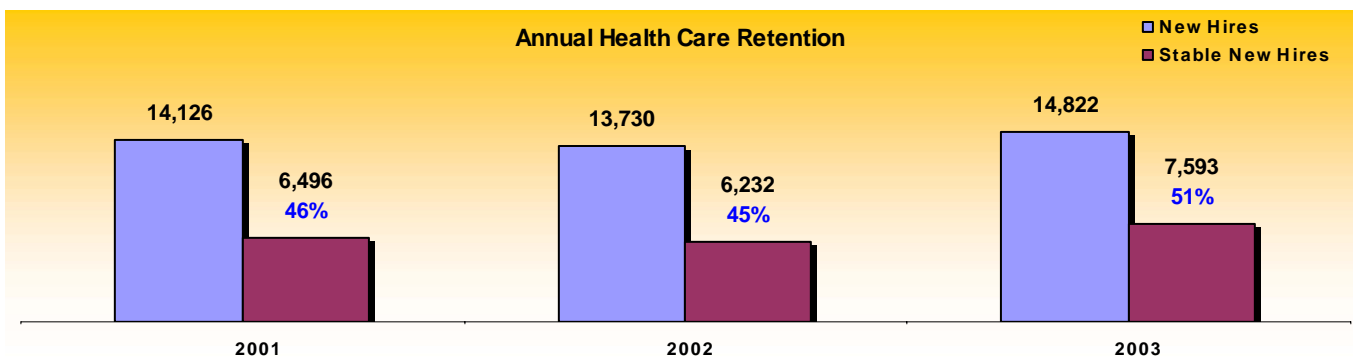




This profile uses Local Employment Dynamics (LED) data to examine worker retention in the health care industry in Pasco and Hernando Counties, Florida. Specifically, it compares the number of new hires in health care to the number that are continuing to work for their employer at least three months later. Comparisons include both annual and quarterly trends, as well as trends in employer type and worker age groups at the state and local level.

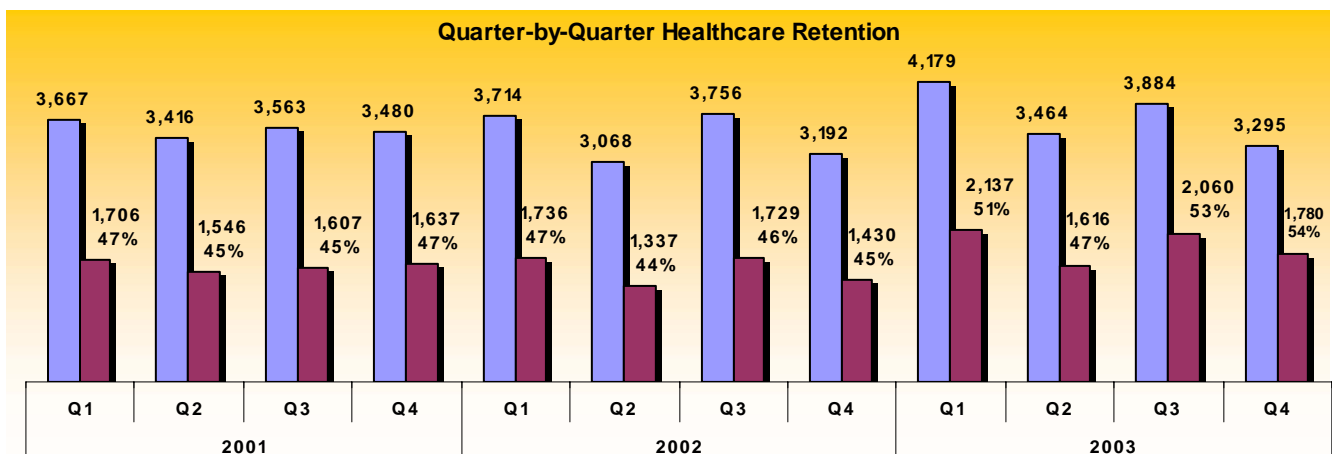
Figure 1



Source: U.S. Census Bureau Local Employment Dynamics (LED) program data from 2005.

Stable New Hires represent the number of *New Hires* that are employed at the same business in three consecutive quarters, indicating employment of at least a “full quarter” or a minimum of three months. Figure 1 shows both the numbers of these two groups and the percentage of *New Hires* that went on to achieve *Stable* status. Although this percentage was fairly constant in 2001 and 2002, the retention rate increased noticeably in 2003. Further, the increase occurred in the year that had the highest number of *New Hires*.

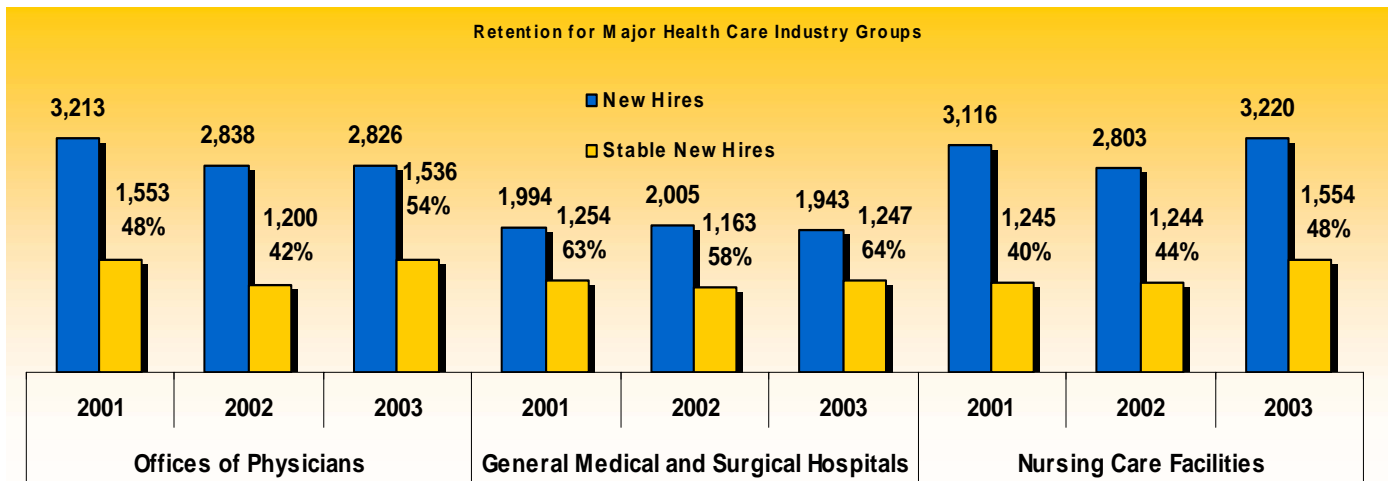
Figure 2



Source: LED program data, 2005.

In Figure 2, the comparison of *New Hires* to *Stable New Hires* is shown quarter to quarter. It reveals that the increased retention in 2003 was not the result of one particularly strong quarter, but rather a more persistent change in the quarterly trend. In 2001 and 2002, the highest retention rate for any single quarter was 47%. However, this same figure was the *lowest* rate for any quarter in 2003. Three of the four quarters of 2003 showed a retention rate of over fifty percent, including the two quarters that experienced the highest number of *New Hires* of all the quarters shown.

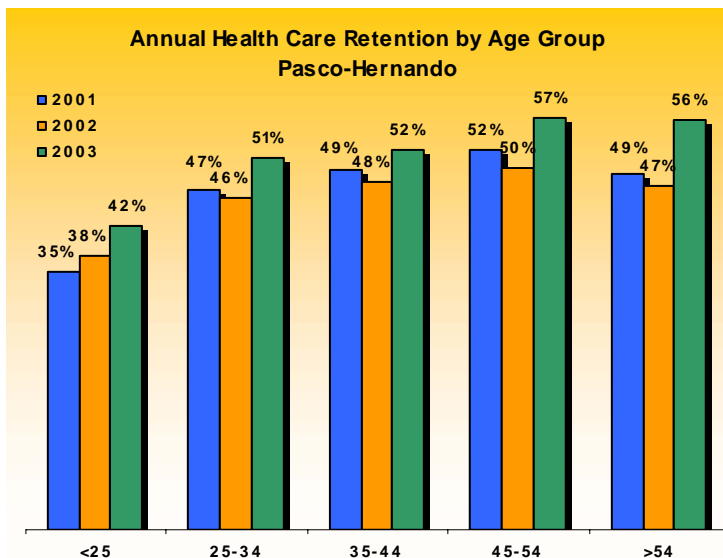
Figure 3



Source: LED program data, 2005.

Figure 3 shows retention trends for three major industry groups within health care. All three of the industry groups shown experienced their highest retention rates in 2003. For Offices of Physicians and General Medical Surgical Hospitals in 2003, their significant increases in retention from 2002 came in spite of sharp decreases in that year from 2001. However, Nursing Care Facilities showed a steady increase from year to year, having an increasing impact on the overall sector performance. Its highest percentage of Stable New Hires came in 2003, when it had the highest number of New Hires of any of the three industry groups in the three years shown. That number also elevated Nursing Care Facilities to being the largest health care industry group in terms of hiring (approximately 14% higher than Offices of Physicians).

Figure 4



Source: LED program data, 2005.

Figure 4 illustrates how health care workers in all age groups in Pasco-Hernando experienced increased retention in 2003, with the highest increases occurring among workers 45 and over. Figure 5 shows the same data, but for the entire state of Florida. As with Pasco-Hernando, retention of new hires in health care seems to increase with the age group. However, in Florida, the retention rates for 2001 and 2002 are consistently higher across all age groups than in Pasco-Hernando. The rates for 2003, meanwhile, are much closer between the state and this local area across age groups. Florida did not experience the same degree of increased retention in 2003 as Pasco-Hernando, suggesting that the increase was a result of local factors, rather than a reflection of dynamics at the state level.

Figure 5

