

The Pennsylvania Registered Nurse Workforce In Health Care

Updated - New SHIP Survey Data & Projections

High Estimate RN Model (Table A)										
REGISTERED NURSE SUPPLY (labor force)										
Variable	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Employment In Health Care in PA (A)	129,400	131,700	134,100	136,400	138,300	139,700	140,700	141,300	141,500	141,300
Unemployed Seeking Emp in HC in PA (B)	3,600	3,600	3,600	3,600	3,600	3,500	3,400	3,300	3,200	3,100
New Entries (C)	4,700	5,200	5,500	5,500	5,500	5,500	5,500	5,500	5,500	5,500
Replacements (D) 1.86% to 4.28%	2,400	2,800	3,200	3,600	4,100	4,500	4,900	5,300	5,700	6,000
NET SUPPLY = A+B+C-D	135,300	137,700	140,000	141,900	143,300	144,200	144,700	144,800	144,500	143,900
REGISTERED NURSE DEMAND (projected employment)										
Variable	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Employment In Health Care in PA (A)	129,400	132,000	134,600	137,200	139,800	142,400	145,000	147,600	150,200	152,800
Unfilled at 4.9 (B)	5,600	5,700	5,800	5,900	6,000	6,100	6,200	6,300	6,500	6,600
Growth (C)	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600
NET DEMAND (ND) = A + B + C	137,600	140,300	143,000	145,700	148,400	151,100	153,800	156,500	159,300	162,000
SHORTAGE (NS – ND)	-2,300	-2,600	-3,000	-3,800	-5,100	-6,900	-9,100	-11,700	-14,800	-18,100
PROJECTED SHORTAGE/ SURPLUS	-2%	-2%	-2%	-3%	-3%	-5%	-6%	-7%	-9%	-11%

Notes:

-The shortage of RNs is projected to be lower in 2010 when compared to the previous RN Workforce Report (Summer 2005). However, this shortage is expected to increase steadily through 2016.

-If you compare this model to the one in the previous RN Workforce Report, the 2010 shortage decreased as planned. This was due to an increase in the number of RN licensure renewals; an increase in the number of employed RNs; an increase in new entries; and a lower replacement rate, or the rate at which nurses are planning to leaving the occupation. However, higher forecast growth dampened these affects and thus the affect on the overall 2010 shortage.

-For comparison, 2010 Employment (A) in the last model was 120,500 compared to 136,400 in this model. Also, 2010 New Entries (C) increased from 4,100 in the last model to 5,500 in this model. Overall, the 2010 Shortage was -16,100 in the last model compared to -3,800 in this model.

-The annual growth openings increased from 1,600 in the last model to 2,600 per year in this model.

-In this model, the vacancy rate was kept the same as the previous model. However, the historic percent of RN's that passed the licensing exam, and the percent that will seek health care employment were updated in this model.

Low Estimate RN Model (Table B)										
REGISTERED NURSE SUPPLY (labor force)										
Variable	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Employment In Health Care in PA (A)	129,400	132,200	135,200	138,200	140,800	143,100	145,000	146,600	147,900	148,800
Unemployed Seeking Emp in HC in PA (B)	3,600	3,600	3,600	3,600	3,600	3,600	3,600	3,600	3,500	3,400
New Entries (C)	4,700	5,200	5,500	5,500	5,500	5,500	5,500	5,500	5,500	5,500
Replacements (D) 1.46% to 3.30%	1,900	2,200	2,500	2,900	3,200	3,600	3,900	4,200	4,600	4,900
NET SUPPLY = A+B+C-D	135,800	138,800	141,800	144,400	146,700	148,600	150,200	151,500	152,300	152,800
REGISTERED NURSE DEMAND (projected employment)										
Variable	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Employment In Health Care in PA (A)	129,400	132,000	134,600	137,200	139,800	142,400	145,000	147,600	150,200	152,800
Unfilled at 4.9 (B)	5,600	5,700	5,800	5,900	6,000	6,100	6,200	6,300	6,500	6,600
Growth (C)	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600
NET DEMAND (ND) = A + B + C	137,600	140,300	143,000	145,700	148,400	151,100	153,800	156,500	159,300	162,000
SHORTAGE (NS – ND)	-1,800	-1,500	-1,200	-1,300	-1,700	-2,500	-3,600	-5,000	-7,000	-9,200
PROJECTED SHORTAGE/ SURPLUS	-1%	-1%	-1%	-1%	-1%	-2%	-2%	-3%	-4%	-6%

Notes:

-The shortage of RNs is projected to be lower in 2010 when compared to the previous RN Workforce Report (Summer 2005). However, this shortage is expected to increase steadily through 2016.

-If you compare this model to the one in the previous RN Workforce Report, the 2010 shortage decreased as planned. This was due to an increase in the number of RN licensure renewals; an increase in the number of employed RNs; an increase in new entries; and a slightly lower replacement rate, or the rate at which nurses are planning to leaving the occupation. However, higher forecast growth dampened these affects and thus the affect on the overall 2010 shortage.

-For comparison, 2010 Employment (A) in the last model was 126,700 compared 138,200 in this model. Also, 2010 New Entries (C) increased from 4,100 in the last model to 5,500 in this model. Overall, the 2010 Shortage was -8,400 in the last model compared to -1,300 in this model.

-The annual growth openings increased from 1600 in the last model to 2,600 per year in this model.

-In this model, the vacancy rate was kept the same as the previous model. However, the historic percent of RN's that passed the licensing exam, and the percent that will seek health care employment were updated in this model.

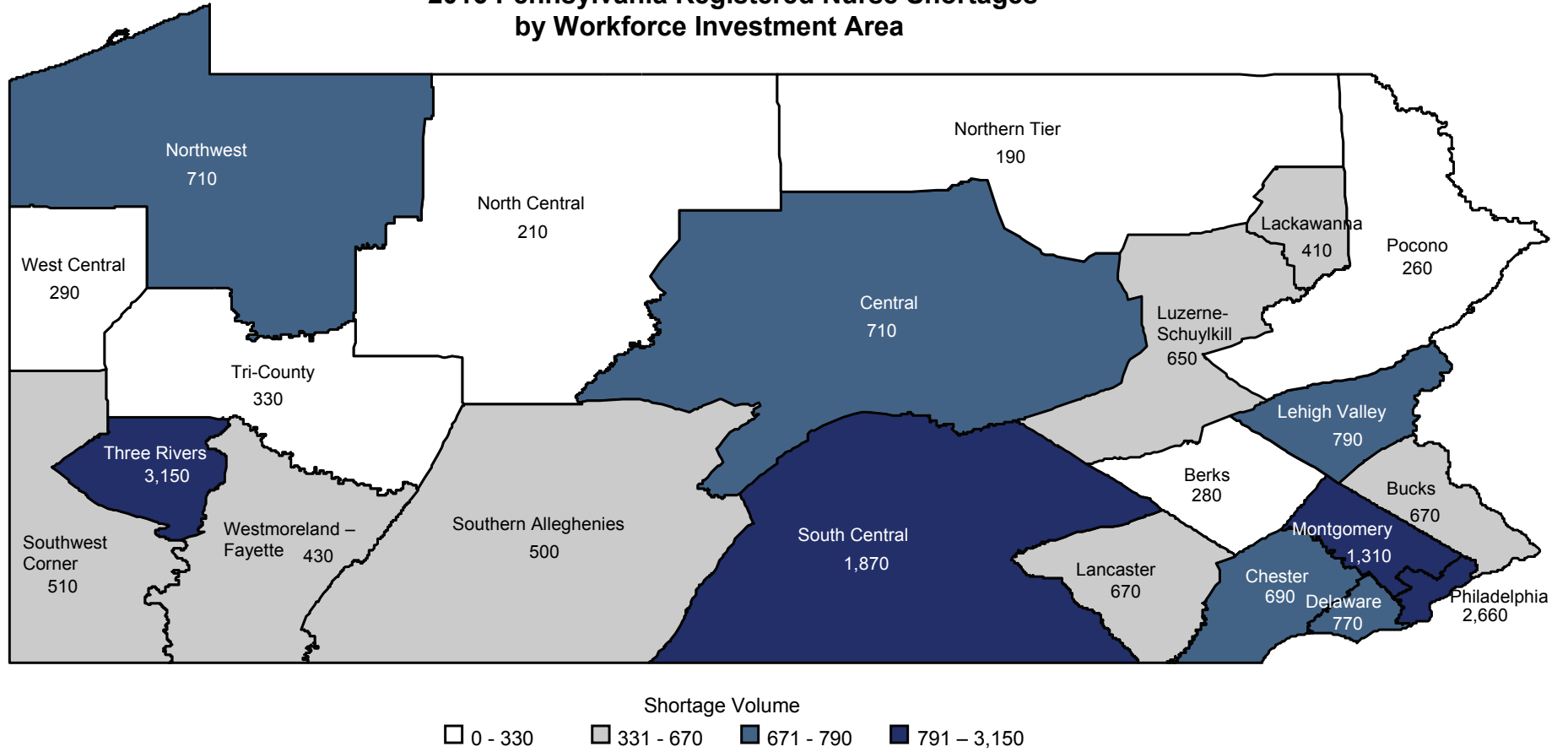
Registered Nurse Model Shortage Comparison

Health District	2010 Shortage Original	Pct.	2010 Shortage Updated	Pct.	Volume Change	2016 Shortage	Pct.
Northwest	970	10%	260	3%	-710	1,200	11%
Southwest	2,740	8%	930	2%	-1,810	4,700	11%
Northcentral	1,150	16%	200	3%	-950	820	11%
Southcentral	2,510	16%	540	4%	-1,970	2,160	13%
Northeast	2,340	14%	430	3%	-1,910	2,060	11%
Southeast	6,400	12%	1,430	2%	-4,970	7,180	11%
Total	16,100		3,800		-12,300	18,100	

Workforce Investment Area	2010 Shortage Original	Pct.	2010 Shortage Updated	Pct.	Volume Change	2016 Shortage	Pct.
Berks	540	15%	30	1%	-510	280	7%
Bucks	840	15%	50	1%	-790	670	14%
Central	960	16%	180	3%	-780	710	10%
Chester	780	17%	110	2%	-670	690	13%
Delaware	500	9%	110	2%	-390	770	12%
Lackawanna	370	12%	90	3%	-280	410	12%
Lancaster	900	19%	180	4%	-720	670	13%
Lehigh Valley	890	13%	160	2%	-730	790	9%
Luzerne and Schuylkill	750	14%	130	3%	-620	650	12%
Montgomery	1,090	11%	230	2%	-860	1,310	11%
Northcentral	30	1%	40	2%	10	210	8%
Northern Tier	320	19%	40	3%	-280	190	13%
Northwest	680	12%	170	3%	-510	710	11%
Philadelphia	1,560	8%	720	3%	-840	2,660	10%
Pocono Counties	420	21%	40	2%	-380	260	13%
South Central	2,210	18%	490	4%	-1,720	1,870	13%
Southern Alleghenies	490	9%	90	2%	-400	500	10%
Southwest Corner	340	9%	80	2%	-260	510	12%
Three Rivers	1,510	7%	730	3%	-780	3,150	12%
Tri-County	190	7%	40	1%	-150	330	10%
West Central	260	10%	60	3%	-200	290	11%
Westmoreland and Fayette	450	10%	30	1%	-420	430	9%
Total	16,100		3,800		-12,300	18,100	

Note: Negative number denotes surplus

2016 Pennsylvania Registered Nurse Shortages by Workforce Investment Area



2016 Pennsylvania Registered Nurse Shortages by Health Districts

