



Region VIII Job Opportunities Bank (JOB) Data Comparison Report

February 2018 - January 2019							February 2019 - January 2020						
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*	386	235	52	26	28	26	19	464	315	53	19	43	16	18
Total Number CHC-Specific Positions	367	220	50	26	28	26	17	451	305	53	18	43	16	16
CHC Positions Carried Over from Previous Year	144	79	23	21	4	15	2	154	89	25	13	10	12	5
CHC Positions Newly Posted During Year	223	141	27	5	24	11	15	297	216	28	5	33	4	11
Number of CHCs Posting Positions	51	21	12	4	3	7	4	45	19	10	4	3	6	3
All CHC-Specific Positions - Breakdown by Position Type***														
Administrative/Management Positions	38	30	4	0	0	0	4	50	41	4	1	1	-	3
Behavioral Health Positions	56	26	12	8	2	5	3	84	57	17	7	1	1	1
Clinical Dental Positions	57	38	8	5	4	1	1	50	27	8	5	6	2	2
Clinical Medical Positions	109	58	19	10	5	12	5	116	72	21	3	7	8	5
Clinical Support Positions	54	33	4	1	9	6	1	78	49	2	1	20	3	3
Non-Clinical Support Positions	53	35	3	2	8	2	3	73	59	1	1	8	2	2

CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
Total Number CHC-Specific Positions Closed	214	132	25	14	19	13	11	264	189	28	9	20	7	11
Percentage of Total Active During Year	58.3%	60.0%	50.0%	53.8%	67.9%	50.0%	64.7%	58.5%	62.0%	52.8%	50.0%	46.5%	43.8%	68.8%
Average Recruitment Length in Months	8.5	8.8	6.1	15.8	2.9	14.8	2.3	7.4	6.2	9	21.5	6.4	8.7	13.7
Positions Filled	133	82	9	11	15	6	10	186	130	22	9	9	7	9
Average Recruitment Length in Months	6.5	5.4	8.5	16.5	1.8	18.6	2.5	7.8	6.4	11.0	21.5	4.2	8.7	9.9
Positions Withdrawn, Not Filled	25	17	2	3	1	1	1	17	15	0	0	0	0	2
Average Recruitment Length in Months	6.4	5.6	1.6	13.3	19.0	3.4	0.1	7.1	4.8	-	-	-	-	24.8
Positions Status Unknown	56	33	14	0	3	6	0	61	44	6	11	0	0	0
All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type***														
Closed Administrative/Management Positions	27	22	3	0	0	0	2	34	27	4	1	0	0	2
Average Recruitment Length in Months	5.4	6.2	2.1	-	-	-	2.3	4.4	3.6	7.0	5.3	-	-	8.6
Closed Behavioral Health Positions	30	14	5	3	1	4	3	41	27	8	3	1	1	1
Average Recruitment Length in Months	11.8	15.5	9.7	13.3	2.5	10.8	0.8	8.3	6.9	9.1	22.1	4.8	6.3	3.8
Closed Clinical Dental Positions	34	25	6	1	2	0	0	27	15	6	2	2	1	1
Average Recruitment Length in Months	6.1	5.9	6.8	10.4	4.9	-	-	8.1	9.2	5.1	16.4	7.2	0.0	2.1
Closed Clinical Medical Positions	52	28	5	8	3	5	3	53	35	9	1	3	3	2
Average Recruitment Length in Months	8.7	9.8	5.0	16.6	7.2	10.7	3.0	13.1	11.1	13.6	42.4	6.7	11.0	43.4
Closed Clinical Support Positions	35	19	4	0	7	4	1	53	36	1	1	11	1	3
Average Recruitment Length in Months	7.6	6.9	6.7	-	1.6	24.1	1.4	6.3	5.4	0.0	41.9	7.1	15.7	2.6
Closed Non-Clinical Support Positions	36	24	2	2	6	0	2	56	49	0	1	3	1	2
Average Recruitment Length in Months	8.9	10.8	2.6	19.1	1.7	-	4.0	3.9	3.5	-	5.3	3.5	6.3	10.7
Filled Clinical Positions - Breakdown by Title														
Filled Dentist/Dental Director Positions	13	9	2	1	1	0	0	12	5	3	2	1	1	0
Average Recruitment Length in Months	5.2	4.6	5.5	10.4	4.9	-	-	10.6	12.7	6.1	16.4	12.3	0.0	-
Filled Physician/Medical Director Positions	15	9	2	1	0	1	2	21	12	5	1	1	1	1
Average Recruitment Length in Months	9.7	7.0	8.2	24.8	-	32.6	4.2	15.5	12.5	14.5	42.4	12.1	8.2	39.3
Filled PA/NP/CNM Positions	17	8	1	5	1	2	0	11	8	1	0	0	2	0
Average Recruitment Length in Months	7.0	3.8	0.9	16.3	1.2	2.6	-	16.7	14.4	43.4	-	-	12.4	-

*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*

	02/2018 - 01/2019			02/2019 - 01/2020		
	POSTED	CLOSED	FILLED**	POSTED	CLOSED	FILLED**
CHC-SPECIFIC POSITIONS POSTED, CLOSED, & FILLED DURING YEAR						
Total Number	367	214	133	451	264	186
CHC-Specific Positions - Breakdown by Discipline						
Admin./Management Positions	38	27	12	50	34	28
Chief Executive	3	3	0	0	0	0
Finance Executive/Manager	17	10	6	13	12	10
Operations Executive/Manager	2	2	0	3	3	3
Clinical Operations Executive/Manager	0	0	0	2	1	1
Clinical Programs Executive/Manager	1	1	0	8	5	2
Quality Improvement (QI) Executive/Manager	2	1	1	2	2	2
Human Resources Executive/Manager	3	2	2	4	2	2
Other Executive/Manager	10	8	3	18	9	8
Behavioral Health Positions	56	30	15	84	41	30
Behavioral / Mental Health Executive/Manager	7	7	2	3	2	2
Behavioral Health Provider ¹	49	23	13	81	39	28
Clinical Dental Positions	57	34	24	50	27	19
Dental Director	5	4	4	3	3	2
Dentist	29	16	9	30	15	10
Dental Hygienist	23	14	11	17	9	7
Clinical Medical Positions	108	52	33	116	53	34
Medical Director	13	8	8	8	6	6
Physician (see below for specialties)	44	17	8	54	23	15
Nurse Practitioner &/or Physician Assistant	45	25	16	45	19	11
Pharmacist/Pharmacy Manager	4	2	1	7	4	2
Physical Therapist	2	0	0	2	1	0
Physician Positions - Breakdown by Specialty						
Physician Positions	44	17	8	54	23	15
Family Practice	23	10	7	28	11	7
Family Practice with OB	4	1	0	4	1	0
Family Practice or Internal Medicine	3	1	0	4	1	1
Internal Medicine	1	0	0	1	1	0
Faculty	1	1	0	2	0	1
OB/GYN	2	0	0	1	1	1
Pediatrics	1	1	1	1	1	1
Urgent Care	0	0	0	1	1	1
Unspecified	9	3	0	12	6	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

	02/2018 - 01/2019	02/2019 - 01/2020
RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS		
Total Number Closed	214	264
Positions Filled	133	186
Recruitment Resources for All Filled CHC-Specific Positions		
Online Listing	38	72
Recruitment Resource Unknown	54	68
Internal Hire	9	16
Employee Referral	9	11
Local Referral / Word of Mouth	12	9
Hired Former Employee / Intern / Student	2	7
Educational Facility	0	1
National Health Service Corps	2	1
Recruiter / Locums	4	1
Newspaper / Local Advertising	3	0
Top Recruitment Resources by Position Type***		
Total Filled Admin./Management Positions	12	27
Online Listing	4	12
Internal Hire	1	3
Total Filled Behavioral Health Positions	15	30
Online Listing	4	10
Internal Hire	1	4
Local Referral / Word of Mouth	2	2
Total Filled Clinical Dental Positions	24	19
Online Listing	3	6
Employee Referral	0	2
Hired Former Employee / Intern / Extern	1	1
Internal Hire	3	1
Total Filled Clinical Medical Positions	33	34
Online Listing	12	9
Hired Former Employee / Intern / Student	1	4
Local Referral / Word of Mouth	5	4
Employee Referral	2	3
Internal Hire	0	2
Recruiter / Locums	2	0
National Health Service Corps	1	0
Total Filled Clinical Support Positions	27	33
Online Listing	7	17
Internal Hire	3	3
Hired Former Employee / Intern / Student	0	1
Local Referral / Word of Mouth	3	1
Total Filled Non-Clinical Support Positions	22	43
Online Listing	8	18
Employee Referral	1	5
Internal Hire	1	3
Local Referral / Word of Mouth	2	1
Newspaper / Local Advertising	2	0

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