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FOR IMMEDIATE RELEASE (THURSDAY, November 13, 2008 07:30 AM CST)

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**HEALTH WORKFORCE SOLUTIONS LLC LAUNCHES
2008 HOUSTON RN LABOR MARKET PULSE**

Comprehensive new examination of the local RN workforce; Methodist and M.D. Anderson identified as top RN employers of choice

November 12, 2008 – Houston, TX - In response to demands for local health care workforce data that provides actionable information, Health Workforce Solutions LLC (HWS) launches the 2008 Houston RN Labor Market Pulse, a first-of-its kind, centralized and local workforce planning tool. The inaugural research report is a robust 80+ page report focused on Houston RNs and is now available at www.labormarketpulse.com.

Going beyond traditional academic studies, national best practices reports, and regional and state data aggregations, the 2008 Houston RN Labor Market Pulse delves deeper into the local labor market and sub-labor markets on which crucial recruitment, hiring and planning decisions are made.

“With nearly 2900 new beds under construction and 5700 new nurses required in the area to support the planned growth, we’ve known for a while that there was a real need for comprehensive health workforce data and information in the Houston metropolitan area said David Cherner, Managing Partner of HWS, a leading advisory and research firm focused on workforce issues in health care. “We expect this new series of reports on the local health workforce to help employers become more efficient, by having the most current market-based information on which to do accurate planning and development, particularly at a time of great projected workforce shortages across the health care spectrum.”

As part of this inaugural report, HWS surveyed local nursing students, novice and experienced nurses across the Houston metropolitan area and examined local data from a variety of sources. Among the study’s many key findings:

- Houston is struggling with an ongoing shortage of 4,000 to 5,000 nurses. This

shortage is likely greater than indicated due to massive construction underway at the Medical Center, and not fully captured in current employment projections.

- The vast majority of the RN pipeline are inexperienced graduates, suggesting that local hospitals will struggle more acutely with experienced RN shortages.
- The Methodist Health System and The University of Texas MD Anderson Cancer Center were selected as the top 2008 employers of choice by local nurses.

Other features of the report, offered both online and via printable PDF include:

- An easy-to-use interface that enables quick, drag-and-drop export of graphics and tables into internal web sites, presentations and other media (full data packages are also available)
- Mission-critical analysis and commentary on current labor market trends, including local supply and demand, never-before-compiled local benchmarking indices, and survey data
- Links to all pertinent local workforce labor market data and relevant reports in one easily accessible place for effective workforce planning and benchmarking

The Houston RN report, along with future reports on the Houston labor market, is available to local and regional providers, schools, and other health care organizations through membership in the Houston Research Council. Council members have access to the publications and services listed below:

- Research reports and interim briefs on Houston and other markets
- Summary analysis and related data from research reports and briefs
- Regional conference call invitations
- Analyst strategy sessions
- Branding opportunities

Labor Market Pulse has already been launched in the San Francisco Bay Area and three additional markets will be rolled out later this year.

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About Health Workforce Solutions LLC (HWS)

Health Workforce Solutions LLC (HWS) is a research-based strategic consulting and management firm focused on workforce issues in health care. Founded in 2001, the clients of HWS include hospitals and health systems, health plans, professional practice

groups and associations, educational and training institutions, foundations and government agencies.

HWS assists its clients in understanding the unique challenges of their workforce environment, in creating strategies to address these challenges, and in developing management and leadership skills to ensure the successful execution and continuous improvement of these strategies. This programmatic philosophy stems from HWS' fundamental belief that health care employers will face two enormous challenges in the next two decades: having enough workers to continue to operate, and ensuring that the workers that they attract have the talent to remake service lines to meet expectations of cost, quality, safety and access. For more information, visit www.healthws.com.