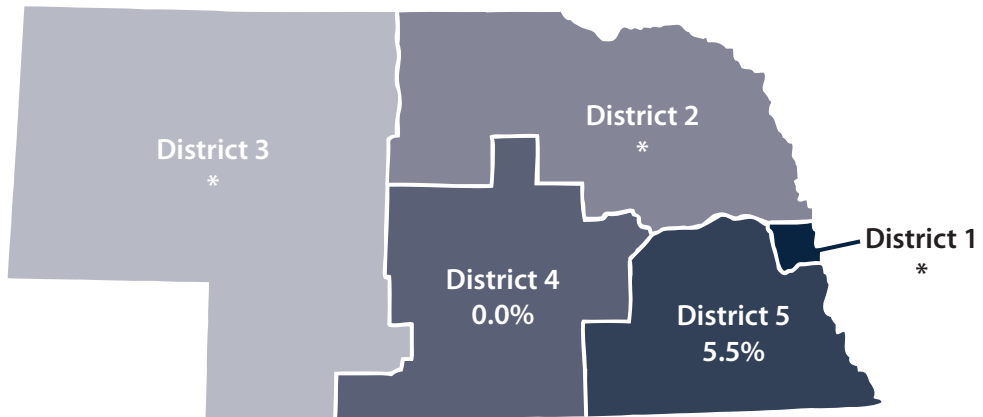


OCCUPATIONAL THERAPIST

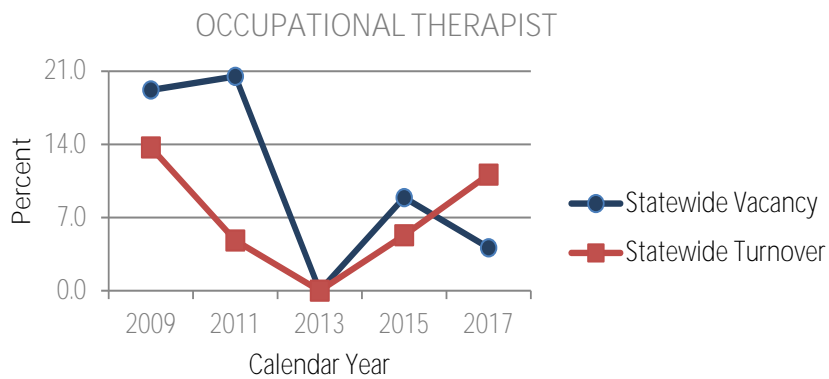
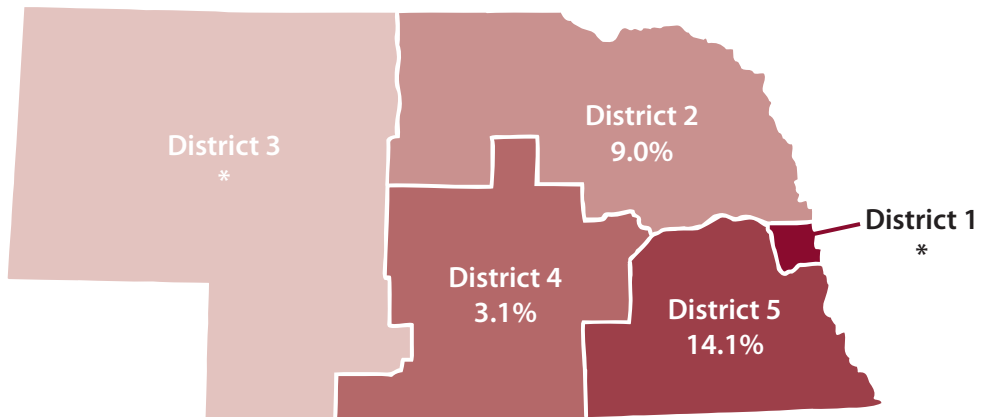
The Bureau of Labor Statistics predicts national employment of OTs will increase by 24 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 4.1%



TURNOVER RATE
Statewide 11.1%

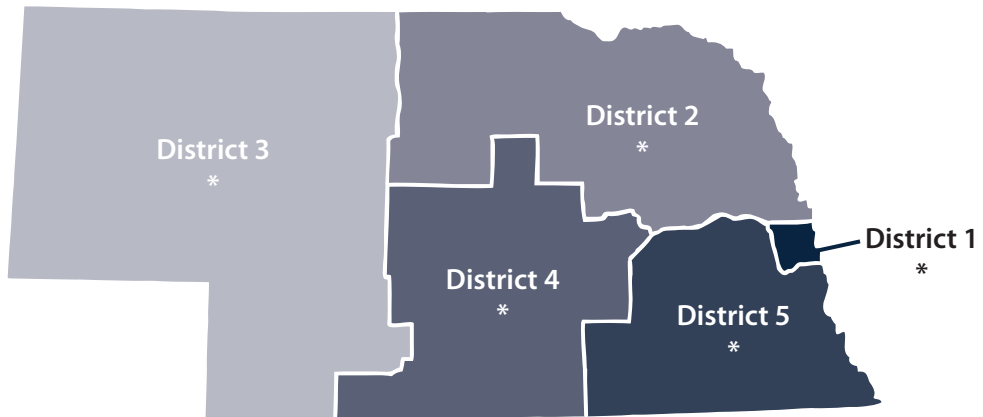


OCCUPATIONAL THERAPY ASSISTANT - CERTIFIED (COTA)

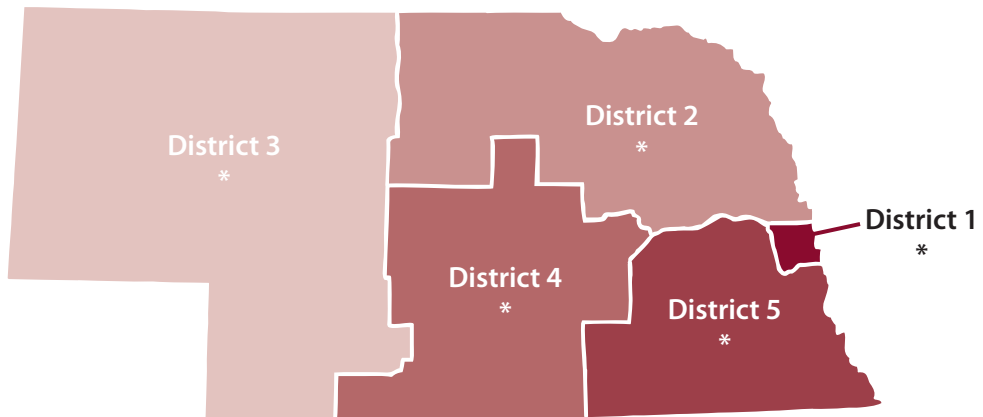
The Bureau of Labor Statistics predicts national employment of COTAs will increase by 29 percent from 2016 to 2026.

ALL HOSPITALS

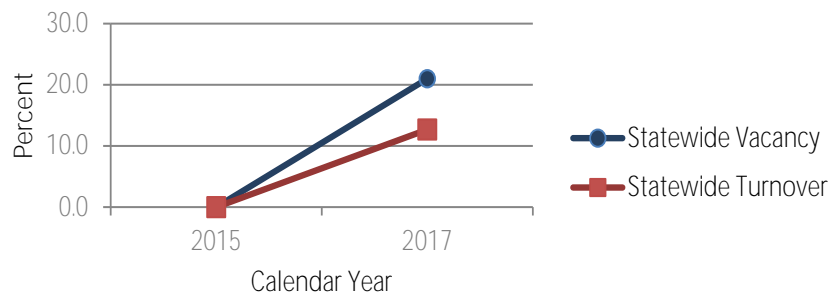
VACANCY RATE
Statewide 21.0%



TURNOVER RATE
Statewide 12.7%



OCCUPATIONAL THERAPY ASSISTANT - CERTIFIED (COTA)

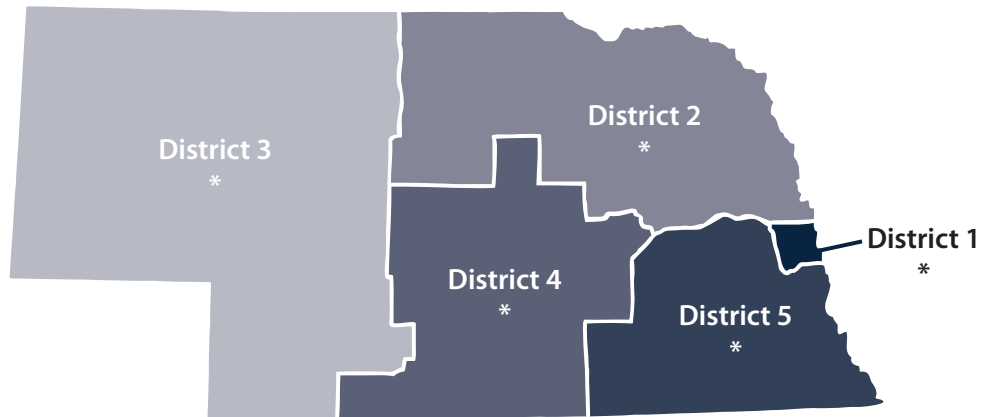


OCCUPATIONAL THERAPY ASSISTANT - CERTIFIED (COTA)

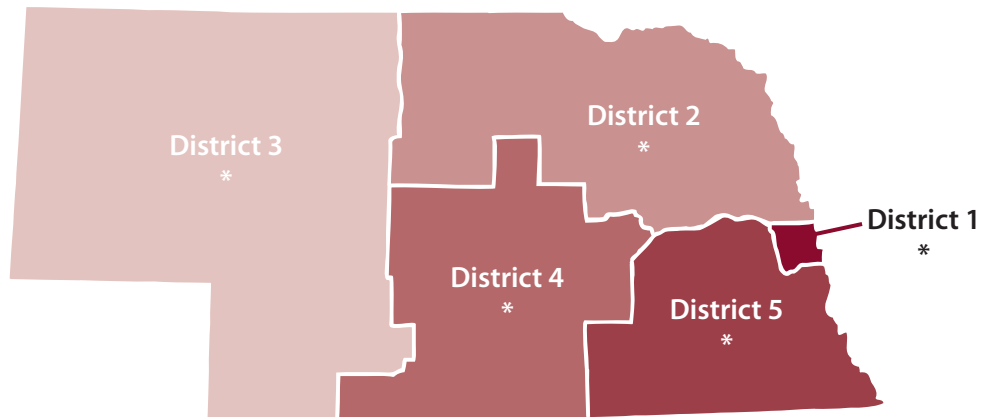
The Bureau of Labor Statistics predicts national employment of COTAs will increase by 29 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

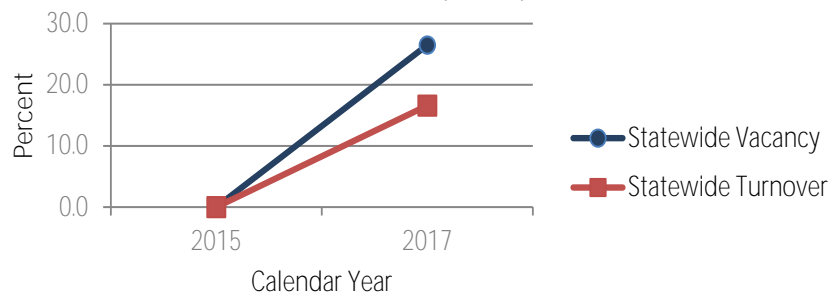
VACANCY RATE
Statewide 26.5%



TURNOVER RATE
Statewide 16.6%



OCCUPATIONAL THERAPY ASSISTANT - CERTIFIED (COTA)

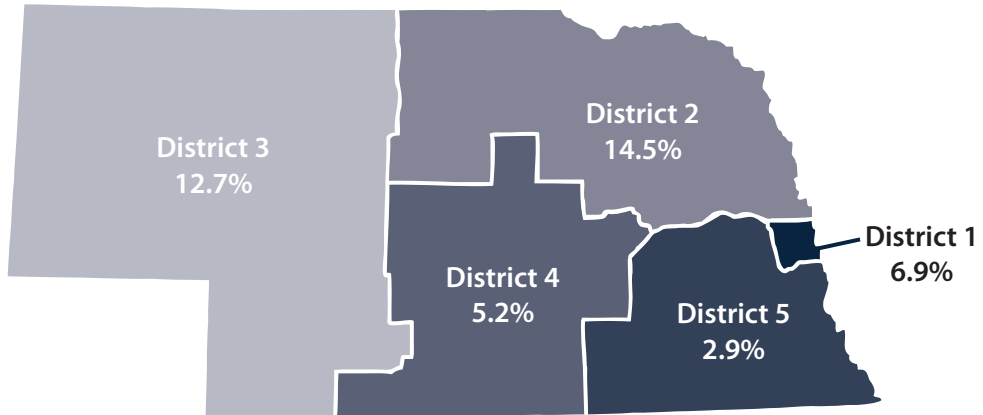


PHYSICAL THERAPIST

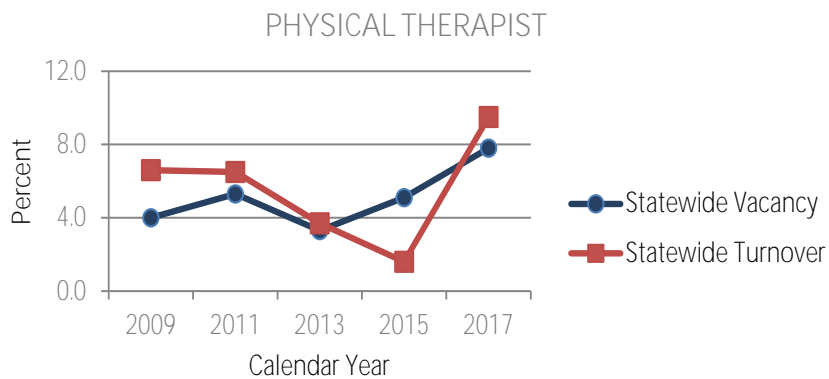
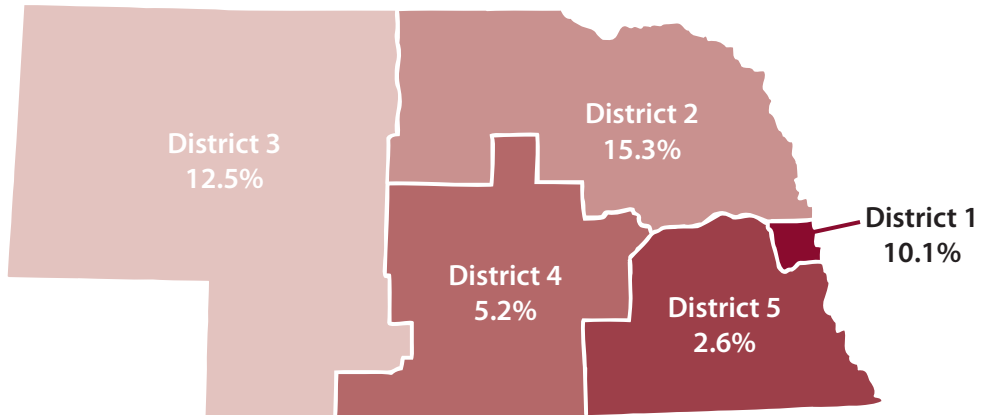
The Bureau of Labor Statistics predicts national employment of PTs will increase by 28 percent from 2016 to 2026.

ALL HOSPITALS

VACANCY RATE Statewide 7.8%



TURNOVER RATE Statewide 9.5%

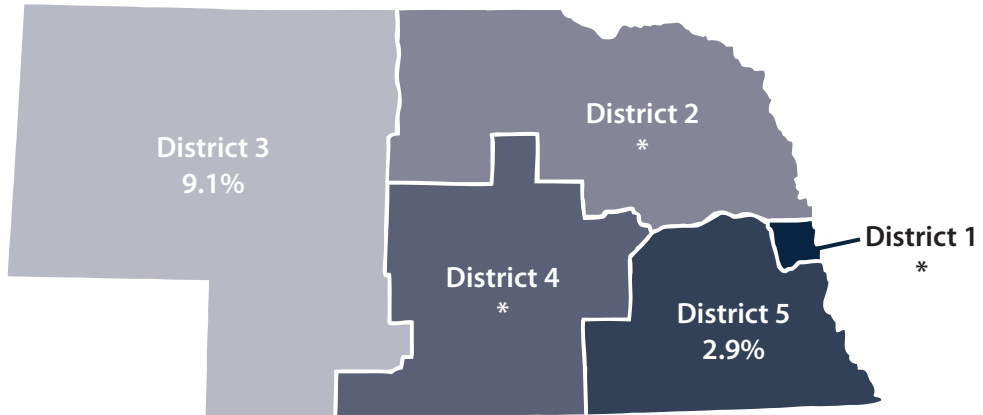


PHYSICAL THERAPIST

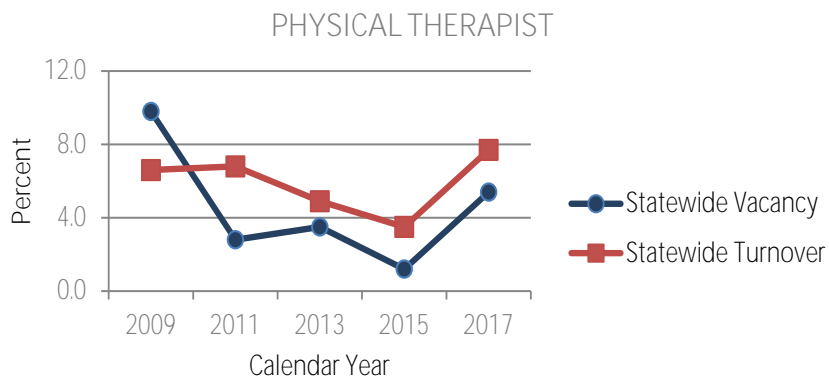
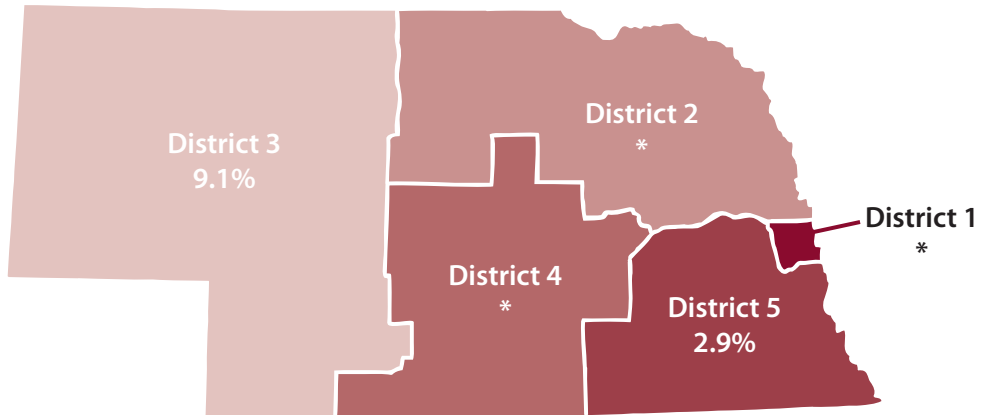
The Bureau of Labor Statistics predicts national employment of PTs will increase by 28 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 5.4%



TURNOVER RATE
Statewide 7.7%

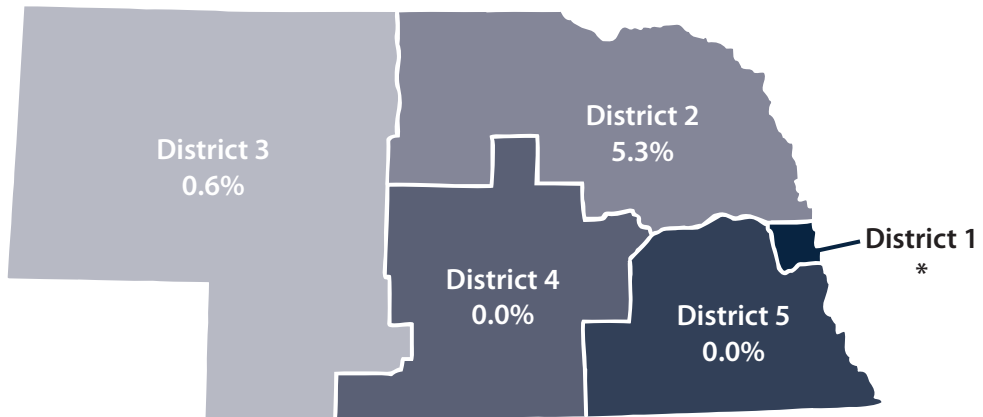


PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

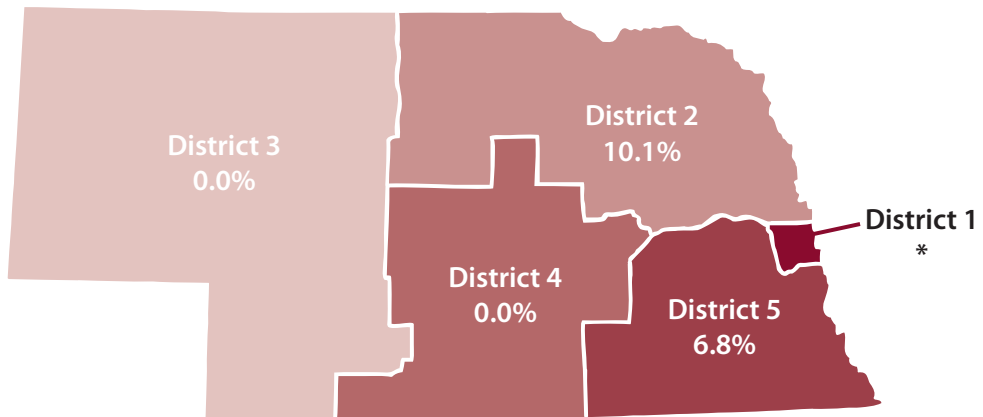
The Bureau of Labor Statistics predicts national employment of PTAs will increase by 31 percent from 2016 to 2026.

ALL HOSPITALS

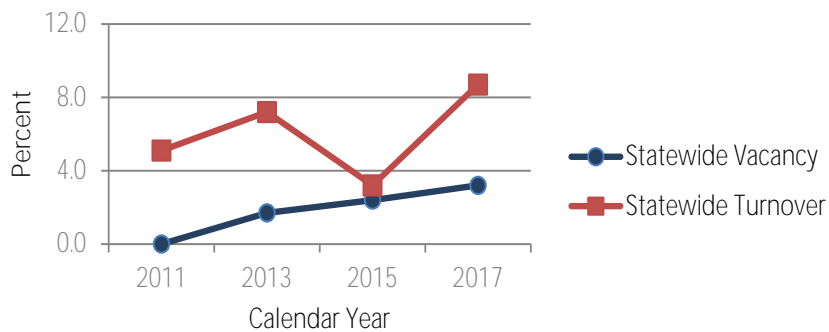
VACANCY RATE Statewide 3.2%



TURNOVER RATE Statewide 8.7%



PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

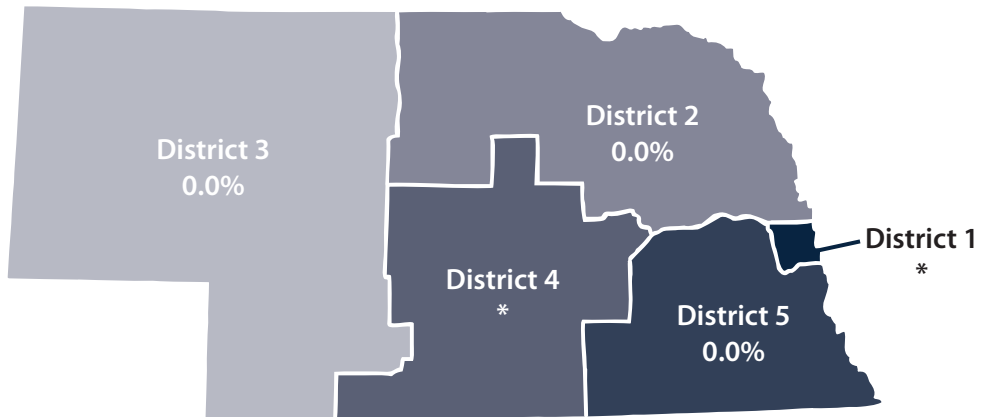


PHYSICAL THERAPY ASSISTANT - CERTIFIED (PTA)

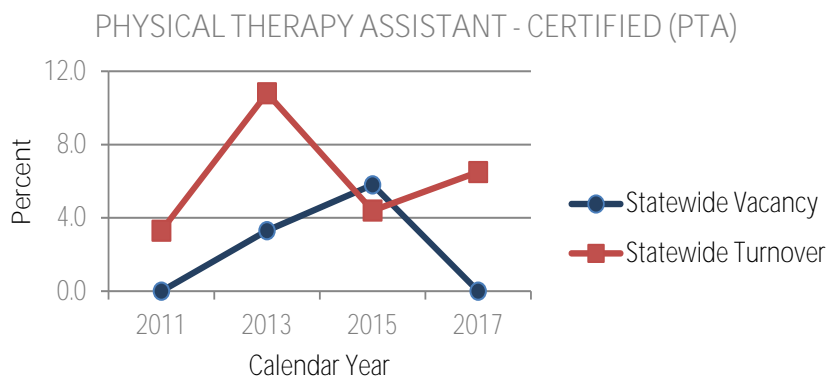
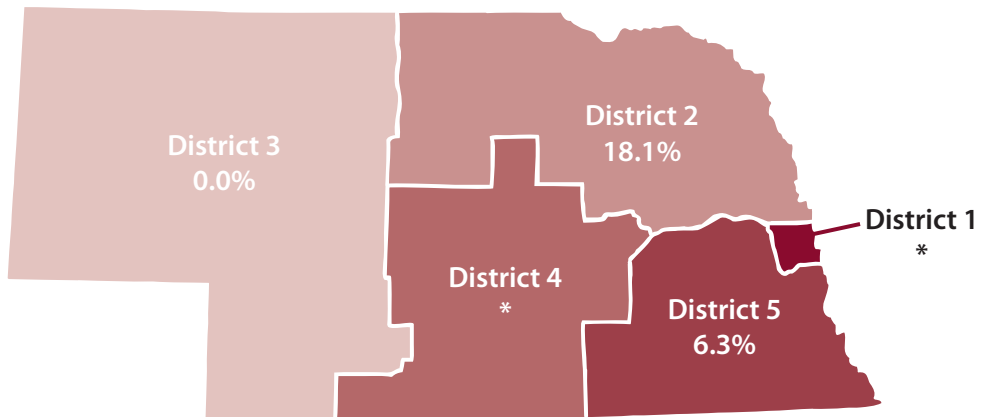
The Bureau of Labor Statistics predicts national employment of PTAs will increase by 31 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 6.5%

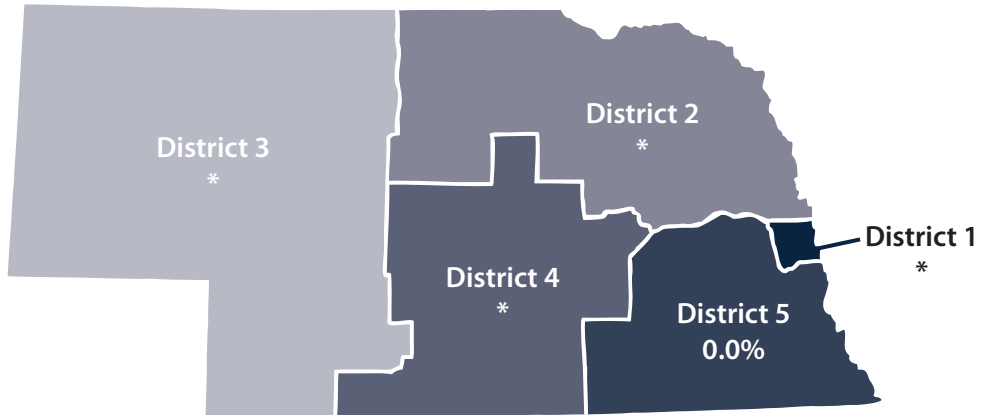


RESPIRATORY THERAPIST - CERTIFIED

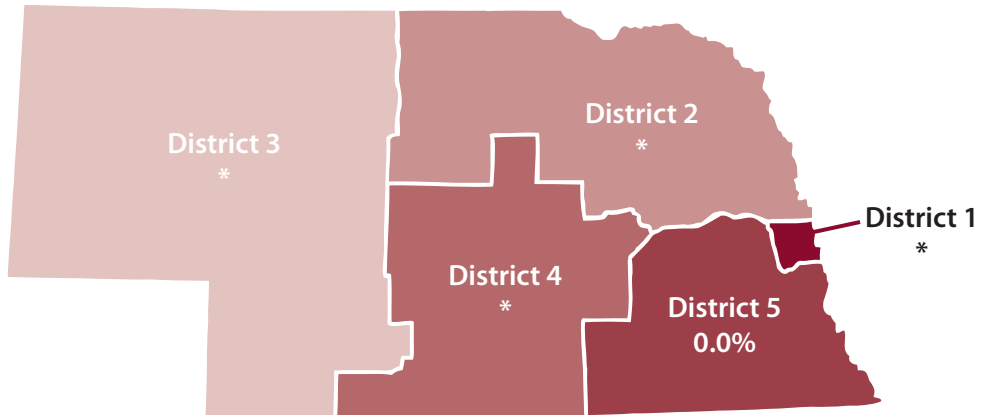
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 23 percent from 2016 to 2026.

ALL HOSPITALS

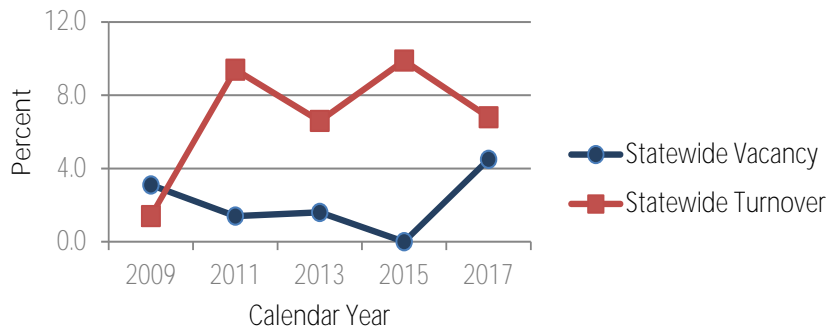
VACANCY RATE
Statewide 4.5%



TURNOVER RATE
Statewide 6.8%



RESPIRATORY THERAPIST - CERTIFIED

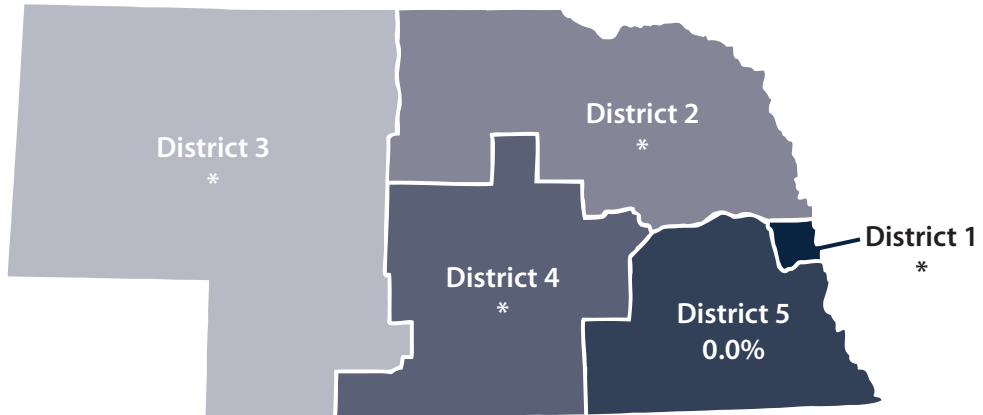


RESPIRATORY THERAPIST - CERTIFIED

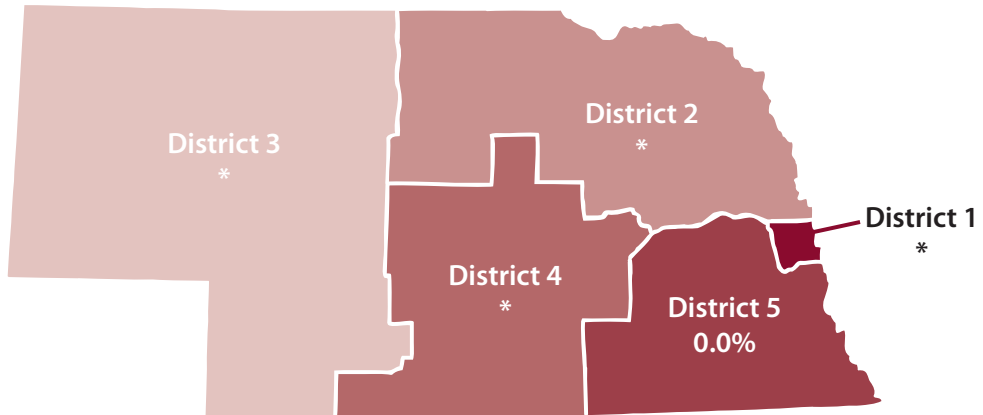
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 23 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

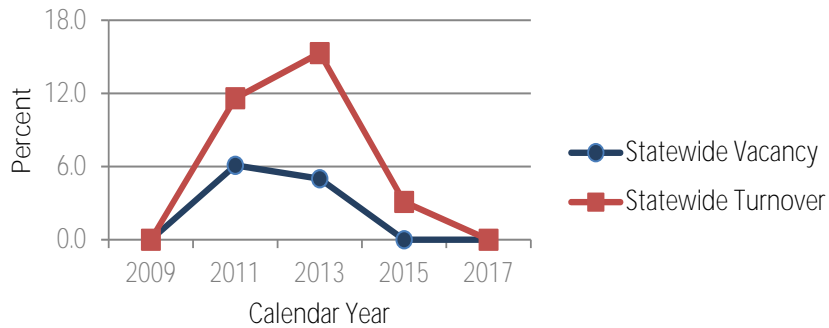
VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 0.0%



RESPIRATORY THERAPIST - CERTIFIED

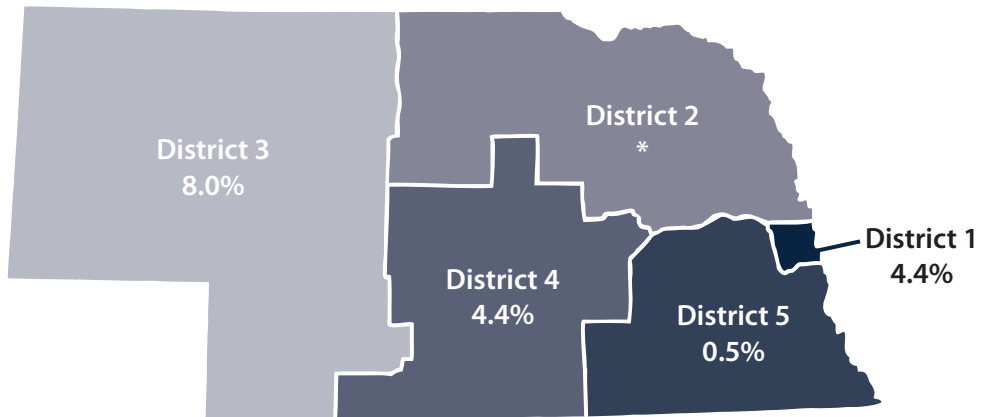


RESPIRATORY THERAPIST - REGISTERED

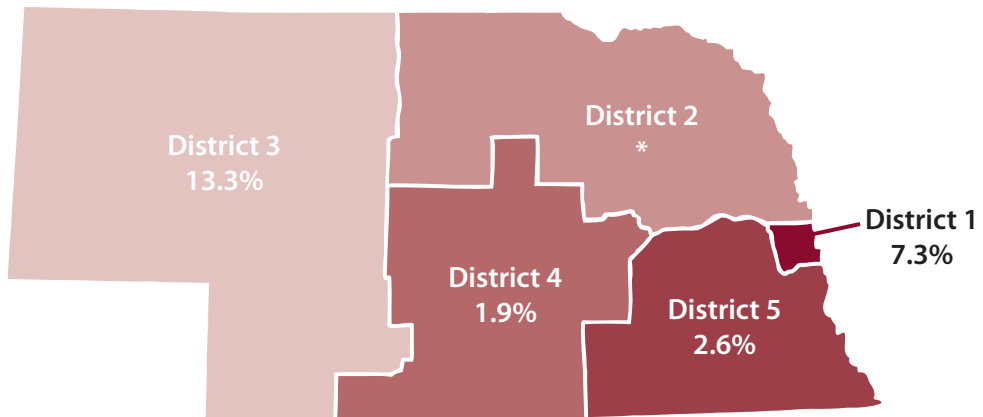
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 23 percent from 2016 to 2026.

ALL HOSPITALS

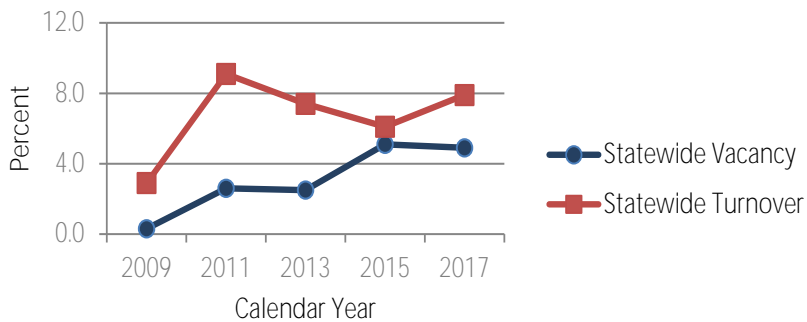
VACANCY RATE Statewide 4.9%



TURNOVER RATE Statewide 7.9%



RESPIRATORY THERAPIST - REGISTERED

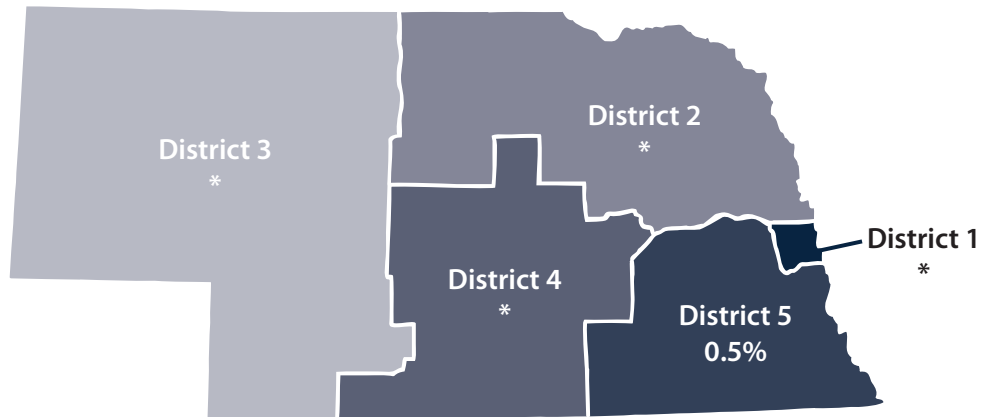


RESPIRATORY THERAPIST - REGISTERED

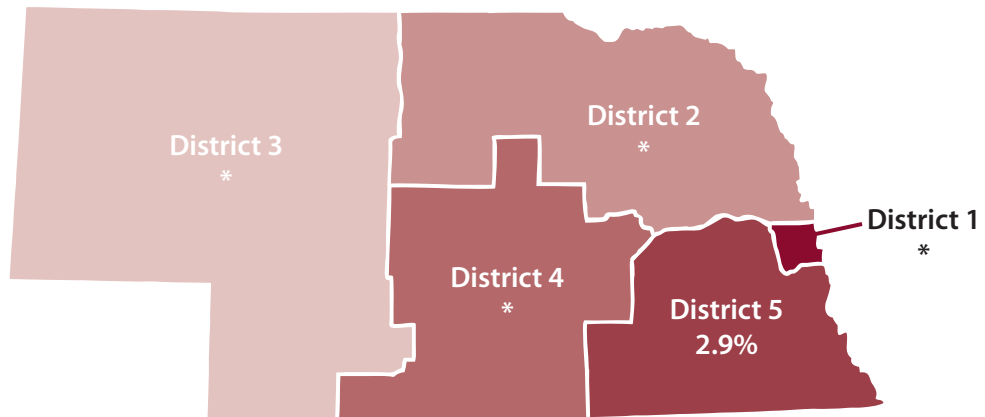
The Bureau of Labor Statistics predicts national employment of respiratory therapists will increase by 23 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

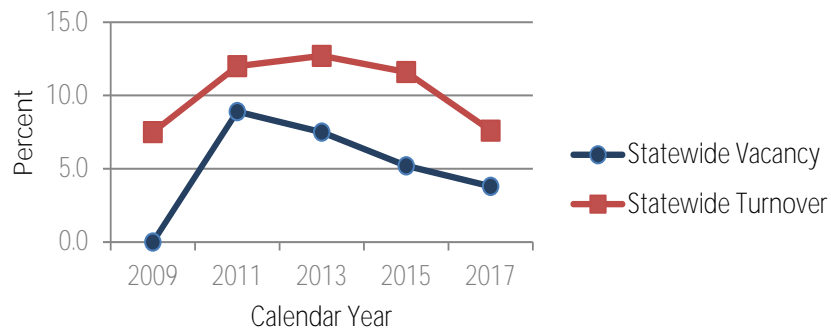
VACANCY RATE
Statewide 3.8%



TURNOVER RATE
Statewide 7.6%



RESPIRATORY THERAPIST - REGISTERED

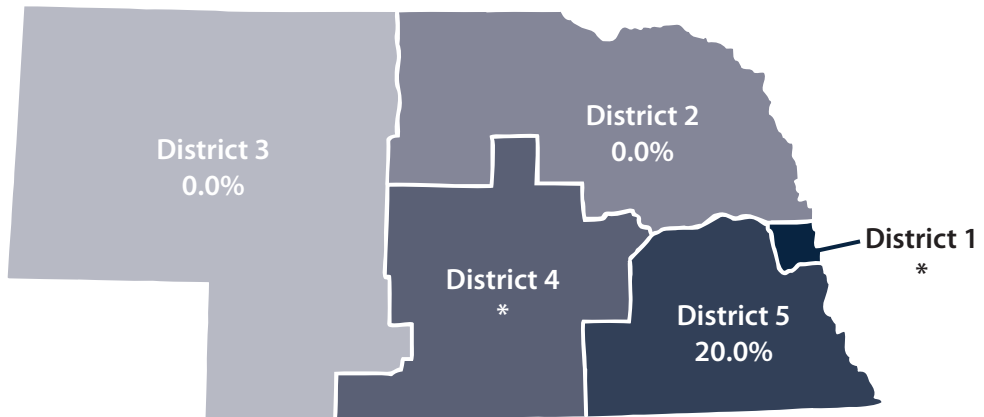


SPEECH PATHOLOGIST

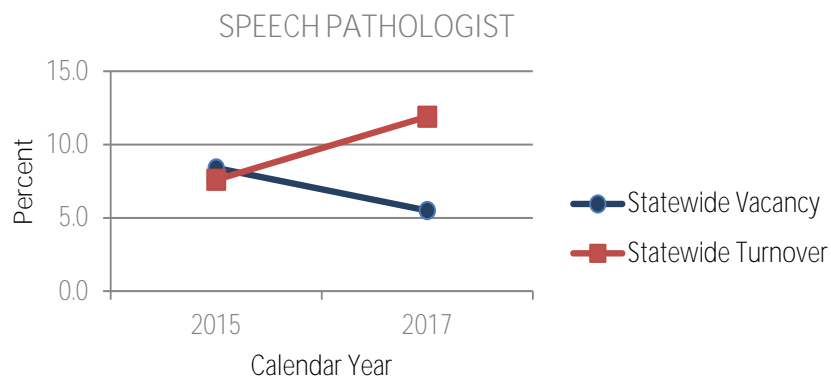
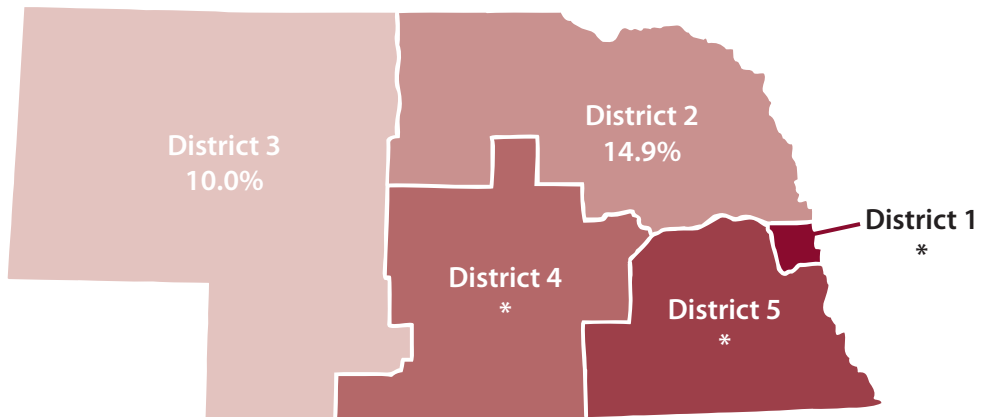
The Bureau of Labor Statistics predicts national employment of speech pathologists will increase by 18 percent from 2016 to 2026.

ALL HOSPITALS

VACANCY RATE Statewide 5.5%



TURNOVER RATE Statewide 11.9%

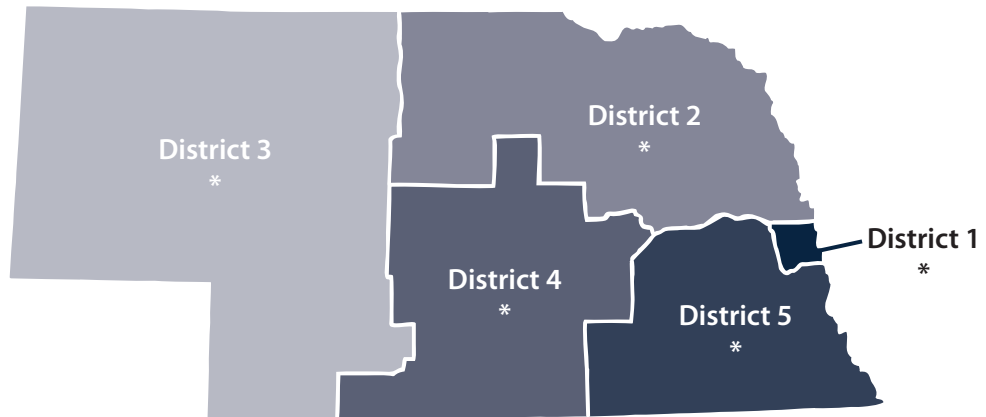


SPEECH PATHOLOGIST

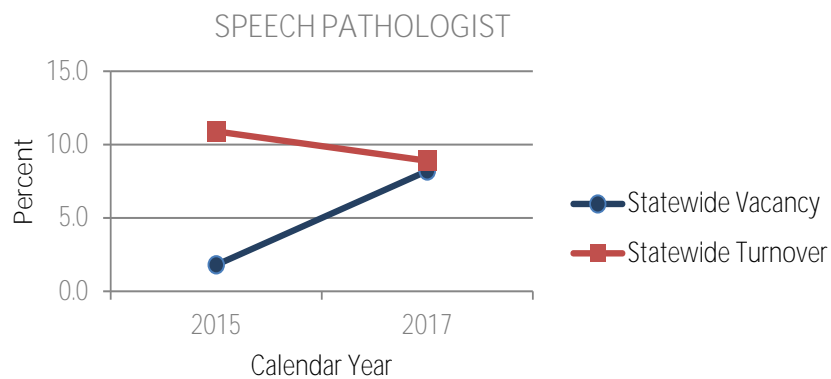
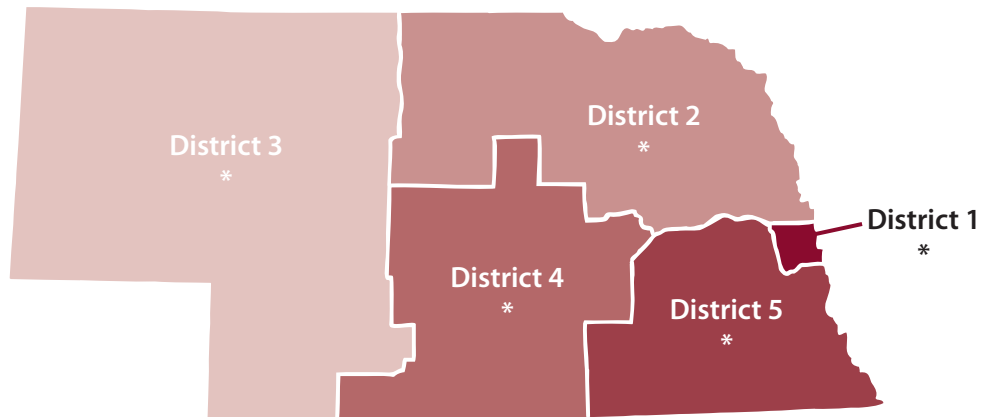
The Bureau of Labor Statistics predicts national employment of speech pathologists will increase by 18 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 8.2%



TURNOVER RATE
Statewide 8.9%

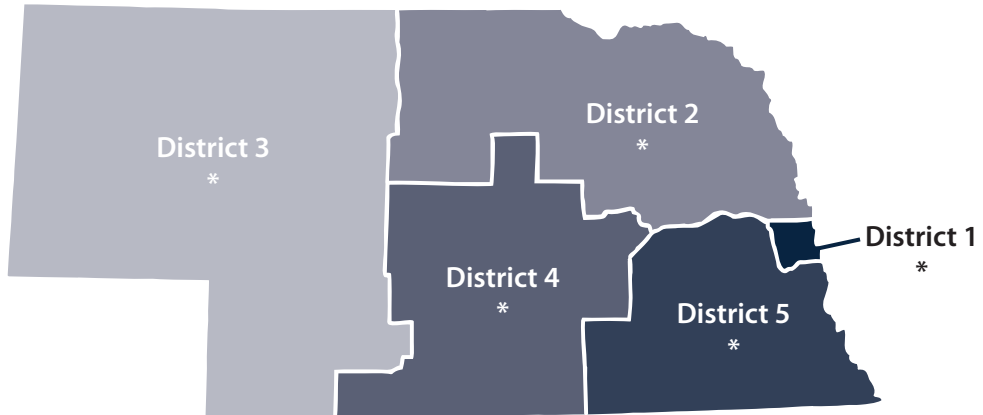


PHARMACIST - CLINICAL

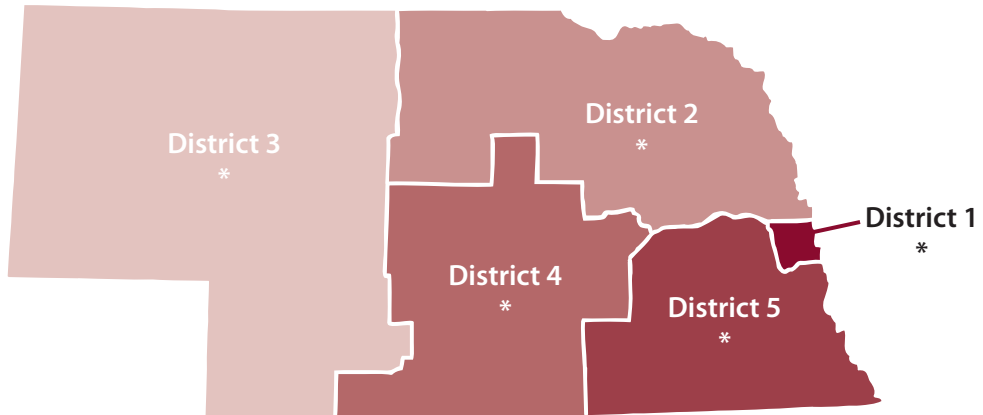
The Bureau of Labor Statistics predicts national employment of pharmacists will increase by 6 percent from 2016 to 2026.

ALL HOSPITALS

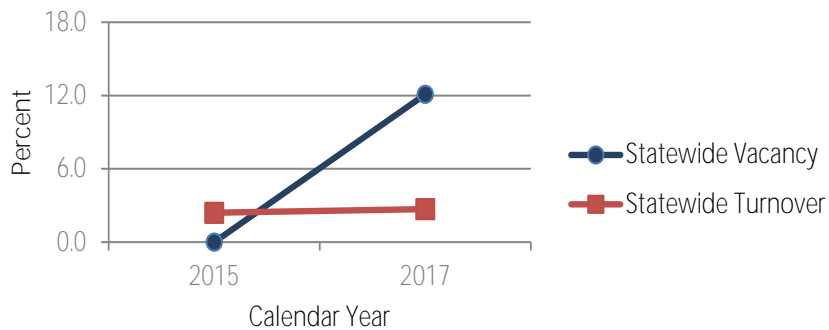
VACANCY RATE
Statewide 12.1%



TURNOVER RATE
Statewide 2.7%



PHARMACIST - CLINICAL

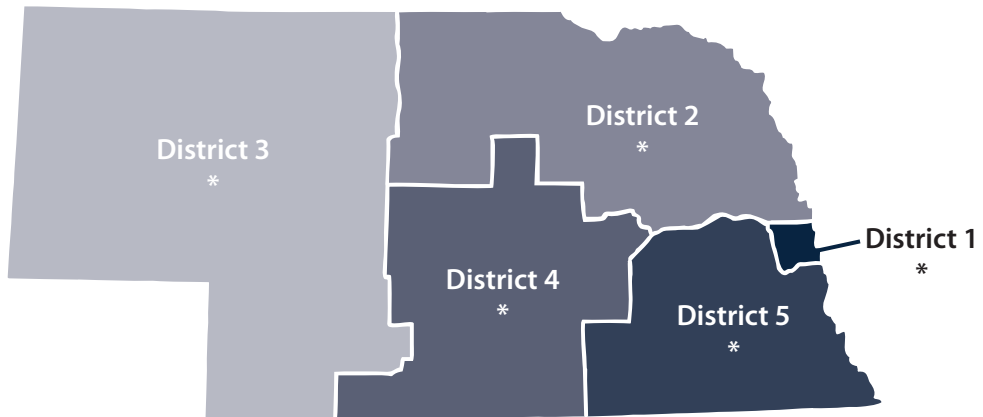


PHARMACIST - CLINICAL

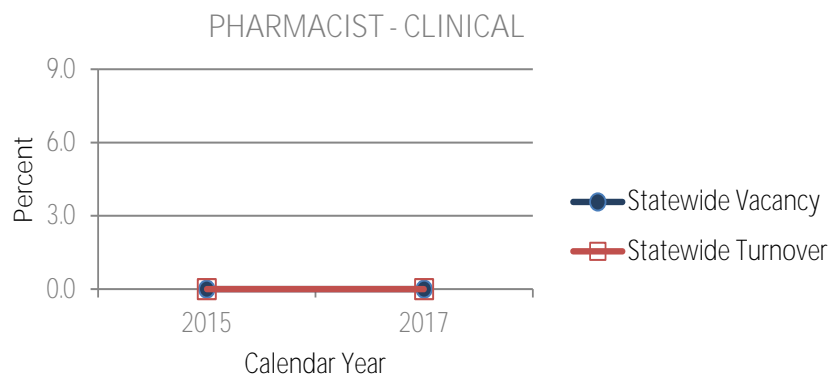
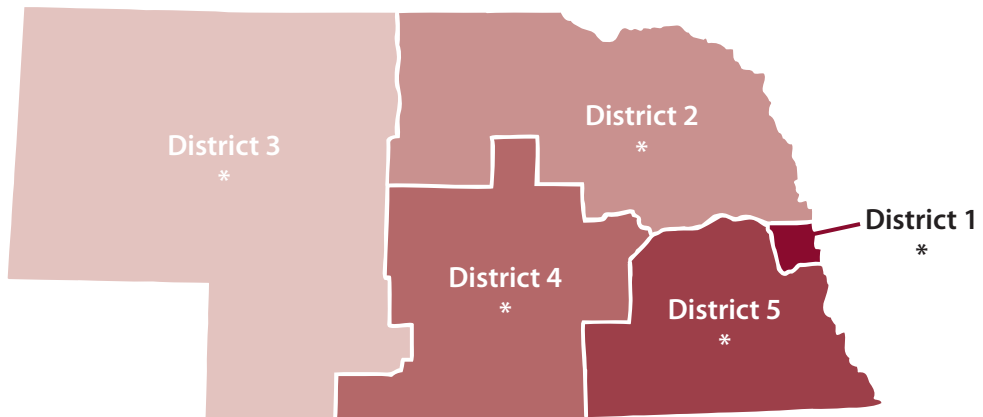
The Bureau of Labor Statistics predicts national employment of pharmacists will increase by 6 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 0.0%

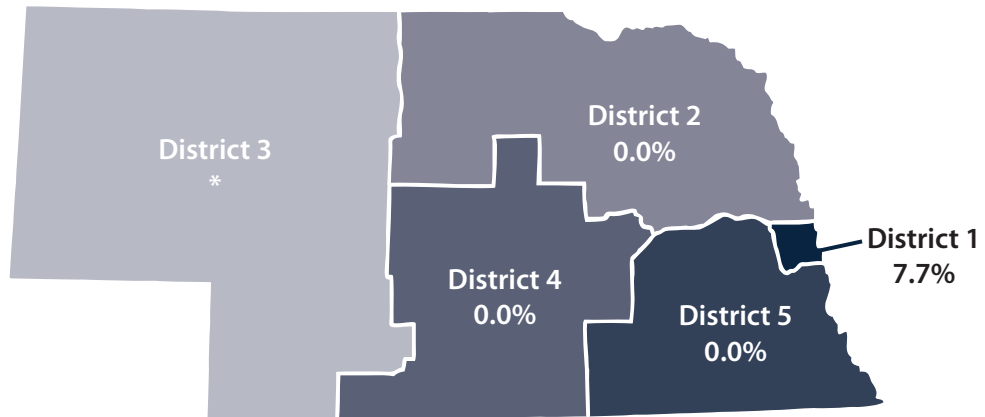


PHARMACIST - STAFF

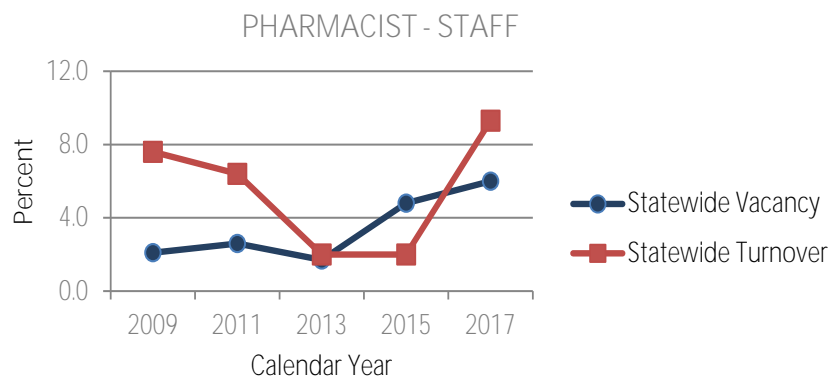
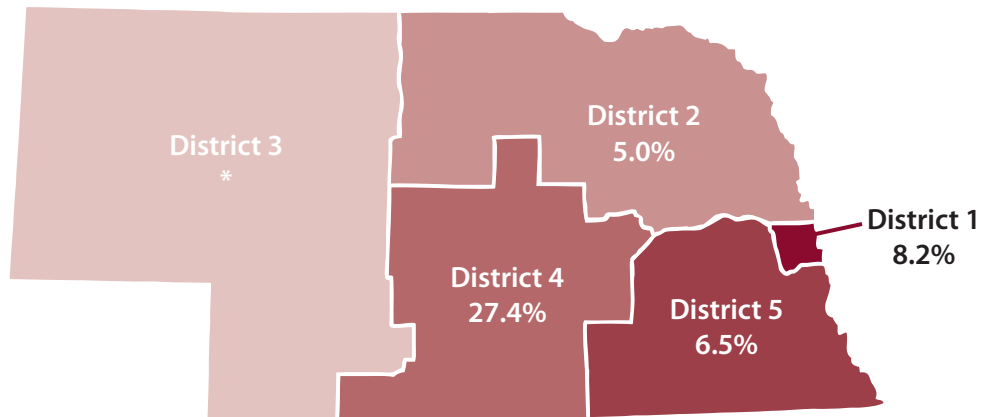
The Bureau of Labor Statistics predicts national employment of pharmacists will increase by 6 percent from 2016 to 2026.

ALL HOSPITALS

VACANCY RATE
Statewide 6.0%



TURNOVER RATE
Statewide 9.3%

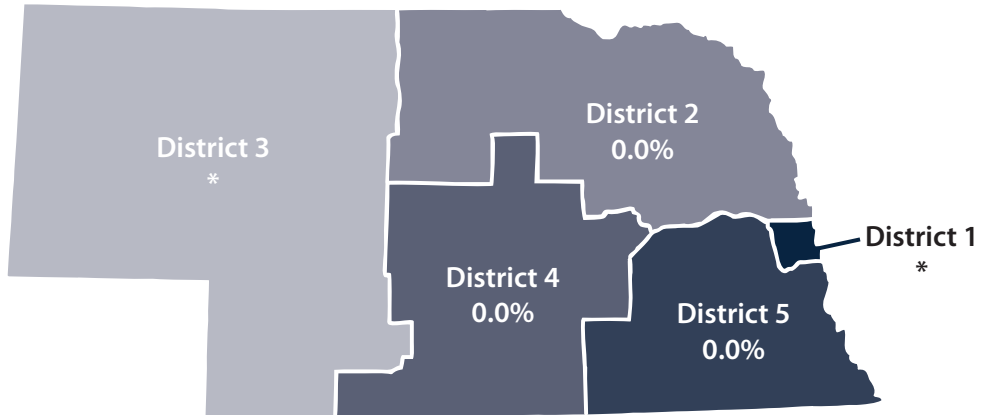


PHARMACIST - STAFF

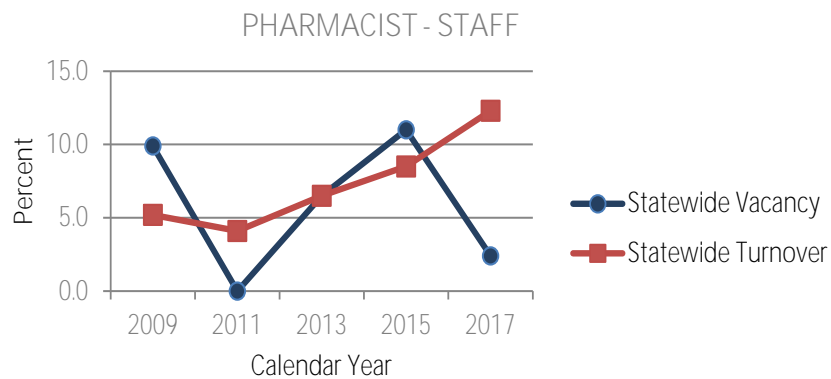
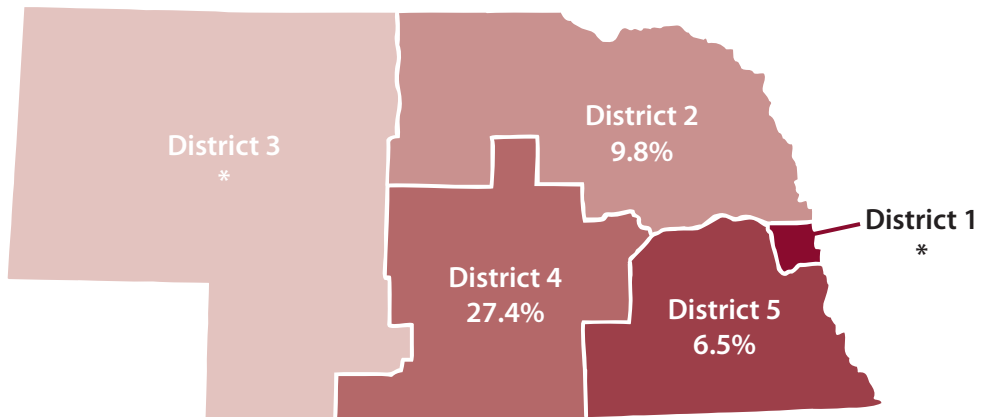
The Bureau of Labor Statistics predicts national employment of pharmacists will increase by 6 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 2.4%



TURNOVER RATE
Statewide 12.3%

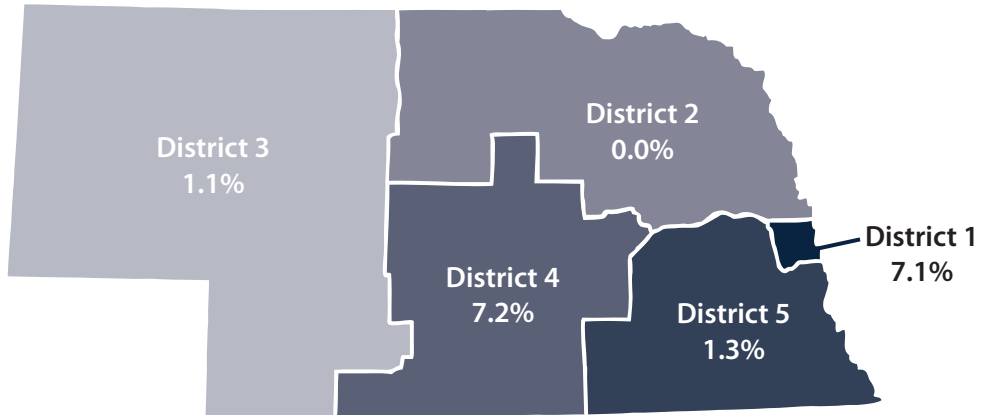


PHARMACY TECHNICIAN - CERTIFIED

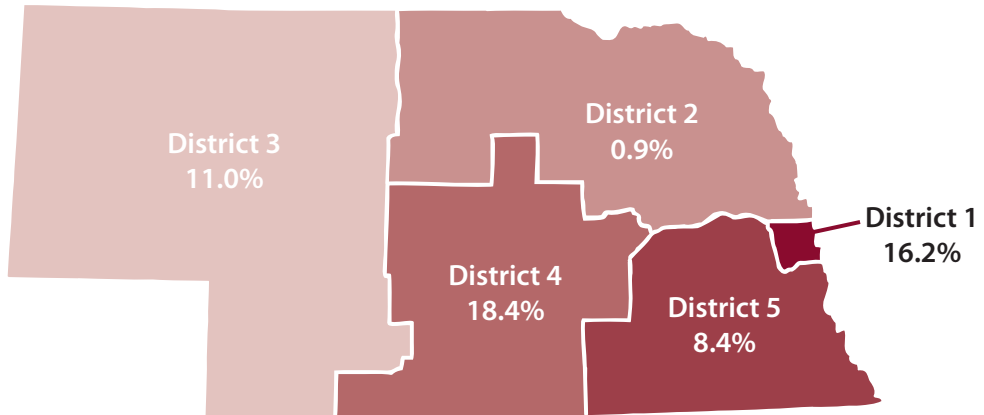
The Bureau of Labor Statistics predicts national employment of pharmacy techs will increase by 12 percent from 2016 to 2026.

ALL HOSPITALS

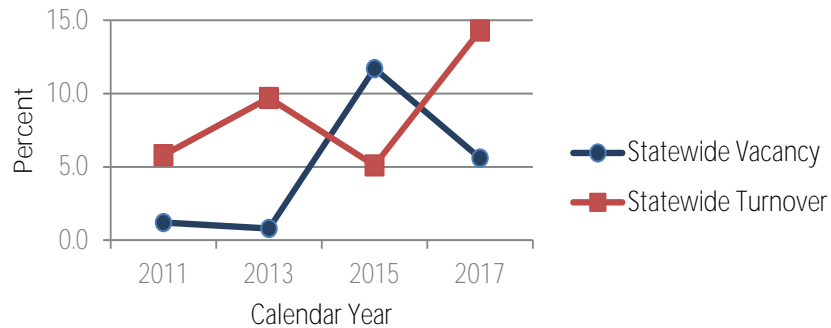
VACANCY RATE Statewide 5.6%



TURNOVER RATE Statewide 14.3%



PHARMACY TECHNICIAN - CERTIFIED

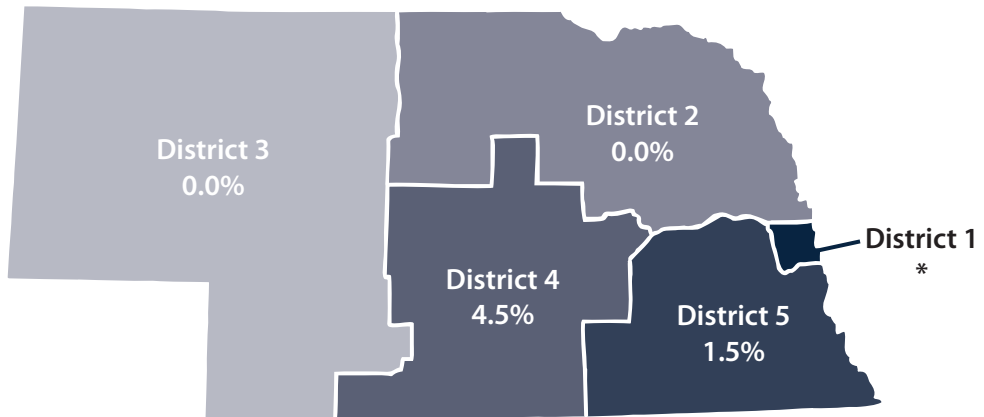


PHARMACY TECHNICIAN - CERTIFIED

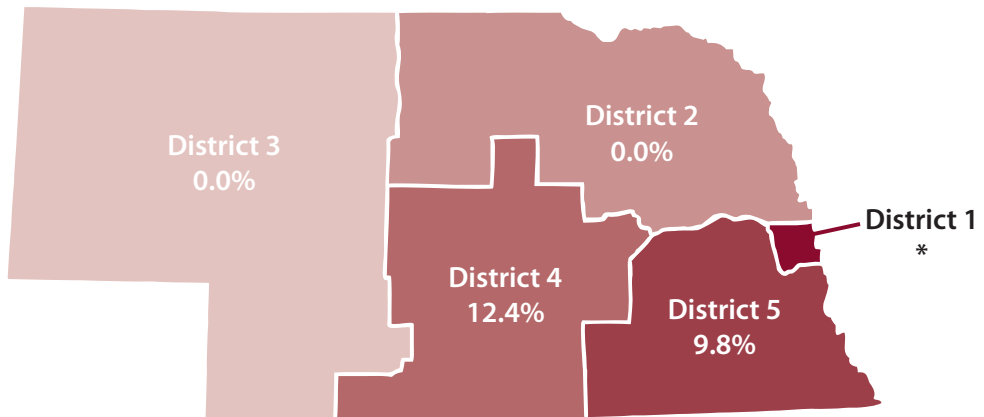
The Bureau of Labor Statistics predicts national employment of pharmacy techs will increase by 12 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

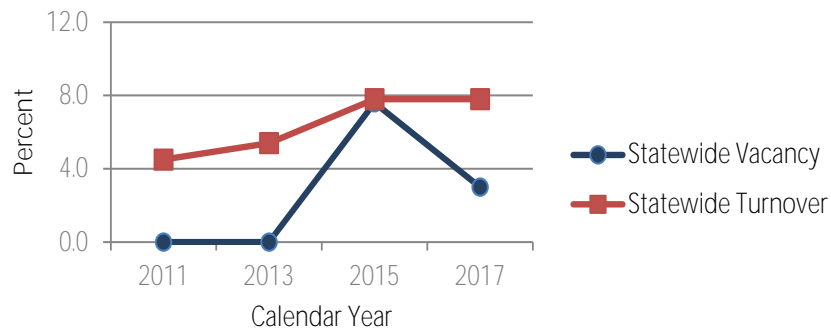
VACANCY RATE
Statewide 3.0%



TURNOVER RATE
Statewide 7.8%



PHARMACY TECHNICIAN - CERTIFIED

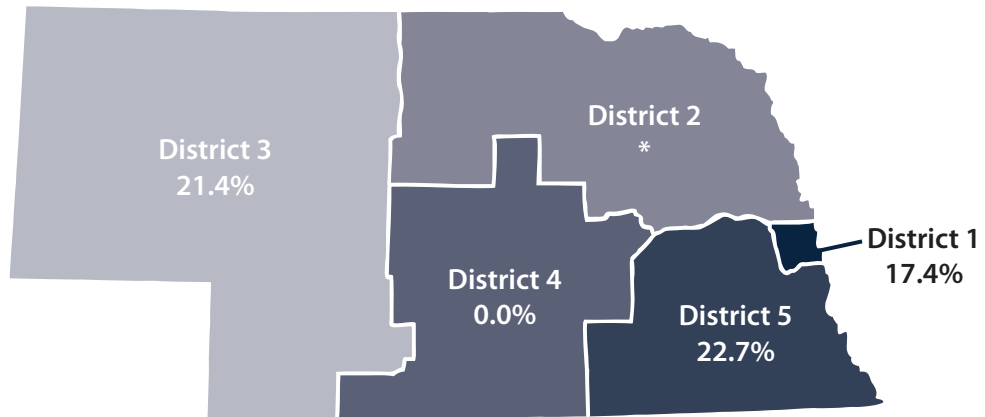


SURGICAL TECHNICIAN - NON-CERTIFIED

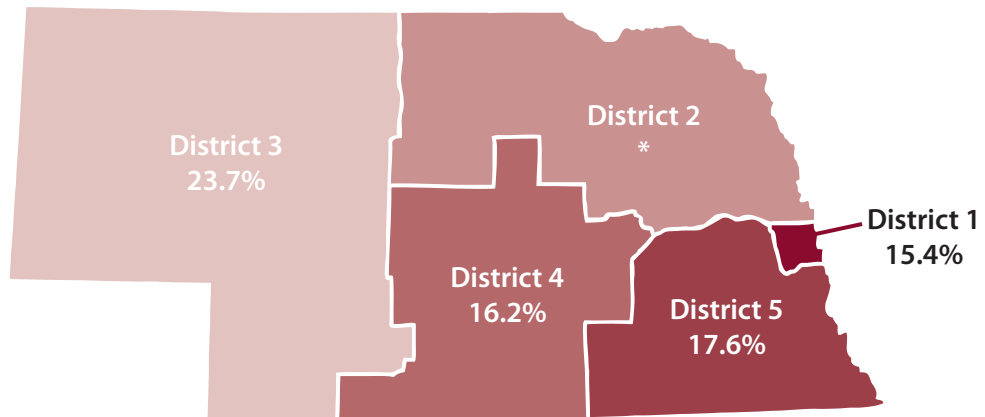
The Bureau of Labor Statistics predicts national employment of surgical techs will increase by 12 percent from 2016 to 2026.

ALL HOSPITALS

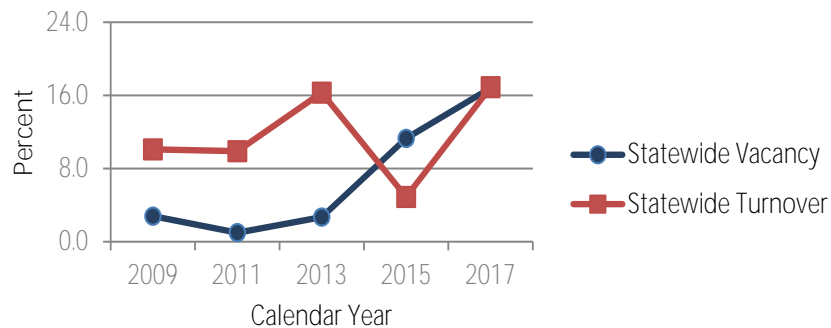
VACANCY RATE Statewide 16.8%



TURNOVER RATE Statewide 16.9%



SURGICAL TECHNICIAN - NON-CERTIFIED

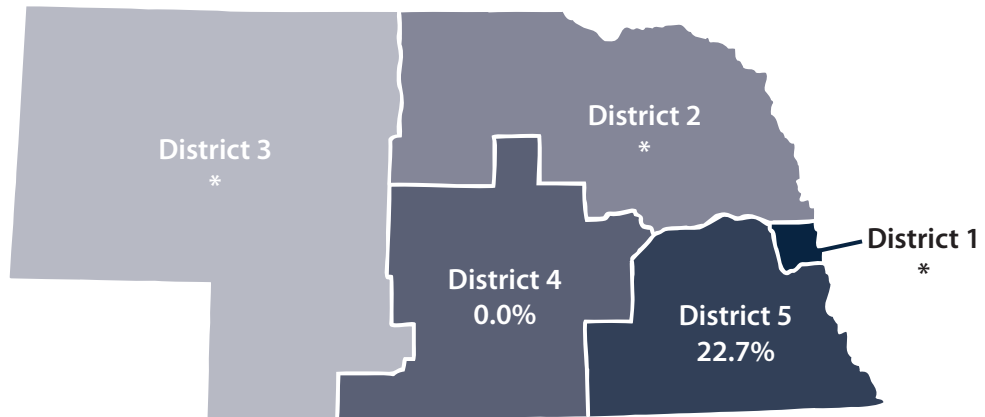


SURGICAL TECHNICIAN - NON-CERTIFIED

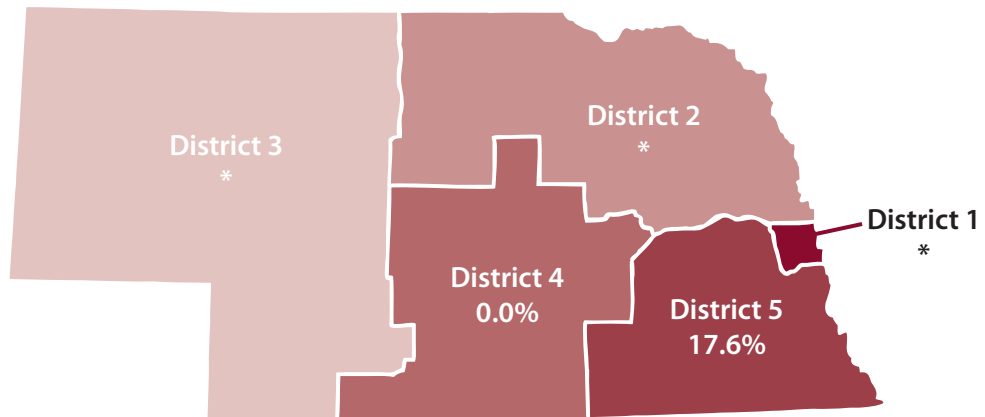
The Bureau of Labor Statistics predicts national employment of surgical techs will increase by 12 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

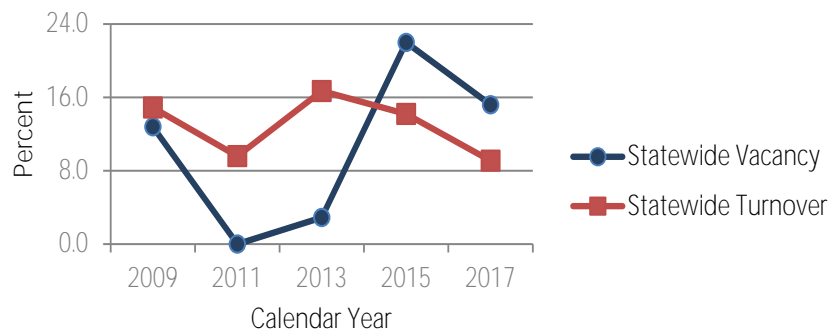
VACANCY RATE
Statewide 15.2%



TURNOVER RATE
Statewide 9.1%



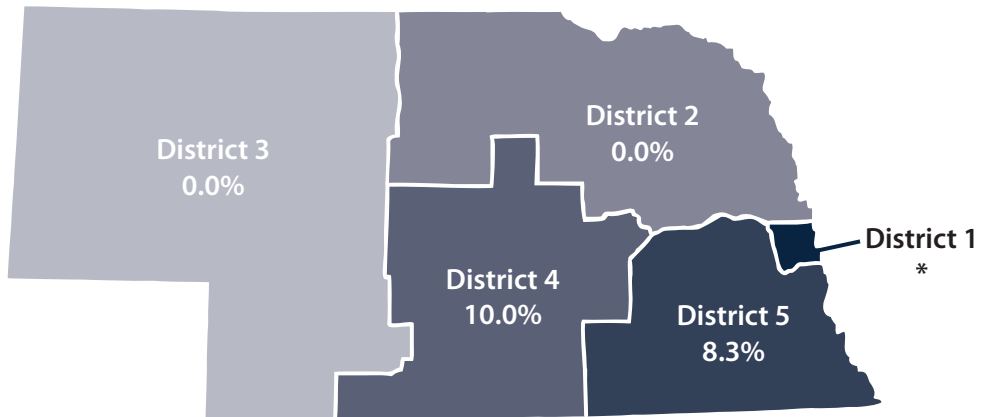
SURGICAL TECHNICIAN - NON-CERTIFIED



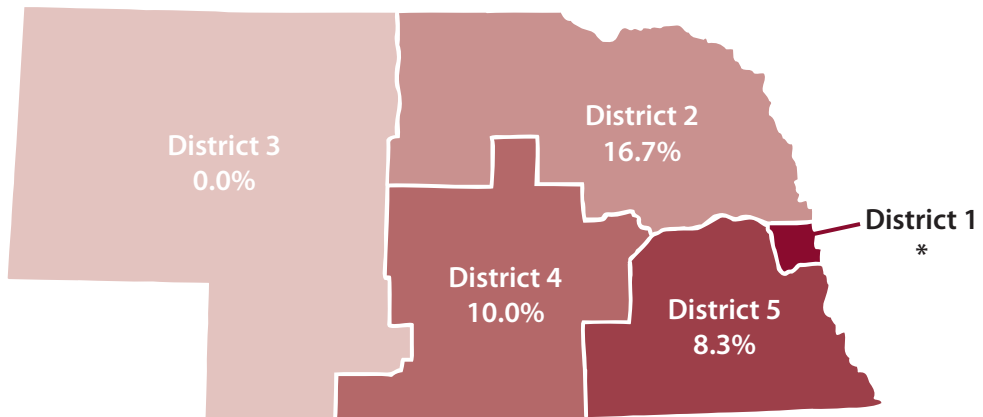
HEALTH INFORMATION DIRECTOR

ALL HOSPITALS

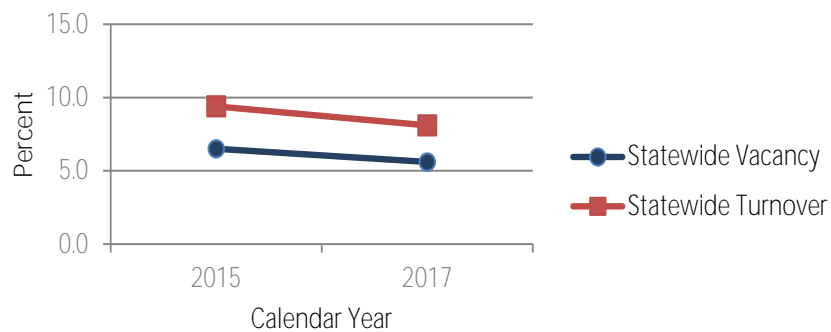
VACANCY RATE
Statewide 5.6%



TURNOVER RATE
Statewide 8.1%



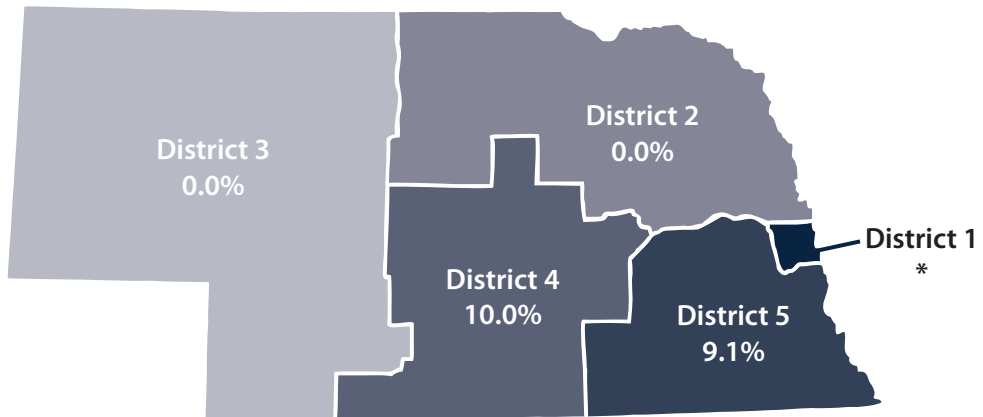
HEALTH INFORMATION DIRECTOR



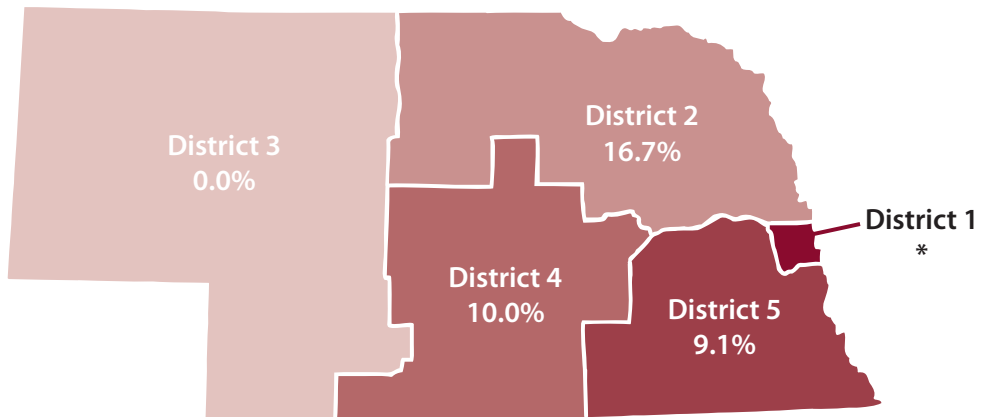
HEALTH INFORMATION DIRECTOR

CRITICAL ACCESS HOSPITALS ONLY

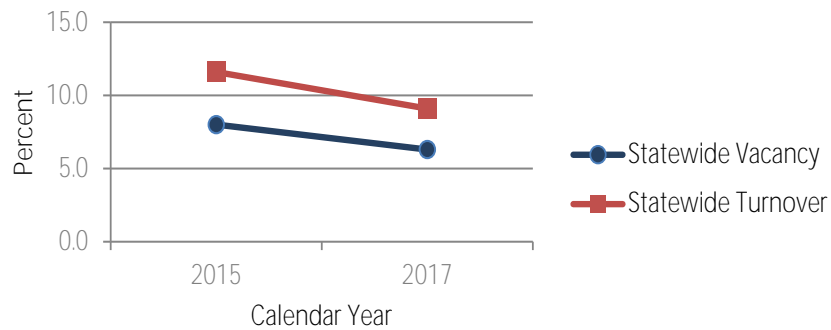
VACANCY RATE
Statewide 6.3%



TURNOVER RATE
Statewide 9.1%



HEALTH INFORMATION DIRECTOR

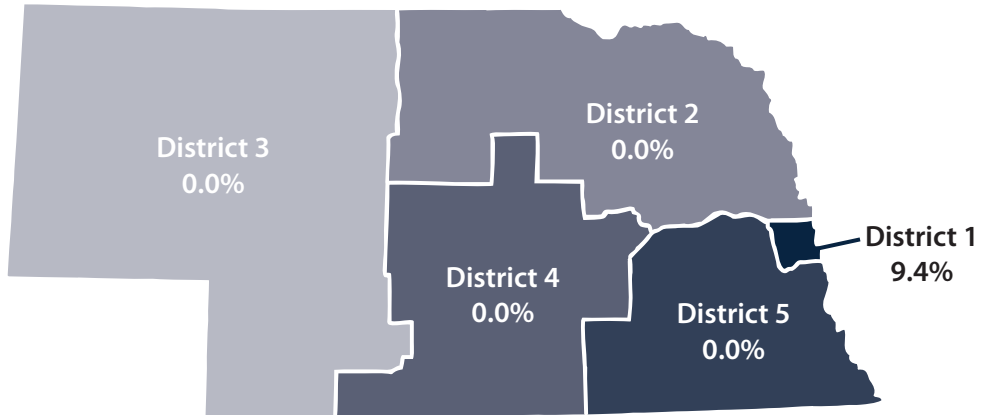


MEDICAL RECORDS CODER

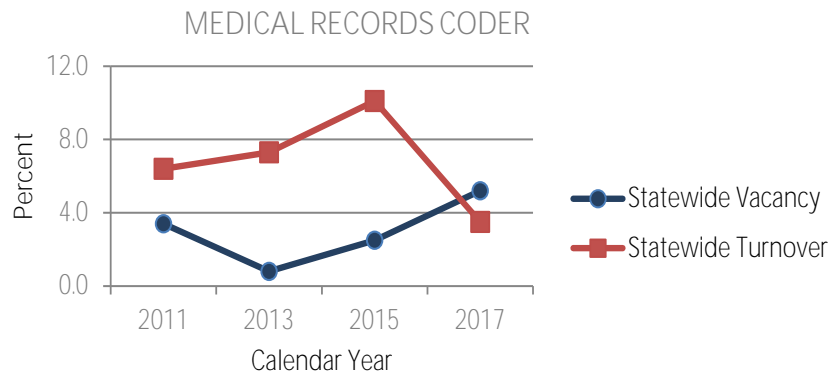
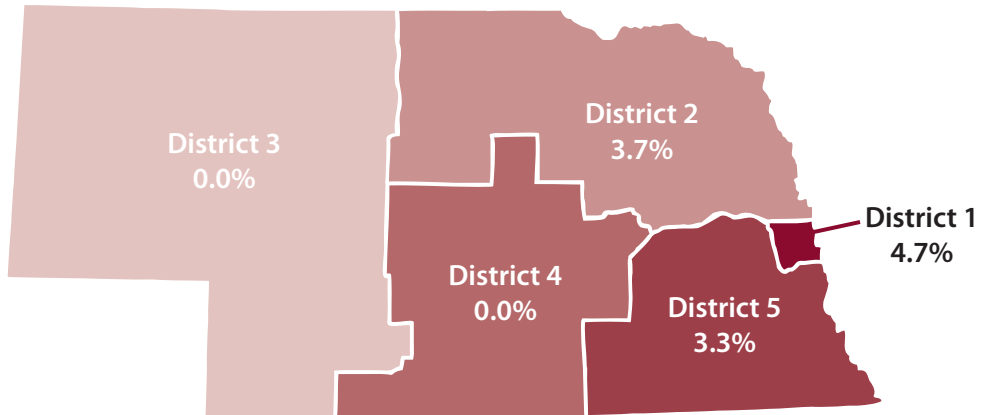
The Bureau of Labor Statistics predicts national employment of coders will increase by 14 percent from 2016 to 2026.

ALL HOSPITALS

VACANCY RATE Statewide 5.2%



TURNOVER RATE Statewide 3.5%

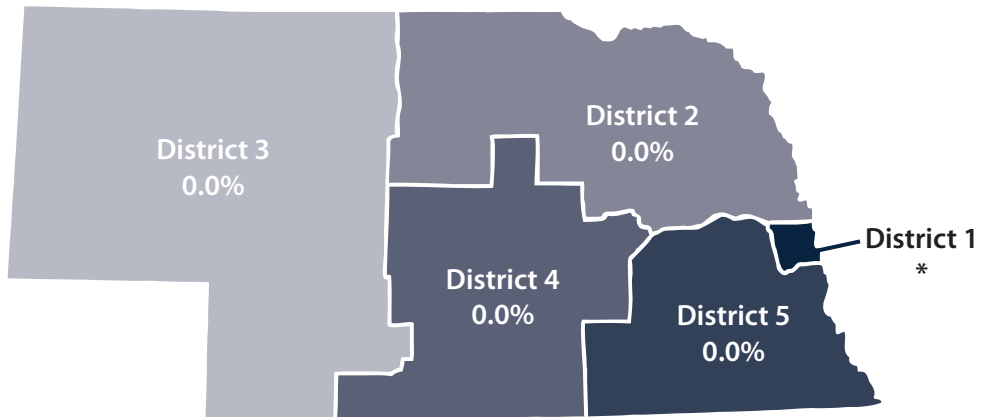


MEDICAL RECORDS CODER

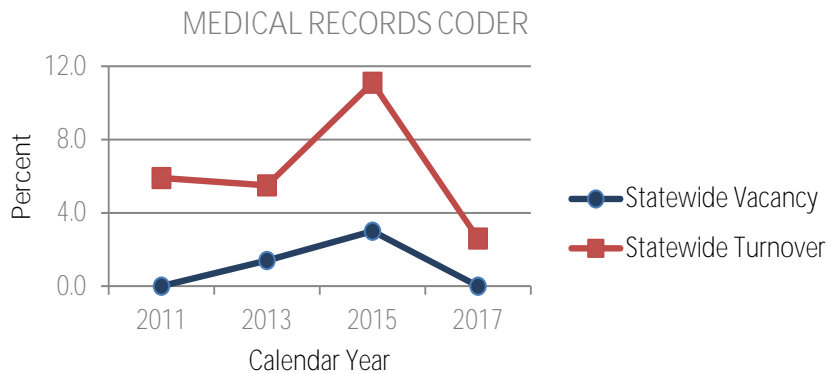
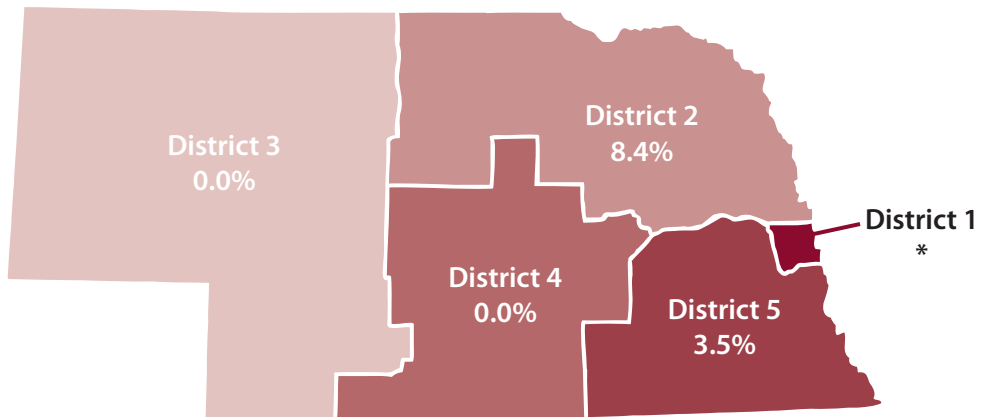
The Bureau of Labor Statistics predicts national employment of coders will increase by 14 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 0.0%



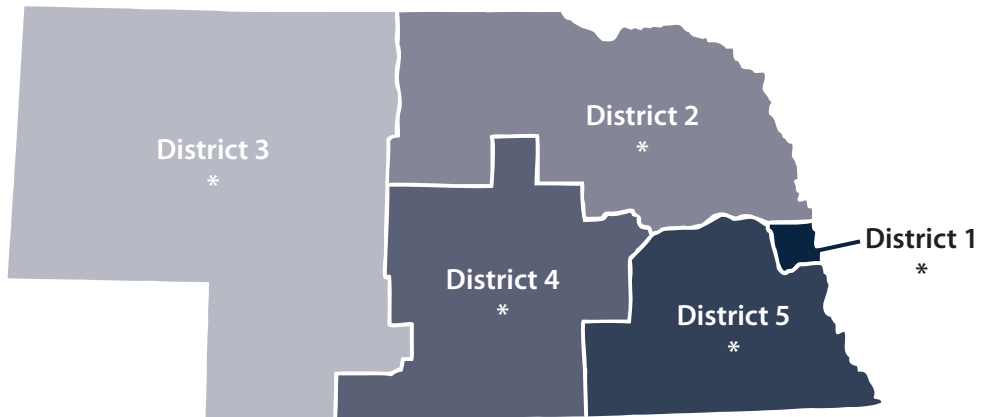
TURNOVER RATE
Statewide 2.6%



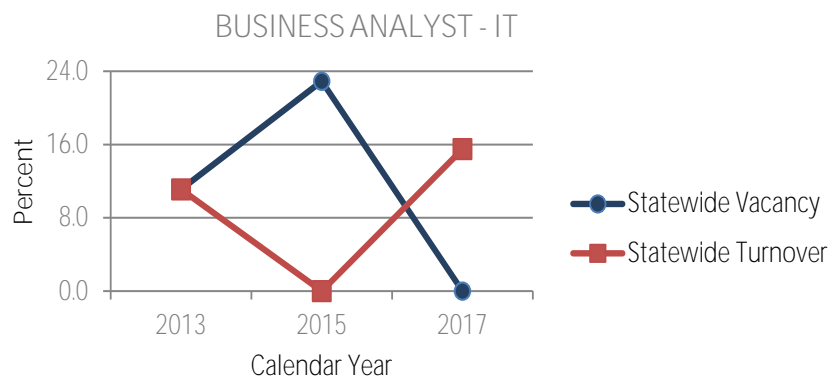
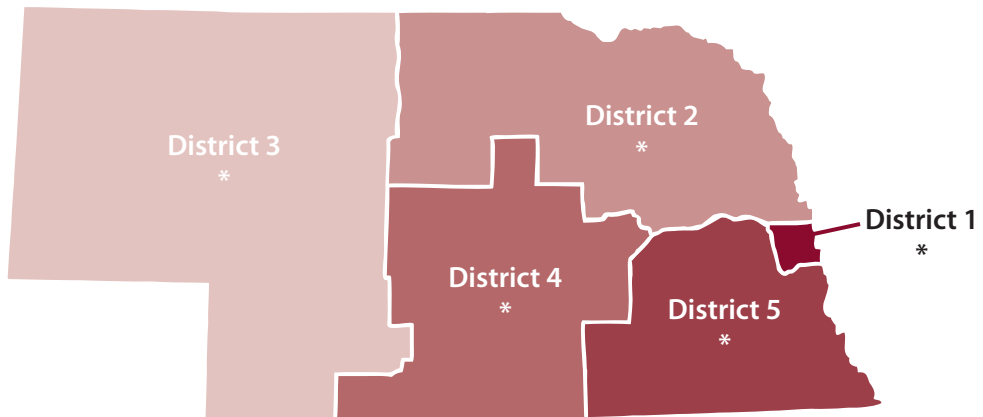
BUSINESS ANALYST - IT

ALL HOSPITALS

VACANCY RATE
Statewide 0.0%



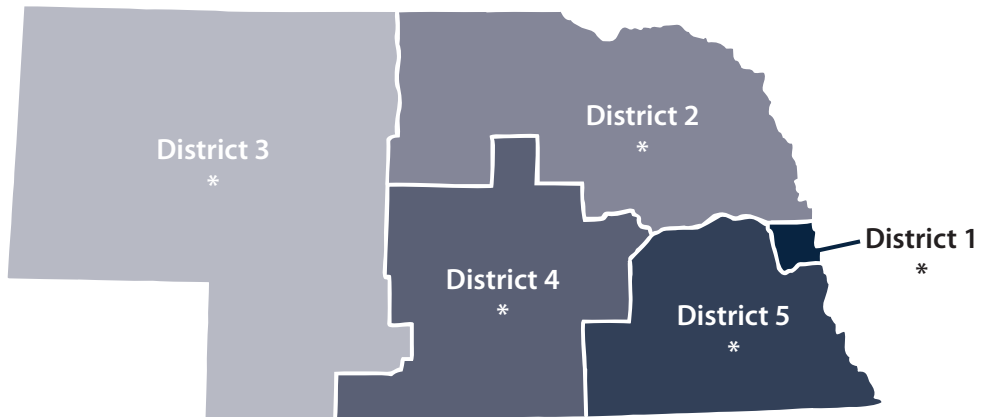
TURNOVER RATE
Statewide 15.5%



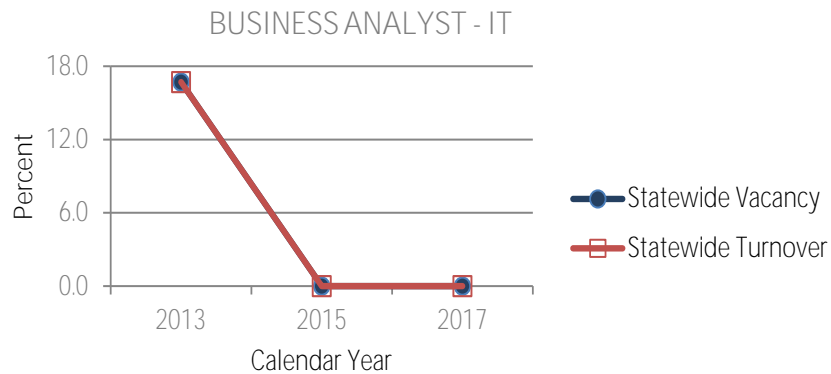
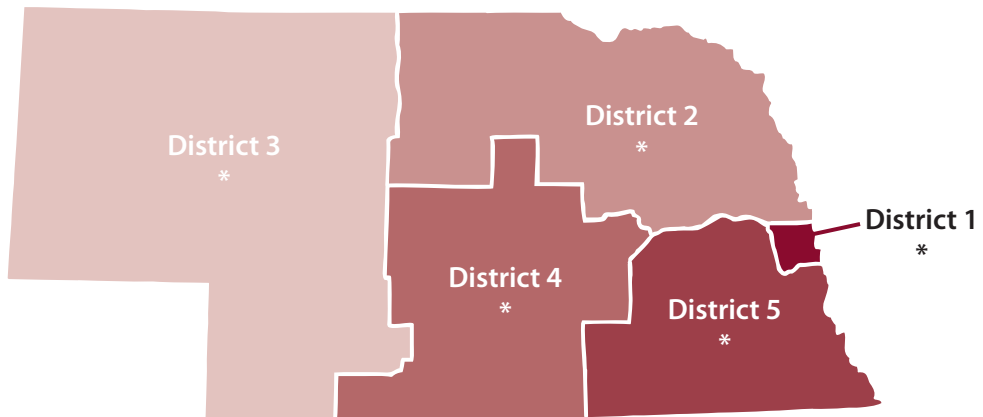
BUSINESS ANALYST - IT

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 0.0%



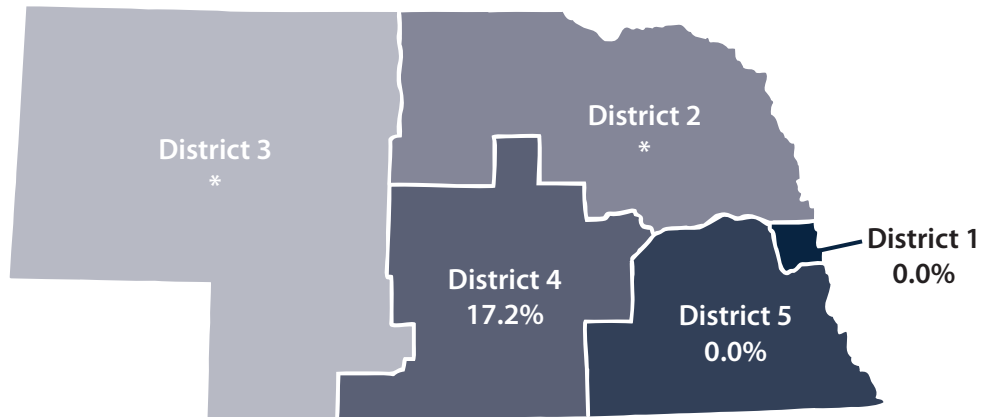
TURNOVER RATE
Statewide 0.0%



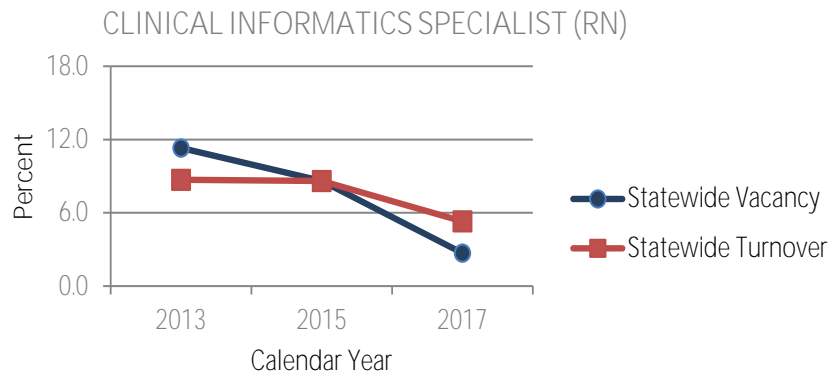
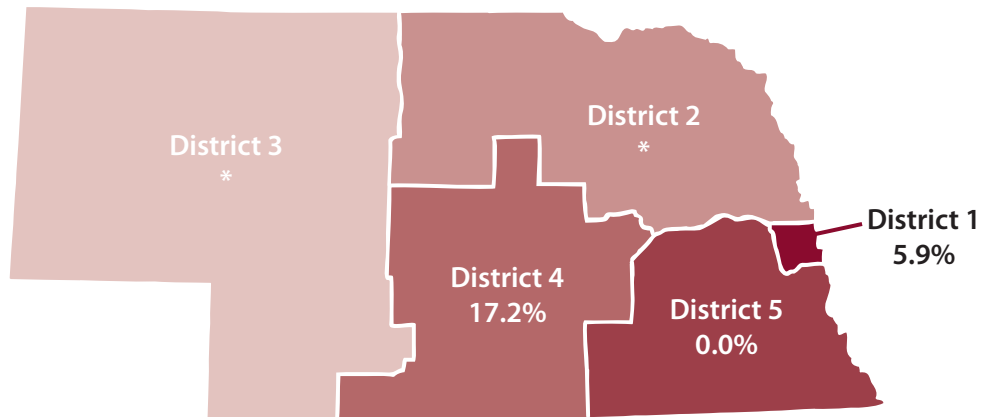
CLINICAL INFORMATICS SPECIALIST (RN)

ALL HOSPITALS

VACANCY RATE
Statewide 2.7%



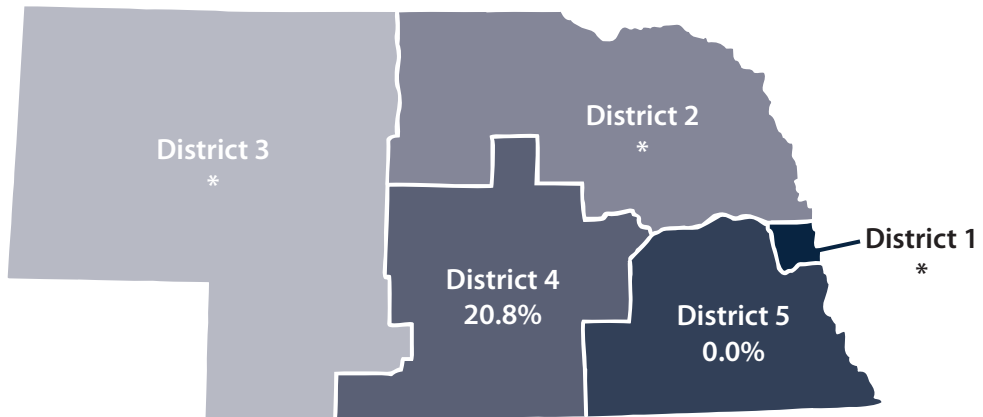
TURNOVER RATE
Statewide 5.3%



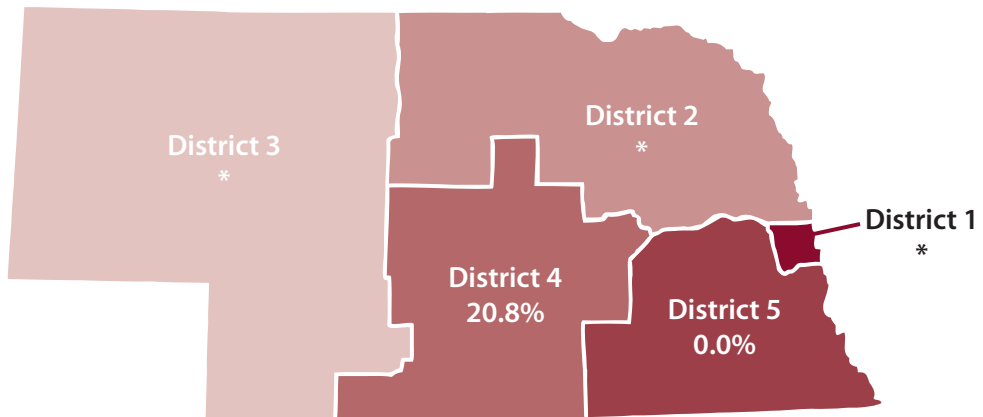
CLINICAL INFORMATICS SPECIALIST (RN)

CRITICAL ACCESS HOSPITALS ONLY

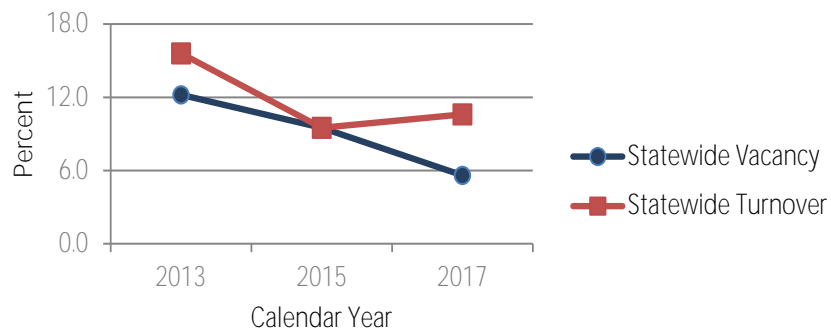
VACANCY RATE
Statewide 5.6%



TURNOVER RATE
Statewide 10.6%



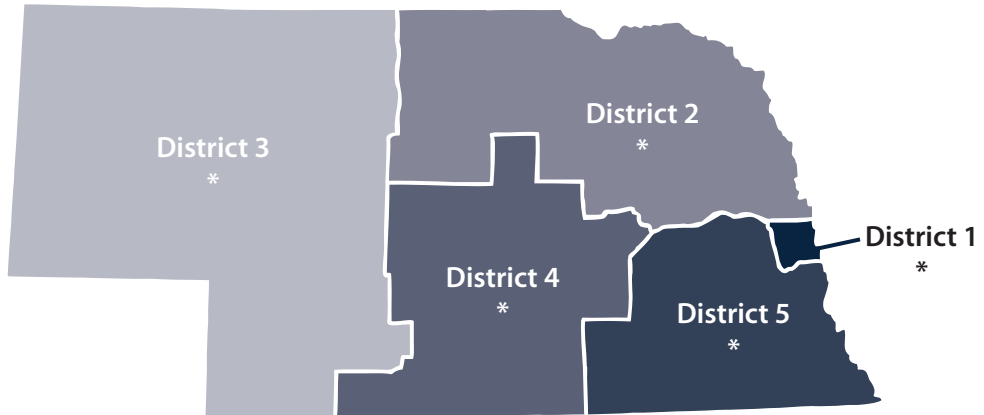
CLINICAL INFORMATICS SPECIALIST (RN)



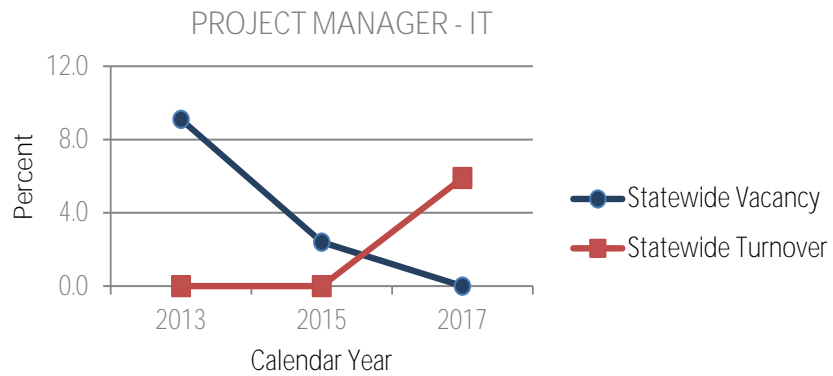
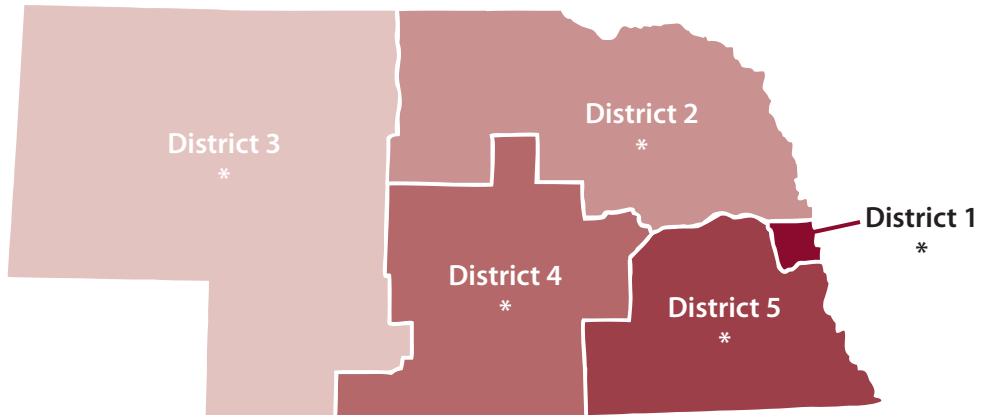
PROJECT MANAGER - IT

ALL HOSPITALS

VACANCY RATE
Statewide 0.0%



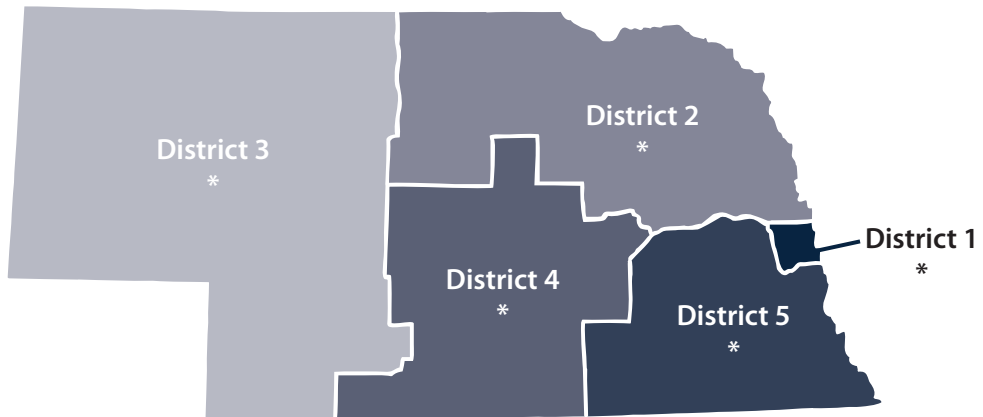
TURNOVER RATE
Statewide 5.9%



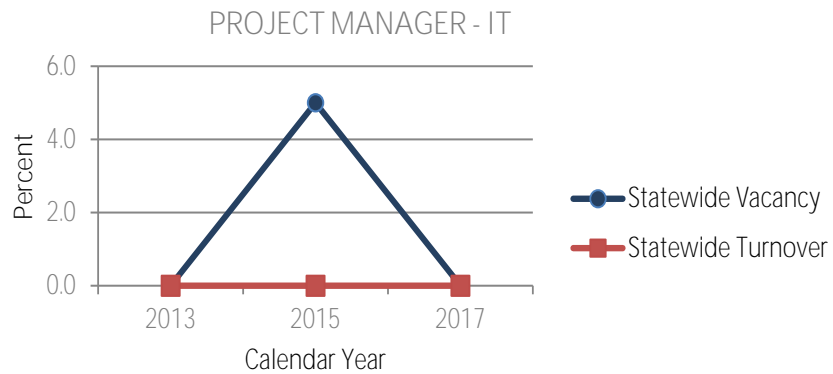
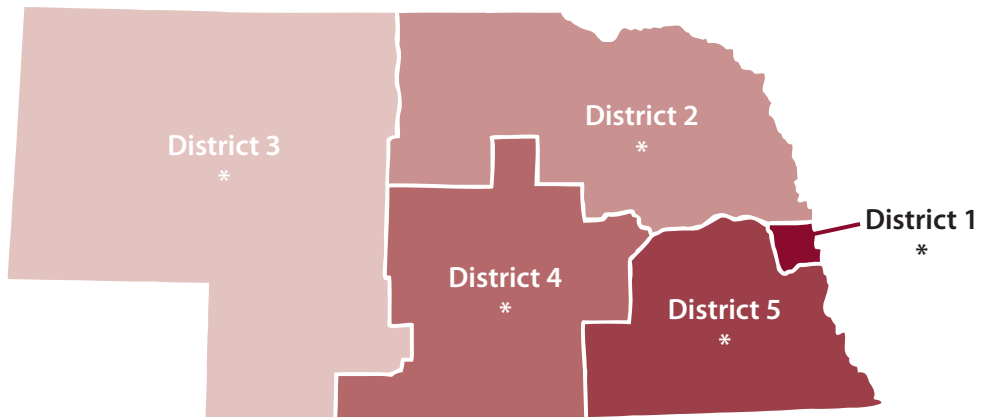
PROJECT MANAGER - IT

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 0.0%

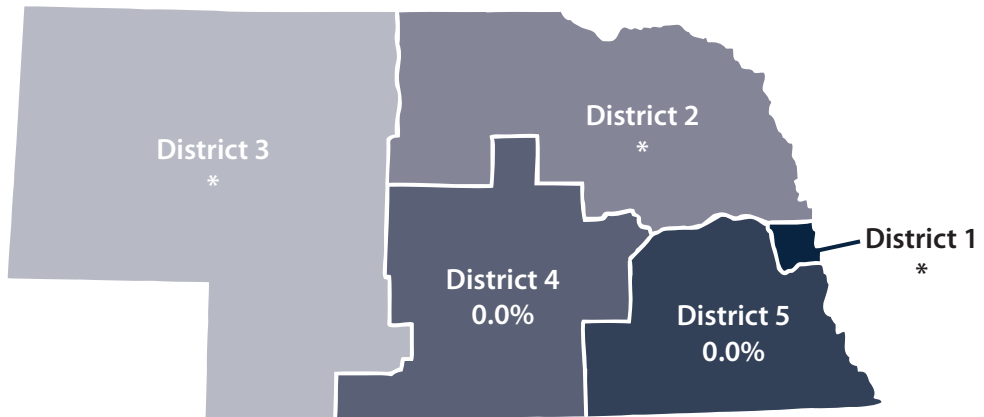


SOCIAL WORKER - BSW

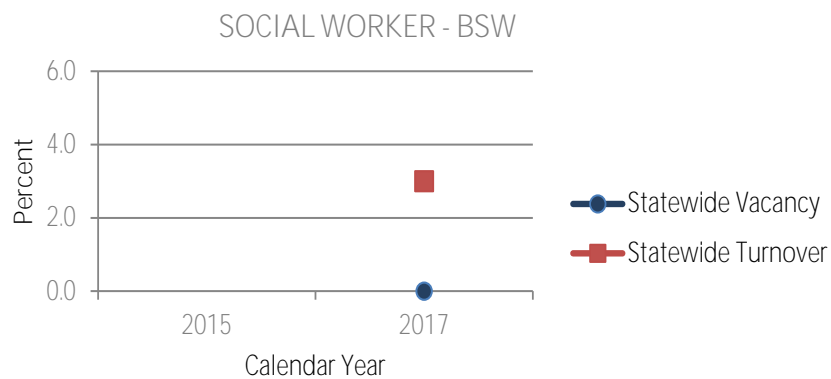
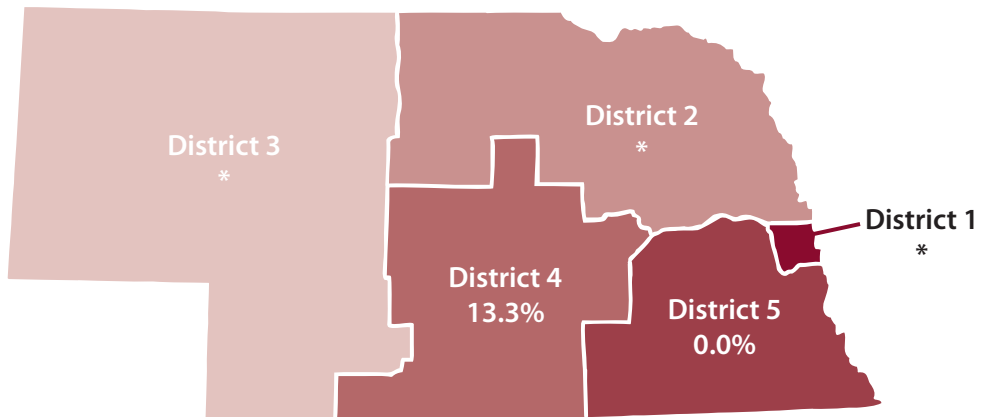
The Bureau of Labor Statistics predicts national employment of social workers will increase by 8 percent from 2016 to 2026.

ALL HOSPITALS

VACANCY RATE
Statewide 0.0%



TURNOVER RATE
Statewide 3.0%

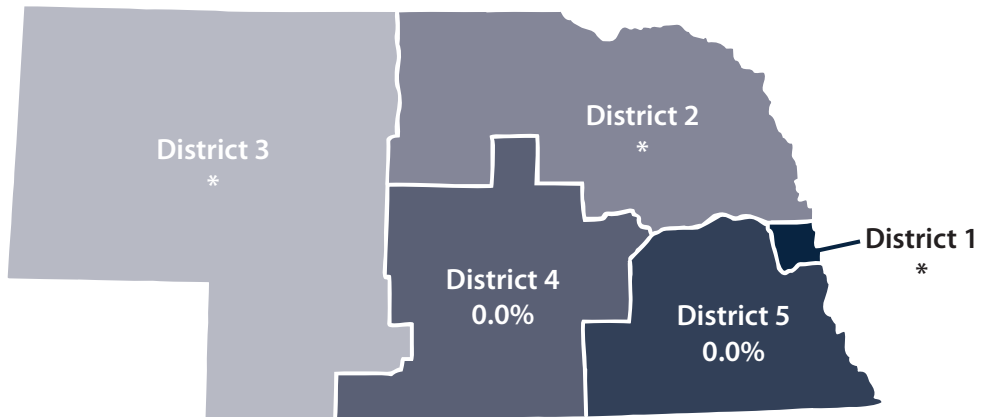


SOCIAL WORKER - BSW

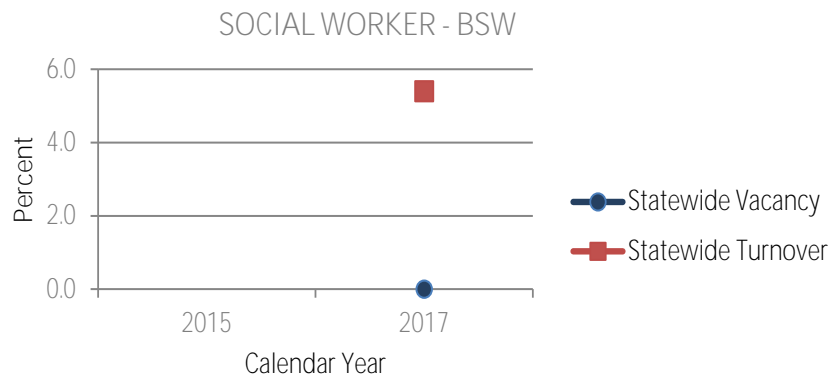
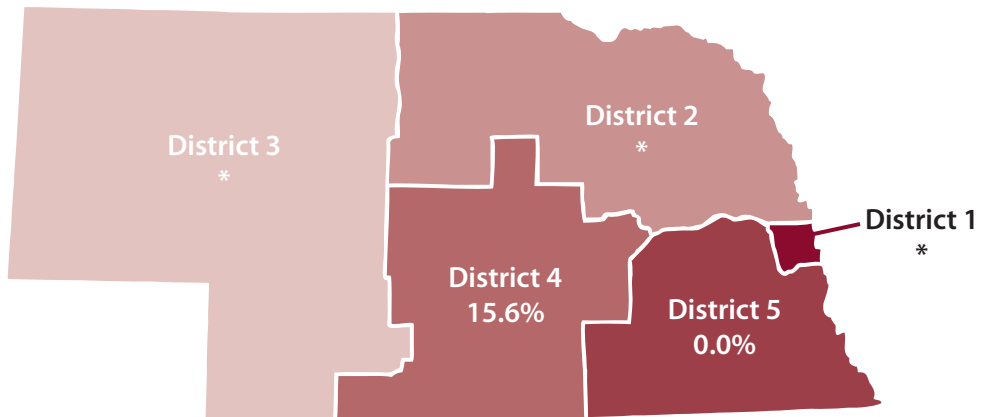
The Bureau of Labor Statistics predicts national employment of social workers will increase by 8 percent from 2016 to 2026.

CRITICAL ACCESS HOSPITALS ONLY

VACANCY RATE
Statewide 0.0%

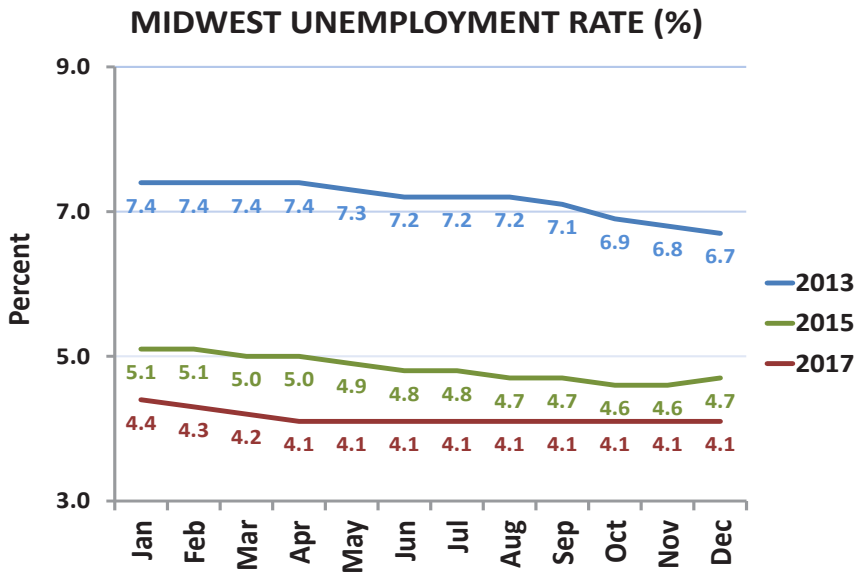
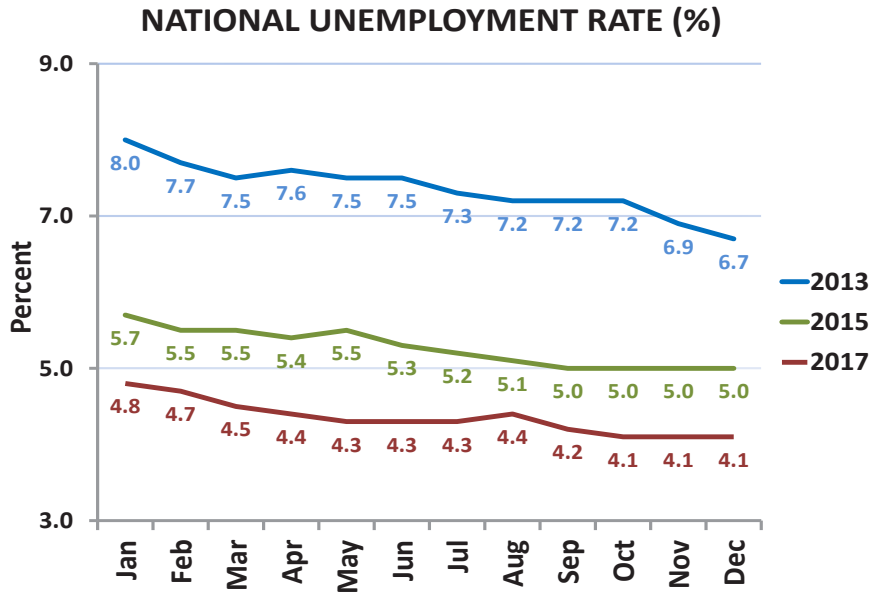


TURNOVER RATE
Statewide 5.4%



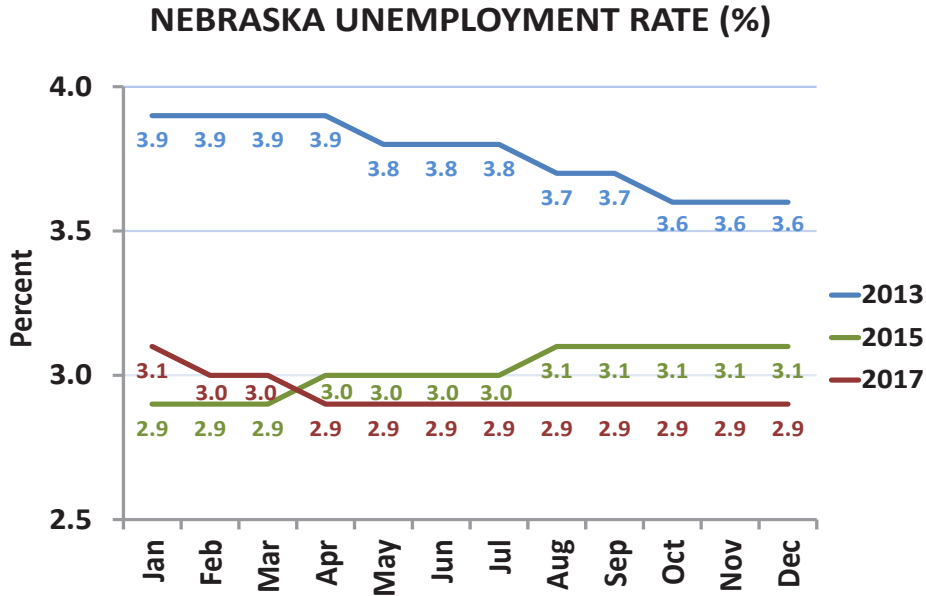
FORECASTS

The national unemployment rate has slowly declined over the past couple of years and continued to drop throughout most of 2017. It ended the year at 4.1 percent. The unemployment rate in the Midwest region stayed steady at 4.1 percent for most of 2017.



FORECASTS

The unemployment rate for Nebraska went down slightly in 2017 from 3.1 to 2.9 percent. Nebraska ranked 5th out of 50 states and the District of Columbia in unemployment rates in 2017 with an average rate of 2.9 percent. This was a decrease from the 4th rank in 2016.



UNEMPLOYMENT COMPARISONS

GEOGRAPHIC AREA	% UNEMPLOYMENT			1 YEAR VARIANCE	2 YEAR VARIANCE
	2015	2016	2017		
United States	5.3%	4.9%	4.4%	-0.5%	-0.9%
Nebraska	3.0%	3.2%	2.9%	-0.3%	-0.1%
Omaha-Council Bluffs	3.1%	3.3%	3.0%	-0.3%	-0.1%
Northern Nebraska Area	3.1%	3.2%	3.0%	-0.2%	-0.1%
Western Nebraska Area	2.8%	3.2%	2.9%	-0.3%	0.1%
Southern Nebraska Area	2.9%	3.0%	2.7%	-0.3%	-0.2%
Lincoln	3.0%	3.1%	2.9%	-0.2%	-0.1%

STAFFING AGENCY DOLLARS

In 2017, thirty-seven percent of Nebraska healthcare organizations reported using temporary staffing agencies to fill their vacancy gaps which is up from 34 percent in 2017. Eighty percent of these were critical access hospitals. Overall, healthcare organizations spent more than \$30 million staffing temporary employees, which is up from the \$11 million spent in 2016. The average spent per hospital increased from \$497,949 in 2016 to \$1.2 million in 2017. In addition, the average spent by critical access hospitals increased from \$293,584 to just over 1 million.

WORKFORCE DEMAND

According to the U.S. Bureau of Labor Statistics, total U.S. employment is expected to increase by 11.5 million jobs from 2016 to 2026. Of the 11.5 million expected job increase, close to 4.0 million are new healthcare jobs, which is about one-third of the total job growth projected.

The two projected fastest growing occupational groups from 2016 to 2026 are healthcare support (23.6%) and healthcare practitioners and technical occupations (15.3%). These groups represent 1 in 5 new jobs. Aging baby-boom population, increases in chronic conditions, and longer life expectancies are driving factors for continued increases in healthcare service demand.

PROJECTIONS FOR HEALTHCARE WORKERS IN NEBRASKA 2014 - 2024

Nebraska	Estimated Employment in 2014	Projected Employment in 2024	Projected Number of New Jobs	Percent Change
Diagnostic Medical Sonographers	480	560	80	16.7%
Licensed Practical and Vocational Nurses	6,320	7,240	920	14.6%
Magnetic Resonance Imaging Technologists	70	80	10	14.3%
Medical and Clinical Laboratory Technicians	1,530	1,760	230	15.0%
Medical and Clinical Laboratory Technologists	1,620	1,810	190	11.7%
Medical Records and Health Information Technicians	1,680	1,900	220	13.1%
Nuclear Medicine Technologists	150	170	20	13.3%
Nurse Anesthetists	310	360	50	16.1%
Nurse Practitioners	1,000	1,220	220	22.0%
Nursing Assistants	13,850	15,460	1,610	11.6%
Occupational Therapists	850	1,050	200	23.5%
Occupational Therapy Assistants	120	170	50	41.7%
Personal Care Aides	6,370	7,600	1,230	19.3%
Pharmacists	2,510	2,660	150	6.0%
Pharmacy Technicians	2,570	2,900	330	12.8%
Physical Therapists	1,480	1,900	420	28.4%
Physical Therapy Assistants	640	850	210	32.8%
Physician Assistants	840	1,030	190	22.6%
Radiologic Technologists and Technicians	1,880	2,080	200	10.6%
Registered Nurses	22,620	25,680	3,060	13.5%
Respiratory Therapists	1,040	1,180	140	13.5%
Social Workers	260	280	20	7.7%
Speech Pathologists	1,120	1,300	180	16.1%
Surgical Technologists	890	990	100	11.2%

WORKFORCE DEMAND

PROJECTIONS FOR HEALTHCARE WORKERS IN THE U.S., 2016 - 2026

United States	Estimated Employment in 2016	Projected Employment in 2026	Projected Number of New Jobs	Percent Change
Diagnostic Medical Sonographers	67,300	82,900	15,600	23.2%
Licensed Practical and Vocational Nurses	724,500	813,400	88,900	12.3%
Magnetic Resonance Imaging Technologists	36,600	41,500	4,900	13.4%
Medical and Clinical Laboratory Technicians	164,200	187,200	23,000	14.0%
Medical and Clinical Laboratory Technologists	171,400	191,200	19,800	11.6%
Medical Records and Health Information Technicians	206,300	234,100	27,800	13.5%
Nuclear Medicine Technologists	20,100	22,100	2,000	10.0%
Nurse Anesthetists	41,800	48,600	6,800	16.3%
Nurse Practitioners	155,500	211,600	56,100	36.1%
Nursing Assistants	1,510,300	1,683,700	173,400	11.5%
Occupational Therapists	130,400	161,400	31,000	23.8%
Occupational Therapy Assistants	39,300	50,700	11,400	29.0%
Personal Care Aides	2,016,100	2,793,800	777,700	38.6%
Pharmacists	312,500	329,900	17,400	5.6%
Pharmacy Technicians	402,500	450,100	47,600	11.8%
Physical Therapists	239,800	306,900	67,100	28.0%
Physical Therapy Assistants	88,300	115,800	27,500	31.1%
Physician Assistants	106,200	145,900	39,700	37.4%
Radiologic Technologists and Technicians	205,200	230,500	25,300	12.3%
Registered Nurses	2,955,200	3,393,200	438,000	14.8%
Respiratory Therapists	130,200	160,600	30,400	23.3%
Social Workers	64,000	69,300	5,300	8.3%
Speech Pathologists	145,100	171,000	25,900	17.8%
Surgical Technologists	107,700	120,300	12,600	11.7%

Source: Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections, www.bls.gov/emp

WORKFORCE DEMAND

DISTRIBUTION OF HIGHEST EDUCATIONAL ATTAINMENT

United States	Less than high school diploma	High school diploma or equivalent	Some College, no degree	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral or Professional Degree
Diagnostic Medical Sonographers	1.3%	6.1%	17.1%	43.2%	26.7%	4.0%	1.6%
Licensed Practical and Vocational Nurses	1.7%	22.6%	53.7%	16.9%	4.1%	0.6%	0.3%
Magnetic Resonance Imaging Technologists	1.3%	6.1%	17.1%	43.2%	26.7%	4.0%	1.6%
Medical and Clinical Laboratory Technicians and Technologists	1.4%	10.5%	20.0%	19.3%	39.0%	7.1%	2.8%
Medical Records and Health Information Technicians	1.8%	19.7%	32.1%	23.5%	18.1%	3.7%	1.2%
Nuclear Medicine Technologists	1.3%	6.1%	17.1%	43.2%	26.7%	4.0%	1.6%
Nurse Anesthetists	0.2%	1.1%	0.4%	0.3%	12.3%	72.9%	12.7%
Nurse Practitioners	0.1%	0.3%	0.3%	0.2%	6.4%	78.6%	14.1%
Nursing Assistants	13.1%	35.7%	31.6%	10.1%	7.4%	1.4%	0.8%
Occupational Therapists	0.3%	1.2%	1.4%	6.0%	39.1%	46.1%	5.9%
Occupational Therapy Assistants	0.0%	0.7%	6.1%	75.7%	15.4%	1.3%	0.8%
Personal Care Aides	16.4%	34.2%	27.6%	8.7%	10.2%	2.3%	0.6%
Pharmacists	0.0%	0.0%	1.2%	1.2%	33.8%	6.4%	57.4%
Pharmacy Technicians	1.8%	20.1%	34.7%	21.6%	18.2%	2.5%	1.1%
Physical Therapists	0.4%	0.8%	1.2%	4.1%	31.1%	24.9%	37.5%
Physical Therapy Assistants	1.5%	6.1%	13.4%	51.8%	23.5%	2.4%	1.4%
Physician Assistants	0.4%	0.6%	2.2%	4.5%	16.5%	58.6%	17.2%
Radiologic Technologists and Technicians	1.3%	6.1%	17.1%	43.2%	26.7%	4.0%	1.6%
Registered Nurses	0.3%	1.0%	5.0%	33.0%	49.6%	9.2%	1.8%
Respiratory Therapists	0.3%	1.2%	12.7%	54.4%	27.6%	2.8%	1.0%
Social Workers	1.1%	5.8%	9.4%	6.0%	40.8%	35.1%	1.8%
Speech Pathologists	0.3%	1.1%	0.6%	0.9%	10.3%	83.5%	3.4%
Surgical Technologists	1.8%	20.1%	34.7%	21.6%	18.2%	2.5%	1.1%

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

NEW REGISTERED NURSE GRADUATE TURNOVER

Nebraska	New Nurse Graduates Hired in 2017	New Graduate Separations During First 6 Months of Service	New Graduate Separations During 6 to 12 Months of Service
Total Number of Registered Nurses	428	4	3
Average Number of Registered Nurses	11.0	0.1	0.1

SOURCES

Bureau of Labor Statistics, Occupational Outlook Handbook, 2017-18 Edition, June 2018.
Online at www.bls.gov/ooh/home/htm

Bureau of Labor Statistics, Current Employment Statistics Survey, June 2018, Databases, Table & Calculators, 2017, Local Area Unemployment Statistics, and National Unemployment Matrix.
Online at www.bls.gov/emp

Nebraska Department of Labor, Nebraska Workforce Trends, May 2018.
Online at www.dol.nebraska.gov

NEworks Nebraska Department of Labor, Labor Market Information.
Online at networks.nebraska.gov

United States Department of Labor, CareerOneStop, America's Career InfoNet, Employment Trends by Occupation & Fastest-Growing Occupations.
Online at www.careerinfonet.org

PARTICIPANT LIST

Annie Jeffrey Memorial County Health Center	Harlan County Health System
Beatrice Community Hospital and Health Center	Henderson Health Care Services, Inc.
Box Butte General Hospital	Jefferson Community Health Center
Boys Town National Research Hospital	Jennie M. Melham Memorial Medical Center
Brodstone Memorial Hospital	Johnson County Hospital
Brown County Hospital	Kearney County Health Hospital
Butler County Hospital	Kearney Regional Medical Center
Callaway District Hospital	Kimball Health Services
Chadron Community Hospital	Lexington Regional Health Center
Chase County Community Hospital	Lincoln Surgical Hospital
CHI Health	Memorial Community Care
CHI Health Creighton University Medical Center - Bergan Mercy	Memorial Community Hospital & Health System
CHI Health Good Samaritan Hospital	Memorial Health Care Systems
CHI Health Immanuel	Memorial Health Clinic
CHI Health Lakeside	Memorial Hospital
CHI Health Midlands	Merrick Medical Center
CHI Health Nebraska Heart Hospital	Morill County Community Hospital
CHI Health Plainview Hospital	Nebraska Medicine
CHI Health St. Elizabeth Regional Medical Center	Nebraska Orthopedic Hospital
CHI Health St. Francis Medical Center	Nemaha County Hospital
CHI Health Schuyler	Niobrara Valley Hospital
CHI Health St. Mary's Community Hospital	Osmond General Hospital
Community Hospital	Pawnee County Memorial Hospital
Community Medical Center Physician Clinic	Pender Care Centre
Community Medical Center, Inc.	Pender Community Hospital
Community Memorial Hospital	Phelps Memorial Health Center
Crete Area Medical Center	Providence Medical Center
Crete Area Medical Center Physician Clinic	Rock County Hospital
Dundy County Hospital	St. Francis Memorial Hospital
Faith Regional Health Services	Sidney Regional Medical Center
Fillmore County Hospital	Thayer County Health Services
Genoa Community Hospital/LTC	Valley County Health System
Gothenburg Memorial Hospital	York General Health Care Services
Great Plains Health	