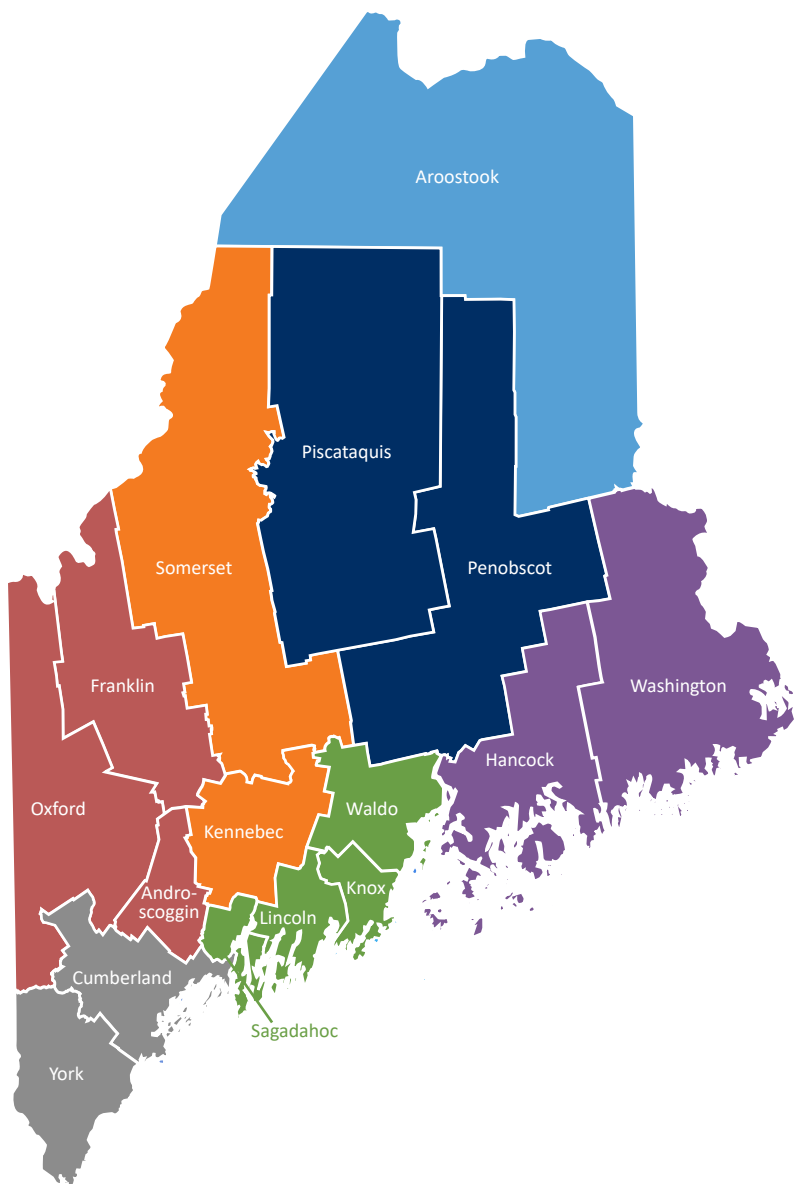


Regional Differences of Maine's Nursing Workforce

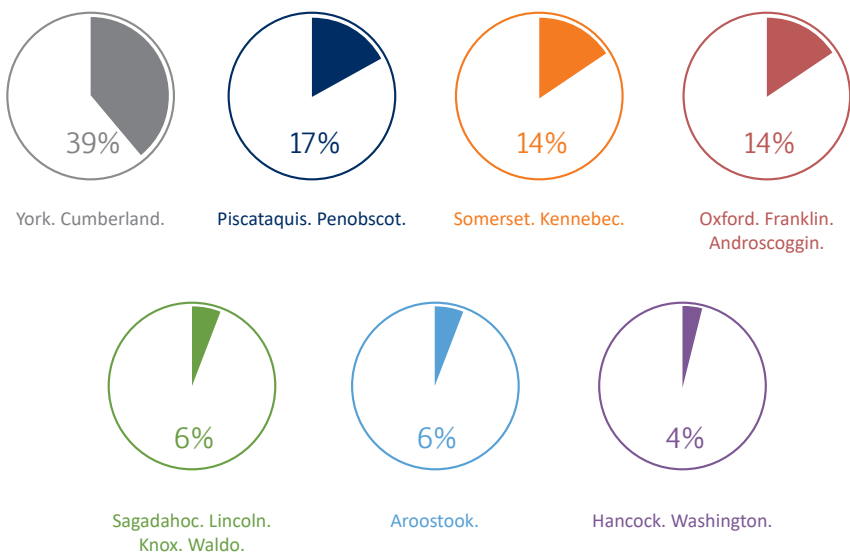
Most Pronounced Differences Found Between More-Populated & Less-Populated Regions

In forecasting the supply and demand for nurses in Maine, the state was divided into seven regions. These align with national labor market definitions.



Of the approximate 19,000 (FTE) working nurses in Maine in 2015, more than one-third worked in the York / Cumberland region.

Proportion of Maine's Working Nurses



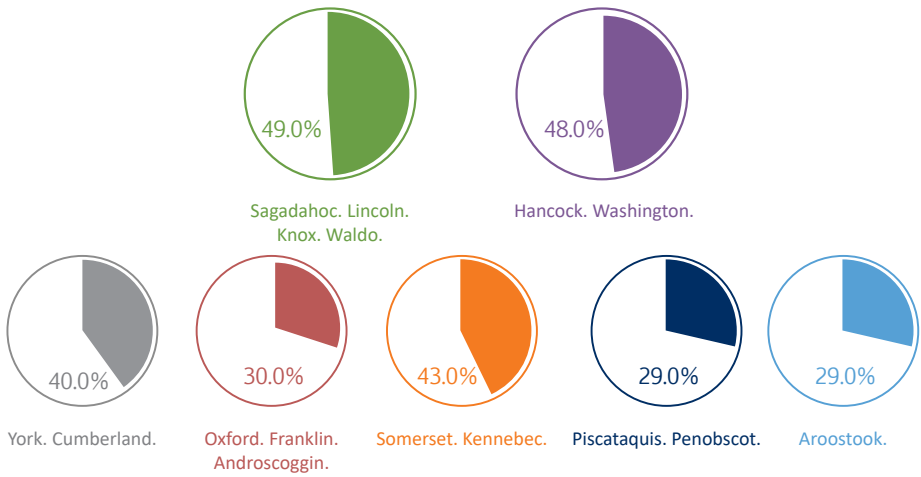
There were variations among the regions in terms of the use of LPNs and APRNs. Aroostook had the highest proportion of LPNs and the lowest proportion of APRNs.

Region(s)	% of Nurses Who Are LPNs	% of Nurses Who Are APRNs
Aroostook.	9%	5%
Somerset. Kennebec.	6%	6%
Oxford. Franklin. Androscoggin.	8%	7%
Hancock. Washington.	8%	8%
Sagadahoc. Lincoln. Knox. Waldo.	8%	8%
York. Cumberland.	6%	8%
Piscataquis. Penobscot.	6%	8%

Maine's Nurse Shortage – Regional Differences

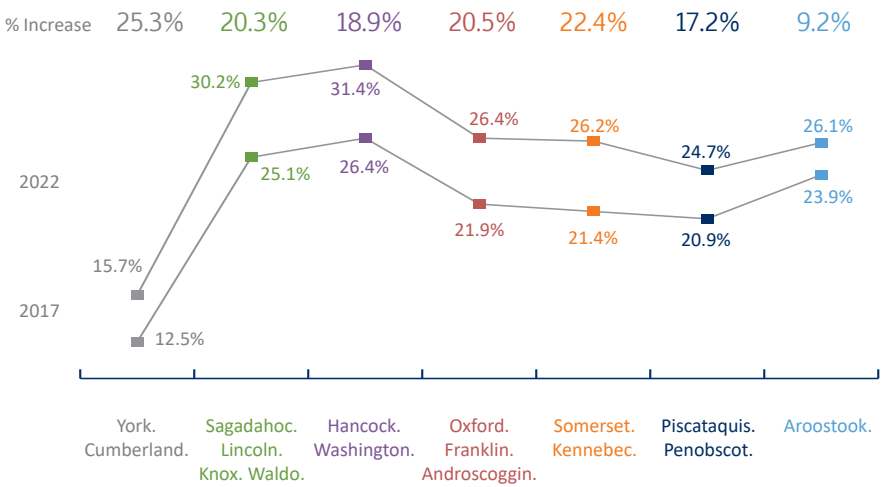
In two of Maine's regions, nearly half of the RNs are over age 55 and can be expected to either stop working or reduce hours within the next 10 years.

% of RNs Over Age 55



All regions will see a significant increase in the proportion of its residents being over age 65 in just five years (2022). The York / Cumberland region will see the biggest increase (25.3% more senior citizens in 2022 than in 2017).

Change In Proportion of Population Over 65, By Region



While all health care settings will be impacted by this, non-acute care settings are likely to see the largest surge in demand. The table below shows a minority of RNs in each region are working in either a non-acute care residential facility or in home care. As the demand for RNs grows within non-acute residential care and the need for home-health settings grows, two regions will be especially challenged.

	Hospital	Nursing Home / Assisted Living Facility	Home Health
York, Cumberland	50.0%	9.4%	7.1%
Sagadahoc, Lincoln, Knox, Waldo	47.8%	13.9%	8.9%
Hancock, Washington	54.8%	14.3%	4.6%
Oxford, Franklin, Androscoggin	54.5%	12.1%	9.2%
Somerset, Kennebec	49.0%	12.1%	8.8%
Piscataquis, Penobscot	62.6%	7.6%	5.2%
Aroostook	53.9%	15.9%	6.9%

These two regions most impacted by aging population and increased residential demand for long-term and home-based care: York, Cumberland and Piscataquis, Penobscot.

Four of six regions face large shortages:

	RN Shortage, 2020	RN Shortage, 2025	Setting with Greatest Increase in Demand by 2025 (#RNs, % Increase)
York, Cumberland	651	784	<ul style="list-style-type: none"> Acute Care Inpatient (511, 18%) Skilled Nursing / LTC (138, 26%) Home Care (115, 28%)
Sagadahoc, Lincoln, Knox, Waldo	322	377	<ul style="list-style-type: none"> Acute Care Inpatient (77, 16%) Skilled Nursing / LTC (27, 27%) Home Care (44, 26%)
Hancock, Washington	96	133	<ul style="list-style-type: none"> Acute Care Inpatient (44, 14%) Skilled Nursing / LTC (15, 26%) Home Care (24, 25%)
Oxford, Franklin, Androscoggin	154	151	<ul style="list-style-type: none"> Ambulatory Care (80, 33%) Skilled Nursing / LTC (33, 19%) Home Care (59, 24%)

To prevent a shortage in 2025, the state of Maine would need to increase the number of newly licensed RNs by 65% (400 additional RNs every year beyond current levels) and attract or recruit an additional 265 RNs statewide. This would not prevent a shortage in 2020, but it would reduce the shortage to 1%.