

The Health Care Workforce in New York State, 2003

Trends in the Supply and Demand For Health Workers in New York City, Long Island,
and Upstate New York

April 2004

PREFACE

This report tracks the health workforce in New York State and includes sections on the New York City labor market region, the New York City Metropolitan Statistical Area (MSA), and labor market regions and MSAs in Upstate New York. This report is designed to provide information about health workforce trends and developments to the health industry, health professionals, educators, policy makers, and the public.

The effort is primarily supported through funding from the 1199 Hospital League Health Care Industry Planning and Placement Fund, Inc., a joint labor management fund responsible for the education and training of its members. This report helps the Fund to better understand trends in the supply and demand for health workers in New York City and throughout New York State; more effectively plan for health worker education and training; and target available training dollars to meet priority needs. The Center also receives support from the Bureau of Health Professions, HRSA, for analysis of health workforce data and trends.

The Center for Health Workforce Studies is located at the School of Public Health, University at Albany, State University of New York. The Center is a not-for-profit research organization dedicated to health workforce data collection and analysis. Several Center staff contributed to this study, including Sandra McGinnis, Robert Martiniano, Jean Moore, and Maria Kouznetsova.

TABLE OF CONTENTS

LIST OF EXHIBITS	4
EXECUTIVE SUMMARY	9
OVERVIEW	9
KEY FINDINGS	9
II. GOALS	12
III. DATA SOURCES AND TERMINOLOGY	12
III. GEOGRAPHIC AREAS.....	15
GENERAL TRENDS IN THE HEALTH SECTOR WORKFORCE.....	17
PUBLIC AND PRIVATE HEALTH WORKFORCE EMPLOYMENT	20
THE HEALTH WORKFORCE BY SETTING.....	21
THE HEALTH WORKFORCE BY OCCUPATION	25
PART II: NEW YORK CITY.....	38
GENERAL TRENDS IN THE HEALTH SECTOR WORKFORCE.....	38
PUBLIC AND PRIVATE HEALTH WORKFORCE EMPLOYMENT	40
THE HEALTH WORKFORCE BY SETTING.....	42
THE HEALTH WORKFORCE BY OCCUPATION	48
PART III: UPSTATE NEW YORK AND LONG ISLAND (BY REGION).....	53
A. CAPITAL DISTRICT	53
B. CENTRAL NEW YORK	56
C. FINGER LAKES	59
D. HUDSON VALLEY.....	62
E. LONG ISLAND.....	65
F. MOHAWK VALLEY	68
G. NORTH COUNTRY	71
H. SOUTHERN TIER.....	74
I. WESTERN NEW YORK.....	77
PART IV: UPSTATE NEW YORK (BY MSA).....	80
ALBANY-SCHENECTADY-TROY MSA	80
BINGHAMTON MSA.....	82
BUFFALO-NIAGARA MSA.....	84
DUTCHESS COUNTY MSA.....	86
ELMIRA MSA	88
ROCHESTER MSA	96
SYRACUSE MSA	98
UTICA-ROME MSA.....	100

LIST OF EXHIBITS

- Exhibit 1: New York State Counties by Labor Department Region
- Exhibit 2: New York State Counties by MSA
- Exhibit 3: Health Sector Employment as a Percentage of Total Employment
- Exhibit 4: Trends in Total New York State Health Sector Employment, 1993-2002
- Exhibit 5: Health Care Employment in New York State by DOL Region for Upstate New York and Long Island, 2000 – 2002
- Exhibit 6: Health Care Employment in New York State by DOL Region Per 100,000 Population
- Exhibit 7: Trends in Public and Private Health Employment For New York State, 1993 – 2002
- Exhibit 8: Health Sector Employment by Setting For New York State, 2002
- Exhibit 9: Change in Health Sector Employment Between 1990 and 2003 for New York State
- Exhibit 10: Change in Hospital Employment in New York State by DOL Region, 2000 - 2002
- Exhibit 11: Change in Nursing and Personal Care Facility Employment in New York State by DOL Region, 2000 to 2002
- Exhibit 12: Change in Home Health Care Services Employment in New York State by DOL Region, 2000 to 2002
- Exhibit 13: Health Services Employment in the U.S., 2000
- Exhibit 14: Number of Jobs in Selected Health Occupations for New York State
- Exhibit 15: Changes in the Number of Licensed Individuals in Selected Health Service Occupations For New York State, April 2002 to June 2003
- Exhibit 16: New York State RN Graduations by Degree Type, 1996 to 2005
- Exhibit 17: New York State RN Graduations by Degree Type, 1996 to 2005
- Exhibit 18: Percentage Change in the Number of Applications and Acceptances By Degree Type Between 2002/03 and 2003/04
- Exhibit 19: Reasons for Turning Away Qualified Applicants By Sponsor and by Degree Type
- Exhibit 20: Projected Percentage Increase in RN Graduations, 2003 – 2005, by HSA Region
- Exhibit 21: Percent Change in the Number of RN Graduations by Region
- Exhibit 22: Change in RN Graduations in Public and Independent Nursing Programs
- Exhibit 23: National Projected Health Sector Job Growth by Setting, 2002 – 2012
- Exhibit 24: Employment Projections for Health Care Occupations for New York State, including New York City, 2000 – 2010
- Exhibit 25: Health Sector Employment as a Percentage of Total Employment, 2002
- Exhibit 26: New York City Employment Growth Between 1993 and 2002
- Exhibit 27: Trends in Public and Private Health Employment For New York City, 1993 - 2002

- Exhibit 28: Change in the Number Employed in Health Care from the Previous Year For Public and Private Employment in New York City, 1993 to 2002
- Exhibit 29: Health Sector Employment by Setting For New York City, 2002
- Exhibit 30: Number of Workers by Healthcare Setting in New York City 1990 and 2002
- Exhibit 31: Trends in Hospital Employment for New York City, 1993 - 2002
- Exhibit 32: Annual Change from the Prior Year in Hospital Employment for New York City, Public and Private Employment, 1993 - 2002
- Exhibit 33: Trends in Non-Hospital Health Employment for New York City, 1993 – 2002
- Exhibit 34: Annual Change from the Prior Year in Non-Hospital Health Care Employment For New York City, Public and Private, 1993 - 2002
- Exhibit 35: Number of Jobs in Selected Health Occupations for the New York City PMSA
- Exhibit 36: Changes in the Number of Licensed Individuals in Selected Health Service Occupations For New York City, April 2002 to April 2003
- Exhibit 37: New York City Projected Demand for Health Occupations, 2000-2010
- Exhibit 38: Number of Workers by Healthcare Setting in the Capital District 2000 and 2002
- Exhibit 39: Change in the Number of Selected Licensed Health Care Occupations¹ for the Capital District, 2001 to 2002
- Exhibit 40: Employment Projections for the Top Ten Health Care Growth Occupations for the Capital District, 2000 – 2010
- Exhibit 41: Growth by Setting for the Central New York
- Exhibit 42: Change in the Number of Licensed Health Care Occupations for Central New York, 2002 to 2003
- Exhibit 43: Employment Projections for the Top Ten Health Care Growth Occupations for the Central New York Region, 2000-2010
- Exhibit 44: Growth by Setting for the Finger Lakes
- Exhibit 45: Change in the Number of Licensed Health Care Occupations for the Finger Lakes Region, 2001 to 2002
- Exhibit 46: Employment Projections for the Top Ten Health Care Growth Occupations for the Finger Lakes Region, 2000 - 2010
- Exhibit 47: Growth by Setting for the Hudson Valley
- Exhibit 48: Change in the Number of Licensed Health Care Occupations for the Hudson Valley, 2001 to 2002
- Exhibit 49: Employment Projections for the Top Ten Health Care Growth Occupations for the Hudson Valley Region, 2000 - 2010
- Exhibit 50: Growth by Setting for Long Island
- Exhibit 51: Change in the Number of Licensed Health Care Occupations For Long Island, 2001 to 2002

¹ County was determined by using the address included in the licensure file though the county can either be a home or practice location.

- Exhibit 52: Employment Projections for the Top Ten Health Care Growth Occupations for the Long Island Region, 2000 - 2010
- Exhibit 53: Growth by Setting for the Mohawk Valley
- Exhibit 54: Change in the Number of Licensed Health Care Occupations for the Mohawk Valley, 2002 to 2003
- Exhibit 55: Employment Projections for the Top Ten Health Care Growth Occupations for the Mohawk Valley Region, 2000 - 2010
- Exhibit 56: Growth by Setting for the North Country
- Exhibit 57: Change in the Number of Licensed Health Care Occupations for the North Country, 2002 to 2003
- Exhibit 58: Employment Projections for the Top Ten Health Care Growth Occupations for the North Country Region, 2000 - 2010
- Exhibit 59: Growth by Setting for the Southern Tier
- Exhibit 60: Change in the Number of Licensed Health Care Occupations for the Southern Tier, 2001 to 2002
- Exhibit 61: Employment Projections for the Top Ten Health Care Growth Occupations for the Southern Tier Region, 1998 - 2008
- Exhibit 62: Growth by Setting for the Western New York
- Exhibit 63: Change in the Number of Licensed Health Care Occupations for Western New York, 2002 to 2003
- Exhibit 64: Employment Projections for the Western New York Region, 1998 - 2008
- Exhibit 65: Employment Growth by Setting for the Albany-Schenectady-Troy MSA, 2000 – 2003
- Exhibit 66: Change in Selected Health Care Occupations, Albany-Schenectady-Troy MSA, 1999-2002
- Exhibit 67: Growth in Health Care and Social Assistance Employment, Binghamton MSA, 2000 to 2003
- Exhibit 68: Change in Selected Health Care Occupations, Binghamton MSA, 1999-2002
- Exhibit 69: Employment Growth by Setting for the Buffalo-Niagara MSA, 2000 – 2003
- Exhibit 70: Change in Selected Health Care Occupations, Buffalo-Niagara MSA, 1999-2002
- Exhibit 71: Growth in Health Care and Social Assistance Employment, Dutchess County MSA, 2000 to 2003
- Exhibit 72: Change in Selected Health Care Occupations, Dutchess County MSA, 1999-2002
- Exhibit 73: Growth in Health Care and Social Assistance Employment, Elmira MSA, 2000 to 2003
- Exhibit 74: Change in Selected Health Care Occupations, Elmira MSA, 1999-2002
- Exhibit 75: Growth in Health Care and Social Assistance Employment, Glens Falls MSA, 2000 to 2003
- Exhibit 76: Change in Selected Health Care Occupations, Glens Falls MSA, 1999-2002
- Exhibit 77: Employment Growth by Setting for the Nassau-Suffolk MSA, 2000 – 2003

- Exhibit 78: Change in Selected Health Care Occupations, Nassau-Suffolk MSA, 1999-2002
- Exhibit 79: Growth in Health Care and Social Assistance Employment, Elmira MSA, 2000 to 2003
- Exhibit 80: Change in Selected Health Care Occupations, Newburgh MSA, 1999-2002
- Exhibit 81: Employment Growth by Setting for the Rochester MSA, 2000 – 2003
- Exhibit 82: Change in Selected Health Care Occupations, Rochester MSA, 1999-2002
- Exhibit 83: Employment Growth by Setting for the Syracuse MSA, 2000 – 2003
- Exhibit 84: Change in Selected Health Care Occupations, Syracuse MSA, 1999-2002
- Exhibit 85: Growth in Educational and Health Services Employment, Utica-Rome MSA, 2000 to 2003
- Exhibit 86: Change in Selected Health Care Occupations, Utica-Rome MSA, 1999-2002

EXECUTIVE SUMMARY

Overview

The health care sector in New York State had over 895,000 jobs in 2002. This represented slightly over one in nine jobs in the state. Employment in the health care sector continued to grow faster than employment in other sectors in the early 2000s, despite the slow economy and the rise in the number of unemployed. New York City had nearly 390,000 jobs in the health care sector in 2002. This represented one in nine jobs in New York City.

These increases in employment have been tempered by fiscal uncertainties due to the general state of the economy and potential cuts in Medicaid and Medicare. Additionally, shortages persist in health occupations throughout New York State and in New York City, which impact on the health industry's ability to provide adequate and high quality services. As a result, health care providers continue to struggle to maintain or reduce expenditures, maximize revenues, while maintaining adequate staffing levels. Attempts by health care providers to deal with these issues include: merging horizontally with other similar facilities, merging vertically with other provider types, consolidating, reorganizing services, or adding services within their facilities or networks.

It is important for planners and policy makers to understand the impact of these changes on the supply of and demand for health workers. This report describes trends in the health care workforce in New York State by setting, health occupation, New York State Labor Department (DOL) regions and metropolitan statistical areas (MSAs).

Key Findings

1. Hospitals still experienced health worker shortages in critical occupations.

Hospital human resource directors and nurse recruiters from hospitals in New York City reported a number of health occupations with critical shortages, including:

- Registered nurses;
- Respiratory therapists;
- Masters' prepared social workers;
- Pharmacists; and
- Licensed practical nurses.

2. Recruitment is most problematic for RNs with specialty care experience.

Hospital human resource directors and nursing recruiters from hospitals in New York City reported the recruitment of RNs continued to be a problem, especially hiring RNs with specialty care experience. They reported less difficulty hiring new graduates.

3. Hospitals have used a variety of strategies to address the nursing shortage.

Human resource directors and nurse recruiters reported a variety of strategies to address the nursing shortage, including:

- Providing RN upgrading programs to current workers;
- Offering summer jobs for nursing students;
- Hiring new RN graduates and training them to work in specialty areas; and
- Recruiting foreign trained nurses.

4. Registered nurse graduations have increased and are expected to continue increasing.

Registered nursing graduations in New York State and New York City significantly increased (by 7.5%) between 2002 and 2003. Due to increased enrollments in both 2002 and 2003, RN graduations are also projected to increase in 2004 and 2005.

5. Many registered nurse education programs are at capacity.

Many RN education programs reported turning away a significant number of qualified candidates, due in part to a lack of qualified faculty.

6. The health care sector continued to grow in 2001 and 2002, despite the general turndown in the economy.

While the employment sectors experience job lost in the early 2000s, the health care sector continued to grow in New York State, with employment increasing by 2% between 2000 and 2002. Health care employment in New York City increased by over 3% between 2000 and 2002.

7. Hospitals continued to employ the most workers.

Hospitals employed more workers in 2002 than any other health setting, accounting for 44% of all of the jobs in the health care sector. Employment in hospitals increased by less than 1% between 2000 and 2002.

8. Employment in nursing homes and home health care services increased significantly between 2000 and 2002.

Employment in nursing homes increased by nearly 4% between 2000 and 2002. Employment in home health care services increased by 4.1% during the same period.

9. Health care occupations are projected to be among the fastest growing occupations.

Health care occupations continued to be among the fastest growing occupations, both in the nation and in New York State.

- The number of total registered nurse jobs in New York State is projected to increase by over 33,000 between 2000 and 2010, with nearly 7,000 annual openings (due to both new jobs and replacements).
- The number of home health aide jobs in New York State is projected to increase by 37,000 between 2000 and 2010, with over 5,000 annual openings.
- The number of nurse aide and orderly jobs in New York State is projected to increase by over 15,000 between 2000 and 2010, with 2,780 annual openings reflecting the high annual turnover of these workers.
- The number of licensed practical nurse jobs is projected to increase by almost 7,000 during the same period, with over 1,800 annual openings.

OVERVIEW

I. Background

The health care sector in New York State had over 895,000 jobs in 2002. This represented slightly over one in nine jobs in the state. Employment in the health care sector continued to grow faster than employment in other sectors in the early 2000s, despite the slow economy and the rise in the number of unemployed. New York City had nearly 390,000 jobs in the health care sector in 2002. This represented one in nine jobs in New York City.

These increases in employment have been tempered by fiscal uncertainties due to the general state of the economy and potential cuts in Medicaid and Medicare. Additionally, shortages persist in health occupations throughout New York State and in New York City, which impact on the health industry's ability to provide adequate and high quality services. As a result, health care providers continue to struggle to maintain or reduce expenditures, maximize revenues, while maintaining adequate staffing levels. Attempts by health care providers to deal with these issues include: merging horizontally with other similar facilities, merging vertically with other provider types, consolidating, reorganizing services, or adding services within their facilities or networks.

It is important for planners and policy makers to understand the impact of these changes on the supply of and demand for health workers. This report describes trends in the health care workforce in New York State by setting, health occupation, New York State Labor Department (DOL) regions and metropolitan statistical areas (MSAs).

II. Goals

The goals of this report are to:

- Evaluate health care employment in total and by region for New York State, using data on health care setting and licensed health professionals;
- Identify the professions and occupations that are likely to experience significant increases or decreases;
- Assist policymakers and other stakeholders to target health professions education and job training funds to meet priority needs;
- Help guide health workforce policies, including decisions about the capacity of health professions education programs; and.
- Inform current and prospective students about health care employment prospects and opportunities.

III. Data Sources and Terminology

The data sources used in this report include the following:

A. Center for Health Workforce Studies:

- New York State Registered Nursing Graduations, 1996 – 2005 (April 2004)
- Interviews with Human Resources Directors and Nurse Recruiters

The Center conducts semi-annual telephone interviews with hospital-based human resource directors and nurse recruiters from both voluntary and public hospitals on recruitment and retention trends at their facility, expected changes in services (expansions or reductions), and any impact on the health workforce due to changes in credentialing or certification requirements.

B. United States Bureau of Labor Statistics/New York State Department of Labor:

- Covered Employment and Wages Program (ES-202)

These data were used to evaluate regional changes in health care employment by setting.

- Current Employment Statistics (CES)

These data were used to evaluate changes in health care employment by setting in New York State MSAs.

- Occupational Employment Statistics (OES)

These data were used to evaluate changes in the number of jobs by occupation in New York State.

- Employment Projections

Employment projections used in this report reflect a count of the number of jobs in those occupational categories in 2000 and the projected number of jobs in those categories in 2010. Annual openings reflect both creation of new positions in the occupation and turnover of existing positions due to retirements, job changes within the occupation, and career changes to other occupations. Occupations with a small increase in the number of total jobs between 2000 and 2010 but high annual openings indicate significant annual turnover within the occupation rather than expansion of the occupation.

C. SED State Licensure Data

The licensure numbers presented in this report reflect counts at two points in time: April 1, 2002 and June 1, 2003. These are the number of individuals licensed by New York State in the profession. This number represents the maximum number of individuals that could be employed in that profession, although some may not

be actively working in that profession. Counts by county are based on the mailing address in the licensure file that may be a home or a practice location.

Terminology

The settings used in this report are from the federal BLS North American Industry Classification System (NAICS) for the health care sector. The breakdown within the health care sector is as follows:

- Hospitals;
- Nursing and personal care facilities;
- Home health care services;
- Medical and diagnostic laboratories;
- Offices and clinics of doctors of medicine;
- Offices and clinics of dentists;
- Offices and clinics of other health practitioners;
- Outpatient care centers; and
- Other ambulatory health services.

The classification scheme provides standardization among the data sets presented but has some limitations. By limiting the analyses to the NAICS health services industries, health care workers in hospital-operated ambulatory care sites may be included in hospital employment counts. In addition, health care professionals in industries outside of the above settings such as those in schools, insurance firms, or those who are self-employed are excluded from the health sector counts. The Center estimates that, nationally, 12% of the health care workforce is employed outside the standard health care settings.

Occupations are usually grouped by Bureau of Labor Statistics (BLS) Occupational Employment Statistics (OES) categories. These occupational categories also have limitations. For example, Registered Nursing (RN) makes no distinction between Nurse Practitioners, RN managers and critical care RNs, etc. The standard “nursing aides, orderlies and attendants” occupational category also includes multiple job titles, levels of training and certification status. There also are some job titles that overlap with occupational classifications, and this may cause some problems in reporting. For example, confusion may result from the difference between defining a home health aide as any individual providing services in the home and one who has completed the certification requirements.

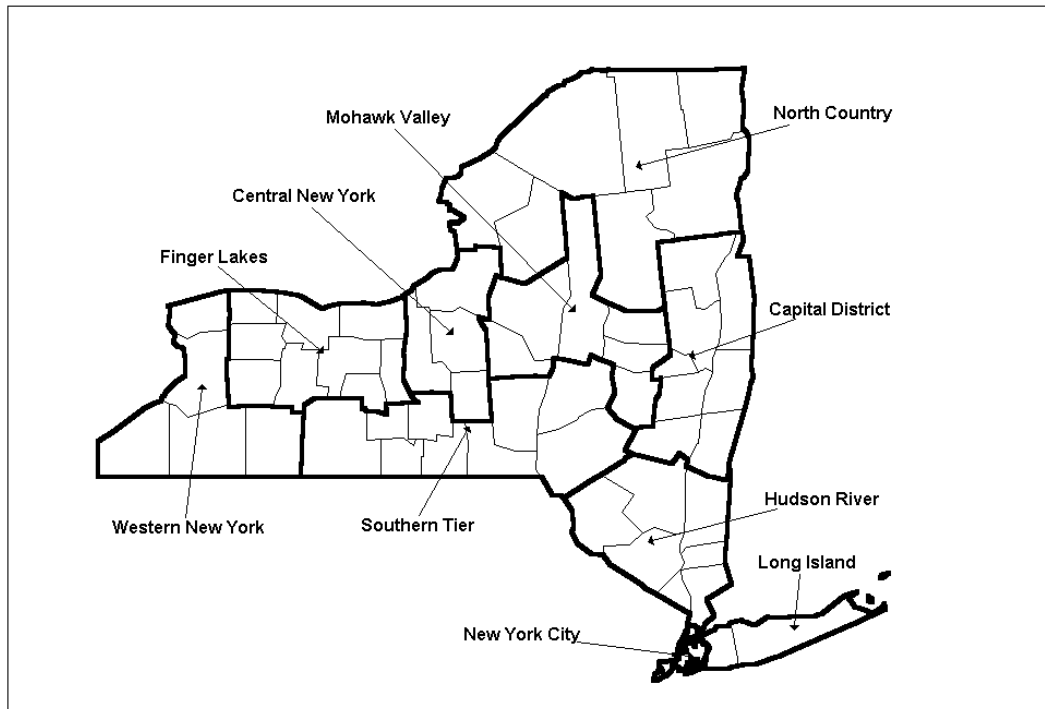
III. Geographic Areas

The labor market regions (Exhibit 1) used in this report are:

- Capital District: The counties of Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, and Washington.
- Central New York: The counties of Cayuga, Cortland, Onondaga, and Oswego.
- Finger Lakes: The counties of Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, and Yates.
- Hudson River: The counties of Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, and Westchester.
- Long Island: The counties of Nassau and Suffolk.
- Mohawk Valley: The counties of Fulton, Herkimer, Madison, Montgomery, Oneida, and Schoharie.
- North Country: The counties of Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, and St. Lawrence.
- Southern Tier: Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, and Tompkins.
- Western New York: Allegany, Cattaraugus, Chautauqua, Erie, and Niagara.

Exhibit 1

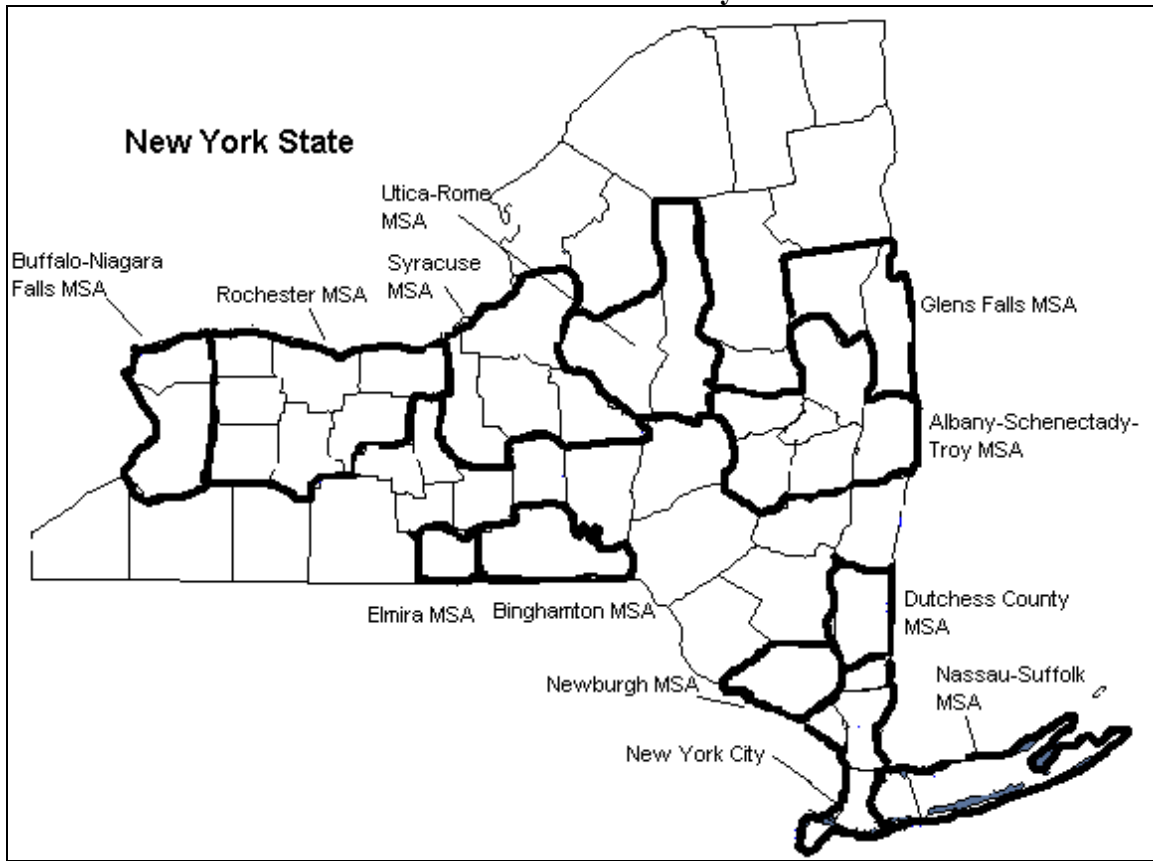
New York State Counties by Labor Department Region



The MSAs (Exhibit 2) used in this report are:

- Albany-Schenectady-Troy MSA: Albany, Montgomery, Rensselaer, Saratoga, Schenectady and Schoharie counties.
- Binghamton MSA: Broome and Tioga counties.
- Buffalo-Niagara Falls MSA: Erie and Niagara counties.
- Dutchess PMSA: Dutchess county.
- Elmira MSA: Chemung county.
- Glens Falls MSA: Warren and Washington counties.
- Nassau-Suffolk PMSA: Nassau and Suffolk counties.
- New York City PMSA: Bronx, Kings, New York, Queens, Richmond, Westchester, Putnam, and Rockland counties.
- Newburgh, NY-PA MSA: Orange County, NY and Pike County, Pennsylvania.
- Rochester MSA: Genesee, Livingston, Monroe, Ontario, Orleans and Wayne counties.
- Syracuse MSA: Cayuga, Madison, Onondaga and Oswego counties.
- Utica-Rome MSA: Herkimer and Oneida counties.

Exhibit 2
New York State Counties by MSA



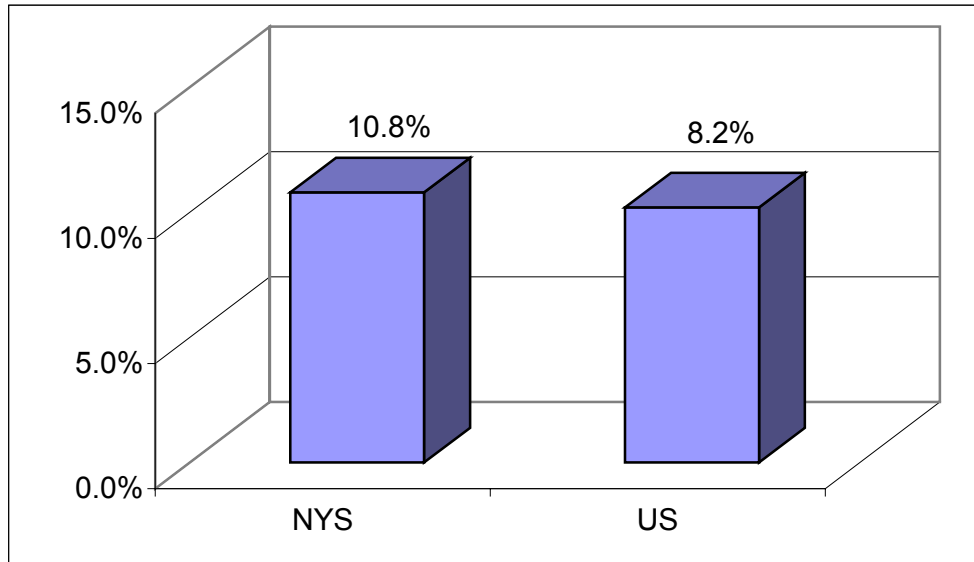
Part I: New York State

General Trends in the Health Sector Workforce

Overall Health Sector Employment

Between 2002 and 2012, the percentage of U.S. employment in the health care sector relative to overall employment trend is expected to increase, with 1 in 11 jobs in the nation in 2012 in the health care sector. An estimated 4.5 million jobs will be added to the health care sector between 2002 and 2012, and fifteen of the thirty occupations projected to grow the fastest are in health services². Employment in the health sector accounted for 10.8% of total employment in New York State in 2002³, and this number does not include those health professionals working in non-health industries.

**Exhibit 3
Health Sector Employment as a
Percentage of Total Employment**



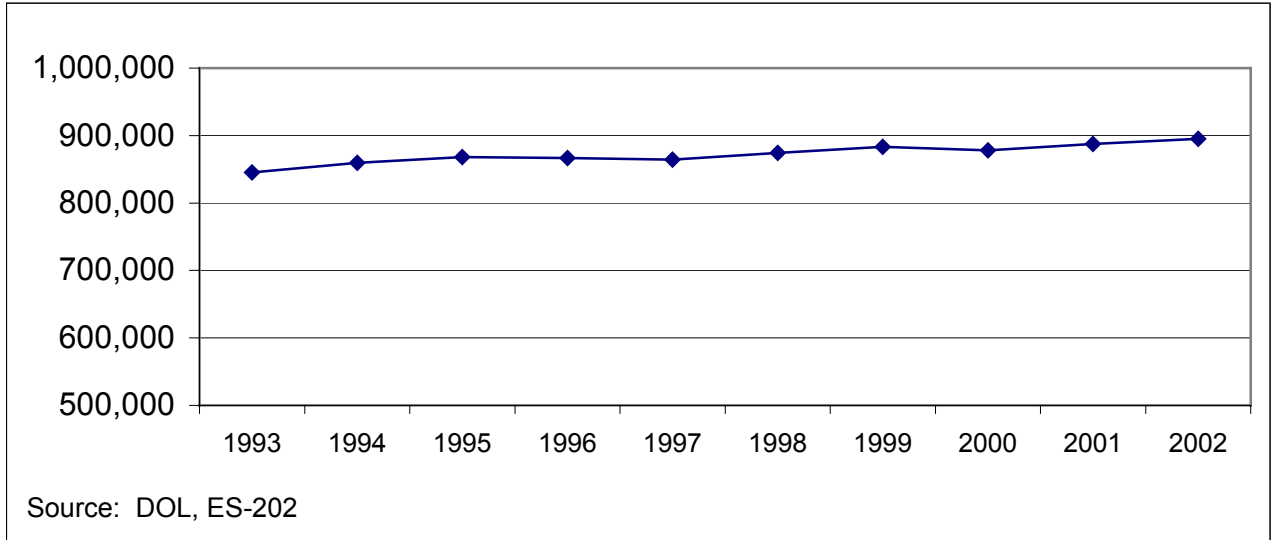
Source: DOL, ES-202; Berman, 2003

² Center for Health Workforce Studies, “An Analysis of Bureau of Labor Statistics Occupational Projections, 2002 - 2012,” March 2004.

³ DOL, ES-202

Employment in the health sector in New York State has increased between 1993 and 2002, with the addition of over 50,000 jobs, or almost 6% growth. Much of this growth occurred in the past few years, with a combined increase of 4.0% between 1997 and 2002.

Exhibit 4
Trends in Total New York State Health Sector Employment, 1993-2002



1. Employment by Region

Health care employment in New York State remained relatively stable, increasing by 2% between 2000 and 2002. Outside of New York City, the region in New York State with the largest health care employment is Long Island with over 131,000 jobs. The region with the largest percentage increase in health care employment between 2000 and 2002 was the North Country, though they had the smallest total employed. Long Island had the second largest percentage increase in health care employment. The Hudson Valley, Western New York and the Finger Lakes all experienced losses in health care employment between 2000 and 2002, with the Finger Lakes experiencing a decline of over 5% in total health care employment (Exhibit 5). The Capital Region has the most health sector jobs per 100,000 population at 5,394 followed by New York City at 4,838. The North Country had the fewest at 3,771 (Exhibit 6).

Exhibit 5
Health Care Employment in New York State by DOL Region, 2000 - 2002

Region	2000	2001	2002	Change between 2000 and 2002	
				Number	Percent
North Country	14,792	15,375	15,988	1,196	8.1%
Long Island	125,368	127,569	131,376	6,008	4.8%
New York City	376,420	381,772	387,985	11,565	3.1%
Central New York	30,397	31,265	31,314	917	3.0%
Southern Tier	30,117	30,568	30,994	877	2.9%
Capital Region	52,057	53,345	53,450	1,393	2.7%
Mohawk Valley	21,687	21,823	21,751	64	0.3%
Hudson Valley	100,596	100,855	100,302	-294	-0.3%
Western New York	69,402	68,722	68,300	-1,102	-1.6%
Finger Lakes	57,230	56,236	53,938	-3,292	-5.8%
Totals	878,066	887,530	895,398	17,332	2.0%

Source: DOL, ES-202

Exhibit 6
Health Care Employment in New York State by DOL Region Per 100,000

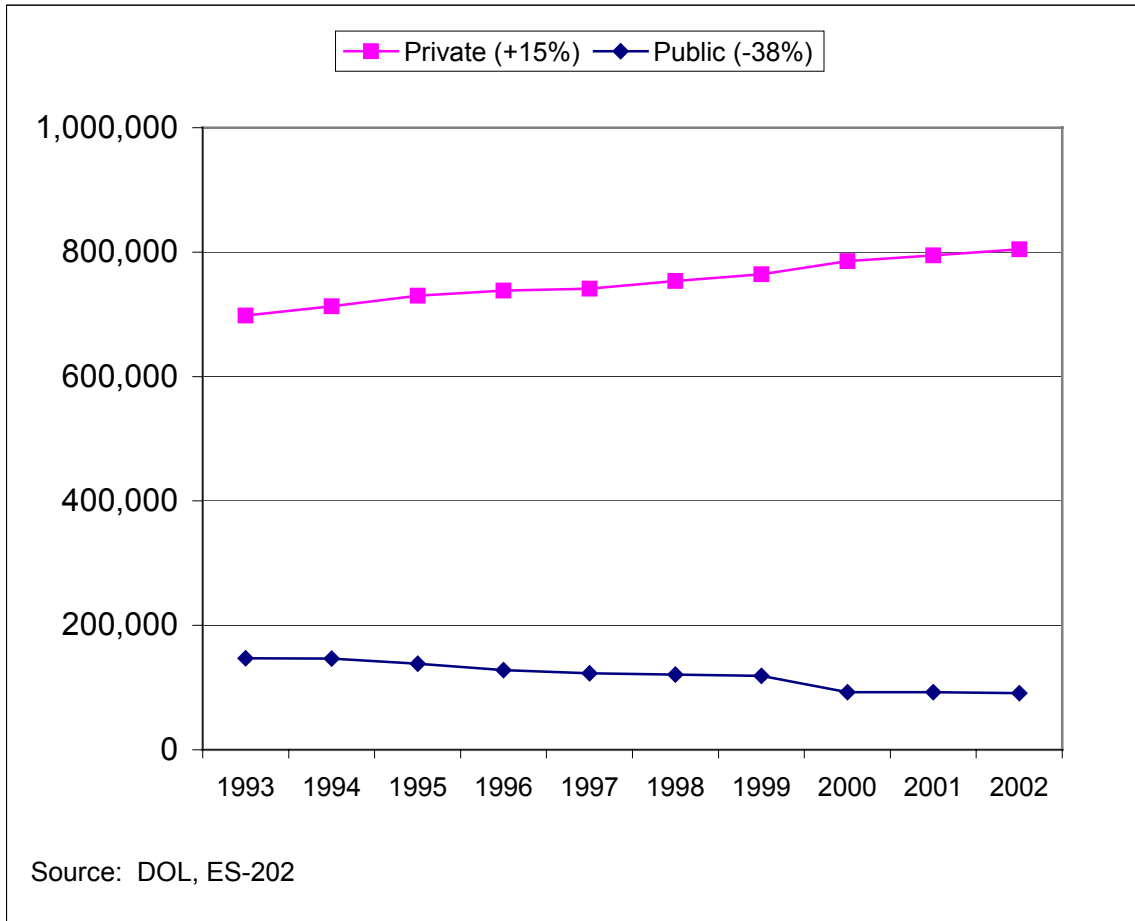
Region	2001 Population	Number of jobs, 2002	Per 100,000
Capital Region	1,034,331	53,450	5,168
New York City	8,019,033	387,985	4,838
Western New York	1,437,675	68,300	4,751
Long Island	2,782,600	131,376	4,721
Hudson Valley	2,205,473	100,302	4,548
Finger Lakes	1,202,072	53,938	4,487
Central New York	711,978	31,314	4,398
Mohawk Valley	504,717	21,751	4,310
Southern Tier	719,501	30,994	4,308
North Country	423,976	15,988	3,771
Totals	19,041,356	895,398	4,702

Source: DOL, ES-202; Bureau of Economic Analysis

Public and Private Health Workforce Employment

Growth in private and public health sector employment in New York State has followed a pattern of major growth in private sector employment and a major decline in public sector employment. Between 1993 and 2002, private sector health services employment in New York State increased by about 106,500 jobs, or 15%, while public sector health services employment decreased 38% (Exhibit 7).

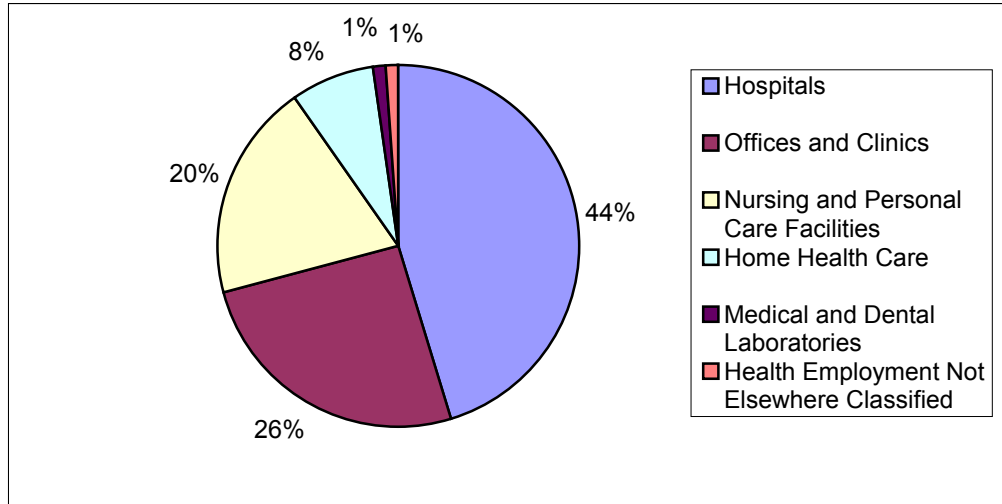
Exhibit 7
Trends in Public and Private Health Employment
for New York State, 1993 - 2002



The Health Workforce by Setting

Hospitals employed the largest share of workers in the health services sector in New York State in 2002 (44% of all health sector employees), while most of the remainder worked either in offices and clinics (26%) or nursing and personal care facilities (20%) (Exhibit 8).

Exhibit 8
Health Sector Employment by Setting
for New York State, 2002



Hospital employment in New York State decreased between 1990 and 2003 by nearly 6%, while employment increased for offices and clinics (65.3%), nursing and residential care facilities (34.6%), and home health care (35.2%) during the same period (Exhibit 9).

Exhibit 9
Change in Health Sector Employment Between 1990 and 2002
for New York State

Health Setting	1990	2002	Percent Change
Hospitals	430,078	405,128	-5.8%
Offices and Clinics	138,240	228,466	65.3%
Nursing and Residential Care Facilities ⁴	130,116	175,161	34.6%
Home Health Care	49,735	67,230	35.2%
Medical and Diagnostic Laboratories	12,101	10,104	-16.5%
Health Care Employment Not Elsewhere Classified	22,533	9,311	-58.7%
Totals	782,803	895,398	14.4%

Source: DOL, ES-202

⁴ Except for residential mental retardation, mental health, and substance abuse facilities.

a. Hospital Employment

Overall hospital employment in New York State increased by 2,705 jobs, or nearly 1%, between 2000 and 2002. The region that experienced the greatest percentage increase in hospital employment was the North Country, followed by Long Island. Hospital employment in the North Country increased by over 13% in the Long Island region by 3.7%. Some regions experienced employment losses at hospitals during the same period, but these losses were moderate in every region except the Finger Lakes region, which experienced an 8.2% decrease (Exhibit 10).

Exhibit 10
Change in Hospital Employment in New York State
by DOL Region, 2000 to 2002

Region	2000	2001	2002	Change, 2000 to 2002	
				Number	Percent
North Country	7,133	7,881	8,066	933	13.1%
Long Island	45,263	45,854	46,939	1,676	3.7%
Southern Tier	14,847	15,047	15,106	260	1.7%
Capital	20,664	20,793	20,959	295	1.4%
New York City	199,051	201,931	201,617	2,566	1.3%
Central	11,194	11,417	11,300	106	0.9%
Hudson Valley	39,672	39,649	39,511	-161	-0.4%
Mohawk Valley	9,507	9,624	9,330	-178	-1.9%
Western New York	28,548	28,200	27,946	-602	-2.1%
Finger Lakes	26,544	25,462	24,355	-2,189	-8.2%
Totals	402,423	405,858	405,128	2,705	0.7%

Source: New York State Department of Labor, ES-202

b. Nursing and Personal Care Facility Employment

Employment at nursing and personal care facilities in New York State increased by over 6,400 jobs between 2000 and 2002, with Long Island experiencing the largest percentage increase of 8%. Between 2000 and 2002, employment at nursing and personal care facilities in the Finger Lakes and the North Country declined (Exhibit 11).

Exhibit 11
Change in Nursing and Personal Care Facility Employment
in New York State by DOL Region, 2000 to 2002

Region	2000	2001	2002	Change, 2000 to 2002	
				Number	Percent
Long Island	18,858	18,363	20,376	1,518	8.0%
Capital	13,921	14,636	14,755	834	6.0%
Western New York	16,695	16,950	17,584	889	5.3%
Central	6,983	6,991	7,339	357	5.1%
New York City	62,144	63,979	64,862	2,718	4.4%
Mohawk Valley	6,299	6,373	6,529	230	3.7%
Southern Tier	7,405	7,462	7,598	193	2.6%
Hudson Valley	20,703	20,569	21,058	355	1.7%
North Country	3,263	2,961	3,250	-13	-0.4%
Finger Lakes	12,432	12,672	11,810	-623	-5.0%
Totals	168,702	170,955	175,160	6,458	3.8%

Source: New York State Department of Labor, ES-202

c. Home Health Care Services Employment

Employment in home health care services in New York State increased by over 2,600 jobs between 2000 and 2002, with the greatest percentage increases occurring in the Southern Tier (14%) and in New York City (12%). Home health care employment in the Finger Lakes, however, decreased by 713 jobs, or 14%. Central New York and Western New York also experienced declines of almost 11% and 10% respectively in home health care employment between 2000 and 2002 (Exhibit 12).

Exhibit 12
Change in Home Health Care Services Employment
in New York State by DOL Region, 2000 to 2002

Region	2000	2001	2002	Change, 2000 to 2002	
				Number	Percent
Southern Tier	936	939	1,068	132	14.1%
New York City	31,342	32,192	35,209	3,867	12.3%
Long Island	10,307	10,691	10,773	467	4.5%
Capital	3,010	2,954	2,976	-34	-1.1%
Mohawk Valley	1,081	1,008	1,052	-29	-2.7%
North Country	540	495	512	-27	-5.1%
Hudson Valley	6,138	5,675	5,696	-442	-7.2%
Western New York	4,550	3,945	4,107	-443	-9.7%
Central	1,473	1,382	1,318	-155	-10.5%
Finger Lakes	5,232	4,719	4,519	-713	-13.6%
Totals	64,607	64,000	67,230	2,622	4.1%

Source: New York State Department of Labor, ES-202

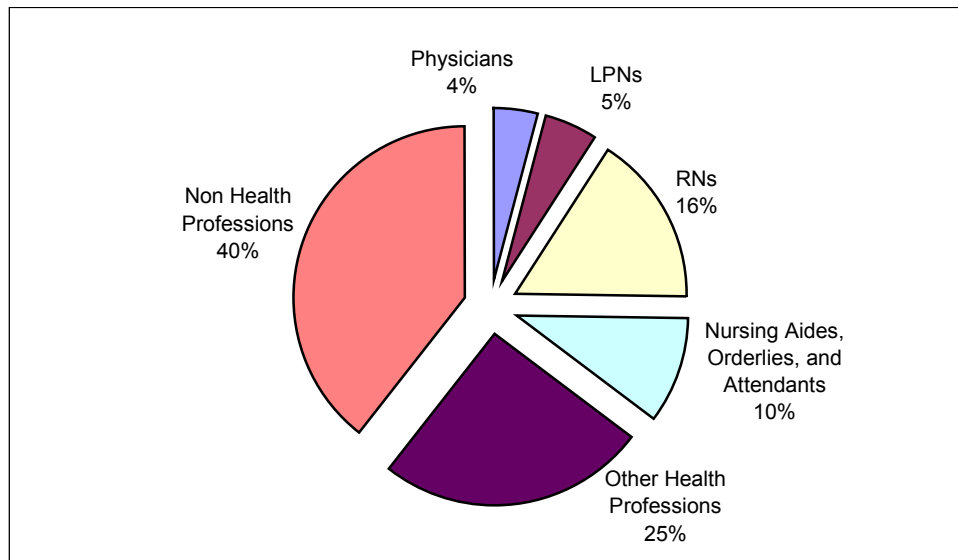
The Health Workforce by Occupation

The Supply of Healthcare Workers

Introduction

In order to understand workforce imbalances, it is important to know the composition of the workforce in the health services sector. As illustrated in Exhibit 13, the majority of these workers are in health occupations, with registered nurses (RNs), nurse aides, and licensed practical nurses (LPNs) constituting nearly one-third of health services sector employees.

Exhibit 13
Health Services Employment in the U.S., 2000⁵



Source: BLS, OES

Number of Jobs in Selected Health Occupations

The growth of jobs in health care occupations between 2000 and 2002 in New York State varied by occupation. While these figures represent positions and not discrete individuals or full time equivalents (i.e. an individual working two jobs, whether full time or part time, would be counted twice), they are useful in identifying trends in occupations or job titles. Findings for New York State include:

- The number of RN jobs increased by 2.5%.
- The number of LPN jobs increased by 2.5%.

⁵ Includes all workers in health sector employment. It does not include health professionals working outside of the health sector.

- The number of nursing aide, orderly, and attendant jobs increased by 1%.
- The number of pharmacist jobs increased by 6.8%.
- The number of medical and clinical laboratory technologist jobs declined by 16.2%.
- The number of surgical technologist jobs decreased by 5.8%.
- The number of social worker jobs decreased by nearly 11%.

Exhibit 14
Number of Jobs in Selected Health Occupations for New York State

	2000	2001	2002	% Change
HEALTHCARE TECHNICIANS/TECHNOLOGISTS				
Licensed Practical and Licensed Vocational Nurses	47,370	45,580	48,560	2.5%
Radiologic Technologists and Technicians	12,010	10,850	11,050	-8.0%
Medical and Clinical Laboratory Technologists	9,480	9,760	9,050	-4.5%
Medical and Clinical Laboratory Technicians	10,690	9,800	8,960	-16.2%
Pharmacy Technicians	10,290	10,420	10,120	-1.7%
Medical Records and Health Information Technicians	6,450	6,270	6,340	-1.7%
Surgical Technologists	4,790	4,280	4,510	-5.8%
Dietetic Technicians	1,890	2,010	1,660	-12.2%
Cardiovascular Technologists and Technicians	2,280	2,820	3,090	35.5%
Nuclear Medicine Technologists	1,090	1,000	1,080	-0.9%
HEALTHCARE PROFESSIONALS				
Registered Nurses	159,670	160,380	163,600	2.5%
Social Workers	40,190	34,020	35,900	-10.7%
Pharmacists	12,860	14,500	13,730	6.8%
Dental Hygienists	11,140	12,400	10,000	-10.2%
Physical Therapists	9,490	10,410	9,970	5.1%
Dietitians and Nutritionists	3,910	4,180	4,280	9.5%
Respiratory Therapists	4,890	4,850	4,380	-10.4%
MANAGEMENT/ADMINISTRATIVE SUPPORT				
Medical and Health Services Managers	17,760	19,290	19,820	11.6%
Medical Secretaries	14,730	12,720	13,460	-8.6%
HEALTHCARE PARAPROFESSIONALS				
Nursing Aides, Orderlies, and Attendants	90,000	89,270	90,930	1.0%
Home Health Aides	107,130	109,330	108,210	1.0%
Dental Assistants	16,870	15,120	17,600	4.3%
Medical Assistants	17,260	21,730	19,160	11.0%

Source: USDOL, BLS, OES

Licensure Data for Selected Health Professions

State licensure data are a source of information on the supply of health professionals. Data are available from the New York State Education Department (SED) on the number of individuals actively licensed in a health profession. By law, SED licenses more than 25 health professions, and individuals must secure a New York State license before practicing in one of these health professions. *Licensure data in a health profession represents the upper limit on the number of individuals who can practice in the profession.* It is important to recognize the limitations of these data; chiefly that some individuals who are licensed in a health profession may be working either less than full time or not at all in the profession. Licensure data can, however, provide valuable information on major trends in the supply of a health profession in a region. Exhibit 15 presents the number of licensees in selected occupations in April 2002 and June 2003 in the state of New York.

The occupations with the largest increase in licensees between April 2002 and June 2003 were registered physician assistants and pharmacists, who each increased in number by nearly 10%. The only two occupations to experience a decline were respiratory therapist technicians (more than 10%) and respiratory therapists (3.5%) (Exhibit 15).

Exhibit 15 Changes in the Number of Licensed Individuals in Selected Health Service Occupations For New York State⁶, April 2002 to June 2003

	April 2002	June 2003	% Change
Registered Physician Assistants	6,294	6,904	9.7%
Pharmacists	18,448	20,200	9.5%
Nurse Practitioners	10,481	11,284	7.7%
Occupational Therapists	8,161	8,682	6.4%
Physical Therapists	15,351	16,279	6.0%
Registered Nurses	233,299	246,319	5.6%
Dietitians-Nutritionists	4,404	4,549	3.3%
Licensed Practical Nurses	69,548	71,760	3.2%
Speech-Language Pathologists	10,158	10,481	3.2%
Social Workers	40,008	40,843	2.1%
Physical Therapy Assistants	4,311	4,379	1.6%
Occupational Therapy Assistants	3,536	3,579	1.2%
Ophthalmic Dispensers	3,688	3,715	0.7%
Dental Hygienists	9,036	9,096	0.7%
Respiratory Therapists	4,681	4,516	-3.5%
Respiratory Therapist Technicians	1,728	1,550	-10.3%

Source: SED State Licensure Data

⁶ Note: This total includes all New York State licensed individuals regardless of whether the address given in the licensure file was a New York State address, while tables of licensees by region in Parts II and III include only those individuals with an address within the region.

Trends in Nursing Education in New York State, 1996 – 2005

To better understand trends affecting the supply of registered nurses (RNs) in New York State, the Center for Health Workforce Studies at the School of Public Health, University at Albany (the Center) annually surveys RN education programs in the state. The brief survey includes questions on applications, acceptances, and graduations for the current year as well as projected graduations through 2005. This report summarizes the responses to the survey, which was conducted in the fall of 2003.

While not every RN educated in New York State in the state will become licensed and practice in New York State, and some RNs practicing in New York were educated outside of the state, RNs educated in New York are by far the single largest source of RNs practicing in the state. A recent survey of RNs in the state conducted by the State Education Department found that over 78% of licensed RNs had completed their nursing education in the state.⁷

KEY FINDINGS

- 1. After six years of decline, the number of RNs graduating in New York State in 2003 increased by 8% over the number of RN graduations in 2002.**

It is estimated that over 5,500 individuals graduated from registered nursing education programs in New York State in 2003. This represents the first increase in RN graduations in six years with nearly 400 more graduates than there were in 2002. Even with this increase, the number of graduates in 2003 was 28% lower than the number in 1996, when the number of nursing graduates was at an all time high for the state.

- 2. RN graduations are projected to continue to rise in 2004 and 2005.**

In both 2004 and 2005, RN graduations are projected to rise by more than 1,000 each year. The number of RN graduates in 2005 is projected to be more than 36% higher than the number of RN graduates in 2003. Despite this rise in RN graduations, the projected number of new graduates will be 2.3% lower than the number in 1996.

- 3. Graduations from associate degree RN programs are projected to increase by almost 38% between 2003 and 2005, while graduations from bachelor degree RN programs is projected to rise by 33% over the same time period.**

Between 1996 and 2002, associate degree RN graduations decreased by more than 35% while bachelor degree RN graduations decreased by more than 26%. Associate degree RN program graduations began increasing in 2003 and are projected to increase by nearly

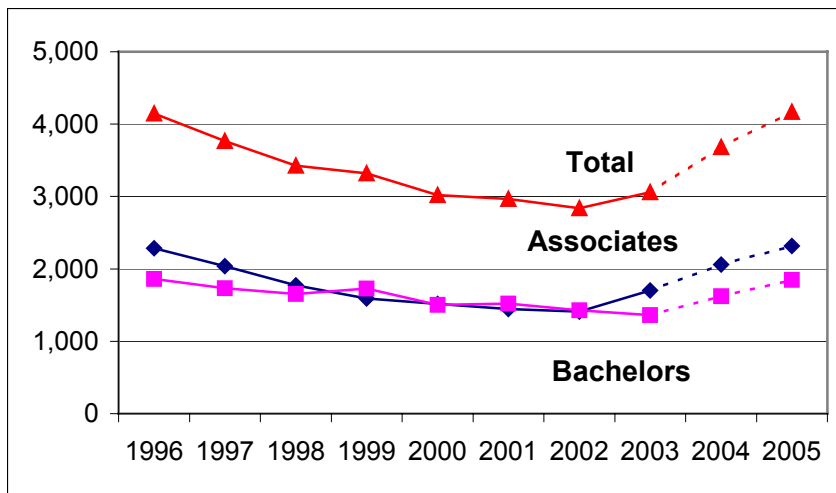
⁷ New York State Education Department, Office of the Professions and Fiscal Analysis and Research Unit, Registered Nurses in New York State, 2002, Volume 1: Demographic, Educational, and Workforce Characteristics, September 2003.

38% between 2003 and 2005. Bachelor degree RN program graduations are projected to rise in 2004 and will increase by 33% between 2003 and 2005 (Exhibits 16 and 17).

Exhibit 16
New York State RN Graduations by Degree Type, 1996 to 2005

Degree Type	Actual Graduations								Projected Graduations	
	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Associates	4,447	4,102	3,763	3,381	3,015	2,885	2,877	3,353	4,045	4,615
Bachelors	3,062	2,911	2,780	2,792	2,437	2,437	2,248	2,158	2,472	2,872
Diploma	176	94	13	4	4	12	3	3	14	20
Total	7,685	7,107	6,556	6,177	5,456	5,334	5,128	5,514	6,531	7,507

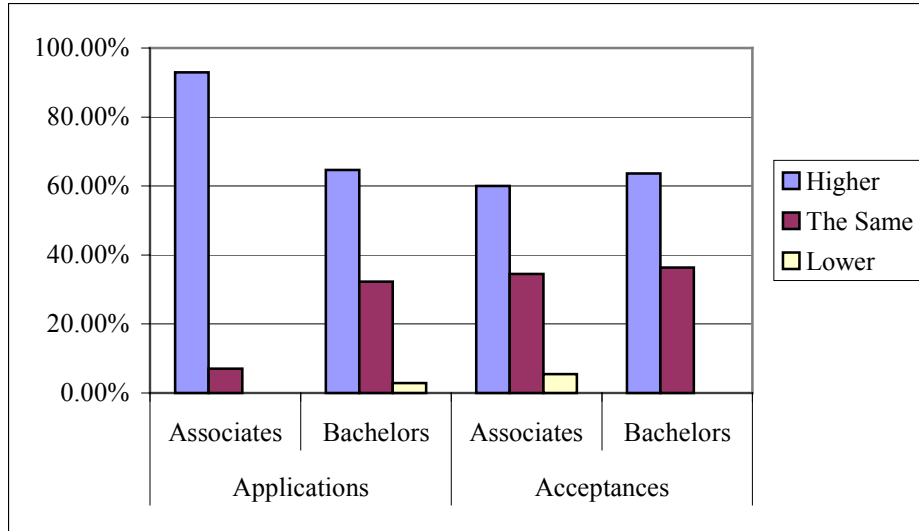
Exhibit 17
New York State RN Graduations by Degree Type, 1996 to 2005



- For the third consecutive year, both associate and bachelor degree programs report a significant increase in applications and acceptances to their programs. Based on this, graduations are expected to rise for the next several years.**

Over 92% of associate degree programs and nearly 65% of the bachelor degree programs reported an increase in the number of applications in 2003 compared to 2002. This was the third consecutive year that nursing education programs reported an increasing number of applicants over the prior year. Additionally, 60% of associate degree programs and almost 64% of bachelor degree programs reported an increase in acceptances (Exhibit 18).

Exhibit 18
Percentage Change in the Number of Applications and Acceptances
by Degree Type Between 2002/03 and 2003/04



5. Nearly half of RN education programs that responded to the survey (49%) reported that they turned away qualified applicants in 2003, comparable to the rate in 2002.

Forty-nine percent of the respondents (48) indicated they turned away qualified applicants, compared to forty-seven percent of the respondents (45) in 2002 that turned away qualified applicants. Sixty-six percent (33) of programs that reported turning away qualified applicants cited lack of faculty as the reason. Programs also reported that a limited number of clinical sites and lack of classroom space were other reasons for turning away qualified applicants. Of those RN education programs that indicated lack of faculty as the reason for turning away qualified applicants, 70% were publicly sponsored programs and 85% of them were associate degree programs (Exhibit 19).

Exhibit 19
Reasons for Turning Away Qualified Applicants by Sponsor and by Degree Type

Reason for Turning Away Qualified Applicant	Total	Sponsor		Degree Type	
		Public	Independent	Associates Degree	Bachelors Degree
Lack of Faculty	33	23	10	28	5
Lack of Training Sites	4	3	1	3	1
Lack of Financial Aid	2	1	1	1	1
Other	9	7	2	6	3
Totals	48	34	14	38	10

6. Between 2003 and 2005, increases in RN graduations are projected for all regions of New York State.

All regions in New York State experienced a decline in RN graduations between 1996 and 2003, ranging from a low of 2% for Northeastern New York to a high of 47% for the NY-Penn region. All regions but one had increases in RN graduations between 2002 and 2003 and all are projected to have increases in graduations between 2003 and 2005, with the Western New York region having the highest rate of growth at over 64%. Despite these dramatic increases, only four regions are projected to have a higher number of RN graduations in 2005 than in 1996 (Exhibits 20 and 21).

Exhibit 20
Projected Percentage Increase in RN Graduations, 2003 – 2005, by HSA Region

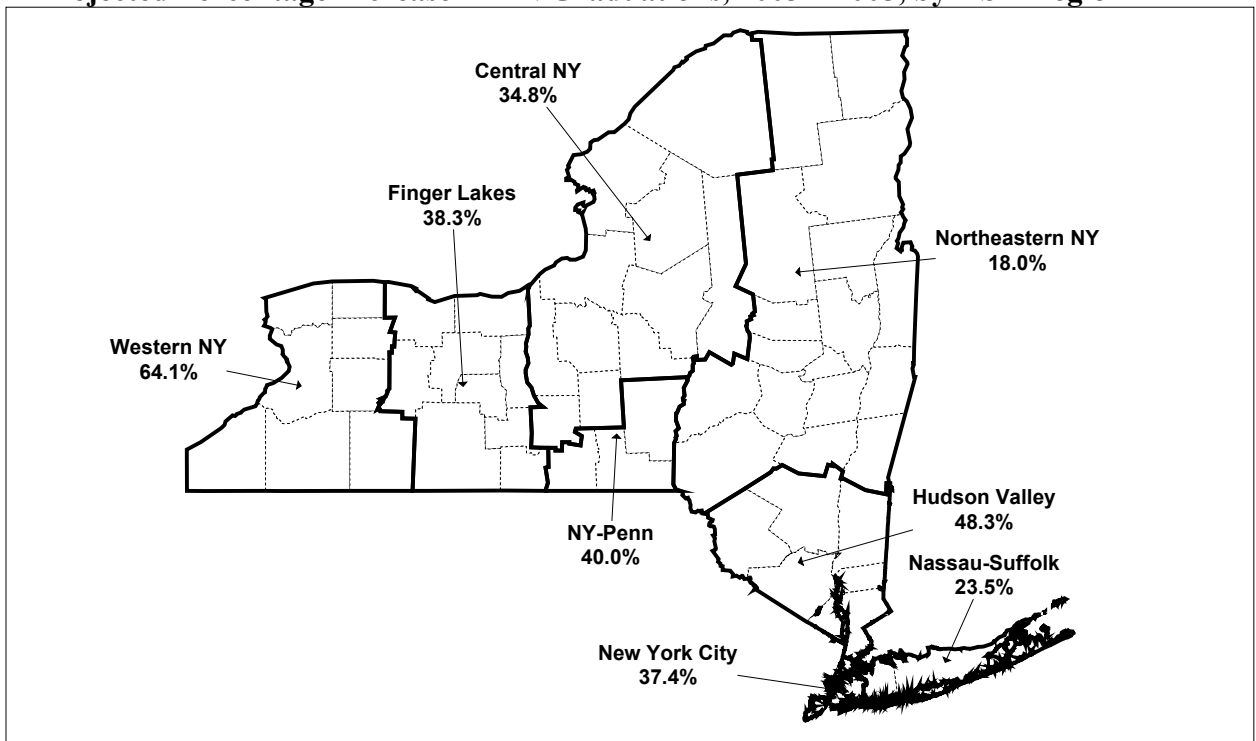


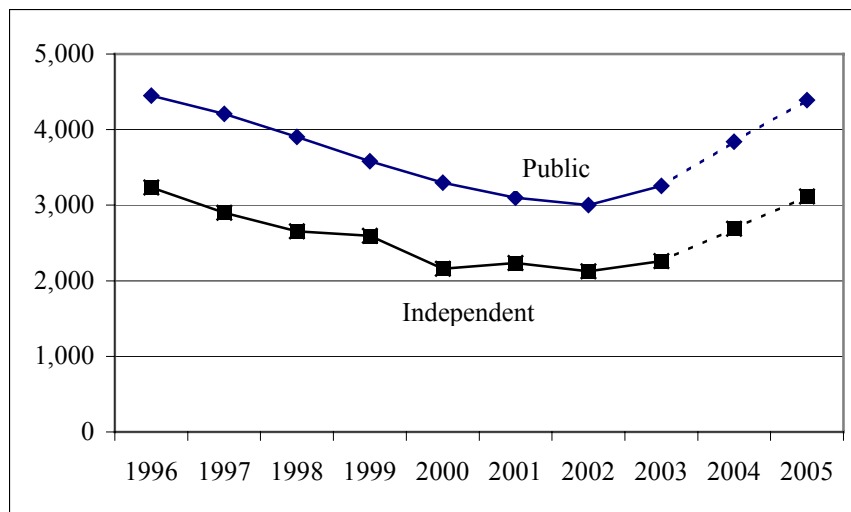
Exhibit 21
Percent Change in the Number of RN Graduations by Region

HSA Region	1996	2002	2003	Projected		Percent Change		
				2004	2005	1996 to 2003	2003 to 2005	1996 to 2005
Western New York	890	535	473	573	776	-46.8%	64.1%	-12.8%
Finger Lakes	654	442	488	549	675	-25.4%	38.3%	3.2%
Central NY	961	666	749	940	1,010	-22.1%	34.8%	5.1%
NY-Penn	92	45	50	60	70	-45.7%	40.0%	-23.9%
Northeastern NY	641	531	628	668	741	-2.0%	18.0%	15.6%
Hudson Valley	1,058	616	656	909	973	-38.0%	48.3%	-8.0%
New York City	2,258	1,544	1,621	1,902	2,227	-28.2%	37.4%	-1.4%
Long Island	937	677	784	870	968	-16.3%	23.5%	3.3%

7. **Between 2002 and 2003, both public sector and independent RN education program graduations increased and are projected to increase further between 2003 and 2005.**

Between 1996 and 2003, both public (SUNY, CUNY, and Excelsior College⁸) and independent program (including hospital-based nursing programs) RN graduations decreased by nearly 27% and more than 30%, respectively. Both public sector graduations and independent program graduations in 2003 were higher than in 2002, 8% and 6% respectively. Graduations in both sectors are projected to increase significantly between 2003 and 2005, with public sector growth projected to be nearly 35% and independent sector growth projected to be nearly 38% (Exhibit 22).

Exhibit 22
Change in RN Graduations in Public and Independent Nursing Programs



⁸ Excelsior College is a New York State program that provides distance-based education for students across the country. Only the estimated number of graduates from New York State is included in this report.

DISCUSSION

While increased enrollments in RN education programs and renewed interest in nursing as a career have fueled an increase in nursing graduations, it remains unclear whether this current increase in graduations can both replace those leaving the field and fill newly created jobs while addressing the current shortage of nurses.

The federal Bureau of Labor Statistics (BLS) forecasts that over 1.1 million new nurses will be needed in the United States between 2002 and 2012. Registered nursing is one of the 10 occupations projected to have the largest number of new jobs.⁹ The federal government estimated that New York State had a shortage of over 16,000 RNs, or 11%, in 2000 and is projecting a shortage of over 12,500 RNs, or 8%, by 2005. However, by 2010, the shortage is projected to exceed 17,000 RNs, or 10% of the nursing workforce and increase to almost 30,000, or 16%, by 2015¹⁰.

While current levels of production may be sufficient to meet short-term demand for RNs, increased production will be needed to prevent future shortages. Demand for RNs will be driven by a number of factors, including the aging of the population, the aging of the nursing workforce, trends in health care financing and emerging technologies in health care. BLS projects that health sector employment will grow more than twice as fast as the non-health care sector between 2002 and 2012. The net effect of these factors is that the need for new RNs is likely to rise by the end of the decade.

One factor affecting future supply is the capacity of nursing programs to produce more graduates. The current survey found that many New York State nursing programs are currently at capacity, which speaks favorably about interest in nursing as a career, but raises additional concerns about whether existing programs can accommodate the increased interest. Problems relating to recruitment and retention of faculty must be considered in order to ensure that RN education programs can accommodate the number of New Yorkers seeking to become much-needed RNs. Indeed, as a poor economy and increased salaries attract more potential RN candidates, the capacity of RN education programs may prove to be a substantial barrier to assuring an adequate supply of RNs in the coming decade.

⁹ Daniel E. Hecker, Occupational Employment Projections to 2012, Monthly Labor Review, February, 2004.

¹⁰ *Projected Supply, Demand, and Shortages of Registered Nurses: 2000 – 2020*, Health Resources and Services Administration, Bureau of Health Professions, National Center for Health Workforce Analysis, July 2002.

Survey of Human Resources Directors

As part of the Health Workforce Tracking System, Human Resource Directors and Nursing Recruiters from a sample of voluntary and public hospitals participate in a semi-annual telephone interviews on a variety of health workforce issues, including:

- The occupations that pose recruitment or retention problems;
- Expected changes in services (expansions or reductions) that will impact on the workforce; and
- Changes in credentialing or certification requirements that impact on the health workforce.

Key findings from the survey conducted during the first three months of 2004 include:

- While recruitment of registered nurses continues to be a problem for most of the hospitals surveyed, respondents reported less difficulty hiring new graduates and more difficulty hiring experienced nurses to work in specialty areas.
- Respondents reported a variety of strategies to fill RN vacancies, including:
 - Recruiting foreign trained nurses;
 - Providing RN upgrading programs to current workers; and
 - Hiring new RN graduates and training them to work on specialty units.
- Most respondents reported difficulty recruiting respiratory therapists.
- Respondents reported difficulty recruiting bi-lingual social workers and certified social workers.
- While few hospitals reported using LPNs, those that did indicated that LPNs were hard to recruit.
- Other hard to recruit occupations identified by survey respondents included dieticians, medical billers, dental hygienists and physician assistants.

Future Demand for Health Workers

According to the Bureau of Labor Statistics, in 2002 8% of jobs nationally were in the health care sector. With the health care sector projected to add 3.4 million of the 21 million new jobs in the nation between 2002 and 2012, one in 11 jobs in the nation in 2012 will be in the health care sector. Between 2002 and 2012 growth in health care sector jobs is projected to be 30%, more than twice the projected rate for non-health care sector jobs (13.5%). Additionally, fifteen of the thirty occupations projected to grow the fastest between 2002 and 2012 are in health occupations¹¹.

The health occupations projected to have the biggest percentage increase in new jobs are:

- medical assistants (59%);
- physician assistants (49%);
- home health aides (48%);
- medical records and health information technicians (47%); and
- physical therapists assistants (45%).

The health occupations projected to have the largest number of new jobs are:

- registered nurses (623,000);
- nurse aides, orderlies, and attendants (343,000)
- home health aides (279,000)
- personal and home care aides (246,000)
- medical assistants (215,000)

Within the health sector, jobs in nursing and residential care facilities¹² are projected to increase by 34% or 942,000 jobs (Exhibit 23), outpacing growth in ambulatory health care services (41%, or 1.9 million jobs) and hospitals (15.2% or 632,000 jobs).

Exhibit 23
National Projected Health Sector Job Growth by Setting, 2002 – 2012

Health Care Settings	2002	2012	Growth	
			Number	Percent
Ambulatory health care services	4,634,000	6,532,000	1,899,000	41.0%
Hospitals	4,153,000	4,785,000	632,000	15.2%
Nursing and residential care facilities	2,743,000	3,685,000	942,000	34.3%
Totals	11,530,000	15,002,000	3,473,000	30.1%

¹¹ Center for Health Workforce Studies, “An Analysis of Bureau of Labor Statistics Occupational Projections, 2002 - 2012,” March 2004.

¹² Not including mental health facilities

Between 2000 and 2010, the Labor Department projected the most annual job openings for registered nurses, home health aides, and nursing aides and orderlies throughout New York State. Many of the openings represent replacement of individuals in existing positions and not necessarily new jobs in the occupation. Despite this, the number of nursing aide and orderly jobs in the state is projected to increase by over 15,500, the number of home health aide jobs by over 37,000, and registered nursing jobs by over 33,000 between 2000 and 2010. During the same period, the number of licensed practical nursing positions is projected to increase throughout New York State by nearly 6,700 jobs (Exhibit 24).

Exhibit 24
Employment Projections for Health Care Occupations¹³
for New York State, including New York City, 2000 – 2010

Occupation	2000	2010	Change between 2000 and 2010		Annual Openings, 2000-2010
			Number	Percent	
Nursing Aides & Orderlies	95,700	111,290	15,590	16.3%	2,780
Home Health Aides	117,930	155,110	37,180	31.5%	5,220
Registered Nurses	163,960	197,520	33,560	20.5%	6,670
Psychiatric Aides	4,990	4,980	-10	-0.2%	60
Dental Assistants	15,390	19,560	4,170	27.1%	690
Medical Assistants	21,450	32,880	11,430	53.3%	1,710
Social Workers	35,600	44,480	8,880	24.9%	1,290
Licensed Practical Nurses	46,460	53,140	6,680	14.4%	1,860
Medical & Health Service Managers	20,710	24,960	4,250	20.5%	780
Medical Secretaries	14,000	16,830	2,830	20.2%	520
Psychologists, Clinical, Counseling, and School	9,830	10,920	1,090	11.1%	340
Dental Hygienists	9,240	11,770	2,530	27.4%	390
Physical and Corrective Therapy Assistants	2,900	4,090	1,190	41.0%	210
Emergency Medical Technicians	10,010	11,930	1,920	19.2%	450
Radiologic Technologists and Technicians	10,780	13,070	2,290	21.2%	470
Speech Pathologist & Audiologists	6,890	9,310	2,420	35.1%	420
Dietitians & Nutritionists	4,660	5,120	460	9.9%	170
Pharmacy Technicians	10,750	13,370	2,620	24.4%	540
Medical/Clinical Laboratory Technicians	9,940	10,630	690	6.9%	300
Physical Therapists	10,830	14,160	3,330	30.7%	600
Medical/Clinical Laboratory Technologists	9,840	10,480	640	6.5%	300
Medical Records Technicians	6,280	8,620	2,340	37.3%	380
Pharmacists	15,290	16,920	1,630	10.7%	620
Pharmacy Assistants	3,410	3,750	340	10.0%	120
Respiratory Therapists	4,850	6,320	1,470	30.3%	270
Surgical Technicians	4,290	5,000	710	16.6%	180
Occupational Therapists	5,860	7,450	1,590	27.1%	310

¹³ Employment projections used in this report reflect a count of the number of jobs in those occupational categories in 2000 and the projected number of jobs in those categories in 2010. Annual openings reflect both creation of new positions in the occupation and replacement for those retiring or leaving the profession for other reasons.

Physician Assistants	4,830	7,090	2,260	46.8%	330
Dentists	11,350	11,970	620	5.5%	320
Occupational Therapy Assistants	1,180	1,590	410	34.7%	80
Recreational Therapists	2,950	3,110	160	5.4%	90

Source: New York State Department of Labor, Occupational Outlook, 2000 - 2010

Part II: New York City

General Trends in the Health Sector Workforce

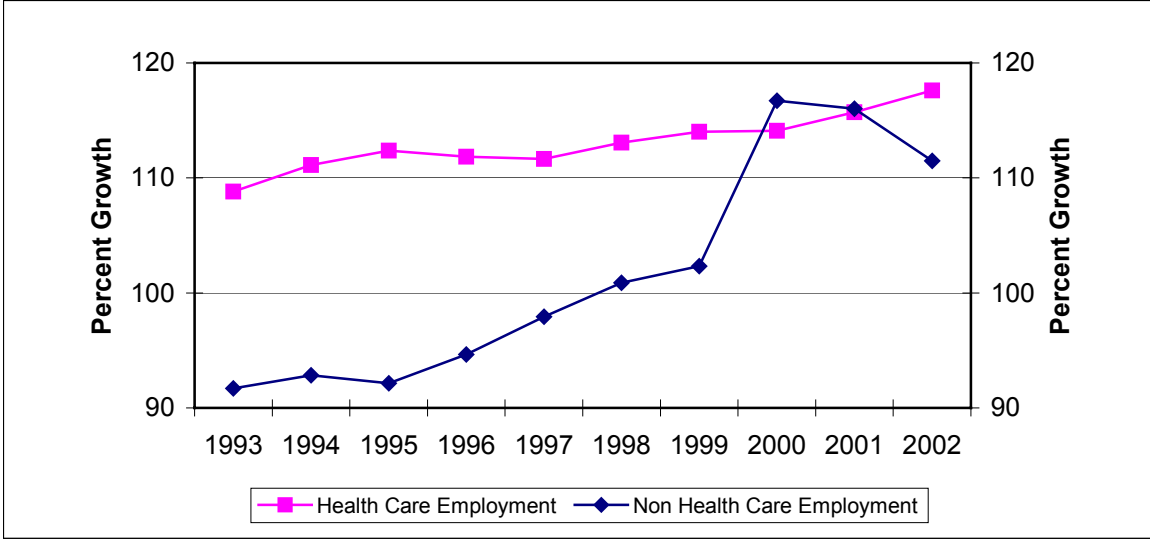
Between 1990 and 1995, health care employment in New York City grew by over 12%, while employment in all other sectors decreased by almost 8%. Between 1995 and 2000, however, the trends reversed. During this period, health care employment grew by 2%, while employment in other sectors grew by over 26%. Overall, between 1990 and 2000, health care employment grew by over 14%, while employment in other sectors grew by over 16%. Following 2000, however, non health care employment in New York City declined sharply, while health care employment continued to rise. Exhibit 26 shows the relative growth of employment in New York City between 1993 and 2002.

Exhibit 25
Health Sector Employment as a Percentage of Total Employment, 2002



Source: DOL, ES-202

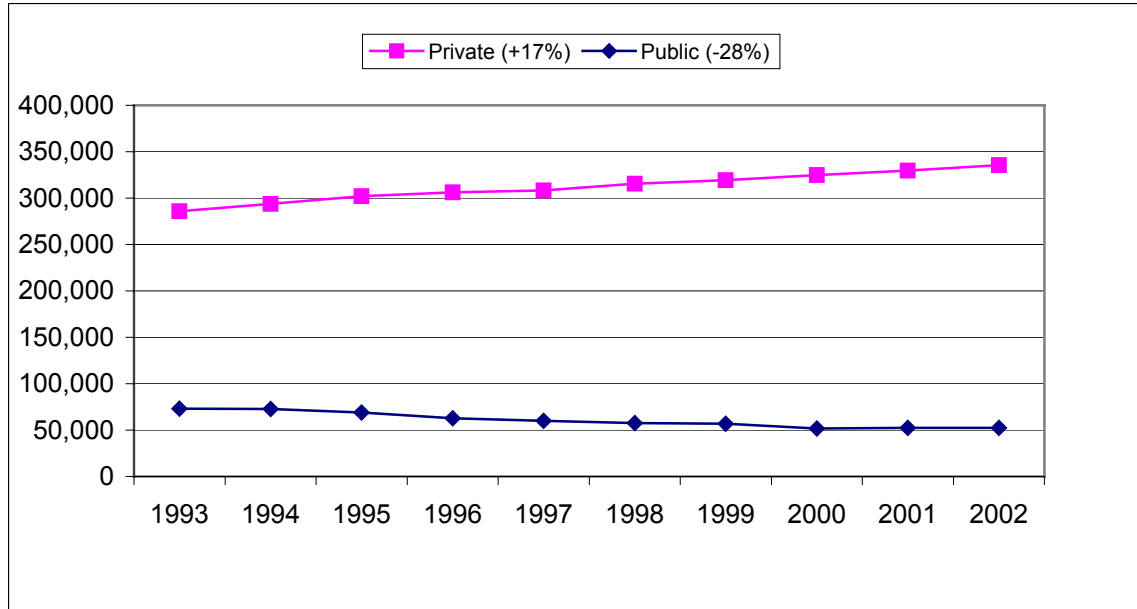
Exhibit 26
New York City Employment Growth Between 1993 and 2002



Public and Private Health Workforce Employment

Between 1993 and 2002, private health service employment increased 17%, while public health service employment decreased 28% in the City (Exhibit 27).

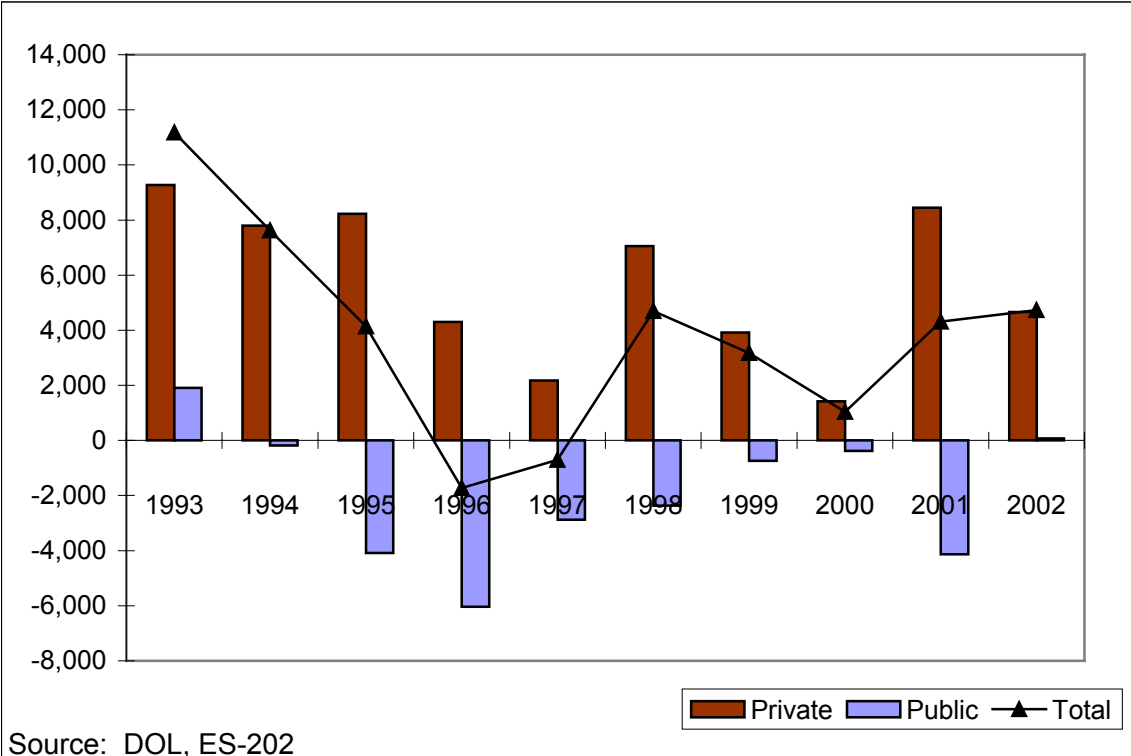
Exhibit 27
Trends in Public and Private Health Employment
for New York City, 1993 - 2002



Source: DOL, ES-202

Overall, health sector employment, fueled by increases in private employment, steadily increased between 1993 and 1995. In 1996 and 1997, significant reductions in public employment overshadowed limited growth in private employment. Beginning again in 1998, growth in private employment outpaced declines in public employment, although the percentage of increase became smaller between 1998 and 2000. Since 2000, increases in private sector employment have been much larger than the declines in public sector employment, causing overall gains in health sector employment in 2001 and 2002 (Exhibit 28).

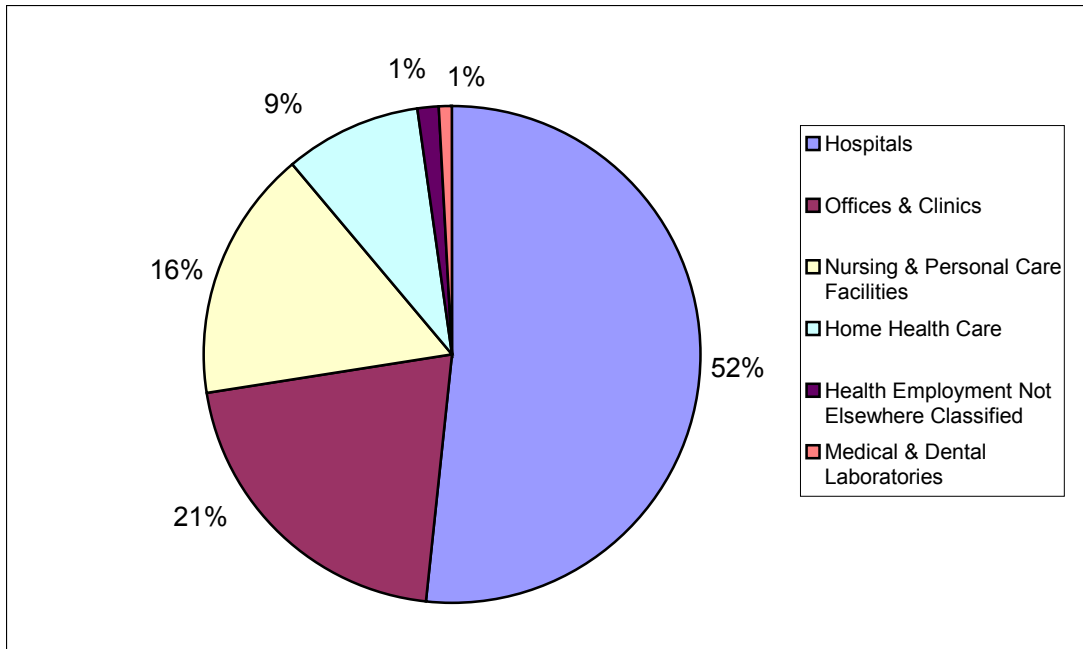
Exhibit 28
Change in the Number Employed in Health Care from the Previous Year
for Public and Private Employment in New York City, 1993 to 2002



The Health Workforce by Setting

Hospitals were the largest employer of New York City health workers as depicted in Exhibit 29, accounting for more than half of all health care employment in 2002. Offices and clinics and nursing and personal care facilities followed, at 21% and 16%, respectively.

Exhibit 29
Health Sector Employment by Setting
for New York City, 2002

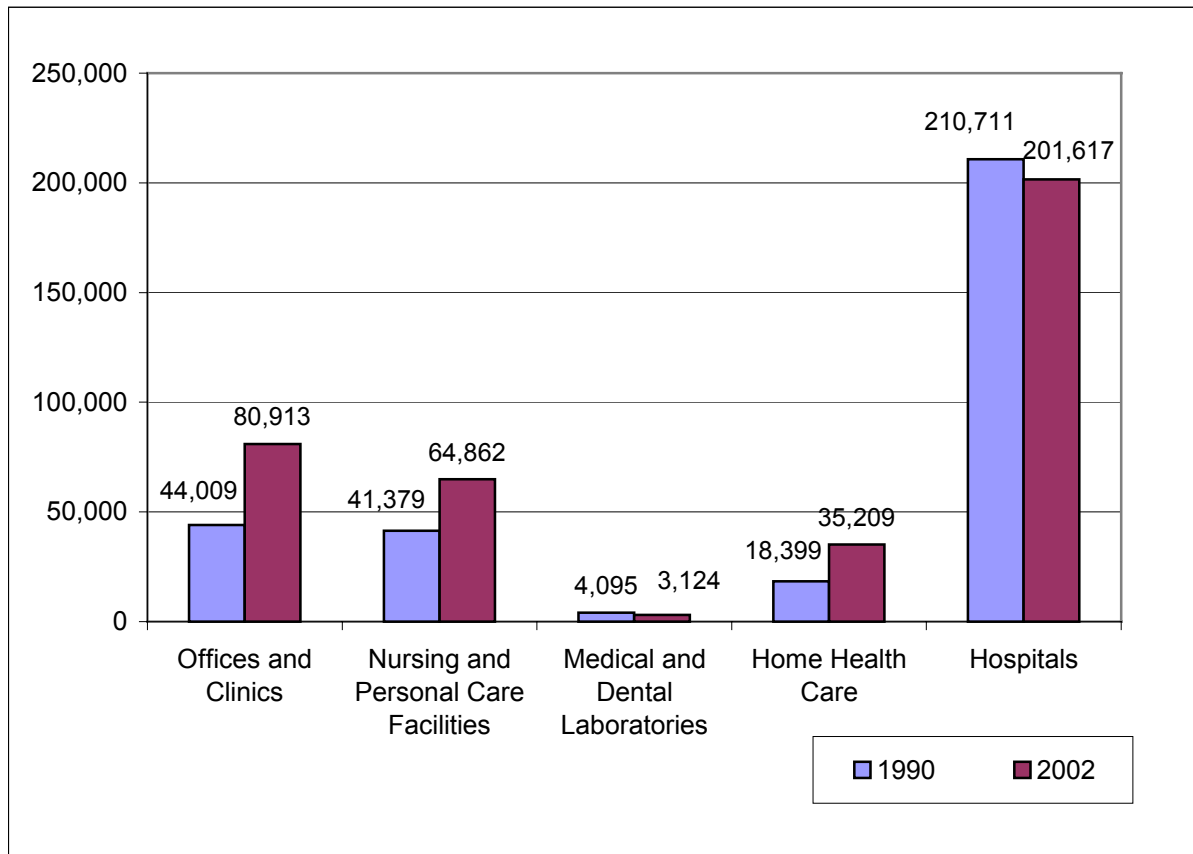


As depicted in Exhibit 30, between 1990 and 2002, health sector employment significantly increased in certain employment settings in New York City, including:

- Office and clinics, with an increase of 84%;
- Home health care, with an increase of 91%; and
- Nursing and personal home care facilities, with an increase of 57%.

Hospital employment in New York City declined by 4.5% between 1990 and 2002, driven by significant decreases in public hospital employment. Employment in New York City medical and dental laboratories had an overall decline of 24%.

Exhibit 30
Number of Workers by Healthcare Setting in New York City
1990 and 2002

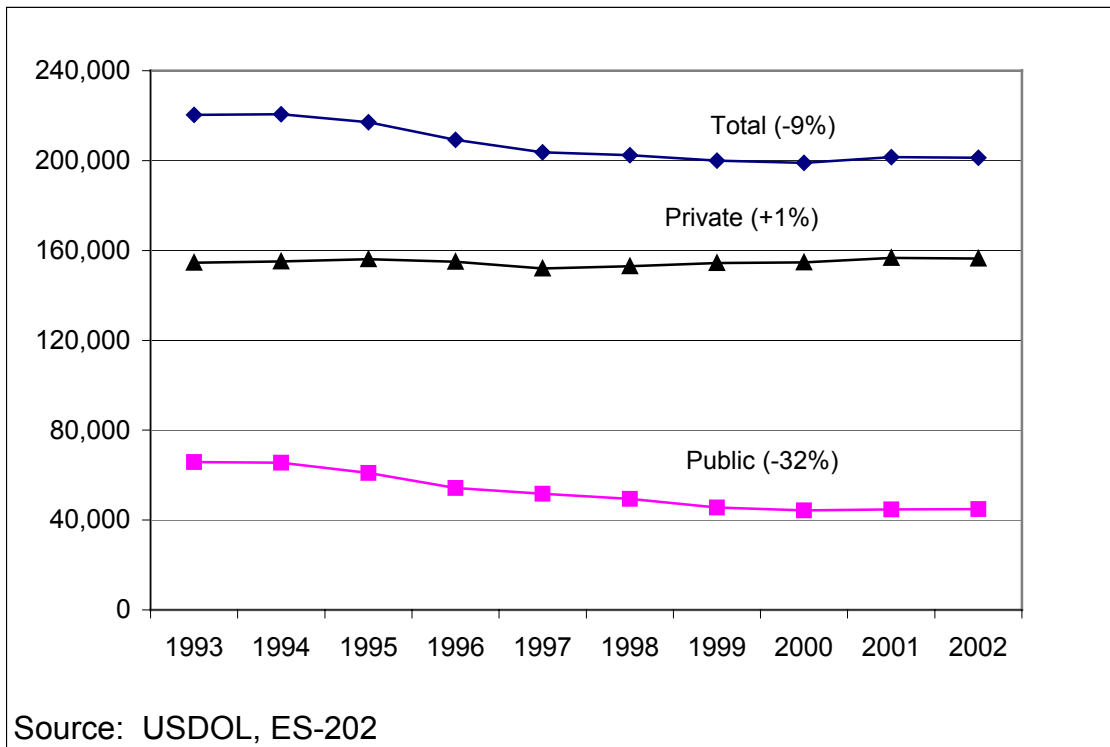


New York City Hospital Employment Trends

Overall, total hospital employment in New York City decreased by almost 9% between 1990 and 2002. While hospital employment increased between 1993 and 1994, it declined by almost 10% between 1994 and 2000. Between 2000 and 2002, a very small increase (1.1%) occurred.

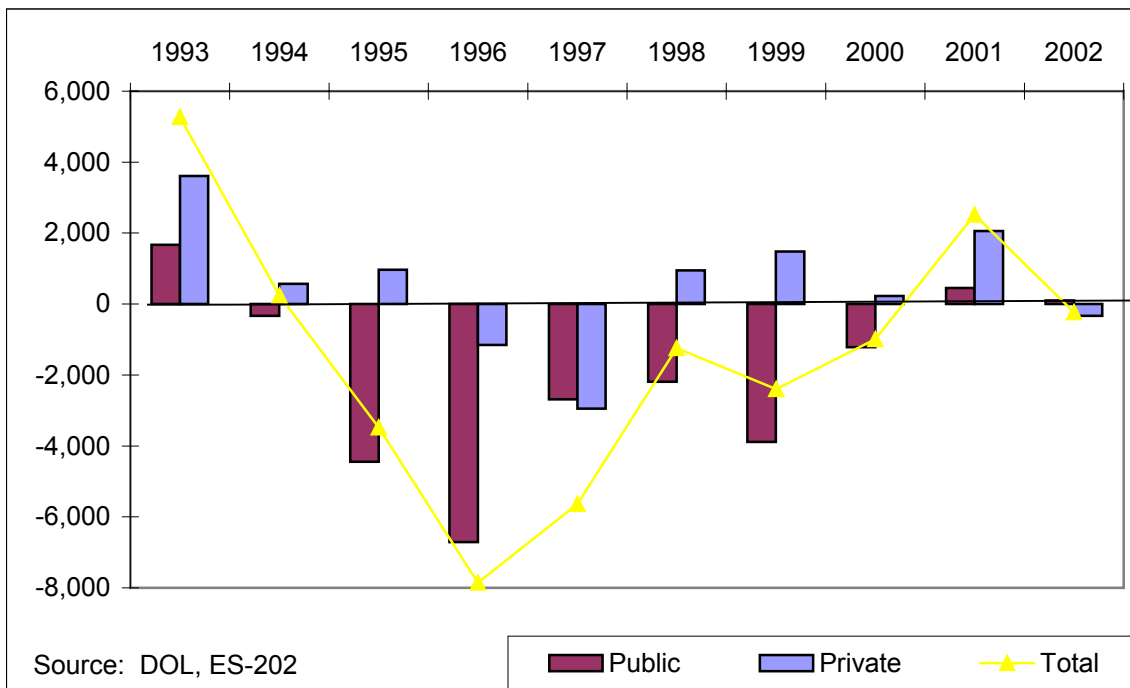
In 2002, private hospital employment was over three times that of the public employment. Private hospital employment experienced overall growth of 1% between 1990 and 2000. Specifically, private hospital employment increased between 1993 and 1995, then decreased significantly between 1995 and 1997. After slight increases in 1998 and 1999, private hospital employment declined very slightly between 1999 and 2000 and again between 2001 and 2002. Public hospital employment declined in New York City by 32% between 1993 and 2000. A slight increase in public hospital employment (1%) occurred between 2000 and 2002. Overall, the 9% decline in total hospital employment between 1993 and 2002 was due to the decline in public hospital employment (Exhibit 31).

Exhibit 31
Trends in Hospital Employment for New York City, 1993 - 2002



Annual changes in total hospital employment were driven by substantial increases in private hospital employment between 1990 and 1993, when increases in private hospital employment overshadowed minor decreases in public hospital employment. Substantial public hospital employment decreases between 1995 and 1999 contributed to overall decreases in total hospital employment. Since 2000, public hospital employment has remained relatively stable, with very slight increases. Private hospital employment, however, declined slightly between 2001 and 2002 for the first time since 1997 (Exhibit 32).

Exhibit 32
Annual Change from the Prior Year in Hospital Employment for New York City,
Public and Private Employment, 1993 - 2002



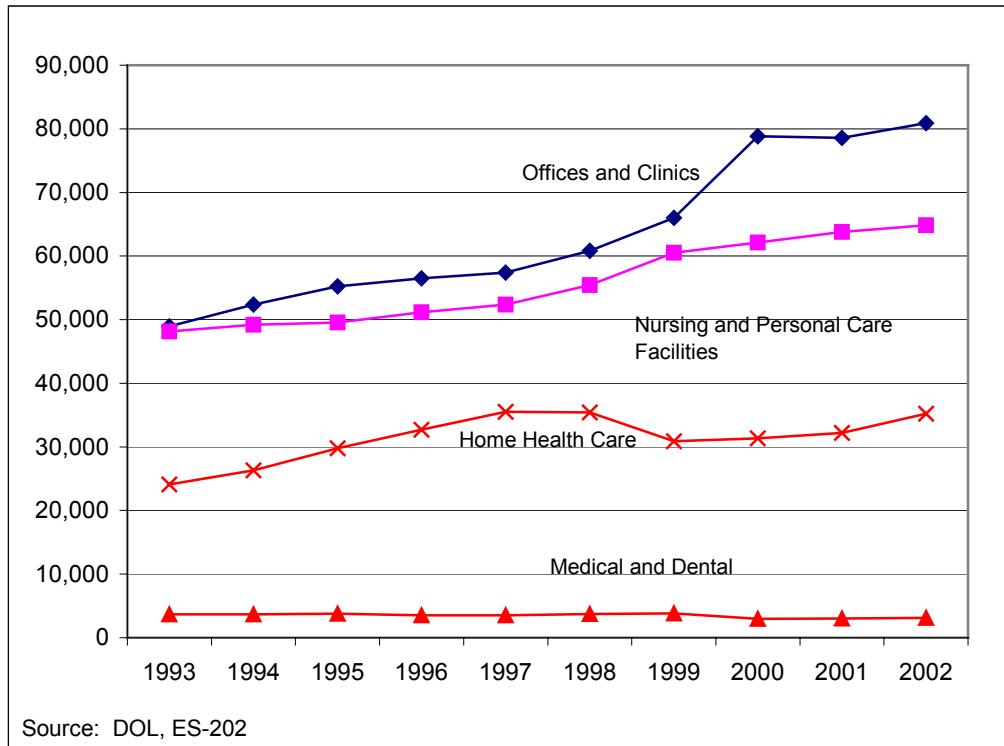
New York City Non-Hospital Health Setting Employment Trends

Between 1993 and 2002, the most significant trends in non-hospital employment were as follows:

- Home health care increased by 46.1% between 1993 and 2002. After steep increases between 1993 and 1996, followed by two years of decline in 1998 and 1999 (which may, in part, reflect 1997 changes in government reimbursement policies), employment in home health care grew by almost 14% between 1999 and 2002;
- Employment in offices and clinics¹⁴ and in nursing and personal care facilities increased 65.3% and 34.8% respectively, between 1993 and 2002; and
- Employment in medical and dental laboratories decreased 14.7% between 1993 and 2002, with fluctuations throughout the decade (Exhibit 33).

Exhibit 33

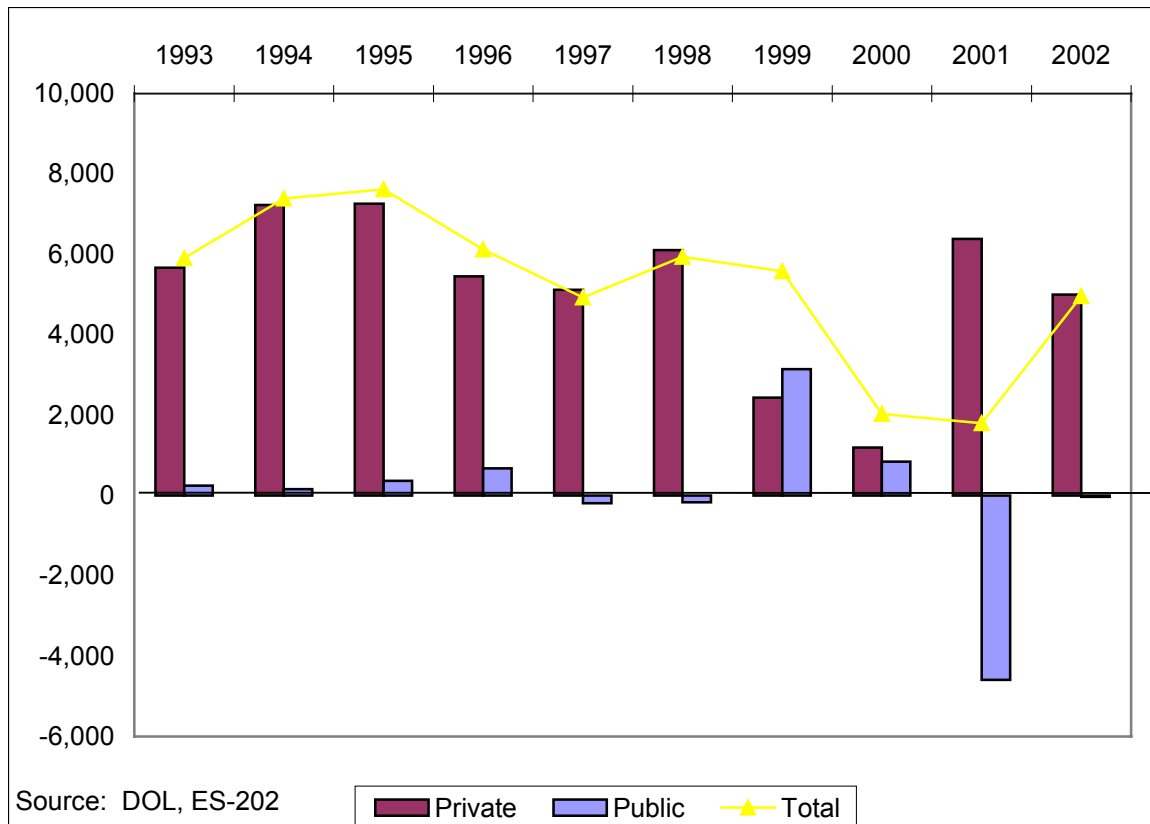
Trends in Non-Hospital Health Employment for New York City, 1993 - 2002



¹⁴ Much of this change may be due to the fact that industry codes and definitions changed in 2000.

Between 1993 and 2002, annual changes in non-hospital health employment in New York City were driven by substantial year-to-year increases in private employment, including the growth of over 5,000 new jobs each year between 1991 and 1998. Public employment in non-hospital settings was more sporadic with a mixture of declines and increases between 1993 and 2000. In 1999 and 2000, both private and public employment grew, with public non-hospital employment experiencing its largest growth in 1999 and private non-hospital employment experiencing its smallest growth in 2000. In 2001, private non-hospital health employment rebounded, while public non-hospital health employment experienced its largest drop of the decade. In 2002, private non-hospital health employment continued to grow, while public non-hospital health employment experienced only a very slight decline (Exhibit 34).

Exhibit 34
Annual Change from the Prior Year in Non-Hospital Health Care Employment
for New York City, Public and Private, 1993 - 2002



The Health Workforce by Occupation

The Supply of Healthcare Workers

Number of Jobs in Selected Health Occupations

The growth of jobs in health care occupations between 2000 and 2002 in the New York City PMSA varied by occupation (Exhibit 35). While these figures represent jobs and not discrete individuals (i.e. an individual working two jobs, whether full or part time, would be counted twice), they are useful in identifying trends in occupations or job titles. Findings include:

- The number of RN jobs increased in New York City by 2.4%;
- The number of LPN jobs increased by 2.5%;
- The number of nursing aides, orderlies, and attendants increased by 0.7%;
- The number of pharmacists increased by 22.1%;
- The number of medical and clinical laboratory technologists increased by 5.6%; and
- The number of surgical technologists decreased by 12.7%.

Exhibit 35
Number of Jobs in Selected Health Occupations for the New York City PMSA¹⁵

	2000	2001	2002	% Change
HEALTHCARE				
TECHNICIANS/TECHNOLOGISTS				
Licensed Practical Nurses	20,690	18,400	21,210	2.5%
Radiologic Technologists and Technicians	5,640	4,670	4,320	-23.4%
Medical and Clinical Laboratory Technologists	4,490	4,920	4,740	5.6%
Medical and Clinical Laboratory Technicians	5,640	5,080	4,810	-14.7%
Pharmacy Technicians	3,920	3,880	3,960	1.0%
Medical Records and Health Information Technicians	2,850	2,740	2,880	1.1%
Surgical Technologists	2,920	2,550	2,550	-12.7%
Dietetic Technicians	930	740	640	-31.2%
Cardiovascular Technologists and Technicians	930	1,240	1,440	54.8%
Nuclear Medicine Technologists	550	500	490	-10.9%
HEALTHCARE PROFESSIONALS				
Registered Nurses	79,260	77,740	81,190	2.4%
Social Workers	22,060	18,890	20,120	-8.8%
Pharmacists	5,560	7,080	6,790	22.1%
Dental Hygienists	N/A	5,250	3,390	-35.4%
Physical Therapists	3,610	4,780	4,480	24.1%
Dietitians and Nutritionists	2,340	2,220	2,350	0.4%
Respiratory Therapists	2,370	2,220	2,100	-11.4%
MANAGEMENT/ADMINISTRATIVE SUPPORT				
Medical and Health Services Managers	9,220	10,440	10,540	14.3%
Medical Secretaries	4,930	3,990	5,140	4.3%
HEALTHCARE PARAPROFESSIONALS				
Nursing Aides, Orderlies, and Attendants	44,670	45,060	44,990	0.7%
Home Health Aides	61,960	60,590	55,090	-11.1%
Dental Assistants	6,980	7,760	8,780	25.8%
Medical Assistants	8,550	10,190	8,420	-1.5%

¹⁵ Includes Westchester, Putnam, and Rockland counties, as well as the five boroughs of New York City.

Licensure Data for Selected Health Professions

**Exhibit 36
Changes in the Number of Licensed Individuals
in Selected Health Service Occupations
for New York City, April 2002 to April 2003**

	April 2002	June 2003	Percent Change
Registered Nurses	52,984	53,075	0.2%
Licensed Practical Nurses	16,834	16,047	-4.7%
Pharmacy	5,084	5,201	2.3%
Social Work	14,810	15,033	1.5%
Physical Therapy	3,632	3,922	8.0%
Speech-Language Pathology	2,213	2,364	6.8%
Nurse Practitioners	1,929	2,098	8.8%
Occupational Therapy	1,930	2,128	10.3%
Registered Physician Assistant	1,945	2,098	7.9%
Dietetics-Nutrition	1,336	1,406	5.2%
Dental Hygiene	1,435	1,428	-0.5%
Respiratory Therapist	1,204	1,154	-4.2%
Ophthalmic Dispensing	965	942	-2.4%
Physical Therapy Assistant	1,013	1,023	1.0%
Occupational Therapy Assistant	824	833	1.1%
Respiratory Therapist Technician	522	455	-12.8%

Future Demand for Health Workers

According to the New York State Department of Labor (DOL), nine of the top twenty-five fastest-growing occupations for the New York City region between 2000 and 2010 will be health care occupations.

The health occupations projected to have the biggest percentage increase in new jobs are:

- personal and home care aides (54.3%);
- medical assistants (48.8%);
- physical therapist aides (48.7%);
- physician assistants (44.5%); and
- occupational therapist aides (43.7%).

Some of the occupations with high percentage growth, however, are relatively small occupations so that the actual number of new jobs will be moderate. Some large occupations have lower percentage growth, but will add more jobs overall. The health occupations projected to have the largest number of new jobs are:

- personal and home care aides (25,240);
- home health aides (21,970);
- registered nurses (14,780); and
- nursing aides, orderlies, and attendants (7,280).

Exhibit 37
New York City Projected Demand for Health Occupations, 2000-2010

	2000	2010	Number	% Change
HEALTHCARE TECHNICIANS/TECHNOLOGISTS				
Licensed Practical Nurses	15,500	17,780	2,280	14.7%
Radiologic Technologists and Technicians	4,060	4,770	710	17.5%
Medical and Clinical Laboratory Technologists	4,360	4,380	20	0.5%
Medical and Clinical Laboratory Technicians	4,830	4,970	140	2.9%
Pharmacy Technicians	3,730	4,700	970	26.0%
Medical Records and Health Information Technicians	2,370	2,970	600	25.3%
Surgical Technologists	2,340	2,700	360	15.4%
Dietetic Technicians	660	830	170	25.8%
Cardiovascular Technologists and Technicians	1,130	1,440	310	27.4%
Nuclear Medicine Technologists	440	510	70	15.9%
HEALTHCARE PROFESSIONALS				
Registered Nurses	68,240	83,020	14,780	21.7%
Social Workers	17,200	21,600	4,400	25.6%
Pharmacists	7,130	7,840	710	10.0%
Dental Hygienists	4,410	5,540	1,130	25.6%
Physician Assistants	2,220	3,210	990	44.6%
Physical Therapists	3,440	4,440	1,000	29.1%
Dietitians and Nutritionists	1,900	2,060	160	8.4%
Respiratory Therapists	1,900	2,500	600	31.6%
MANAGEMENT/ADMINISTRATIVE SUPPORT				
Medical and Health Services Managers	9,330	11,230	1,900	20.4%
Medical Secretaries	3,030	3,220	190	6.3%
HEALTHCARE PARAPROFESSIONALS				
Nursing Aides, Orderlies, and Attendants	41,610	48,890	7,280	17.5%
Home Health Aides	55,430	77,400	21,970	39.6%
Dental Assistants	4,620	5,740	1,120	24.2%
Medical Assistants	8,640	12,860	4,220	48.8%

Part III: Upstate New York and Long Island (by Region)

A. Capital District

1. Employment by Setting

Employment in physician offices increased by 8.0% between 2000 and 2002, while employment in outpatient care centers decreased by 17.0% during the same period. Employment in dental offices also increased by 3.5% between 2000 and 2002. Nursing home and personal care facilities increased by 6.0% between 2000 and 2002. Employment in home health care decreased by 1.1%. Health employment in the Capital District had an overall increase of 1,393 jobs or 2.7% (Exhibit 38).

**Exhibit 38
Number of Workers by Healthcare Setting in the Capital District
2000 and 2002**

Setting	2000	2001	2002	Change Between 2000 to 2002	
				Number	Percent
Offices and Clinics of Doctors of Medicine	7,303	7,565	7,884	581	8.0%
Nursing and Personal Care Facilities	13,921	14,636	14,755	834	6.0%
Other Ambulatory Health Services	645	667	678	33	5.1%
Offices and Clinics of Dentists	2,566	2,667	2,655	89	3.5%
Hospitals	20,664	20,793	20,958	294	1.4%
Home Health Care Services	3,010	2,954	2,976	-34	-1.1%
Offices of Other Health Practitioners	1,665	1,734	1,606	-59	-3.5%
Medical and Diagnostic Laboratories	435	445	404	-31	-7.1%
Outpatient Care Centers	1,848	1,884	1,533	-315	-17.0%
Totals	52,057	53,345	53,450	1,393	2.7%

Source: New York State Department of Labor, ES-202

2. Licensed Health Professionals

The number of nurse practitioners in the Capital District grew by 7.4% between 2002 and 2003, followed by occupational therapists at 5.8% and occupational therapist assistants at 5.1%. The number of respiratory therapists declined during this period, by 1% (Exhibit 39).

Exhibit 39
Change in the Number of Selected Licensed Health Care Occupations¹⁶
for the Capital District, 2001 to 2002

Occupation	2002	2003	Change between 2002 and 2003	
			Number	Percent
Nurse Practitioners	512	550	38	7.4%
Occupational Therapists	451	477	26	5.8%
Occupational Therapy Assistants	315	331	16	5.1%
Physical Therapists	863	906	43	5.0%
Physician Assistants	447	468	21	4.7%
Dietitians-Nutritionists	258	270	12	4.7%
Pharmacists	1,241	1,287	46	3.7%
Social Workers	1,942	2,006	64	3.3%
Speech-Language Pathologists	709	730	21	3.0%
Dental Hygienists	740	758	18	2.4%
Physical Therapy Assistants	397	406	9	2.3%
Registered Nurses	14,558	14,670	112	0.8%
Licensed Practical Nurses	4,976	4,995	19	0.4%
Respiratory Therapists	305	302	-3	-1.0%

Source: New York State Education Department

¹⁶ County was determined by using the address included in the licensure file though the county can either be a home or practice location.

3. Employment Projections by Health Occupation

The New York State Department of Labor estimates that between 2000 and 2010, the largest number of job openings in the Capital District will be for registered nurses (1,910 new positions). This is a 20% increase in the number of total jobs and job openings (due to both growth and replacement) will average about 380 per year (Exhibit 40). The number of total home health aide jobs will grow by over 31% between 2000 and 2010, with an average of 300 total job openings per year.

Exhibit 40
Employment Projections for the Top Ten Health Care Growth Occupations
for the Capital District, 2000 – 2010

<u>Occupation</u>	2000	2010	Change between 2000 and 2010		Annual Openings, 2000 to 2010
			Number	Percent	
Registered Nurses	9,550	11,460	1,910	20.0%	380
Home Health Aides	6,710	8,810	2,100	31.3%	300
Nursing Aides, Orderlies, and Attendants	5,410	6,270	860	15.9%	160
Licensed Practical and Licensed Vocational Nurses	3,230	3,830	600	18.3%	140
Medical Assistants	1,200	1,770	570	47.7%	90
Physical Therapists	840	1,130	290	35.0%	50
Child, Family, and School Social Workers	1,740	2,040	300	17.1%	50
Medical Records and Health Information Technicians	430	680	250	59.4%	40
Occupational and Physical Therapist Assistants and Aides	520	730	210	41.6%	40
Pharmacy Technicians	830	1,040	210	25.5%	40

Source: New York State Department of Labor, Occupational Outlook, 2000 - 2010

B. Central New York

Total health care employment in the Central New York experienced an increase of 2.9% between 2000 and 2002.

1. Employment by Setting

Employment in Central New York in medical and dental laboratories increased by nearly 94.3% and employment in physician offices and clinics increased by 6.9% between 2000 and 2002. The largest declines in jobs occurred in outpatient care centers (16.9), and in home health care services (Exhibit 41).

Exhibit 41
Growth by Setting for the Central New York

Setting	2000	2001	2002	Change between 2000 to 2002	
				Number	Percent
Medical and Dental Laboratories	352	682	684	332	94.3%
Offices of Other Health Practitioners	1,063	1,205	1,329	266	25.0%
Offices and Clinics of Doctors of Medicine	4,894	5,047	5,232	338	6.9%
Nursing and Personal Care Facilities	6,983	6,991	7,339	356	5.1%
Offices and Clinics of Dentists	1,654	1,702	1,735	81	4.9%
Hospitals	11,194	11,417	11,300	106	0.9%
Other Ambulatory Health Services	635	579	592	-43	-6.8%
Home Health Care Services	1,473	1,382	1,318	-155	-10.5%
Outpatient Care Centers	2,149	2,261	1,785	-364	-16.9%
Totals	30,397	31,265	31,314	917	2.9%

Source: New York State Department of Labor, ES-202

2. Licensed Health Professionals

The number of physician assistants in the Central New York Region increased by 14.5% between 2002 and 2003, and the number of occupational therapists increased by 9.3% during the same period. The number of licensed practical nurses declined by 0.3% between 2002 and 2003, while the number of dietitian-nutritionists declined by 1.8% (Exhibit 42).

Exhibit 42
Change in the Number of Licensed Health Care Occupations
for Central New York, 2002 to 2003

Occupation	2002	2003	Change between 2002 and 2003	
			Number	Percent
Physician Assistants	200	229	29	14.5%
Occupational Therapists	227	248	21	9.3%
Speech-Language Pathologists	331	356	25	7.6%
Physical Therapy Assistants	170	181	11	6.5%
Nurse Practitioners	810	847	37	4.6%
Occupational Therapy Assistants	87	90	3	3.4%
Physical Therapists	505	520	15	3.0%
Respiratory Therapists	296	301	5	1.7%
Registered Nurses	9,110	9,204	94	1.0%
Social Workers	972	982	10	1.0%
Pharmacists	588	592	4	0.7%
Dental Hygienists	494	494	0	0.0%
Licensed Practical Nurses	4,188	4,176	-12	-0.3%
Dietitians-Nutritionists	171	168	-3	-1.8%

Source: New York State Education Department

3. Employment Projections by Health Occupation

BLS estimates that between 2000 and 2010 the total number of registered nursing jobs in the Central New York region is projected to increase by over 1,400 jobs, with almost 270 average annual openings due to both growth and replacement. During the same period there will be 90 annual openings for nurse aide and orderly jobs. The majority of the annual openings will be due to aides and orderlies leaving the field, and total nursing aide and orderly jobs are projected to increase by nearly 15%. The total number of home health aide jobs is projected to increase by 21.5% with 120 average annual openings (Exhibit 43).

Exhibit 43
Employment Projections for the Top Ten Health Care Growth Occupations
for the Central New York Region, 2000-2010

<u>Occupation</u>	2000	2010	Change between 2000 and 2010		Annual Openings, 2000 to 2010
			Number	Percent	
Registered Nurses	6,470	7,880	1,410	21.7%	270
Home Health Aides	3,450	4,200	750	21.5%	120
Licensed Practical and Licensed Vocational Nurses	2,120	2,560	440	21.0%	100
Nursing Aides, Orderlies, and Attendants	3,370	3,860	490	14.7%	90
Medical Assistants	790	1,200	410	52.7%	60
Respiratory Therapists	380	540	160	39.9%	30
Radiologic Technologists and Technicians	580	750	170	29.4%	30
Medical Records and Health Information Technicians	320	500	180	55.3%	30
Medical Transcriptionists	350	500	150	45.8%	30
Child, Family, and School Social Workers	810	960	150	19.8%	30

Source: New York State Department of Labor, Occupational Outlook, 2000 - 2010

C. Finger Lakes

Total health care employment in the Finger Lakes region declined by 5.8% between 2000 and 2002, driven in large part by a substantial decrease in hospital employment.

1. Employment by Setting

Employment in the offices of health practitioners other than physicians and dentists increased by nearly 13% in the Finger Lakes region between 2000 and 2002. Employment in medical and dental laboratories increased by 10.6% between 2000 and 2002, although the number of jobs only increased by 57. Employment declined markedly in outpatient care centers (20.8%), home health care services (13.6%), and hospitals (8.2%) (Exhibit 44).

Exhibit 44
Growth by Setting for the Finger Lakes

Setting	2000	2001	2002	Change between 2000 to 2002	
				Number	Percent
Other Ambulatory Health Services	815	912	945	130	16.0%
Offices of Other Health Practitioners	1,235	1,296	1,392	157	12.7%
Medical and Dental Laboratories	537	578	594	57	10.6%
Offices and Clinics of Doctors of Medicine	5,667	5,723	5,919	252	4.4%
Offices and Clinics of Dentists	3,020	3,006	3,018	-2	-0.1%
Nursing and Personal Care Facilities	12,432	12,672	11,810	-622	-5.0%
Hospitals	26,544	25,462	24,355	-2,189	-8.2%
Home Health Care Services	5,232	4,719	4,519	-713	-13.6%
Outpatient Care Centers	1,748	1,869	1,385	-363	-20.8%
Totals	57,230	56,236	53,938	-3,292	-5.8%

Source: New York State Department of Labor, ES-202

2. Licensed Health Professionals

Between 2002 and 2003, the number of speech-language pathologists in the Finger Lakes increased by over 35%, which far outstripped the growth in the second fastest-growing occupation (nurse practitioners at 6.7% growth). The number of respiratory therapists declined by over 7% during the same period, while the number of licensed practical nurses declined by nearly 2% (Exhibit 45).

Exhibit 45
Change in the Number of Licensed Health Care Occupations
for the Finger Lakes Region, 2002 to 2003

Occupation	2002	2003	Change between 2002 and 2003	
			Number	Percent
Speech-Language Pathologists	570	771	201	35.3%
Nurse Practitioners	1,047	1,117	70	6.7%
Physical Therapists	765	814	49	6.4%
Occupational Therapists	501	529	28	5.6%
Physician Assistants	405	426	21	5.2%
Pharmacists	943	982	39	4.1%
Physical Therapy Assistants	227	235	8	3.5%
Social Workers	1,652	1,707	55	3.3%
Dietitian-Nutritionists	233	236	3	1.3%
Occupational Therapy Assistants	218	220	2	0.9%
Registered Nurses	14,402	14,471	69	0.5%
Dental Hygienists	979	980	1	0.1%
Licensed Practical Nurses	5,885	5,780	-105	-1.8%
Respiratory Therapists	256	237	-19	-7.4%

Source: New York State Education Department

3. Employment Projections by Health Occupation

The number of total registered nursing jobs in the Finger Lakes region is projected to increase by nearly 1,800 between 2000 and 2010, with over 430 average annual openings due to growth and replacement. BLS estimates that between 2000 and 2010, there will be nearly 170 annual openings for nurse aide and orderly jobs. The majority of the annual openings will be due to aides and orderlies leaving the field, and during the period, total nursing aide and orderly jobs are projected to increase by 880. Over 1,200 new home health aide jobs are projected between 2000 and 2010, with 210 annual openings for both new and replacement positions (Exhibit 46).

Exhibit 46
Employment Projections for the Top Ten Health Care Growth Occupations
for the Finger Lakes Region, 2000 – 2010

<u>Occupation</u>	2000	2010	Change between 2000 and 2010		Annual Openings, 2000 to 2010
			Number	Percent	
Registered Nurses	12,190	13,980	1,790	14.8	430
Home Health Aides	7,120	8,350	1,230	17.2	210
Nursing Aides, Orderlies, and Attendants	6,560	7,440	880	13.4	170
Licensed Practical and Licensed Vocational Nurses	3,770	4,020	250	6.6	120
Speech-Language Pathologists	810	1,100	290	36.3	50
Child, Family, and School Social Workers	1,100	1,350	250	22.6	40
Dental Hygienists	1,280	1,470	190	15.3	40
Pharmacists	1,050	1,160	110	10.9	40
Medical Assistants	400	620	220	54.9	30
Emergency Medical Technicians and Paramedics	540	700	160	29.1	30

Source: New York State Department of Labor, Occupational Outlook, 2000 - 2010

D. Hudson Valley

Total health care employment in the Hudson Valley decreased slightly (by 0.3%) between 2000 and 2002.

1. Employment by Setting

Employment in ambulatory health services other than practitioner services (e.g. ambulance services, blood banks) in the Hudson Valley grew by 10.7% between 2000 and 2002, while employment in nursing and personal care facilities increased by 1.7% during the same period. Employment in home health care services in the Hudson Valley decreased by 7.2% between 2000 and 2002, while employment in medical and dental laboratories decreased by over 48% during the same period (Exhibit 47).

Exhibit 47
Growth by Setting for the Hudson Valley

Setting	2000	2001	2002	Change between 2000 to 2002	
				Number	Percent
Other Ambulatory Health Services	1,396	1,515	1,546	150	10.7%
Offices and Clinics of Dentists	6,139	6,269	6,466	327	5.3%
Offices of Other Health Practitioners	3,636	3,791	3,812	176	4.8%
Offices and Clinics of Doctors of Medicine	16831	17,173	17,560	729	4.3%
Nursing and Personal Care Facilities	20,703	20,569	21,058	355	1.7%
Hospitals	39,672	39,649	39,511	-161	-0.4%
Outpatient Care Centers	3,525	3,489	3,337	-188	-5.3%
Home Health Care Services	6,138	5,675	5,696	-442	-7.2%
Medical and Dental Laboratories	2,556	2,726	1,318	-1,238	-48.4%
Totals	100,596	100,855	100,302	-294	-0.3%

Source: New York State Department of Labor, ES-202

2. Licensed Health Professionals

The number of nurse practitioners in the Hudson Valley grew by 9.2% between 2002 and 2003, with the number of physician assistants increasing by almost 9% during the same period. The number of licensed practical nurses, however, declined by 2%, while the number of respiratory therapists decreased by almost 1% (Exhibit 48).

Exhibit 48
Change in the Number of Licensed Health Care Occupations
for the Hudson Valley, 2001 to 2002

Occupation	2002	2003	Change between 2002 and 2003	
			Number	Percent
Nurse Practitioners	1,239	1,353	114	9.2%
Physician Assistants	549	597	48	8.7%
Occupational Therapy Assistants	547	592	45	8.2%
Occupational Therapists	1,079	1,166	87	8.1%
Physical Therapists	1,919	2,030	111	5.8%
Dietetics-Nutrition	659	684	25	3.8%
Speech-Language Pathology	1,352	1,396	44	3.3%
Social Workers	6,153	6,312	159	2.6%
Physical Therapy Assistants	428	439	11	2.6%
Dental Hygienists	988	1,011	23	2.3%
Pharmacy	2,091	2,135	44	2.1%
Registered Nurses	30,205	30,322	117	0.4%
Respiratory Therapists	574	570	-4	-0.7%
Licensed Practical Nurses	7,749	7,595	-154	-2.0%

Source: New York State Education Department

3. Employment Projections by Health Occupation

BLS estimates that between 2000 and 2010, there will be 4,070 new jobs in the Hudson Valley for registered nurses. During the same period, nursing aide and orderly jobs are projected to increase by nearly 1,800 new jobs. The number of home health aide jobs is projected to increase by nearly 3,700 new jobs between 2000 and 2010, with almost 560 average annual openings due to both growth and replacement (Exhibit 49).

Exhibit 49
Employment Projections for the Top Ten Health Care Growth Occupations
for the Hudson Valley Region, 2000 – 2010

<u>Occupation</u>	<u>2000</u>	<u>2010</u>	<u>Change between 2000 and 2010</u>		<u>Annual Openings, 2000 to 2010</u>
			<u>Number</u>	<u>Percent</u>	
Registered Nurses	17,580	21,650	4,070	23.2	760
Home Health Aides	14,590	18,280	3,690	25.3	560
Nursing Aides, Orderlies, and Attendants	10,510	12,290	1,780	16.9	310
Licensed Practical and Licensed Vocational Nurses	5,500	6,600	1,100	20.1	250
Dental Assistants	2,700	3,430	730	27	120
Physical Therapists	1,870	2,490	620	33.3	110
Child, Family, and School Social Workers	2,440	2,950	510	20.9	80
Emergency Medical Technicians and Paramedics	1,040	1,330	290	28.2	60
Medical Records and Health Information Technicians	760	1,090	330	43.2	50
Radiologic Technologists and Technicians	1,040	1,290	250	24.4	50

Source: New York State Department of Labor, Occupational Outlook, 2000 - 2010

E. Long Island

Total health care employment in the Long Island region grew 4.8% between 2000 and 2002.

1. Employment by Setting

Between 2000 and 2002, employment in nursing and personal care facilities in the Long Island region increased by 1,518 new jobs (8% growth), and employment in physician offices and clinics increased by 1,268 new jobs (nearly 5% growth). During the same period, employment in home health care services increased by 3.7%, and employment in non-practitioner ambulatory health decreased by 4.8% (Exhibit 50).

Exhibit 50
Growth by Setting for Long Island

Setting	2000	2001	2002	Change between 2000 to 2002	
				Number	Percent
Offices of Other Health Practitioners	6,366	6,742	6,924	558	8.8%
Outpatient Care Centers	4,087	4,182	4,428	341	8.3%
Nursing and Personal Care Facilities	18,858	18,363	20,376	1,518	8.0%
Offices and Clinics of Doctors of Medicine	26,885	27,848	28,153	1,268	4.7%
Home Health Care Services	10,307	10,691	10,773	466	4.5%
Hospitals	45,263	45,854	46,939	1,676	3.7%
Offices and Clinics of Dentists	9,411	9,564	9,661	250	2.7%
Medical and Dental Laboratories	2,728	2,789	2,729	1	0.0%
Other Ambulatory Health Services	1,463	1,537	1,393	-70	-4.8%
Totals	125,368	127,569	131,376	6,008	4.8%

Source: New York State Department of Labor, ES-202

2. Licensed Health Professionals

Between 2002 and 2003, the number of nurse practitioners in Long Island increased by 14%, and the number of occupational therapists increased by over 9% during the same period. During the same period, the number of dietitian-nutritionists declined more than 5%, and the number of licensed practical nurses declined by over 2% (Exhibit 51).

Exhibit 51
Change in the Number of Licensed Health Care Occupations
For Long Island, 2002 to 2003

Occupation	2002	2003	Change between 2002 and 2003	
			Number	Percent
Nurse Practitioners	1,784	2,034	250	14.0%
Occupational Therapists	1,403	1,532	129	9.2%
Occupational Therapy Assistants	293	317	24	8.2%
Physician Assistants	1,158	1,252	94	8.1%
Physical Therapists	2,621	2,824	203	7.7%
Physical Therapy Assistants	850	878	28	3.3%
Pharmacists	3,449	3,556	107	3.1%
Social Workers	7,325	7,475	150	2.0%
Dental Hygienists	1,611	1,636	25	1.6%
Registered Nurses	36,865	37,139	274	0.7%
Speech-Language Pathologists	2,392	2,400	8	0.3%
Respiratory Therapists	808	803	-5	-0.6%
Licensed Practical Nurses	9,866	9,626	-240	-2.4%
Dietitian-Nutritionists	867	820	-47	-5.4%

3. Employment Projections by Health Occupation

BLS estimates that between 2000 and 2010, there will be nearly 4,800 new jobs for registered nurses in the Long Island region, with an average of 920 openings annually. The number of home health aides jobs will increase in number by over 4,800 during the same period, although average annual openings will be fewer than for registered nurses (680 openings). Employment of medical assistants will grow by 65.5%, or almost 4,000 new jobs between 2000 and 2010 (Exhibit 52).

Exhibit 52
Employment Projections for the Top Ten Health Care Growth Occupations
for the Long Island Region, 2000 – 2010

<u>Occupation</u>	2000	2010	Change between 2000 and 2010		Annual Openings, 2000 to 2010
			Number	Percent	
Registered Nurses	22,010	26,790	4,780	21.7	920
Home Health Aides	15,680	20,510	4,830	30.8	680
Medical Assistants	5,990	9,910	3,920	65.5	550
Nursing Aides, Orderlies, and Attendants	12,200	14,290	2,090	17.1	370
Licensed Practical and Licensed Vocational Nurses	5,620	6,550	930	16.6	240
Dental Assistants	2,970	3,810	840	28.3	140
Physical Therapists	1,860	2,550	690	37.4	120
Dental Hygienists	2,690	3,450	760	28.1	120
Pharmacy Technicians	2,290	2,820	530	23.1	110
Radiologic Technologists and Technicians	1,770	2,380	610	35	100

Source: New York State Department of Labor, Occupational Outlook, 2000 - 2010

F. Mohawk Valley

Total health care employment in the Mohawk Valley remained relatively stable between 2000 and 2002, with a very slight increase of 0.3%.

1. Employment by Setting

Between 2000 and 2002, employment in nursing and personal care facilities in the Mohawk Valley increased by 231 jobs, or nearly 4%, while employment in medical and dental laboratories increased by 4.6%. During the same period, employment in hospitals declined by 1.9%, and employment in home health care services declined by 2.7% (Exhibit 53).

Exhibit 53
Growth by Setting for the Mohawk Valley

Setting	2000	2001	2002	Change between 2000 and 2002	
				Number	Percent
Other Ambulatory Health Services	223	216	234	11	4.9%
Medical and Dental Laboratories	367	384	384	17	4.6%
Nursing and Personal Care Facilities	6,298	6,373	6,529	231	3.7%
Offices of Other Health Practitioners	437	441	444	7	1.6%
Offices and Clinics of Dentists	901	915	908	7	0.8%
Outpatient Care Centers	327	336	329	2	0.6%
Offices and Clinics of Doctors of Medicine	2,544	2,527	2,542	-2	-0.1%
Hospitals	9,507	9,624	9,330	-177	-1.9%
Home Health Care Services	1,081	1,008	1,052	-29	-2.7%
Totals	21,687	21,823	21,751	64	0.3%

Source: New York State Department of Labor, ES-202

2. Licensed Health Professionals

Between 2002 and 2003, the number of pharmacists in the Mohawk Valley grew by nearly 46%. Growth in other occupations was more moderate, with physical therapists growing by nearly 7% and occupational therapists growing by nearly 5%. Several licensed occupations declined during the period, with the number of dietitians-nutritionists declining by more than 10%, and the number of physical therapist assistants declining by nearly 5% (Exhibit 54).

Exhibit 54
Change in the Number of Licensed Health Care Occupations
for the Mohawk Valley, 2002 to 2003

Occupation	2002	2003	Change between 2002 and 2003	
			Number	Percent
Pharmacists	300	437	137	45.7%
Physical Therapists	289	309	20	6.9%
Occupational Therapists	280	293	13	4.6%
Social Workers	513	532	19	3.7%
Nurse Practitioners	334	344	10	3.0%
Physician Assistants	108	109	1	0.9%
Registered Nurses	6,356	6,380	24	0.4%
Dental Hygienists	276	277	1	0.4%
Licensed Practical Nurses	3,511	3,497	-14	-0.4%
Occupational Therapy Assistants	195	193	-2	-1.0%
Speech-Language Pathologists	158	156	-2	-1.3%
Respiratory Therapists	141	138	-3	-2.1%
Physical Therapist Assistants	195	186	-9	-4.6%
Dietitians-Nutritionists	69	62	-7	-10.1%

Source: New York State Education Department

3. Employment Projections by Health Occupation

BLS estimates that between 2000 and 2010, there will be over 620 new registered nurse jobs in the Mohawk Valley region (an average of 140 openings due to both growth and replacement per year). Total jobs for home health aides will increase by 22.9%, or 630 new jobs, while the number of total openings will average 100 annually (Exhibit 55).

Exhibit 55
Employment Projections for the Top Ten Health Care Growth Occupations
for the Mohawk Valley Region, 2000 – 2010

Occupation	2000	2010	Change between 2000 and 2010		Annual Openings, 2000 to 2010
			Number	Percent	
Registered Nurses	3,990	4,610	620	15.6	140
Home Health Aides	2,770	3,400	630	22.9	100
Nursing Aides, Orderlies, and Attendants	3,220	3,770	550	16.9	100
Licensed Practical and Licensed Vocational Nurses	1,990	2,230	240	12.0	80
Medical Assistants	220	320	100	46.6	20
Pharmacy Technicians	320	430	110	37.5	20
Pharmacists	390	500	110	27.5	20
Child, Family, and School Social Workers	490	600	110	23.2	20
Emergency Medical Technicians and Paramedics	150	220	70	41.2	10
Surgical Technologists	100	130	30	30.7	10

Source: New York State Department of Labor, Occupational Outlook, 2000 - 2010

G. North Country

Total health care employment in the North Country grew by 8.1% between 2000 and 2002, with a total growth in employment of nearly 1,200 jobs.

1. Employment by Setting

Between 2000 and 2002, employment in hospitals increased by more than 900 new jobs (13.1% growth) in the North Country, while employment in outpatient care centers increased by nearly 16%. During the same period, employment in home health care services declined by over 5% (Exhibit 56).

Exhibit 56
Growth by Setting for the North Country

Setting	2000	2001	2002	Change between 2000 to 2002	
				Number	Percent
Medical and Dental Laboratories	15	18	20	5	33.3%
Outpatient Care Centers	462	496	535	73	15.8%
Hospitals	7,133	7,881	8,066	933	13.1%
Offices of Other Health Practitioners	342	379	380	38	11.1%
Offices and Clinics of Doctors of Medicine	2,153	2,241	2,331	178	8.3%
Other Ambulatory Health Services	166	174	179	13	7.8%
Nursing and Personal Care Facilities	3,263	2,961	3,250	-13	-0.4%
Offices and Clinics of Dentists	719	731	716	-3	-0.4%
Home Health Care Services	540	495	512	-28	-5.2%
Totals	14,792	15,375	15,988	1,196	8.1%

Source: New York State Department of Labor, ES-202

2. Licensed Health Professionals

Between 2002 and 2003, the number of occupational therapists in the North Country increased by 16%, while the number of occupational therapist assistants increased by more than 11%. The number of physical therapists and physical therapy assistants also increased substantially during the period. Although the percentage increases for these occupations were notable for a one-year period, the absolute number of new licensees was relatively modest. During the same period, the number of respiratory therapists in the North Country decreased by 4.5%, and the number of physician assistants decreased by 1.5% (Exhibit 57).

Exhibit 57
Change in the Number of Licensed Health Care Occupations
for the North Country, 2002 to 2003

Occupation	2002	2003	Change between 2002 and 2003	
			Number	Percent
Occupational Therapists	100	116	16	16.0%
Occupational Therapy Assistants	54	60	6	11.1%
Physical Therapists	233	253	20	8.6%
Physical Therapy Assistants	121	131	10	8.3%
Speech-Language Pathologists	158	171	13	8.2%
Social Workers	287	304	17	5.9%
Dietitians-Nutritionists	69	73	4	5.8%
Nurse Practitioners	180	185	5	2.8%
Dental Hygienists	195	200	5	2.6%
Pharmacists	300	307	7	2.3%
Registered Nurses	4,734	4,779	45	1.0%
Licensed Practical Nurses	2,498	2,483	-15	-0.6%
Physician Assistants	132	130	-2	-1.5%
Respiratory Therapists	66	63	-3	-4.5%

Source: New York State Education Department

3. Employment Projections by Health Occupation

BLS estimates that between 2000 and 2010, there will be 28.9% growth in the number of jobs for registered nurses in the North Country, and average annual openings for registered nurses will average about 180. During the same period, total home health aide jobs are projected to increase by 1,280 (42.5%), with 170 annual openings on average (Exhibit 58).

Exhibit 58
Employment Projections for the Top Ten Health Care Growth Occupations
for the North Country Region, 2000 – 2010

<u>Occupation</u>	2000	2010	<u>Change between 2000 and 2010</u>		Annual Openings, 2000 to 2010
			Number	Percent	
Registered Nurses	3,580	4,620	1,040	28.9	180
Home Health Aides	3,010	4,290	1,280	42.5	170
Licensed Practical and Licensed Vocational Nurses	1,420	1,730	310	21.9	70
Nursing Aides, Orderlies, and Attendants	2,080	2,370	290	14.1	60
Medical Assistants	380	570	190	49.9	30
Pharmacy Technicians	250	350	100	38.3	20
Psychiatric Aides	510	610	100	20.6	20
Physical Therapist Assistants	80	110	30	45.3	10
Speech-Language Pathologists	130	190	60	41.2	10
Medical Records and Health Information Technicians	120	170	50	41	10

Source: New York State Department of Labor, Occupational Outlook, 2000 - 2010

H. Southern Tier

Total health care employment in the Southern Tier grew by 2.9% between 2000 and 2002, or nearly 900 positions.

1. Employment by Setting

Between 2000 and 2002, employment in home health care services in the Southern Tier increased by more than 14%, while employment in physician offices grew by 6.5%. During the same period, employment in outpatient care centers decreased by nearly 23% (Exhibit 59).

Exhibit 59
Growth by Setting for the Southern Tier

Setting	2000	2001	2002	Change between 2000 and 2002	
				Number	Percent
Other Ambulatory Health Services	260	289	311	51	19.6%
Medical and Dental Laboratories	117	126	138	21	17.9%
Offices of Other Health Practitioners	710	738	812	102	14.4%
Home Health Care Services	936	939	1,068	132	14.1%
Offices and Clinics of Doctors of Medicine	3,739	3,862	3,983	244	6.5%
Nursing and Personal Care Facilities	7,405	7,462	7,598	193	2.6%
Hospitals	14,847	15,047	15,106	259	1.7%
Offices and Clinics of Dentists	1,522	1,506	1,527	5	0.3%
Outpatient Care Centers	582	600	450	-132	-22.7%
Totals	30,117	30,568	30,994	877	2.9%

Source: New York State Department of Labor, ES-202

2. Licensed Health Professionals

Between 2002 and 2003, the number of occupational therapists in the Southern Tier grew by nearly 12%, and the number of physician assistants grew by nearly 7%. During the same period, the number of respiratory therapists in the Southern Tier decreased by more than 3%, while the number of registered nurses declined by 1.6% (Exhibit 60).

Exhibit 60
Change in the Number of Licensed Health Care Occupations
for the Southern Tier, 2002 to 2003

Occupation	2002	2003	Change between 2002 and 2003	
			Number	Percent
Occupational Therapists	226	253	27	11.9%
Physician Assistants	165	176	11	6.7%
Social Workers	1,024	1,083	59	5.8%
Occupational Therapy Assistants	74	78	4	5.4%
Physical Therapists	414	433	19	4.6%
Nurse Practitioners	472	493	21	4.4%
Physical Therapy Assistants	207	216	9	4.3%
Speech-Language Pathologists	277	284	7	2.5%
Dietitians-Nutritionists	161	165	4	2.5%
Licensed Practical Nurses	3,360	3,429	69	2.1%
Pharmacists	546	557	11	2.0%
Dental Hygienists	461	459	-2	-0.4%
Registered Nurses	8,525	8,389	-136	-1.6%
Respiratory Therapists	184	178	-6	-3.3%

Source: New York State Education Department

3. Employment Projections by Health Occupation

BLS estimates that between 2000 and 2010, there will be an average of 230 annual openings for registered nurses in the Southern Tier, and employment of registered nurses is projected to increase by 1,100 new jobs during the period. Employment of home health aides is projected to increase by over 800 new jobs between 2000 and 2010, with 120 annual openings (Exhibit 61).

Exhibit 61
Employment Projections for the Top Ten Health Care Growth Occupations
for the Southern Tier Region, 1998 – 2008

Occupation	2000	2010	Change between 2000 and 2010		Annual Openings, 2000 to 2010
			Number	Percent	
Registered Nurses	6,030	7,130	1,100	18.2	230
Home Health Aides	2,970	3,790	820	27.7	120
Licensed Practical and Licensed Vocational Nurses	2,560	2,930	370	14.2	100
Nursing Aides, Orderlies, and Attendants	3,470	3,970	500	14.5	90
Medical Assistants	490	770	280	56.1	40
Pharmacy Technicians	550	720	170	31.5	30
Child, Family, and School Social Workers	730	910	180	24.8	30
Physician Assistants	210	320	110	49.5	20
Dental Assistants	460	610	150	31.5	20
Dental Hygienists	520	680	160	30.8	20

Source: New York State Department of Labor, Occupational Outlook, 2000 - 2010

I. Western New York

Health care employment in the Western New York declined by 1.6% between 2000 and 2002, the only region with a drop in health care employment.

1. Employment by Setting

Between 2000 and 2002, the number of jobs in nursing and personal care facilities in Western New York increased by 5.3%, while jobs in outpatient care centers increased by 4.7%. Jobs in medical and dental laboratories declined by 17.4%, while jobs in physician offices and clinics declined by over 11% (Exhibit 62).

Exhibit 62
Growth by Setting for the Western New York

Setting	2000	2001	2002	Change between 2000 to 2002	
				Number	Percent
Offices of Other Health Practitioners	1,757	1,804	1,952	195	11.1%
Nursing and Personal Care Facilities	16,695	16,950	17,584	889	5.3%
Other Ambulatory Health Services	1,120	1,131	1,173	53	4.7%
Outpatient Care Centers	1,946	1,902	2,038	92	4.7%
Offices and Clinics of Dentists	3,484	3,490	3,518	34	1.0%
Hospitals	28,548	28,200	27,946	-602	-2.1%
Home Health Care Services	4,550	3,945	4,107	-443	-9.7%
Offices and Clinics of Doctors of Medicine	10,444	10,550	9,274	-1,170	-11.2%
Medical and Dental Laboratories	857	748	708	-149	-17.4%
Totals	69,402	68,722	68,300	-1,102	-1.6%

Source: New York State Department of Labor, ES-202

2. Licensed Health Professionals

Between 2002 and 2003, the number of physician assistants in Western New York grew by nearly 11%, while the number of nurse practitioners grew by nearly 8%. During the same period, the number of respiratory therapists declined by more than 4%, while the number of licensed practical nurses declined by nearly 2% (Exhibit 63).

Exhibit 63
Change in the Number of Licensed Health Care Occupations
for Western New York, 2002 to 2003

Occupation	2002	2003	Change between 2002 and 2003	
			Number	Percent
Physician Assistants	346	383	37	10.7%
Nurse Practitioners	837	902	65	7.8%
Dietitians-Nutritionists	278	293	15	5.4%
Occupational Therapists	695	730	35	5.0%
Physical Therapy Assistants	249	261	12	4.8%
Speech-Language Pathologists	858	899	41	4.8%
Social Workers	1,527	1,598	71	4.6%
Physical Therapists	1,144	1,194	50	4.4%
Dental Hygienists	928	948	20	2.2%
Pharmacists	1,556	1,584	28	1.8%
Occupational Therapy Assistants	634	636	2	0.3%
Registered Nurses	18,774	18,683	-91	-0.5%
Licensed Practical Nurses	7,530	7,404	-126	-1.7%
Respiratory Therapists	432	413	-19	-4.4%

Source: New York State Education Department

3. Projected Demand for Health Occupations

BLS estimates that between 2000 and 2010, there will be 450 annual openings on average in the Western New York region for registered nurse jobs, while total registered nurse jobs are projected to increase by nearly 1,900. The total number of home health aide jobs is projected to increase by almost 1,100 between 2000 and 2010, with 200 annual openings (Exhibit 64).

Exhibit 64
Employment Projections for the Western New York Region, 2000 – 2010

Occupation	2000	2010	Change between 2000 and 2010		Annual Openings, 2000 to 2010
			Number	Percent	
Registered Nurses	13,080	14,970	1,890	14.4	450
Home Health Aides	6,840	7,930	1,090	15.8	200
Nursing Aides, Orderlies, and Attendants	7,270	8,320	1,050	14.4	200
Licensed Practical and Licensed Vocational Nurses	5,200	5,710	510	10	190
Medical Assistants	1,100	1,480	380	35.2	70
Child, Family, and School Social Workers	2,090	2,470	380	18.3	60
Pharmacists	1,300	1,470	170	12.6	60
Medical Records and Health Information Technicians	740	1,060	320	42.3	50
Dental Assistants	1,140	1,460	320	27.4	50
Pharmacy Technicians	930	1,170	240	25.6	50

Source: New York State Department of Labor, Occupational Outlook, 1998- 2008

Part IV: Upstate New York (by MSA)

Albany-Schenectady-Troy MSA

The Health Workforce by Setting

Health care employment in the Albany-Schenectady-Troy MSA increased by more than 10% between 2000 and 2003. Employment in nursing and residential care facilities increased the most (8%), followed by hospital employment (3.3%). Employment in ambulatory care declined very slightly (1.1%) over the same period.

Exhibit 65
Employment Growth by Setting for the
Albany-Schenectady-Troy MSA, 2000 – 2003

Setting	2000	2001	2002	2003	Change 2000 to 2003	
					Number	Percent
Ambulatory Health Care Services	16,085	16,177	16,015	15,915	-169	-1.1%
Hospitals	17,208	16,731	17,162	17,777	569	3.3%
Nursing and Residential Care Facilities	13,538	14,000	14,423	14,615	1,077	8.0%
Total	46,831	46,908	47,600	48,308	1,477	3.2%

The Health Workforce by Occupation

The fastest-growing occupations in the Albany-Schenectady-Troy MSA between 1999 and 2002 were therapy jobs, particularly those related to physical therapy. Jobs filled by licensed practical nurses and registered nurses declined during this period, by about 8% and 6% respectively. Substantial losses of laboratory technicians, pharmacy technicians, and health information technicians were also observed. The largest numbers of jobs were added for nursing aides, orderlies, and attendants, and for home health aides.

Exhibit 66
Change in Selected Health Care Occupations,
Albany-Schenectady-Troy MSA, 1999-2002

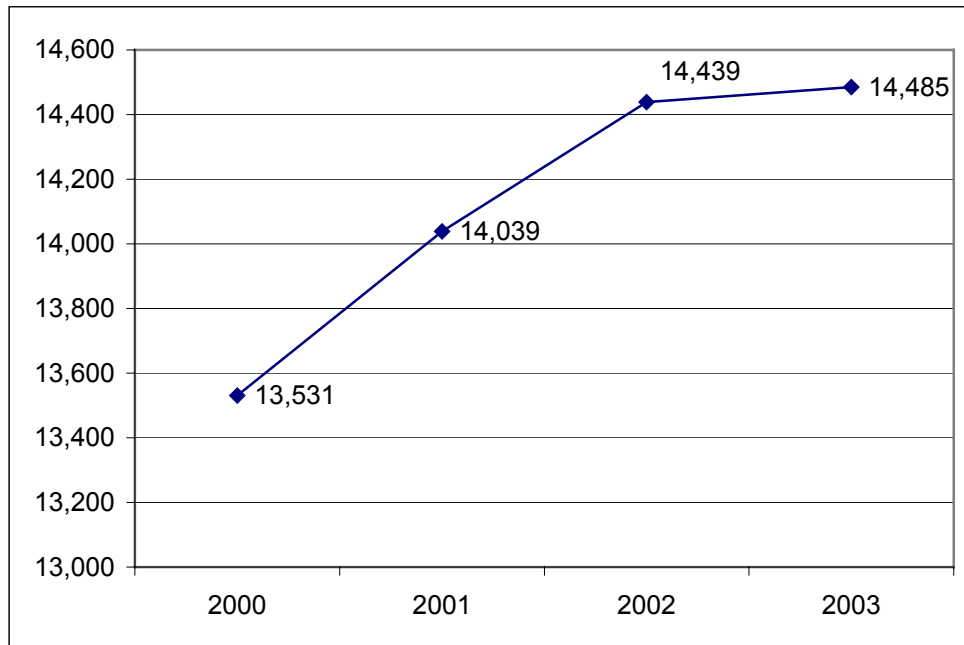
Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Physical Therapist Assistants	50	230	180	360.0%
Occupational Therapist Assistants	40	110	70	175.0%
Physical Therapists	250	680	430	172.0%
Physical Therapist Aides	40	90	50	125.0%
Medical and Clinical Laboratory Technologists	290	530	240	82.8%
Occupational Therapists	150	270	120	80.0%
Dietetic Technicians	50	90	40	80.0%
Nursing Aides, Orderlies, and Attendants	3,330	5,650	2,320	69.7%
Medical Transcriptionists	320	490	170	53.1%
Diagnostic Medical Sonographers	60	90	30	50.0%
Child, Family, and School Social Workers	920	1360	440	47.8%
Home Health Aides	4,130	5,560	1,430	34.6%
Recreational Therapists	90	120	30	33.3%
Dietitians and Nutritionists	160	210	50	31.3%
Occupational Health and Safety Specialists and Technicians	160	180	20	12.5%
Physician Assistants	340	380	40	11.8%
Speech-Language Pathologists	340	370	30	8.8%
Pharmacists	730	710	-20	-2.7%
Radiologic Technologists and Technicians	640	610	-30	-4.7%
Registered Nurses	9,320	8,770	-550	-5.9%
Licensed Practical Nurses	2,760	2,530	-230	-8.3%
Medical and Clinical Laboratory Technicians	770	680	-90	-11.7%
Pharmacy Technicians	1,050	760	-290	-27.6%
Medical Records and Health Information Technicians	540	390	-150	-27.8%
Clinical, Counseling, and School Psychologists	910	460	-450	-49.5%

Binghamton MSA

The Health Workforce by Setting

Industry-specific employment figures were available for the Binghamton MSA only at the level of health care and social assistance employment. Employment in health care and social assistance increased from 13,531 jobs in 2000 to 14,485 jobs in 2003, an increase of 7%. Most of this growth, however, occurred between 2000 and 2002. Little employment growth in the sector (0.3%) was observed between 2002 and 2003.

Exhibit 67
Growth in Health Care and Social Assistance Employment,
Binghamton MSA, 2000 to 2003



The Health Workforce by Occupation

The fastest-growing occupations in the Binghamton MSA between 1999 and 2002 were therapy occupations, particularly those related to physical therapy. Employment of a number of health care occupations declined substantially during the period, including employment of registered nurses, licensed practical nurses, and nursing aides, orderlies, and attendants. Pharmacists and pharmacy technicians also registered substantial declines, as did dental hygienists and dental assistants. It is worth noting that these occupations are occupations for which substantial increases in demand are also projected.

Exhibit 68
Change in Selected Health Care Occupations,
Binghamton MSA, 1999-2002

Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Occupational Therapists	30	110	80	266.7%
Physical Therapist Assistants	40	100	60	150.0%
Physical Therapists	70	140	70	100.0%
Speech-Language Pathologists	60	90	30	50.0%
Physical Therapist Aides	30	40	10	33.3%
Occupational Health and Safety Specialists and Technicians	40	50	10	25.0%
Home Health Aides	920	1,120	200	21.7%
Medical and Public Health Social Workers	110	130	20	18.2%
Clinical, Counseling, and School Psychologists	100	110	10	10.0%
Medical Records and Health Information Technicians	130	140	10	7.7%
Psychiatrists	40	40	0	0.0%
Radiologic Technologists and Technicians	220	220	0	0.0%
Medical Assistants	350	330	-20	-5.7%
Pharmacy Technicians	190	170	-20	-10.5%
Pharmacists	150	130	-20	-13.3%
Dietitians and Nutritionists	50	40	-10	-20.0%
Licensed Practical Nurses	860	680	-180	-20.9%
Recreational Therapists	60	40	-20	-33.3%
Nursing Aides, Orderlies, and Attendants	2,250	1,420	-830	-36.9%
Dental Hygienists	940	290	-650	-69.1%
Dental Assistants	530	150	-380	-71.7%

Buffalo-Niagara MSA

The Health Workforce by Setting

Overall employment in health care and social assistance grew little (0.3%) in the Buffalo-Niagara MSA between 2000 and 2003. Although figures on ambulatory care employment are not available, hospital employment declined by 4.5%, while employment in nursing and residential care facilities increased by more than 9%.

Exhibit 69
Employment Growth by Setting for the
Buffalo-Niagara MSA, 2000 – 2003

Setting	2000	2001	2002	2003	Change, 2000 to 2003	
					Number	Percent
Hospitals	18,346	17,669	17,615	17,515	-831	-4.5%
Nursing and Residential Care Facilities	15,054	15,277	16,169	16,438	1,385	9.2%
Total Health Care and Social Assistance	68,400	67,177	67,885	68,585	185	0.3%

The Health Workforce by Occupation

The fastest-growing occupations in the Buffalo-Niagara MSA between 1999 and 2002 were psychiatrists, physical therapist assistants, and occupational health and safety specialists and technicians. Substantial declines were noted in a number of occupations, including high-demand occupations such as registered nurses, licensed practical nurses, nursing aides, pharmacists, and health information technicians. The largest number of jobs were added for home health aides (690 jobs) between 1999 and 2002.

Exhibit 70 Change in Selected Health Care Occupations, Buffalo-Niagara MSA, 1999-2002

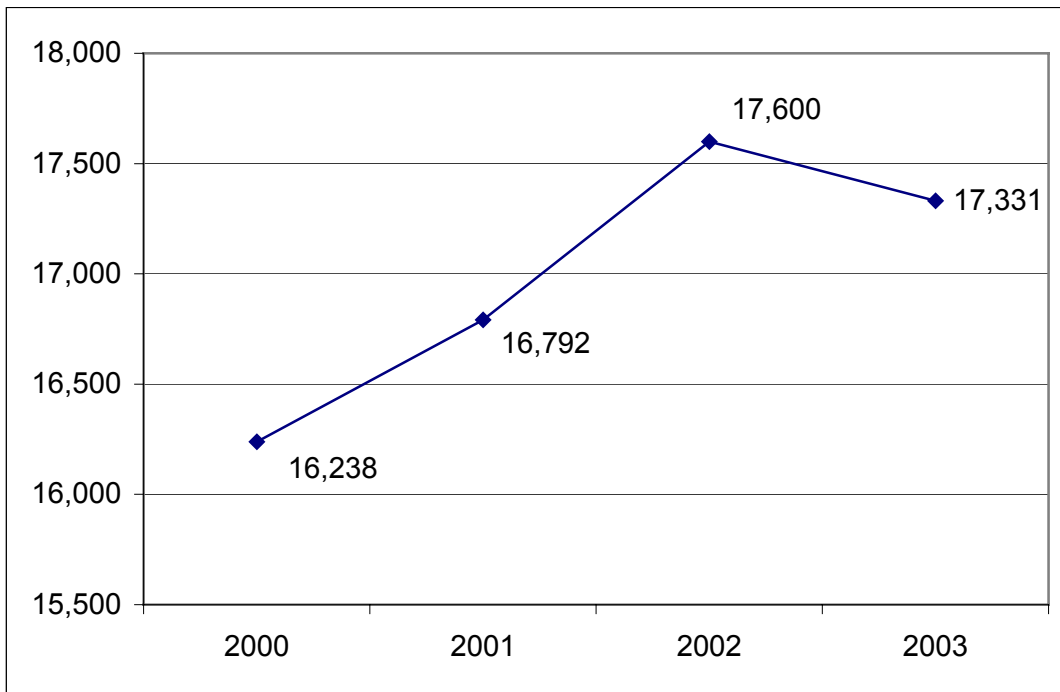
Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Psychiatrists	30	90	60	200.0%
Physical Therapist Assistants	120	300	180	150.0%
Occupational Health and Safety Specialists and Technicians	70	150	80	114.3%
Cardiovascular Technologists and Technicians	130	200	70	53.8%
Mental Health and Substance Abuse Social Workers	250	370	120	48.0%
Occupational Therapists	380	500	120	31.6%
Dietitians and Nutritionists	130	170	40	30.8%
Surgical Technologists	270	310	40	14.8%
Home Health Aides	4,920	5,610	690	14.0%
Occupational Therapist Assistants	100	110	10	10.0%
Physical Therapists	820	810	-10	-1.2%
Opticians, Dispensing	180	170	-10	-5.6%
Recreational Therapists	160	150	-10	-6.3%
Nursing Aides, Orderlies, and Attendants	6,270	5,660	-610	-9.7%
Speech-Language Pathologists	620	550	-70	-11.3%
Pharmacy Technicians	860	740	-120	-14.0%
Nuclear Medicine Technologists	70	60	-10	-14.3%
Registered Nurses	12,300	10,260	-2,040	-16.6%
Physical Therapist Aides	170	130	-40	-23.5%
Clinical, Counseling, and School Psychologists	510	380	-130	-25.5%
Licensed Practical Nurses	5,380	3,970	-1410	-26.2%
Medical and Clinical Laboratory Technologists	680	470	-210	-30.9%
Child, Family, and School Social Workers	2,050	1400	-650	-31.7%
Audiologists	60	40	-20	-33.3%
Pharmacists	1,560	930	-630	-40.4%
Optometrists	70	40	-30	-42.9%
Medical Transcriptionists	630	340	-290	-46.0%
Respiratory Therapists	370	190	-180	-48.6%
Medical and Clinical Laboratory Technicians	950	480	-470	-49.5%
Medical Records and Health Information Technicians	1,120	550	-570	-50.9%
Pharmacy Aides	1,160	330	-830	-71.6%

Dutchess County MSA

The Health Workforce by Setting

Industry-specific employment figures were available for the Dutchess County MSA only at the level of health care and social assistance employment. Employment in health care and social assistance increased from 16,238 jobs in 2000 to 17,331 jobs in 2003, an increase of nearly 7%. Most of this growth, however, occurred between 2000 and 2002. Health care and social assistance employment declined by 269 jobs, or 1.5% between 2002 and 2003.

Exhibit 71
Growth in Health Care and Social Assistance Employment,
Dutchess County MSA, 2000 to 2003



The Health Workforce by Occupation

The fastest-growing occupation between 1999 and 2002 in the Dutchess County MSA was licensed practical nurses, who added 290 jobs (an increase of nearly 43%). This stood in contrast to jobs filled by registered nurses, which declined by 430 positions of 18% during the same period.

Exhibit 72 Change in Selected Health Care Occupations, Dutchess County MSA, 1999-2002

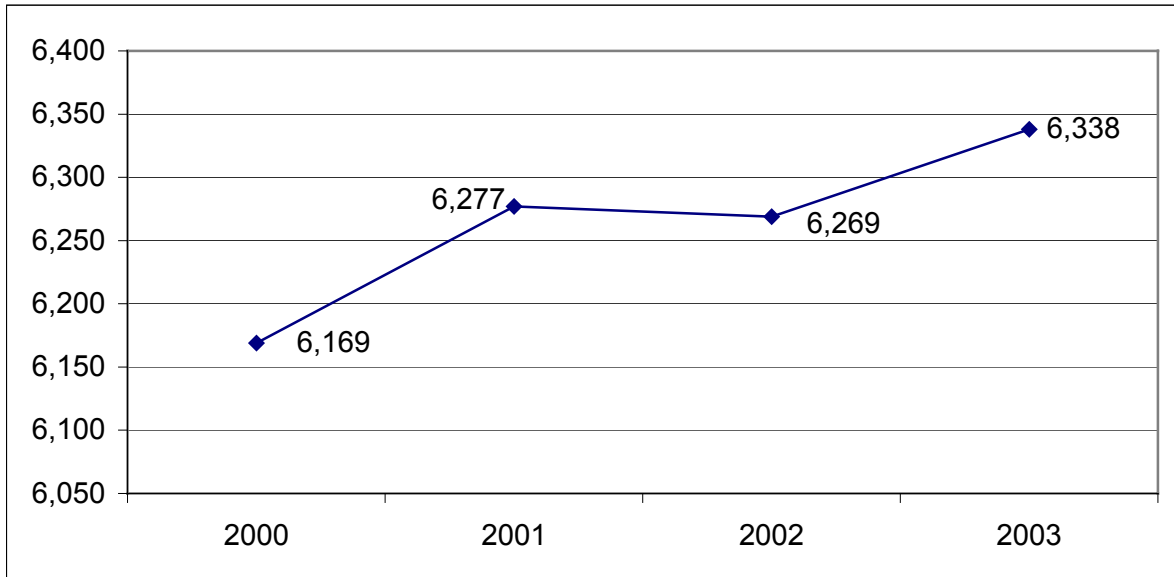
Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Licensed Practical Nurses	680	970	290	42.6%
Recreational Therapists	50	60	10	20.0%
Clinical, Counseling, and School Psychologists	230	270	40	17.4%
Pharmacy Technicians	120	140	20	16.7%
Nursing Aides, Orderlies, and Attendants	1,440	1,390	-50	-3.5%
Pharmacists	220	210	-10	-4.5%
Speech-Language Pathologists	110	90	-20	-18.2%
Registered Nurses	2,360	1,930	-430	-18.2%
Physician Assistants	40	30	-10	-25.0%
Child, Family, and School Social Workers	430	300	-130	-30.2%
Occupational Therapists	110	70	-40	-36.4%
Medical and Public Health Social Workers	70	40	-30	-42.9%

Elmira MSA

The Health Workforce by Setting

Industry-specific employment figures were available for the Elmira MSA only at the level of health care and social assistance employment. Employment in health care and social assistance increased from 6,169 jobs in 2000 to 6,338 jobs in 2003, an increase of nearly 3%.

Exhibit 73
Growth in Health Care and Social Assistance Employment,
Elmira MSA, 2000 to 2003



The Health Workforce by Occupation

Due to small numbers in the Elmira MSA, the occupations for which data were available were very limited. No information was available on the numbers of therapists, therapist assistants, and therapist aides in Elmira, and these occupations generally rank among the fastest-growing. The fastest-growing occupation between 1999 and 2002 for which data *were* available was registered nurses, who added 290 jobs (an increase of 37%). Most of the other available occupations had declined in number during the period.

Exhibit 74 Change in Selected Health Care Occupations, Elmira MSA, 1999-2002

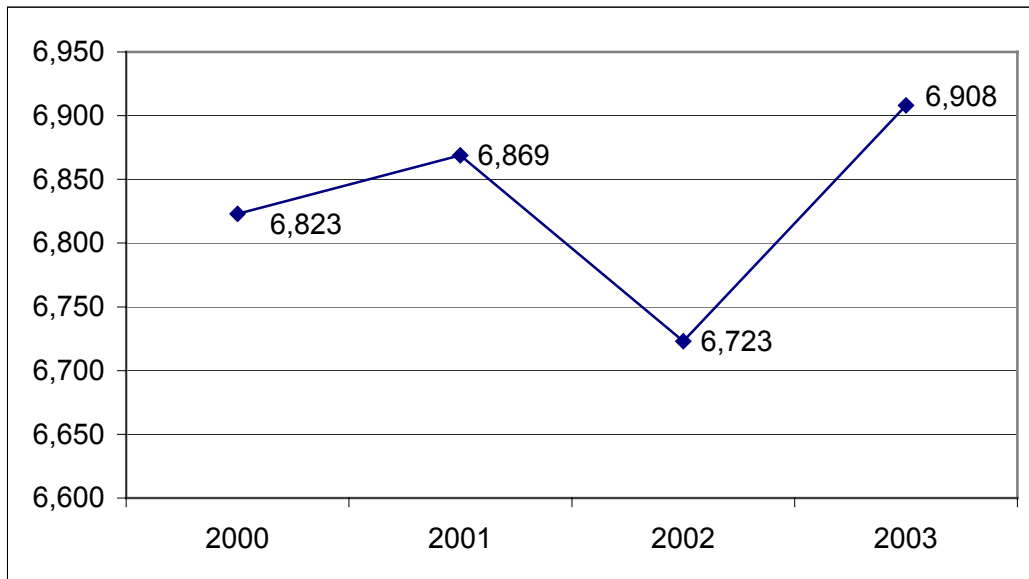
Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Registered Nurses	780	1,070	290	37.2%
Licensed Practical Nurses	390	390	0	0.0%
Child, Family, and School Social Workers	120	110	-10	-8.3%
Home Health Aides	530	470	-60	-11.3%
Medical Transcriptionists	50	40	-10	-20.0%
Clinical, Counseling, and School Psychologists	70	40	-30	-42.9%
Medical and Public Health Social Workers	90	30	-60	-66.7%

Glens Falls MSA

The Health Workforce by Setting

Industry-specific employment figures were available for the Glens Falls MSA only at the level of health care and social assistance employment. Employment in health care and social assistance increased from 6,823 jobs in 2000 to 6,908 jobs in 2003, an increase of slightly more than 1%.

Exhibit 75
Growth in Health Care and Social Assistance Employment,
Glens Falls MSA, 2000 to 2003



The Health Workforce by Occupation

Due to small numbers in the Glens Falls MSA, the occupations for which data were available were very limited. The fastest-growing occupations between 1999 and 2002 for which data *were* available was licensed practical nurses, who added 310 jobs (an increase of 124%), and pharmacists, who added 40 jobs (an increase of 100%). Physician assistants, physical therapists, and physical therapist assistants all declined in number during this period.

Exhibit 76
Change in Selected Health Care Occupations,
Glens Falls MSA, 1999-2002

Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Licensed Practical Nurses	250	560	310	124.0%
Pharmacists	40	80	40	100.0%
Nursing Aides, Orderlies, and Attendants	430	750	320	74.4%
Clinical, Counseling, and School Psychologists	50	60	10	20.0%
Physician Assistants	120	80	-40	-33.3%
Physical Therapists	80	50	-30	-37.5%
Physical Therapist Assistants	90	40	-50	-55.6%

Nassau-Suffolk MSA

The Health Workforce by Setting

Health care employment in the Nassau-Suffolk MSA increased by more than 6% between 2000 and 2003. Employment in nursing and residential care facilities increased the most (7%), while employment in ambulatory health care and hospitals both increased 6% during the same period.

Exhibit 77 Employment Growth by Setting for the Nassau-Suffolk MSA, 2000 – 2003

Setting	2000	2001	2002	2003	Change, 2000 to 2003	
					Number	Percent
Ambulatory Health Care Services	62,700	64,323	65,069	66,585	3,885	6.2%
Hospitals	38,208	38,238	39,992	40,592	2,385	6.2%
Nursing and Residential Care Facilities	25,677	25,838	26,592	27,515	1,838	7.2%
Total	126,585	128,400	131,654	134,692	8,108	6.4%

The Health Workforce by Occupation

The fastest-growing occupations between 1999 and 2002 in the Nassau-Suffolk MSA tended to be allied health professions such as medical transcriptionists, diagnostic medical sonographers, cardiovascular technologists and technicians, medical assistants, and radiologic technologists and technicians. Registered nurses and licensed practical nurses both increased in number in the MSA during the same period. A small number of occupations declined during the period, including some of the therapy occupations that are growing quickly in other parts of the state.

Exhibit 78 Change in Selected Health Care Occupations, Nassau-Suffolk MSA, 1999-2002

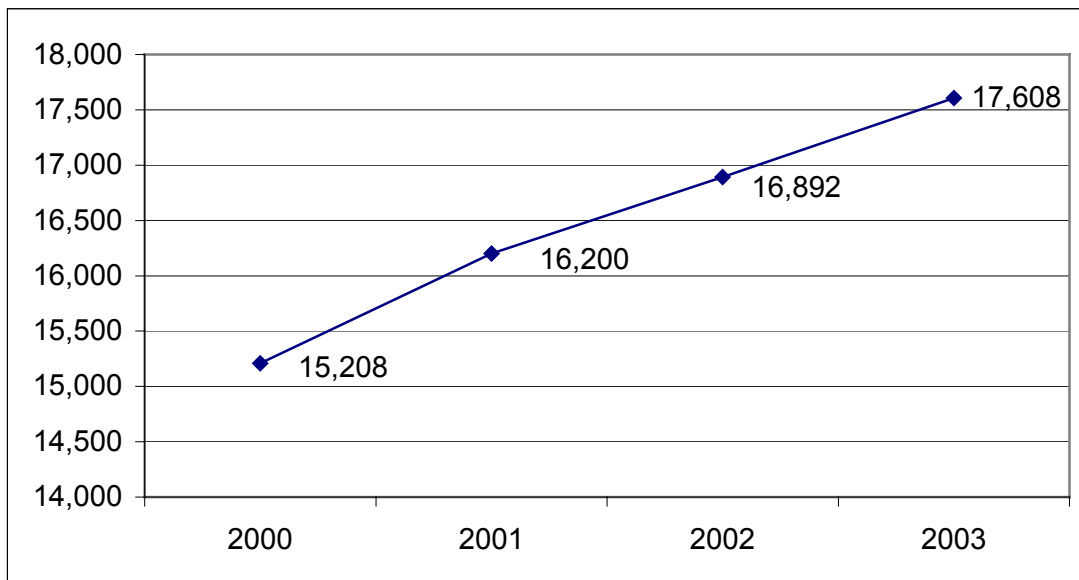
Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Medical Transcriptionists	150	990	840	560.0%
Diagnostic Medical Sonographers	140	650	510	364.3%
Cardiovascular Technologists and Technicians	160	560	400	250.0%
Medical Assistants	1,630	5,650	4,020	246.6%
Radiologic Technologists and Technicians	820	2,190	1,370	167.1%
Physician Assistants	410	950	540	131.7%
Medical Equipment Preparers	80	150	70	87.5%
Medical Records and Health Information Technicians	530	950	420	79.2%
Medical and Clinical Laboratory Technologists	830	1,400	570	68.7%
Medical and Public Health Social Workers	980	1,540	560	57.1%
Recreational Therapists	280	400	120	42.9%
Medical and Clinical Laboratory Technicians	970	1,310	340	35.1%
Pharmacy Aides	470	630	160	34.0%
Occupational Therapist Assistants	60	80	20	33.3%
Registered Nurses	17,320	22,590	5,270	30.4%
Home Health Aides	12,180	15,420	3,240	26.6%
Licensed Practical Nurses	4,550	5,690	1,140	25.1%
Psychiatrists	240	300	60	25.0%
Respiratory Therapists	650	720	70	10.8%
Surgical Technologists	380	420	40	10.5%
Nursing Aides, Orderlies, and Attendants	11,200	10,840	-360	-3.2%
Physical Therapists	1,950	1,750	-200	-10.3%
Child, Family, and School Social Workers	1,590	1,410	-180	-11.3%
Occupational Health and Safety Specialists and Technicians	340	300	-40	-11.8%
Clinical, Counseling, and School Psychologists	1,590	1,400	-190	-11.9%
Dietitians and Nutritionists	540	440	-100	-18.5%
Pharmacists	2,340	1,880	-460	-19.7%
Occupational Therapists	1,080	850	-230	-21.3%
Speech-Language Pathologists	2,300	1,420	-880	-38.3%
Physical Therapist Aides	850	510	-340	-40.0%
Dietetic Technicians	250	140	-110	-44.0%
Physical Therapist Assistants	1,220	540	-680	-55.7%

Newburgh MSA

The Health Workforce by Setting

Industry-specific employment figures were available for the Newburgh MSA only at the level of health care and social assistance employment. Employment in health care and social assistance increased from 15,208 jobs in 2000 to 17,608 jobs in 2003, an increase of nearly 16%.

Exhibit 79
Growth in Health Care and Social Assistance Employment,
Newburgh MSA, 2000 to 2003



The Health Workforce by Occupation

The fastest-growing occupations between 1999 and 2002 in the Newburgh MSA were pharmacy technicians, who added 130 jobs (an increase of more than 200%), and physical therapists, who added 60 jobs (an increase of 120%). Registered nurses declined in number during the period by 250 jobs, or more than 10%.

Exhibit 80 Change in Selected Health Care Occupations, Newburgh MSA, 1999-2002

Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Pharmacy Technicians	60	190	130	216.7%
Physical Therapists	50	110	60	120.0%
Pharmacists	100	210	110	110.0%
Occupational Therapists	40	60	20	50.0%
Physician Assistants	80	90	10	12.5%
Medical Assistants	250	280	30	12.0%
Registered Nurses	2,410	2,160	-250	-10.4%
Medical Records and Health Information Technicians	110	90	-20	-18.2%
Medical and Public Health Social Workers	90	70	-20	-22.2%
Radiologic Technologists and Technicians	290	210	-80	-27.6%
Child, Family, and School Social Workers	230	160	-70	-30.4%
Medical and Clinical Laboratory Technologists	140	90	-50	-35.7%
Speech-Language Pathologists	200	110	-90	-45.0%
Clinical, Counseling, and School Psychologists	190	100	-90	-47.4%
Medical and Clinical Laboratory Technicians	250	120	-130	-52.0%

Rochester MSA

The Health Workforce by Setting

Health care employment in the Rochester MSA increased by only 0.3% between 2000 and 2003. Employment in nursing and residential care facilities increased by nearly 16%, but hospital employment declined by 8% during the same period. Ambulatory care employment remained relatively stable, declining by only 0.6%.

Exhibit 81 Employment Growth by Setting for the Rochester MSA, 2000 – 2003

Setting	2000	2001	2002	2003	Change, 2000 to 2003	
					Number	Percent
Ambulatory Health Care Services	17,662	17,431	17,231	17,554	-108	-0.6%
Hospitals	23,608	22,438	21,292	21,715	-1,892	-8.0%
Nursing and Residential Care Facilities	13,731	14,231	14,862	15,892	2,162	15.7%
Total	55,000	54,100	53,385	55,162	162	0.3%

The Health Workforce by Occupation

The fastest-growing occupations in the Rochester MSA between 1999 and 2002 were radiologic technologists and technicians, occupational therapist assistants, and audiologists. Substantial declines were noted in a number of occupations, including high-demand occupations such as registered nurses, pharmacists, and health information technicians. The largest number of jobs was added for home health aides (240 jobs) between 1999 and 2002.

Exhibit 82 Change in Selected Health Care Occupations, Rochester MSA, 1999-2002

Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Radiologic Technologists and Technicians	480	620	140	29.2%
Occupational Therapist Assistants	110	130	20	18.2%
Audiologists	90	100	10	11.1%
Home Health Aides	6,550	6,790	240	3.7%
Dietetic Technicians	70	70	0	0.0%
Licensed Practical Nurses	3,110	3,080	-30	-1.0%
Nursing Aides, Orderlies, and Attendants	5,960	5,730	-230	-3.9%
Pharmacy Technicians	670	640	-30	-4.5%
Mental Health and Substance Abuse Social Workers	390	350	-40	-10.3%
Medical Transcriptionists	520	440	-80	-15.4%
Registered Nurses	12,300	9,830	-2,470	-20.1%
Child, Family, and School Social Workers	1,300	990	-310	-23.8%
Veterinarians	160	120	-40	-25.0%
Medical and Public Health Social Workers	680	500	-180	-26.5%
Dietitians and Nutritionists	300	210	-90	-30.0%
Pharmacists	1,200	820	-380	-31.7%
Recreational Therapists	280	180	-100	-35.7%
Physical Therapist Assistants	250	150	-100	-40.0%
Physical Therapist Aides	200	120	-80	-40.0%
Occupational Therapists	790	460	-330	-41.8%
Emergency Medical Technicians and Paramedics	1,020	570	-450	-44.1%
Medical and Clinical Laboratory Technologists	920	510	-410	-44.6%
Speech-Language Pathologists	1,410	780	-630	-44.7%
Physical Therapists	870	470	-400	-46.0%
Pharmacy Aides	460	240	-220	-47.8%
Psychiatrists	130	60	-70	-53.8%
Medical Records and Health Information Technicians	640	200	-440	-68.8%

Syracuse MSA

The Health Workforce by Setting

Health care and social assistance employment in the Syracuse MSA increased by 4.8% between 2000 and 2003. Employment in nursing and residential care facilities increased by 8%, but hospital employment declined by nearly 6% during the same period.

Exhibit 83 Employment Growth by Setting for the Syracuse MSA, 2000 – 2003

Setting	2000	2001	2002	2003	Change, 2000 to 2003	
					Number	Percent
Hospitals	10,077	9,808	9,631	9,500	-577	-5.7%
Nursing and Residential Care Facilities	8,115	8,131	8,631	8,800	685	8.4%
Health Care and Social Assistance	37,985	38,969	40,077	39,815	1,831	4.8%

The Health Workforce by Occupation

The fastest-growing occupation in the Syracuse MSA between 1999 and 2002 was medical and clinical laboratory technologists, followed by radiologic technologists and technicians. Registered nurses increased in number by 8%, and nursing aides increased by 6%. Substantial declines were noted in a number of occupations, including high-demand occupations such as licensed practical nurses and home health aides. The largest number of jobs were added for registered nurses (530 jobs) between 1999 and 2002.

Exhibit 84 Change in Selected Health Care Occupations, Syracuse MSA, 1999-2002

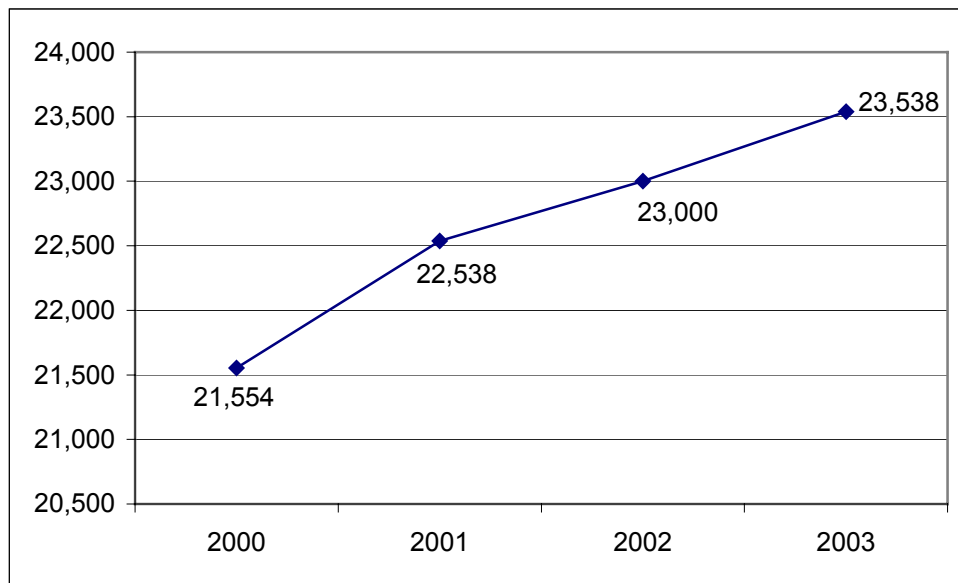
Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Medical and Clinical Laboratory Technologists	110	300	190	172.7%
Radiologic Technologists and Technicians	490	800	310	63.3%
Dietitians and Nutritionists	120	160	40	33.3%
Physical Therapist Assistants	110	130	20	18.2%
Medical Assistants	620	730	110	17.7%
Physical Therapists	410	480	70	17.1%
Pharmacists	500	570	70	14.0%
Medical and Public Health Social Workers	270	300	30	11.1%
Registered Nurses	6,360	6,890	530	8.3%
Nursing Aides, Orderlies, and Attendants	3,140	3,330	190	6.1%
Occupational Therapists	280	250	-30	-10.7%
Pharmacy Technicians	400	330	-70	-17.5%
Licensed Practical Nurses	2,900	2,250	-650	-22.4%
Mental Health and Substance Abuse Social Workers	220	160	-60	-27.3%
Home Health Aides	3,250	2,340	-910	-28.0%
Speech-Language Pathologists	270	190	-80	-29.6%
Medical Records and Health Information Technicians	370	260	-110	-29.7%
Clinical, Counseling, and School Psychologists	490	340	-150	-30.6%
Physician Assistants	350	170	-180	-51.4%
Medical Transcriptionists	880	370	-510	-58.0%
Pharmacy Aides	140	170	30	21.4%

Utica-Rome MSA

The Health Workforce by Setting

Industry-specific employment figures were available for the Binghamton MSA only at the level of educational and health services employment. Employment in educational and health services increased from 21,554 jobs in 2000 to 23,538 jobs in 2003, an increase of 9%.

Exhibit 85
Growth in Educational and Health Services Employment,
Utica-Rome MSA, 2000 to 2003



The Health Workforce by Occupation

The fastest-growing occupation in the Utica-Rome MSA between 1999 and 2002 was dental hygienists, followed by occupational therapists. Substantial declines were noted in a number of occupations, including high-demand occupations such as registered nurses and licensed practical nurses. The largest number of jobs were added for nursing aides, orderlies, and attendants (270 jobs) between 1999 and 2002.

Exhibit 86 Change in Selected Health Care Occupations, Utica-Rome MSA, 1999-2002

Occupation	1999	2002	Change, 1999 to 2002	
			Number	Percent
Dental Hygienists	120	220	100	83.3%
Occupational Therapists	100	180	80	80.0%
Physical Therapist Aides	30	50	20	66.7%
Speech-Language Pathologists	90	110	20	22.2%
Nursing Aides, Orderlies, and Attendants	2,130	2,400	270	12.7%
Occupational Therapist Assistants	40	40	0	0.0%
Pharmacy Aides	60	60	0	0.0%
Licensed Practical Nurses	1,520	1,460	-60	-3.9%
Child, Family, and School Social Workers	190	170	-20	-10.5%
Registered Nurses	3,200	2,840	-360	-11.3%
Pharmacists	250	220	-30	-12.0%
Physical Therapists	140	110	-30	-21.4%
Pharmacy Technicians	240	180	-60	-25.0%
Occupational Health and Safety Specialists and Technicians	60	40	-20	-33.3%
Dietitians and Nutritionists	50	30	-20	-40.0%
Physical Therapist Assistants	90	50	-40	-44.4%
Medical Transcriptionists	230	110	-120	-52.2%