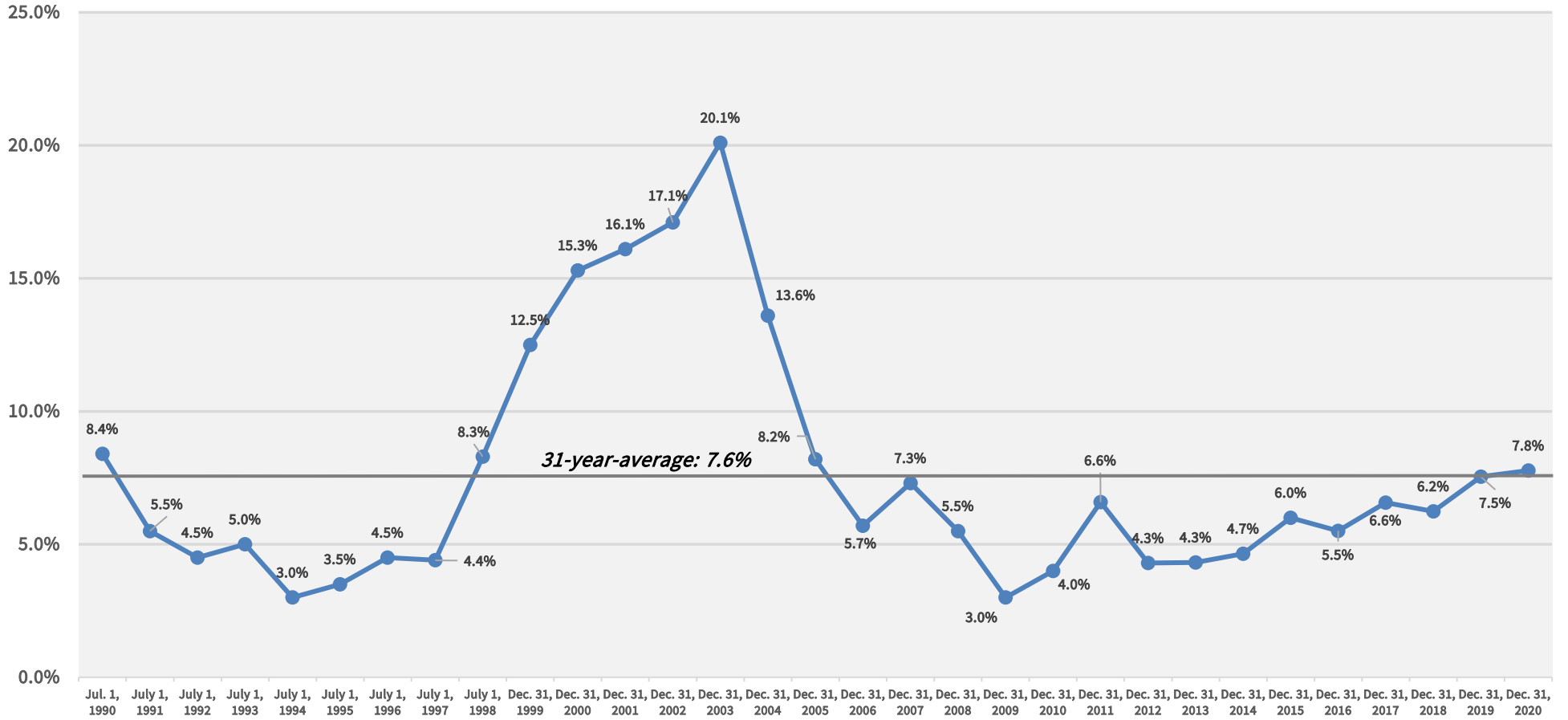




Greater Cincinnati Healthcare Annual Workforce Report

Vacancy Data Effective: December 31, 2020
Workforce Age Data Effective: December 31, 2020
Retirement Data Effective: January 1-December 31, 2020

Registered Nurses FTE Vacancy Trends



Annual Vacancy Report

Data Effective 12/31/2020

Job Family	IHS Job Code	Job Title	All Openings by		Total Number of Employees as of 12/31/20		VACANCY RATE Data Effective 12/31/20		% Change		VACANCY RATE Data Effective 12/31/19	
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Admin Support	S309	Patient Representative	54	40	737	656	6.8%	5.8%	514%	384%	1.1%	1.2%
	S461	Unit Secretary/Unit Clerk	22	18	601	483	3.5%	3.5%	-7%	13%	3.8%	3.1%
Finance	S106	Admitting Clerk	17	13	565	482	2.9%	2.6%	-27%	-37%	4.0%	4.1%
	S539	Patient Financial Services Representative	9	9	218	216	4.0%	3.8%	33%	29%	3.0%	2.9%
Food Services	S148	Food Service Worker (Entry)	35	25	406	337	7.9%	6.9%	15%	-1%	6.9%	7.0%
Health Information Technology	S566	Coder	7	7	322	310	2.1%	2.2%	40%	39%	1.5%	1.6%
Laboratory	S840	EPIC Analyst (Lvl. 2)	4	4	197	197	2.0%	2.0%	-54%	-53%	4.3%	4.3%
		Laboratory Services Representative	8	7	77	59	9.4%	10.0%	1754%	1378%	0.5%	0.7%
	S008	Medical Lab Tech (MLT)	24	19	307	281	7.3%	6.3%	-4%	-5%	7.6%	6.6%
	S011	Medical Technologist I	15	14	215	182	6.5%	6.9%	176%	197%	2.4%	2.3%
Maintenance	S169	Environmental Services Worker (Entry)	63	61	558	541	10.1%	10.2%	35%	51%	7.5%	6.7%
Materials	S472	Central Supply Tech/Sterilization Tech	27	25	261	251	9.4%	8.9%	43%	42%	6.6%	6.3%
Nursing	S009	LPN	35	32	404	360	8.0%	8.1%	52%	63%	5.3%	4.9%
	S222	Nurse Manager	17	17	429	427	3.8%	3.7%	215%	232%	1.2%	1.1%
	S033	Nurse Practitioner	29	28	617	553	4.5%	4.7%	-34%	-34%	6.8%	7.2%
	S023	Registered Nurse - All RN Employees	917	748	11,020	8,876	7.7%	7.8%	-1%	3%	7.8%	7.5%
		Registered Nurse - All PRN Employees	43	2	962	62	4.3%	3.4%	***	***	***	***
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	81	74	636	579	11.3%	11.3%	22%	28%	9.3%	8.8%
	S350	Monitor Tech	23	16	215	154	9.7%	9.6%	39%	44%	7.0%	6.6%
	S057	Paramedic	15	10	91	70	14.2%	12.3%	-14%	-14%	16.4%	14.3%
	S267	PCA/Nurse Assistant - Total Employees	247	191	1,963	1,328	11.2%	12.6%	22%	32%	9.1%	9.5%
	S352	Patient Transporter	26	21	252	191	9.4%	10.0%	166%	131%	3.5%	4.3%
	S063	Phlebotomist	43	30	429	347	9.1%	7.9%	82%	82%	5.0%	4.3%
	S035	Physician Assistant	0	0	35	30	0.0%	0.0%	-100%	-100%	7.4%	4.1%
	S681	Surgical Assistant	7	7	81	77	8.0%	8.1%	42%	40%	5.6%	5.8%
	S024	Surgical Technician (Certified)	39	38	261	234	13.0%	13.9%	49%	57%	8.7%	8.8%
Pharmacy	S016	Pharmacist (Registered)	22	21	517	463	4.1%	4.4%	246%	323%	1.2%	1.0%
	S281	Pharmacy Technician	54	49	411	355	11.6%	12.2%	153%	170%	4.6%	4.5%
Physicians		Physicians	0	0	204	155	0.0%	0.0%	***	***	0.0%	0.0%
Radiology	S059	CAT Scan (CT) Technician (Registered)	7	6	203	184	3.3%	3.1%	-8%	-17%	3.6%	3.8%
	S358	Echocardiograph Technician (Registered)	7	7	126	115	5.3%	5.7%	-22%	-18%	6.8%	7.0%
	S312	Mammography Tech (Registered)	3	3	77	64	3.8%	4.3%	234%	203%	1.1%	1.4%
	S032	MRI Technician (Registered)	2	2	146	125	1.4%	1.3%	-23%	-4%	1.8%	1.3%
	S012	Nuclear Medicine Technician (Registered)	0	0	65	58	0.0%	0.0%	***	***	0.0%	0.0%
	S019	Radiology Tech (Registered)	19	17	359	311	5.0%	5.3%	-17%	-5%	6.1%	5.6%
	S025	Ultrasonographer (Registered)	6	5	147	126	3.9%	4.1%	-24%	-23%	5.2%	5.3%
Social Service	S051	Social Worker (MSW)	17	10	246	201	6.5%	4.8%	-17%	-32%	7.7%	7.1%
Therapy	S014	Occupational Therapist (Registered)	3	3	212	180	1.4%	1.6%	4%	3%	1.3%	1.6%
	S017	Physical Therapist (Registered)	10	8	375	312	2.6%	2.6%	15%	25%	2.3%	2.1%
	S034	Physical Therapy Assistant	2	2	66	60	2.9%	2.9%	-65%	-65%	8.5%	8.4%
	S021	Respiratory Therapist (Registered)	90	72	591	488	13.2%	12.9%	99%	99%	6.6%	6.5%
	S040	Speech Pathologist/Therapist (Registered)	2	2	184	155	1.1%	1.3%	-68%	-51%	3.3%	2.6%
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined)	83	79	842	795	9.0%	9.0%	29%	37%	6.9%	6.6%
	S721	Nurse Practitioner - (PP)	5	5	161	147	3.0%	3.0%	-49%	-52%	5.9%	6.1%
	S302	Office Manager - (PP)	4	4	82	82	4.7%	4.7%	-17%	-10%	5.6%	5.2%
		Physicians	0	11	1,021	899	0.0%	1.2%	***	***	0.0%	0.0%
	S870	Receptionist - (PP)	6	6	267	246	2.2%	2.4%	-49%	-40%	4.3%	4.0%
	S829	Physical Therapist - (PP)	2	2	45	39	4.3%	4.6%	70%	161%	2.5%	1.8%
	S770	Physician Assistant - (PP)	0	0	54	52	0.0%	0.0%	-100%	-100%	3.3%	2.7%
	S062	Registered Nurse - (PP)	12	11	289	255	4.0%	4.0%	50%	38%	2.6%	2.9%

Job Title	All Openings by		Total Number of Employees as of 12/31/20		VACANCY RATE Data Effective 12/31/20		% Change		VACANCY RATE Data Effective 12/31/19	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
C-Suite Executives (VP title or higher)	3	2	167	167	1.8%	1.3%	-67%	-76%	5.4%	5.4%
Senior Level Officials, Directors and Managers	13	13	809	804	1.6%	1.6%	-64%	-64%	4.4%	4.4%
First/Mid-Level Officials and Managers	78	77	3,103	3,013	2.5%	2.5%	-2%	4%	2.5%	2.4%
All PRN Employees	228	16	3,630	183	5.9%	7.9%	***	***	***	***
All Organization Positions	3,423	2,915	48,282	42,305	6.6%	6.4%	3%	3%	6.4%	6.3%

Annual Workforce Age Report

Data Effective 12/31/2020

Job Family	IHS Job Code	Job Title	Number of Employees by Age Group										
			18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
Admin Support	S309	Patient Representative	167	158	137	81	96	69	29	177	275	194	98
	S461	Unit Secretary/Unit Clerk	110	133	100	69	85	67	37	154	258	189	104
Finance	S106	Admitting Clerk	123	105	121	55	63	60	38	118	216	161	98
	S539	Patient Financial Services Representative	19	39	52	37	28	35	8	65	108	71	43
Food Services	S148	Food Service Worker (Entry)	117	83	49	32	58	40	25	90	155	123	65
Health Information Technology	S566	Coder	20	50	91	45	53	44	19	98	161	116	63
	S840	EPIC Analyst (Lvl. 2)	11	70	52	23	21	14	6	44	64	41	20
Laboratory		Laboratory Services Representative	31	21	4	7	9	4	1	16	21	14	5
	S008	Medical Lab Tech (MLT)	63	87	45	26	48	29	9	74	112	86	38
	S011	Medical Technologist I	41	35	37	17	35	37	13	52	102	85	50
Maintenance	S169	Environmental Services Worker (Entry)	111	105	88	69	79	69	37	148	254	185	106
Materials	S472	Central Supply Tech/Sterilization Tech	58	67	58	20	24	30	4	44	78	58	34
Nursing	S009	LPN	41	114	103	60	32	34	20	92	146	86	54
	S222	Nurse Manager	9	128	146	64	49	27	6	113	146	82	33
	S033	Nurse Practitioner	33	263	169	62	38	44	8	100	152	90	52
	S023	Registered Nurse - All RN Employees	3,279	3,178	1,942	884	866	665	206	1,750	2,621	1,737	871
		Registered Nurse - All PRN Employees	171	330	191	77	69	55	69	146	270	193	124
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	143	222	161	44	40	12	14	84	110	66	26
	S350	Monitor Tech	111	45	18	10	9	20	2	19	41	31	22
	S057	Paramedic	12	27	25	9	11	6	1	20	27	18	7
	S267	PCA/Nurse Assistant - Total Employees	1,069	443	208	92	82	53	16	174	243	151	69
	S352	Patient Transporter	146	32	27	5	19	14	9	24	47	42	23
	S063	Phlebotomist	169	89	72	41	29	19	10	70	99	58	29
	S035	Physician Assistant	6	16	6	4	0	1	2	4	7	3	3
	S681	Surgical Assistant	3	27	26	13	4	6	2	17	25	12	8
Pharmacy	S024	Surgical Technician (Certified)	65	86	51	28	17	10	4	45	59	31	14
	S016	Pharmacist (Registered)	93	215	90	44	32	31	12	76	119	75	43
	S281	Pharmacy Technician	152	124	65	22	26	17	5	48	70	48	22
Physicians		Physicians	2	65	47	25	24	22	19	49	90	65	41
Radiology	S059	CAT Scan (CT) Technician (Registered)	44	62	41	22	22	11	1	44	56	34	12
	S358	Echocardiograph Technician (Registered)	32	41	19	9	12	10	3	21	34	25	13
	S312	Mammography Tech (Registered)	13	13	15	5	16	13	2	21	36	31	15
	S032	MRI Technician (Registered)	32	36	41	13	13	9	2	26	37	24	11
	S012	Nuclear Medicine Technician (Registered)	6	12	20	8	7	10	2	15	27	19	12
	S019	Radiology Tech (Registered)	90	105	68	29	21	36	10	50	96	67	46
	S025	Ultrasonographer (Registered)	20	43	42	16	14	9	3	30	42	26	12
Social Service	S051	Social Worker (MSW)	53	53	64	27	15	27	7	42	76	49	34
Therapy	S014	Occupational Therapist (Registered)	55	78	37	17	13	8	1	30	39	22	9
	S017	Physical Therapist (Registered)	68	137	84	37	22	20	7	59	86	49	27
	S034	Physical Therapy Assistant	13	17	11	12	9	3	1	21	25	13	4
	S021	Respiratory Therapist (Registered)	120	174	156	49	50	29	13	99	141	92	42
	S040	Speech Pathologist/Therapist (Registered)	28	91	37	17	6	5	0	23	28	11	5
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined)	178	238	203	88	71	53	11	159	223	135	64
	S721	Nurse Practitioner - (PP)	12	64	47	15	9	10	4	24	38	23	14
	S302	Office Manager - (PP)	4	22	24	12	10	9	1	22	32	20	10
		Physicians	4	247	233	113	132	107	85	245	437	324	192
	S870	Receptionist - (PP)	35	40	39	39	34	51	29	73	153	114	80
	S829	Physical Therapist - (PP)	9	20	13	1	2	0	0	3	3	2	0
	S770	Physician Assistant - (PP)	12	22	14	1	3	2	0	4	6	5	2
	S062	Registered Nurse - (PP)	22	95	69	29	37	27	10	66	103	74	37

Job Title	Number of Employees by Age Group										
	18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
C-Suite Executives (VP title or higher)	0	4	37	28	56	32	10	84	126	98	42
Senior Level Officials, Directors and Managers	5	125	254	144	137	94	50	281	425	281	144
First/Mid-Level Officials and Managers	78	784	920	456	440	285	140	896	1,321	865	425
All PRN Employees	1,182	908	609	255	234	192	294	489	975	720	486
All Organization Positions	10,224	12,839	9,920	4,866	4,946	3,853	1,632	9,812	15,297	10,431	5,485

Annual Workforce Age Report

Data Effective 12/31/2020

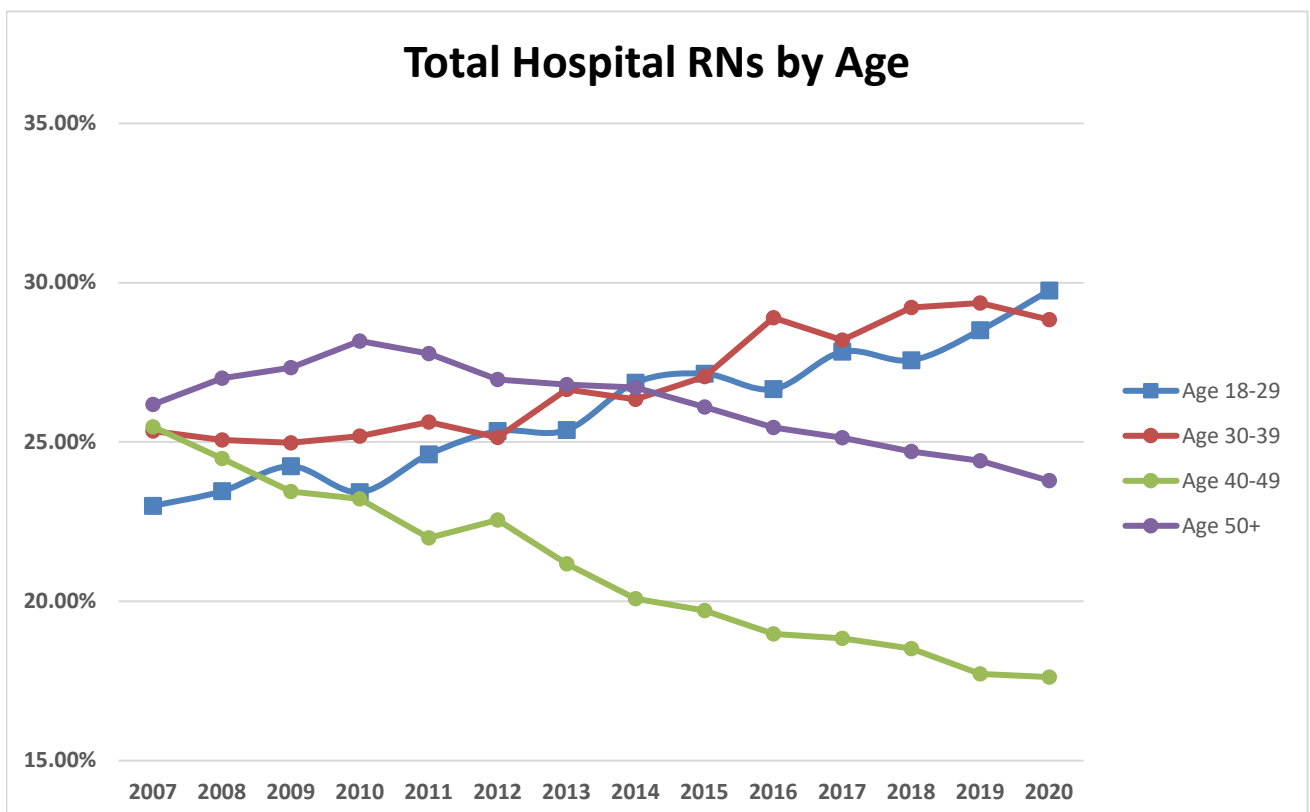
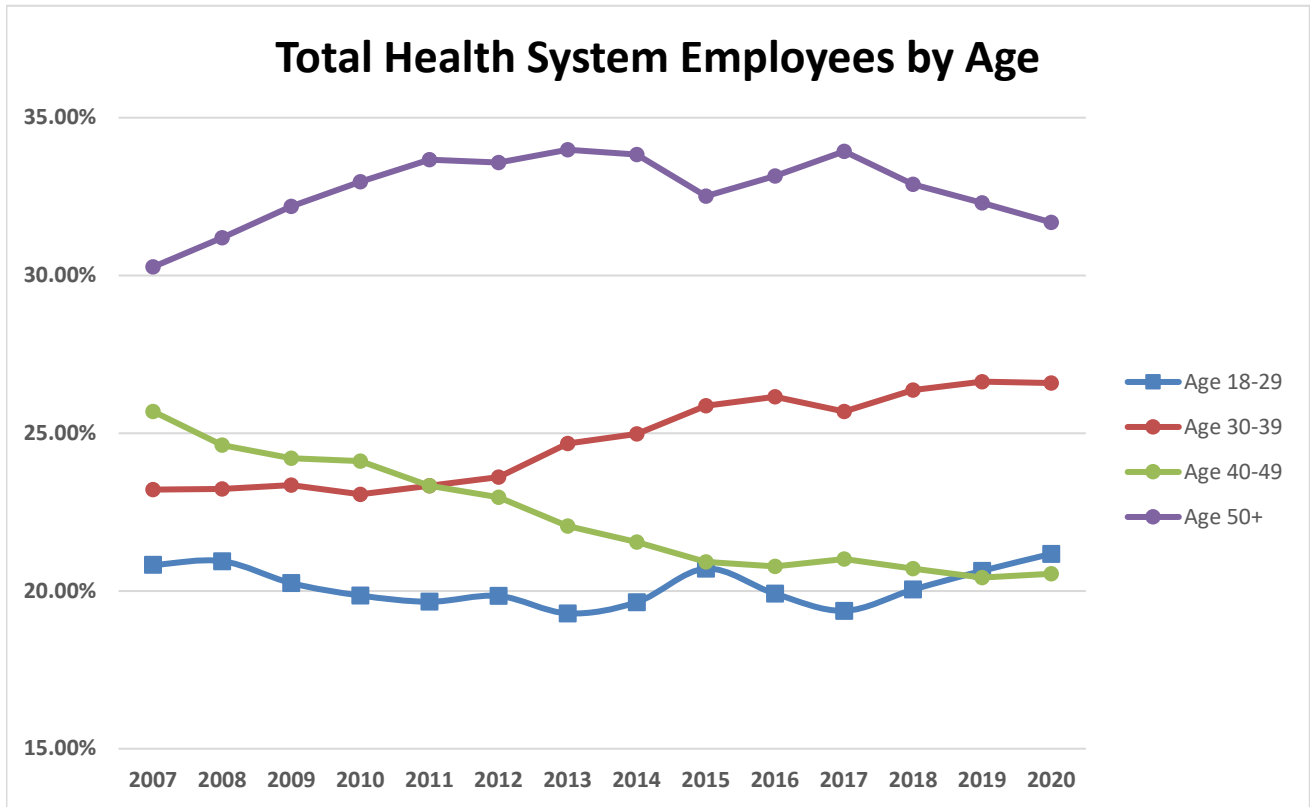
Blue shading indicates greater than 35%

Job Family	IHS Job Code	Job Title	Percentage of Employees by Age Group										
			18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
Admin Support	S309	Patient Representative	22.66%	21.44%	18.59%	10.99%	13.03%	9.36%	3.93%	24.02%	37.31%	26.32%	13.30%
	S461	Unit Secretary/Unit Clerk	18.30%	22.13%	16.64%	11.48%	14.14%	11.15%	6.16%	25.62%	42.93%	31.45%	17.30%
Finance	S106	Admitting Clerk	21.77%	18.58%	21.42%	9.73%	11.15%	10.62%	6.73%	20.88%	38.23%	28.50%	17.35%
	S539	Patient Financial Services Representative	8.72%	17.89%	23.85%	16.97%	12.84%	16.06%	3.67%	29.82%	49.54%	32.57%	19.72%
Food Services	S148	Food Service Worker (Entry)	28.96%	20.54%	12.13%	7.92%	14.36%	9.90%	6.19%	22.28%	38.37%	30.45%	16.09%
Health Information Technology	S566	Coder	6.21%	15.53%	28.26%	13.98%	16.46%	13.66%	5.90%	30.43%	50.00%	36.02%	19.57%
	S840	EPIC Analyst (Lvl. 2)	5.58%	35.53%	26.40%	11.68%	10.66%	7.11%	3.05%	22.34%	32.49%	20.81%	10.15%
Laboratory		Laboratory Services Representative	40.26%	27.27%	5.19%	9.09%	11.69%	5.19%	1.30%	20.78%	27.27%	18.18%	6.49%
	S008	Medical Lab Tech (MLT)	20.52%	28.34%	14.66%	8.47%	15.64%	9.45%	2.93%	24.10%	36.48%	28.01%	12.38%
	S011	Medical Technologist I	19.07%	16.28%	17.21%	7.91%	16.28%	17.21%	6.05%	24.19%	47.44%	39.53%	23.26%
Maintenance	S169	Environmental Services Worker (Entry)	19.89%	18.82%	15.77%	12.37%	14.16%	12.37%	6.63%	26.52%	45.52%	33.15%	19.00%
Materials	S472	Central Supply Tech/Sterilization Tech	22.22%	25.67%	22.22%	7.66%	9.20%	11.49%	1.53%	16.86%	29.89%	22.22%	13.03%
Nursing	S009	LPN	10.15%	28.22%	25.50%	14.85%	7.92%	8.42%	4.95%	22.77%	36.14%	21.29%	13.37%
	S222	Nurse Manager	2.10%	29.84%	34.03%	14.92%	11.42%	6.29%	1.40%	26.34%	34.03%	19.11%	7.69%
	S033	Nurse Practitioner	5.35%	42.63%	27.39%	10.05%	6.16%	7.13%	1.30%	16.21%	24.64%	14.59%	8.43%
	S023	Registered Nurse - All RN Employees	29.75%	28.84%	17.62%	8.02%	7.86%	6.03%	1.87%	15.88%	23.78%	15.76%	7.90%
		Registered Nurse - All PRN Employees	17.78%	34.30%	19.85%	8.00%	7.17%	5.72%	7.17%	15.18%	28.07%	20.06%	12.89%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	22.48%	34.91%	25.31%	6.92%	6.29%	1.89%	2.20%	13.21%	17.30%	10.38%	4.09%
	S350	Monitor Tech	51.63%	20.93%	8.37%	4.65%	4.19%	9.30%	0.93%	8.84%	19.07%	14.42%	10.23%
	S057	Paramedic	13.19%	29.67%	27.47%	9.89%	12.09%	6.59%	1.10%	21.98%	29.67%	19.78%	7.69%
	S267	PCA/Nurse Assistant - Total Employees	54.46%	22.57%	10.60%	4.69%	4.18%	2.70%	0.82%	8.86%	12.38%	7.69%	3.52%
	S352	Patient Transporter	57.94%	12.70%	10.71%	1.98%	7.54%	5.56%	3.57%	9.52%	18.65%	16.67%	9.13%
	S063	Phlebotomist	39.39%	20.75%	16.78%	9.56%	6.76%	4.43%	2.33%	16.32%	23.08%	13.52%	6.76%
	S035	Physician Assistant	17.14%	45.71%	17.14%	11.43%	0.00%	2.86%	5.71%	11.43%	20.00%	8.57%	8.57%
	S681	Surgical Assistant	3.70%	33.33%	32.10%	16.05%	4.94%	7.41%	2.47%	20.99%	30.86%	14.81%	9.88%
Pharmacy	S024	Surgical Technician (Certified)	24.90%	32.95%	19.54%	10.73%	6.51%	3.83%	1.53%	17.24%	22.61%	11.88%	5.36%
	S016	Pharmacist (Registered)	17.99%	41.59%	17.41%	8.51%	6.19%	6.00%	2.32%	14.70%	23.02%	14.51%	8.32%
	S281	Pharmacy Technician	36.98%	30.17%	15.82%	5.35%	6.33%	4.14%	1.22%	11.68%	17.03%	11.68%	5.35%
Physicians		Physicians	0.98%	31.86%	23.04%	12.25%	11.76%	10.78%	9.31%	24.02%	44.12%	31.86%	20.10%
Radiology	S059	CAT Scan (CT) Technician (Registered)	21.67%	30.54%	20.20%	10.84%	10.84%	5.42%	0.49%	21.67%	27.59%	16.75%	5.91%
	S358	Echocardiograph Technician (Registered)	25.40%	32.54%	15.08%	7.14%	9.52%	7.94%	2.38%	16.67%	26.98%	19.84%	10.32%
	S312	Mammography Tech (Registered)	16.88%	16.88%	19.48%	6.49%	20.78%	16.88%	2.60%	27.27%	46.75%	40.26%	19.48%
	S032	MRI Technician (Registered)	21.92%	24.66%	28.08%	8.90%	8.90%	6.16%	1.37%	17.81%	25.34%	16.44%	7.53%
	S012	Nuclear Medicine Technician (Registered)	9.23%	18.46%	30.77%	12.31%	10.77%	15.38%	3.08%	23.08%	41.54%	29.23%	18.46%
	S019	Radiology Tech (Registered)	25.07%	29.25%	18.94%	8.08%	5.85%	10.03%	2.79%	13.93%	26.74%	18.66%	12.81%
	S025	Ultrasonographer (Registered)	13.61%	29.25%	28.57%	10.88%	9.52%	6.12%	2.04%	20.41%	28.57%	17.69%	8.16%
Social Service	S051	Social Worker (MSW)	21.54%	21.54%	26.02%	10.98%	6.10%	10.98%	2.85%	17.07%	30.89%	19.92%	13.82%
Therapy	S014	Occupational Therapist (Registered)	26.32%	37.32%	17.70%	8.13%	6.22%	3.83%	0.48%	14.35%	18.66%	10.53%	4.31%
	S017	Physical Therapist (Registered)	18.13%	36.53%	22.40%	9.87%	5.87%	5.33%	1.87%	15.73%	22.93%	13.07%	7.20%
	S034	Physical Therapy Assistant	19.70%	25.76%	16.67%	18.18%	13.64%	4.55%	1.52%	31.82%	37.88%	19.70%	6.06%
	S021	Respiratory Therapist (Registered)	20.30%	29.44%	26.40%	8.29%	8.46%	4.91%	2.20%	16.75%	23.86%	15.57%	7.11%
	S040	Speech Pathologist/Therapist (Registered)	15.22%	49.46%	20.11%	9.24%	3.26%	2.72%	0.00%	12.50%	15.22%	5.98%	2.72%
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined)	21.14%	28.27%	24.11%	10.45%	8.43%	6.29%	1.31%	18.88%	26.48%	16.03%	7.60%
	S721	Nurse Practitioner - (PP)	7.45%	39.75%	29.19%	9.32%	5.59%	6.21%	2.48%	14.91%	23.60%	14.29%	8.70%
	S302	Office Manager - (PP)	4.88%	26.83%	29.27%	14.63%	12.20%	10.98%	1.22%	26.83%	39.02%	24.39%	12.20%
		Physicians	0.43%	26.82%	25.30%	12.27%	14.33%	11.62%	9.23%	26.60%	47.45%	35.18%	20.85%
	S870	Receptionist - (PP)	13.11%	14.98%	14.61%	14.61%	12.73%	19.10%	10.86%	27.34%	57.30%	42.70%	29.96%
	S829	Physical Therapist - (PP)	20.00%	44.44%	28.89%	2.22%	4.44%	0.00%	0.00%	6.67%	6.67%	4.44%	0.00%
	S770	Physician Assistant - (PP)	22.22%	40.74%	25.93%	1.85%	5.56%	3.70%	0.00%	7.41%	11.11%	9.26%	3.70%
	S062	Registered Nurse - (PP)	7.61%	32.87%	23.88%	10.03%	12.80%	9.34%	3.46%	22.84%	35.64%	25.61%	12.80%

Job Title	Percentage of Employees by Age Group										
	18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
C-Suite Executives (VP title or higher)	0.00%	2.40%	22.16%	16.77%	33.53%	19.16%	5.99%	50.30%	75.45%	58.68%	25.15%
Senior Level Officials, Directors and Managers	0.62%	15.45%	31.40%	17.80%	16.93%	11.62%	6.18%	34.73%	52.53%	34.73%	17.80%
First/Mid-Level Officials and Managers	2.51%	25.27%	29.65%	14.70%	14.18%	9.18%	4.51%	28.88%	42.57%	27.88%	13.70%
All PRN Employees	32.17%	24.71%	16.58%	6.94%	6.37%	5.23%	8.00%	13.31%	26.54%	19.60%	13.23%
All Organization Positions	21.18%	26.59%	20.55%	10.08%	10.24%	7.98%	3.38%	20.32%	31.68%	21.61%	11.36%

Age Trend Charts

FTE Employees



Annual Retirement Report

Data Effective 01/01/2020 through 12/31/2020

Blue shading indicates greater than 35%

Job Family	IHS Job Code	Job Title	All Retirements by		Total Number of Employees as of 12/31/20		2020 RETIREMENT RATE		% Change		2019 RETIREMENT RATE		Weighted Average Retirement Age	Age 55+ Employees	% Age 55+ Employees
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE			
Admin Support	S309	Patient Representative	10	8.6	737	656	1.4%	1.3%	51%	31%	0.9%	1.0%	65.3	194	26.32%
	S461	Unit Secretary/Unit Clerk	26	19.0	601	483	4.3%	3.9%	148%	128%	1.7%	1.7%	65.9	189	31.45%
Finance	S106	Admitting Clerk	10	7.9	565	482	1.8%	1.6%	-22%	-17%	2.3%	2.0%	65.1	161	28.50%
	S539	Patient Financial Services Representative	5	4.8	218	216	2.3%	2.2%	5%	1%	2.2%	2.2%	72.8	71	32.57%
Food Services	S148	Food Service Worker (Entry)	4	2.6	406	337	1.0%	0.8%	41%	-1%	0.7%	0.8%	64.5	123	30.45%
Health Information Technology	S566	Coder	8	7.6	322	310	2.5%	2.4%	705%	652%	0.3%	0.3%	64.4	116	36.02%
Laboratory	S840	EPIC Analyst (Lvl. 2)	3	3.0	197	197	1.5%	1.5%	68%	68%	0.9%	0.9%	60.0	41	20.81%
		Laboratory Services Representative	0	0.0	77	59	0.0%	0.0%	-100%	-100%	0.5%	0.7%	***	14	18.18%
	S008	Medical Lab Tech (MLT)	2	1.8	307	281	0.7%	0.6%	-42%	-19%	1.1%	0.8%	64.1	86	28.01%
Laboratory	S011	Medical Technologist I	4	3.4	215	182	1.9%	1.9%	-23%	11%	2.4%	1.7%	64.3	85	39.53%
	S169	Environmental Services Worker (Entry)	15	13.7	558	541	2.7%	2.5%	0%	-7%	2.7%	2.7%	67.7	185	33.15%
Maintenance	S169	Environmental Services Worker (Entry)	15	13.7	558	541	2.7%	2.5%	0%	-7%	2.7%	2.7%	67.7	185	33.15%
Materials	S472	Central Supply Tech/Sterilization Tech	4	3.5	261	251	1.5%	1.4%	-31%	-39%	2.2%	2.3%	61.7	58	22.22%
Nursing	S009	LPN	15	11.0	404	360	3.7%	3.1%	157%	118%	1.4%	1.4%	62.4	86	21.29%
	S222	Nurse Manager	10	10.0	429	427	2.3%	2.3%	-5%	-4%	2.5%	2.4%	62.4	82	19.11%
	S033	Nurse Practitioner	7	5.7	617	553	1.1%	1.0%	-27%	-19%	1.6%	1.3%	65.2	90	14.59%
	S023	Registered Nurse - All RN Employees	143	102.7	11,020	8,876	1.3%	1.2%	14%	16%	1.1%	1.0%	63.7	1737	15.76%
		Registered Nurse - All PRN Employees	48	1.4	962	62	5.0%	2.3%	***	***	***	***	65.9	193	20.06%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	1	1.0	636	579	0.2%	0.2%	-53%	-53%	0.3%	0.4%	61.4	66	10.38%
	S350	Monitor Tech	4	2.7	215	154	1.9%	1.8%	***	***	0.0%	0.0%	65.1	31	14.42%
	S057	Paramedic	1	0.5	91	70	1.1%	0.7%	***	***	0.0%	0.0%	59.1	18	19.78%
	S267	PCA/Nurse Assistant - Total Employees	11	8.8	1,963	1,328	0.6%	0.7%	-61%	-26%	1.4%	0.9%	63.1	151	7.69%
	S352	Patient Transporter	3	2.4	252	191	1.2%	1.3%	***	***	***	***	69.2	42	16.67%
	S063	Phlebotomist	0	0.0	429	347	0.0%	0.0%	-100%	-100%	0.4%	0.2%	***	58	13.52%
	S035	Physician Assistant	0	0.0	35	30	0.0%	0.0%	***	***	0.0%	0.0%	***	3	8.57%
	S681	Surgical Assistant	2	1.4	81	77	2.5%	1.8%	107%	136%	1.2%	0.8%	64.1	12	14.81%
S024	Surgical Technician (Certified)	2	1.6	261	234	0.8%	0.7%	-12%	9%	0.9%	0.6%	65.6	31	11.88%	
Pharmacy	S016	Pharmacist (Registered)	1	0.8	517	463	0.2%	0.2%	-73%	-99%	0.7%	17.6%	63.9	75	14.51%
	S281	Pharmacy Technician	4	3.4	411	355	1.0%	0.9%	***	***	0.0%	0.0%	64.2	48	11.68%
Physicians		Physicians	4	2.6	204	155	2.0%	1.6%	***	***	0.0%	0.0%	68.1	65	31.86%
Radiology	S059	CAT Scan (CT) Technician (Registered)	3	2.4	203	184	1.5%	1.3%	17%	22%	1.3%	1.1%	65.7	34	16.75%
	S358	Echocardiograph Technician (Registered)	0	0.0	126	115	0.0%	0.0%	-100%	-100%	2.4%	2.1%	***	25	19.84%
	S312	Mammography Tech (Registered)	3	1.7	77	64	3.9%	2.7%	-43%	-58%	6.8%	6.4%	68.7	31	40.26%
	S032	MRI Technician (Registered)	0	0.0	146	125	0.0%	0.0%	***	***	0.0%	0.0%	***	24	16.44%
	S012	Nuclear Medicine Technician (Registered)	1	0.5	65	58	1.5%	0.9%	***	***	0.0%	0.0%	66.0	19	29.23%
	S019	Radiology Tech (Registered)	4	2.6	359	311	1.1%	0.8%	-5%	-16%	1.2%	1.0%	64.1	67	18.66%
S025	Ultrasonographer (Registered)	1	0.5	147	126	0.7%	0.4%	-72%	-82%	2.4%	2.3%	53.6	26	17.69%	
Social Service	S051	Social Worker (MSW)	4	3.0	246	201	1.6%	1.5%	36%	27%	1.2%	1.2%	67.8	49	19.92%
Therapy	S014	Occupational Therapist (Registered)	0	0.0	212	180	0.0%	0.0%	-100%	-100%	0.5%	0.3%	***	22	10.53%
	S017	Physical Therapist (Registered)	3	2.8	375	312	0.8%	0.9%	4%	39%	0.8%	0.6%	71.3	49	13.07%
	S034	Physical Therapy Assistant	2	1.5	66	60	3.0%	2.5%	***	***	0.0%	0.0%	62.0	13	19.70%
	S021	Respiratory Therapist (Registered)	7	5.8	591	488	1.2%	1.2%	-25%	-2%	1.6%	1.2%	64.3	92	15.57%
	S040	Speech Pathologist/Therapist (Registered)	3	0.9	184	155	1.6%	0.6%	185%	718%	0.6%	0.1%	68.4	11	5.98%
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined)	8	7.2	842	795	1.0%	0.9%	73%	95%	0.5%	0.5%	64.1	135	16.03%
	S721	Nurse Practitioner - (PP)	0	0.0	161	147	0.0%	0.0%	-100%	-100%	0.4%	0.4%	***	23	14.29%
	S302	Office Manager - (PP)	1	1.0	82	82	1.2%	1.2%	-49%	-49%	2.4%	2.4%	62.0	20	24.39%
		Physicians	12	11.3	1,021	899	1.2%	1.3%	-9%	7%	1.3%	1.2%	65.6	324	35.18%
	S870	Receptionist - (PP)	10	8.0	267	246	3.7%	3.3%	299%	235%	0.9%	1.0%	65.3	114	42.70%
	S829	Physical Therapist - (PP)	2	2.0	45	39	4.4%	5.1%	***	***	0.0%	0.0%	62.0	2	4.44%
	S770	Physician Assistant - (PP)	0	0.0	54	52	0.0%	0.0%	***	***	0.0%	0.0%	***	5	9.26%
S062	Registered Nurse - (PP)	4	3.2	289	255	1.4%	1.3%	***	***	1.0%	0.9%	64.8	74	25.61%	

Job Title	All Retirements by		Total Number of Employees as of 12/31/20		2020 RETIREMENT RATE		% Change		2019 RETIREMENT RATE		Weighted Average Retirement Age	Age 55+ Employees	% Age 55+ Employees
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE			
C-Suite Executives (VP title or higher)	1	1.0	167	167	0.60%	0.60%	-81%	-80%	3.18%	2.93%	67.0	98	58.68%
Senior Level Officials, Directors and Managers	17	16.0	809	804	2.10%	1.99%	-33%	-33%	3.14%	2.98%	63.9	281	34.73%
First/Mid-Level Officials and Managers	49	45.3	3,103	3,013	1.58%	1.50%	7%	3%	1.47%	1.45%	64.2	865	27.88%
All PRN Employees	115	5.6	3,630	183	3.17%	3.07%	***	***	***	***	66.7	720	19.60%
All Organization Positions	686	563.7	48,282	42,305	1.42%	1.33%	6%	3%	1.34%	1.29%	65.1	10,431	21.61%

Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Administrative Support		
S309	Patient Representative	Assists patients and families during and after an organization stay. Follows up on complaints and questions that may arise.
S461	Unit Secretary/Unit Clerk	Under the direction of the team leader, charge nurse, or unit manager, performs clerical and non-nursing functions, such as transcribing physicians' orders and charting prescribed data on patient charts. Greets visitors, gives out visitor passes, directs visitors to rooms. May monitor patient telemetry printouts and screens. Answers patient intercom and telephone.
Finance/ Business Office		
S106	Admitting Clerk	Receives incoming patients for hospitalization, interviews patient or relative to obtain identification information and other data required for admission.
S539	Patient Financial Services Representative	Responsible for professional and/or hospital billing for reimbursement for patient care services rendered. Maintains accounts receivable, records and enters payments received. Balances summary totals of accounts receivable with accounts receivable controls. May perform related clerical duties. Does not have lead responsibilities. Billing responsibilities may include 3rd party insurance, and government or private insurance billing.
Food Service		
S148	Food Service Worker (Entry)	Performs a variety of tasks associated with the preparation or service of meals and diets. May collect, wash and sort dishes, clean dining area, prepare trays, deliver food to the patients and dispose of refuse.
Health Information		
S566	Coder	Converts diagnosis and procedure data from patient medical record to ICD-9-CM or similar coding scheme. Completes reimbursement or data abstraction forms for submission to appropriate parties.
Information Technology		
S840	EPIC Analyst (Lvl. 2)	Plan, analyze, design, implement, test and maintain Epic software applications. Liaison between end users and Epic implementation staff. Provide guidance and support to end-users to enhance the use of the EPIC system. Provide solutions or resolve end user system issues. Typically requires a bachelor's degree and 3-4 years analyzing, programming, designing, testing, and/or implementing computer-based systems. Performance of this position requires Epic Certification.
Laboratory		
	Laboratory Services Representative	Ability to performs all activities for hospital system lab services including: registration; collection of blood and other specimens; pre-analytic order and results processing; client profile set-up and maintenance; coordinates workflow; problem-solving; and all other support Lab functions to ensure care for patients on a daily basis.
S008	Medical Lab Tech (MLT)	Performs various chemical, microscopic, and/or bacteriologic tests to obtain data used in diagnosis and treatment. Applies routine techniques used in fields of bacteriology, mycology, parasitology, histopathology, hematology, serology, allergy, and/or chemical, radioactive, or morphologic examinations. Responsible for carrying procedures to completion (and a numerical answer). Records laboratory test results (but does not prepare diagnostic reports). Must have MLT (ASCP) registry. Associate's degree required.
S011	Medical Technologist I	Performs various chemical, microscopic, or bacteriologic test to obtain data used in diagnosis and treatment of patients. Applies specialized techniques used in fields of bacteriology, mycology, parasitology, histopathology, hematology, serology, allergy, and/or chemical, radioactive, or morphologic examinations. Responsible for carrying procedures to completion (and a numerical answer). Records laboratory test results (but does not prepare diagnostic reports). Bachelor's degree in clinical lab science and MT (ASCP) ; or grandparented with associate degree in clinical lab science, MLT (ASCP) with significant job related experience.
Maintenance		
S169	Environmental Services Worker (entry-level)	Maintains all floor surfaces, to include carpet, vinyl and tile. Uses and cares for specialized floor cleaning and buffing equipment. Must know how to strip, wax and buff solid surface flooring, and must be able to read, write and follow written instructions.
Materials		
S472	Central Supply Tech/Sterilization Tech	Cleans, sterilizes and assembles equipment, supplies and instruments according to prescribed procedures and techniques.

Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Job Code		Nursing
S009	LPN	Administers routine services in caring for selected sub-acute, convalescent, and chronic patients, and assists RN in care of the more acutely ill. Passes Medication.
S222	Nurse Manager	Assist with the operations of the nursing department including supervision, orientation and training of nursing personnel. BSN.
S033	Nurse Practitioner	RN who is prepared for the advance practice of nursing through a formal, organized program which is beyond basic nursing education. Highly skilled in physical assessment and the delivery of comprehensive healthcare. Certified as a Nurse Practitioner. Provides comprehensive nursing care to patients and gives patient care directions to nursing and other staff for coordinating continuity of patient care. May assist a physician or work independently under general supervision. Administers medications and injections as prescribed. May do patient exams and make hospital rounds. Provides patient education. Must have a MSN and a graduate of a formal nurse practitioner program in a specialized area. NOT a Clinical Nurse Specialist.
S023	Registered Nurse - All RN Employees	Provides professional nursing services in the assessment, treatment and care of patients. Please report all RN employees for the organization (exclude PRNs)
	Registered Nurse - All PRN Employees	Provides professional nursing services in the assessment, treatment and care of patients. Please report only PRN employees.
Job Code		Patient Care
S397	Medical Assistant (Certified)	Performs direct and indirect patient care activities such as vital signs, height and weight measurement, and routine lab work. Orders stocks and maintains supplies and equipment. Performs clerical duties including patient registration and chart maintenance. State certification required.
S350	Monitor Tech	Monitors cardiac rate and rhythm of patients. Keeps accurate records. Requires completion of Coronary Care Course, Monitor Tech Course or six month previous training within the last year.
S057	Paramedic	Drives vehicle or rides along on emergency transports. Administers first aid and medical intervention as authorized by policy, protocol and credentials. Communicates with physicians and nursing staff via radio, and responds to their orders. Participates in maintenance of emergency transport vehicles and their inventories. Oversees care provided by EMTs with lesser credentials. Emergency Medical Technician with Paramedic certification (EMT-P).
S267	Patient Care Technician/Nurse Assistant	In collaboration with Staff Nurse provides direct care to a specified group of patients including patient treatments, vital signs, collecting specimens, EKG's and catheter care and removal. Exclude all student PCAs from organizational reporting.
S352	Patient Transporter	Performs routine custodial and nonprofessional duties such as providing patient transportation in the caring for patients.
S063	Phlebotomist	Performs various duties of a paramedical nature within the laboratory; collects specimens. Responsible for the performance of venipunctures, sorting request slips, and stocking laboratory supply items.
S035	Physician Assistant	Performs complete histories and physicals to establish and record patient's current health status. Develop working diagnosis to provide continuing medical care including daily examinations, writing orders, chart notes and discharge summaries. Certified Under direct physician supervision, performs history, physical exams and makes hospital rounds. Assists in the evaluation and work up of the patient, conferring with physician on treatment and follow-up. Assists physician with interpretation of test results. May assist surgeon in operating room with major and minor procedures. May be team leader in emergency, life saving procedures, under direct physician supervision. Graduate of an AMA (CAHEA) approved Physician Assistant program, with an Associate BA/BS, plus two years post-graduate education. Current NCCPA certification or board eligible.
S681	Surgical Assistant	Applies scientific principles and technical skills in assisting physicians in all phases of surgical operations. Assists in retracting, clamping, sponging, aspirating, draping, tying, suturing, and minor cutting under direct visual supervision of surgeon. May have successfully completed a physician assistant program from an accredited school.
S024	Surgical Technician (Certified)	Assists as requested in surgical procedures and related treatments. Responsible for the physical arrangement of patients and equipment for surgical procedures as directed by the surgeon or responsible nurse; responsible for clean-up duties as well as maintaining aseptic nature of environment. Reports to the supervisor in the operating room. Has completed a recognized accredited course of technical instruction in surgical techniques and assisting, and has passed the registry examination that is administered by the Liaison Council on Certification for the Surgical Technologist.

Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Job Code		Pharmacy
S016	Pharmacist (Registered)	Compounds and dispenses medicines and pharmaceutical preparations according to authorized prescriptions; performs routine tests on drugs; consults with medical staff.
S281	Pharmacy Technician	Works under the direction of a registered pharmacist in compounding and dispensing medications according to prescriptions written by physicians.
Job Code		Radiology
S059	CAT Scan (CT) Technician (Registered)	Prepares and positions patients and operates CT Scan equipment to produce three-dimensional images of the body. ARRT Registered.
S358	Echocardiograph Technician (Registered)	Evaluates cardiac patients for valvular function and myocardial wall motion using ultrasound equipment. ARDMS registered.
S312	Mammography Tech (Registered)	Operates mammography equipment to perform exams ranging from simple, routine mammograms to more complex needle localizations in conjunction with a Radiologist. Requires ARRT registration. Certification in mammography required. Requires one year radiologic experience, preferably in mammography.
S032	MRI Technician (Registered)	Performs MRI procedures. Working knowledge of MRI equipment including various head and body coils, computer technology, and laser imager. Requires ARRT registration. Certification in MRI preferred. Requires at least six months experience with MRI procedures, techniques and protocols.
S012	Nuclear Medicine Technician (Registered)	Operates radioscopic equipment, such as detectors and scanners, to produce scanograms and measure concentrations of radioactive isotopes in specified body areas to obtain information for use by physicians in diagnosing illnesses. Experienced radiologic technologist or equivalent with special registry in nuclear medicine from ARRT. NMTCB Certified.
S019	Radiology Tech (Registered)	Takes radiologic films of various portions of the body to assist in the detection of foreign bodies and the diagnosis of diseases and injuries. ARRT Registered.
S025	Ultrasonographer (Registered)	Performs diagnostic procedures on patients using ultrasound waves to examine tissue and body structures. ARDMS Registered.
Job Code		Social Service
S051	Social Worker (MSW)	Provides a social work service by helping patients with personal, social, financial, and environmental problems; participates in developing social and health programs in the community. Master's degree required.
Job Code		Therapy
S014	Occupational Therapist (Registered)	Rehabilitates the disabled, injured and diseased patient through the use of arts and crafts in accordance with a physician's prescription. Provides directed activities to assist in treatment and rehabilitation of mentally ill or physically handicapped patients.
S017	Physical Therapist (Registered)	Administers various physical therapeutic treatments to patients based on physician orders; assists in keeping patient related records and preparing reports.
S034	Physical Therapy Assistant	Administers various physical therapy treatments to patients under the direct supervision of physical therapist.
S021	Respiratory Therapist (Registered)	Administers oxygen and all forms of inhalation therapy to patients as prescribed by a physician; cleans and repairs oxygen equipment; may be involved in diagnostic studies under direct supervision of a physician.
S040	Speech Pathologist/Therapist (Registered)	Diagnoses, treats and performs research related to speech and language problems. MS required.



Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Physician Practice (PP)		
S583	Medical Assistant - (PP)	Performs a variety of medically related tasks by assisting the doctor or nurse in providing direct patient care.
S721	Nurse Practitioner - (PP)	Provides general medical care and treatment to patients under direct supervision of physician in a physician office setting.
S302	Office Manager - (PP)	Assists with the operations of the physician practice, including supervision, orientation and training of office personnel. Coordinates all office functions such as transcription, scheduling, billing/collection and medical records.
S829	Physical Therapist - (PP)	Administers various physical therapeutic treatments to patients based on physician orders; assists in keeping patient related records and preparing reports.
S770	Physician Assistant - (PP)	Provides healthcare services to patients under direct supervision and responsibility of a physician.
S870	Receptionist - (PP)	Receives incoming visitors for the physician practice; answers various personal and telephone inquiries and performs a variety of duties.
S062	Registered Nurse - (PP)	Provides professional nursing services in the assessment, treatment and care of patients in the physician's office.
Physicians		
	Physicians	Report all physicians that are employed by the health system.
Broad Job Categories		
	C-Suite Executives	Report all senior chief executives that have a vice president title or higher and serve as part of the health system's senior chief leadership.
	Senior Level Officials and Directors	Report all senior level officials that have a title of director or senior manager within the health system. Examples include: Human Resources Director and Business Development Director.
	First/Mid-Level Managers & Officials	Report all first and mid-level managers and supervisors within the health system. Examples include: Case Management Supervisor, Medical Records Supervisor, Physical Therapy Supervisor.
	All PRN Employees	Report all employees on PRN status for the total organization.
	All Organization Positions	Report health system wide totals.