



Region VIII Job Opportunities Bank (JOB) Data Comparison Report

February 2008 - January 2009								February 2009 - January 2010						
Region VIII	CO	MT	ND	SD	UT	WY		Region VIII	CO	MT	ND	SD	UT	WY

POSITIONS POSTED ON JOB DURING YEAR*														
Total Number All Positions*	296	189	39	9	17	26	16	229	145	29	9	16	22	8
Total Number CHC-Specific Positions	281	176	39	8	16	26	16	224	141	29	9	16	21	8
CHC Positions Carried Over from Previous Year	108	62	17	4	7	11	7	121	69	21	3	10	16	2
CHC Positions Newly Posted During Year	173	114	22	4	9	15	9	103	72	8	6	6	5	6
Number of CHCs Posting Positions	45	14	10	2	5	8	6	42	12	10	4	5	8	3
All Posted CHC-Specific Positions - Breakdown by Position Type***														
Posted Administrative/Management Positions	24	14	2	1	0	2	5	23	11	2	2	2	3	3
Posted Behavioral Health** Positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10	7	2	0	0	1	0
Posted Clinical Dental Positions	32	14	11	1	3	2	1	27	9	9	1	3	3	2
Posted Clinical Medical Positions	153	85	26	2	12	19	9	109	63	15	4	10	14	3
Posted Clinical Support Positions	51	45	0	4	1	1	0	41	37	1	2	1	0	0
Posted Non-Clinical Support Positions	21	18	0	0	0	2	1	14	14	0	0	0	0	0

CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
Total Number CHC-Specific Positions Closed	163	111	18	5	5	10	14	140	98	11	3	8	13	7
Percentage of Total Posted During Year	58.0%	63.1%	46.2%	62.5%	31.3%	38.5%	87.5%	62.5%	69.5%	37.9%	33.3%	50.0%	61.9%	87.5%
Average Recruitment Length in Months	8.6	7.7	11.9	18.5	12.8	5.8	7.5	8.4	8.0	10.2	2.1	12.7	11.7	3.5
Positions Filled***	111	77	8	5	4	6	11	99	67	10	2	6	9	5
Average Recruitment Length in Months	8.3	8.0	6.0	18.5	9.9	8.8	7.0	7.2	6.6	10.1	6.0	12.0	8.6	4.4
Positions Withdrawn, Not Filled	20	14	2	0	1	1	2	6	3	0	0	2	1	0
Average Recruitment Length in Months	8.6	7.5	12.2	-	24.6	4.5	7.3	11.4	9.2	-	-	14.6	11.5	-
Positions Status Unknown	32	20	8	0	0	3	1	35	28	1	1	0	3	2

All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type***														
Closed Administrative/Management Positions	17	9	1	1	0	1	5	21	10	2	2	1	3	3
Average Recruitment Length in Months	2.8	2.8	6.2	1.9	-	0.1	2.8	4.2	6.1	5.4	1.2	0.8	2.8	1.6
Closed Behavioral Health** Positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7	5	1	0	0	1	0
Average Recruitment Length in Months	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6.0	2.3	28.5	-	-	1.9	-
Closed Clinical Dental Positions	14	8	4	1	1	0	0	17	7	4	0	1	3	2
Average Recruitment Length in Months	7.8	5.9	6.3	12.2	24.6	-	-	11.3	11.9	12.4	-	14.1	11.9	5.1
Closed Clinical Medical Positions	81	50	13	1	3	6	8	52	34	4	1	5	6	2
Average Recruitment Length in Months	10.3	8.4	14.1	52.5	13.0	7.9	10.9	10.6	9.4	5.9	3.9	17.3	17.7	4.7
Closed Clinical Support Positions	34	30	0	2	1	1	0	32	31	0	0	1	0	0
Average Recruitment Length in Months	8.6	8.6	-	13.1	0.5	6.0	-	4.6	4.8	-	-	0.0	-	-
Closed Non-Clinical Support Positions	17	14	0	0	0	2	1	11	11	0	0	0	0	0
Average Recruitment Length in Months	6.8	7.7	-	-	-	2.3	4.3	14.2	14.2	-	-	-	-	-

Filled Clinical Positions - Breakdown by Title****														
Filled Dentist/Dental Director Positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7	4	1	0	0	1	1
Average Recruitment Length in Months	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9.8	9.3	20.3	-	-	1.8	9.0
Filled Physician/Medical Director Positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	14	10	1	0	0	2	1
Average Recruitment Length in Months	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13.8	14.2	4.5	-	-	20.7	4.4
Filled PA/NP/CNM Positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	21	12	3	1	3	2	0
Average Recruitment Length in Months	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8.1	5.6	6.4	3.9	19.0	12.0	-

*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.

****Reporting category is new in 2009-2010 report.

*Includes postings by Region VIII Primary Care Associations (PCAs).

**Behavioral Health is a new Position Type in 2009-2010.

***Refer to page 2 for a breakdown of successful recruitment resources for filled positions.

Region VIII Job Opportunities Bank (JOB) Data Comparison Report, continued

Posted and Closed Positions by Discipline within Each Type*

	Feb. 2008 - Jan. 2009	Feb. 2008 - Jan. 2009	Feb. 2009 - Jan. 2010	Feb. 2009 - Jan. 2010
	Region VIII	Region VIII	Region VIII	Region VIII
	POSTED	CLOSED	POSTED	CLOSED
CHC-SPECIFIC POSITIONS POSTED AND CLOSED DURING YEAR				
Total Number	281	163	224	140
CHC-Specific Positions - Breakdown by Discipline				
Admin./Management Positions	24	17	23	21
Chief Executive	5	3	7	1
Finance Executive/Manager	6	6	3	3
Operations Executive/Manager	3	1	4	3
Development Executive/Manager	1	1	2	2
Clinical Programs Executive/Manager	5	4	5	5
Other Executive/Manager	4	2	2	2
Behavioral Health Positions	13	7	10	7
Behavioral / Mental Health Professional	3	2	2	2
Psychiatrist	2	1	2	2
Psychologist	1	1	0	0
Social Worker / LCSW	2	0	4	2
Therapist	1	1	1	0
Other	4	2	1	1
Clinical Dental Positions	32	14	27	17
Dental Director	5	4	2	1
Dentist	20	9	17	10
Dental Hygienist	7	1	8	6
Clinical Medical Positions	153	81	109	52
Medical Director	11	6	8	4
Physician (see below for specialties)	71	36	50	18
Nurse Practitioner or Physician Assistant	52	27	46	25
Pharmacist	2	2	1	1
Behavioral Health	13	7	10	7
Certified Nurse Midwife	4	3	4	4
Physician Positions - Breakdown by Specialty				
Physician Positions	71	36	50	18
Family Practice	26	18	15	4
Family Practice with OB	9	4	6	2
Family Practice or Internal Medicine	6	1	6	1
Internal Medicine	6	5	4	0
MD or DO	4	0	4	4
OB/GYN	5	1	4	3
Pediatrics	5	1	7	4
Unspecified	10	6	4	0

*Positions posted on JOB do not represent all Region VIII CHC positions available.

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

***Online recruitment sites included: CHC website, CareerBuilder, CHAMPS Job Opportunities Bank (JOB), Craig's List, CNM Blog, MGMA, and NACHC.



Successful Recruitment Resources for Filled Positions

	Feb. 2008 - Jan. 2009	Feb. 2009 - Jan. 2010
	Region VIII	Region VIII
	Region VIII	Region VIII
RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS		
Total Number Closed	163	140
Positions Filled	111	99
Resources for All Filled CHC-Specific Positions		
Recruitment Resource Unknown	38	26
Online Listing***	14	16
Local Referral / Word of Mouth	10	11
Hired Former Employee/Intern/Extern	10	9
Internal Hire	14	8
Employee Referral	6	6
Newspaper Ad	6	4
Recruiter	7	4
Previous Candidate	0	2
Association Newsletter	0	1
Job Fair	1	1
National Health Service Corps	0	1
CHC Referral	4	0
Direct Mailing	1	0
Top '09-'10 Resources by Position Type**		
Filled Admin./Management Positions	13	14
Hired Former Employee/Intern/Extern	1	3
Local Referral / Word of Mouth	1	2
Online Listing	1	2
Previous Candidate	0	1
Recruiter	0	1
Filled Behavioral Health Positions	3	6
Hired Former Employee/Intern/Extern	1	2
Employee Referral	1	1
Newspaper Ad	1	1
Recruiter	0	1
Filled Clinical Dental Positions	12	11
Local Referral / Word of Mouth	2	5
Association Newsletter	0	1
Hired Former Employee/Intern/Extern	0	1
Newspaper Ad	1	1
Online Listing	1	1
Filled Clinical Medical Positions	46	34
Online Listing	5	7
Internal Hire	6	4
Hired Former Employee/Intern/Extern	2	3
Local Referral / Word of Mouth	5	3
Recruiter	5	2
National Health Service Corps	0	1
Previous Candidate	0	1
Filled Clinical Support Positions	27	16
Online Listing	4	6
Hired Former Employee/Intern/Extern	5	2
Local Referral / Word of Mouth	2	2
Employee Referral	2	1
Internal Hire	3	1
Job Fair	0	1
Filled Non-Clinical Support Positions	13	8
Employee Referral	3	4
Hired Former Employee/Intern/Extern	1	1
Local Referral / Word of Mouth	0	1