

## Northwest Region Profile

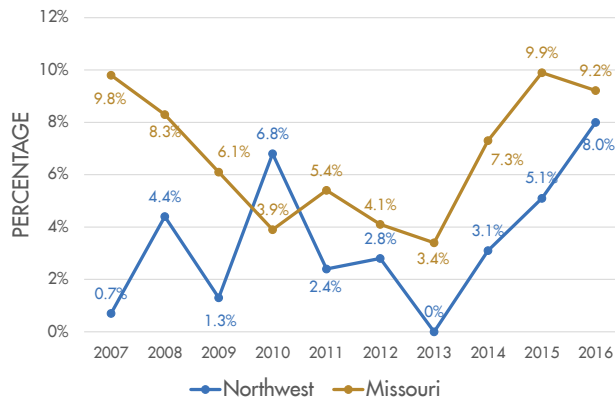
The Northwest Workforce Investment Area consists of 18 counties and is home to 13 hospitals. Eleven hospitals submitted calendar year 2015 data for MHA's 16th annual workforce survey that focuses on turnover and vacancy rates both regionally and statewide. In all, 136 Missouri, 10 Kansas and five Illinois hospitals participated in the survey.

POPULATION: 259,261

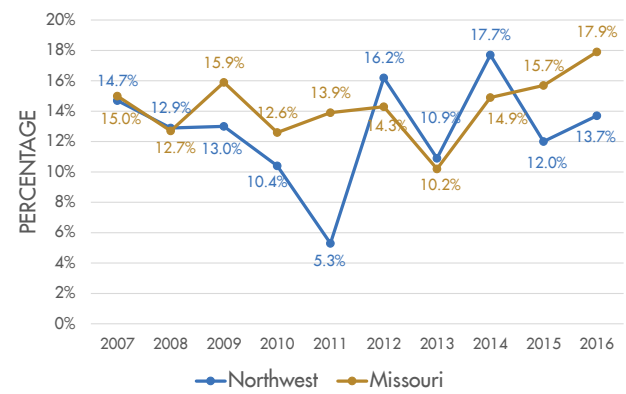
MAY 2016 REGION UNEMPLOYMENT RATE: 3.9%

MAY 2016 STATE UNEMPLOYMENT RATE: 4.3%

R.N. VACANCY (EMPLOYEE)



R.N. TURNOVER (EMPLOYEE)



TOP THREE HIGH GROWTH INDUSTRIES (FROM MERIC DATA)

Industry	Average Employment	Percent Growth From Prior Year
Manufacturing	15,545	1.2%
Health Care and Social Assistance	13,380	0.5%
Retail Trade	12,201	2%

A comprehensive collection of workforce data, trends and color-coded vacancy and turnover maps is available at [www.mhanet.com](http://www.mhanet.com).





# 2016 Northwest Region Survey Highlights

Job Title Collected January 2016	Number of Working FTE's	Number of FTE Vacancies*	Vacancy Rate (FTE)	Working Number of Employees*	Number of Vacant Positions	Employee Vacancy Rate	**Total Employee Separations	Employee Turnover Rate
<b>NURSING &amp; MEDICAL</b>								
Unlicensed Assistive Personnel (UAP)	227	7	2.8%	292	7	2.3%	52	17.4%
Nurse Anesthetist - Certified Registered (CRNA)	17	0	0.0%	17	0	0.0%	0	0.0%
LPN – (Non-I.V. Certified)	18	1	5.3%	18	1	5.3%	1	5.3%
LPN – (I.V. Certified)	141	7	4.7%	163	11	6.3%	9	5.2%
Nurse Practitioner (R.N.)	82	0	0.0%	78	10	11.4%	2	2.3%
Nurse Specialist – Clinical (R.N.)	3	0	0.0%	3	0	0.0%	0	0.0%
Nurse – Staff (R.N.)	638	63	9.0%	886	77	8.0%	132	13.7%
Physician Assistant	2	0	0.0%	2	0	0.0%	0	0.0%
Behavioral Health Nurse (R.N.)	8	0	0.0%	9	0	0.0%	3	33.3%
Nurse – Obstetric (R.N.)	15	2	8.9%	26	2	7.1%	10	35.7%
<b>DIAGNOSTIC IMAGING</b>								
CT Technologist R.T.	15	0	2.6%	20	1	4.8%	4	19.0%
Magnetic Resonance Imaging (MRI) Technologist R.T.	7	1	11.9%	9	1	10.0%	2	20.0%
Mammography Technologist R.T.	15	0	0.0%	18	0	0.0%	0	0.0%
Nuclear Medicine Technologist R.T.	4	0	0.0%	5	0	0.0%	0	0.0%
Radiology Technologist R.T.R	42	0	0.0%	62	2	3.1%	9	14.1%
Sonographer – Cardiac/Echo Technician	7	0	0.0%	7	0	0.0%	0	0.0%
Sonographer – Ultrasound Technologist	20	1	4.4%	28	2	6.7%	7	23.3%
Sonographer – Vascular Technologist	5	0	0.0%	5	0	0.0%	0	0.0%
<b>LABORATORY</b>								
Medical Laboratory Technician MLT	14	1	6.9%	19	1	5.0%	7	35.0%
Medical Technologist M.T.	39	4	8.4%	46	5	9.8%	10	19.6%
<b>THERAPIES</b>								
Occupational Therapist	14	2	9.5%	22	3	12.0%	5	20.0%
Occupational Therapy Assistant – Certified (COTA)	6	1	14.3%	11	1	8.3%	2	16.7%
Physical Therapist	33	2	5.6%	36	3	7.7%	5	12.8%
Physical Therapy Assistant – Certified (PTA)	27	1	3.6%	32	2	5.9%	3	8.8%
Respiratory Therapist – Certified	7	0	0.0%	9	0	0.0%	1	11.1%
Respiratory Therapist – Registered	42	6	12.3%	51	8	13.6%	7	11.9%
Speech Pathologist	7	0	0.0%	9	1	10.0%	2	20.0%
<b>PHARMACY</b>								
Pharmacist – Clinical	3	0	0.0%	3	0	0.0%	0	0.0%
Pharmacist – Staff	28	0	0.0%	39	0	0.0%	2	5.1%
Pharmacy Technician – Certified	20	1	4.8%	36	2	5.3%	2	5.3%
<b>SURGERY</b>								
Surgical Technician – Non-Certified	30	0	0.0%	34	1	2.9%	1	2.9%
<b>MISCELLANEOUS HOSPITAL BASED POSITIONS</b>								
Clinical Informatics Specialist (R.N.)	10	0	0.0%	10	0	0.0%	0	0.0%
Medical Records Coder	60	0	0.0%	65	0	0.0%	2	3.1%
Project Manager – I.T.	4	0	0.0%	5	0	0.0%	0	0.0%
Housekeeper	119	5	4.3%	144	10	6.5%	13	31.8%
Dietician	13	1	7.2%	16	2	11.1%	2	11.1%

\* Include full-time, part-time and per diem

\*\* A separation is any termination of employment whether voluntary or employer initiated. Include staff who have retired or died. Do not include staff who have been transferred to another unit within the same hospital.

#### CALCULATING TURNOVER:

$$\frac{\text{Total Separations Jan. 1 - Dec. 31}}{(\text{Total Employees on Dec. 31} + \text{Vacant Positions on Dec. 31})} \times 100 = \text{EMPLOYEE TURNOVER PERCENTAGE}$$

#### CALCULATING FTE AND EMPLOYEE VACANCY:

$$\frac{\text{Vacant FTEs on Dec. 31}}{(\text{Working FTEs on Dec. 31} + \text{Vacant FTEs on Dec. 31})} \times 100 = \text{FTE VACANCY PERCENTAGE}$$

Replace "FTE" with "Employee" to determine Employee Vacancy percentage.