



Region VIII Job Opportunities Bank (JOB) Data Comparison Report

February 2009 - January 2010								February 2010 - January 2011							
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*	229	145	29	9	16	22	8	246	155	33	15	19	14	10
Total Number CHC-Specific Positions	224	141	29	9	16	21	8	230	145	32	14	18	11	10
CHC Positions Carried Over from Previous Year	121	69	21	3	10	16	2	83	43	17	6	8	8	1
CHC Positions Newly Posted During Year	103	72	8	6	6	5	6	147	102	15	8	10	3	9
Number of CHCs Posting Positions	42	12	10	4	5	8	3	44	12	11	5	4	6	6
All Posted CHC-Specific Positions - Breakdown by Position Type***														
Posted Administrative/Management Positions	23	11	2	2	2	3	3	33	20	4	3	2	1	3
Posted Behavioral Health Positions	10	7	2	0	0	1	0	10	9	1	0	0	0	0
Posted Clinical Dental Positions	27	9	9	1	3	3	2	23	10	8	1	3	0	1
Posted Clinical Medical Positions	109	63	15	4	10	14	3	109	58	17	7	13	10	4
Posted Clinical Support Positions	41	37	1	2	1	0	0	33	28	2	2	0	0	1
Posted Non-Clinical Support Positions	14	14	0	0	0	0	0	22	20	0	1	0	0	1

CHC-SPECIFIC POSITIONS CLOSED DURING YEAR**														
Total Number CHC-Specific Positions Closed	140	98	11	3	8	13	7	153	111	14	5	13	2	8
Percentage of Total Posted During Year	62.5%	69.5%	37.9%	33.3%	50.0%	61.9%	87.5%	66.5%	76.6%	43.8%	35.7%	72.2%	18.2%	80.0%
Average Recruitment Length in Months	8.4	8.0	10.2	2.1	12.7	11.7	3.5	6.6	5.3	14.8	7.8	11.7	4.7	1.4
Positions Filled**	99	67	10	2	6	9	5	99	76	8	2	6	2	5
Average Recruitment Length in Months	7.2	6.6	10.1	6.0	12.0	8.6	4.4	4.9	4.0	15.7	3.1	5.8	4.7	1.2
Positions Withdrawn, Not Filled	6	3	0	0	2	1	0	12	4	3	0	3	0	2
Average Recruitment Length in Months	11.4	9.2	-	-	14.6	11.5	-	13.3	7.2	25.0	-	17.1	-	2.2
Positions Status Unknown	35	28	1	1	0	3	2	42	31	3	3	4	0	1

All Closed CHC-Specific Positions (Filled, Withdrawn, and Unknown) - Breakdown by Position Type***														
Closed Administrative/Management Positions	21	10	2	2	1	3	3	25	17	2	2	1	1	2
Average Recruitment Length in Months	4.2	6.1	5.4	1.2	0.8	2.8	1.6	2.5	2.4	3.5	3.1	1.7	3.0	2.4
Closed Behavioral Health Positions	7	5	1	0	0	1	0	5	5	0	0	0	0	0
Average Recruitment Length in Months	6.0	2.3	28.5	-	-	1.9	-	3.0	3.0	-	-	-	-	-
Closed Clinical Dental Positions	17	7	4	0	1	3	2	21	10	6	1	3	0	1
Average Recruitment Length in Months	11.3	11.9	12.4	-	14.1	11.9	5.1	8.9	5.1	15.4	13.4	9.8	-	1.6
Closed Clinical Medical Positions	52	34	4	1	5	6	2	56	36	5	2	9	1	3
Average Recruitment Length in Months	10.6	9.4	5.9	3.9	17.3	17.7	4.7	10.7	9.8	19.0	9.7	13.3	6.4	1.0
Closed Clinical Support Positions	32	31	0	0	1	0	0	27	25	1	0	0	0	1
Average Recruitment Length in Months	4.6	4.8	-	-	0.0	-	-	3.6	3.3	12.3	-	-	-	1.1
Closed Non-Clinical Support Positions	11	11	0	0	0	0	0	19	18	0	0	0	0	1
Average Recruitment Length in Months	14.2	14.2	-	-	-	-	-	2.4	2.5	-	-	-	-	0.5

Filled Clinical Positions - Breakdown by Title														
Filled Dentist/Dental Director Positions	7	4	1	0	0	1	1	10	6	2	0	1	0	1
Average Recruitment Length in Months	9.8	9.3	20.3	-	-	1.8	9.0	11.5	5.7	37.2	-	5.3	-	1.6
Filled Physician/Medical Director Positions	14	10	1	0	0	2	1	10	6	2	0	2	0	0
Average Recruitment Length in Months	13.8	14.2	4.5	-	-	20.7	4.4	13.0	13.5	14.4	-	10.1	-	-
Filled PA/NP/CNM Positions	21	12	3	1	3	2	0	18	12	1	0	2	1	2
Average Recruitment Length in Months	8.1	5.6	6.4	3.9	19.0	12.0	-	5.4	6.7	3.1	-	3.6	6.4	0.1

*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).

**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. 2009 - Jan. 2010	Feb. 2009 - Jan. 2010	Feb. 2010 - Jan. 2011	Feb. 2010 - Jan. 2011
	Region VIII	Region VIII	Region VIII	Region VIII
	POSTED	CLOSED	POSTED	CLOSED
CHC-SPECIFIC POSITIONS POSTED AND CLOSED DURING YEAR				
Total Number	224	140	230	153
CHC-Specific Positions - Breakdown by Discipline				
Admin./Management Positions	23	21	33	25
Chief Executive	7	1	6	4
Finance Executive/Manager	3	3	8	7
Operations Executive/Manager	4	3	3	2
Development Executive/Manager	2	2	2	1
Clinical Programs Executive/Manager	5	5	3	2
Other Executive/Manager	2	2	11	9
Behavioral Health Positions	10	7	10	5
Behavioral / Mental Health Professional	2	2	1	1
Psychiatrist	2	2	1	0
Psychologist	0	0	0	0
Social Worker / LCSW	4	2	2	0
Therapist	1	0	4	3
Other	1	1	2	1
Clinical Dental Positions	27	17	23	21
Dental Director	2	1	6	6
Dentist	17	10	13	13
Dental Hygienist	8	6	4	2
Clinical Medical Positions	109	52	109	57
Medical Director	8	4	6	5
Physician (see below for specialties)	50	18	55	20
Nurse Practitioner or Physician Assistant	46	25	46	30
Pharmacist	1	1	1	1
Behavioral Health Certified Nurse Midwife	10	7	1	1
	4	4	0	0
Physician Positions - Breakdown by Specialty				
Physician Positions	50	18	55	19
Family Practice	15	4	18	5
Family Practice with OB	6	2	4	1
Family Practice or Internal Medicine	6	1	11	6
Internal Medicine	4	0	4	2
MD or DO	4	4	0	0
OB/GYN	4	3	1	0
Pediatrics	7	4	5	2
Unspecified	4	0	9	1
Urgent Care	0	0	1	0
Geriatrician/Internist	0	0	2	2



*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, CHAMPS Job Opportunities Bank (JOB), Colorado Nonprofit Association, Craig's List, Health eCareers, Indeed.com, and JobsHQ.

Successful Recruitment Resources for Filled Positions

	Feb. 2009 - Jan. 2010	Feb. 2010 - Jan. 2011
	Region VIII	Region VIII
	POSTED	CLOSED
RECRUITMENT RESOURCES FOR FILLED CHC-SPECIFIC POSITIONS		
Total Number Closed	140	153
Positions Filled	99	99
Recruitment Resources for All Filled CHC-Specific Positions		
Recruitment Resource Unknown	26	33
Online Listing***	16	26
Internal Hire	8	12
Employee Referral	6	11
Local Referral / Word of Mouth	11	8
Recruiter	4	4
Hired Former Employee/Intern/Extern	9	1
Newspaper Ad	4	1
Previous Candidate	2	1
Job Fair	1	1
National Health Service Corps	1	1
Association Newsletter	1	0
Top Recruitment Resources by Position Type**		
Total Filled Admin./Management Positions	14	20
Internal Hire	0	6
Local Referral / Word of Mouth	2	4
Newspaper Ad	0	1
Online Listing	2	1
Recruiter	1	1
Hired Former Employee/Intern/Extern	3	0
Previous Candidate	1	0
Total Filled Behavioral Health Positions	6	2
Online Listing	0	1
Hired Former Employee/Intern/Extern	2	0
Employee Referral	1	0
Newspaper Ad	1	0
Recruiter	1	0
Total Filled Clinical Dental Positions	11	11
Online Listing	1	4
Employee Referral	0	2
Job Fair	0	1
Internal Hire	0	1
Local Referral / Word of Mouth	5	1
Recruiter	0	1
Association Newsletter	1	0
Hired Former Employee/Intern/Extern	1	0
Newspaper Ad	1	0
Total Filled Clinical Medical Positions	34	29
Online Listing	7	5
Internal Hire	4	3
Local Referral / Word of Mouth	3	3
Employee Referral	0	2
Recruiter	2	2
Hired Former Employee/Intern/Extern	3	1
National Health Service Corps	1	1
Previous Candidate	1	1
Total Filled Clinical Support Positions	16	20
Online Listing	6	7
Employee Referral	1	4
Hired Former Employee/Intern/Extern	2	0
Internal Hire	1	0
Job Fair	1	0
Local Referral / Word of Mouth	2	0
Total Filled Non-Clinical Support Positions	8	17
Online Listing	0	8
Employee Referral	4	3
Internal Hire	0	2
Hired Former Employee/Intern/Extern	1	0
Local Referral / Word of Mouth	1	0