



Region VIII Job Opportunities Bank (JOB) Data Comparison Report

February 2020 - January 2021								February 2021 - January 2022						
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⁺	399	210	57	16	96	11	9	437	217	49	20	132	12	7
Total Number CHC-Specific Positions	386	200	56	15	96	11	8	424	210	46	20	130	12	6
CHC Positions Carried Over from Previous Year	186	117	25	9	22	8	5	181	93	23	9	42	11	3
CHC Positions Newly Posted During Year	200	83	31	6	74	3	3	243	117	23	11	88	1	3
Number of CHCs Posting Positions	43	19	9	3	3	6	3	51	20	12	4	4	6	5
All CHC-Specific Positions - Breakdown by Position Type***														
Administrative/Management Positions	44	29	6	0	8	0	1	39	21	7	2	7	0	2
Behavioral Health Positions	63	39	15	5	1	2	1	70	44	12	6	4	3	1
Clinical Dental Positions	40	20	4	3	11	1	1	58	29	9	6	12	1	1
Clinical Medical Positions	88	48	18	5	7	5	5	85	52	14	3	10	5	1
Clinical Support Positions	103	49	12	1	39	2	0	91	38	4	1	45	2	1
Non-Clinical Support Positions	48	15	1	1	30	1	0	81	26	0	2	52	1	0

CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
Total Number CHC-Specific Positions Closed	213	113	34	6	55	0	5	190	91	21	4	66	6	2
Percentage of Total Active During Year	55.2%	56.5%	60.7%	40.0%	57.3%	-	62.5%	44.8%	43.3%	45.7%	20.0%	50.8%	43.9%	33.3%
Average Recruitment Length in Months	8.5	8.1	12.3	5.7	7.3	-	6.7	11.2	12.2	15.4	25.3	4.8	43.9	1.3
Positions Filled	115	73	16	5	17	0	4	73	52	12	4	0	5	0
Average Recruitment Length in Months	7.8	7.6	14.6	4.3	3.2	-	6.7	15.1	13.4	5.8	25.3	0.0	47.3	0.0
Positions Withdrawn, Not Filled	23	13	8	1	1	0	0	11	9	0	0	0	0	2
Average Recruitment Length in Months	8.4	4.0	15.4	12.7	4.6	-	-	11.6	13.9	-	-	-	-	1.3
Positions Status Unknown	75	27	10	0	37	0	1	106	30	9	0	66	1	0

All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type***														
Closed Administrative/Management Positions	35	23	5	0	6	0	1	20	11	3	1	4	0	1
Average Recruitment Length in Months	6.4	7.3	5.1	-	3.5	-	9.7	3.9	4.6	3.6	1.9	3.3	-	1.5
Closed Behavioral Health Positions	27	14	12	1	0	0	0	23	15	5	1	2	0	0
Average Recruitment Length in Months	13.8	11.3	16.7	12.7	-	-	-	7.3	8.9	4.4	6.1	2.9	-	-
Closed Clinical Dental Positions	15	8	1	0	6	0	0	23	11	3	2	7	0	0
Average Recruitment Length in Months	9.6	5.9	3.4	-	15.6	-	-	17.0	19.2	14.8	46.6	6.1	-	-
Closed Clinical Medical Positions	40	20	8	4	4	0	4	41	22	9	0	6	4	0
Average Recruitment Length in Months	13.5	14.8	13.3	3.2	24.9	-	5.9	23.6	21.0	26.7	-	7.2	55.7	-
Closed Clinical Support Positions	60	33	7	1	19	0	0	43	17	1	0	23	1	1
Average Recruitment Length in Months	6.0	5.6	6.7	5.8	6.3	-	-	6.5	8.5	6.1	-	4.4	26.9	1.2
Closed Non-Clinical Support Positions	28	9	1	0	18	0	0	39	15	0	0	24	0	0
Average Recruitment Length in Months	4.5	2.9	33.3	-	3.7	-	-	5.6	7.1	-	-	4.6	-	-

Filled Clinical Positions - Breakdown by Title														
Filled Dentist/Dental Director Positions	15	8	1	0	6	0	0	8	7	0	1	0	0	0
Average Recruitment Length in Months	9.6	5.9	3.4	-	15.6	-	-	26.5	21.3	-	57.3	-	-	-
Filled Physician/Medical Director Positions	11	7	2	0	0	0	2	10	6	2	0	0	2	0
Average Recruitment Length in Months	21.4	26.1	17.2	-	-	-	9.2	33.5	32.1	15.4	-	-	46.7	-
Filled PA/NP/CNM Positions	25	12	4	4	4	0	1	10	5	2	0	2	0	0
Average Recruitment Length in Months	10.3	8.0	11.0	3.2	24.9	-	1.6	40.0	43.0	7.6	-	64.7	-	-

*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*

	02/2020 - 01/2021			02/2021 - 01/2022		
	POSTED	CLOSED	FILLED**	POSTED	CLOSED	FILLED**
CHC-SPECIFIC POSITIONS POSTED, CLOSED, & FILLED DURING YEAR						
Total Number	386	213	115	424	190	73
CHC-Specific Positions - Breakdown by Discipline						
Admin./Management Positions	44	35	18	39	20	13
Chief Executive	2	2	2	1	1	1
Finance Executive/Manager	7	4	1	12	4	2
Operations Executive/Manager	4	4	3	3	2	2
Clinical Operations Executive/Manager	4	2	1	5	4	2
Clinical Programs Executive/Manager	3	3	2	2	1	1
Quality Improvement (QI) Executive/Manager	1	0	0	4	3	1
Human Resources Executive/Manager	2	2	1	2	1	1
Other Executive/Manager	21	18	8	10	4	3
Behavioral Health Positions	63	27	16	70	24	15
Behavioral / Mental Health Executive/Manager	5	2	1	7	7	5
Behavioral Health Provider ¹	58	25	15	63	17	10
Clinical Dental Positions	40	23	12	57	22	10
Dental Director	1	1	0	3	2	2
Dentist	13	8	5	35	13	5
Dental Hygienist	26	14	7	19	7	3
Clinical Medical Positions	88	40	25	83	40	18
Medical Director	3	2	1	3	3	1
Physician (see below for specialties)	37	8	3	43	16	8
Nurse Practitioner &/or Physician Assistant	41	25	19	31	18	8
Pharmacist/Pharmacy Manager	6	4	2	4	3	1
Physical Therapist	1	1	0	2	0	0
Physician Positions - Breakdown by Specialty						
Physician Positions	37	8	3	43	16	8
Family Practice	20	4	1	23	7	5
Faculty	3	0	0	1	0	0
Family Practice or Internal Medicine	3	1	0	2	2	1
Family Practice with OB	3	0	0	4	2	0
Pediatrics	1	1	1	0	0	0
Internal Medicine	0	0	0	0	0	0
OB/GYN	0	0	0	0	0	0
Urgent Care	0	0	0	0	0	0
Unspecified	7	2	1	13	5	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.

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

¹Includes postings with the credentials of CNP, LCSW, LCPC, LICSW, LPCC, and LPC.



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Successful Recruitment Resources for Filled Positions

	02/2020 - 01/2021	02/2021 - 01/2022
	RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS	
Total Number Closed	213	190
Positions Filled	115	73
Recruitment Resources for All Filled CHC-Specific Positions		
Recruitment Resource Unknown	51	31
Online Listing	35	19
Employee Referral	7	10
Local Referral / Word of Mouth	4	6
Recruiter / Locums	6	4
Internal Hire	7	3
Hired Former Employee / Intern / Student	3	0
National Health Service Corps	2	0
Top Recruitment Resources by Position Type***		
Total Filled Admin./Management Positions	18	13
Local Referral / Word of Mouth	4	3
Online Listing	4	2
Internal Hire	2	0
Total Filled Behavioral Health Positions	16	15
Online Listing	6	4
Local Referral / Word of Mouth	0	2
Employee Referral	2	1
Recruiter / Locums	1	0
Total Filled Clinical Dental Positions	12	10
Online Listing	1	3
Employee Referral	1	2
Local Referral / Word of Mouth	1	1
National Health Service Corps	1	0
Recruiter / Locums	1	0
Total Filled Clinical Medical Positions	25	18
Online Listing	13	3
Recruiter / Locums	4	3
Internal Hire	0	2
Employee Referral	2	1
Hired Former Employee / Intern / Student	2	0
National Health Service Corps	1	0
Total Filled Clinical Support Positions	27	7
Online Listing	7	1
Local Referral / Word of Mouth	1	1
Internal Hire	3	0
Hired Former Employee / Intern / Student	1	0
Total Filled Non-Clinical Support Positions	17	10
Online Listing	4	3
Employee Referral	2	2
Internal Hire	0	1

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