

Workforce Resources

COMPENSATION AND BENEFITS REPORT

Each year, through an agreement with the Missouri Hospital Association and the Kansas Hospital Association, CompData Surveys performs web-based compensation and benefit surveys for MHA and KHA members. Surveys include the following.

- annual employee compensation and benefit survey for more than 300 job titles, including C-suite, mid-level managers and hourly employees (January)
- mid-year employee compensation and benefits survey for “60 Hot Jobs” (July)
- annual physician compensation and benefits survey for more than 50 physician job titles (July)

Member hospitals that participate in each survey can view the results at no charge. Results can be defined by region, health care facility type, bed count, profit status, revenue level and total employees. To participate in these surveys, contact Mike Dunaway at mdunaway@mhanet.com or Craig Branum at cbranum@mhanet.com for more information.

ANNUAL WORKFORCE REPORT

Each year, MHA releases a statewide workforce report and 10 regional reports that analyze the rates of vacancy and turnover in hospital-based health professions statewide. The report includes data from approximately 145 hospitals and identifies trends among 36 hospital-based positions, and five clinic and physician practice positions.

<http://mhanet.com/workforce>

MISSOURI HEALTH CAREERS WEBSITE AND MATERIALS

Visit MissouriHealthCareers.com, your No. 1 resource for Missouri health careers, to take a quiz to find a health care career that’s right for you. Request resources, including FREE career guides and brochures, to promote health careers at your facility or event.

MOHealthJobs

Enhance your staff recruitment efforts through MOHealthJobs; a service that allows MHA-member hospitals and job seekers to connect through the National Healthcare Career Network.

<http://mohealthjobs.apskc.org/>

MISSOURI SOCIETY OF HEALTHCARE HUMAN RESOURCES ADMINISTRATION (MSHHRA)

Find out all there is to know about a career in health care human resources in Missouri. MSHHRA is a personal membership group of MHA and provides members with the latest information on human resources, educational opportunities and resources, and keeps members aware of events sponsored by the organization, as well as other health care organizations in Missouri.

To learn what’s new in health care human resources, and how your peers are meeting new challenges, membership in MSHHRA is essential for your professional growth. Membership is affordable and allows you to network and collaborate with HR professionals around the state.

<http://www.missouri-mshhra.org/>

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BACKGROUND CHECK ADVANTAGE

Background Check Advantage is your one-stop shop for all background screening services. The reporting program is fully accessible through a secure online site, including order entry, results reporting and various management reports. Clients may customize many features in their online accounts, and the results from their requests are printed from the web in one concise report.

Background Check Advantage provides your business with exceptional customer service and free on-site training. Our fast turnaround and competitive pricing will assist your organization in hiring the right person.

<http://www.backgroundcheckadvantage.com/>

TRAINING AND EDUCATION

MHA offers quality, timely and cost-effective educational opportunities designed to help members remain current and able to respond to advances in health care. Our wide variety of educational programming helps hospitals comply with state and federal regulations and maintain delivery of high-quality patient care. We also offer specific training for HR professionals.

<http://mhanet.com/calendar>

PRECEPTOR ACADEMY

The Missouri Preceptor Academy is a communitywide training program for hospital registered nurses and allied health professionals serving as preceptors to newly hired employees. These employees deserve dedicated and competent preceptors to support their orientation experience.

Dedicated and competent preceptors are vital to the success of our health care organizations and to the retention of nurses and allied health professionals. Our mission is to take a proactive approach in educating and supporting preceptors.

<http://mhanet.com/preceptor-academies>

MENTORING TOOLKIT

The Mentoring Toolkit is a special training program that supports mentors. The toolkit is designed for use by hospital nurses and allied health professionals; it can be used in new or established mentoring programs. This practical, how-to mentoring guide includes best practices, questions to jump start discussions, resources, checklists and activities.

<http://mhanet.com/mentoring-toolkit>

CLINICAL FACULTY ACADEMY

The Clinical Faculty Academy is a communitywide training program for registered nurses serving as adjunct clinical faculty at nursing schools in Missouri. Our mission is to develop qualified staff nurses for the role of clinical nurse educators to increase faculty workforce, and expand and sustain enrollments in schools of nursing.

<http://mhanet.com/clinical-faculty-academy>

careLEARNING

careLearning is an online education company designed to help health care organizations by providing reliable, trusted and easily-accessible talent management solutions. Their competency, eLearning and performance products are developed to ensure that your employees are provided with the appropriate training and education based on an assessment of the skills, knowledge and abilities required, and an evaluation of their job performance.

<http://www.carelearning.com/index.html>