



Greater Cincinnati Healthcare Semi-Annual Workforce Report

Vacancy Data Effective: June 30, 2021
Retirement Data Effective: January 1-June 30, 2021

OCTOBER 2021

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Participating Hospitals/Systems

The Christ Hospital Health Network

Cincinnati Children's Hospital Medical Center

Margaret Mary Health

St. Elizabeth Healthcare

TriHealth

UC Health

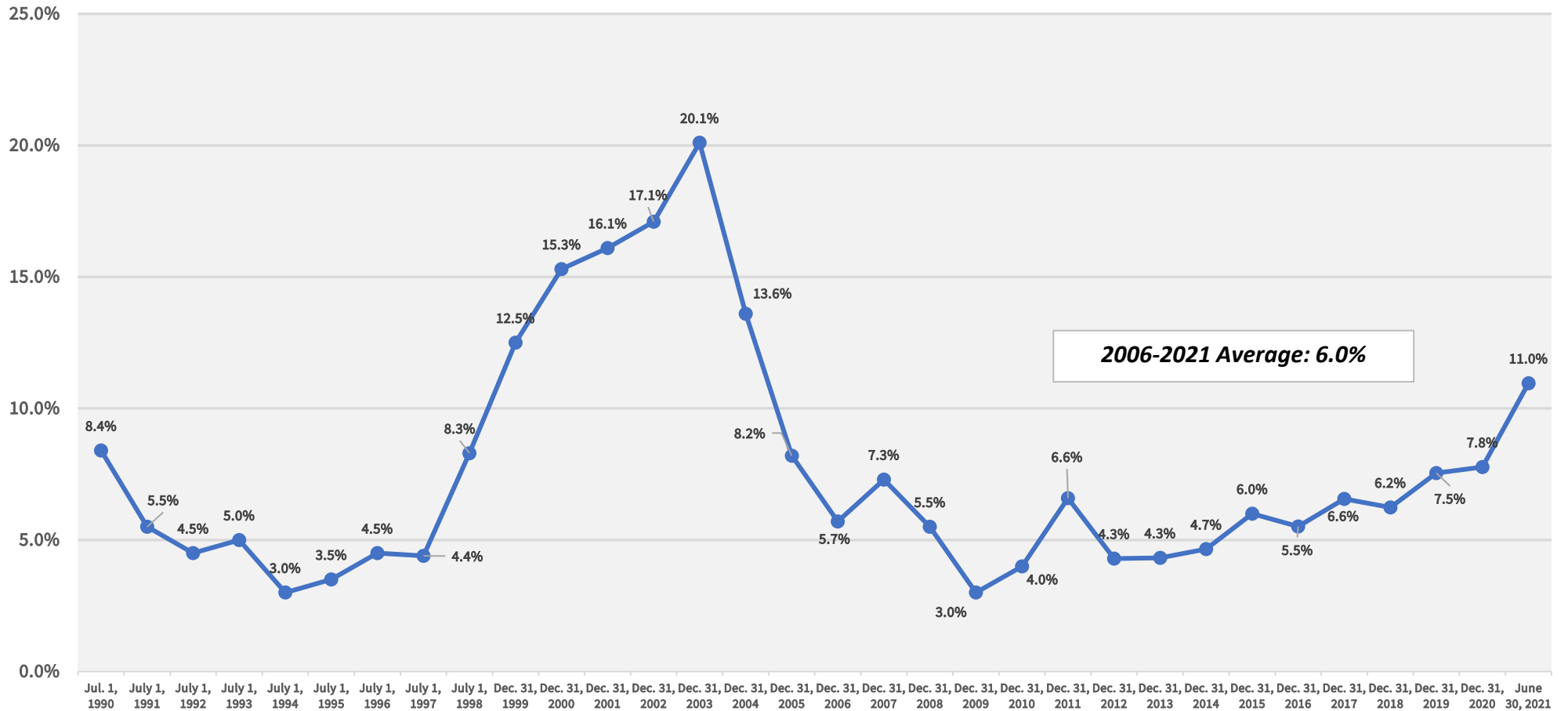
Semi-Annual Vacancy Report

Data Effective 06/30/2021

Job Family	IHS Job Code	Job Title	All Openings by		Total Number of Employees as of 06/30/21		VACANCY RATE Data Effective 06/30/21		% Change		VACANCY RATE Data Effective 12/31/20	
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Admin Support	S309	Patient Representative	71	63	733	653	8.8%	8.8%	29%	52%	6.8%	5.8%
Maintenance	S169	Environmental Services Worker (Entry)	47	47	551	533	7.9%	8.1%	-23%	-21%	10.1%	10.2%
Materials	S472	Central Supply Tech/Sterilization Tech	34	31	264	252	11.4%	11.1%	22%	24%	9.4%	8.9%
Nursing	S009	LPN	38	34	323	278	10.5%	10.9%	32%	35%	8.0%	8.1%
	S033	Nurse Practitioner	23	21	476	425	4.6%	4.6%	3%	-3%	4.5%	4.7%
	S023	Registered Nurse (Staff) - Total RN Employees	1,193	953	9,556	7,739	11.1%	11.0%	44%	41%	7.7%	7.8%
		Registered Nurse (Staff) - Associate Degree Nurses	***	***	***	***	***	***	***	***	***	***
	Registered Nurse (Staff) - BSN or higher degree nurses	***	***	***	***	***	***	***	***	***	***	
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	109	103	912	840	10.7%	10.9%	-5%	-3%	11.3%	11.3%
	S057	Paramedic	29	21	86	67	25.2%	23.6%	78%	93%	14.2%	12.3%
	S267	Patient Care Technician/Nurse Assistant - Total Employees	359	256	1,998	1,343	15.2%	16.0%	36%	27%	11.2%	12.6%
	S063	Phlebotomist	31	22	432	355	6.7%	5.7%	-27%	-28%	9.1%	7.9%
	S681	Surgical Assistant	13	13	85	80	13.3%	13.7%	67%	69%	8.0%	8.1%
	S024	Surgical Technician (Certified)	45	41	260	234	14.8%	15.0%	13%	8%	13.0%	13.9%
Pharmacy	S016	Pharmacist (Registered)	19	13	518	468	3.5%	2.7%	-13%	-38%	4.1%	4.4%
	S281	Pharmacy Technician	49	39	430	379	10.2%	9.4%	-12%	-23%	11.6%	12.2%
Physicians		Physicians	2	2	201	171	1.0%	1.2%	***	***	0.0%	0.0%
Therapy	S021	Respiratory Therapist (Registered)	90	74	619	512	12.7%	12.6%	-4%	-3%	13.2%	12.9%
Physician Practice (PP)		Medical Assistant (Certified and Non-Certified Combined)- (PP)	78	74	437	413	15.1%	15.2%	69%	68%	9.0%	9.0%
	S721	Nurse Practitioner - (PP)	21	20	280	256	7.0%	7.4%	132%	148%	3.0%	3.0%
		Physicians	0	0	892	867	0.0%	0.0%	***	-100%	0.0%	1.2%
	S062	Registered Nurse - (PP)	17	16	296	263	5.4%	5.8%	36%	45%	4.0%	4.0%

Job Title	All Openings by		Total Number of Employees as of 06/30/21		VACANCY RATE Data Effective 06/30/21		% Change		VACANCY RATE Data Effective 12/31/20	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
C-Suite Executives (VP title or higher)	2	2	174	174	1.1%	1.1%	-36%	-13%	1.8%	1.3%
Senior Level Officials, Directors and Managers	13	13	805	800	1.6%	1.6%	0%	1%	1.6%	1.6%
First/Mid-Level Officials and Managers	133	130	3,196	3,129	4.0%	4.0%	63%	60%	2.5%	2.5%
All Other Staff	4,636	3,713	45,448	38,364	9.3%	8.8%	32%	29%	7.0%	6.9%
All PRN Employees	276	33	4,396	203	5.9%	13.8%	0%	76%	5.9%	7.9%
All Organization Positions	4,784	3,858	49,623	42,467	8.8%	8.3%	33%	29%	6.6%	6.4%

Registered Nurses FTE Vacancy Trends



Semi-Annual Retirement Report

Data Effective 01/01/2021 through 06/30/2021

Job Family	IHS Job Code	Job Title	All Retirements by		Total Number of Employees as of 06/30/21		2021 ANNUALIZED RETIREMENT RATE		% Change		2020 RETIREMENT RATE	
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Admin Support	S309	Patient Representative	5	4.4	733	653	1.4%	1.3%	1%	3%	1.4%	1.3%
Maintenance	S169	Environmental Services Worker (Entry)	4	3.9	551	533	1.5%	1.5%	-46%	-42%	2.7%	2.5%
Materials	S472	Central Supply Tech/Sterilization Tech	3	3.0	264	252	2.3%	2.4%	48%	72%	1.5%	1.4%
Nursing	S009	LPN	4	2.9	323	278	2.5%	2.1%	-33%	-32%	3.7%	3.1%
	S033	Nurse Practitioner	2	1.5	476	425	0.8%	0.7%	-26%	-32%	1.1%	1.0%
	S023	Registered Nurse (Staff) - Total RN Employees	58	40.1	9,556	7,739	1.2%	1.0%	-6%	-11%	1.3%	1.2%
		Registered Nurse (Staff) - Associate Degree Nurses	***	***	***	***	***	***	***	***	***	***
	Registered Nurse (Staff) - BSN or higher degree nurse	***	***	***	***	***	***	***	***	***	***	
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	1	1.0	912	840	0.2%	0.2%	39%	38%	0.2%	0.2%
	S057	Paramedic	0	0.0	86	67	0.0%	0.0%	-100%	-100%	1.1%	0.7%
	S267	Patient Care Technician/Nurse Assistant - Total Emplo	5	4.1	1,998	1,343	0.5%	0.6%	-11%	-9%	0.6%	0.7%
	S063	Phlebotomist	2	2.0	432	355	0.9%	1.1%	***	***	0.0%	0.0%
	S681	Surgical Assistant	1	0.5	85	80	2.4%	1.2%	-5%	-32%	2.5%	1.8%
	S024	Surgical Technician (Certified)	3	2.2	260	234	2.3%	1.9%	201%	175%	0.8%	0.7%
Pharmacy	S016	Pharmacist (Registered)	6	4.8	518	468	2.3%	2.0%	1098%	1083%	0.2%	0.2%
	S281	Pharmacy Technician	1	1.0	430	379	0.5%	0.5%	-52%	-44%	1.0%	0.9%
Physicians		Physicians	1	0.5	201	171	1.0%	0.6%	-49%	-64%	2.0%	1.6%
Therapy	S021	Respiratory Therapist (Registered)	4	2.9	619	512	1.3%	1.1%	9%	-5%	1.2%	1.2%
Physician Practice (PP)		Medical Assistant (Certified and Non-Certified Combin	1	0.5	437	413	0.5%	0.2%	-52%	-73%	1.0%	0.9%
	S721	Nurse Practitioner - (PP)	0	0.0	280	256	0.0%	0.0%	***	***	0.0%	0.0%
		Physicians	0	0.0	892	867	0.0%	0.0%	-100%	-100%	1.2%	1.3%
	S062	Registered Nurse - (PP)	3	2.5	296	263	2.0%	1.9%	46%	52%	1.4%	1.3%

Job Title	All Retirements by		Total Number of Employees as of 06/30/21		2021 ANNUALIZED RETIREMENT RATE		% Change		2020 RETIREMENT RATE	
	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	174	174	1.15%	1.15%	92%	92%	0.60%	0.60%
Senior Level Officials, Directors and Managers	6	6.0	805	800	1.49%	1.50%	-29%	-25%	2.10%	1.99%
First/Mid-Level Officials and Managers	22	19.2	3,196	3,129	1.38%	1.23%	-13%	-18%	1.58%	1.50%
All Other Staff	312	244.9	45,448	38,364	1.37%	1.28%	-2%	-2%	1.40%	1.31%
All PRN Employees	80	2.6	4,396	203	3.64%	2.59%	15%	-15%	3.17%	3.07%
All Organization Positions	341	271.1	49,623	42,467	1.37%	1.28%	-3%	-4%	1.42%	1.33%

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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.

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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, Staff	Provides professional nursing services in the assessment, treatment and care of patients.
S273	Registered Nurse, Critical Care/Cardiac	Provides nursing care to patients in the critical care unit.
S066	Registered Nurse, Surgery	Provides nursing care to patients in the surgery unit.
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.

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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.

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Employer Workforce Survey Job Titles & Definitions

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.
Job Code		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 White or Caucasian Employees	Report all employees who identify as White or Caucasian within the health system.
	All Black or African American Employees	Report all employees who identify as Black or African American within the health system.
	All Native Hawaiian or Other Pacific Islander Employees	Report all employees who identify as Native Hawaiian or Other Pacific Islander within the health system.
	All Asian Employees	Report all employees who identify as Asian within the health system.
	All American Indian or Alaska Native Employees	Report all employees who identify as American Indian or Alaska Native within the health system.
	Two or more Races	Report all employees who identify as Two or More Races within the health system.
	All Hispanic Employees	Report all employees who identify as Hispanic within the health system.
	All Hospital Positions	Report hospital staff totals.
	All Physician Practice Positions	Report physician practice totals.
	All Other Organization Positions	Report totals for all remaining staff in your organization who do not fit the category of hospital staff or physician practice staff (i.e. business office staff, human resources staff, etc.).
	All Organization Positions	Report health system wide totals.