

healthcare employment report

Q1, 2013



From the Desk of Steve McMahan

“We anticipate a significant ramp up among clients to meet patient needs and satisfaction as more people have access to healthcare services.”

Steve McMahan

Executive Vice President of Randstad US, Professionals



experts
powering
engineering

Despite a slight decline in confidence levels among healthcare workers, several ongoing trends point to continued strong growth for the sector, boasting one of the country's most promising career outlooks. Although the Randstad Healthcare Employee Confidence Index declined by 3.0 points to 54.5 in the first quarter, employment gains in the healthcare industry continued in March, adding 23,000 jobs to the economy primarily within ambulatory services and hospitals.

The demand across an array of healthcare occupations is expected to rise sharply this year, as healthcare systems and facilities meet the requirements of the Affordable Care Act (ACA) and the deadlines imposed by 2014. We anticipate a significant ramp up among clients to meet patient needs and satisfaction as more people have access to healthcare services. Specifically, the new healthcare law will require the implementation of electronic medical records (EMR) that meet "meaningful use" criteria or face huge penalties and missed Medicare and Medicaid reimbursements starting in 2015. The implementation and training needed to meet these new requirements is one major factor that will fuel job growth in the industry in the next year or two. Following that period, the need for healthcare professionals will continue to be in full effect for years to come as an aging baby boomer population will need regular and complex care.

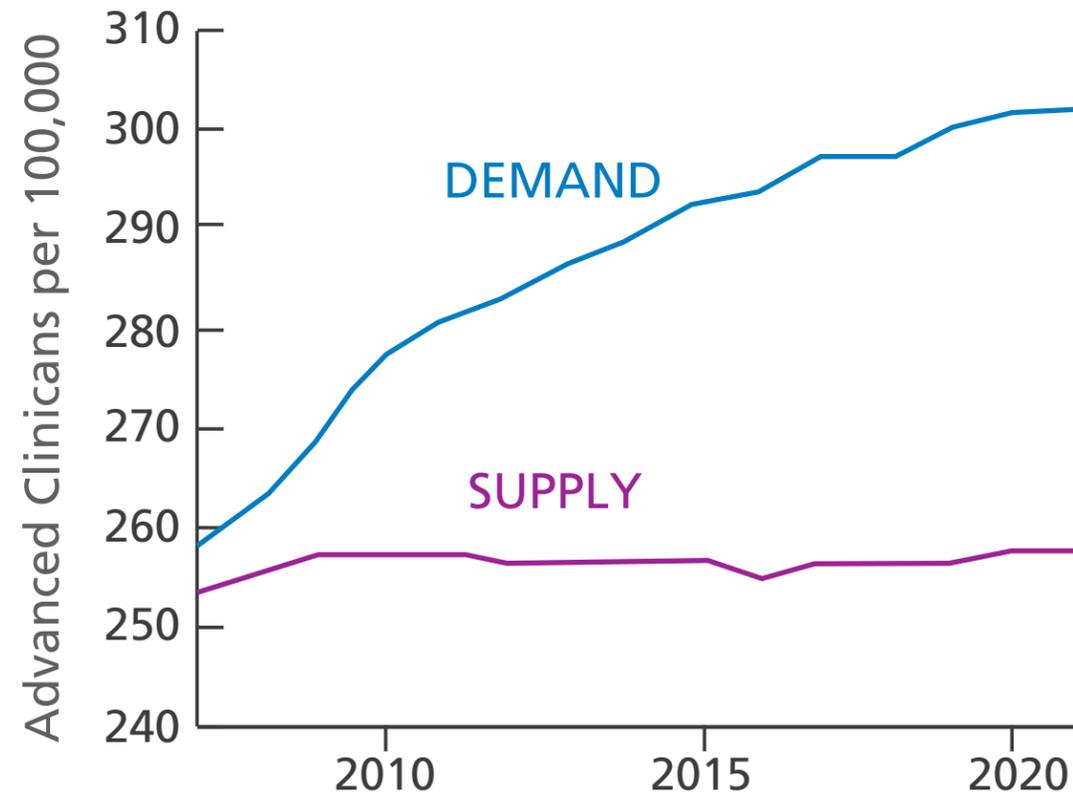
This demand for healthcare professionals will likely place greater pressure on facilities and organizations to recruit and retain skilled workers. Health systems are

already faced with increasing physician turnover, which according to a survey by the American Medical Group Association rose to 6.8 percent from 6.5 percent in 2011. This represents the highest rate since data was first collected in 2005 and exceeds pre-recession levels. In addition, while we are seeing increased numbers of clinical graduates than in recent years, experienced clinicians are difficult to find.

With an even more aggressive talent war on the horizon, we believe the slight decline in overall confidence levels among healthcare workers was an anomaly, due in large part to the uncertainty surrounding sequestration, federal spending cuts, rising gas prices and payroll taxes, as well as never-ending budget talks on Capitol Hill. We foresee a return to higher confidence levels over the next several months.

Healthcare industry insights

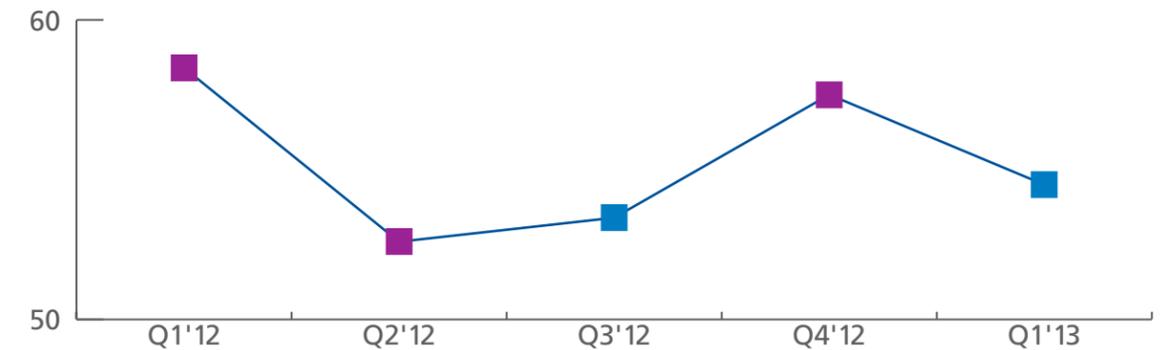
The supply of advanced clinicians, which includes nurse practitioners, clinical nurse specialists, physicians and physician assistants, is expected to stay relatively flat while demand rises. The need for advanced clinicians, who provide direct patient care, is driven by healthcare reform, an aging population and increased access to care.



Source: Robert Wood Johnson Foundation

healthcare employment report index

Randstad Healthcare employee confidence index
Q1 2013



The first quarter findings from the Randstad Healthcare Employee Confidence Index indicates that confidence levels among healthcare workers have declined across all areas of the survey, although our Index still remains above 50.0, which indicates a positive reading for the industry. The online survey conducted by Harris Interactive on behalf of Randstad Healthcare showed that overall employee confidence declined by 3.0 points to 54.5 in the first quarter. The survey of 183 workers included physicians, healthcare administrators and other healthcare professionals.

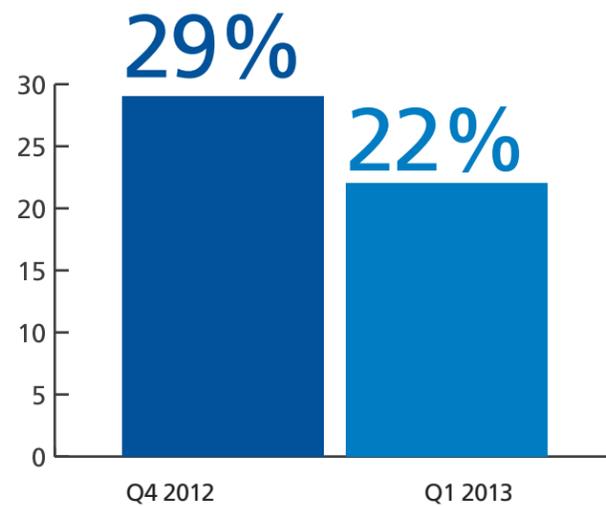
current quarter:	54.5
previous quarter:	57.5
change:	-3.0
12-month high:	58.4
12-month low:	53.4
*Total Survey Respondents: 183	

macroeconomic confidence

personal confidence

Strength of economy

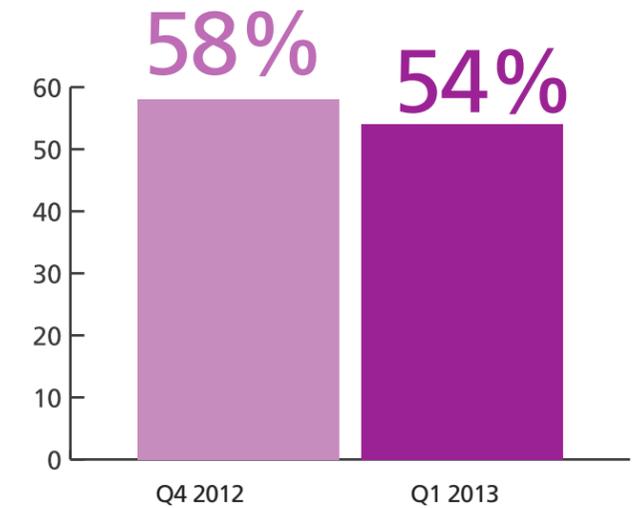
Healthcare workers' confidence in the strength of the economy drops



Just 22 percent of healthcare workers say the economy is getting stronger this quarter, a decrease of seven percentage points compared to Q4 2012

Ability to find a new job

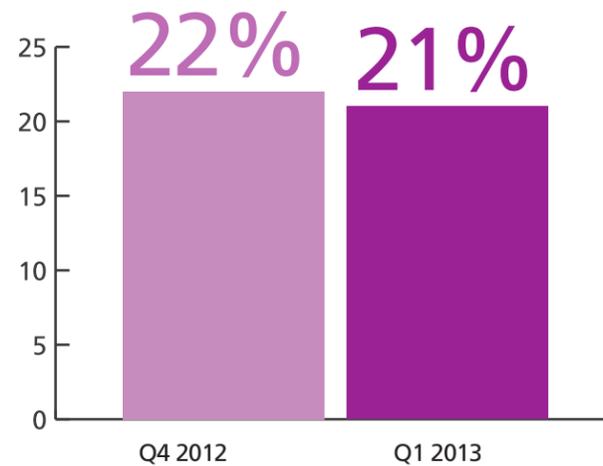
Healthcare workers less confident they can find a new job



Following three quarters of steady increases, the percentage of healthcare workers indicating optimism in their ability to find employment slightly decreased

Job availability

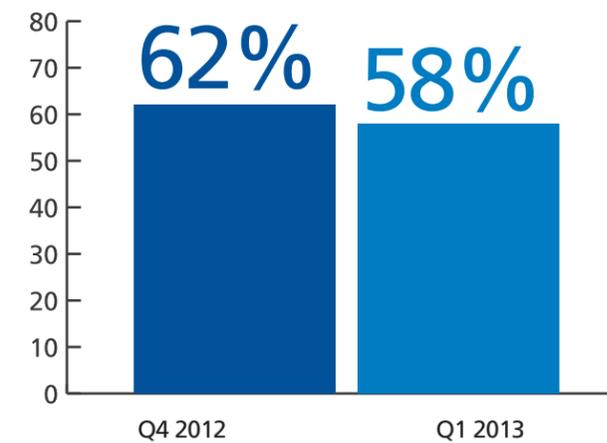
Confidence in job availability declines among healthcare workers



In the first quarter of 2013, 21 percent of healthcare workers believe there are more jobs available, falling one percentage point from the previous quarter.

Future of current employer

Healthcare workers' confidence in the future of their employers slips in the first quarter



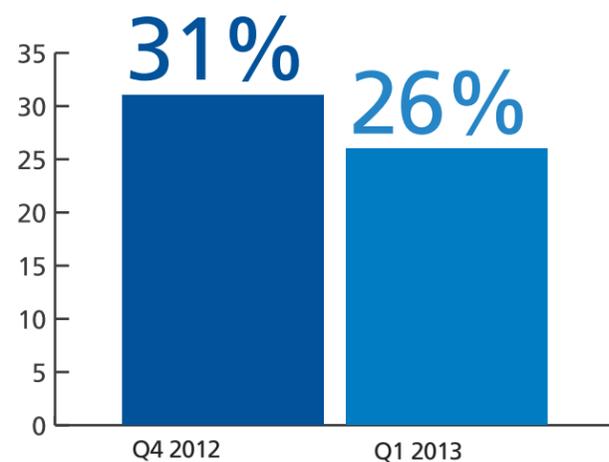
More than half (58 percent) of workers remain confident in the future of their employers, despite a slight decline from the fourth quarter.

U.S. job security & transition index

about the report

Job transition

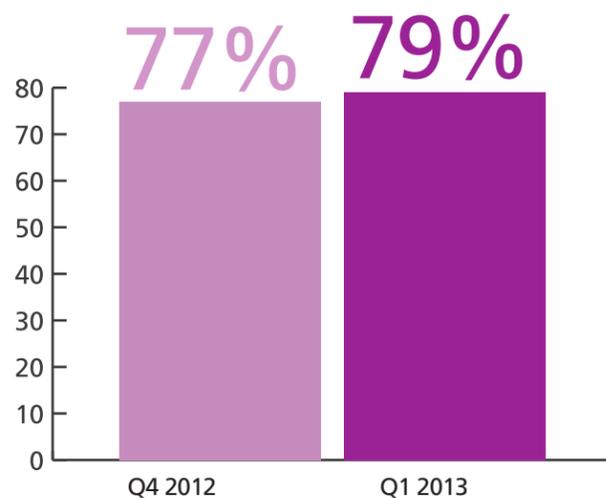
Healthcare workers more hesitant to job search



In the next 12 months, more than a quarter (26 percent) of healthcare workers say they are likely to look for a new job, representing a decrease of five percentage points from the previous quarter.

Job security

Majority of healthcare workers still feel secure in their jobs



Confidence in job security held steady this quarter, increasing by two percentage points from the fourth quarter 2012.



Methodology

This survey was conducted online within the United States by Harris Interactive on behalf of Randstad Healthcare from January 14-16, February 11-13, and March 5-7, 2013, among 3,631 adults ages 18 and older of which 183 are employed in healthcare, which included physicians, healthcare administrators, as well as other healthcare professionals.

About the Randstad Healthcare Employment Report

This quarterly Randstad Healthcare Employment Report provides a snapshot of the latest workforce trends among healthcare professionals across the country. Three key indices are measured: the Healthcare Job Security Index, which captures how likely respondents think it is that they will lose their job or that their job will be eliminated in the next 12 months;

the Healthcare Job Transition Index, which captures how likely respondents are to look for a new job in the next 12 months; and the Employee Confidence Index that measures employees' overall confidence in the economy, their employer, and their ability to find other employment.

The Employee Confidence Index is calculated from the results of four components that reflect these aspects of employee confidence. For each component item a 'score' is calculated by taking the difference of the percentage of positive responses and the percentage of negative responses. These four scores are then averaged to indicate an overall level of employee confidence and is then scaled from 0 (no confidence) to 100 (complete confidence). A reading above 50 indicates a positive confidence level.

about Randstad Healthcare



This quarterly Randstad Healthcare Employment Report provides a snapshot of the latest workforce trends among healthcare professionals across the country. Three key indices are measured: the Healthcare Job Security Index, which captures how likely respondents think it is that they will lose their job or that their job will be eliminated in the next 12 months; the Healthcare Job Transition Index, which captures how likely respondents are to look for a new job in the next 12 months; and the Employee Confidence Index that measures employees' overall confidence in the economy, their employer, and their ability to find other employment.

The Employee Confidence Index is calculated from the results of four components that reflect these aspects of employee confidence. For each component item a 'score' is calculated by taking the difference of the percentage of positive responses and the percentage of negative responses. These four scores are then averaged to indicate an overall level of employee confidence and is then scaled from 0 (no confidence) to 100 (complete confidence). A reading above 50 indicates a positive confidence level.

Join the conversation! We are on:



we are experts powering healthcare

visit us online to see how: www.randstadhealthcare.com