



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

February 2019 - January 2020								February 2020 - January 2021						
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>	464	315	53	19	43	16	18	399	210	57	16	96	11	9
<b>Total Number CHC-Specific Positions</b>	451	305	53	18	43	16	16	386	200	56	15	96	11	8
CHC Positions Carried Over from Previous Year	154	89	25	13	10	12	5	186	117	25	9	22	8	5
CHC Positions Newly Posted During Year	297	216	28	5	33	4	11	200	83	31	6	74	3	3
Number of CHCs Posting Positions	45	19	10	4	3	6	3	43	19	9	3	3	6	3
All CHC-Specific Positions - Breakdown by Position Type***														
<b>Administrative/Management Positions</b>	50	41	4	1	1	0	3	44	29	6	0	8	0	1
<b>Behavioral Health Positions</b>	84	57	17	7	1	1	1	63	39	15	5	1	2	1
<b>Clinical Dental Positions</b>	50	27	8	5	6	2	2	40	20	4	3	11	1	1
<b>Clinical Medical Positions</b>	116	72	21	3	7	8	5	88	48	18	5	7	5	5
<b>Clinical Support Positions</b>	78	49	2	1	20	3	3	103	49	12	1	39	2	0
<b>Non-Clinical Support Positions</b>	73	59	1	1	8	2	2	48	15	1	1	30	1	0

CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
<b>Total Number CHC-Specific Positions Closed</b>	264	189	28	9	20	7	11	213	113	34	6	55	0	5
Percentage of Total Active During Year	58.5%	62.0%	52.8%	50.0%	46.5%	43.8%	68.8%	55.2%	56.5%	60.7%	40.0%	57.3%	-	62.5%
Average Recruitment Length in Months	7.4	6.2	9	21.5	6.4	8.7	13.7	8.5	8.1	12.3	5.7	7.3	-	6.7
Positions Filled	186	130	22	9	9	7	9	115	73	16	5	17	0	4
Average Recruitment Length in Months	7.8	6.4	11.0	21.5	4.2	8.7	9.9	7.8	7.6	14.6	4.3	3.2	-	6.7
Positions Withdrawn, Not Filled	17	15	0	0	0	0	2	23	13	8	1	1	0	0
Average Recruitment Length in Months	7.1	4.8	-	-	-	-	24.8	8.4	4.0	15.4	12.7	4.6	-	-
Positions Status Unknown	61	44	6	11	0	0	0	75	27	10	0	37	0	1
All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type***														
<b>Closed Administrative/Management Positions</b>	34	27	4	1	0	0	2	35	23	5	0	6	0	1
Average Recruitment Length in Months	4.4	3.6	7.0	5.3	-	-	8.6	6.4	7.3	5.1	-	3.5	-	9.7
<b>Closed Behavioral Health Positions</b>	41	27	8	3	1	1	1	27	14	12	1	0	0	0
Average Recruitment Length in Months	8.3	6.9	9.1	22.1	4.8	6.3	3.8	13.8	11.3	16.7	12.7	-	-	-
<b>Closed Clinical Dental Positions</b>	27	15	6	2	2	1	1	15	8	1	0	6	0	0
Average Recruitment Length in Months	8.1	9.2	5.1	16.4	7.2	0.0	2.1	9.6	5.9	3.4	-	15.6	-	-
<b>Closed Clinical Medical Positions</b>	53	35	9	1	3	3	2	40	20	8	4	4	0	4
Average Recruitment Length in Months	13.1	11.1	13.6	42.4	6.7	11.0	43.4	13.5	14.8	13.3	3.2	24.9	-	5.9
<b>Closed Clinical Support Positions</b>	53	36	1	1	11	1	3	60	33	7	1	19	0	0
Average Recruitment Length in Months	6.3	5.4	0.0	41.9	7.1	15.7	2.6	6.0	5.6	6.7	5.8	6.3	-	-
<b>Closed Non-Clinical Support Positions</b>	56	49	0	1	3	1	2	28	9	1	0	18	0	0
Average Recruitment Length in Months	3.9	3.5	-	5.3	3.5	6.3	10.7	4.5	2.9	33.3	-	3.7	-	-
Filled Clinical Positions - Breakdown by Title														
<b>Filled Dentist/Dental Director Positions</b>	12	5	3	2	1	1	0	15	8	1	0	6	0	0
Average Recruitment Length in Months	10.6	12.7	6.1	16.4	12.3	0.0	-	9.6	5.9	3.4	-	15.6	-	-
<b>Filled Physician/Medical Director Positions</b>	21	12	5	1	1	1	1	11	7	2	0	0	0	2
Average Recruitment Length in Months	15.5	12.5	14.5	42.4	12.1	8.2	39.3	21.4	26.1	17.2	-	-	-	9.2
<b>Filled PA/NP/CNM Positions</b>	11	8	1	0	0	2	0	25	12	4	4	4	0	1
Average Recruitment Length in Months	16.7	14.4	43.4	-	-	12.4	-	10.3	8.0	11.0	3.2	24.9	-	1.6

\*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\*

	02/2019 - 01/2020			02/2020 - 01/2021		
	POSTED	CLOSED	FILLED**	POSTED	CLOSED	FILLED**
<b>CHC-SPECIFIC POSITIONS POSTED, CLOSED, &amp; FILLED DURING YEAR</b>						
<b>Total Number</b>	<b>451</b>	<b>264</b>	<b>186</b>	<b>386</b>	<b>213</b>	<b>115</b>
<b>CHC-Specific Positions - Breakdown by Discipline</b>						
<b>Admin./Management Positions</b>	<b>50</b>	<b>34</b>	<b>28</b>	<b>44</b>	<b>35</b>	<b>18</b>
Chief Executive	0	0	0	2	2	2
Finance Executive/Manager	13	12	10	7	4	1
Operations Executive/Manager	3	3	3	4	4	3
Clinical Operations Executive/Manager	2	1	1	4	2	1
Clinical Programs Executive/Manager	8	5	2	3	3	2
Quality Improvement (QI) Executive/Manager	2	2	2	1	0	0
Human Resources Executive/Manager	4	2	2	2	2	1
Other Executive/Manager	18	9	8	21	18	8
<b>Behavioral Health Positions</b>	<b>84</b>	<b>41</b>	<b>30</b>	<b>63</b>	<b>27</b>	<b>16</b>
Behavioral / Mental Health Executive/Manager	3	2	2	5	2	1
Behavioral Health Provider <sup>1</sup>	81	39	28	58	25	15
<b>Clinical Dental Positions</b>	<b>50</b>	<b>27</b>	<b>19</b>	<b>40</b>	<b>23</b>	<b>12</b>
Dental Director	3	3	2	1	1	0
Dentist	30	15	10	13	8	5
Dental Hygienist	17	9	7	26	14	7
<b>Clinical Medical Positions</b>	<b>116</b>	<b>53</b>	<b>34</b>	<b>88</b>	<b>40</b>	<b>25</b>
Medical Director	8	6	6	3	2	1
Physician (see below for specialties)	54	23	15	37	8	3
Nurse Practitioner &/or Physician Assistant	45	19	11	41	25	19
Pharmacist/Pharmacy Manager	7	4	2	6	4	2
Physical Therapist	2	1	0	1	1	0
<b>Physician Positions - Breakdown by Specialty</b>						
<b>Physician Positions</b>	<b>54</b>	<b>23</b>	<b>15</b>	<b>37</b>	<b>8</b>	<b>3</b>
Family Practice	28	11	7	20	4	1
Faculty	2	0	1	3	0	0
Family Practice or Internal Medicine	4	1	1	3	1	0
Family Practice with OB	4	1	0	3	0	0
Pediatrics	1	1	1	1	1	1
Internal Medicine	1	1	0	0	0	0
OB/GYN	1	1	1	0	0	0
Urgent Care	1	1	1	0	0	0
Unspecified	12	6	3	7	2	1



\*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.

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### Successful Recruitment Resources for Filled Positions

	02/2019 - 01/2020	02/2020 - 01/2021
<b>RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS</b>		
<b>Total Number Closed</b>	<b>264</b>	<b>213</b>
Positions Filled	186	115
<b>Recruitment Resources for All Filled CHC-Specific Positions</b>		
Recruitment Resource Unknown	68	51
Online Listing	72	35
Employee Referral	11	7
Internal Hire	16	7
Recruiter / Locums	1	6
Local Referral / Word of Mouth	9	4
Hired Former Employee / Intern / Student	7	3
National Health Service Corps	1	2
Educational Facility	1	0
<b>Top Recruitment Resources by Position Type***</b>		
<b>Total Filled Admin./Management Positions</b>	<b>27</b>	<b>18</b>
Internal Hire	3	4
Online Listing	12	4
Local Referral / Word of Mouth	0	2
<b>Total Filled Behavioral Health Positions</b>	<b>30</b>	<b>16</b>
Online Listing	10	6
Employee Referral	0	2
Recruiter / Locums	0	1
Internal Hire	4	0
Local Referral / Word of Mouth	2	0
<b>Total Filled Clinical Dental Positions</b>	<b>19</b>	<b>12</b>
Employee Referral	2	1
Local Referral / Word of Mouth	0	1
National Health Service Corps	0	1
Online Listing	6	1
Recruiter / Locums	0	1
Hired Former Employee / Intern / Extern	1	0
Internal Hire	1	0
<b>Total Filled Clinical Medical Positions</b>	<b>34</b>	<b>25</b>
Online Listing	9	13
Recruiter / Locums	0	4
Employee Referral	3	2
Hired Former Employee / Intern / Student	4	2
National Health Service Corps	0	1
Internal Hire	2	0
Local Referral / Word of Mouth	4	0
<b>Total Filled Clinical Support Positions</b>	<b>33</b>	<b>27</b>
Online Listing	17	7
Internal Hire	3	3
Hired Former Employee / Intern / Student	1	1
Local Referral / Word of Mouth	1	1
<b>Total Filled Non-Clinical Support Positions</b>	<b>43</b>	<b>17</b>
Online Listing	18	4
Employee Referral	5	2
Internal Hire	3	0
Local Referral / Word of Mouth	1	0

This publication was supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) as part of an award totaling \$719,941 with 20% financed with non-governmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS, or the U.S. Government. For more information, please visit [HRSA.gov](http://HRSA.gov).