



Region VIII Job Opportunities Bank (JOB) Data Comparison Report

| February 2016 - January 2017 | | | | | | | | February 2017 - January 2018 | | | | | | |
|------------------------------|----|----|----|----|----|----|--|------------------------------|----|----|----|----|----|----|
| 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⁺ | 434 | 311 | 37 | 28 | 18 | 30 | 10 | 391 | 250 | 47 | 32 | 21 | 23 | 18 |
| Total Number CHC-Specific Positions | 422 | 302 | 36 | 28 | 17 | 29 | 10 | 366 | 237 | 44 | 32 | 19 | 19 | 16 |
| CHC Positions Carried Over from Previous Year | 133 | 77 | 22 | 9 | 10 | 10 | 5 | 176 | 103 | 22 | 26 | 13 | 9 | 3 |
| CHC Positions Newly Posted During Year | 289 | 225 | 14 | 19 | 7 | 19 | 5 | 191 | 134 | 22 | 6 | 6 | 10 | 13 |
| Number of CHCs Posting Positions | 56 | 18 | 16 | 5 | 4 | 10 | 3 | 36 | 16 | 7 | 1 | 3 | 5 | 4 |
| All CHC-Specific Positions - Breakdown by Position Type*** | | | | | | | | | | | | | | |
| Administrative/Management Positions | 56 | 43 | 2 | 2 | 0 | 7 | 2 | 27 | 17 | 4 | 1 | 0 | 1 | 4 |
| Behavioral Health Positions | 52 | 38 | 7 | 6 | 0 | 0 | 1 | 38 | 24 | 6 | 5 | 0 | 3 | 0 |
| Clinical Dental Positions | 45 | 28 | 7 | 2 | 5 | 3 | 0 | 49 | 30 | 8 | 4 | 6 | 1 | 0 |
| Clinical Medical Positions | 126 | 66 | 19 | 12 | 9 | 14 | 6 | 128 | 70 | 18 | 15 | 11 | 10 | 4 |
| Clinical Support Positions | 76 | 61 | 1 | 5 | 3 | 5 | 1 | 68 | 45 | 7 | 6 | 2 | 4 | 4 |
| Non-Clinical Support Positions | 67 | 66 | 0 | 1 | 0 | 0 | 0 | 56 | 50 | 1 | 1 | 0 | 0 | 4 |

| CHC-SPECIFIC POSITIONS CLOSED DURING YEAR** | | | | | | | | | | | | | | |
|--|------------|------------|-----------|----------|----------|-----------|----------|------------|------------|-----------|----------|-----------|----------|-----------|
| Total Number CHC-Specific Positions Closed | 247 | 203 | 16 | 1 | 4 | 16 | 7 | 214 | 155 | 18 | 9 | 14 | 4 | 14 |
| Percentage of Total Active During Year | 58.5% | 67.2% | 44.4% | 3.6% | 23.5% | 55.2% | 70.0% | 58.5% | 65.4% | 40.9% | 28.1% | 73.7% | 21.1% | 87.5% |
| Average Recruitment Length in Months | 6.5 | 6.0 | 10.5 | 4.8 | 12.0 | 7.5 | 7.8 | 8.0 | 7.4 | 10.3 | 7.6 | 19.5 | 4.8 | 1.5 |
| Positions Filled | 173 | 143 | 10 | 1 | 4 | 9 | 6 | 137 | 100 | 11 | 7 | 8 | 1 | 10 |
| Average Recruitment Length in Months | 6.1 | 5.3 | 11.6 | 4.8 | 12.0 | 9.7 | 6.7 | 5.7 | 5.2 | 8.8 | 5.0 | 13.3 | 9.8 | 1.5 |
| Positions Withdrawn, Not Filled | 13 | 10 | 1 | 0 | 0 | 1 | 1 | 27 | 18 | 1 | 2 | 3 | 0 | 3 |
| Average Recruitment Length in Months | 7.0 | 5.3 | 2.9 | - | - | 20.5 | 17.3 | 17.3 | 16.4 | 3.0 | 16.5 | 43.5 | - | 1.9 |
| Positions Status Unknown | 59 | 49 | 4 | 0 | 0 | 6 | 0 | 50 | 37 | 6 | 0 | 3 | 3 | 1 |
| All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type*** | | | | | | | | | | | | | | |
| Closed Administrative/Management Positions | 47 | 36 | 2 | 1 | 0 | 7 | 1 | 18 | 9 | 3 | 1 | 0 | 1 | 4 |
| Average Recruitment Length in Months | 5.4 | 5.0 | 1.8 | 4.8 | - | 9.3 | 0.9 | 2.6 | 2.4 | 4.1 | 2.3 | - | 1.5 | 2.2 |
| Closed Behavioral Health Positions | 30 | 25 | 4 | 0 | 0 | 0 | 1 | 17 | 15 | 2 | 0 | 0 | 0 | 0 |
| Average Recruitment Length in Months | 5.0 | 4.1 | 9.6 | - | - | - | 9.9 | 7.3 | 6.5 | 13.6 | - | - | - | - |
| Closed Clinical Dental Positions | 23 | 16 | 4 | 0 | 1 | 2 | 0 | 27 | 20 | 2 | 0 | 5 | 0 | 0 |
| Average Recruitment Length in Months | 3.7 | 3.9 | 4.1 | - | 3.4 | 1.9 | - | 7.8 | 6.3 | 2.7 | - | 15.5 | - | - |
| Closed Clinical Medical Positions | 44 | 27 | 6 | 0 | 2 | 5 | 4 | 67 | 43 | 7 | 4 | 8 | 3 | 2 |
| Average Recruitment Length in Months | 14.0 | 14.5 | 18.5 | - | 12.8 | 10.2 | 10.3 | 13.9 | 13.7 | 16.0 | 5.4 | 23.6 | 5.9 | 1.5 |
| Closed Clinical Support Positions | 49 | 45 | 0 | 0 | 1 | 2 | 1 | 47 | 34 | 4 | 4 | 1 | 0 | 4 |
| Average Recruitment Length in Months | 5.8 | 5.8 | - | - | 19.0 | 0.6 | 2.6 | 6.0 | 5.9 | 7.1 | 11.0 | 6.5 | - | 0.7 |
| Closed Non-Clinical Support Positions | 54 | 54 | 0 | 0 | 0 | 0 | 0 | 38 | 34 | 0 | 0 | 0 | 0 | 4 |
| Average Recruitment Length in Months | 4.0 | 4.0 | - | - | - | - | - | 3.2 | 3.4 | - | - | - | - | 1.6 |
| Filled Clinical Positions - Breakdown by Title | | | | | | | | | | | | | | |
| Filled Dentist/Dental Director Positions | 13 | 9 | 2 | 0 | 1 | 1 | 0 | 13 | 8 | 1 | 0 | 4 | 0 | 0 |
| Average Recruitment Length in Months | 3.7 | 3.5 | 5.2 | - | 3.4 | 3.2 | - | 8.9 | 4.5 | 4.3 | - | 18.8 | - | - |
| Filled Physician/Medical Director Positions | 11 | 8 | 1 | 0 | 0 | 1 | 1 | 15 | 15 | 0 | 0 | 0 | 0 | 0 |
| Average Recruitment Length in Months | 16.3 | 16.6 | 17.1 | - | - | 17.9 | 11.7 | 10.3 | 10.3 | - | - | - | - | - |
| Filled PA/NP/CNM Positions | 12 | 5 | 1 | 0 | 1 | 3 | 2 | 19 | 7 | 4 | 4 | 3 | 1 | 0 |
| Average Recruitment Length in Months | 9.0 | 9.0 | 1.1 | - | 18.2 | 10.8 | 6.1 | 8.2 | 10.0 | 11.3 | 5.4 | 8.1 | 9.8 | - |

*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*

| | 02/2016 - 01/2017 | | | 02/2017 - 01/2018 | | |
|--|-------------------|------------|------------|-------------------|------------|------------|
| | POSTED | CLOSED | FILLED** | POSTED | CLOSED | FILLED** |
| CHC-SPECIFIC POSITIONS POSTED, CLOSED, & FILLED DURING YEAR | | | | | | |
| Total Number | 422 | 247 | 173 | 366 | 214 | 137 |
| CHC-Specific Positions - Breakdown by Discipline | | | | | | |
| Admin./Management Positions | 56 | 47 | 29 | 23 | 18 | 13 |
| Chief Executive | 7 | 7 | 1 | 1 | 2 | 2 |
| Finance Executive/Manager | 10 | 6 | 3 | 6 | 4 | 4 |
| Operations Executive/Manager | 4 | 4 | 4 | 3 | 3 | 2 |
| Clinical Operations Executive/Manager | 4 | 4 | 3 | 1 | 0 | 0 |
| Clinical Programs Executive/Manager | 2 | 2 | 2 | 4 | 2 | 1 |
| Quality Improvement (QI) Executive/Manager | 1 | 1 | 1 | 1 | 0 | 0 |
| Human Resources Executive/Manager | 1 | 1 | 0 | 1 | 1 | 0 |
| Other Executive/Manager | 26 | 18 | 14 | 6 | 6 | 4 |
| Behavioral Health Positions | 52 | 30 | 23 | 38 | 17 | 10 |
| Behavioral / Mental Health Executive/Manager | 0 | 0 | 0 | 1 | 1 | 1 |
| Behavioral Health Provider ¹ | 36 | 16 | 13 | 37 | 16 | 9 |
| Clinical Dental Positions | 45 | 23 | 18 | 49 | 27 | 19 |
| Dental Director | 3 | 1 | 0 | 6 | 4 | 3 |
| Dentist | 31 | 13 | 13 | 30 | 15 | 10 |
| Dental Hygienist | 8 | 5 | 3 | 13 | 8 | 6 |
| Clinical Medical Positions | 126 | 44 | 29 | 129 | 67 | 34 |
| Medical Director | 10 | 7 | 3 | 13 | 8 | 5 |
| Physician (see below for specialties) | 57 | 14 | 8 | 54 | 27 | 10 |
| Nurse Practitioner &/or Physician Assistant | 53 | 19 | 12 | 59 | 32 | 19 |
| Pharmacist/Pharmacy Manager | 5 | 4 | 4 | 2 | 0 | 0 |
| Physical Therapist | 0 | 0 | 0 | 1 | 0 | 0 |
| Physician Positions - Breakdown by Specialty | | | | | | |
| Physician Positions | 57 | 14 | 8 | 53 | 27 | 10 |
| Family Practice | 25 | 10 | 5 | 23 | 8 | 2 |
| Family Practice with OB | 2 | 1 | 1 | 2 | 1 | 0 |
| Family Practice or Internal Medicine | 2 | 0 | 0 | 2 | 2 | 0 |
| Internal Medicine | 2 | 0 | 0 | 2 | 2 | 1 |
| Faculty | 1 | 0 | 0 | 2 | 1 | 1 |
| OB/GYN | 2 | 0 | 0 | 2 | 0 | 0 |
| Occupational Medicine | 0 | 0 | 0 | 0 | 1 | 1 |
| Pediatrics | 2 | 1 | 0 | 0 | 1 | 0 |
| Sports Medicine | 1 | 0 | 0 | 1 | 1 | 1 |
| Urgent Care | 1 | 0 | 0 | 3 | 3 | 1 |
| Unspecified | 17 | 2 | 2 | 16 | 7 | 3 |



*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.

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

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

Successful Recruitment Resources for Filled Positions

| | 02/2016 - 01/2017 | 02/2017 - 01/2018 |
|--|-------------------|-------------------|
| RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS | | |
| Total Number Closed | 247 | 214 |
| Positions Filled | 170 | 137 |
| Recruitment Resources for All Filled CHC-Specific Positions | | |
| Recruitment Resource Unknown | 76 | 52 |
| Online Listing | 34 | 40 |
| Internal Hire | 20 | 15 |
| Employee Referral | 14 | 9 |
| Hired Former Employee / Intern / Student | 5 | 7 |
| Local Referral / Word of Mouth | 5 | 6 |
| Recruiter / Locums | 2 | 3 |
| Newspaper / Local Advertising | 6 | 2 |
| National Health Service Corps | 0 | 2 |
| Educational Facility | 2 | 1 |
| Contacted by Candidate Directly | 5 | 0 |
| Hospital Contract | 1 | 0 |
| Top Recruitment Resources by Position Type*** | | |
| Total Filled Admin./Management Positions | 29 | 13 |
| Online Listing | 4 | 5 |
| Internal Hire | 6 | 1 |
| Local Referral / Word of Mouth | 0 | 1 |
| Total Filled Behavioral Health Positions | 23 | 10 |
| Online Listing | 5 | 4 |
| Local Referral / Word of Mouth | 1 | 1 |
| Newspaper / Local Advertising | 1 | 1 |
| Total Filled Clinical Dental Positions | 18 | 19 |
| Online Listing | 1 | 6 |
| Internal Hire | 5 | 4 |
| Employee Referral | 4 | 1 |
| Hired Former Employee / Intern / Extern | 2 | 1 |
| Total Filled Clinical Medical Positions | 29 | 35 |
| Online Listing | 4 | 7 |
| Hired Former Employee / Intern / Student | 2 | 5 |
| Internal Hire | 3 | 4 |
| Employee Referral | 2 | 2 |
| National Health Service Corps | 0 | 2 |
| Recruiter / Locums | 0 | 2 |
| Educational Facility | 1 | 1 |
| Local Referral / Word of Mouth | 3 | 1 |
| Total Filled Clinical Support Positions | 36 | 29 |
| Online Listing | 10 | 11 |
| Employee Referral | 3 | 4 |
| Internal Hire | 1 | 3 |
| Recruiter / Locums | 1 | 1 |
| Total Filled Non-Clinical Support Positions | 35 | 31 |
| Online Listing | 10 | 7 |
| Internal Hire | 4 | 3 |
| Employee Referral | 4 | 2 |
| Hired Former Employee / Intern / Student | 0 | 1 |
| Local Referral / Word of Mouth | 0 | 1 |
| Newspaper / Local Advertising | 0 | 1 |