



Region VIII Job Opportunities Bank (JOB) Data Comparison Report

February 2015 - January 2016							February 2016 - January 2017						
Region VIII	CO	MT	ND	SD	UT	WY	Region VIII	CO	MT	ND	SD	UT	WY

POSITIONS ON JOB DURING YEAR*														
Total Number All Positions⁺	385	269	50	12	18	20	16	434	311	37	28	18	30	10
Total Number CHC-Specific Positions	368	255	49	12	17	19	16	422	302	36	28	17	29	10
CHC Positions Carried Over from Previous Year	125	83	25	2	6	6	3	133	77	22	9	10	10	5
CHC Positions Newly Posted During Year	243	172	24	10	11	13	13	289	225	14	19	7	19	5
Number of CHCs Posting Positions	58	20	18	5	3	7	5	56	18	16	5	4	10	3
All CHC-Specific Positions - Breakdown by Position Type***														
Administrative/Management Positions	77	58	9	1	2	5	2	56	43	2	2	0	7	2
Behavioral Health Positions	21	14	7	0	0	0	0	52	38	7	6	0	0	1
Clinical Dental Positions	31	21	4	2	4	0	0	45	28	7	2	5	3	0
Clinical Medical Positions	122	66	26	6	7	7	10	126	66	19	12	9	14	6
Clinical Support Positions	56	45	3	1	3	2	2	76	61	1	5	3	5	1
Non-Clinical Support Positions	61	51	0	2	1	5	2	67	66	0	1	0	0	0

CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
Total Number CHC-Specific Positions Closed	239	181	26	5	7	9	11	247	203	16	1	4	16	7
Percentage of Total Active During Year	64.9%	71.0%	53.1%	41.7%	41.2%	47.4%	68.8%	58.5%	67.2%	44.4%	3.6%	23.5%	55.2%	70.0%
Average Recruitment Length in Months	8.9	6.6	25.9	6.3	20.3	6.3	3.7	6.5	6.0	10.5	4.8	12.0	7.5	7.8
Positions Filled	177	153	7	4	6	2	5	173	143	10	1	4	9	6
Average Recruitment Length in Months	6.5	5.8	9.8	6.0	23.5	5.7	3.6	6.1	5.3	11.6	4.8	12.0	9.7	6.7
Positions Withdrawn, Not Filled	27	18	5	0	1	1	2	13	10	1	0	0	1	1
Average Recruitment Length in Months	18.5	8.5	66.7	-	0.8	11.3	0.3	7.0	5.3	2.9	-	-	20.5	17.3
Positions Status Unknown	35	10	14	1	0	6	4	59	49	4	0	0	6	0
All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type***														
Closed Administrative/Management Positions	62	47	8	1	2	2	2	47	36	2	1	0	7	1
Average Recruitment Length in Months	4.1	4.1	4.3	7.1	2.0	6.3	0.6	5.4	5.0	1.8	4.8	-	9.3	0.9
Closed Behavioral Health Positions	11	9	2	0	0	0	0	30	25	4	0	0	0	1
Average Recruitment Length in Months	11.2	6.9	30.4	-	-	-	-	5.0	4.1	9.6	-	-	-	9.9
Closed Clinical Dental Positions	20	16	3	0	1	0	0	23	16	4	0	1	2	0
Average Recruitment Length in Months	11.9	8.7	32.1	-	2.0	-	-	3.7	3.9	4.1	-	3.4	1.9	-
Closed Clinical Medical Positions	60	37	10	3	2	2	6	44	27	6	0	2	5	4
Average Recruitment Length in Months	18.8	12.5	43.8	7.5	65.4	19.7	5.8	14.0	14.5	18.5	-	12.8	10.2	10.3
Closed Clinical Support Positions	38	33	3	0	1	0	1	49	45	0	0	1	2	1
Average Recruitment Length in Months	6.9	6.4	14.3	-	4.3	0.0	4.4	5.8	5.8	-	-	19.0	0.6	2.6
Closed Non-Clinical Support Positions	48	39	0	1	1	5	2	54	54	0	0	0	0	0
Average Recruitment Length in Months	2.8	3.2	-	1.5	0.9	0.9	0.1	4.0	4.0	-	-	-	-	-
Filled Clinical Positions - Breakdown by Title														
Filled Dentist/Dental Director Positions	14	12	1	0	1	0	0	13	9	2	0	1	1	0
Average Recruitment Length in Months	9.4	10.4	4.7	-	2.0	-	-	3.7	3.5	5.2	-	3.4	3.2	-
Filled Physician/Medical Director Positions	20	13	1	1	2	0	3	11	8	1	0	0	1	1
Average Recruitment Length in Months	18.5	12.1	49.7	18.2	65.4	-	4.5	16.3	16.6	17.1	-	-	17.9	11.7
Filled PA/NP/CNM Positions	12	10	0	2	0	0	0	12	5	1	0	1	3	2
Average Recruitment Length in Months	8.6	9.8	-	2.2	-	-	-	9.0	9.0	1.1	-	18.2	10.8	6.1

*Positions posted on JOB do not represent all Region VIII CHC positions available.
 **Filled or otherwise closed positions may not have been de-activated immediately by posting organizations.
 ***Refer to page 2 for a breakdown of posted and closed positions by discipline within each type.
 *Includes postings by Region VIII Primary Care Associations (PCAs).

Region VIII Job Opportunities Bank (JOB) Data Comparison Report, continued

Posted, Closed, & Filled Positions by Discipline within Each Type*

	02/2015 - 01/2016			02/2016 - 01/2017		
	POSTED	CLOSED	FILLED**	POSTED	CLOSED	FILLED**
CHC-SPECIFIC POSITIONS POSTED, CLOSED, & FILLED DURING YEAR						
Total Number	368	239	177	422	247	173
CHC-Specific Positions - Breakdown by Discipline						
Admin./Management Positions	77	62	49	56	47	29
Chief Executive	10	9	6	7	7	1
Finance Executive/Manager	12	7	5	10	6	3
Operations Executive/Manager	5	4	2	4	4	4
Clinical Operations Executive/Manager	14	12	11	4	4	3
Clinical Programs Executive/Manager	4	4	3	2	2	2
Quality Improvement (QI) Executive/Manager	4	4	4	1	1	1
Human Resources Executive/Manager	2	2	1	1	1	0
Other Executive/Manager	26	20	17	26	18	14
Behavioral Health Positions	21	11	8	52	30	23
Behavioral / Mental Health Executive/Manager	0	0	0	0	0	0
Behavioral Health Provider ¹	21	11	8	36	16	13
Clinical Dental Positions	31	20	16	45	23	18
Dental Director	1	1	1	3	1	0
Dentist	25	14	13	31	13	13
Dental Hygienist	5	5	2	8	5	3
Clinical Medical Positions	122	60	34	126	44	29
Medical Director	13	10	6	10	7	3
Physician (see below for specialties)	60	27	13	57	14	8
Nurse Practitioner &/or Physician Assistant	45	21	13	53	19	12
Pharmacist/Pharmacy Manager	4	2	2	5	4	4
Physician Positions - Breakdown by Specialty						
Physician Positions	60	27	13	57	14	8
Family Practice	28	10	5	25	10	5
Family Practice with OB	3	1	1	2	1	1
Family Practice or Internal Medicine	3	2	0	2	0	0
Internal Medicine	2	1	0	2	0	0
Extended Care	0	0	0	0	0	0
Faculty	2	2	1	1	0	0
OB/GYN	3	1	1	2	0	0
Pediatrics	1	1	0	2	1	0
Primary Care	2	2	0	0	0	0
Senior Care	0	0	0	0	0	0
Sports Medicine	1	0	0	1	0	0
Urgent Care	1	0	0	1	0	0
Unspecified	14	7	5	17	2	2

*Positions posted on JOB do not represent all Region VIII CHC positions available.

**Includes positions that were specifically reported as filled; other closed positions may also have been filled, but are not listed unless specifically reported as such.

¹Includes postings with the credentials of LCSW, LCPC, LPC, MSW, Clinical Psychologist

***Numbers of filled positions with unknown recruitment resources are not shown.



Successful Recruitment Resources for Filled Positions

	02/2015 - 01/2016	02/2016 - 01/2017
RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS		
Total Number Closed	239	247
Positions Filled	177	170
Recruitment Resources for All Filled CHC-Specific Positions		
Recruitment Resource Unknown	41	76
Online Listing	38	34
Internal Hire	38	20
Employee Referral	21	14
Newspaper / Local Advertising	9	6
Local Referral / Word of Mouth	11	5
Contacted by Candidate Directly	6	5
Hired Former Employee / Intern / Extern	4	5
Recruiter / Locums	5	2
Educational Facility	2	2
Hospital Contract	0	1
Top Recruitment Resources by Position Type***		
Total Filled Admin./Management Positions	49	29
Internal Hire	16	6
Newspaper / Local Advertising	7	5
Online Listing	9	4
Employee Referral	1	2
Total Filled Behavioral Health Positions	8	23
Online Listing	1	5
Internal Hire	1	2
Contacted by Candidate Directly	0	2
Employee Referral	1	1
Local Referral / Word of Mouth	0	1
Newspaper / Local Advertising	1	1
Total Filled Clinical Dental Positions	16	18
Internal Hire	2	5
Employee Referral	3	4
Hired Former Employee / Intern / Extern	1	2
Online Listing	0	1
Educational Facility	1	1
Total Filled Clinical Medical Positions	34	29
Online Listing	6	4
Local Referral / Word of Mouth	2	3
Internal Hire	6	3
Employee Referral	4	2
Hired Former Employee / Intern / Extern	1	2
Contacted by Candidate Directly	2	1
Educational Facility	1	1
Total Filled Clinical Support Positions	30	36
Online Listing	9	10
Employee Referral	8	3
Internal Hire	3	1
Recruiter / Locums	0	1
Total Filled Non-Clinical Support Positions	40	35
Online Listing	11	10
Internal Hire	10	4
Employee Referral	4	4
Contacted by Candidate Directly	3	2
Recruiter / Locums	0	1