

Attracting and Retaining Critical Workforce in No. VA

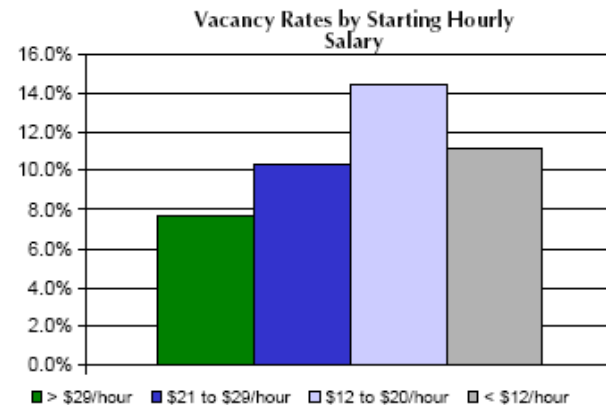
2008 Summary Report

Workforce Challenges

Nursing Supply Shortage Considering Retirement and Graduate Assumptions

Adjusted RN Shortage	2004	2010	2020
Estimated Shortage	1,038	2,974	6,350
Cumulative Retirements (2004 to 2010 and 2010 to 2020)		1,818	3,301
Cumulative Graduates (2004 to 2010 and 2010 to 2020)		2,640	4,400
Adjusted Shortage	1,038	2,152	4,429

	2004 Vacancy Rate	2010 Estimated Vacancy Rate	2020 Estimated Vacancy Rate
RNs	10.3%	25%	41%
LPNs	26%	33%	42%
Radiologic, CT, MRI techs	12%	26%	42%
Medical records and info techs	11.4%	29%	47%
Medical and nurse managers	6.7%	22%	39%



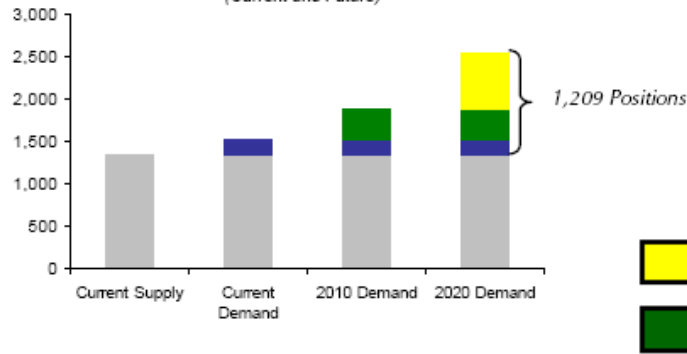
Source: PwC Analysis of Northern Virginia Workforce Survey

Workforce Challenges (No.Va.)

HR Metrics

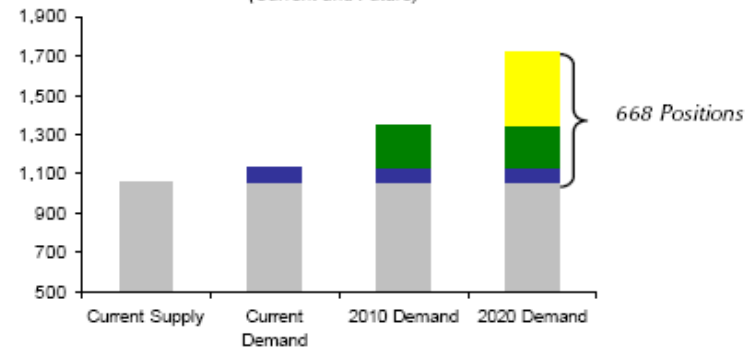
Medical Records and Health Info Technicians

Additional Demand for Workers (Current and Future)



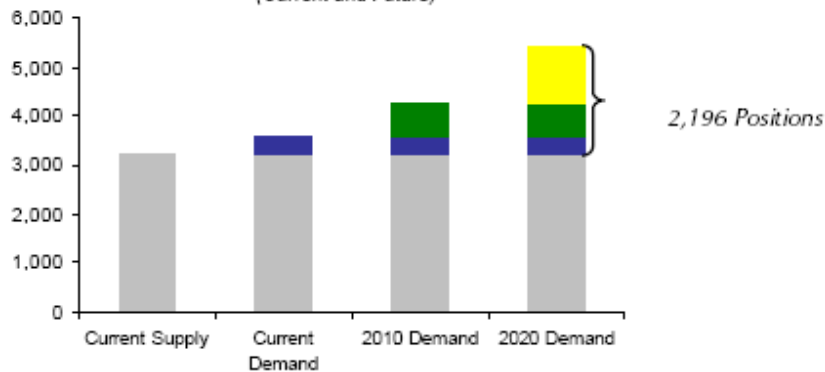
Medical and Nurse Managers

Additional Demand for Workers (Current and Future)



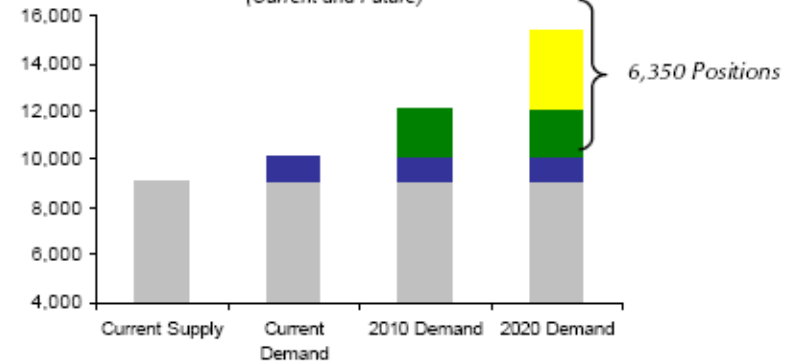
Nursing Aides, Orderlies, Certified Nurse Assistants, Attendants

Additional Demand for Workers (Current and Future)



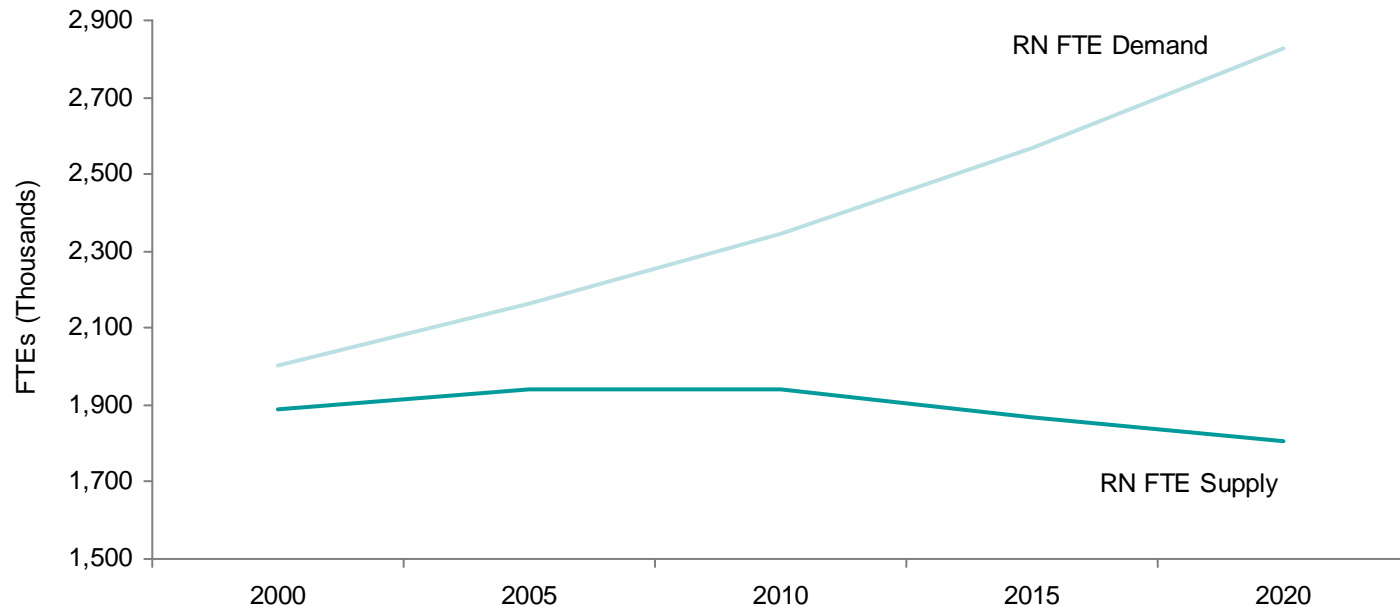
Registered Nurses

Additional Demand for Nurses (Current and Future)



Dramatic National Shortages

Chart 5.12: National Supply and Demand Projections for FTE RNs, 2000 – 2020



Source: National Center For Health Workforce Analysis, Bureau of Health Professions, Health Resources and Services Administration, 2004. Link: <http://bhpr.hrsa.gov/healthworkforce/reports/rnpopulation/preliminaryfindings.htm>.

Ensuring a Competent Workforce

Excellence begins with people