



# Illinois Department of Financial and Professional Regulation

## Division of Professional Regulation

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### OVERVIEW: SUPPLY-DEMAND ANALYSIS METHODOLOGY

#### Data Sources:

- Illinois Department of Employment Security (IDES)
- Illinois Dept of Fin and Prof Regulation (e.g., 2007 Nursing Workforce Survey Report)
- U.S. Department of Labor, Bureau of Labor Statistics
- Illinois State Board of Education (ISBE)
- Illinois Community College Board (ICCB)
- Illinois Board of Higher Education (IBHE) and Illinois Shared Enrollment and Graduation Data Files
- Illinois Department of Commerce and Economic Opportunity (DCEO)
- Other (e.g., DoD military separatees to IL; ISBE/IBHE on private business and vocational schools)

#### Demand:

Reconcile current occupational employment estimates from available sources, chiefly IDFPD licensure data and IDES OES (Occupational Employment Statistics) Survey, to determine a current employment level.

Compare IDES projections to national growth rates and industry studies in order to approximate a consensus growth rate.

Account for possible adjustments to separation/replacement rates based upon occupational- or industry-specific studies of vacancy rates and turnover rates in order arrive at a consensus occupational replacement rate.

\* (current employment) X ([consensus growth rate] + [consensus occupational replacement rate]) =  
Statewide/Regional Demand for Occupation X = X,X00 job openings per year.

#### Supply:

Account for all sources of education and training.

Create a database of program completers.

Calculate an average annual supply by program level. In some cases, also look at a 3- and 5-year avg. Best-fit supply trend/projection for upcoming years.

Utilize administrative files to adjust supply figure (e.g., licensure rates from IDFPD).

- annual number of newly licensed RNs has .
- XX% were trained at Illinois educational institutions,
- XX% were domestically trained (outside IL), and
- XX% were foreign trained.

Explore supply adjustments needed to account for leakage, e.g., from IL (leaving the state for employment); from the industry; and, from labor force (further education, not working).

XX% are not working in any industry in IL. (Future analysis will include tracking these individuals utilizing the Wage Record Interchange System [WRIS]).

X% are working in non-healthcare industries, e.g., in Personnel Supply, Misc. Services, Education, and Government.

\* Based upon recent trends, = X,X00 (less) avg. leakage rate of XX% =  
Projected Annual Statewide Supply = X,X00 for Occupation X

Estimated Annual Supply-Demand Balance = (through 2018)  
Demand (less) Supply = Shortage v Surplus v Balance