



Region VIII Job Opportunities Bank (JOB) Data Comparison Report

February 2024 - January 2025							February 2025 - January 2026						
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⁺	609	328	57	23	140	33	28	592	415	48	11	53	32	33
Total Number CHC-Specific Positions	599	323	54	23	139	33	27	588	415	45	11	53	32	32
CHC Positions Carried Over from Previous Year	373	245	34	15	40	26	13	338	230	29	11	32	20	16
CHC Positions Newly Posted During Year	226	78	20	8	99	7	14	250	185	16	0	21	12	16
Number of CHCs Posting Positions	64	23	14	5	4	11	7	57	26	11	4	4	6	6
All CHC-Specific Positions - Breakdown by Position Type***														
Administrative/Management Positions	38	23	4	2	6	0	3	42	30	1	1	7	0	3
Behavioral Health Positions	92	59	11	6	4	8	4	108	81	10	2	2	7	6
Clinical Dental Positions	104	45	17	8	29	1	4	83	47	14	5	7	3	7
Clinical Medical Positions	145	94	16	5	19	4	7	134	100	13	2	8	6	5
Clinical Support Positions	143	56	6	2	59	15	5	139	92	6	1	19	11	10
Non-Clinical Support Positions	77	46	0	0	22	5	4	82	65	1	0	10	5	1

CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
Total Number CHC-Specific Positions Closed	259	91	26	12	106	13	11	355	280	14	4	40	3	14
Percentage of Total Active During Year	43.2%	28.2%	48.1%	52.2%	76.3%	39.4%	40.7%	60.4%	67.5%	31.1%	36.4%	75.5%	9.4%	43.8%
Average Recruitment Length in Months	12.1	16.5	17.6	22.3	6.1	14.0	6.9	19.2	21.6	7.7	28.5	3.9	78.2	8.7
Positions Filled	68	25	14	10	13	0	6	191	148	9	3	17	0	14
Average Recruitment Length in Months	12.2	17.3	6.6	19.4	4.7	-	8.1	10.6	11.2	5.6	29.9	6.2	-	8.7
Positions Withdrawn, Not Filled	72	4	4	2	58	0	4	25	17	3	1	4	0	0
Average Recruitment Length in Months	10.0	11.4	52.3	36.5	6.5	-	3.4	13.9	17.7	4.7	24.1	1.9	-	-
Positions Status Unknown	119	62	8	0	35	13	1	138	115	1	0	19	3	0
All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type*:														
Closed Administrative/Management Positions	21	11	4	1	4	0	1	29	20	1	0	6	0	2
Average Recruitment Length in Months	10.2	14.7	9.1	1.1	3.3	-	3.1	15.8	19.5	4.2	-	3.1	-	22.9
Closed Behavioral Health Positions	37	19	7	4	3	4	0	66	59	4	0	2	0	1
Average Recruitment Length in Months	18.3	16.8	20.7	29.6	13.0	14.0	-	22.6	24.8	3.9	-	6.6	-	0.3
Closed Clinical Dental Positions	47	15	5	3	22	0	2	40	27	2	2	3	0	6
Average Recruitment Length in Months	15.4	17.8	15.7	26.7	12.7	-	8.8	15.4	18.5	7.3	38.5	1.9	-	2.9
Closed Clinical Medical Positions	58	28	10	3	13	0	4	72	58	3	1	7	1	2
Average Recruitment Length in Months	12.5	14.3	19.7	12.4	3.7	-	11.2	27.7	30.6	6.5	8.0	10.1	78.2	21.5
Closed Clinical Support Positions	64	7	0	1	48	7	1	83	63	3	1	12	1	3
Average Recruitment Length in Months	8.4	30.7	-	30.4	4.1	14.0	0.9	14.9	17.0	7.5	28.9	1.7	78.2	4.9
Closed Non-Clinical Support Positions	32	11	0	0	16	2	3	65	53	1	0	10	1	0
Average Recruitment Length in Months	7.9	12.7	-	-	4.7	14.0	3.3	15.5	16.4	31.3	-	2.9	78.2	-
Filled Clinical Positions - Breakdown by Title														
Filled Dentist/Dental Director Positions	5	1	2	2	0	0	0	11	5	1	1	1	0	3
Average Recruitment Length in Months	10.6	11.2	2.1	18.7	-	-	-	16.6	19.7	11.8	52.9	3.0	-	5.6
Filled Physician/Medical Director Positions	4	2	1	1	0	0	0	11	10	1	0	0	0	0
Average Recruitment Length in Months	11.7	13.7	2.1	17.1	-	-	-	16.8	18.0	4.3	-	-	-	-
Filled PA/NP/CNM Positions	13	2	6	1	2	0	2	26	16	1	1	6	0	2
Average Recruitment Length in Months	6.9	11.2	3.4	2.1	3.4	-	18.9	11.6	11.2	2.9	8.1	11.3	-	21.5

*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*

	02/2024 - 01/2025			02/2025 - 01/2026		
	POSTED	CLOSED	FILLED**	POSTED	CLOSED	FILLED**
CHC-SPECIFIC POSITIONS POSTED, CLOSED, & FILLED DURING YEAR						
Total Number	599	259	68	588	355	191
CHC-Specific Positions - Breakdown by Discipline						
Admin./Management Positions	38	21	12	42	29	12
Chief Executive	2	2	2	1	1	3
Finance Executive/Manager	9	6	4	8	4	3
Operations Executive/Manager	3	3	1	2	2	0
Clinical Operations Executive/Manager	6	2	0	4	2	1
Clinical Programs Executive/Manager	3	1	1	0	0	0
Quality Improvement (QI) Executive/Manager	4	1	1	2	1	0
Human Resources Executive/Manager	2	1	1	0	0	0
Other Executive/Manager	9	5	2	25	19	5
Behavioral Health Positions	91	36	9	108	66	33
Behavioral / Mental Health Executive/Manager	4	3	0	5	3	2
Behavioral Health Provider ¹	87	33	9	103	63	31
Clinical Dental Positions	104	47	8	83	40	26
Dental Director	6	4	1	4	1	1
Dentist	54	22	4	41	19	10
Dental Hygienist	44	21	3	38	20	15
Clinical Medical Positions	144	58	16	134	72	41
Medical Director	11	7	2	8	4	1
Physician (see below for specialties)	49	11	2	51	29	10
Nurse Practitioner &/or Physician Assistant	79	37	12	65	35	27
Pharmacist/Pharmacy Manager	2	1	0	9	3	2
Physical Therapist	3	2	0	1	1	1
Physician Positions - Breakdown by Specialty						
Physician Positions	49	12	2	50	29	10
Family Practice	23	5	2	25	16	4
Faculty/Staff Physician	2	0	0	4	3	1
Family Practice with OB	2	1	0	1	0	0
Pediatrics/Urgent Care	6	2	0	4	2	2
Internal Medicine/Optomety	1	0	0	1	0	0
Unspecified	15	4	0	15	8	3

Successful Recruitment Resources for Filled Positions

	02/2024 - 01/2025	02/2025 - 01/2026
RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS		
Total Number Closed	259	355
Positions Filled	68	191
Recruitment Resources for All Filled CHC-Specific Positions		
Recruitment Resource Unknown	38	152
Online Listing	13	19
Internal Hire	6	11
Employee Referral	4	6
Local Referral / Word of Mouth	3	3
Hired Former Employee / Intern / Student	3	0
National Health Service Corps	1	0
Top Recruitment Resources by Position Type***		
Total Filled Admin./Management Positions	13	12
Online Listing	2	2
Local Referral / Word of Mouth	2	0
Hired Former Employee / Intern / Student	1	0
Total Filled Behavioral Health Positions	9	33
Online Listing	2	5
Internal Hire	1	4
Employee Referral	1	0
Local Referral / Word of Mouth	1	0
Total Filled Clinical Dental Positions	8	26
Online Listing	0	3
Employee Referral / Internal Hire	3	2
Hired Former Employee / Intern / Student	1	0
National Health Service Corps	1	0
Total Filled Clinical Medical Positions	19	41
Online Listing	5	2
Employee Referral / Internal Hire	1	2
Local Referral / Word of Mouth	1	1
Hired Former Employee / Intern / Student	1	0
Total Filled Clinical Support Positions	10	45
Employee Referral / Internal Hire	2	6
Online Listing	1	5
Local Referral / Word of Mouth	0	0
Total Filled Non-Clinical Support Positions	9	34
Online Listing	2	2
Internal Hire	1	1
Local Referral / Word of Mouth	1	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.

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

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