



## Region VIII Job Opportunities Bank (JOB) Data Comparison Report

February 2017 - January 2018							February 2018 - January 2019						
Region VIII	CO	MT	ND	SD	UT	WY	Region VIII	CO	MT	ND	SD	UT	WY

POSITIONS ON JOB DURING YEAR*														
<b>Total Number All Positions*</b>	<b>391</b>	<b>250</b>	<b>47</b>	<b>32</b>	<b>21</b>	<b>23</b>	<b>18</b>	<b>386</b>	<b>235</b>	<b>52</b>	<b>26</b>	<b>28</b>	<b>26</b>	<b>19</b>
<b>Total Number CHC-Specific Positions</b>	<b>366</b>	<b>237</b>	<b>44</b>	<b>32</b>	<b>19</b>	<b>19</b>	<b>16</b>	<b>367</b>	<b>220</b>	<b>50</b>	<b>26</b>	<b>28</b>	<b>26</b>	<b>17</b>
CHC Positions Carried Over from Previous Year	176	103	22	26	13	9	3	144	79	23	21	4	15	2
CHC Positions Newly Posted During Year	191	134	22	6	6	10	13	223	141	27	5	24	11	15
Number of CHCs Posting Positions	36	16	7	1	3	5	4	51	21	12	4	3	7	4
All CHC-Specific Positions - Breakdown by Position Type***														
<b>Administrative/Management Positions</b>	<b>27</b>	17	4	1	0	1	4	<b>38</b>	30	4	0	0	0	4
<b>Behavioral Health Positions</b>	<b>38</b>	24	6	5	0	3	0	<b>56</b>	26	12	8	2	5	3
<b>Clinical Dental Positions</b>	<b>49</b>	30	8	4	6	1	0	<b>57</b>	38	8	5	4	1	1
<b>Clinical Medical Positions</b>	<b>128</b>	70	18	15	11	10	4	<b>109</b>	58	19	10	5	12	5
<b>Clinical Support Positions</b>	<b>68</b>	45	7	6	2	4	4	<b>54</b>	33	4	1	9	6	1
<b>Non-Clinical Support Positions</b>	<b>56</b>	50	1	1	0	0	4	<b>53</b>	35	3	2	8	2	3

CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
<b>Total Number CHC-Specific Positions Closed</b>	<b>214</b>	<b>155</b>	<b>18</b>	<b>9</b>	<b>14</b>	<b>4</b>	<b>14</b>	<b>214</b>	<b>132</b>	<b>25</b>	<b>14</b>	<b>19</b>	<b>13</b>	<b>11</b>
Percentage of Total Active During Year	58.5%	65.4%	40.9%	28.1%	73.7%	21.1%	87.5%	58.3%	60.0%	50.0%	53.8%	67.9%	50.0%	64.7%
Average Recruitment Length in Months	8.0	7.4	10.3	7.6	19.5	4.8	1.5	8.5	8.8	6.1	15.8	2.9	14.8	2.3
Positions Filled	137	100	11	7	8	1	10	133	82	9	11	15	6	10
Average Recruitment Length in Months	5.7	5.2	8.8	5.0	13.3	9.8	1.5	6.5	5.4	8.5	16.5	1.8	18.6	2.5
Positions Withdrawn, Not Filled	27	18	1	2	3	0	3	25	17	2	3	1	1	1
Average Recruitment Length in Months	17.3	16.4	3.0	16.5	43.5	-	1.9	6.4	5.6	1.6	13.3	19.0	3.4	0.1
Positions Status Unknown	50	37	6	0	3	3	1	56	33	14	0	3	6	0
All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type***														
<b>Closed Administrative/Management Positions</b>	<b>18</b>	9	3	1	0	1	4	<b>27</b>	22	3	0	0	0	2
Average Recruitment Length in Months	2.6	2.4	4.1	2.3	-	1.5	2.2	5.4	6.2	2.1	-	-	-	2.3
<b>Closed Behavioral Health Positions</b>	<b>17</b>	15	2	0	0	0	0	<b>30</b>	14	5	3	1	4	3
Average Recruitment Length in Months	7.3	6.5	13.6	-	-	-	-	11.8	15.5	9.7	13.3	2.5	10.8	0.8
<b>Closed Clinical Dental Positions</b>	<b>27</b>	20	2	0	5	0	0	<b>34</b>	25	6	1	2	0	0
Average Recruitment Length in Months	7.8	6.3	2.7	-	15.5	-	-	6.1	5.9	6.8	10.4	4.9	-	-
<b>Closed Clinical Medical Positions</b>	<b>67</b>	43	7	4	8	3	2	<b>52</b>	28	5	8	3	5	3
Average Recruitment Length in Months	13.9	13.7	16.0	5.4	23.6	5.9	1.5	8.7	9.8	5.0	16.6	7.2	10.7	3.0
<b>Closed Clinical Support Positions</b>	<b>47</b>	34	4	4	1	0	4	<b>35</b>	19	4	0	7	4	1
Average Recruitment Length in Months	6.0	5.9	7.1	11.0	6.5	-	0.7	7.6	6.9	6.7	-	1.6	24.1	1.4
<b>Closed Non-Clinical Support Positions</b>	<b>38</b>	34	0	0	0	0	4	<b>36</b>	24	2	2	6	0	2
Average Recruitment Length in Months	3.2	3.4	-	-	-	-	1.6	8.9	10.8	2.6	19.1	1.7	-	4.0
Filled Clinical Positions - Breakdown by Title														
<b>Filled Dentist/Dental Director Positions</b>	<b>13</b>	8	1	0	4	0	0	<b>13</b>	9	2	1	1	0	0
Average Recruitment Length in Months	8.9	4.5	4.3	-	18.8	-	-	5.2	4.6	5.5	10.4	4.9	-	-
<b>Filled Physician/Medical Director Positions</b>	<b>15</b>	15	0	0	0	0	0	<b>15</b>	9	2	1	0	1	2
Average Recruitment Length in Months	10.3	10.3	-	-	-	-	-	9.7	7.0	8.2	24.8	-	32.6	4.2
<b>Filled PA/NP/CNM Positions</b>	<b>19</b>	7	4	4	3	1	0	<b>17</b>	8	1	5	1	2	0
Average Recruitment Length in Months	8.2	10.0	11.3	5.4	8.1	9.8	-	7.0	3.8	0.9	16.3	1.2	2.6	-

\*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\*

	02/2017 - 01/2018			02/2018 - 01/2019		
	POSTED	CLOSED	FILLED**	POSTED	CLOSED	FILLED**
<b>CHC-SPECIFIC POSITIONS POSTED, CLOSED, &amp; FILLED DURING YEAR</b>						
<b>Total Number</b>	<b>366</b>	<b>214</b>	<b>137</b>	<b>367</b>	<b>214</b>	<b>133</b>
<b>CHC-Specific Positions - Breakdown by Discipline</b>						
<b>Admin./Management Positions</b>	<b>23</b>	<b>18</b>	<b>13</b>	<b>38</b>	<b>27</b>	<b>12</b>
Chief Executive	1	2	2	3	3	0
Finance Executive/Manager	6	4	4	17	10	6
Operations Executive/Manager	3	3	2	2	2	0
Clinical Operations Executive/Manager	1	0	0	0	0	0
Clinical Programs Executive/Manager	4	2	1	1	1	0
Quality Improvement (QI) Executive/Manager	1	0	0	2	1	1
Human Resources Executive/Manager	1	1	0	3	2	2
Other Executive/Manager	6	6	4	10	8	3
<b>Behavioral Health Positions</b>	<b>38</b>	<b>17</b>	<b>10</b>	<b>56</b>	<b>30</b>	<b>15</b>
Behavioral / Mental Health Executive/Manager	1	1	1	7	7	2
Behavioral Health Provider <sup>1</sup>	37	16	9	49	23	13
<b>Clinical Dental Positions</b>	<b>49</b>	<b>27</b>	<b>19</b>	<b>57</b>	<b>34</b>	<b>24</b>
Dental Director	6	4	3	5	4	4
Dentist	30	15	10	29	16	9
Dental Hygienist	13	8	6	23	14	11
<b>Clinical Medical Positions</b>	<b>129</b>	<b>67</b>	<b>34</b>	<b>108</b>	<b>52</b>	<b>33</b>
Medical Director	13	8	5	13	8	8
Physician (see below for specialties)	54	27	10	44	17	8
Nurse Practitioner &/or Physician Assistant	59	32	19	45	25	16
Pharmacist/Pharmacy Manager	2	0	0	4	2	1
Physical Therapist	1	0	0	2	0	0
<b>Physician Positions - Breakdown by Specialty</b>						
<b>Physician Positions</b>	<b>53</b>	<b>27</b>	<b>10</b>	<b>44</b>	<b>17</b>	<b>8</b>
Family Practice	23	8	2	23	10	7
Family Practice with OB	2	1	0	4	1	0
Family Practice or Internal Medicine	2	2	0	3	1	0
Internal Medicine	2	2	1	1	0	0
Faculty	2	1	1	1	1	0
OB/GYN	2	0	0	2	0	0
Occupational Medicine	0	1	1	0	0	0
Pediatrics	0	1	0	1	1	1
Sports Medicine	1	1	1	0	0	0
Urgent Care	3	3	1	0	0	0
Unspecified	16	7	3	9	3	0



\*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.

<sup>1</sup>Includes postings with the credentials of LCSW, LCPC, LPC, MSW, Clinical Psychologist.

### Successful Recruitment Resources for Filled Positions

	02/2017 - 01/2018	02/2018 - 01/2019
	<b>RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS</b>	
<b>Total Number Closed</b>	<b>214</b>	<b>214</b>
Positions Filled	137	133
<b>Recruitment Resources for All Filled CHC-Specific Positions</b>		
Recruitment Resource Unknown	52	54
Online Listing	40	38
Local Referral / Word of Mouth	6	12
Employee Referral	9	9
Internal Hire	15	9
Recruiter / Locums	3	4
Newspaper / Local Advertising	2	3
Hired Former Employee / Intern / Student	7	2
National Health Service Corps	2	2
Contacted by Candidate Directly	0	0
Educational Facility	1	0
Hospital Contract	0	0
<b>Top Recruitment Resources by Position Type***</b>		
<b>Total Filled Admin./Management Positions</b>	<b>13</b>	<b>12</b>
Online Listing	5	4
Internal Hire	1	1
Local Referral / Word of Mouth	1	0
<b>Total Filled Behavioral Health Positions</b>	<b>10</b>	<b>15</b>
Online Listing	4	4
Local Referral / Word of Mouth	1	2
Newspaper / Local Advertising	1	1
<b>Total Filled Clinical Dental Positions</b>	<b>19</b>	<b>24</b>
Online Listing	6	3
Internal Hire	4	3
Hired Former Employee / Intern / Extern	1	1
Employee Referral	1	0
<b>Total Filled Clinical Medical Positions</b>	<b>35</b>	<b>33</b>
Online Listing	7	12
Local Referral / Word of Mouth	1	5
Employee Referral	2	2
Recruiter / Locums	2	2
Hired Former Employee / Intern / Student	5	1
National Health Service Corps	2	1
Educational Facility	1	0
Internal Hire	4	0
<b>Total Filled Clinical Support Positions</b>	<b>29</b>	<b>27</b>
Online Listing	11	7
Internal Hire	3	3
Employee Referral	4	2
Recruiter / Locums	1	0
<b>Total Filled Non-Clinical Support Positions</b>	<b>31</b>	<b>22</b>
Online Listing	7	8
Local Referral / Word of Mouth	1	2
Newspaper / Local Advertising	1	2
Employee Referral	2	1
Internal Hire	3	1
Hired Former Employee / Intern / Student	1	0

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