

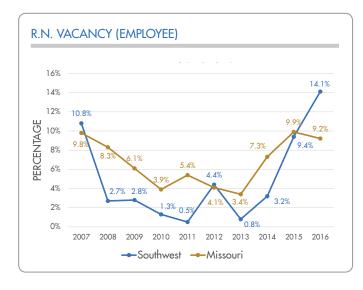
# Southwest Region Profile

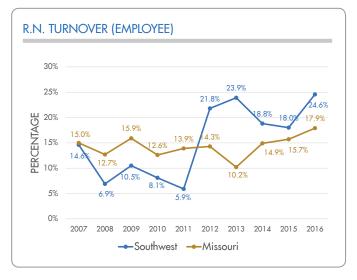
The Southwest Workforce Investment Area consists of seven counties and is home to nine hospitals. All nine hospitals submitted calendar year 2015 data for MHA's 16th annual workforce survey that focuses on turnover and vacancy rates both regionally and statewide. In all, 136 Missouri, 10 Kansas and five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

**POPULATION: 293,338** 

MAY 2016 REGION UNEMPLOYMENT RATE: 3.8%

MAY 2016 STATE UNEMPLOYMENT RATE: 4.3%





### TOP THREE HIGH GROWTH INDUSTRIES (FROM MERIC DATA)

| Industry                          | Average<br>Employment | Percent<br>Growth<br>From Prior<br>Year |
|-----------------------------------|-----------------------|---|
| Manufacturing                     | 22,749                | 1.6%                                    |
| Retail Trade                      | 14,909                | 6.1%                                    |
| Health Care and Social Assistance | 14,818                | 6.1%                                    |

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





## 2016 Southwest Region Survey Highlights

| Job Title<br>Collected January 2016                | Number of<br>Working<br>FTE's | Number<br>of FTE<br>Vacancies* | Vacancy<br>Rate<br>(FTE) | Working<br>Number of<br>Employees* | Number<br>of Vacant<br>Positions | Employee<br>Vacancy<br>Rate | **Total<br>Employee<br>Separations | Employee<br>Turnover<br>Rate |
|--|-------------------------------|--------------------------------|--------------------------|------------------------------------|----------------------------------|-----------------------------|------------------------------------|------------------------------|
| NURSING & MEDICAL                                  |                               |                                |                          |                                    |                                  |                             |                                    |                              |
| Unlicensed Assistive Personnel (UAP)               | 581                           | 34                             | 5.5%                     | 791                                | 39                               | 4.7%                        | 147                                | 17.7%                        |
| Nurse Anesthetist - Certified Registered (CRNA)    | 22                            | 0                              | 0.0%                     | 181                                | 0                                | 0.0%                        | 2                                  | 1.1%                         |
| LPN – (Non-I.V. Certified)                         | 17                            | 7                              | 28.8%                    | 176                                | 7                                | 3.8%                        | 2                                  | 1.1%                         |
| LPN - (I.V. Certified)                             | 13                            | 3                              | 19.2%                    | 15                                 | 3                                | 16.7%                       | 2                                  | 11.1%                        |
| Nurse Practitioner (R.N.)                          | 31                            | 3                              | 8.8%                     | 31                                 | 3                                | 8.8%                        | 1                                  | 2.9%                         |
| Nurse Specialist – Clinical (R.N.)                 | 9                             | 0                              | 0.0%                     | 15                                 | 0                                | 0.0%                        | 1                                  | 6.7%                         |
| Nurse – Staff (R.N.)                               | 560                           | 106                            | 15.9%                    | 706                                | 116                              | 14.1%                       | 202                                | 24.6%                        |
| Physician Assistant                                | 6                             | 0                              | 0.0%                     | 7                                  | 0                                | 0.0%                        | 0                                  | 0.0%                         |
| Behavioral Health Nurse (R.N.)                     | 22                            | 0                              | 0.0%                     | 22                                 | 0                                | 0.0%                        | 1                                  | 4.5%                         |
| Nurse – Obstetric (R.N.)                           | 90                            | 4                              | 4.3%                     | 119                                | 4                                | 3.3%                        | 17                                 | 13.8%                        |
| DIAGNOSTIC IMAGING                                 |                               |                                |                          |                                    |                                  |                             |                                    |                              |
| CT Technologist R.T.                               | 19                            | 0                              | 0.0%                     | 23                                 | 0                                | 0.0%                        | 8                                  | 34.8%                        |
| Magnetic Resonance Imaging (MRI) Technologist R.T. | 11                            | 0                              | 0.0%                     | 18                                 | 0                                | 0.0%                        | 0                                  | 0.0%                         |
| Mammography Technologist R.T.                      | 13                            | 0                              | 0.0%                     | 16                                 | 1                                | 5.9%                        | 2                                  | 11.8%                        |
| Nuclear Medicine Technologist R.T.                 | 10                            | 0                              | 0.0%                     | 12                                 | 0                                | 0.0%                        | 0                                  | 0.0%                         |
| Radiology Technologist R.T.R.                      | 70                            | 1                              | 1.4%                     | 100                                | 2                                | 2.0%                        | 13                                 | 12.7%                        |
| Sonographer – Cardiac/Echo Technician              | 15                            | 0                              | 0.0%                     | 18                                 | 0                                | 0.0%                        | 0                                  | 0.0%                         |
| Sonographer – Ultrasound Technologist              | 19                            | 0                              | 0.0%                     | 28                                 | 0                                | 0.0%                        | 2                                  | 7.1%                         |
| Sonographer – Vascular Technologist                | 7                             | 0                              | 0.0%                     | 18                                 | 0                                | 0.0%                        | 1                                  | 5.6%                         |
| LABORATORY   |                               |                                | 310.10                   |                                    |                                  |                             |                                    | 0.0.0                        |
| Medical Laboratory Technician MLT                  | 30                            | 2                              | 6.3%                     | 33                                 | 3                                | 8.3%                        | 9                                  | 25.0%                        |
| Medical Technologist M.T.                          | 65                            | 2                              | 3.0%                     | 74                                 | 3                                | 3.9%                        | 8                                  | 10.4%                        |
| THERAPIES  |                               |                                |                          |                                    |                                  |                             |                                    |                              |
| Occupational Therapist                             | 17                            | 3                              | 12.8%                    | 22                                 | 4                                | 15.4%                       | 4                                  | 15.4%                        |
| Occupational Therapy Assistant – Certified (COTA)  | 11                            | 0                              | 0.0%                     | 15                                 | 0                                | 0.0%                        | 1                                  | 6.7%                         |
| Physical Therapist                                 | 42                            | 2                              | 4.1%                     | 57                                 | 3                                | 5.0%                        | 11                                 | 17.6%                        |
| Physical Therapy Assistant – Certified (PTA)       | 30                            | 1                              | 2.0%                     | 40                                 | 1                                | 2.4%                        | 12                                 | 29.3%                        |
| Respiratory Therapist – Certified                  | 23                            | 0                              | 0.0%                     | 34                                 | 1                                | 2.9%                        | 4                                  | 11.4%                        |
| Respiratory Therapist - Registered                 | 75                            | 3                              | 3.7%                     | 106                                | 3                                | 2.8%                        | 21                                 | 19.3%                        |
| Speech Pathologist                                 | 12                            | 1                              | 10.2%                    | 18                                 | 3                                | 14.3%                       | 4                                  | 19.0%                        |
| PHARMACY   | 12                            | '                              | 10.270                   | 10                                 | J                                | 14.5%                       | 4                                  | 17.076                       |
| Pharmacist – Clinical                              | 25                            | 0                              | 0.0%                     | 29                                 | 0                                | 0.0%                        | 1                                  | 3.4%                         |
| Pharmacist – Staff                                 | 12                            | 2                              | 14.1%                    | 16                                 | 2                                | 11.1%                       | 4                                  | 22.2%                        |
| Pharmacy Technician – Certified                    | 59                            | 6                              | 9.8%                     | 74                                 | 9                                | 10.8%                       | 29                                 | 34.9%                        |
| SURGERY  | 37                            | U                              | 7.078                    | 74                                 | /                                | 10.076                      | <i>L</i> /                         | 34.7 /6                      |
| Surgical Technician – Non-Certified                | 11                            | 3                              | 21.6%                    | 12                                 | 3                                | 20.0%                       | 4                                  | 26.7%                        |
| MISCELLANEOUS HOSPITAL BASED POSITIONS             | 11                            | J                              | 21.0%                    | 12                                 | J                                | 20.0%                       | 4                                  | 20.7 /6                      |
| Clinical Informatics Specialist (R.N.)             | 3                             | 0                              | 0.0%                     | 3                                  | 0                                | 0.0%                        | 1                                  | 33.3%                        |
| Medical Records Coder                              | 42                            | 0                              | 0.0%                     | 45                                 |                                  | 0.0%                        |                                    | 2.2%                         |
| Project Manager – I.T.                             | 0                             | 0                              | 0.0%                     | 45                                 | 0                                | 0.0%                        | 1                                  | 0.0%                         |
|  | 89                            | -                              | 8.2%                     | 102                                |                                  | 7.3%                        | 34                                 | 30.9%                        |
| Housekeeper  |                               | 8                              | 0.0%                     |                                    | 8                                |                             |                                    | 35.0%                        |
| Dietician  | 13                            | 0                              | 0.0%                     | 20                                 | 0                                | 0.0%                        | 7                                  | 33.0%                        |

Include full-time, part-time and per diem

### CALCULATING TURNOVER:

Total Separations Jan. 1 - Dec. 31 Vacant Positions on Dec. 31)

(Total Employees on Dec. 31 + X 100 = EMPLOYEE TURNOVER PERCENTAGE

### CALCULATING FTE AND EMPLOYEE VACANCY:

x 100 = FTE VACANCY PERCENTAGE(Working FTEs on Dec. 31 + Vacant FTEs on Dec. 31)

<sup>\*\*</sup> 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.