

A Snapshot of Missouri's Health Care Workforce



Missouri Occupational Projections 2014-2024

TOP 10 BY TOTAL

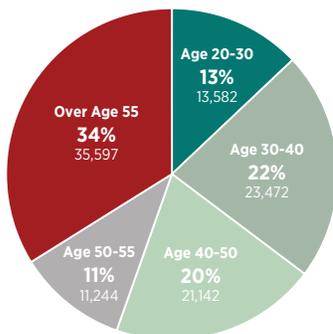
Title	Growth	Replacement	TOTAL
Registered Nurses	9,228	16,076	25,304
Nursing Assistants	5,114	10,925	16,039
Licensed Practical and Licensed Vocational Nurses	1,218	4,716	5,934
Home Health Aides	2,195	1,834	4,029
Medical Assistants	1,035	1,987	3,022
Pharmacy Technicians	1,632	946	2,578
Physical Therapists	1,128	1,091	2,219
Family and General Practitioners	61	1,973	2,034
Pharmacists	522	1,424	1,946
Dental Assistants	689	1,251	1,940

Source: Missouri Economic Research and Information Center

Nursing

Registered Nurses

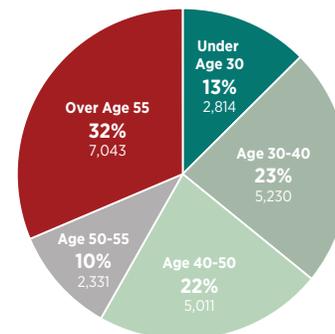
Age Distribution



- ▶ Experienced nurses are increasingly retiring.
- ▶ Nationally, nearly two-thirds of R.N.s older than 54 are considering retirement.¹
- ▶ 22 percent of Missouri's licensed R.N.s are older than 60.
- ▶ Of the 83,513 licensed R.N.s in Missouri, it is unknown how many are working in clinical practice.
- ▶ National estimates are that 84 percent are employed in nursing (all settings)³; 62 percent work in hospitals.

Licensed Practical Nurses

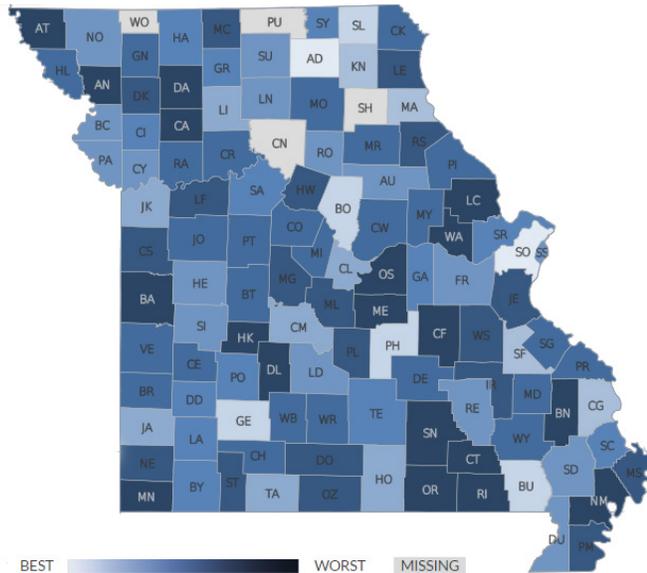
Age Distribution



- ▶ LPN age distribution in Missouri closely patterns R.N.s.
- ▶ 34 percent are older than 55; 22 percent are older than 60.
- ▶ Of the 20,900 LPNs in Missouri, it is estimated that 69 percent are employed in clinical practice (all settings).⁴
 - 15 percent work in hospitals — LPNs are more heavily employed in long-term care or physician offices.

Statewide turnover rates for R.N.s fell from 2015 to 2016 by 3.5 percent. But, vacancy rates rose by 6.5 percent. This indicates increased demand for, and retirements of, older nurses with difficulty filling the vacancies.

Primary Care



- ▶ Missouri makes up 1.9 percent of the country's population and produces 2.7 percent of the nation's medical school graduates. The state ranks second in the nation for exporting the doctors it trains to other states.
- ▶ Missouri ranks 18th in the nation in population, but is 29th in ranking for active primary care physicians per 100,000 population.⁶
- ▶ Missouri is 29th in the nation for active physicians who are age 60 or older.
- ▶ Missouri is home to six medical schools, which collectively admit approximately 963 students annually.
 - Only 725 first-year residency slots are available for medical students meaning that many must leave the state for their graduate medical education.
 - The addition of two new campuses in southwest Missouri will admit approximately 180 more annually making the residency problem worse.

Hospital Data for Other High-Demand Professions in the Top 10⁵

Pharmacist

- ▶ Turnover of pharmacists declined to a record low in 2012, but since then has been increasing to a range of 8.5 to 10.5 percent.
- ▶ Vacancy rates declined through the recession and have been a bit more volatile since 2014, with a 6.7 percent rate in 2016.
- ▶ The turnover rate indicates increased opportunities for pharmacists, but with a relatively stable supply indicated by a relatively low vacancy rate.

Pharmacy Technician

- ▶ Turnover of pharmacy technicians has risen significantly since 2014 to a high of 20.9 percent in 2016.
- ▶ Vacancy rates have risen steadily since 2014 to 7.9 percent in 2016 — this indicates a lot of opportunities for technicians, but a relatively easy time filling vacancies.

Physical Therapist

- ▶ Statewide turnover for physical therapists fell by 3.5 percent in 2016, but vacancy rates increased significantly — by 7.5 percent during that same time. This indicates increased demand and opportunities for physical therapists, with difficulty finding physical therapists to fill the vacancies.
- ▶ Aging baby boomers and an increased interest in fitness increases the demand for physical therapists.

Unlicensed Assistive Personnel (Nursing Assistants, Medical Assistants)

- ▶ Turnover is consistently very high for these low-skill entry-level jobs — 2016 turnover is 31.2 percent. However, vacancy rates are relatively low at 7.1 percent. Some of the turnover is related to their entry-level status; however, they also are often the starting point for career pathway training programs in health care, which may reflect the high turnover.

1 AMN Healthcare and its Center for the Advancement of Healthcare Professionals. Retrieved from <http://www.prnewswire.com/news-releases/nearly-two-thirds-of-baby-boomer-nurses-now-considering-retirement-even-as-rn-demand-rises-rapidly-300174368.html>

2 Missouri State Board of Nursing. *2016 Annual Report*.

3 American Nurses Association. *Registered nurses in the U.S. Nursing by the numbers*. May 2011.

4 *Nurse Journal* LPN vs RN + Roles & Responsibilities. Retrieved from <http://nursejournal.org/practical-nursing/lpn-vs-rn-roles/>

5 Missouri Hospital Association. *Annual Workforce Survey - April 2017*.

6 Missouri HealthCare Workforce Coalition. *Strengthening primary care in Missouri part 1: Physician workforce*. April 2016.