



W O R K F O R C E TRENDING NOW

From the office of William J. Grubbs, President & CEO of Cross Country Healthcare

May 6, 2016

JOB MARKET HOLDS STEADY WITH 160,000 JOBS ADDED IN APRIL, UNEMPLOYMENT REMAINS LOW AT 5%

Job growth continued at a steady pace, with the U.S. Bureau of Labor Statistics Employment Report announcing that 160,000 jobs were added in April, lower than the 200,000 predicted by analysts but bolstered by the news that unemployment rates remain at 5%, which has seen little movement since August of 2015. The number of unemployed continues to mirror lows not seen since February of 2008.

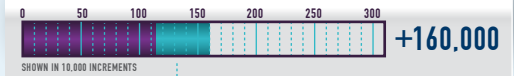
February's numbers were revised down from 245,000 to 233,000 jobs added, while March's numbers were revised down from 215,000 to 208,000. Job growth has maintained a 200,000 average over the past three months, and a 224,000 average over the past 12 months.

Healthcare continued to lead the way in jobs creation, adding 44,000 total jobs in April. Hospitals accounted for approximately half of new healthcare jobs, adding 23,000, while ambulatory healthcare added 19,000 jobs. Nursing and residential healthcare added 2,000 new jobs. Over the past 12 months, 19% of all job growth has been in the healthcare industry.

(Source: <http://bls.gov>)

APRIL JOBS ADDED BY SEGMENT

ALL U.S. JOBS



HEALTHCARE JOBS +44,000

HOSPITALS +23,000

AMBULATORY CARE +19,000

NURSING & RESIDENTIAL CARE +2,000

NURSE PRACTITIONERS FIGHT RESTRICTIONS AMID INCREASED RELIANCE ON THEIR SERVICES

According to the U.S. Department of Health and Human Services, as of March of this year, 20 million people have gained health insurance coverage since the Affordable Healthcare Act became law in 2010. This surge in consumers seeking healthcare services has been felt across the provider spectrum, with everyone from physicians to nurses feeling the increased strain. The role of nurse practitioners - advanced practice registered nurses - is becoming more vital every day and is currently the fastest growing advanced practitioner field.

	NUMBER EMPLOYED IN 2014	PROJECTED EMPLOYED IN 2024	PROJECTED INCREASE 2014-2024	PERCENT INCREASE	PROJECTED JOB OPENINGS BY 2024
Nurse Midwife	5,300	6,600	1,300	24.6%	2,500
Physician Assistants	94,400	123,200	28,700	30.4%	50,000
Nurse Practitioners	126,900	171,700	44,700	35.2%	74,700

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NURSE PRACTITIONERS HELP CONTROL COSTS BY PERFORMING PHYSICIAN TASKS

Nurse practitioners are able to perform many of the day-to-day tasks normally completed by a physician. Their presence within an individual hospital or other healthcare practice environment enables the organization to extend individual physicians' reach at a fraction of what it would cost to hire additional physicians.

SALARY COMPARISON: PHYSICIAN VS. NURSE PRACTITIONER

NURSE PRACTITIONERS SALARY – NATIONAL ESTIMATES

Mean Hourly Wage	Mean Annual Wage
\$48.68	\$101,260

PHYSICIAN SALARY (FAMILY AND GENERAL PRACTITIONER) – NATIONAL ESTIMATES

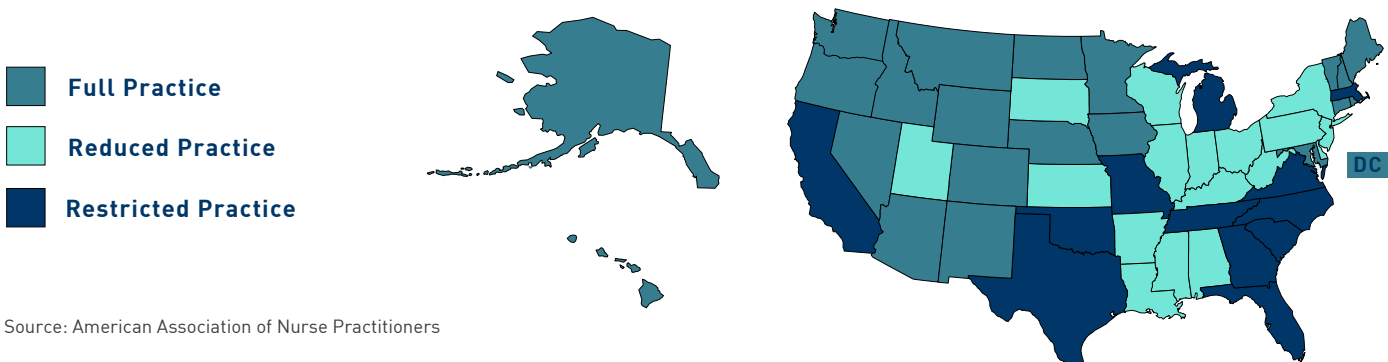
Mean Hourly Wage	Mean Annual Wage
\$92.36	\$192,120

Source: Bureau of Labor Statistics

NURSE PRACTITIONER RESTRICTIONS VARY FROM STATE TO STATE

The autonomy afforded to individual nurse practitioners, however, is regulated by individual states and is highly inconsistent from state to state. In nearly half the U.S., nurse practitioners are given Full Practice privileges, and are authorized to evaluate patients, diagnose, order and interpret diagnostic tests, initiate and manage treatments, and prescribe medications without being required to obtain physician supervision or approval. While the Institute of Medicine and the National Council of State Boards of Nursing recommend the Full Practice model, the remaining states are governed by Reduced Practice and Restricted Practice regulations that legally require nurse practitioners to either collaborate closely with or work under the direct supervision of a physician.

NURSE PRACTITIONER STATE PRACTICE ENVIRONMENT



Source: American Association of Nurse Practitioners

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NURSE PRACTITIONERS UNITE TO PROMOTE DEREGULATION, CONSISTENCY

Recognizing that their services are increasingly necessary to help control costs while improving quality and continuity of patient care, nurse practitioners have begun organizing nationwide to fight restrictions that currently limit their autonomy. According to a [recent investigation by Watchdog.org](#), a non-profit organization formed to expose regulatory waste at both the state and federal levels, Restricted Practice requirements have sometimes been found to be a waste of money at best, and can even put patients' health at risk.

Armed with the results of numerous studies that have revealed the positive impact they have on improving access to healthcare and patient outcomes, nurse practitioners have pushed for and seen laws shift in their favor one state at a time. Currently, Pennsylvania has bills in both the state House and Senate that if passed, will make it the twenty first state, in addition to Washington D.C., to embrace the Full Practice model.