



Region VIII Job Opportunities Bank (JOB) Data Comparison Report

February 2023 - January 2024								February 2024 - January 2025						
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 ⁺	572	301	62	19	140	26	24	609	328	57	23	140	33	28
Total Number CHC-Specific Positions	561	294	60	19	139	26	23	599	323	54	23	139	33	27
CHC Positions Carried Over from Previous Year	270	177	33	12	26	6	16	373	245	34	15	40	26	13
CHC Positions Newly Posted During Year	291	117	27	7	113	20	7	226	78	20	8	99	7	14
Number of CHCs Posting Positions	54	22	11	4	5	6	6	64	23	14	5	4	11	7
All CHC-Specific Positions - Breakdown by Position Type***														
Administrative/Management Positions	49	26	5	1	12	0	5	38	23	4	2	6	0	3
Behavioral Health Positions	89	49	17	6	5	8	4	92	59	11	6	4	8	4
Clinical Dental Positions	76	37	18	5	12	1	3	104	45	17	8	29	1	4
Clinical Medical Positions	104	70	10	3	10	4	7	145	94	16	5	19	4	7
Clinical Support Positions	134	58	9	2	54	9	2	143	56	6	2	59	15	5
Non-Clinical Support Positions	109	54	1	2	46	4	2	77	46	0	0	22	5	4
CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
Total Number CHC-Specific Positions Closed	187	49	26	4	98	0	10	259	91	26	12	106	13	11
Percentage of Total Active During Year	33.3%	16.7%	43.3%	21.1%	70.5%	0.0%	43.5%	43.2%	28.2%	48.1%	52.2%	76.3%	39.4%	40.7%
Average Recruitment Length in Months	6.0	10.3	8.9	7.8	2.5	-	10.4	12.1	16.5	17.6	22.3	6.1	14.0	6.9
Positions Filled	71	17	20	3	23	0	8	68	25	14	10	13	0	6
Average Recruitment Length in Months	7.3	7.7	11.1	10.2	2.1	-	10.6	12.2	17.3	6.6	19.4	4.7	-	8.1
Positions Withdrawn, Not Filled	28	20	6	1	1	0	0	72	4	4	2	58	0	4
Average Recruitment Length in Months	12.9	16.7	1.7	0.7	4.4	-	-	10.0	11.4	52.3	36.5	6.5	-	3.4
Positions Status Unknown	88	12	0	0	74	0	2	119	62	8	0	35	13	1
All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type***														
Closed Administrative/Management Positions	23	7	3	1	8.0	0	4	21	11	4	1	4	0	1
Average Recruitment Length in Months	4.0	3.2	1.7	0.7	1.5	-	12.4	10.2	14.7	9.1	1.1	3.3	-	3.1
Closed Behavioral Health Positions	18	7	7	0	3	0	1	37	19	7	4	3	4	0
Average Recruitment Length in Months	8.5	14.4	5.5	-	3.0	-	4.6	18.3	16.8	20.7	29.6	13.0	14.0	-
Closed Clinical Dental Positions	13	3	7	0	2	0	1	47	15	5	3	22	0	2
Average Recruitment Length in Months	8.5	14.2	8.3	-	0.8	-	7.6	15.4	17.8	15.7	26.7	12.7	-	8.8
Closed Clinical Medical Positions	20	10	1	1	6	0	2	58	28	10	3	13	0	4
Average Recruitment Length in Months	9.2	12.5	3.6	10.2	4.9	-	8.1	12.5	14.3	19.7	12.4	3.7	-	11.2
Closed Clinical Support Positions	60	10	7	0	42	0	1	64	7	0	1	48	7	1
Average Recruitment Length in Months	6.7	14.7	16.6	-	3.1	-	12.0	8.4	30.7	-	30.4	4.1	14.0	0.9
Closed Non-Clinical Support Positions	53	12	1	2	37	0	1	32	11	0	0	16	2	3
Average Recruitment Length in Months	3.2	5.6	10.1	10.2	1.6	-	14.7	7.9	12.7	-	-	4.7	14.0	3.3
Filled Clinical Positions - Breakdown by Title														
Filled Dentist/Dental Director Positions	5	0	3	0	2	0	0	5	1	2	2	0	0	0
Average Recruitment Length in Months	5.4	-	8.4	-	0.8	-	-	10.6	11.2	2.1	18.7	-	-	-
Filled Physician/Medical Director Positions	4	2	1	0	0	0	1	4	2	1	1	0	0	0
Average Recruitment Length in Months	8.7	9.6	3.6	-	-	-	12.0	11.7	13.7	2.1	17.1	-	-	-
Filled PA/NP/CNM Positions	5	0	1	1	2	0	1	13	2	6	1	2	0	2
Average Recruitment Length in Months	4.4	-	4.3	10.2	1.7	-	4.1	6.9	11.2	3.4	2.1	3.4	-	18.9

*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.

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*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*

	02/2023 - 01/2024			02/2024 - 01/2025		
	POSTED	CLOSED	FILLED**	POSTED	CLOSED	FILLED**
CHC-SPECIFIC POSITIONS POSTED, CLOSED, & FILLED DURING YEAR						
Total Number	561	187	71	599	259	68
CHC-Specific Positions - Breakdown by Discipline						
Admin./Management Positions	49	23	7	38	21	12
Chief Executive	3	3	1	2	2	2
Finance Executive/Manager	12	4	1	9	6	4
Operations Executive/Manager	3	1	1	3	3	1
Clinical Operations Executive/Manager	5	3	2	6	2	0
Clinical Programs Executive/Manager	3	1	1	3	1	1
Quality Improvement (QI) Executive/Manager	3	0	0	4	1	1
Human Resources Executive/Manager	4	4	0	2	1	1
Other Executive/Manager	16	7	1	9	5	2
Behavioral Health Positions	89	18	14	91	36	9
Behavioral / Mental Health Executive/Manager	4	2	1	4	3	0
Behavioral Health Provider ¹	85	16	13	87	33	9
Clinical Dental Positions	76	13	9	104	47	8
Dental Director	5	2	2	6	4	1
Dentist	38	5	3	54	22	4
Dental Hygienist	33	6	4	44	21	3
Clinical Medical Positions	104	20	8	144	58	16
Medical Director	8	3	2	11	7	2
Physician (see below for specialties)	42	5	1	49	11	2
Nurse Practitioner &/or Physician Assistant	49	11	4	79	37	12
Pharmacist/Pharmacy Manager	3	1	1	2	1	0
Physical Therapist	2	0	0	3	2	0
Physician Positions - Breakdown by Specialty						
Physician Positions	42	5	1	49	12	2
Family Practice	22	3	1	23	5	2
Faculty/Staff Physician	2	0	0	2	0	0
Family Practice with OB	2	0	0	2	1	0
Pediatrics/Urgent Care	4	0	0	6	2	0
Internal Medicine/Optometry	1	0	0	1	0	0
Unspecified	11	2	0	15	4	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 CSW, LAC, LCSW, LCPC, LPCC, and LPC.

Successful Recruitment Resources for Filled Positions

	02/2023 - 01/2024	02/2024 - 01/2025
RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS		
Total Number Closed	187	259
Positions Filled	71	68
Recruitment Resources for All Filled CHC-Specific Positions		
Recruitment Resource Unknown	42	38
Online Listing	25	13
Local Referral / Word of Mouth	0	6
Employee Referral	0	4
Hired Former Employee / Intern / Student	1	3
Internal Hire	3	3
National Health Service Corps	0	1
Top Recruitment Resources by Position Type***		
Total Filled Admin./Management Positions	7	13
Local Referral / Word of Mouth	0	2
Online Listing	3	2
Hired Former Employee / Intern / Student	0	1
Total Filled Behavioral Health Positions	14	9
Online Listing	10	2
Employee Referral	0	1
Internal Hire	0	1
Local Referral / Word of Mouth	0	1
Total Filled Clinical Dental Positions	9	8
Employee Referral/Internal Hire	1	3
Hired Former Employee / Intern / Student	0	1
National Health Service Corps	0	1
Online Listing	5	0
Total Filled Clinical Medical Positions	8	19
Online Listing	6	5
Employee Referral/Internal Hire	0	1
Hired Former Employee / Intern / Student	0	1
Local Referral / Word of Mouth	0	1
Total Filled Clinical Support Positions	16	10
Online Listing	1	2
Local Referral / Word of Mouth	0	1
Total Filled Non-Clinical Support Positions	17	9
Online Listing	0	2
Internal Hire	3	1
Local Referral / Word of Mouth	0	1

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