

The Nursing Workforce in Maine: Trends & Forecasts 2020/21 to 2022/24

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Agenda

Introduction

Nurse Workforce in Maine, 2020/21

Refined RN Supply

Model Predictions, 2016-2025 (The Forecast)

Summary (TBD)

Information By Maine's Region

Introduction

Objective

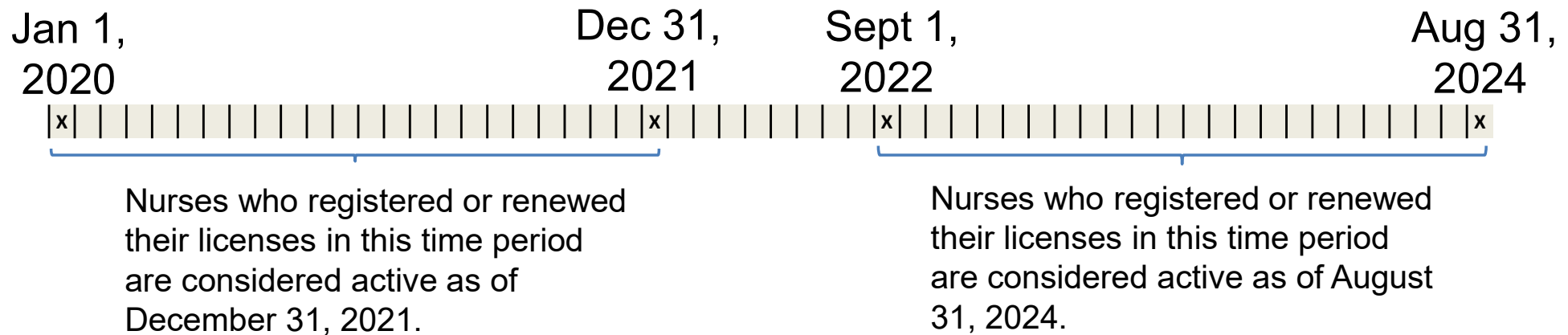
- Update the nurse (RN) forecast for Maine using the most recent (2022/24) registration data.
- Determine if recent efforts to minimize a nursing shortage were successful.
- Identify areas of concern regarding trends in the RN workforce in Maine.

Methods

- A dynamic model for estimating the supply of and demand for RNs in the state of Maine was initially developed in 2016 (using 2015 state RN registration data).
- The forecast is comprised of two main components:
 - **The ‘supply’ of RNs;** we measure this directly via the required RN biennial registration process for RNs practicing in the state of Maine.
 - **The ‘demand’ for RNs:** we estimate this based on the composition of the generation population (older people use significant more healthcare than younger people) and how many RNs are required to provide a ‘unit’ of healthcare services (‘intensity factors’).

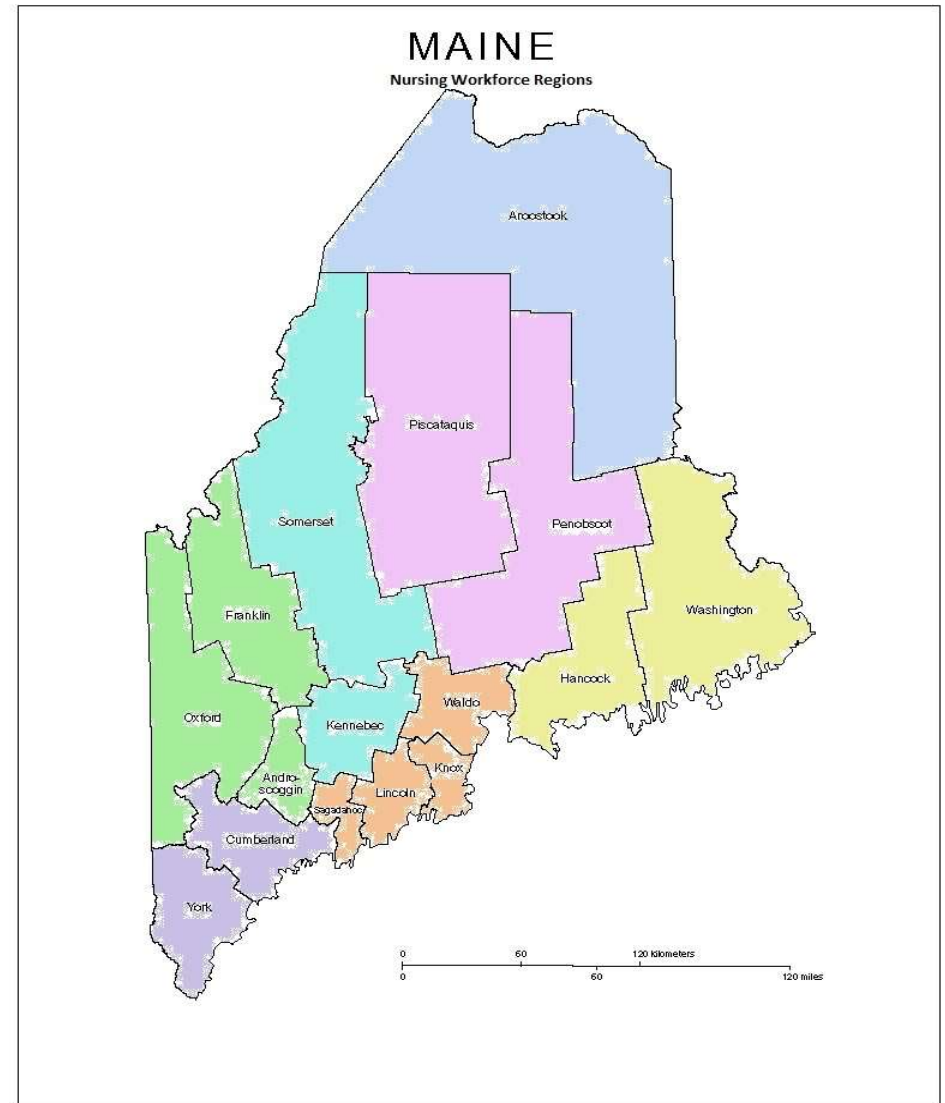
Summary of Time Frame of Licensed Nurse Database

- Nurses are required to re-register their licenses every two years for the state of Maine. This is on a rolling basis, and nurses are either re-registered or added to the database each day



Maine's Regions

- The forecast for the state is built at the regional level and then summed for state-wide numbers.
- **Seven Regions**
 - York/Cumberland Counties
 - Sagadahoc/Lincoln/Knox/Waldo
 - Hancock/Washington
 - Oxford/Franklin/Androscoggin
 - Somerset/Kennebec
 - Piscataquis/Penobscot
 - Aroostook



Nurse Workforce in Maine, 2020/21 – 2022/24

A shortage or surplus of nurses is determined simply by comparing the 'supply' of nurse' to the 'demand' for nurses. With that information, we can make assumptions on how both the supply and demand will change over the next several years, so we can forecast a future shortage or surplus.

How Is *Supply* determined?

- At the state level, it is measured directly (nurse licensure and renewal database).
- The future nurse supply will be impacted by licensed nurses':
 - ✓ Age distribution
 - ✓ Pace of adding new licensed nurses, and their age and experience level
 - ✓ Working as a nurse, and working PT vs. FT.
 - ✓ Attrition out of the nurse workforce

How Is *Demand* determined?

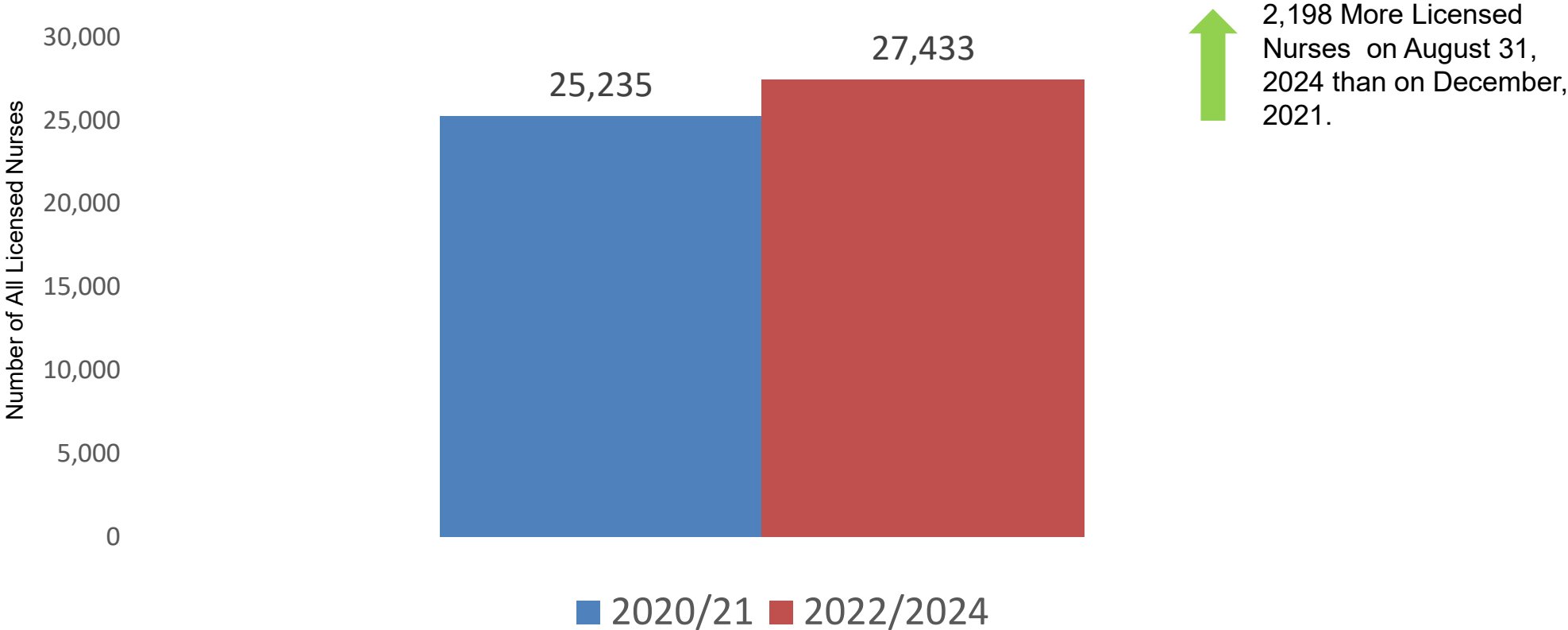
- This is difficult to measure directly at the state level. There are historical measures of how many nurses are needed in each setting, given a specific population size and age distribution.
- The demand for nurses is most heavily impacted by the age distribution of the population served. Seniors use much more healthcare services than those under age 65.

Nurse Workforce in Maine, 2020/21 – 2022/24

Trends In Nurses Licensed in Maine

- **The number of licensees as of December 31, 2021 increased from 25,235 to 27,433 as of August 31, 2024.** That is a net increase of 2,198 licensees during that 32 month period.

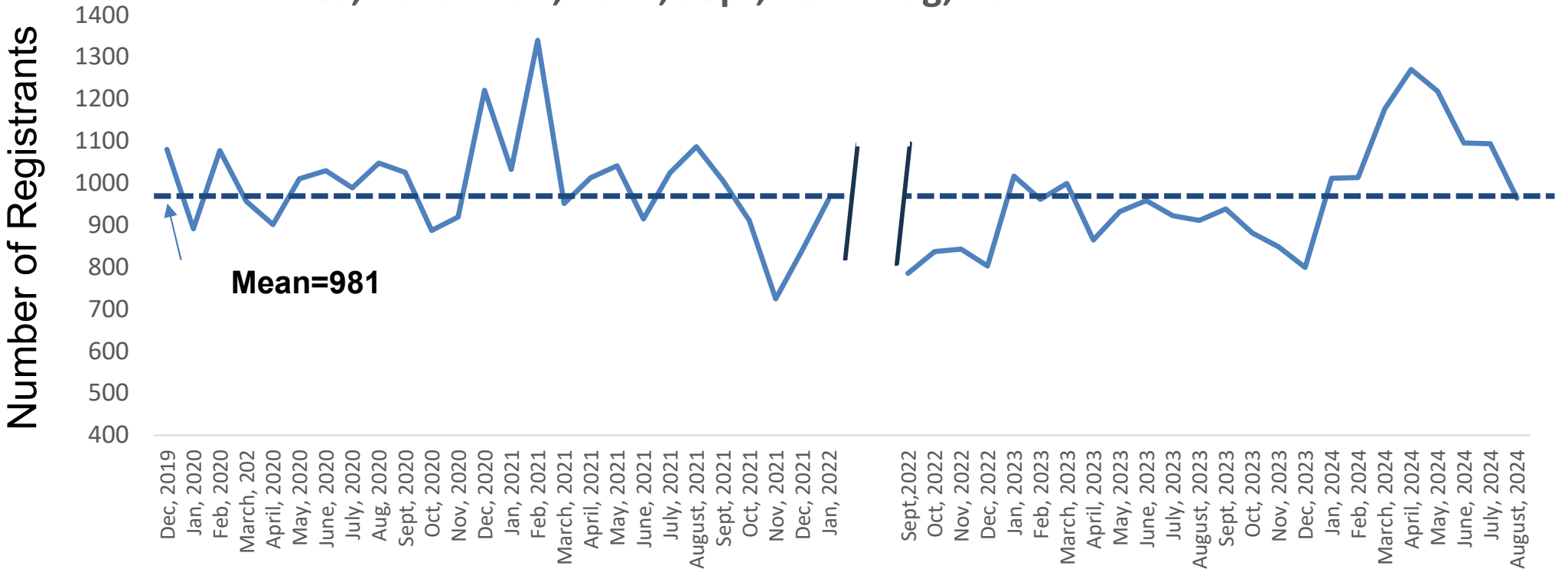
Total Licensed Nurses, Statewide



Monthly Additions (First Time Registrants or Renewals)

- On average (mean), 981 RNs either renew or register for the first time as a licensed RN in Maine each month. There is monthly variation, as nurses renew based on their birthdays.
- There is no consistent long-term trend up or down on this measure since December, 2019.

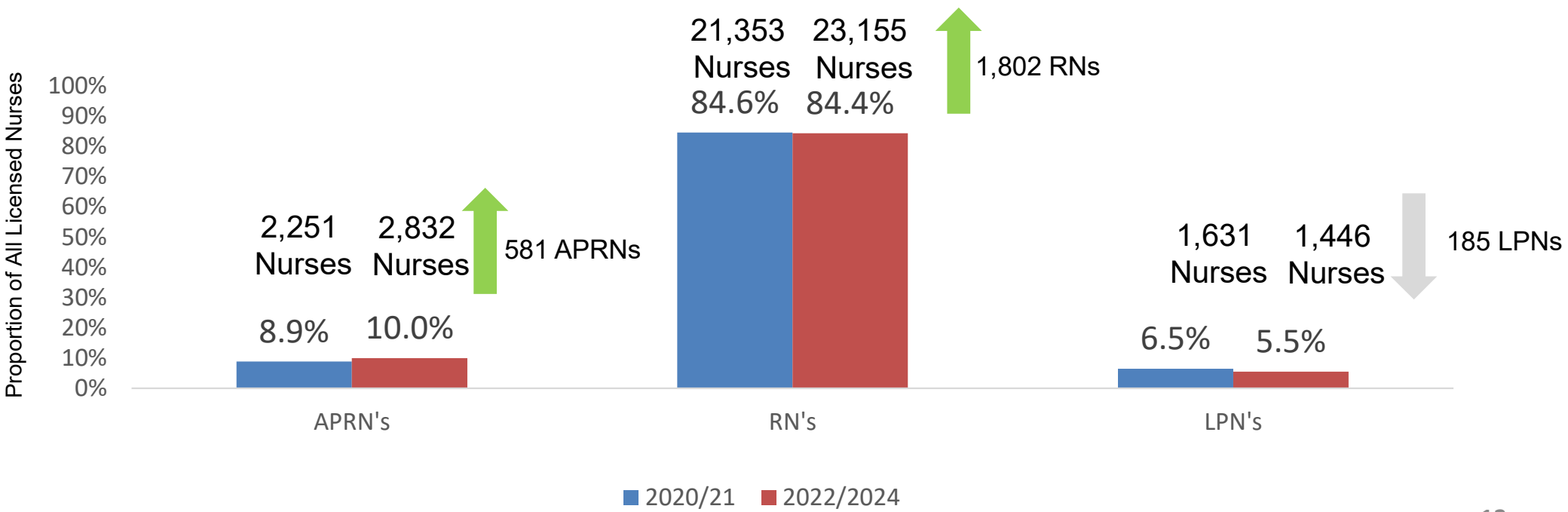
**Number of RN (Non-APRN) Registrants, By Month,
Dec, 2019 – Jan, 2022; Sept, 2022-Aug, 2024**



Trends In Nurses Licensed in Maine

- The great majority are RNs (85% in both periods). The proportion of licensed APRNs in Maine increased in the 32 months from December 21, 2021 to August 31, 2024 from 8.9% to 10.0%. Likewise, the proportion of LPNs decreased from 6.5% to 5.5%. This represents an increase of 581 APRNs, and a decrease of 185 LPNs.
- Proportionally, the number of RNs of all licensed nurses has remained constant. However, the number of RNs increased from 21,353 to 23,155, or 1,802 RNs.

Total Licensed Nurses, Statewide

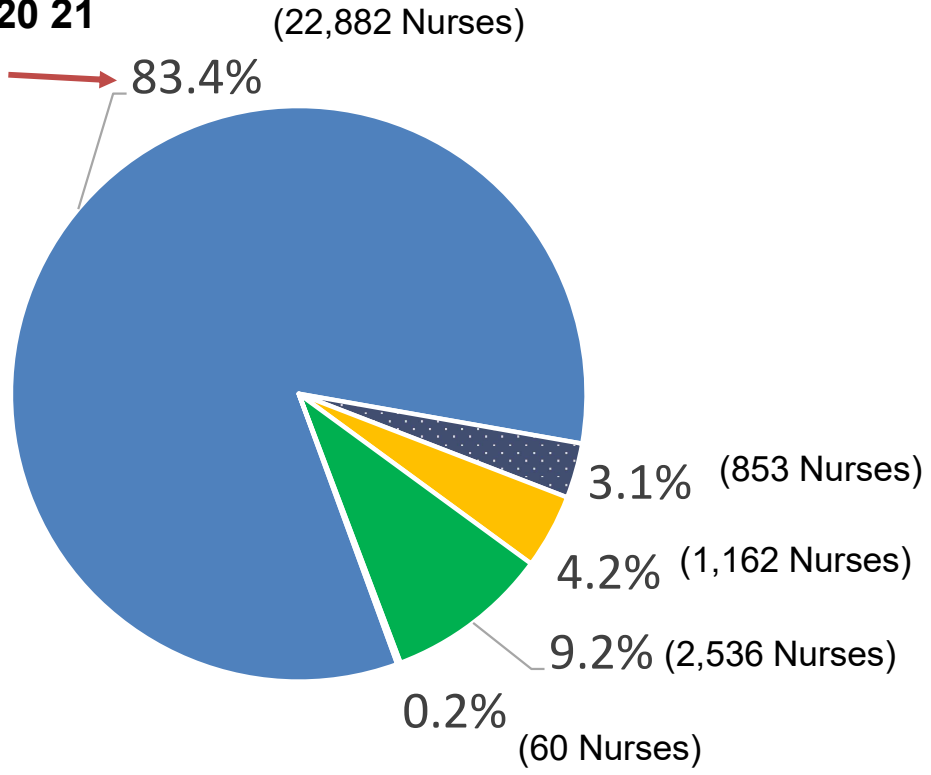


General Work Status of Maine's Licensed Nurses (APRNs, RNs, and LPNs)

- Not all licensees have been working as a nurse. As of August 31, 2024, of the 27,433 nurses licensed by Main, 83.4% were working nurses (APRNs/RNs/LPNs). **This is a decrease from 85.4% in the previous period (2021/22).** The remainder were either working or seeking work in a position that does not require a license, are not working (or are 'retired') or are volunteering as a nurse.

All Licensed Nurses for Maine (27,433 Nurses)

85.4% in
2019/20 21



- Working as a Nurse (FT, PT or Per Diem)
- Not working, seeking work as a Nurse
- Not working, not seeking work as a Nurse
- Working, but not as a Nurse
- Work status unknown

Work Status of Maine's Licensed Nurses, 2019/2021 vs. 2022/2024

Proportion of Nurses, By License Type

	LPN		RN		APRN	
	'19-'21'	'22-'24	'19-'21'	'22-'24	'19-'21'	'22-'24
Workforce						
Actively employed in nursing or in a position that requires a nurse license – FT	57.6%	57.5%	68.2%	65.1%	79.7%	77.5%
Actively employed in nursing or in a position that requires a nurse license - Part-time	8.2%	8.7%	9.8%	9.0%	11.3%	11.6%
Actively employed in nursing or in a position that requires a nurse license - <i>Per diem</i>	7.8%	8.2%	6.9%	8.5%	4.3%	5.7%
Unemployed - Seeking work as a nurse	3.7%	4.1%	2.1%	3.3%	1.3%	1.0%
<i>Subtotal (Nurse Workforce):</i>	77.3%	78.5%	87.0%	85.9%	96.6%	96.9%
Non-Workforce						
Working in nursing only as a volunteer	0.7%	1.2%	0.7%	.9%	0.7%	0.5%
Actively employed, non-nursing - Full-time	3.9%	4.2%	1.8%	2.3%	0.7%	0.6%
Actively employed, non-nursing - Part-time	1.2%	2.0%	0.6%	1.2%	0.1%	0.4%
Actively employed, non-nursing - <i>Per diem</i>	0.6%	.7%	0.2%	1.0%	0.1%	0.1%
Unemployed - Not seeking work as a nurse	6.1%	8.8%	3.1%	3.0%	0.8%	1.0%
Retired	10.2%	4.6%	6.6%	5.8%	1.1%	1.6%
<i>Subtotal:(Licensed, Non Nurse Workforce)</i>	22.7%	21.5%	13.0%	14.2%	3.4%	4.1%
TOTAL:	100%	100%	100%	100%	100%	100%

- Proportion of RNs working full time has decreased by 3.1%-points.
- The proportion of RNs working part time increased slightly (.8% points).
- The proportion of RNs working *per diem* has increased by 1.6% points.
- Unemployment among RNs rose by 1.1% points, but is still very low.

The proportion of nurses licensed by Maine who are not part of the nurse workforce in Maine has increased in the past few years (by 1.2% points).

Work Status of Maine's Licensed Nurses, 2019/2021 vs. 2022/2024

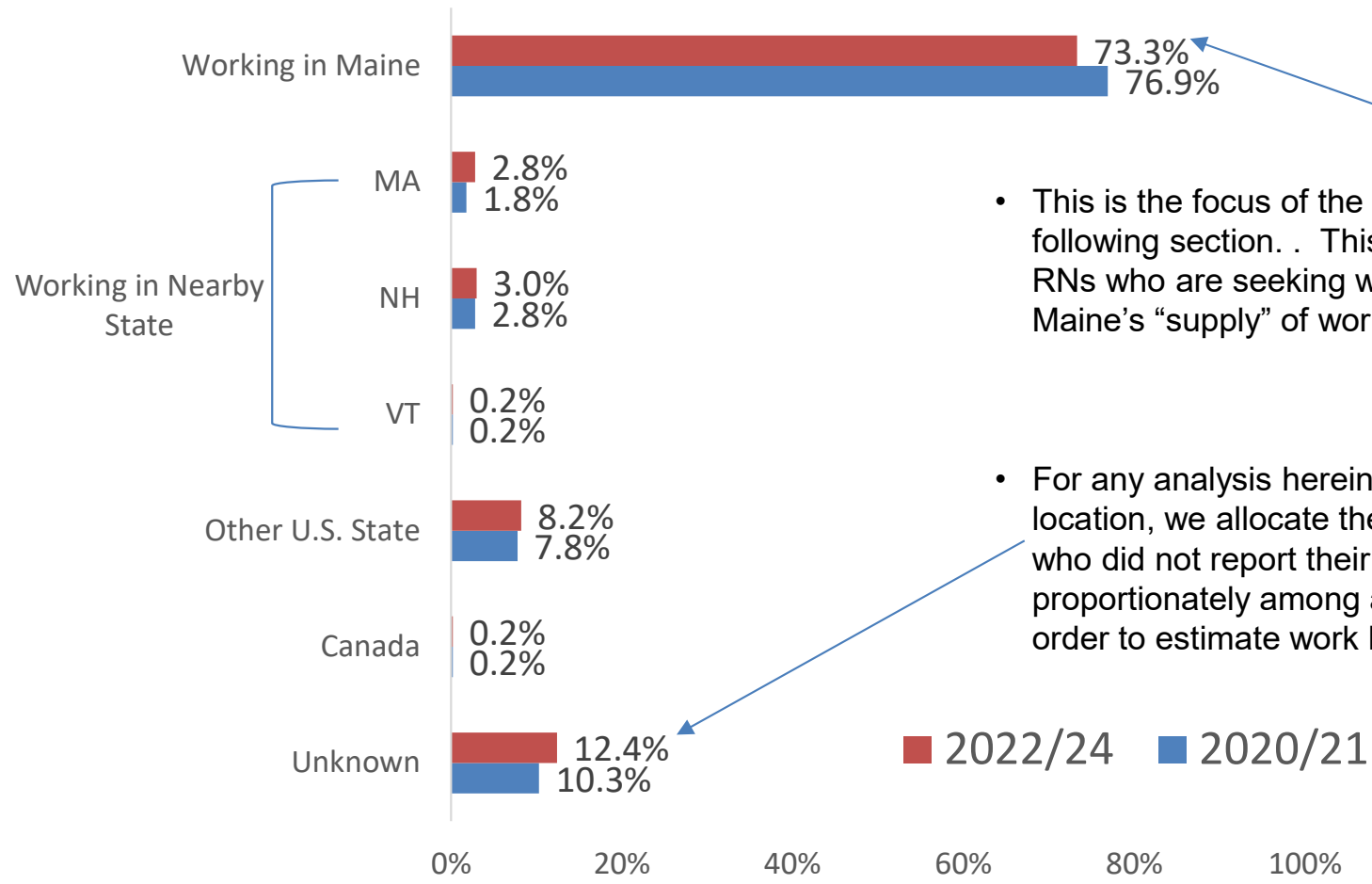
Number of Nurses, By License Type

	LPN		RN		APRN	
	'19-'21'	'22-'24	'19-'21'	'22-'24	'19-'21'	'22-'24
Workforce						
Actively employed in nursing or in a position that requires a nurse license – FT	939	831	14,572	15,067	1,793	2,196
Actively employed in nursing or in a position that requires a nurse license - Part-time	133	126	2,090	2,082	254	328
Actively employed in nursing or in a position that requires a nurse license - <i>Per diem</i>	127	119	1,474	1,972	97	161
Unemployed - Seeking work as a nurse	61	59	440	765	30	29
<i>Subtotal (Nurse Workforce):</i>	1,260	1,135	18,576	19,886	2,174	2,714
Non-Workforce						
Working in nursing only as a volunteer	12	17	160	217	16	14
Actively employed, , non-nursing - Full-time	64	61	383	536	15	18
Actively employed, non-nursing - Part-time	20	29	127	270	3	10
Actively employed, non-nursing - <i>Per diem</i>	9	10	43	225	2	3
Unemployed - Not seeking work as a nurse	100	127	659	689	17	29
Retired	166	67	1,405	1,332	24	44
<i>Subtotal:(Licensed, Non Nurse Workforce)</i>	371	311	2,777	3,269	77	118
TOTAL:	1,631	1,446	21,353	23,155	2,251	2,832

- While the proportion of RNs working full time has decreased (previous page), the *number* of FT, working RNs has increased in the latest measurement point (by 475 RNs), as has the number of RNs working on a *per diem* basis (498 RNs).

Maine's Licensed RNs Work Location

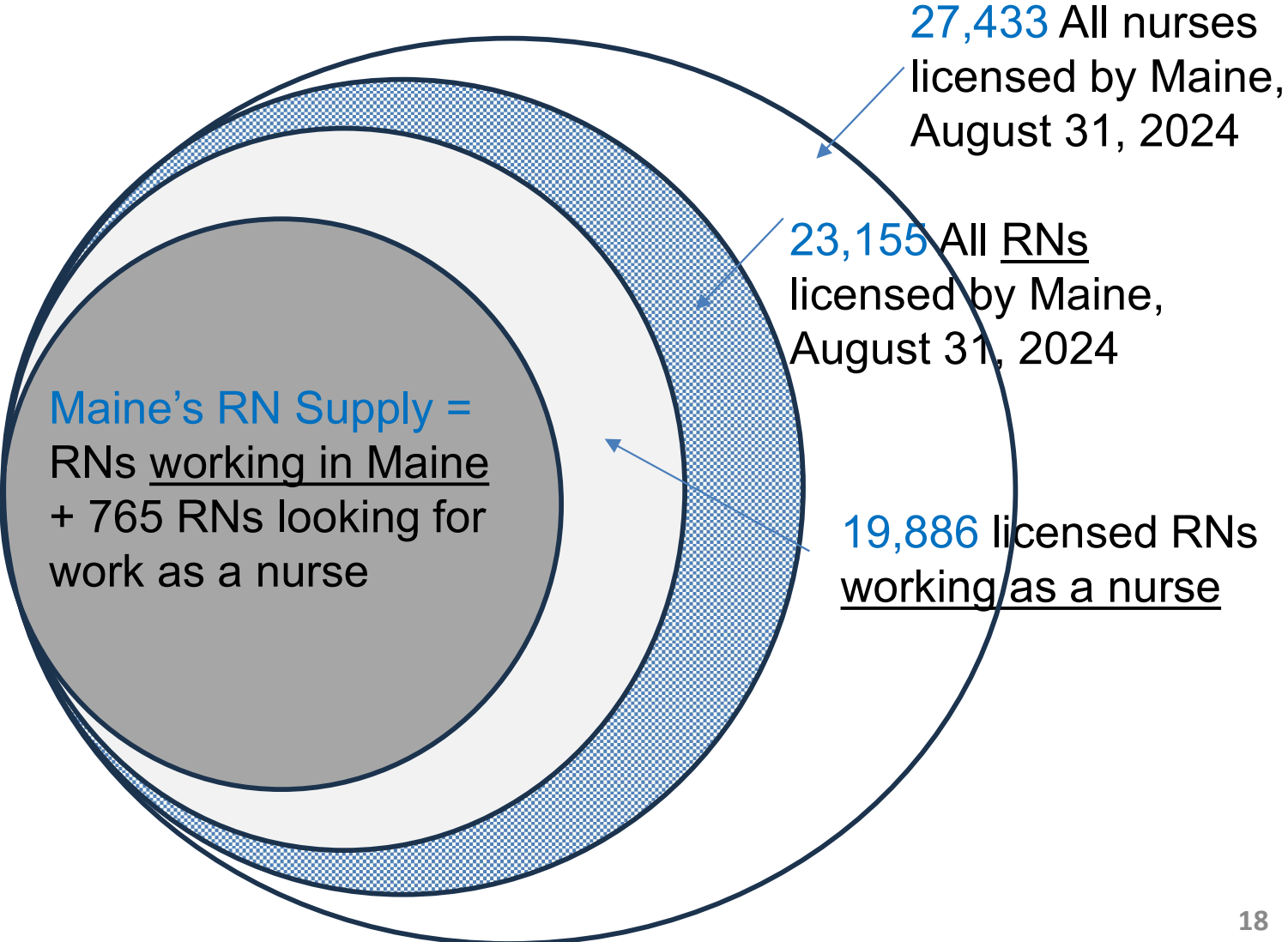
RN's Working Location 2020/21



- This is the focus of the forecast describes in the following section. . This, plus the unemployed RNs who are seeking work as a nurse comprise Maine's "supply" of working RNs.

- For any analysis herein which relies on employer location, we allocate the 12.4% of working RNs who did not report their work location zip code proportionately among all other working RNs in order to estimate work location. .

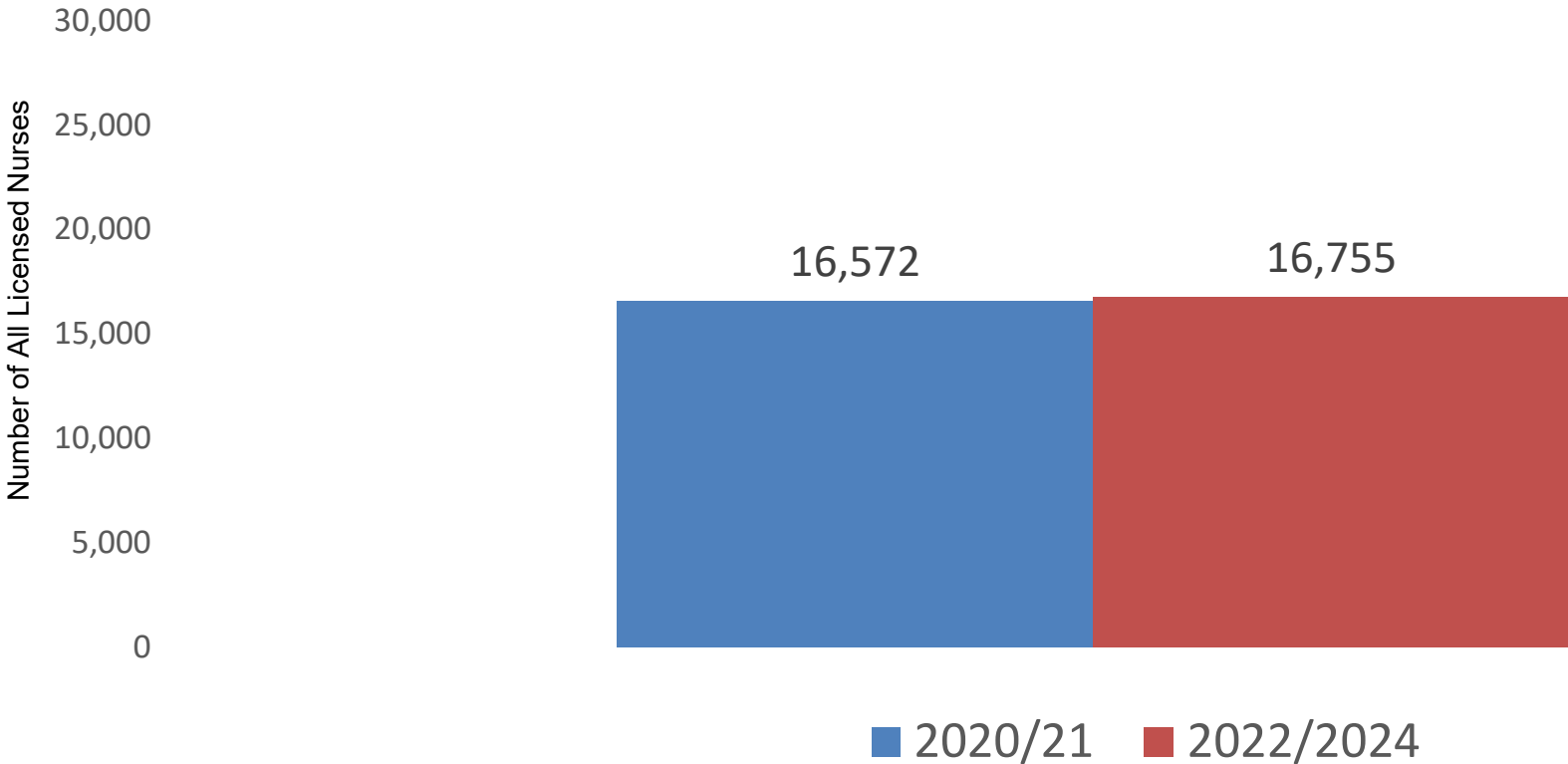
Summary of Maine's RN "Workforce"



Trends In Nurses Licensed in Maine

- While the number of licensees increased from 25,235 to 27,433 (8.7%) in the past 3 years, as of August 31, 2024, the number of RNs who are part of Maine’s nurse workforce increased by only 1.1% (16,572 to 16,755).

Total “Supply” of RNs

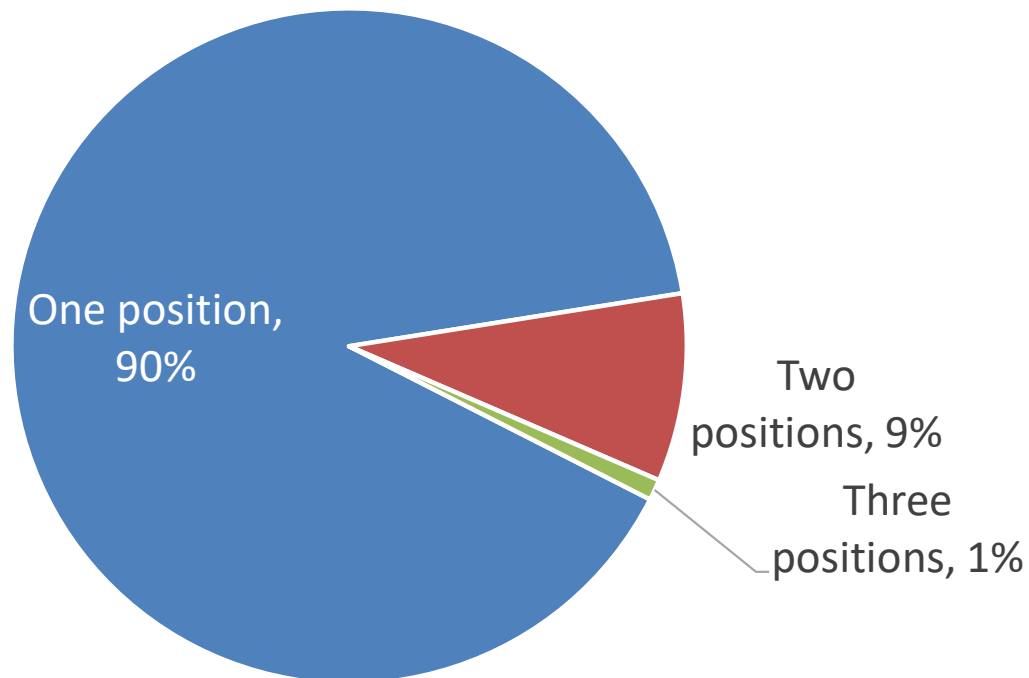


Refined RN Supply

Nurses Working In More Than One Paid Position

- Almost all (90%) of working RNs work in a single position. Nine percent (9%) work two separate jobs, and another 1% reported working in three separate jobs.
- Note that when accounting for the “supply” of RNs, hours working per week for all three positions were included.

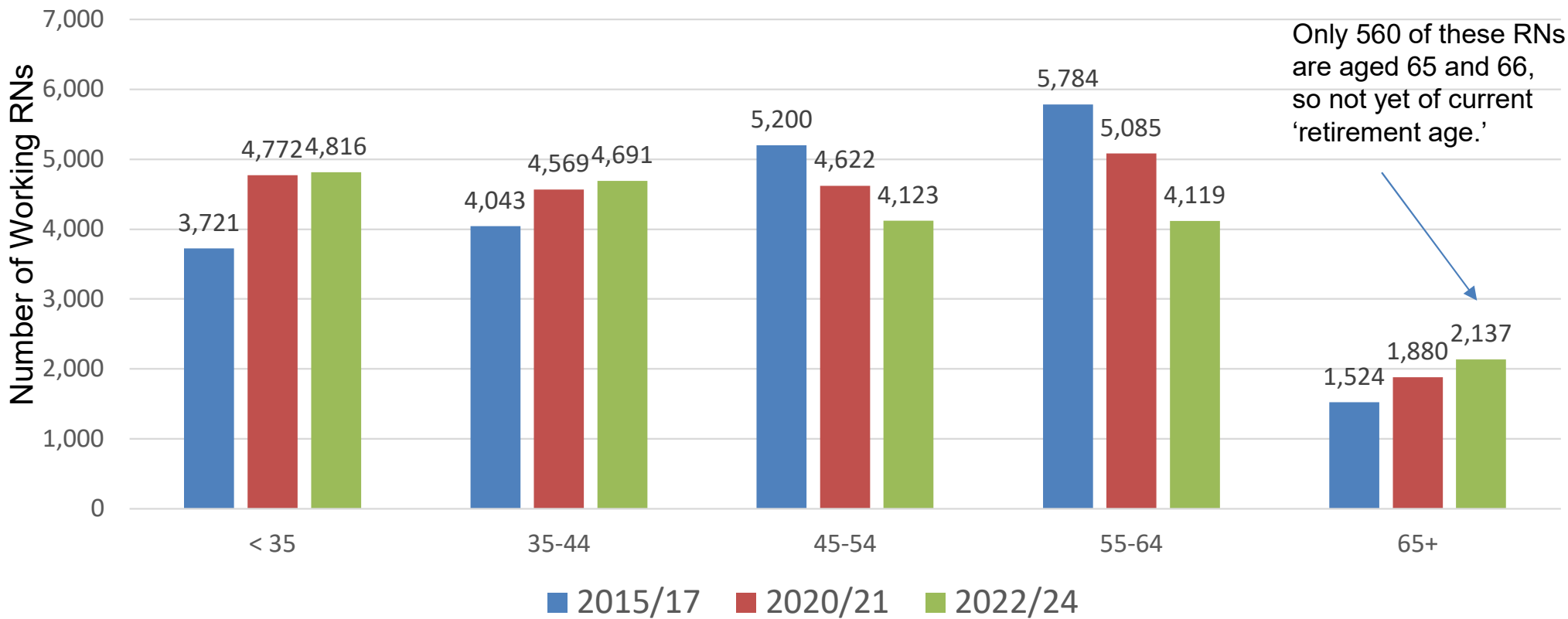
Number of Paid Nurse Positions



Age Trends for Maine's RN Workforce

- Maine bringing in sufficient numbers of younger (< age 35) RNs to replace retiring RNs.
- However, the number of RNs working past age 65 has grown significantly since the initial 2015/2017 measurement period.

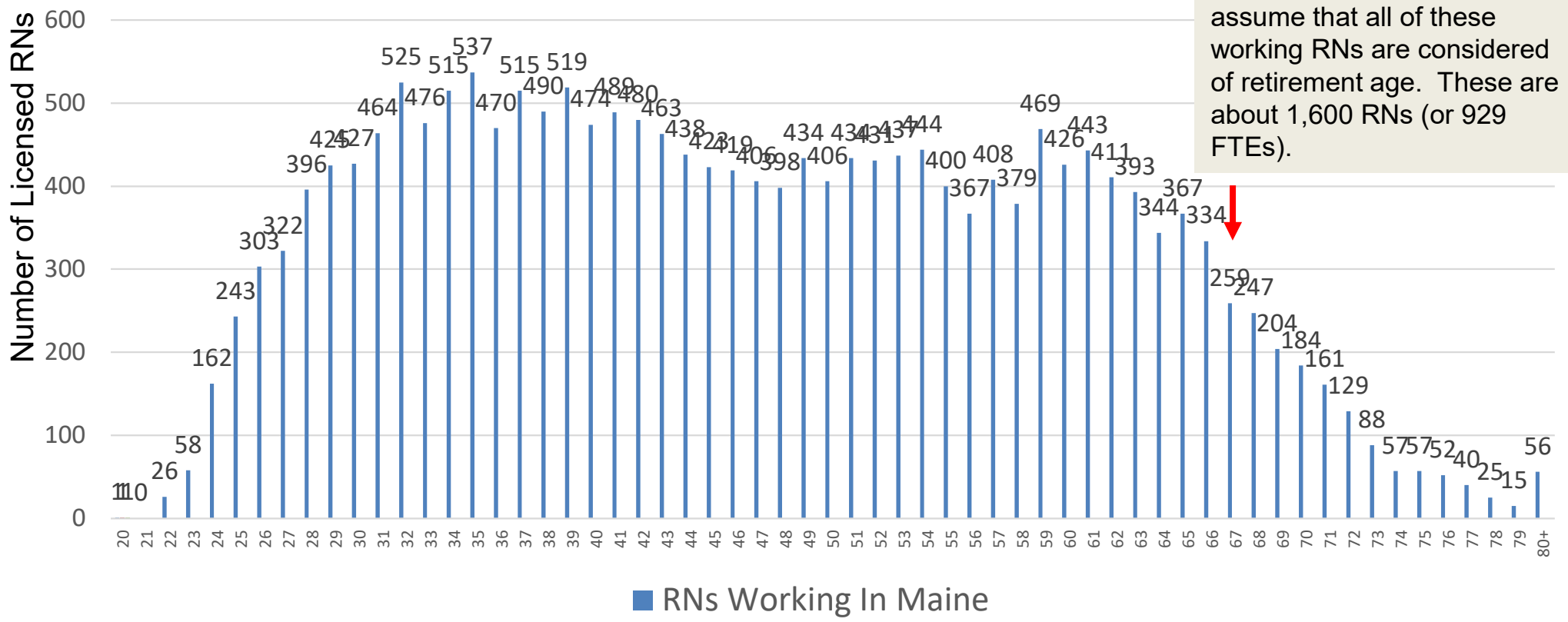
Trends in Age of RN Workforce



Age of Maine's RN Workforce

- Here we show the exact age (in 2024) of RNs licensed by Maine. The largest 10 year cohort is the 32-41 group. There are no large spikes for any specific age or age cohort.
- The number of RNs working in Maine begins to decrease after age 62. The decrease in number of RNs each year is slow and steady; there is no age after 62 where there is a sharp loss of RNs from the workforce.

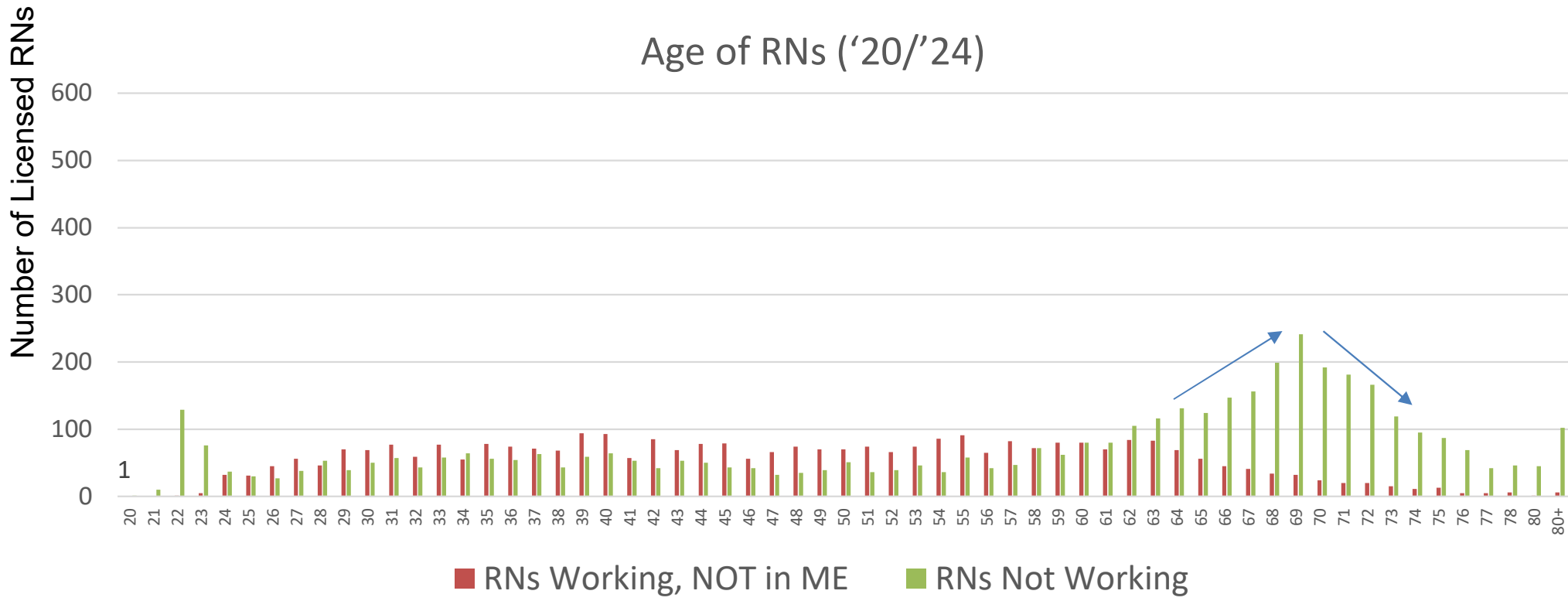
Age of RNs Licensed in Maine ('20/'24)



At this point in time, we can assume that all of these working RNs are considered of retirement age. These are about 1,600 RNs (or 929 FTEs).

Age of Maine's Licensed RNs, But Not Working or Not Working in ME

- The age of Working RNs licensed in Maine, yet not working in Maine, is fairly evenly distributed among all of the ages. (red bars below) There does not appear to be a particular age group which is working outside of the state more than other age groups.
- This is also true for those licensed in Maine, yet not working as a nurse at all, before age 62. At that point, we see the number of licensed, non-working RNs increase, peaking at age 69. This suggests that at age 69, non-working RNs begin to stop renewing their licenses.



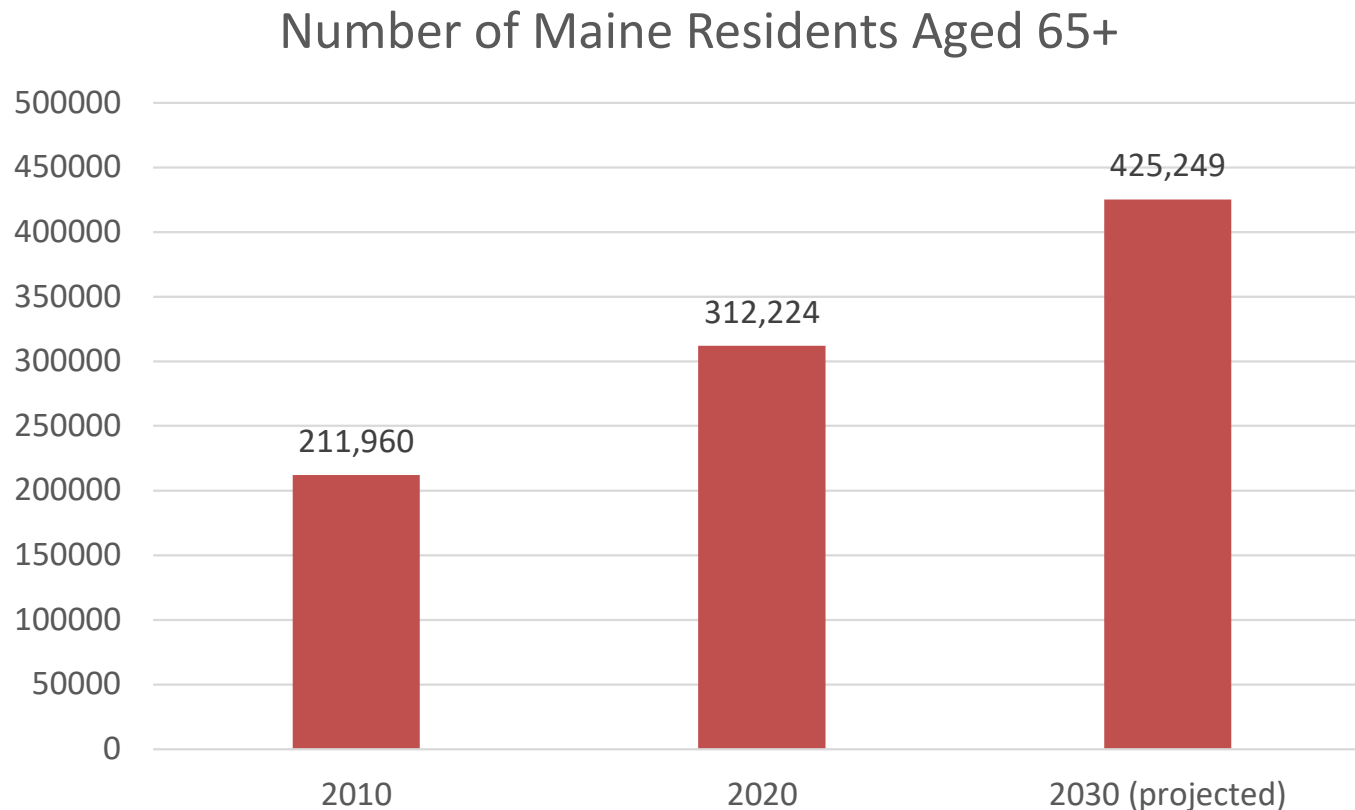
Model Predictions, 2016-2025

Age of Maine's Population

- The largest driver of the demand for health care in any state or region is the number of those aged 65 and older.
- Maine's population size overall grew by 2.4% from 2020 to 2023, while the proportion of those age 65+ grew by 23.0%.
- The number of seniors (aged 65+) added each year will peak in 2026-2027.

Age Trends of Maine's Population

- Those age 65+, on average, use 2-3 times the level of healthcare services than those younger.
- Maine's senior population is expected to grow by 36.2% between 2020 and 2030.*



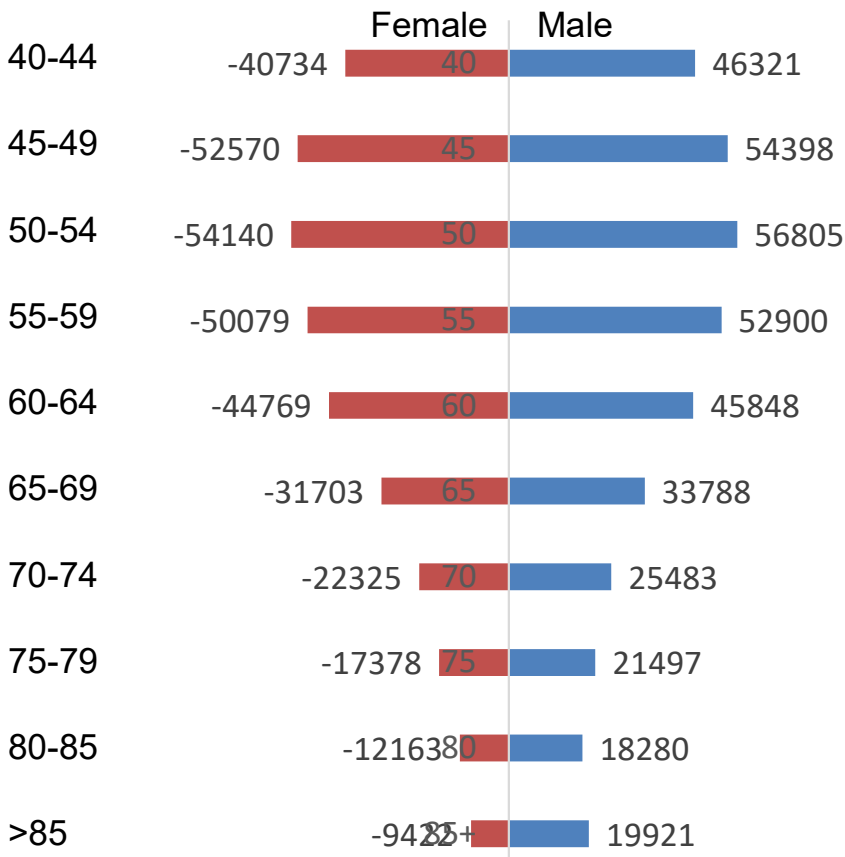
*State of Maine population projections.

Age Trends of Maine's Population

- Maine's senior population is expected to grow by 36.2% between 2020 and 2030.*
- The peak of the senior population as a proportion of all Maine's residents should peak by about 2027.

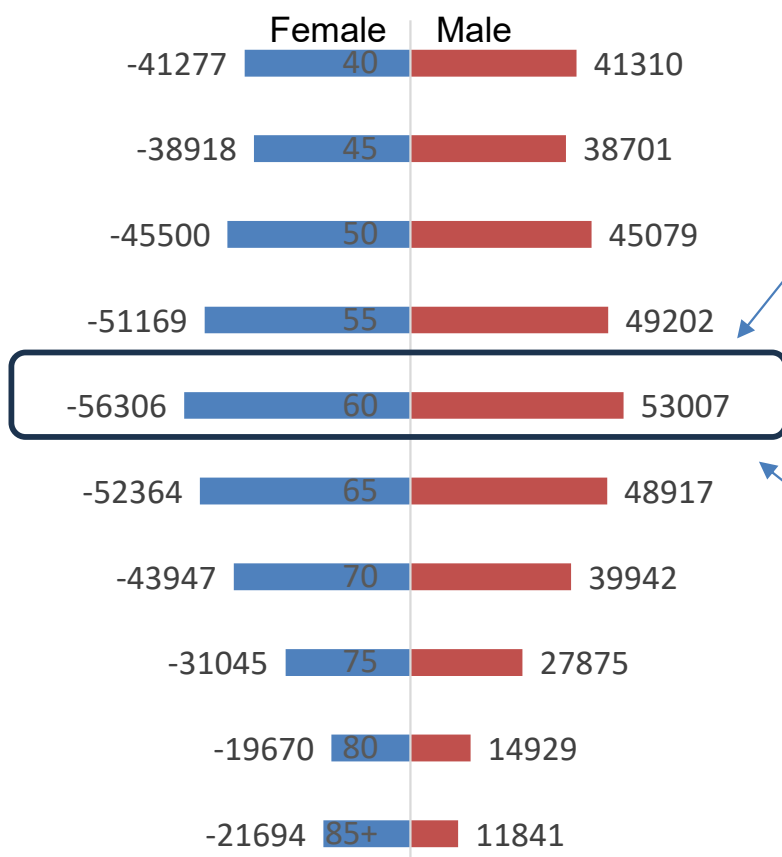
Age Cohort Pyramid, Maine, 2010

Age 40+



Age Cohort Pyramid, Maine, 2020

Age 40+

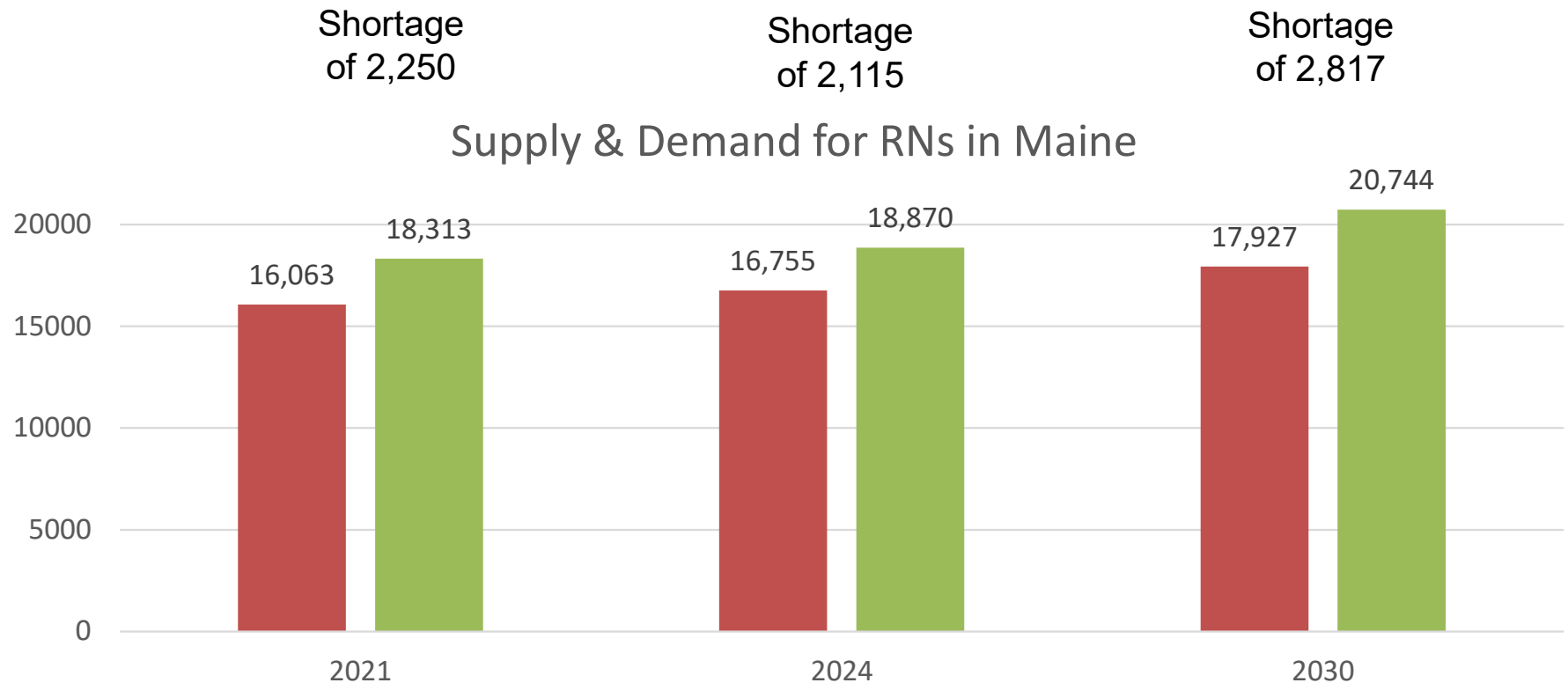


The youngest of the Baby Boomers is in here (aged 60).

In 2025, Maine's largest cohort, will all be at least 65 years old. After this point, the rate of Maine having more seniors will begin to decline.

Forecast – Number of Additional RNs Needed

- The shortage of RNs was reduced slightly from 2021 to 2024 (from a shortage of 2,250 RNs statewide to 2,115). This was in spite of increased demand for nurses. A larger shortage was avoided due mainly to a significant addition of young nurses to the workforce).
- However, due to a **large increase** in the proportion of those aged 65+ (35% more from 2020 to 2030), the demand for RNs will increase, resulting in a shortage of 2,817 RNs in 2030.



Summary

- A number of small but important forces resulted in about the same “supply” of RNs for Maine as 3 years ago.
- The number of working APRNs in Maine has increased over the past 3 years, while the number of working LPNs has decreased.
- We see a current shortage of RNs right now similar to that 3 years ago, but expect the shortage to intensify in 2030.
- By about 2027, the pace of the increase of those older age 65 will begin to slow. However, the size of the 65+ total population will continue to stress the healthcare system through at least 2030.

Appendix A

Demographic Characteristics of RNs Licensed by Maine

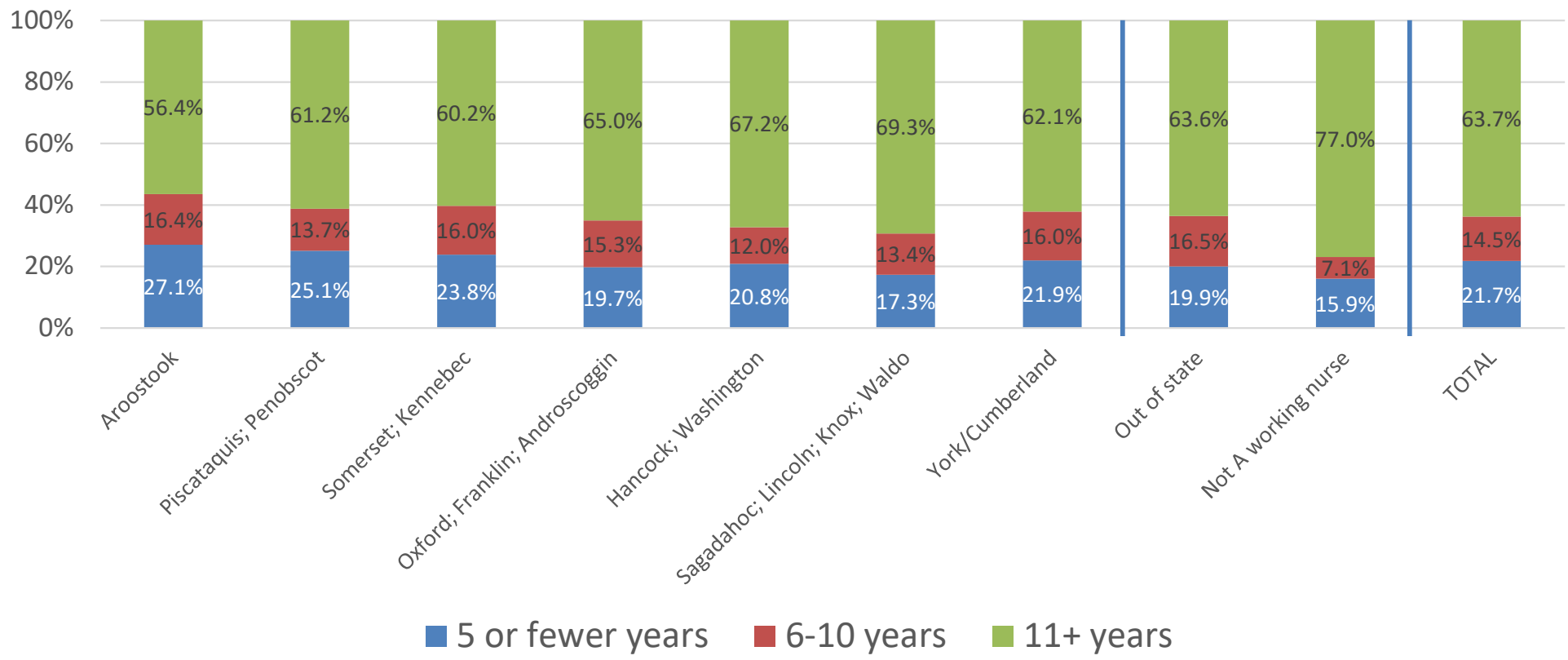
“New” Nurses, Total & By Region

Highest proportion of ‘new’ nurses (5 or fewer years since initial licensure)

Lowest proportion of ‘new’ nurses (5 or fewer years since initial licensure)



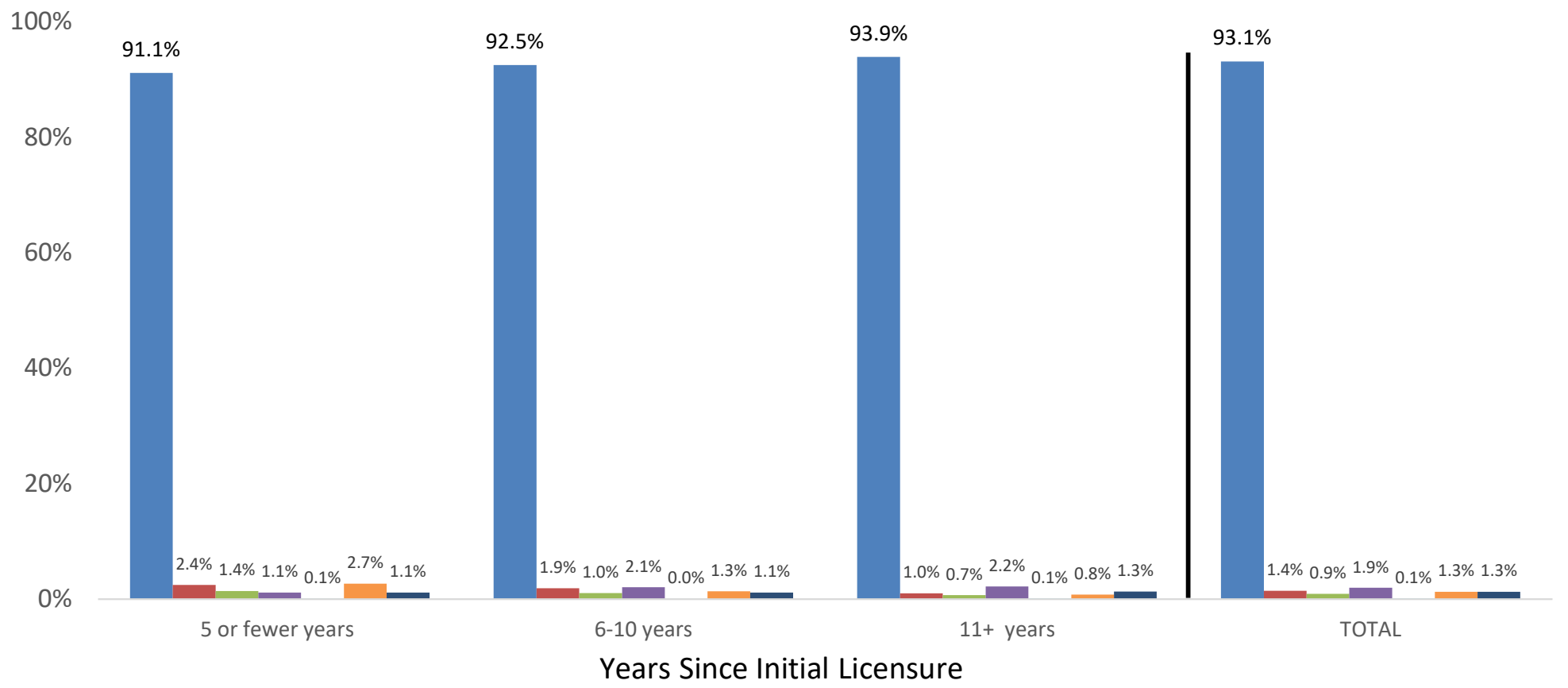
Years Since Initial Nurse Licensure, RNs Only, By Work Region



Trends in Race/Ethnicity of RNs

- The proportion of Non-White RNs is highest among the most recent entrants into the workforce (5 or fewer years since initial licensure) (91.1%)
- Among the newer Non-White RNs, Black/African American was the most common race (2.4%).

Race/Ethnicity of RNs, By Years Since Initial Nurse Licensure

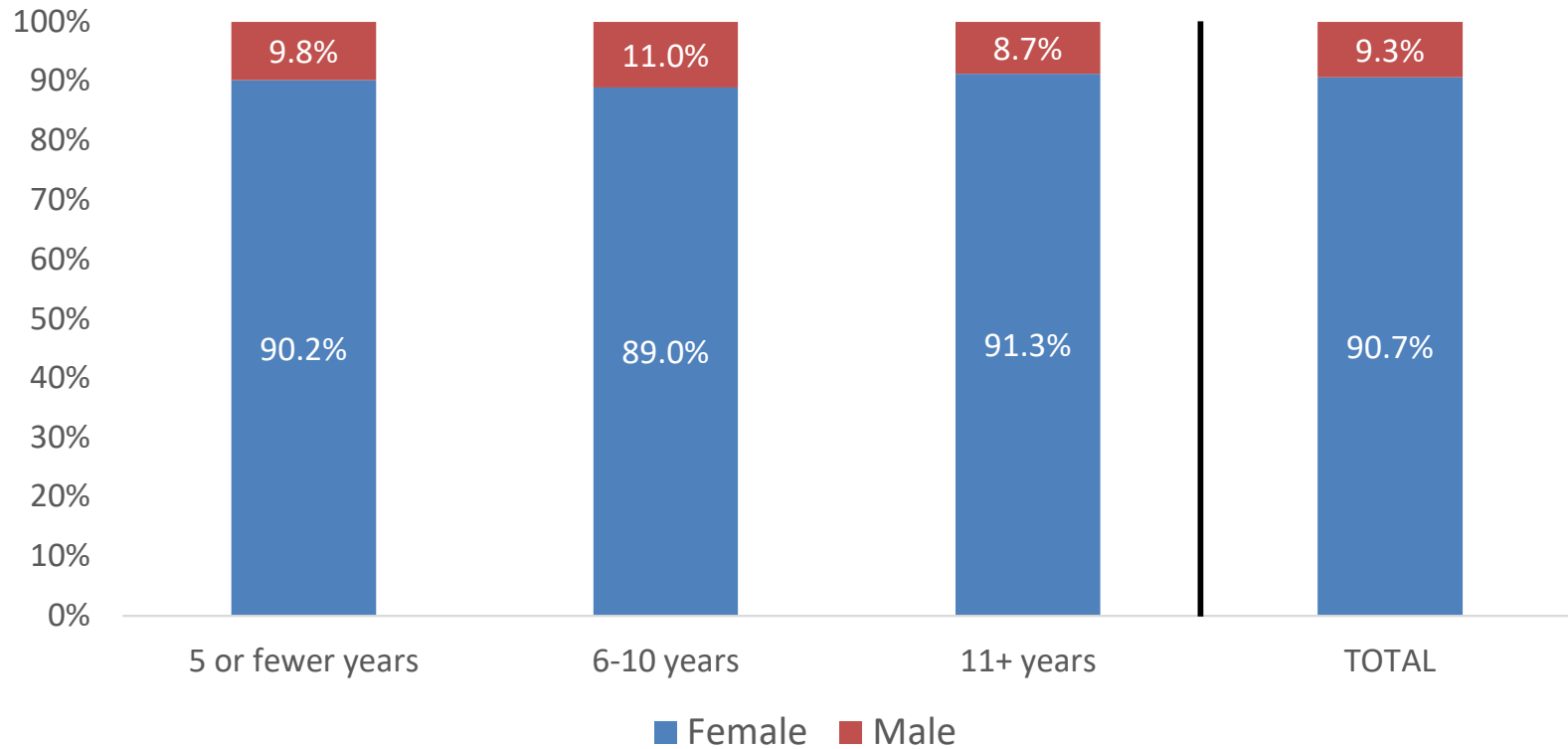


■ White
 ■ Black/African American
 ■ Hispanic/Latino
 ■ Asian
 ■ Native Hawaiian or Pacific Islander
 ■ MultiRacial
 ■ Other

Sex of RNs

- The proportion of male RNs is lower (9.8%) among the newest licensed nurses than those with 6-10 years of experience (11%) as a licensed nurse.

Sex of RNs, By Years Since Initial Nurse Licensure



Who are the RNs Working in MA?

- We see that the proportion of RNs working in Massachusetts instead of Maine increased from '20/'21 to '22/'24, from 1.8% of the RNs licensed by Maine to 2.8%.
 - For the most part, the RNs working in Massachusetts instead of Maine don't have any distinctive characteristics in terms of **demographics**, except those working in Massachusetts are more likely to be a racial/ethnic minority (10.6%) than those working in ME (5.7%).
 - RNs licensed by Maine but working in Massachusetts work in all of the **settings** as those RNs working in Maine in similar proportions, except for 'Insurance Claim Benefits – 6.8% of the RNs working in Massachusetts work in that setting while only 1.7% of RNs working in Maine do. In contrast, 2.6% of the RNs working in Massachusetts work in a Nursing Home/Extended Care setting, while 8.0% of the RNs working in Maine do.
 - In terms of specialty, RNs working in Massachusetts are more likely (24.5%) to be working in Acute Care/Critical Care than their counterparts working in Maine (18.4%).

Appendix B

Maine's Nurse Supply by Region

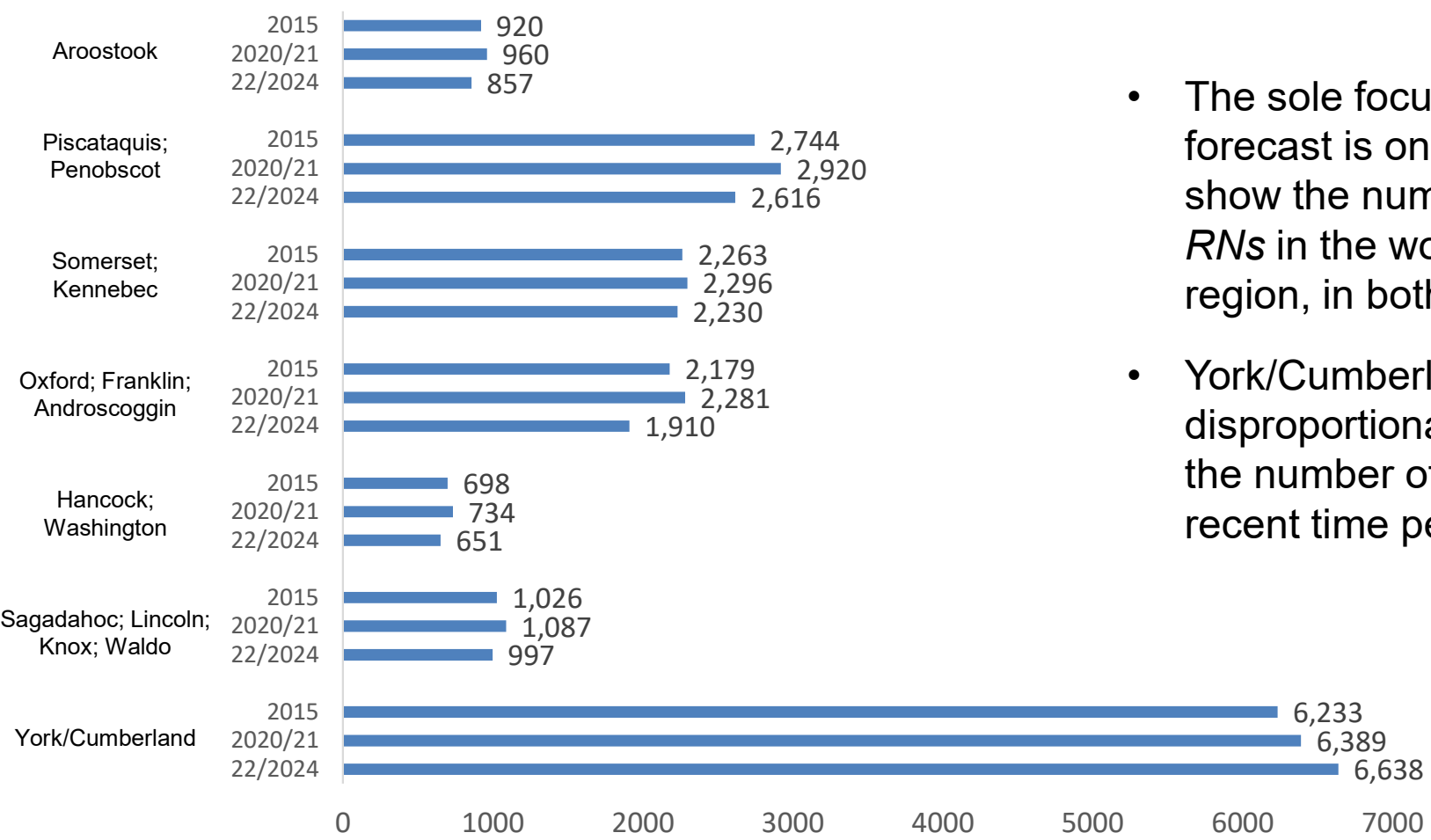
Nurses License Type, By Region

- LPNs make up a smaller proportion of the nurse workforce in '20,2021 than '22/2024 in most of Maine's regions.
- In all regions, with the exception of Somerset/Kennebec and Piscataquis/Penobscot, the proportion of RNs also decreased, as the proportion of APRNs increased in that time period.

	York; Cumberland		Sagadahoc; Lincoln; Knox; Waldo		Hancock; Washington		Oxford; Franklin; Androscoggin		Somerset; Kennebec		Piscataquis; Penobscot		Aroostook	
	'20/21*	'23/24**	2020/21	23/24**	2020/21	23/24**	2020/21	23/24**	2020/21	23/24**	2020/21	23/24**	2020/21	23/24**
LPNs	5%	5%	6%	5%	7%	6%	8%	8%	6%	5%	5%	4%	8%	8%
RNs	84%	83%	83%	81%	83%	81%	83%	81%	85%	85%	85%	85%	82%	80%
APRNs	11%	13%	11%	13%	10%	13%	9%	11%	9%	10%	10%	11%	10%	12%

Maine's Working RN Workforce

Number of Working RNs, By Region* They Work In



- The sole focus of the forecast is on RNs. Here we show the number of *licensed RNs* in the workforce, by region, in both periods.
- York/Cumberland saw a disproportionate increase in the number of RNs in the recent time period.

*The approximately 10%-12% (depending on year of data collection) of nurses who did not report their work location (zip code) were proportionately distributed among all of the locations).

Age Trends for Maine's RN Workforce

Region	Median Age of Working RNs		
	2015	2020/21	2022/24
York; Cumberland	49	46	45
Sagadahoc; Lincoln; Knox; Waldo	53	52	50
Hancock; Washington	53	51	52
Oxford; Franklin; Androscoggin	48	47	48
Somerset; Kennebec	50	48	47
Piscataquis; Penobscot	46	45	45
Aroostook	45	46	46
Total:	49	47	46

- No significant difference in the average age (median) for RNs in each of the regions.
- Over the past almost 10 years, the average age of RNs working in Maine has decreased by about 3 years. .

Maine RN Workforce Setting, By Region*

Proportion of RNs Within Each Region

	Aroostook	Piscataquis; Penobscot	Somerset; Kennebec	Oxford; Franklin; Androscoggin	Hancock; Wash- ington	Sagadahoc; Lincoln; Knox; Waldo	York/Cum- berland	Sub- total Maine 2024	Sub- total Maine 2021	Out of state
Hospital	48.5%	53.8%	42.8%	43.1%	44.4%	41.4%	44.5%	45.4%	50.5%	43.3%
Ambulatory Care Setting	8.1%	13.4%	13.5%	11.4%	14.1%	15.8%	17.4%	14.7%	13.8%	8.0%
Nursing Home/Extended Care/Assisted Living Facility	13.2%	7.3%	9.2%	11.1%	8.6%	9.4%	6.1%	8.0%	9.3%	3.3%
Home Health	6.5%	4.9%	7.1%	9.4%	5.9%	3.7%	5.5%	6.1%	7.3%	4.0%
Insurance Claims/Benefits	1.1%	0.5%	1.0%	2.0%	0.7%	0.3%	2.7%	1.7%	2.0%	12.0%
School Health Service	3.2%	2.0%	3.3%	3.5%	5.7%	6.5%	2.7%	3.1%	3.0%	2.1%
Community Health	2.6%	2.4%	3.9%	1.8%	5.2%	2.9%	2.8%	3.0%	3.0%	2.5%
School of Nursing	2.3%	1.6%	1.5%	2.2%	0.5%	1.2%	1.7%	1.7%	1.9%	2.0%
Public Health	0.4%	0.7%	1.5%	0.5%	1.4%	0.5%	1.0%	.7%	.9%	0.6%
Occupational Health	0.7%	0.2%	0.9%	0.4%	0.4%	0.8%	0.7%	.6%	.7%	0.8%
Correctional Facility	0.4%	0.6%	0.6%	0.4%	0.9%	2.1%	0.4%	.6%	.7%	0.5%
Policy/Planning/Regulatory/ Licensing Agency	0.0%	0.1%	0.7%	0.2%	0.0%	0.3%	0.2%	.2%	.2%	0.1%
Unknown (likely Dialysis Center, Nursing Home/Extended Care, Assisted Living Facility, or Hospice).	7.8%	6.0%	6.7%	7.7%	6.4%	8.0%	7.0%	2.1%	--	6.2%
Other	5.2%	6.6%	7.1%	6.2%	5.7%	7.1%	7.4%	7.0%	6.6%	14.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

*The approximately 12% of RNs who did not report their work location (zip code) were proportionately distributed among all of the regions).

Maine RN Workforce Setting, By Region*

Number of RNs

	Aroostook	Piscataquis; Penobscot	Somerset; Kennebec	Oxford; Franklin; Androscoggin	Hancock; Wash- ington	Saga- dahoc; Lincoln; Knox; Waldo	York/Cum- berland	Out of state	Unknown Region, but working as nurse	Total
# of RNs::	728	2358	2016	1644	559	862	5,821	2,773	2,359	19,120
Hospital	353	1268	863	709	248	357	2,589	1,201	575	8,163
Ambulatory Care Setting	59	316	272	188	79	136	1,013	222	75	2,360
Nursing Home/Extended Care/Assisted Living Facility	96	172	186	182	48	81	353	92	41	1,251
Home Health	47	116	144	155	33	32	319	110	67	1,023
Insurance Claims/Benefits	8	12	20	33	4	3	157	334	25	596
School Health Service	23	46	66	57	32	56	159	58	13	510
Community Health	19	57	78	29	29	25	164	68	10	479
School of Nursing	17	37	31	36	3	10	101	56	5	296
Public Health	3	17	31	9	8	4	56	17	4	149
Occupational Health	5	5	18	7	2	7	39	22	3	108
Correctional Facility	3	13	13	7	5	18	26	14	1	100
Policy/Planning/Regulatory/ Licensing Agency	0	2	15	3	0	3	9	4	3	39
Unknown (likely Dialysis Center, Nursing Home/Extended Care, Assisted Living Facility, or Hospice.	57	142	136	127	36	69	406	173	1476	2622
Other	38	155	143	102	32	61	430	402	61	1424

*The approximately 12% of RNs who did not report their work location (zip code) were proportionately distributed among all of the regions).

Maine RN's Specialization, by Region

	22/2024									
	Aroostook	Piscataquis; Penobscot	Somerset; Kennebec	Oxford; Franklin; Androscoggin	Hancock; Washington	Sagadahoc; Lincoln; Knox; Waldo	York/Cum- berland	Subtotal Working In Maine 2024	Out of state	Total Working RNs
Acute Care/Critical Care	163	640	337	338	127	178	1159	2942	688	3630
Geriatric/Gerontology	102	143	184	167	49	90	340	1075	110	1185
Medical Surgical	72	255	237	163	67	75	697	1566	291	1857
Adult Health/Family Health	42	127	125	121	57	66	463	1001	176	1177
Home Health	59	112	154	156	33	42	320	876	114	990
Psychiatric/Mental Health/Substance Abuse	23	211	153	86	11	30	297	811	101	912
Maternal - Child Health / Obstetrics	32	75	88	80	19	31	243	568	122	690
School Health	32	57	87	88	35	70	206	575	70	645
Oncology	24	73	56	51	15	50	227	496	82	578
Pediatrics/Neonatal (Old MDS Value)	1	97	15	27	7	11	306	464	82	546
Community	8	41	56	25	20	30	122	302	46	348
Rehabilitation	11	40	41	47	5	18	144	306	31	337
Women's Health	3	45	26	19	7	17	146	263	54	317
Emergency / Trauma	22	27	30	14	10	13	82	198	45	243
Anesthesia	7	48	29	15	2	5	88	194	34	228
Palliative Care / Hospice	3	24	31	26	7	9	58	158	26	184
Public Health	5	23	38	11	10	8	52	147	32	179
Occupational Health	7	8	25	17	3	8	57	125	41	166
Other	211	633	580	421	156	241	1595	3837	966	4803
Total	827	2679	2292	1872	640	992	6602	15904	3111	19015

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Maine RN's Specialization, by Region

	Aroostook	Piscataquis; Penobscot	Somerset; Kennebec	Oxford; Franklin; Androscoggin	Hancock; Washington	Sagadahoc; Lincoln; Knox; Waldo	York/Cumberland	Subtotal Working In Maine 2024	Subtotal Working In Maine 2021	Total Working RNs
Acute Care/Critical Care	19.7%	23.9%	14.7%	18.1%	19.8%	17.9%	17.6%	18.5%	20.2%	19.1%
Geriatric/Gerontology	12.3%	5.3%	8.0%	8.9%	7.7%	9.1%	5.1%	6.8%	7.1%	6.2%
Medical Surgical	8.7%	9.5%	10.3%	8.7%	10.5%	7.6%	10.6%	9.8%	11.0%	9.8%
Adult Health/Family Health	5.1%	4.7%	5.5%	6.5%	8.9%	6.7%	7.0%	6.3%	5.0%	6.2%
Home Health	7.1%	4.2%	6.7%	8.3%	5.2%	4.2%	4.8%	5.5%	6.1%	5.2%
Psychiatric/Mental Health/Substance Abuse	2.8%	7.9%	6.7%	4.6%	1.7%	3.0%	4.5%	5.1%	5.1%	4.8%
Maternal - Child Health / Obstetrics	3.9%	2.8%	3.8%	4.3%	3.0%	3.1%	3.7%	3.6%	3.8%	3.6%
School Health	3.9%	2.1%	3.8%	4.7%	5.5%	7.1%	3.1%	3.6%	3.2%	3.4%
Oncology	2.9%	2.7%	2.4%	2.7%	2.3%	5.0%	3.4%	3.1%	3.1%	3.0%
Pediatrics/Neonatal (Old MDS Value)	0.1%	3.6%	0.7%	1.4%	1.1%	1.1%	4.6%	2.9%	2.9%	2.9%
Community	1.0%	1.5%	2.4%	1.3%	3.1%	3.0%	1.8%	1.9%	1.6%	1.8%
Rehabilitation	1.30%	1.50%	1.80%	2.50%	0.80%	1.80%	2.20%	1.9%	2.3%	1.80%
Womens Health	0.4%	1.7%	1.1%	1.0%	1.1%	1.7%	2.2%	1.7%	1.4%	1.7%
Emergency / Trauma	2.7%	1.0%	1.3%	0.7%	1.6%	1.3%	1.2%	1.2%	1.1%	1.3%
Anesthesia	0.8%	1.8%	1.3%	0.8%	0.3%	0.5%	1.3%	1.2%	1.0%	1.2%
Palliative Care / Hospice	0.4%	0.9%	1.4%	1.4%	1.1%	0.9%	0.9%	1.0%	1.1%	1.0%
Public Health	0.6%	0.9%	1.7%	0.6%	1.6%	0.8%	0.8%	0.9%	1.1%	0.9%
Occupational Health	0.8%	0.3%	1.1%	0.9%	0.5%	0.8%	0.9%	0.8%	.8%	0.9%
Other	25.5%	23.6%	25.3%	22.5%	24.4%	24.3%	24.2%	24.1%	22.2%	25.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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