

Ozark Region Profile

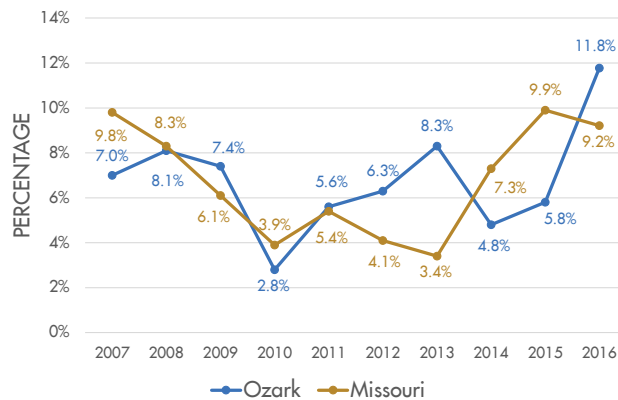
The Ozark Workforce Investment Area consists of seven counties and is home to seven hospitals. Six hospitals submitted calendar year 2015 data for MHA's 16th annual workforce survey that focuses on turnover and vacancy rates both regionally and statewide. In all, 136 Missouri, 10 Kansas and five Illinois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

POPULATION: 541,991

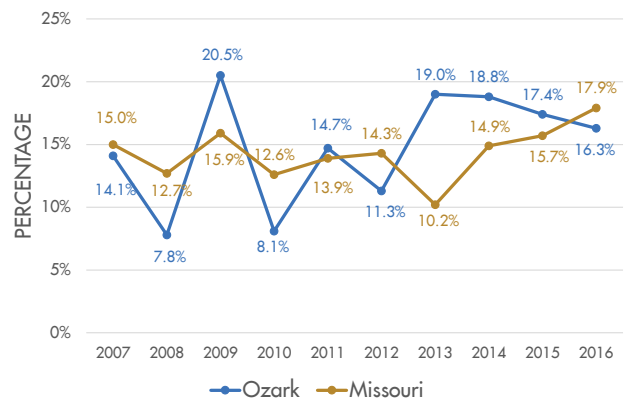
MAY 2016 REGION UNEMPLOYMENT RATE: 3.7%

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
Health Care and Social Assistance	36,888	2.4%
Retail Trade	31,090	2.2%
Accommodation and Food Services	29,099	4.2%

A comprehensive collection of workforce data, trends and color-coded vacancy and turnover maps is available at www.mhanet.com.





2016 Ozark 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
NURSING & MEDICAL								
Unlicensed Assistive Personnel (UAP)	880	92	9.5%	1,144	127	10.0%	471	37.1%
Nurse Anesthetist - Certified Registered (CRNA)	17	0	0.0%	19	0	0.0%	2	10.5%
LPN – (Non-I.V. Certified)	1	0	0.0%	1	0	0.0%	0	0.0%
LPN – (I.V. Certified)	134	19	12.6%	130	27	17.2%	49	31.1%
Nurse Practitioner (R.N.)	22	3	12.1%	24	5	17.2%	5	17.2%
Nurse Specialist – Clinical (R.N.)	1	0	0.0%	1	0	0.0%	0	0.0%
Nurse – Staff (R.N.)	2,061	263	11.3%	2,518	336	11.8%	465	16.3%
Physician Assistant	65	7	9.7%	71	7	9.0%	5	6.4%
Behavioral Health Nurse (R.N.)	74	2	2.4%	96	6	5.9%	19	18.6%
Nurse – Obstetric (R.N.)	141	3	1.9%	187	4	2.1%	18	9.4%
DIAGNOSTIC IMAGING								
CT Technologist R.T.	86	3	2.9%	102	6	5.6%	3	2.8%
Magnetic Resonance Imaging (MRI) Technologist R.T.	50	1	1.2%	58	1	1.7%	1	1.7%
Mammography Technologist R.T.	28	0	0.4%	35	2	5.4%	2	5.4%
Nuclear Medicine Technologist R.T.	28	0	0.0%	33	0	0.0%	3	9.1%
Radiology Technologist R.T.R.	64	6	8.4%	86	10	10.4%	18	18.8%
Sonographer – Cardiac/Echo Technician	20	1	3.0%	21	1	4.5%	5	22.7%
Sonographer – Ultrasound Technologist	50	2	3.9%	62	3	4.6%	7	10.8%
Sonographer – Vascular Technologist	9	0	0.0%	13	0	0.0%	0	0.0%
LABORATORY								
Medical Laboratory Technician MLT	30	7	18.7%	33	10	23.3%	13	30.2%
Medical Technologist M.T.	95	18	15.8%	116	20	14.7%	26	19.1%
THERAPIES								
Occupational Therapist	61	15	19.6%	81	24	22.9%	11	10.5%
Occupational Therapy Assistant – Certified (COTA)	24	2	6.7%	33	3	8.3%	7	19.4%
Physical Therapist	166	7	4.2%	237	11	4.4%	20	8.1%
Physical Therapy Assistant – Certified (PTA)	60	3	5.0%	69	6	8.0%	6	8.0%
Respiratory Therapist – Certified	29	1	3.3%	35	1	2.8%	3	8.3%
Respiratory Therapist – Registered	172	5	2.5%	216	9	4.0%	30	13.3%
Speech Pathologist	42	4	9.2%	57	9	13.6%	15	22.7%
PHARMACY								
Pharmacist – Clinical	47	1	2.1%	51	2	3.8%	6	11.3%
Pharmacist – Staff	108	3	2.8%	129	4	3.0%	4	3.0%
Pharmacy Technician – Certified	120	5	4.3%	143	8	5.3%	31	20.5%
SURGERY								
Surgical Technician – Non-Certified	94	9	8.3%	110	11	9.1%	11	9.1%
MISCELLANEOUS HOSPITAL BASED POSITIONS								
Clinical Informatics Specialist (R.N.)	0	0	0.0%	0	0	0.0%	0	0.0%
Medical Records Coder	185	3	1.6%	189	3	1.6%	17	8.9%
Project Manager – I.T.	1	0	0.0%	1	0	0.0%	0	0.0%
Housekeeper	362	23	6.0%	399	28	6.6%	170	39.8%
Dietician	35	4	9.1%	46	4	8.0%	5	10.0%

* 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.