

## South Central Region Profile

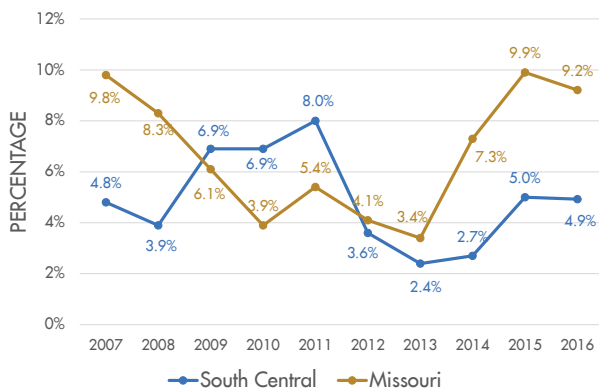
The South Central Workforce Investment Area consists of 12 counties and is home to eight hospitals. All eight hospitals submitted calendar year 2015 data for MHA's 16th annual workforce survey that focuses on turnover and vacancy rates both regionally and statewide. In all, 136 Missouri, 10 Kansas and five Illinois hospitals participated in the survey.

POPULATION: 208,921

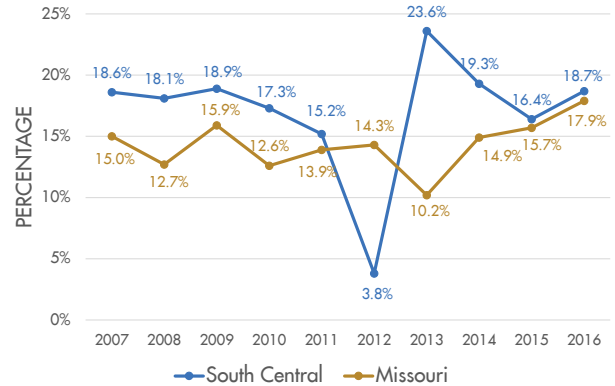
MAY 2016 REGION UNEMPLOYMENT RATE: 5.5%

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 | 10,978             | 0.1%                           |
| Retail Trade                      | 8,756              | 3.5%                           |
| Accommodation and Food Services   | 5,019              | 0.3%                           |

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 South Central Region Survey Highlights

| Job Title<br>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)               | 154                     | 6                        | 3.7%               | 149                          | 7                          | 4.5%                  | 49                           | 31.4%                  |
| Nurse Anesthetist - Certified Registered (CRNA)    | 11                      | 0                        | 0.0%               | 8                            | 0                          | 0.0%                  | 0                            | 0.0%                   |
| LPN – (Non-I.V. Certified)                         | 51                      | 7                        | 12.1%              | 57                           | 7                          | 10.9%                 | 16                           | 25.0%                  |
| LPN – (I.V. Certified)                             | 129                     | 9                        | 6.6%               | 133                          | 14                         | 9.5%                  | 49                           | 33.3%                  |
| Nurse Practitioner (R.N.)                          | 36                      | 5                        | 12.2%              | 43                           | 5                          | 10.4%                 | 3                            | 6.3%                   |
| Nurse Specialist – Clinical (R.N.)                 | 13                      | 1                        | 7.1%               | 17                           | 1                          | 5.6%                  | 0                            | 0.0%                   |
| Nurse – Staff (R.N.)                               | 619                     | 25                       | 3.9%               | 753                          | 39                         | 4.9%                  | 148                          | 18.7%                  |
| Physician Assistant                                | 2                       | 1                        | 33.3%              | 2                            | 1                          | 33.3%                 | 0                            | 0.0%                   |
| Behavioral Health Nurse (R.N.)                     | 22                      | 0                        | 0.0%               | 22                           | 0                          | 0.0%                  | 0                            | 0.0%                   |
| Nurse – Obstetric (R.N.)                           | 39                      | 2                        | 4.9%               | 45                           | 5                          | 10.0%                 | 9                            | 18.0%                  |
| <b>DIAGNOSTIC IMAGING</b>                          |                         |                          |                    |                              |                            |                       |                              |                        |
| CT Technologist R.T.                               | 9                       | 0                        | 0.0%               | 11                           | 0                          | 0.0%                  | 0                            | 0.0%                   |
| Magnetic Resonance Imaging (MRI) Technologist R.T. | 9                       | 0                        | 0.0%               | 9                            | 0                          | 0.0%                  | 0                            | 0.0%                   |
| Mammography Technologist R.T.                      | 6                       | 0                        | 0.0%               | 7                            | 0                          | 0.0%                  | 0                            | 0.0%                   |
| Nuclear Medicine Technologist R.T.                 | 7                       | 0                        | 0.0%               | 5                            | 0                          | 0.0%                  | 0                            | 0.0%                   |
| Radiology Technologist R.T.R.                      | 59                      | 2                        | 3.3%               | 81                           | 2                          | 2.4%                  | 7                            | 8.4%                   |
| Sonographer – Cardiac/Echo Technician              | 3                       | 1                        | 25.0%              | 4                            | 1                          | 20.0%                 | 0                            | 0.0%                   |
| Sonographer – Ultrasound Technologist              | 18                      | 3                        | 14.2%              | 27                           | 1                          | 3.6%                  | 4                            | 14.3%                  |
| Sonographer – Vascular Technologist                | 0                       | 0                        | 0.0%               | 0                            | 0                          | 0.0%                  | 0                            | 0.0%                   |
| <b>LABORATORY</b>                                  |                         |                          |                    |                              |                            |                       |                              |                        |
| Medical Laboratory Technician MLT                  | 29                      | 5                        | 15.0%              | 33                           | 3                          | 8.3%                  | 8                            | 22.2%                  |
| Medical Technologist M.T.                          | 27                      | 2                        | 6.9%               | 23                           | 3                          | 11.5%                 | 2                            | 7.7%                   |
| <b>THERAPIES</b>                                   |                         |                          |                    |                              |                            |                       |                              |                        |
| Occupational Therapist                             | 11                      | 4                        | 24.7%              | 16                           | 5                          | 23.8%                 | 3                            | 14.3%                  |
| Occupational Therapy Assistant – Certified (COTA)  | 2                       | 0                        | 0.0%               | 2                            | 1                          | 33.3%                 | 5                            | 166.7%                 |
| Physical Therapist                                 | 30                      | 1                        | 3.2%               | 35                           | 2                          | 5.4%                  | 2                            | 5.4%                   |
| Physical Therapy Assistant – Certified (PTA)       | 20                      | 0                        | 0.0%               | 24                           | 0                          | 0.0%                  | 0                            | 0.0%                   |
| Respiratory Therapist – Certified                  | 31                      | 1                        | 3.1%               | 41                           | 1                          | 2.4%                  | 10                           | 23.8%                  |
| Respiratory Therapist – Registered                 | 22                      | 3                        | 12.0%              | 31                           | 2                          | 6.1%                  | 13                           | 39.4%                  |
| Speech Pathologist                                 | 12                      | 1                        | 7.7%               | 14                           | 1                          | 6.7%                  | 3                            | 20.0%                  |
| <b>PHARMACY</b>                                    |                         |                          |                    |                              |                            |                       |                              |                        |
| Pharmacist – Clinical                              | 14                      | 0                        | 0.0%               | 14                           | 0                          | 0.0%                  | 0                            | 0.0%                   |
| Pharmacist – Staff                                 | 22                      | 0                        | 0.0%               | 27                           | 0                          | 0.0%                  | 3                            | 11.1%                  |
| Pharmacy Technician – Certified                    | 32                      | 0                        | 0.0%               | 36                           | 0                          | 0.0%                  | 7                            | 19.4%                  |
| <b>SURGERY</b>                                     |                         |                          |                    |                              |                            |                       |                              |                        |
| Surgical Technician – Non-Certified                | 20                      | 0                        | 0.0%               | 22                           | 0                          | 0.0%                  | 4                            | 18.2%                  |
| <b>MISCELLANEOUS HOSPITAL BASED POSITIONS</b>      |                         |                          |                    |                              |                            |                       |                              |                        |
| Clinical Informatics Specialist (R.N.)             | 3                       | 0                        | 0.0%               | 3                            | 0                          | 0.0%                  | 0                            | 0.0%                   |
| Medical Records Coder                              | 21                      | 0                        | 0.0%               | 22                           | 0                          | 0.0%                  | 2                            | 9.1%                   |
| Project Manager – I.T.                             | 1                       | 0                        | 0.0%               | 1                            | 0                          | 0.0%                  | 0                            | 0.0%                   |
| Housekeeper  | 76                      | 1                        | 1.3%               | 100                          | 5                          | 4.8%                  | 28                           | 26.7%                  |
| Dietician  | 3                       | 2                        | 40.0%              | 8                            | 2                          | 20.0%                 | 2                            | 20.0%                  |

\* 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.