



Region VIII Job Opportunities Bank (JOB) Data Comparison Report

February 2022 - January 2023								February 2023 - January 2024						
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⁺	522	262	68	22	142	6	22	572	301	62	19	140	26	24
Total Number CHC-Specific Positions	515	260	67	20	142	6	20	561	294	60	19	139	26	23
CHC Positions Carried Over from Previous Year	231	115	24	16	66	6	4	270	177	33	12	26	6	16
CHC Positions Newly Posted During Year	284	145	43	4	76	0	16	291	117	27	7	113	20	7
Number of CHCs Posting Positions	48	20	12	4	3	3	6	54	22	11	4	5	6	6
All CHC-Specific Positions - Breakdown by Position Type***														
Administrative/Management Positions	55	34	12	1	5	0	3	47	24	5	1	12	0	5
Behavioral Health Positions	77	47	14	6	3	2	5	89	49	17	6	5	8	4
Clinical Dental Positions	69	28	20	4	13	1	3	76	37	18	5	12	1	3
Clinical Medical Positions	90	57	8	4	15	1	5	106	72	10	3	10	4	7
Clinical Support Positions	105	45	12	1	44	1	2	135	58	9	2	55	9	2
Non-Clinical Support Positions	119	49	1	4	62	1	2	108	54	1	2	45	4	2

CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
Total Number CHC-Specific Positions Closed	252	84	36	8	120	0	4	187	49	26	4	98	0	10
Percentage of Total Active During Year	48.9%	32.3%	53.7%	40.0%	84.5%	43.9%	20.0%	33.3%	16.7%	43.3%	21.1%	70.5%	0.0%	43.5%
Average Recruitment Length in Months	8.8	12.0	5.0	20.9	6.8	-	8.1	6.0	10.3	8.9	7.8	2.5	-	10.4
Positions Filled	115	44	22	6	39	0	4	71	17	20	3	23	0	8
Average Recruitment Length in Months	7.9	10.0	5.6	24.5	4.1	-	8.1	7.3	7.7	11.1	10.2	2.1	-	10.6
Positions Withdrawn, Not Filled	17	6	9	2	0	0	0	28	20	6	1	1	0	0
Average Recruitment Length in Months	5.6	8.5	2.7	10.1	-	-	-	12.5	16.7	1.7	0.7	4.4	-	-
Positions Status Unknown	120	34	5	0	81	0	0	88	12	0	0	74	0	2

All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type***														
Closed Administrative/Management Positions	33	16	11	1	5	0	0	23	7	3	1	8	0	4
Average Recruitment Length in Months	4.3	3.8	4.2	1.4	6.2	-	-	4.0	3.2	1.7	0.7	1.5	-	12.4
Closed Behavioral Health Positions	27	16	5	2	2	0	2	18	7	7	0	3	0	1
Average Recruitment Length in Months	17.2	18.6	8.0	55.9	6.6	-	0.9	8.5	14.4	5.5	-	3.0	-	4.6
Closed Clinical Dental Positions	26	9	8	0	8	0	1	13	3	7	0	2	0	1
Average Recruitment Length in Months	10.1	19.7	4.5	-	5.8	-	28.2	8.5	14.2	8.3	-	0.8	-	7.6
Closed Clinical Medical Positions	37	18	4	3	11	0	1	20	10	1	1	6	0	2
Average Recruitment Length in Months	12.5	18.4	5.6	17.2	4.8	-	2.5	9.2	12.5	3.6	10.2	4.9	-	8.1
Closed Clinical Support Positions	50	9	7	0	34	0	0	61	10	7	0	43	0	1
Average Recruitment Length in Months	8.6	8.9	4.8	-	9.3	-	-	6.7	14.7	16.6	-	3.1	-	12.0
Closed Non-Clinical Support Positions	79	16	1	2	60	0	0	52	12	1	2	36	0	1
Average Recruitment Length in Months	5.7	5.6	0.9	1.4	5.8	-	-	3.3	5.6	10.1	10.2	1.6	-	14.7

Filled Clinical Positions - Breakdown by Title														
Filled Dentist/Dental Director Positions	8	3	2	0	2	0	1	5	0	3	0	2	0	0
Average Recruitment Length in Months	12.3	16.4	3.8	-	7	-	28.2	5.4	-	8.4	-	0.8	-	-
Filled Physician/Medical Director Positions	8	4	2	1	0	0	1	3	2	0	0	0	0	1
Average Recruitment Length in Months	28.8	47.8	2.9	31.3	-	-	2.5	10.4	9.6	-	-	-	-	12.0
Filled PA/NP/CNM Positions	7	1	1	0	5	0	0	7	1	2	1	2	-	1
Average Recruitment Length in Months	2.6	1.2	3.1	-	2.8	-	-	3.7	0.5	4	10.1	1.7	-	4.1

*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*

	02/2022 - 01/2023			02/2023 - 01/2024		
	POSTED	CLOSED	FILLED**	POSTED	CLOSED	FILLED**
CHC-SPECIFIC POSITIONS POSTED, CLOSED, & FILLED DURING YEAR						
Total Number	515	252	115	561	187	71
CHC-Specific Positions - Breakdown by Discipline						
Admin./Management Positions	55	33	19	49	23	7
Chief Executive	4	4	2	3	3	1
Finance Executive/Manager	13	8	6	12	4	1
Operations Executive/Manager	8	6	2	3	1	1
Clinical Operations Executive/Manager	11	6	5	5	3	2
Clinical Programs Executive/Manager	2	0	0	3	1	1
Quality Improvement (QI) Executive/Manager	3	1	1	3	0	0
Human Resources Executive/Manager	3	2	1	4	4	0
Other Executive/Manager	11	6	3	16	7	1
Behavioral Health Positions	77	27	17	89	18	14
Behavioral / Mental Health Executive/Manager	4	3	2	4	2	1
Behavioral Health Provider ¹	73	24	15	85	16	13
Clinical Dental Positions	69	26	12	76	13	9
Dental Director	4	2	1	5	2	2
Dentist	34	13	6	38	5	3
Dental Hygienist	31	11	5	33	6	4
Clinical Medical Positions	88	36	15	104	20	8
Medical Director	3	1	1	8	3	2
Physician (see below for specialties)	42	14	6	42	5	1
Nurse Practitioner &/or Physician Assistant	39	18	7	49	11	4
Pharmacist/Pharmacy Manager	1	1	1	3	1	1
Physical Therapist	3	2	0	2	0	0
Physician Positions - Breakdown by Specialty						
Physician Positions	42	14	6	42	5	1
Family Practice	23	7	2	22	3	1
Family Practice with OB	3	1	1	2	0	0
Faculty	1	0	0	2	0	0
Pediatrics	1	0	0	4	0	0
Optometry	0	0	0	1	0	0
Unspecified	14	6	3	11	2	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.

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

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Successful Recruitment Resources for Filled Positions

	02/2022 - 01/2023	02/2023 - 01/2024
RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS		
Total Number Closed	252	187
Positions Filled	115	71
Recruitment Resources for All Filled CHC-Specific Positions		
Recruitment Resource Unknown	52	42
Online Listing	37	25
Internal Hire	12	3
Hired Former Employee / Intern / Student	1	1
Employee Referral	3	0
Local Referral / Word of Mouth	2	0
National Health Service Corps	2	0
Recruiter / Locums	5	0
Top Recruitment Resources by Position Type***		
Total Filled Admin./Management Positions	20	7
Online Listing	5	3
Employee Referral	2	0
Internal Hire	6	0
Newspaper/Local Advertising	1	0
Total Filled Behavioral Health Positions	17	14
Online Listing	9	10
Hired Former Employee / Intern / Student	1	0
Local Referral / Word of Mouth	1	0
National Health Service Corps	2	0
Total Filled Clinical Dental Positions	13	9
Online Listing	4	5
Employee Referral/Internal Hire	0	1
Recruiter / Locums	3	0
Total Filled Clinical Medical Positions	16	8
Online Listing	6	6
Employee Referral	1	0
Internal Hire	1	0
Recruiter / Locums	1	0
Total Filled Clinical Support Positions	19	16
Online Listing	4	1
Internal Hire	2	0
Total Filled Non-Clinical Support Positions	30	17
Internal Hire	2	3
Employee Referral	1	0
Online Listing	9	0

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