

## West Central Region Profile

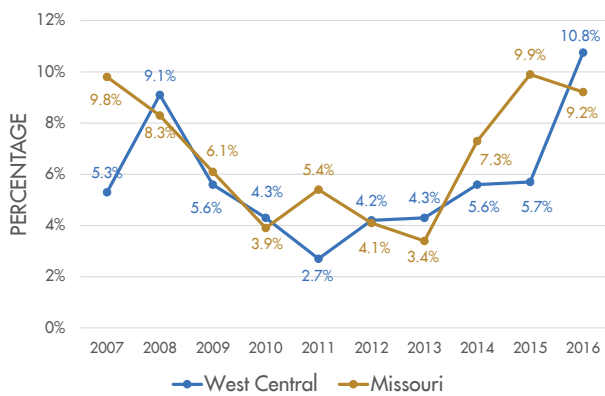
The West Central Workforce Investment Area consists of 13 counties and is home to 13 hospitals. All 13 hospitals submitted calendar year 2015 data for MHA's 16th annual workforce survey that focuses on turnover and vacancy rates both regionally and statewide. In all, 136 Missouri, 10 Kansas and five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

POPULATION: 279,000

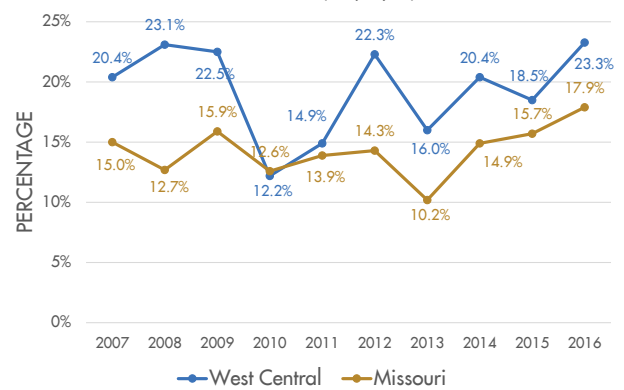
MAY 2016 REGION UNEMPLOYMENT RATE: 4.4%

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
Retail Trade	11,089	2.6%
Accommodation and Food Services	7,236	4.7%
Construction	3,119	4.4%

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 West Central 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)	131	14	9.8%	164	18	9.9%	56	30.8%
Nurse Anesthetist - Certified Registered (CRNA)	11	0	0.0%	14	0	0.0%	1	7.1%
LPN – (Non-I.V. Certified)	18	2	10.1%	20	3	13.0%	2	8.7%
LPN – (I.V. Certified)	108	7	6.0%	129	7	5.1%	29	21.3%
Nurse Practitioner (R.N.)	12	1	7.7%	11	1	8.3%	2	16.7%
Nurse Specialist – Clinical (R.N.)	1	0	0.0%	1	0	0.0%	0	0.0%
Nurse – Staff (R.N.)	414	58	12.3%	556	67	10.8%	145	23.3%
Physician Assistant	5	0	0.0%	4	0	0.0%	1	25.0%
Behavioral Health Nurse (R.N.)	8	1	11.2%	10	1	9.1%	2	18.2%
Nurse – Obstetric (R.N.)	33	0	0.0%	41	0	0.0%	4	9.8%
<b>DIAGNOSTIC IMAGING</b>								
CT Technologist R.T.	15	0	0.0%	18	0	0.0%	0	0.0%
Magnetic Resonance Imaging (MRI) Technologist R.T.	10	0	0.0%	10	0	0.0%	1	10.0%
Mammography Technologist R.T.	16	0	0.0%	17	0	0.0%	1	5.9%
Nuclear Medicine Technologist R.T.	8	0	0.0%	9	0	0.0%	0	0.0%
Radiology Technologist R.T.R	46	0	0.0%	56	2	3.4%	9	15.5%
Sonographer – Cardiac/Echo Technician	0	1	100.0%	0	1	100.0%	1	100.0%
Sonographer – Ultrasound Technologist	14	0	0.0%	20	0	0.0%	0	0.0%
Sonographer – Vascular Technologist	3	1	25.6%	5	1	16.7%	1	16.7%
<b>LABORATORY</b>								
Medical Laboratory Technician MLT	24	1	4.0%	25	3	10.7%	7	25.0%
Medical Technologist M.T.	33	3	8.2%	39	5	11.4%	9	20.5%
<b>THERAPIES</b>								
Occupational Therapist	10	0	0.0%	12	1	7.7%	3	23.1%
Occupational Therapy Assistant – Certified (COTA)	9	0	0.0%	11	1	8.3%	4	33.3%
Physical Therapist	27	4	11.6%	30	4	11.8%	2	5.9%
Physical Therapy Assistant – Certified (PTA)	20	1	4.7%	25	1	3.8%	1	3.8%
Respiratory Therapist – Certified	26	4	12.9%	39	5	11.4%	3	6.8%
Respiratory Therapist – Registered	16	19	53.8%	20	4	16.7%	2	8.3%
Speech Pathologist	9	0	0.0%	13	0	0.0%	0	0.0%
<b>PHARMACY</b>								
Pharmacist – Clinical	3	1	25.0%	3	1	25.0%	1	25.0%
Pharmacist – Staff	8	2	20.7%	14	2	12.5%	2	12.5%
Pharmacy Technician – Certified	10	2	14.0%	10	2	16.7%	5	41.7%
<b>SURGERY</b>								
Surgical Technician – Non-Certified	18	1	5.4%	23	1	4.2%	4	16.7%
<b>MISCELLANEOUS HOSPITAL BASED POSITIONS</b>								
Clinical Informatics Specialist (R.N.)	6	0	0.0%	6	0	0.0%	1	16.7%
Medical Records Coder	25	2	7.5%	25	2	7.4%	5	18.5%
Project Manager – I.T.	4	0	0.0%	4	0	0.0%	0	0.0%
Housekeeper	127	7	5.3%	137	10	6.8%	52	35.4%
Dietician	12	2	13.3%	14	2	12.5%	1	6.3%

\* 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.