



employer workforce survey

JUNE 2023

- Vacancy Data Effective: December 31, 2022
- Workforce Age Data Effective: December 31, 2022
- Retirement Data Effective: January 1 – December 31, 2022



Table of Contents

	<i>Page</i>
Participating Hospitals/Systems	3
Executive Summary	4
Vacancy Report	6
Workforce Age Report	9
Retirement Report	12
Appendices: Additional Vacancy Trend Charts	15
Job Titles and Descriptions	36

Participating Hospitals/Systems

The Christ Hospital Health Network

Cincinnati Children's Hospital Medical Center

CMH Regional/Clinton Memorial Hospital

Margaret Mary Health

St. Elizabeth Healthcare

TriHealth

UC Health

Executive Summary

Each year, the Health Collaborative publishes an annual survey to determine the Greater Cincinnati area's hospital employee vacancy and retirement rates along with age distributions for key hospital and physician practice positions as well as the total hospital and physician practice workforce. This report helps hospitals, physician practices, health care leaders, recruiters, schools and prospective health care students assess job openings and needs in Cincinnati area hospitals.

In this year's annual survey, vacancy and age data is effective as of December 31, 2022. Retirement data is effective for the full time period from January 1, 2022 through December 31, 2022.

Among some of the study's highlights:

Overall vacancy rates remain at very high levels in 2022. Survey results show a vacancy rate of 10.4 percent for total health care organization positions, which is down only 1 percent compared to the vacancy rate of 10.5 percent in 2021. Among hospital positions, a record 22 different job titles ended 2022 with vacancy rates exceeding 10 percent. Additionally, five other job titles ended 2022 with vacancy rates in the 8 to 10 percent range. Registered Nurses at hospitals saw an increase in FTE vacancy rate at 14.4 percent, which is up from the 2021 vacancy rate of 13.7 percent. The 2022 RN vacancy rate of 14.4 percent is now the highest RN vacancy rate in the Greater Cincinnati region since 2003.

Additionally, the average-time-to-fill for registered nurses across all health systems in Greater Cincinnati was 85 days, significantly higher than the 2021 figure of 64 days.

Retirements decreased in 2022, though the average retirement age decreased marginally at 64.6 years. The overall organizational retirement rate decreased to 1.38 percent in 2022, an increase from the 2021 retirement rate of 1.58 percent. The 2022 figure of 1.38 percent is in line with pre-pandemic retirement rates. Meanwhile, the average retirement age for all organization positions decreased to 64.6-years-old. The average retirement age for registered nurses remained steady at 64-years-old.

Finally, the chart on page 5 below identifies the 31 job titles with the highest vacancy rates in our region – with each job title having a greater than 7 percent vacancy rate. In more than 15 years of conducting this survey, our region has never experienced such a wide range of job shortages across all healthcare job categories as we have seen since the beginning of 2021. For comparison purposes, in a typical year with a healthy labor environment in healthcare, most job titles would have vacancy rates of approximately 5 percent.

Job Title	All Openings by		Total Employees as of 12/31/22		VACANCY RATE Data Effective 12/31/22	
	Head Count	FTE	Head Count	FTE	Head Count	FTE
Physician Assistant - (PP)	17	16	23	23	42.5%	41.8%
Laboratory Services Representative	25	21	71	65	26.0%	24.0%
Paramedic	25	14	71	57	26.0%	20.1%
Mammography Tech (Registered)	25	20	91	76	21.6%	21.3%
Nurse Practitioner	57	45	226	209	20.1%	17.8%
Monitor Tech	48	29	207	141	18.8%	16.9%
Registered Nurse - All PRN Employees	479	373	2,218	133	17.8%	73.7%
LPN	67	55	317	274	17.4%	16.8%
Surgical Technician (Certified)	42	38	204	185	17.1%	17.1%
Patient Representative	54	43	275	254	16.4%	14.5%
Respiratory Therapist (Registered)	112	77	616	510	15.4%	13.1%
Medical Technologist I	38	33	211	179	15.3%	15.6%
Radiology Tech (Registered)	63	50	350	301	15.3%	14.2%
Registered Nurse - All RN Employees	1,775	1,377	9,979	8,178	15.1%	14.4%
PCA/Nurse Assistant - Total Employees	344	251	2,037	1,355	14.4%	15.6%
Medical Assistant (Certified & Non-Cert Combined)	156	126	937	864	14.3%	12.7%
Echocardiograph Technician (Registered)	16	15	110	102	12.7%	12.9%
Central Supply Tech/Sterilization Tech	38	35	271	264	12.3%	11.8%
Medical Assistant (Certified & Non-Cert Combined) - (PP)	70	61	550	522	11.3%	10.5%
CAT Scan (CT) Technician (Registered)	29	26	244	219	10.6%	10.4%
Medical Lab Tech (MLT)	37	35	331	300	10.1%	10.3%
Registered Nurse - (PP)	41	32	369	328	10.0%	8.9%
Patient Transporter	25	16	235	193	9.6%	7.5%
Physical Therapy Assistant	6	5	59	54	9.2%	7.7%
Phlebotomist	38	30	381	329	9.1%	8.3%
Food Service Worker (Entry)	39	32	410	348	8.7%	8.5%
Admitting Clerk	48	40	522	440	8.4%	8.2%
Pharmacy Technician	39	29	452	412	7.9%	6.7%
Environmental Services Worker (Entry)	47	46	586	566	7.4%	7.4%
Pharmacist (Registered)	44	35	550	504	7.4%	6.5%
MRI Technician (Registered)	12	10	156	136	7.1%	6.7%

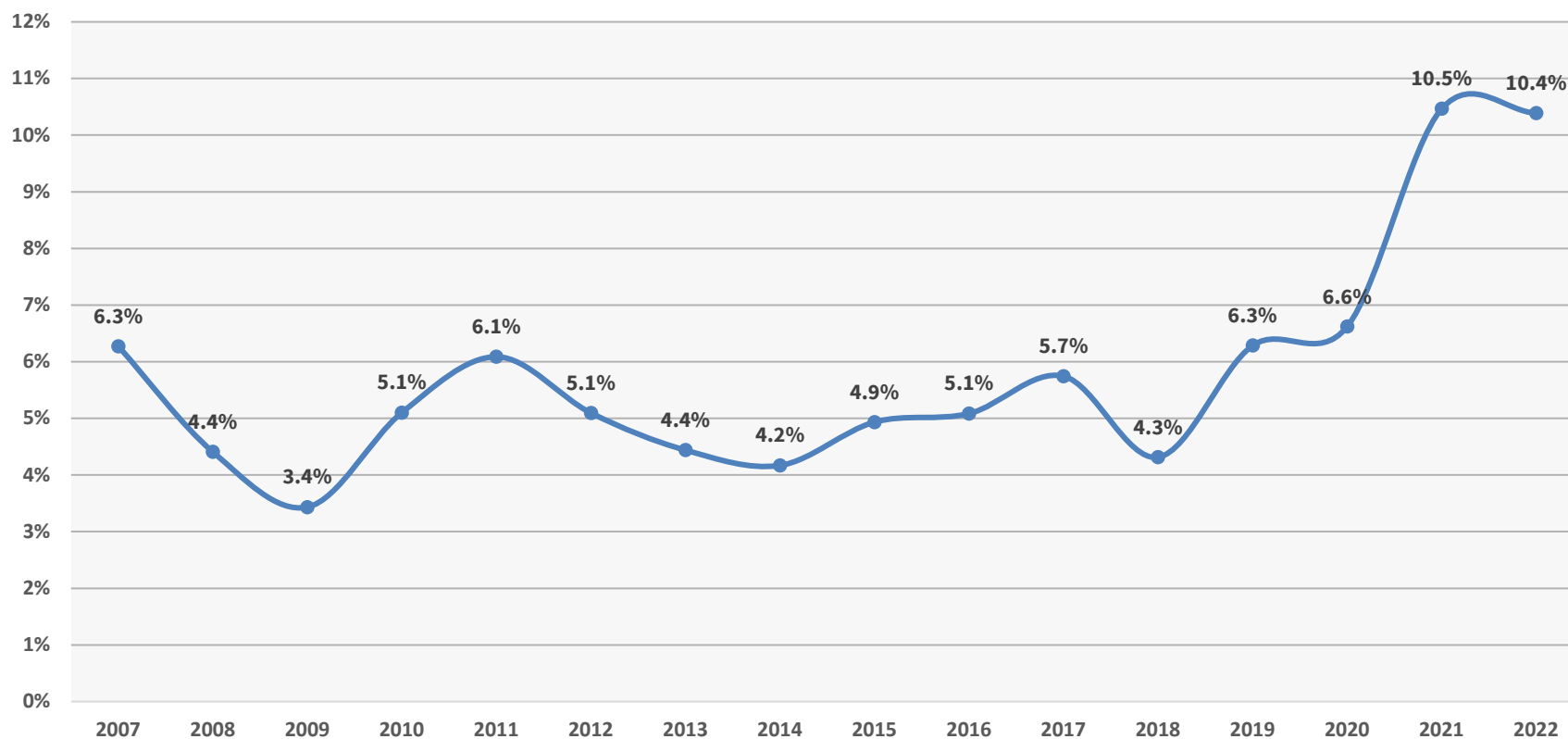
Annual Vacancy Report

Data Effective 12/31/2022

Job Family	IHS Job Code	Job Title	All Openings by		Total Employees as of 12/31/22		VACANCY RATE Data Effective 12/31/22		% Change		VACANCY RATE Data Effective 12/31/21	
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Admin Support	S309	Patient Representative	54	43	275	254	16.4%	14.5%	88%	68%	8.7%	8.6%
	S461	Unit Secretary/Unit Clerk	36	29	581	459	5.8%	5.9%	-9%	-4%	6.4%	6.1%
Finance	S106	Admitting Clerk	48	40	522	440	8.4%	8.2%	1%	1%	8.3%	8.2%
	S539	Patient Financial Services Representative	12	12	436	431	2.7%	2.7%	-67%	-67%	8.0%	8.1%
Food Services	S148	Food Service Worker (Entry)	39	32	410	348	8.7%	8.5%	-31%	-33%	12.6%	12.6%
Health Information Technology	S566	Coder	16	15	310	302	4.9%	4.6%	-11%	-18%	5.5%	5.6%
	S840	EPIC Analyst (Lvl. 2)	2	2	194	194	1.0%	1.0%	-71%	-71%	3.5%	3.5%
Laboratory		Laboratory Services Representative	25	21	71	65	26.0%	24.0%	129%	107%	11.4%	11.6%
	S008	Medical Lab Tech (MLT)	37	35	331	300	10.1%	10.3%	-43%	-38%	17.6%	16.5%
	S011	Medical Technologist I	38	33	211	179	15.3%	15.6%	19%	22%	12.9%	12.8%
Maintenance	S169	Environmental Services Worker (Entry)	47	46	586	566	7.4%	7.4%	-32%	-32%	11.0%	10.9%
Materials	S472	Central Supply Tech/Sterilization Tech	38	35	271	264	12.3%	11.8%	-21%	-19%	15.6%	14.5%
Nursing	S028	Case Manager	2	2	247	228	0.8%	0.7%	-78%	-80%	3.6%	3.7%
	S009	LPN	67	55	317	274	17.4%	16.8%	-28%	-30%	24.4%	24.0%
	S222	Nurse Manager	14	14	476	474	2.9%	2.8%	-61%	-61%	7.3%	7.3%
	S033	Nurse Practitioner	57	45	226	209	20.1%	17.8%	140%	103%	8.4%	8.8%
	S023	Registered Nurse - All RN Employees	1,775	1,377	9,979	8,178	15.1%	14.4%	9%	5%	13.9%	13.7%
		Registered Nurse - All PRN Employees	479	373	2,218	133	17.8%	73.7%	81%	358%	9.8%	16.1%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	156	126	937	864	14.3%	12.7%	-18%	-27%	17.5%	17.6%
	S350	Monitor Tech	48	29	207	141	18.8%	16.9%	0%	-14%	18.9%	19.6%
	S057	Paramedic	25	14	71	57	26.0%	20.1%	-12%	-28%	29.8%	27.9%
	S267	PCA/Nurse Assistant - Total Employees	344	251	2,044	1,359	14.4%	15.6%	-13%	-14%	16.6%	18.0%
	S352	Patient Transporter	25	16	235	193	9.6%	7.5%	-25%	-37%	12.8%	11.9%
	S063	Phlebotomist	38	30	381	329	9.1%	8.3%	-21%	-24%	11.4%	11.0%
	S035	Physician Assistant	2	1	81	77	2.4%	1.8%	-66%	-74%	7.1%	6.8%
	S681	Surgical Assistant	7	6	127	120	5.2%	4.7%	-34%	-39%	7.9%	7.7%
	S024	Surgical Technician (Certified)	42	38	204	185	17.1%	17.1%	-3%	-5%	17.6%	18.0%
Pharmacy	S016	Pharmacist (Registered)	44	35	550	504	7.4%	6.5%	8%	-2%	6.9%	6.7%
	S281	Pharmacy Technician	39	29	452	412	7.9%	6.7%	-27%	-40%	10.8%	11.1%
Physicians		Physicians	4	4	74	69	5.1%	5.5%	305%	268%	1.3%	1.5%
Radiology	S059	CAT Scan (CT) Technician (Registered)	29	26	244	219	10.6%	10.4%	94%	94%	5.5%	5.4%
	S358	Echocardiograph Technician (Registered)	16	15	110	102	12.7%	12.9%	-36%	-34%	19.7%	19.7%
	S312	Mammography Tech (Registered)	25	20	91	76	21.6%	21.3%	159%	168%	8.3%	7.9%
	S032	MRI Technician (Registered)	12	10	156	136	7.1%	6.7%	-16%	-20%	8.5%	8.3%
	S012	Nuclear Medicine Technician (Registered)	4	4	64	58	5.9%	6.3%	121%	320%	2.7%	1.5%
	S019	Radiology Tech (Registered)	63	50	350	301	15.3%	14.2%	-7%	-13%	16.4%	16.4%
	S025	Ultrasonographer (Registered)	13	9	199	167	6.1%	5.0%	-28%	-42%	8.5%	8.7%
Social Service		Community Health Worker	0	0	6	5	0.0%	0.0%	#DIV/0!	#DIV/0!	0.0%	0.0%
	S050	Social Worker (BSW)	0	0	30	25	0.0%	0.0%	#DIV/0!	#DIV/0!	0.0%	0.0%
	S051	Social Worker (MSW)	25	16	569	489	4.2%	3.1%	-61%	-65%	10.9%	8.8%
Therapy	S014	Occupational Therapist (Registered)	14	6	230	196	5.7%	3.1%	16%	-16%	5.0%	3.6%
	S017	Physical Therapist (Registered)	17	11	408	344	4.0%	3.2%	-26%	-35%	5.4%	4.8%
	S034	Physical Therapy Assistant	6	5	59	54	9.2%	7.7%	209%	131%	3.0%	3.3%
	S021	Respiratory Therapist (Registered)	112	77	616	510	15.4%	13.1%	-6%	-16%	16.4%	15.7%
	S040	Speech Pathologist/Therapist (Registered)	11	9	196	165	5.3%	5.3%	34%	12%	4.0%	4.7%
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined) - (PP)	70	61	550	522	11.3%	10.5%	73%	60%	6.5%	6.6%
	S721	Nurse Practitioner - (PP)	14	13	198	179	6.6%	6.6%	32%	36%	5.0%	4.9%
	S302	Office Manager - (PP)	3	3	72	72	4.0%	4.0%	52%	52%	2.6%	2.6%
		Physicians	7	7	965	938	0.7%	0.7%	#DIV/0!	#DIV/0!	0.0%	0.0%
	S870	Receptionist - (PP)	12	11	189	177	6.0%	6.1%	-11%	-12%	6.7%	6.9%
	S829	Physical Therapist - (PP)	2	2	31	26	6.1%	5.4%	33%	14%	4.5%	4.7%
	S770	Physician Assistant - (PP)	17	16	23	23	42.5%	41.8%	1260%	1069%	3.1%	3.6%
	S062	Registered Nurse - (PP)	41	32	369	328	10.0%	8.9%	-11%	-22%	11.2%	11.5%
	S742	Scheduler/Patient Access - (PP)	28	19	415	396	6.3%	4.6%	***	***	***	***

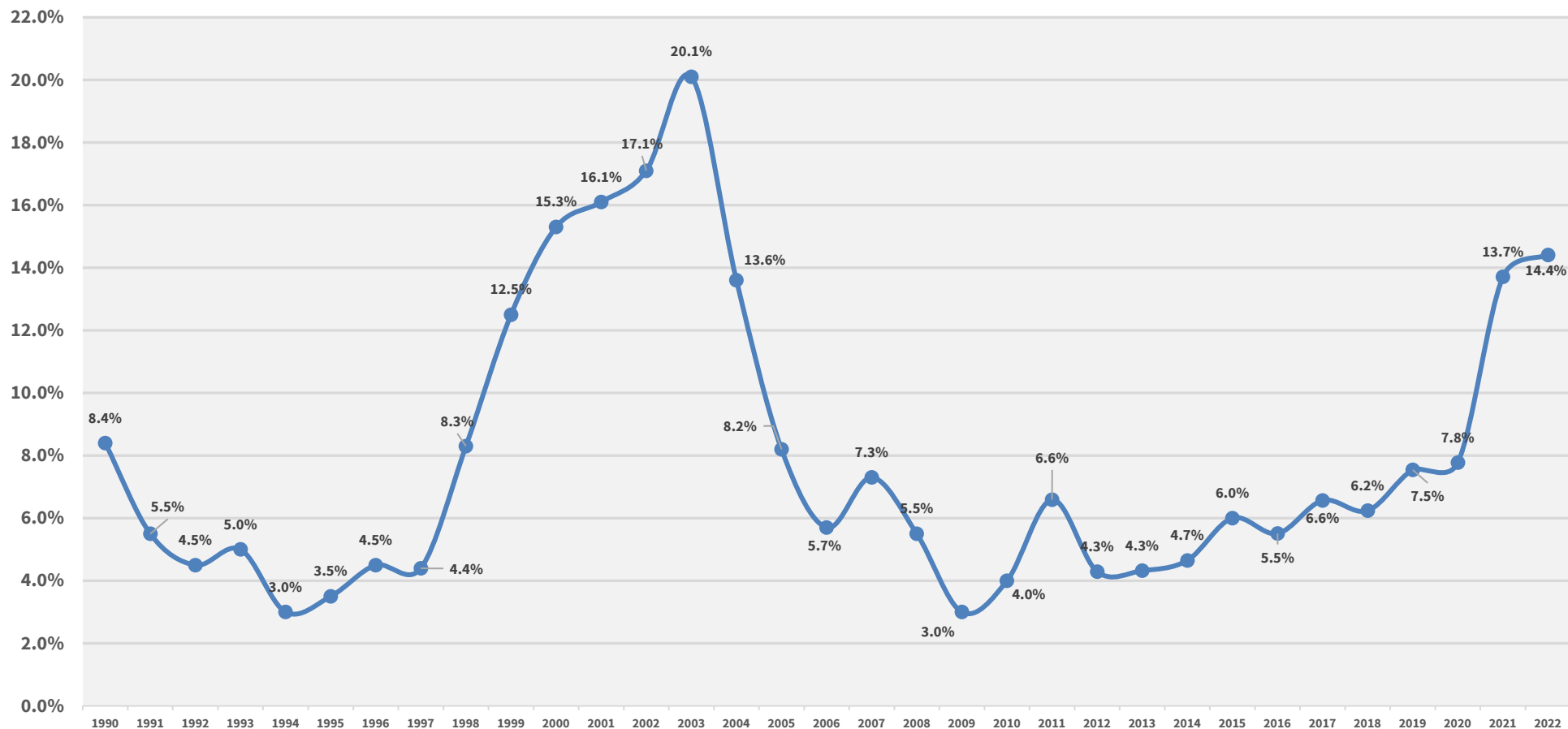
Job Title	All Openings by		Total Employees as of 12/31/22		VACANCY RATE Data Effective 12/31/22		% Change		VACANCY RATE Data Effective 12/31/21	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
C-Suite Executives (VP title or higher)	23	23	176	175	11.6%	11.6%	***	***	0.0%	0.0%
Senior Level Officials, Directors and Managers	35	35	848	769	4.0%	4.3%	51%	64%	2.6%	2.6%
First/Mid-Level Officials and Managers	83	83	3,151	3,083	2.6%	2.6%	-41%	-41%	4.4%	4.4%
All PRN Employees	494	41	4,967	231	9.0%	15.2%	-13%	-16%	10.4%	18.0%
All Organization Positions	5,848	4,720	50,451	43,685	10.4%	9.8%	-1%	-1%	10.5%	9.9%

Greater Cincinnati Health System Year End Vacancy Rates



Note: Historical rate calculations may include a different hospital sample from year-to-year

Registered Nurses FTE Vacancy Trends



2006-2022 Average: 6.6%

Annual Workforce Age Report

Data Effective 12/31/2022

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	60	43	52	24	31	29	32	55	116	92	61
	S461	Unit Secretary/Unit Clerk	129	120	98	54	65	72	43	119	234	180	115
Finance	S106	Admitting Clerk	101	95	105	65	53	68	44	118	230	165	112
	S539	Patient Financial Services Representative	44	86	102	62	64	50	32	126	208	146	82
Food Services	S148	Food Service Worker (Entry)	143	63	46	30	61	43	24	91	158	128	67
Health Information Technology	S566	Coder	25	42	89	42	38	52	22	80	154	112	74
Laboratory	S840	EPIC Analyst (Lvl. 2)	15	69	58	17	13	14	8	30	52	35	22
		Laboratory Services Representative	16	20	8	3	14	4	6	17	27	24	10
	S008	Medical Lab Tech (MLT)	90	90	46	24	35	35	11	59	105	81	46
	S011	Medical Technologist I	39	35	39	16	29	41	11	45	97	81	52
Maintenance	S169	Environmental Services Worker (Entry)	130	108	95	49	66	86	52	115	253	204	138
Materials	S472	Central Supply Tech/Sterilization Tech	68	58	58	29	23	25	10	52	87	58	35
Nursing	S028	Case Manager	8	53	65	39	41	32	9				
	S009	LPN	31	78	89	54	27	23	14	81	118	64	37
	S222	Nurse Manager	18	132	151	75	61	29	8	136	173	98	37
	S033	Nurse Practitioner	13	87	80	13	16	13	4	29	46	33	17
	S023	Registered Nurse - All RN Employees	3,020	2,833	1,755	808	715	585	236	1,523	2,344	1,536	821
		Registered Nurse - All PRN Employees	203	339	214	61	71	48	81	132	261	200	129
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	234	306	226	79	65	29	22	144	195	116	51
	S350	Monitor Tech	111	33	23	12	11	11	6	23	40	28	17
	S057	Paramedic	8	17	21	6	7	7	2	13	22	16	9
	S267	PCA/Nurse Assistant - Total Employees	1,188	402	205	84	79	61	25	163	249	165	86
	S352	Patient Transporter	96	24	16	8	11	10	8	19	37	29	18
	S063	Phlebotomist	117	99	61	34	40	22	7	74	103	69	29
	S035	Physician Assistant	24	23	18	7	2	4	3	9	16	9	7
	S681	Surgical Assistant	4	39	32	20	15	12	5	35	52	32	17
	S024	Surgical Technician (Certified)	60	55	46	15	17	10	1	32	43	28	11
Pharmacy	S016	Pharmacist (Registered)	91	245	111	35	35	26	8	70	104	69	34
	S281	Pharmacy Technician	164	138	76	20	27	20	7	47	74	54	27
Physicians		Physicians	0	14	18	7	16	7	12	23	42	35	19
Radiology	S059	CAT Scan (CT) Technician (Registered)	51	66	59	25	29	10	1	54	65	40	11
	S358	Echocardiograph Technician (Registered)	22	34	27	6	12	9	0	18	27	21	9
	S312	Mammography Tech (Registered)	15	21	16	9	12	15	3	21	39	30	18
	S032	MRI Technician (Registered)	38	33	42	18	13	12	0	31	43	25	12
	S012	Nuclear Medicine Technician (Registered)	4	11	22	9	3	11	4	12	27	18	15
	S019	Radiology Tech (Registered)	78	95	84	30	27	26	10	57	93	63	36
	S025	Ultrasonographer (Registered)	35	59	55	15	19	14	2	34	50	35	16
Social Service		Community Health Worker	1	1	4	0	0	0	0	0	0	0	0
	S050	Social Worker (BSW)	1	4	4	5	9	5	2	14	21	16	7
	S051	Social Worker (MSW)	88	197	149	57	36	23	16	93	132	75	39
Therapy	S014	Occupational Therapist (Registered)	73	77	40	18	20	1	1	38	40	22	2
	S017	Physical Therapist (Registered)	71	161	85	38	27	14	12	65	91	53	26
	S034	Physical Therapy Assistant	4	18	12	10	8	5	2	18	25	15	7
	S021	Respiratory Therapist (Registered)	119	161	174	58	53	35	16	111	162	104	51
	S040	Speech Pathologist/Therapist (Registered)	33	93	39	19	7	4	1	26	31	12	5
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined) - (PP)	117	128	139	63	39	39	14	102	155	92	53
	S721	Nurse Practitioner - (PP)	13	81	59	20	9	11	4	29	44	24	15
	S302	Office Manager - (PP)	0	5	11	2	3	4	0	5	9	7	4
		Physicians	7	292	275	123	109	107	98	232	437	314	205
	S870	Receptionist - (PP)	20	29	31	23	29	31	26	52	109	86	57
	S829	Physical Therapist - (PP)	6	10	11	2	2	0	0	4	4	2	0
	S770	Physician Assistant - (PP)	2	9	7	3	1	1	0	4	5	2	1
	S062	Registered Nurse - (PP)	50	127	71	35	39	31	12	74	117	82	43
	S742	Scheduler/Patient Access - (PP)	70	77	68	57	57	53	33	114	200	143	86

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	40	25	48	43	16	73	132	107	59
Senior Level Officials, Directors and Managers	0	134	292	136	150	99	37	286	422	286	136
First/Mid-Level Officials and Managers	82	840	961	418	413	287	150	831	1,268	850	437
All PRN Employees	1,673	1,111	746	267	256	207	372	523	1,102	835	579
All Organization Positions	10,865	13,249	10,560	4,936	4,806	3,949	2,052	9,742	15,743	10,807	6,001

Annual Workforce Age Report

Data Effective 12/31/2022

Blue shading indicates greater than 35%

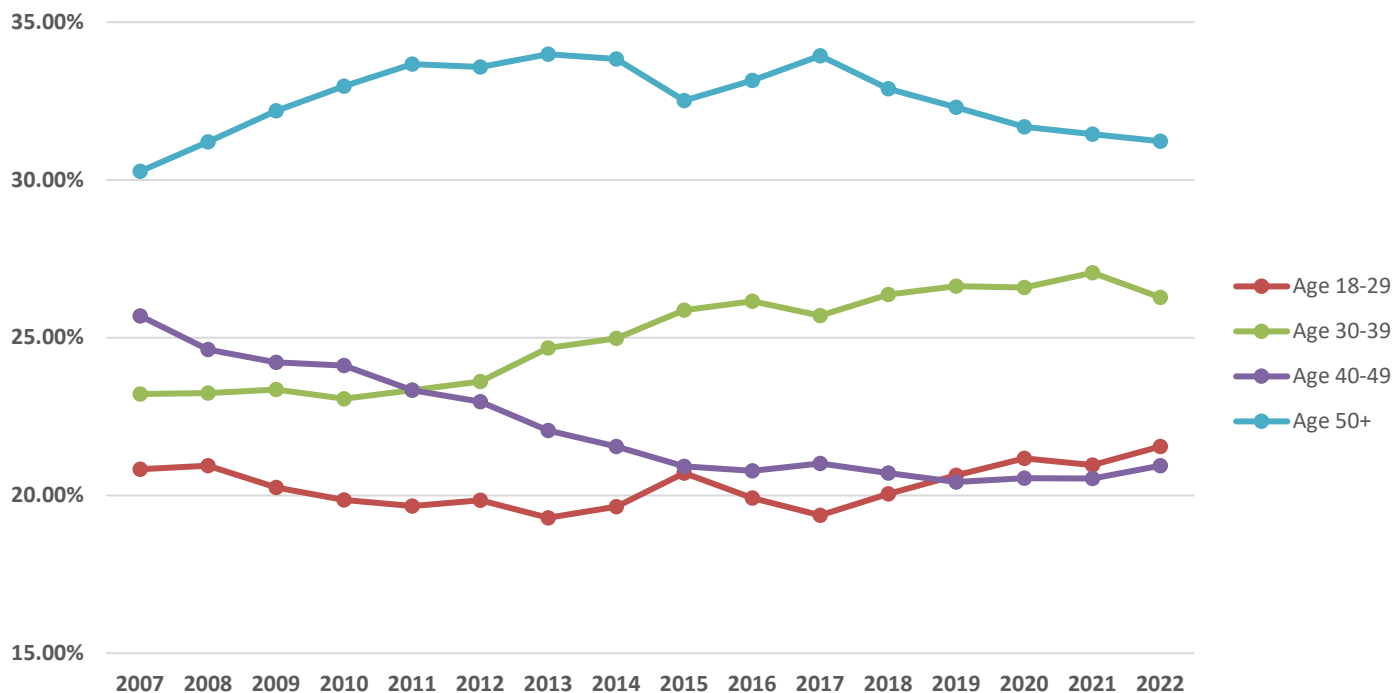
Job Family	IHS Job Code	Job Title	Percentage of Employees by Age Group										
			18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
Admin Support	S309	Patient Representative	22.14%	15.87%	19.19%	8.86%	11.44%	10.70%	11.81%	20.30%	42.80%	33.95%	22.51%
	S461	Unit Secretary/Unit Clerk	22.20%	20.65%	16.87%	9.29%	11.19%	12.39%	7.40%	20.48%	40.28%	30.98%	19.79%
Finance	S106	Admitting Clerk	19.02%	17.89%	19.77%	12.24%	9.98%	12.81%	8.29%	22.22%	43.31%	31.07%	21.09%
	S539	Patient Financial Services Representative	10.00%	19.55%	23.18%	14.09%	14.55%	11.36%	7.27%	28.64%	47.27%	33.18%	18.64%
Food Services	S148	Food Service Worker (Entry)	34.88%	15.37%	11.22%	7.32%	14.88%	10.49%	5.85%	22.20%	38.54%	31.22%	16.34%
Health Information Technology	S566	Coder	8.06%	13.55%	28.71%	13.55%	12.26%	16.77%	7.10%	25.81%	49.68%	36.13%	23.87%
	S840	EPIC Analyst (Lvl. 2)	7.73%	35.57%	29.90%	8.76%	6.70%	7.22%	4.12%	15.46%	26.80%	18.04%	11.34%
Laboratory		Laboratory Services Representative	22.54%	28.17%	11.27%	4.23%	19.72%	5.63%	8.45%	23.94%	38.03%	33.80%	14.08%
	S008	Medical Lab Tech (MLT)	27.19%	27.19%	13.90%	7.25%	10.57%	10.57%	3.32%	17.82%	31.72%	24.47%	13.90%
	S011	Medical Technologist I	18.57%	16.67%	18.57%	7.62%	13.81%	19.52%	5.24%	21.43%	46.19%	38.57%	24.76%
Maintenance	S169	Environmental Services Worker (Entry)	22.18%	18.43%	16.21%	8.36%	11.26%	14.68%	8.87%	19.62%	43.17%	34.81%	23.55%
Materials	S472	Central Supply Tech/Sterilization Tech	25.09%	21.40%	21.40%	10.70%	8.49%	9.23%	3.69%	19.19%	32.10%	21.40%	12.92%
Nursing	S028	Case Manager	3.24%	21.46%	26.32%	15.79%	16.60%	12.96%	3.64%	32.39%	48.99%	33.20%	16.60%
	S009	LPN	9.81%	24.68%	28.16%	17.09%	8.54%	7.28%	4.43%	25.63%	37.34%	20.25%	11.71%
	S222	Nurse Manager	3.80%	27.85%	31.86%	15.82%	12.87%	6.12%	1.69%	28.69%	36.50%	20.68%	7.81%
	S033	Nurse Practitioner	5.75%	38.50%	35.40%	5.75%	7.08%	5.75%	1.77%	12.83%	20.35%	14.60%	7.52%
	S023	Registered Nurse - All RN Employees	30.35%	28.47%	17.63%	8.12%	7.18%	5.88%	2.37%	15.30%	23.55%	15.43%	8.25%
		Registered Nurse - All PRN Employees	19.96%	33.33%	21.04%	6.00%	6.98%	4.72%	7.96%	12.98%	25.66%	19.67%	12.68%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	24.35%	31.84%	23.52%	8.22%	6.76%	3.02%	2.29%	14.98%	20.29%	12.07%	5.31%
	S350	Monitor Tech	53.62%	15.94%	11.11%	5.80%	5.31%	5.31%	2.90%	11.11%	19.32%	13.53%	8.21%
	S057	Paramedic	11.76%	25.00%	30.88%	8.82%	10.29%	10.29%	2.94%	19.12%	32.35%	23.53%	13.24%
	S267	PCA/Nurse Assistant - Total Employees	58.12%	19.67%	10.03%	4.11%	3.86%	2.98%	1.22%	7.97%	12.18%	8.07%	4.21%
	S352	Patient Transporter	55.49%	13.87%	9.25%	4.62%	6.36%	5.78%	4.62%	10.98%	21.39%	16.76%	10.40%
	S063	Phlebotomist	30.79%	26.05%	16.05%	8.95%	10.53%	5.79%	1.84%	19.47%	27.11%	18.16%	7.63%
	S035	Physician Assistant	29.63%	28.40%	22.22%	8.64%	2.47%	4.94%	3.70%	11.11%	19.75%	11.11%	8.64%
	S681	Surgical Assistant	3.15%	30.71%	25.20%	15.75%	11.81%	9.45%	3.94%	27.56%	40.94%	25.20%	13.39%
	S024	Surgical Technician (Certified)	29.41%	26.96%	22.55%	7.35%	8.33%	4.90%	0.49%	15.69%	21.08%	13.73%	5.39%
Pharmacy	S016	Pharmacist (Registered)	16.52%	44.46%	20.15%	6.35%	6.35%	4.72%	1.45%	12.70%	18.87%	12.52%	6.17%
	S281	Pharmacy Technician	36.28%	30.53%	16.81%	4.42%	5.97%	4.42%	1.55%	10.40%	16.37%	11.95%	5.97%
Physicians		Physicians	0.00%	18.92%	24.32%	9.46%	21.62%	9.46%	16.22%	31.08%	56.76%	47.30%	25.68%
Radiology	S059	CAT Scan (CT) Technician (Registered)	21.16%	27.39%	24.48%	10.37%	12.03%	4.15%	0.41%	22.41%	26.97%	16.60%	4.56%
	S358	Echocardiograph Technician (Registered)	20.00%	30.91%	24.55%	5.45%	10.91%	8.18%	0.00%	16.36%	24.55%	19.09%	8.18%
	S312	Mammography Tech (Registered)	16.48%	23.08%	17.58%	9.89%	13.19%	16.48%	3.30%	23.08%	42.86%	32.97%	19.78%
	S032	MRI Technician (Registered)	24.36%	21.15%	26.92%	11.54%	8.33%	7.69%	0.00%	19.87%	27.56%	16.03%	7.69%
	S012	Nuclear Medicine Technician (Registered)	6.25%	17.19%	34.38%	14.06%	4.69%	17.19%	6.25%	18.75%	42.19%	28.13%	23.44%
	S019	Radiology Tech (Registered)	22.29%	27.14%	24.00%	8.57%	7.71%	7.43%	2.86%	16.29%	26.57%	18.00%	10.29%
	S025	Ultrasonographer (Registered)	17.59%	29.65%	27.64%	7.54%	9.55%	7.04%	1.01%	17.09%	25.13%	17.59%	8.04%
Social Service		Community Health Worker	16.67%	16.67%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	S050	Social Worker (BSW)	3.33%	13.33%	13.33%	16.67%	30.00%	16.67%	6.67%	46.67%	70.00%	53.33%	23.33%
	S051	Social Worker (MSW)	15.55%	34.81%	26.33%	10.07%	6.36%	4.06%	2.83%	16.43%	23.32%	13.25%	6.89%
Therapy	S014	Occupational Therapist (Registered)	31.74%	33.48%	17.39%	7.83%	8.70%	0.43%	0.43%	16.52%	17.39%	9.57%	0.87%
	S017	Physical Therapist (Registered)	17.40%	39.46%	20.83%	9.31%	6.62%	3.43%	2.94%	15.93%	22.30%	12.99%	6.37%
	S034	Physical Therapy Assistant	6.78%	30.51%	20.34%	16.95%	13.56%	8.47%	3.39%	30.51%	42.37%	25.42%	11.86%
	S021	Respiratory Therapist (Registered)	19.32%	26.14%	28.25%	9.42%	8.60%	5.68%	2.60%	18.02%	26.30%	16.88%	8.28%
	S040	Speech Pathologist/Therapist (Registered)	16.84%	47.45%	19.90%	9.69%	3.57%	2.04%	0.51%	13.27%	15.82%	6.12%	2.55%
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined) - (PP)	21.71%	23.75%	25.79%	11.69%	7.24%	7.24%	2.60%	18.92%	28.76%	17.07%	9.83%
	S721	Nurse Practitioner - (PP)	6.60%	41.12%	29.95%	10.15%	4.57%	5.58%	2.03%	14.72%	22.34%	12.18%	7.61%
	S302	Office Manager - (PP)	0.00%	20.00%	44.00%	8.00%	12.00%	16.00%	0.00%	20.00%	36.00%	28.00%	16.00%
		Physicians	0.69%	28.88%	27.20%	12.17%	10.78%	10.58%	9.69%	22.95%	43.22%	31.06%	20.28%
	S870	Receptionist - (PP)	10.58%	15.34%	16.40%	12.17%	15.34%	16.40%	13.76%	27.51%	57.67%	45.50%	30.16%
	S829	Physical Therapist - (PP)	19.35%	32.26%	35.48%	6.45%	6.45%	0.00%	0.00%	12.90%	12.90%	6.45%	0.00%
	S770	Physician Assistant - (PP)	8.70%	39.13%	30.43%	13.04%	4.35%	4.35%	0.00%	17.39%	21.74%	8.70%	4.35%
	S062	Registered Nurse - (PP)	13.70%	34.79%	19.45%	9.59%	10.68%	8.49%	3.29%	20.27%	32.05%	22.47%	11.78%
	S742	Scheduler/Patient Access - (PP)	16.87%	18.55%	16.39%	13.73%	13.73%	12.77%	7.95%	27.47%	48.19%	34.46%	20.72%

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%	2.27%	22.73%	14.20%	27.27%	24.43%	9.09%	41.48%	75.00%	60.80%	33.52%
Senior Level Officials, Directors and Managers	0.00%	15.80%	34.43%	16.04%	17.69%	11.67%	4.36%	33.73%	49.76%	33.73%	16.04%
First/Mid-Level Officials and Managers	2.60%	26.66%	30.50%	13.27%	13.11%	9.11%	4.76%	26.37%	40.24%	26.98%	13.87%
All PRN Employees	36.12%	23.99%	16.11%	5.76%	5.53%	4.47%	8.03%	11.29%	23.79%	18.03%	12.50%
All Organization Positions	21.55%	26.28%	20.95%	9.79%	9.53%	7.83%	4.07%	19.32%	31.23%	21.44%	11.90%

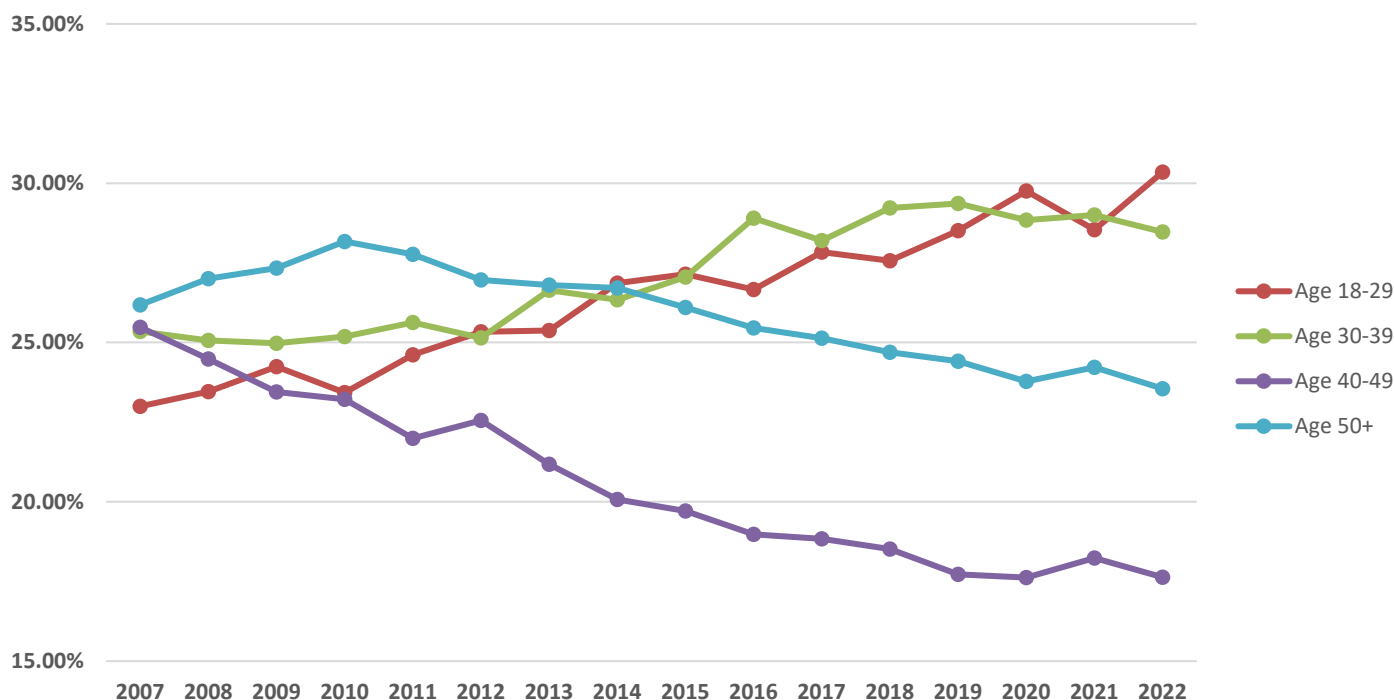
Age Trend Charts

FTE Employees

Total Health System Employees by Age



Total Hospital RNs by Age



Annual Retirement Report

Data Effective 12/31/2022

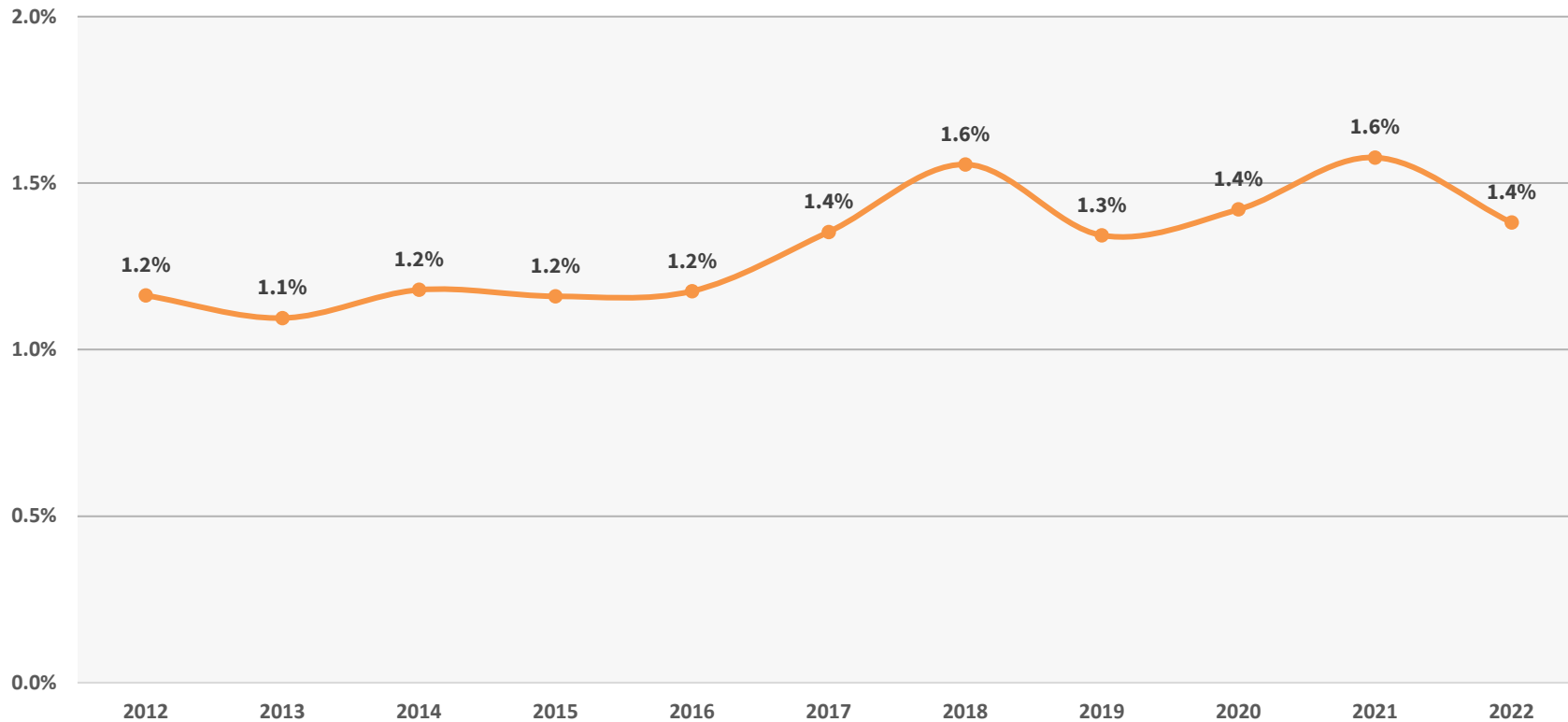
Blue shading indicates greater than 35%

Job Family	IHS Job Code	Job Title	All Retirements by		Total Employees as of 12/31/22		2022 RETIREMENT RATE		% Change		2021 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	5	3.3	275	254	1.8%	1.3%	-10%	-29%	2.0%	1.8%	67.2	92	33.95%
	S461	Unit Secretary/Unit Clerk	9	6.2	581	459	1.5%	1.4%	-43%	-47%	2.7%	2.6%	61.9	180	30.98%
Finance	S106	Admitting Clerk	3	2.5	522	440	0.6%	0.6%	-77%	-74%	2.5%	2.2%	43.1	165	31.07%
	S539	Patient Financial Services Representative	5	4.6	436	431	1.1%	1.1%	-69%	-68%	3.7%	3.4%	66.2	146	33.18%
Food Services	S148	Food Service Worker (Entry)	14	12.8	410	348	3.4%	3.7%	148%	295%	1.4%	0.9%	66.1	128	31.22%
Health Information Technology	S566	Coder	4	2.6	310	302	1.3%	0.9%	-54%	-63%	2.8%	2.3%	68.8	112	36.13%
	S840	EPIC Analyst (Lvl. 2)	6	6.0	194	194	3.1%	3.1%	324%	324%	0.7%	0.7%	56.3	35	18.04%
Laboratory		Laboratory Services Representative	1	1.0	71	65	1.4%	1.5%	-34%	-16%	2.1%	1.8%	66.1	24	33.80%
	S008	Medical Lab Tech (MLT)	9	6.8	331	300	2.7%	2.3%	-33%	-43%	4.0%	4.0%	63.9	81	24.47%
	S011	Medical Technologist I	8	6.1	211	179	3.8%	3.4%	-20%	-16%	4.7%	4.0%	64.9	81	38.57%
Maintenance	S169	Environmental Services Worker (Entry)	10	9.8	586	566	1.7%	1.7%	-16%	-13%	2.0%	2.0%	68.7	204	34.81%
Materials	S472	Central Supply Tech/Sterilization Tech	3	3.0	271	264	1.1%	1.1%	-46%	-47%	2.1%	2.1%	64.0	58	21.40%
Nursing	S028	Case Manager	12	11.2	247	228	4.9%	4.9%	-3%	8%	5.0%	4.6%	62.3	0	33.20%
	S009	LPN	9	6.4	317	274	2.8%	2.3%	12%	5%	2.5%	2.2%	67.6	64	20.25%
	S222	Nurse Manager	12	12.0	476	474	2.5%	2.5%	76%	76%	1.4%	1.4%	63.3	98	20.68%
	S033	Nurse Practitioner	0	0.0	226	209	0.0%	0.0%	-100%	-100%	1.5%	1.3%	***	33	14.60%
	S023	Registered Nurse - All RN Employees	109	78.8	9,979	8,178	1.1%	1.0%	-22%	-22%	1.4%	1.2%	64.4	1536	15.43%
		Registered Nurse - All PRN Employees	16	0.6	2,218	133	0.7%	0.5%	-85%	-79%	4.7%	2.3%	62.0	200	19.67%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	1	0.9	937	864	0.1%	0.1%	-88%	-89%	0.9%	0.9%	66.0	116	12.07%
	S350	Monitor Tech	0	0.0	207	141	0.0%	0.0%	-100%	-100%	0.4%	0.5%	***	28	13.53%
	S057	Paramedic	1	1.0	71	57	1.4%	1.8%	20%	31%	1.2%	1.3%	66.0	16	23.53%
	S267	PCA/Nurse Assistant - Total Employees	7	5.9	2,044	1,359	0.3%	0.4%	-34%	-33%	0.5%	0.6%	63.2	165	8.07%
	S352	Patient Transporter	3	3.0	235	193	1.3%	1.6%	-37%	-1%	2.0%	1.6%	62.7	29	16.76%
	S063	Phlebotomist	3	2.0	381	329	0.8%	0.6%	-36%	-50%	1.2%	1.2%	65.3	69	18.16%
	S035	Physician Assistant	0	0.0	81	77	0.0%	0.0%	***	***	0.0%	0.0%	***	9	11.11%
	S681	Surgical Assistant	1	1.0	127	120	0.8%	0.8%	-66%	-56%	2.3%	1.9%	62.0	32	25.20%
	S024	Surgical Technician (Certified)	2	1.6	204	185	1.0%	0.9%	-60%	-55%	2.5%	1.9%	64.0	28	13.73%
Pharmacy	S016	Pharmacist (Registered)	3	2.0	550	504	0.5%	0.4%	-75%	-80%	2.2%	1.9%	***	69	12.52%
	S281	Pharmacy Technician	3	2.6	452	412	0.7%	0.6%	-27%	-38%	0.9%	1.0%	65.0	54	11.95%
Physicians		Physicians	1	0.5	74	69	1.4%	0.7%	-85%	-92%	9.0%	9.1%	54.0	35	47.30%
Radiology	S059	CAT Scan (CT) Technician (Registered)	3	2.8	244	219	1.2%	1.3%	38%	99%	0.9%	0.6%	62.7	40	16.60%
	S358	Echocardiograph Technician (Registered)	0	0.0	110	102	0.0%	0.0%	-100%	-100%	2.8%	2.5%	***	21	19.09%
	S312	Mammography Tech (Registered)	1	0.6	91	76	1.1%	0.8%	-58%	-49%	2.6%	1.6%	63.0	30	32.97%
	S032	MRI Technician (Registered)	2	1.2	156	136	1.3%	0.9%	-36%	-48%	2.0%	1.7%	66.0	25	16.03%
	S012	Nuclear Medicine Technician (Registered)	1	0.8	64	58	1.6%	1.4%	14%	120%	1.4%	0.6%	65.0	18	28.13%
	S019	Radiology Tech (Registered)	6	4.6	350	301	1.7%	1.5%	-28%	-24%	2.4%	2.0%	60.1	63	18.00%
	S025	Ultrasonographer (Registered)	2	2.0	199	167	1.0%	1.2%	94%	1813%	0.5%	0.1%	66.5	35	17.59%
Social Service		Community Health Worker	0	0.0	6	5	0.0%	0.0%	***	***	0.0%	0.0%	***	0	0.00%
	S050	Social Worker (BSW)	0	0.0	30	25	0.0%	0.0%	-100%	-100%	5.3%	5.7%	***	16	53.33%
	S051	Social Worker (MSW)	7	5.9	569	489	1.2%	1.2%	56%	118%	0.8%	0.6%	65.0	75	13.25%
Therapy	S014	Occupational Therapist (Registered)	7	5.4	230	196	3.0%	2.7%	600%	978%	0.4%	0.3%	62.7	22	9.57%
	S017	Physical Therapist (Registered)	6	4.5	408	344	1.5%	1.3%	88%	75%	0.8%	0.7%	65.3	53	12.99%
	S034	Physical Therapy Assistant	1	1.0	59	54	1.7%	1.9%	***	***	0.0%	0.0%	66.1	15	25.42%
	S021	Respiratory Therapist (Registered)	6	4.3	616	510	1.0%	0.8%	-4%	-6%	1.0%	0.9%	65.3	104	16.88%
	S040	Speech Pathologist/Therapist (Registered)	1	0.8	196	165	0.5%	0.5%	***	***	0.0%	0.0%	59.0	12	6.12%
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined) - (PP)	8	6.0	550	522	1.5%	1.1%	***	***	0.0%	0.0%	64.2	92	17.07%
	S721	Nurse Practitioner - (PP)	4	3.1	198	179	2.0%	1.7%	***	***	0.0%	0.0%	62.5	24	12.18%
	S302	Office Manager - (PP)	0	0.0	72	72	0.0%	0.0%	***	***	0.0%	0.0%	***	7	28.00%
		Physicians	11	9.5	965	938	1.1%	1.0%	427%	420%	0.2%	0.2%	65.9	314	31.06%
	S870	Receptionist - (PP)	7	5.7	189	177	3.7%	3.2%	-9%	-23%	4.1%	4.2%	68.0	86	45.50%
	S829	Physical Therapist - (PP)	0	0.0	31	26	0.0%	0.0%	***	***	0.0%	0.0%	***	2	6.45%
	S770	Physician Assistant - (PP)	0	0.0	23	23	0.0%	0.0%	***	***	0.0%	0.0%	***	2	8.70%
	S062	Registered Nurse - (PP)	2	1.6	369	328	0.5%	0.5%	-73%	-73%	2.0%	1.8%	65.0	82	22.47%
	S742	Scheduler/Patient Access - (PP)	9	7.3	415	396	2.2%	1.8%	***	***	***	***	65.3	143	34.46%

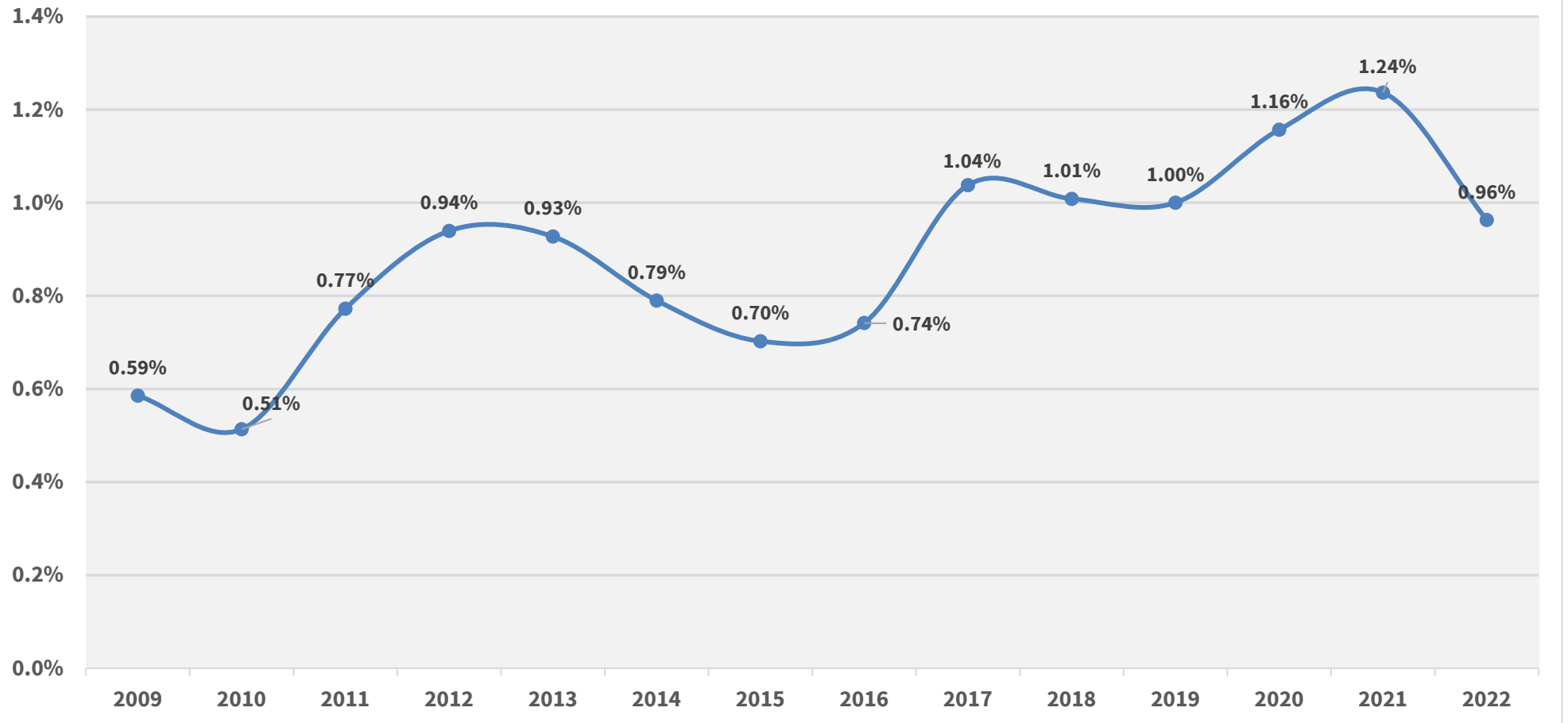
Job Title	All Retirements by		Total Employees as of 12/31/22		2022 RETIREMENT RATE		% Change		2021 RETIREMENT RATE		Weighted Average Retirement Age	Age 55+ Employees	% Age 55+ Employees
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE			
C-Suite Executives (VP title or higher)	3	3	176	175	1.70%	1.48%	188%	149%	0.59%	0.59%	60.7	107	60.80%
Senior Level Officials, Directors and Managers	16	16.0	848	769	1.89%	2.08%	-23%	-16%	2.46%	2.48%	64.4	286	33.73%
First/Mid-Level Officials and Managers	51	46.1	3,151	3,083	1.62%	1.49%	-12%	-13%	1.85%	1.72%	64.0	850	26.98%
All PRN Employees	51	1.1	4,967	231	1.03%	0.46%	-65%	-83%	2.90%	2.67%	65.3	835	18.03%
All Organization Positions	697	577.2	50,451	43,685	1.38%	1.32%	-12%	-12%	1.58%	1.51%	64.6	10,807	21.44%

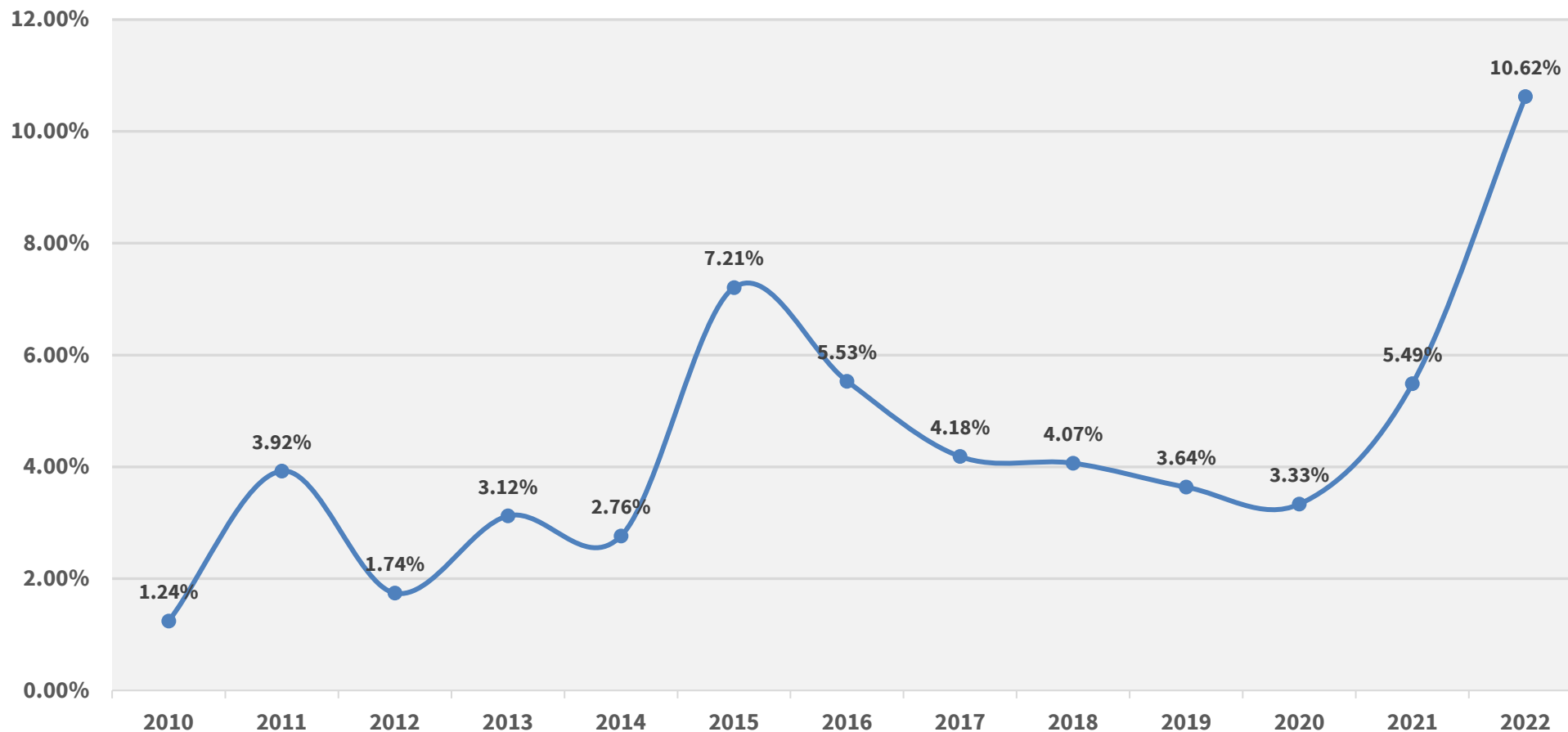
Greater Cincinnati Health System Year End Retirement Rates



Note: Historical rate calculations may include a different hospital sample from year-to-year

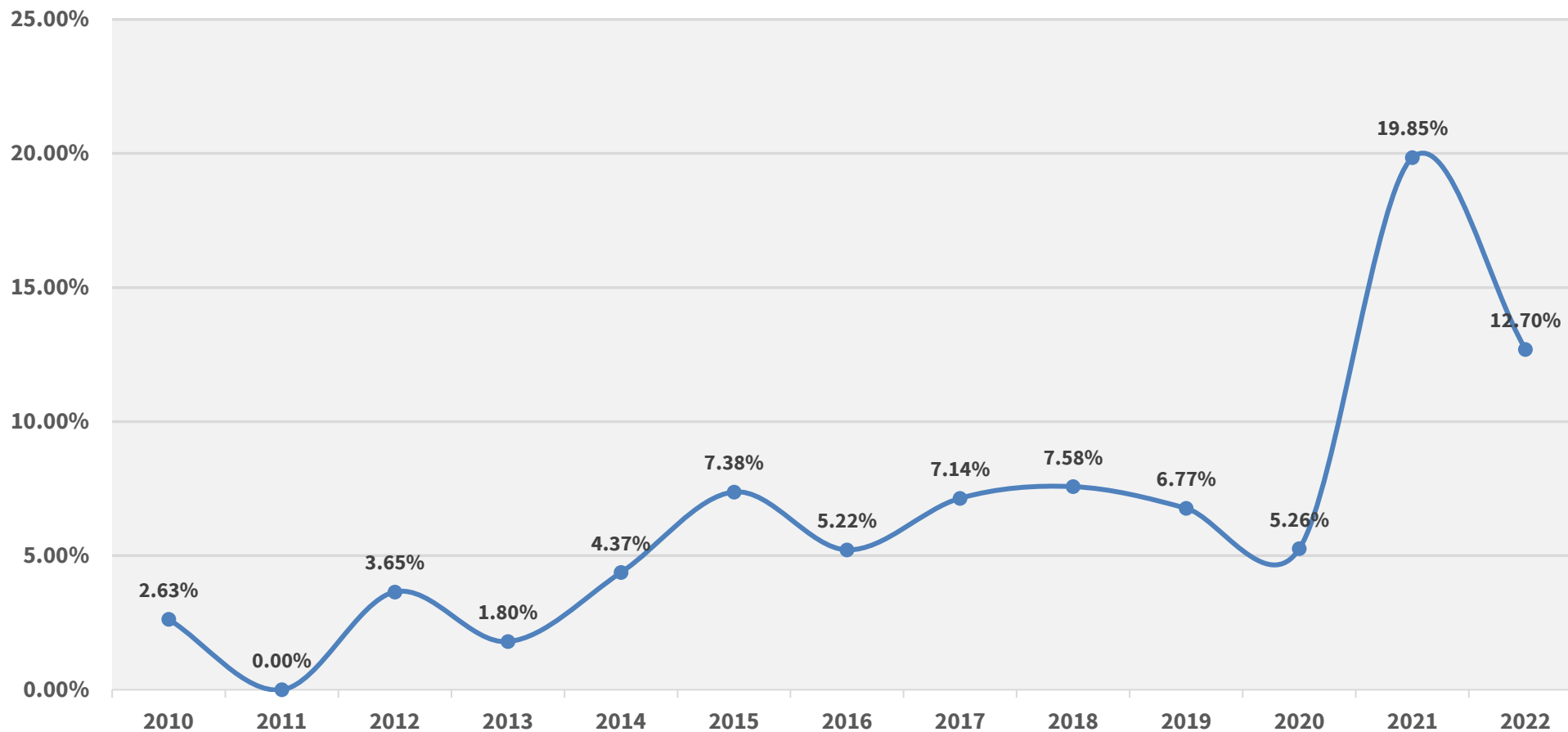
Registered Nurses Year End FTE Retirement Trends



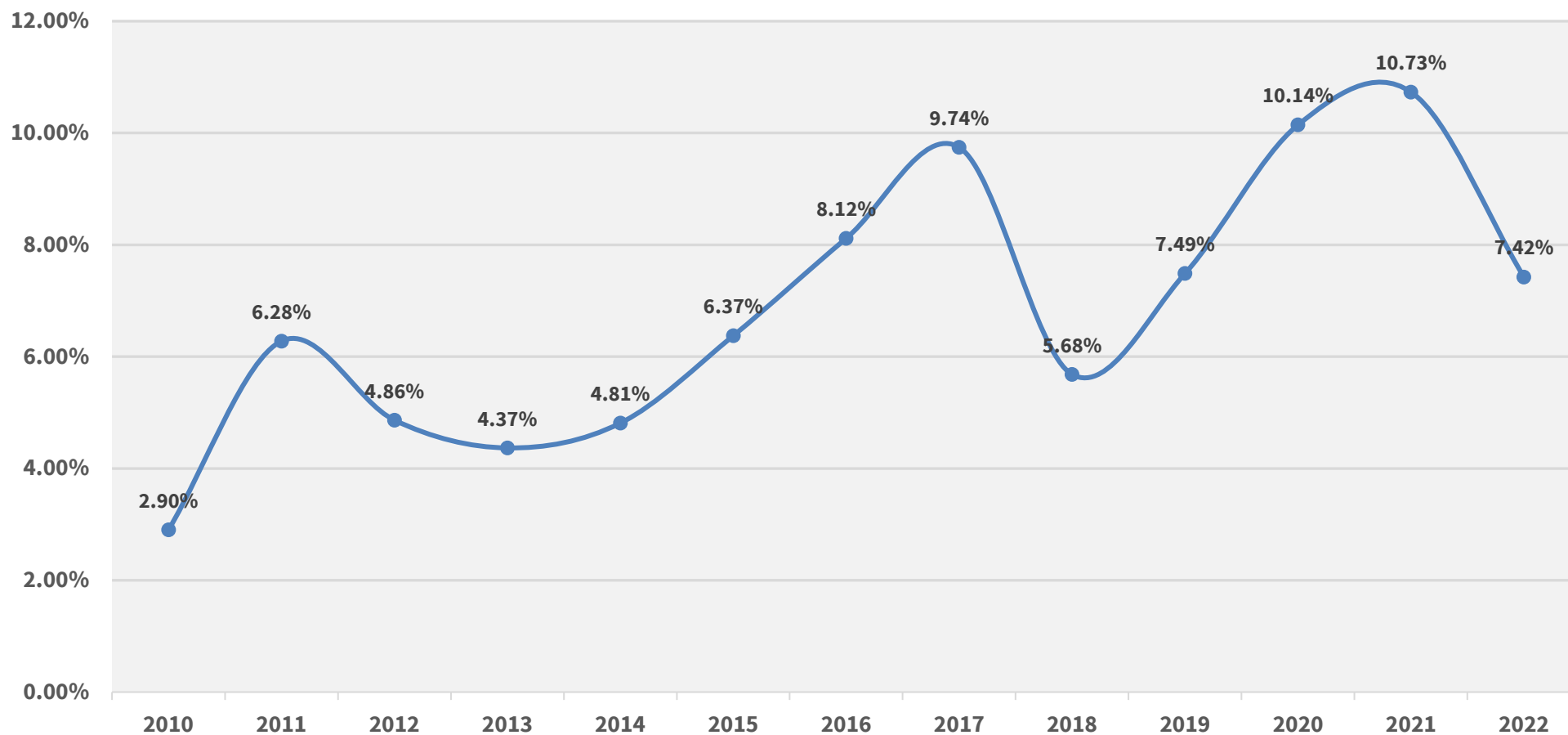
CAT Scan (CT) Technician (Registered)

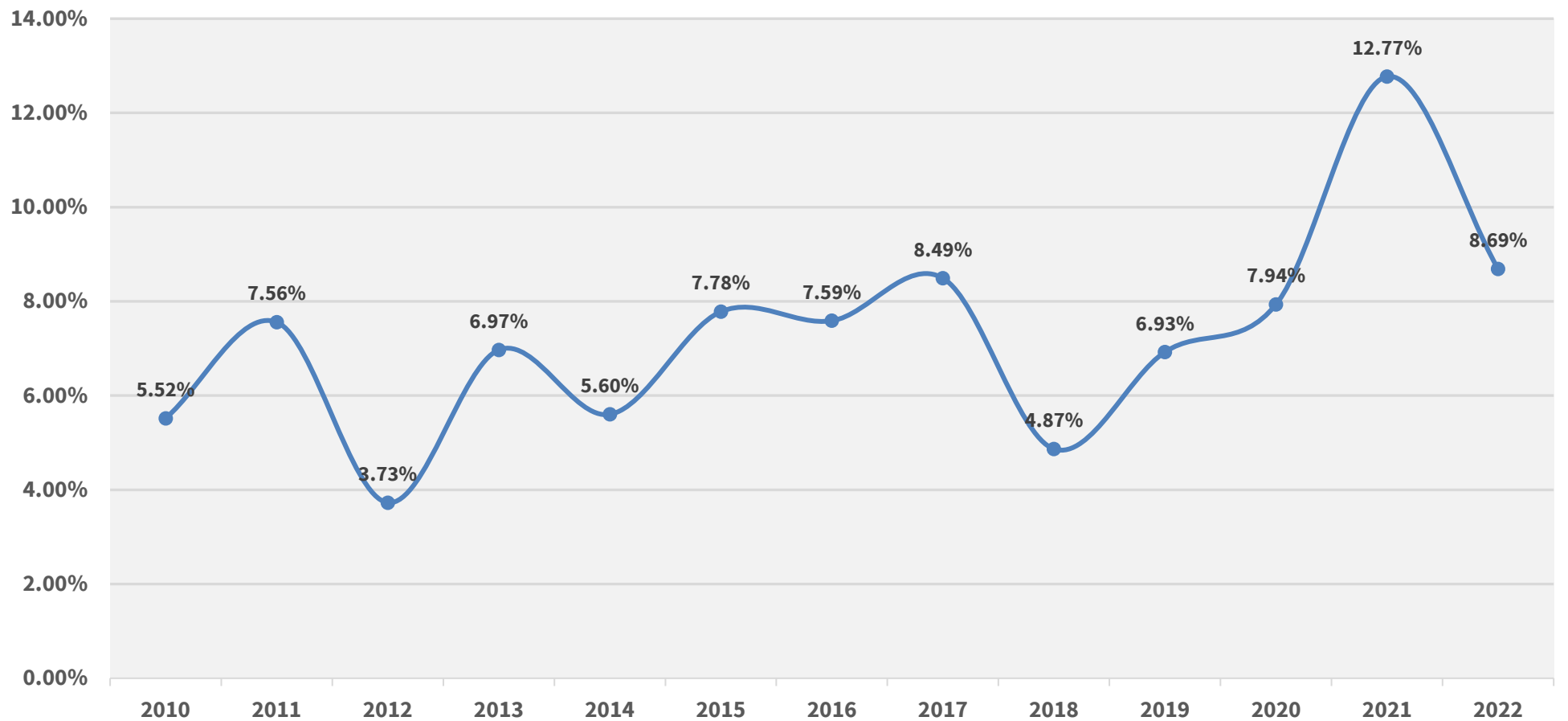
Appendices: Long-Term Historical Vacancy Trends

Echocardiograph Technician (Registered)

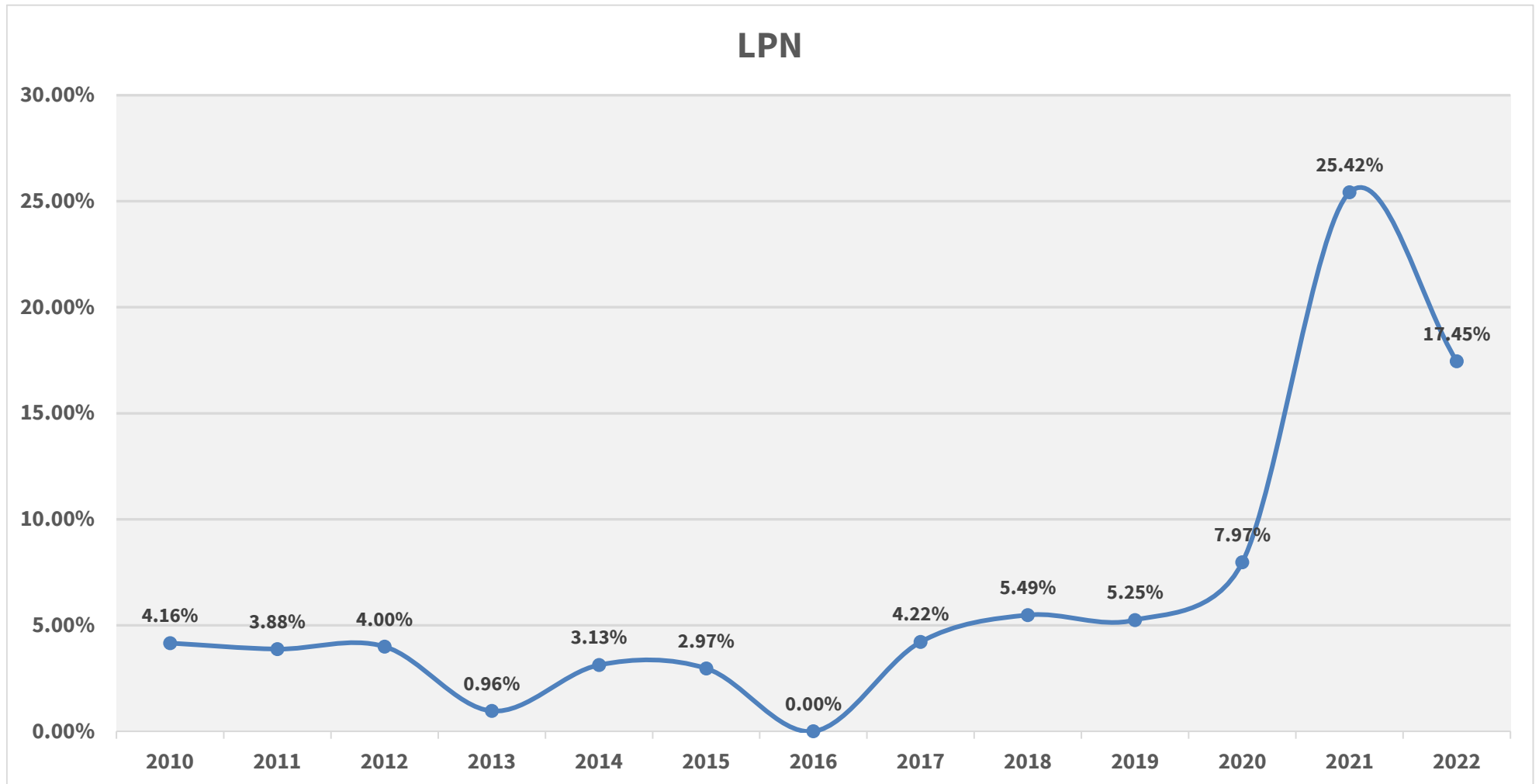


Environmental Services Worker (Entry)

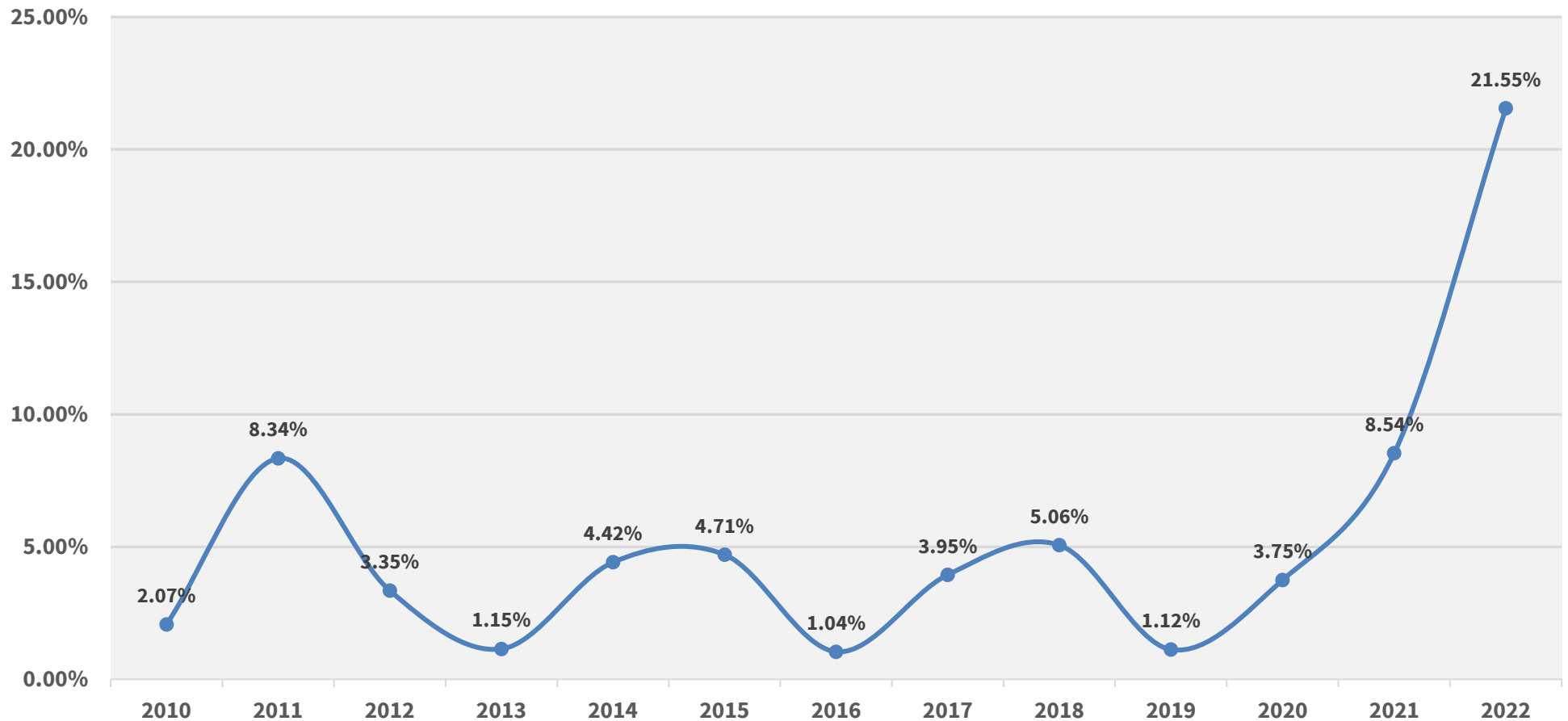


Food Service Worker (Entry)

Appendices: Long-Term Historical Vacancy Trends

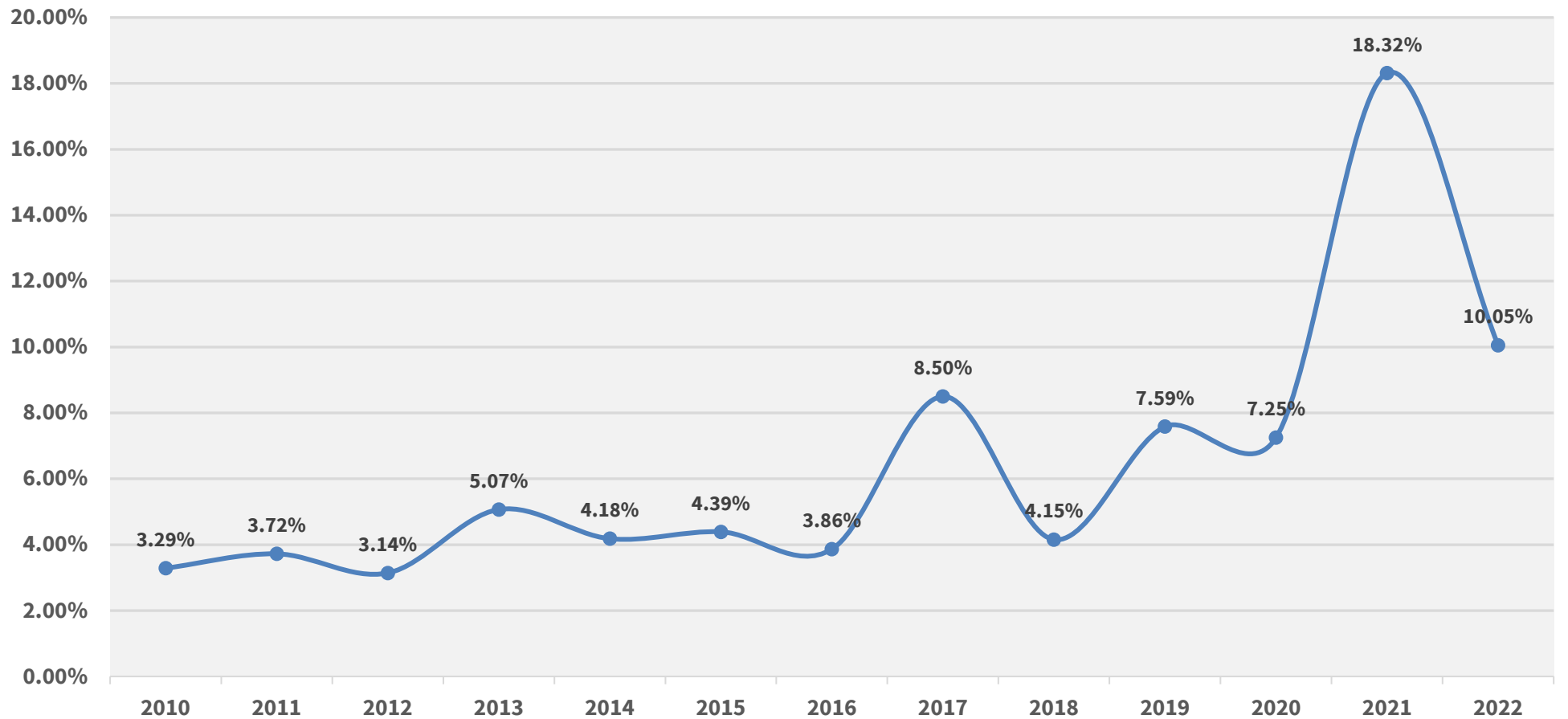


Mammography Tech (Registered)

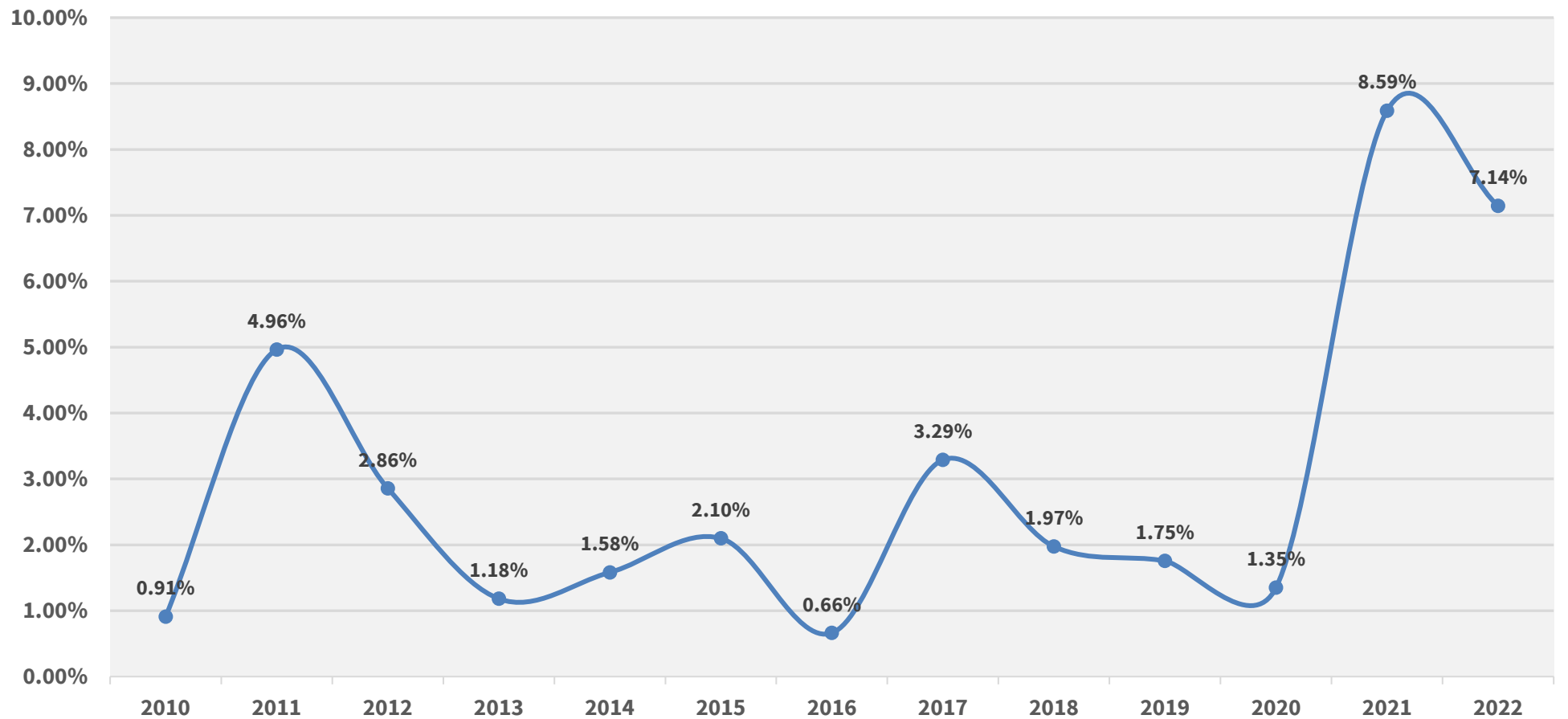


Appendices: Long-Term Historical Vacancy Trends

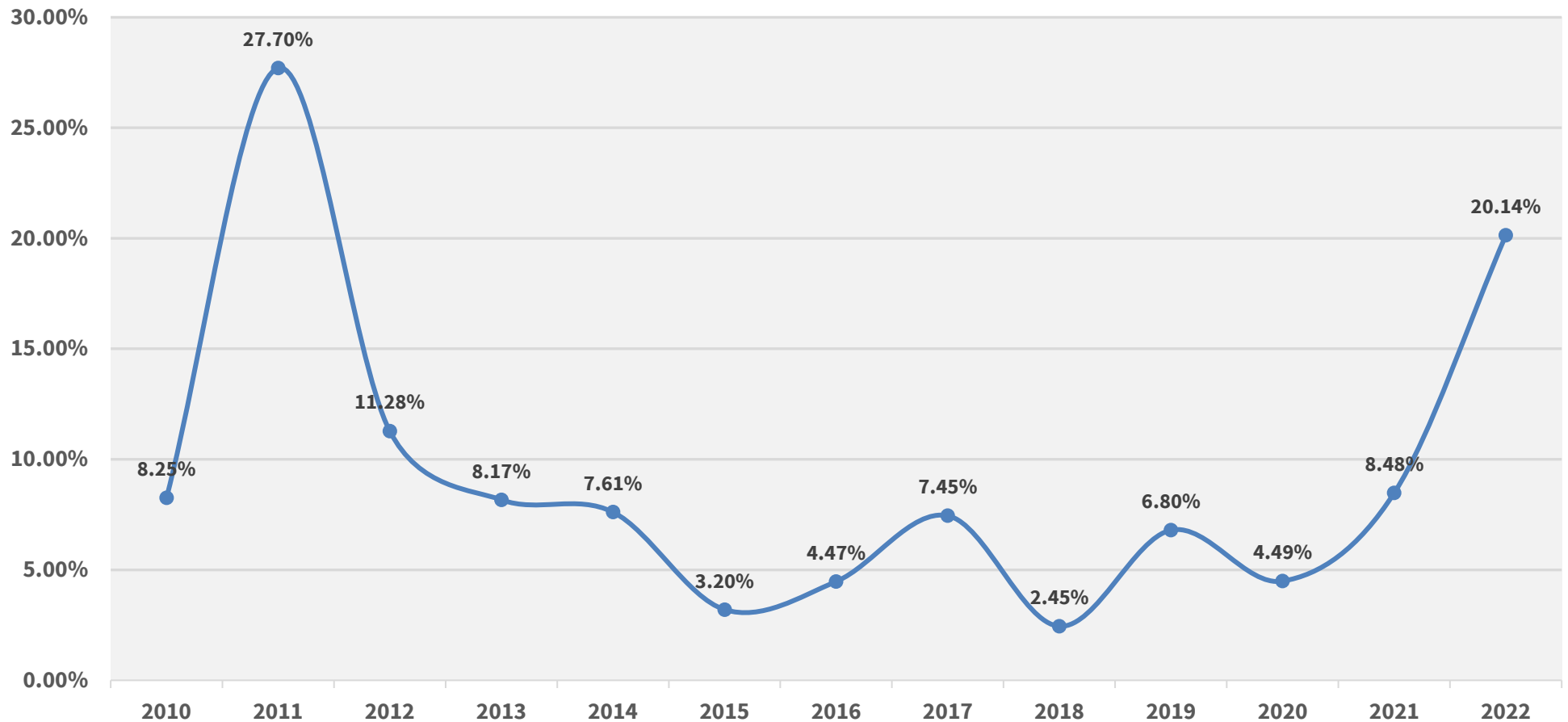
Medical Lab Tech (MLT)

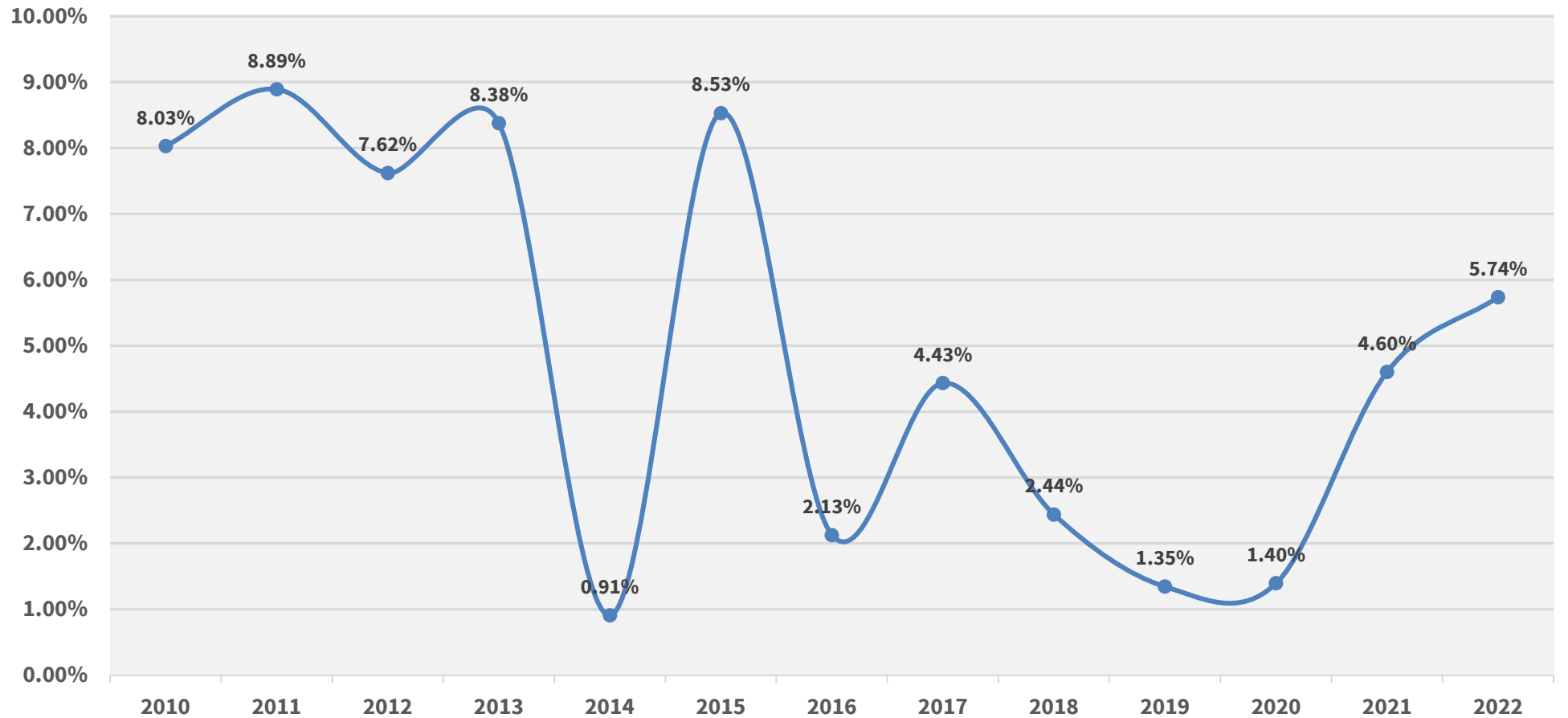


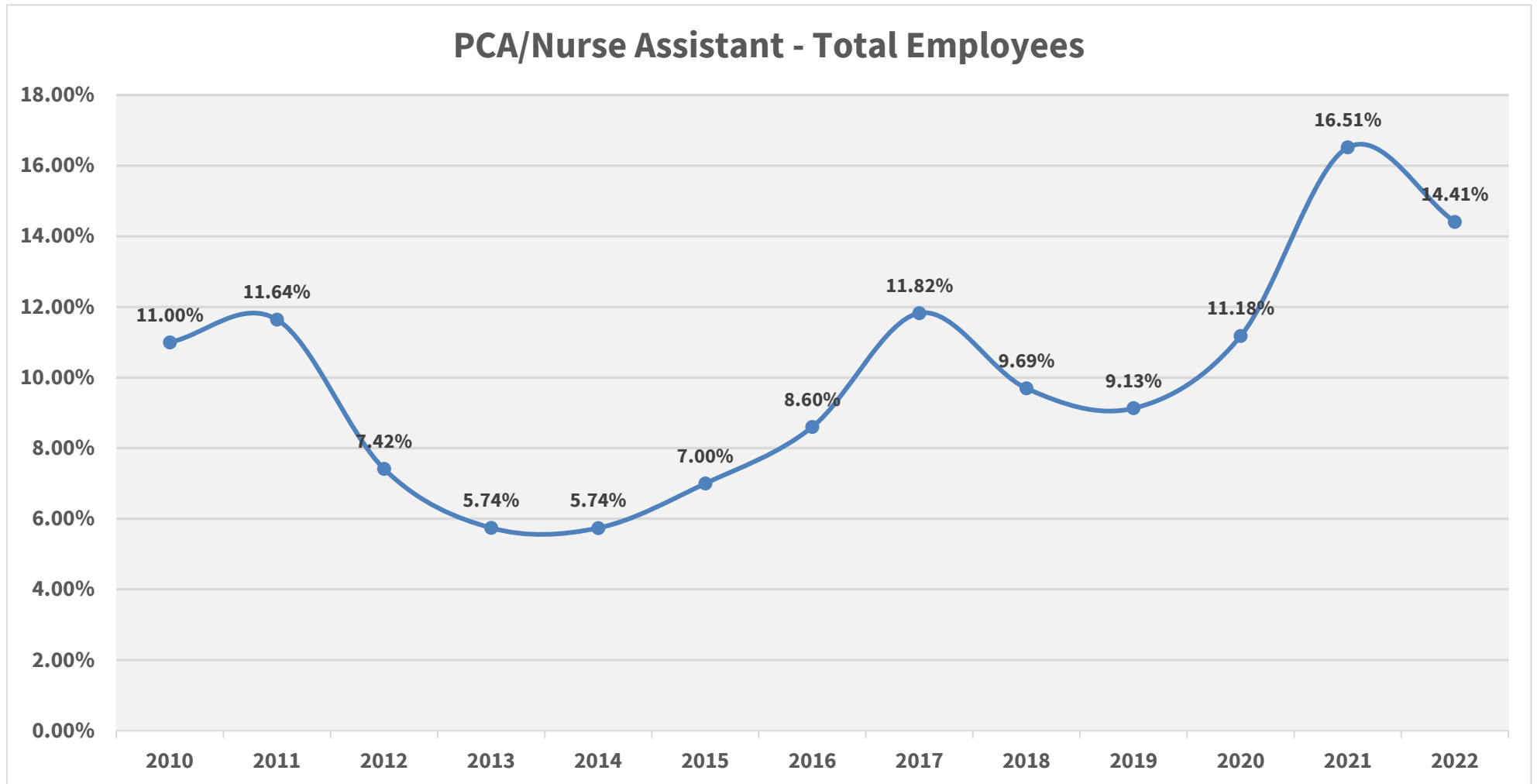
MRI Technician (Registered)

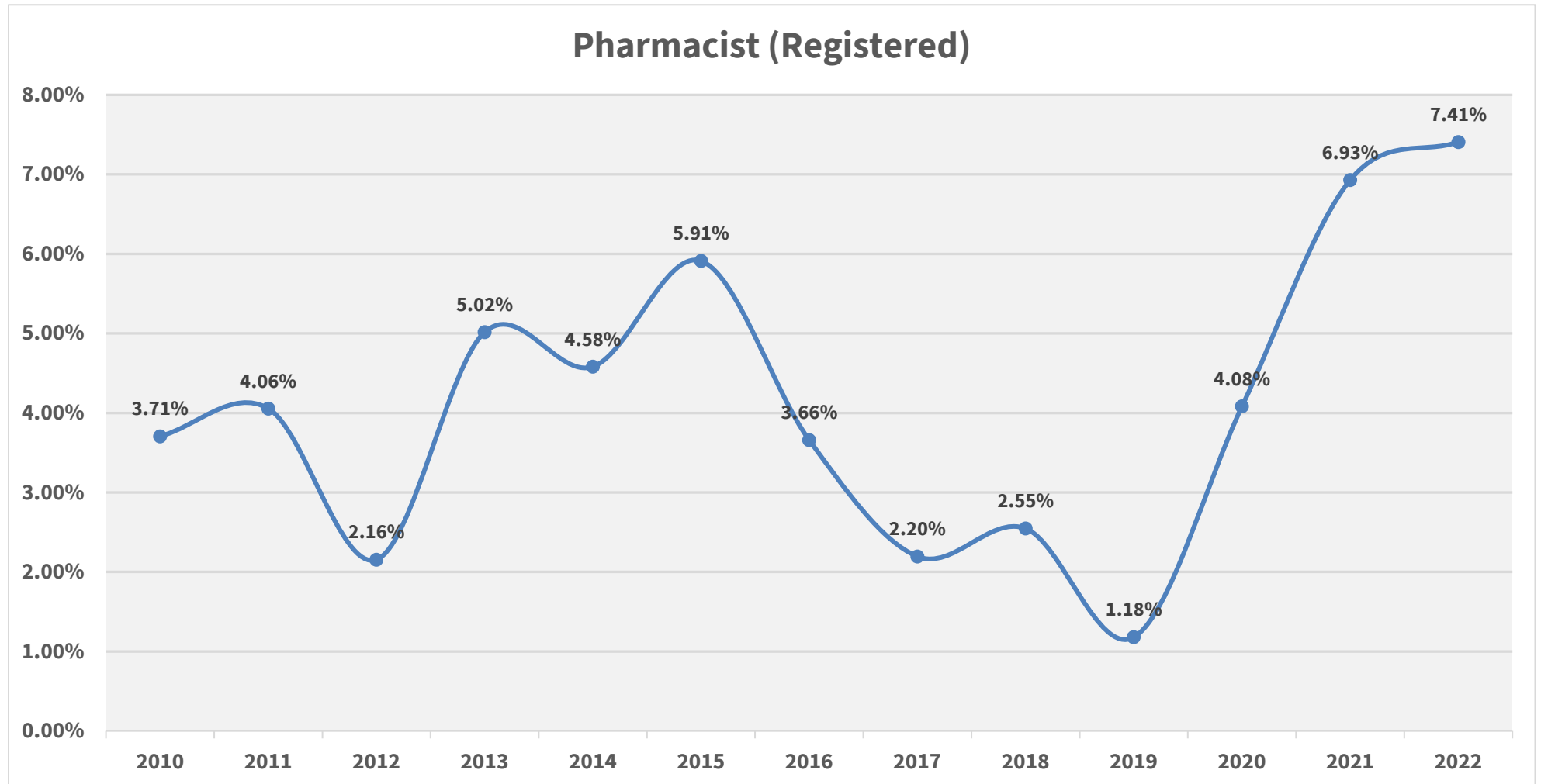


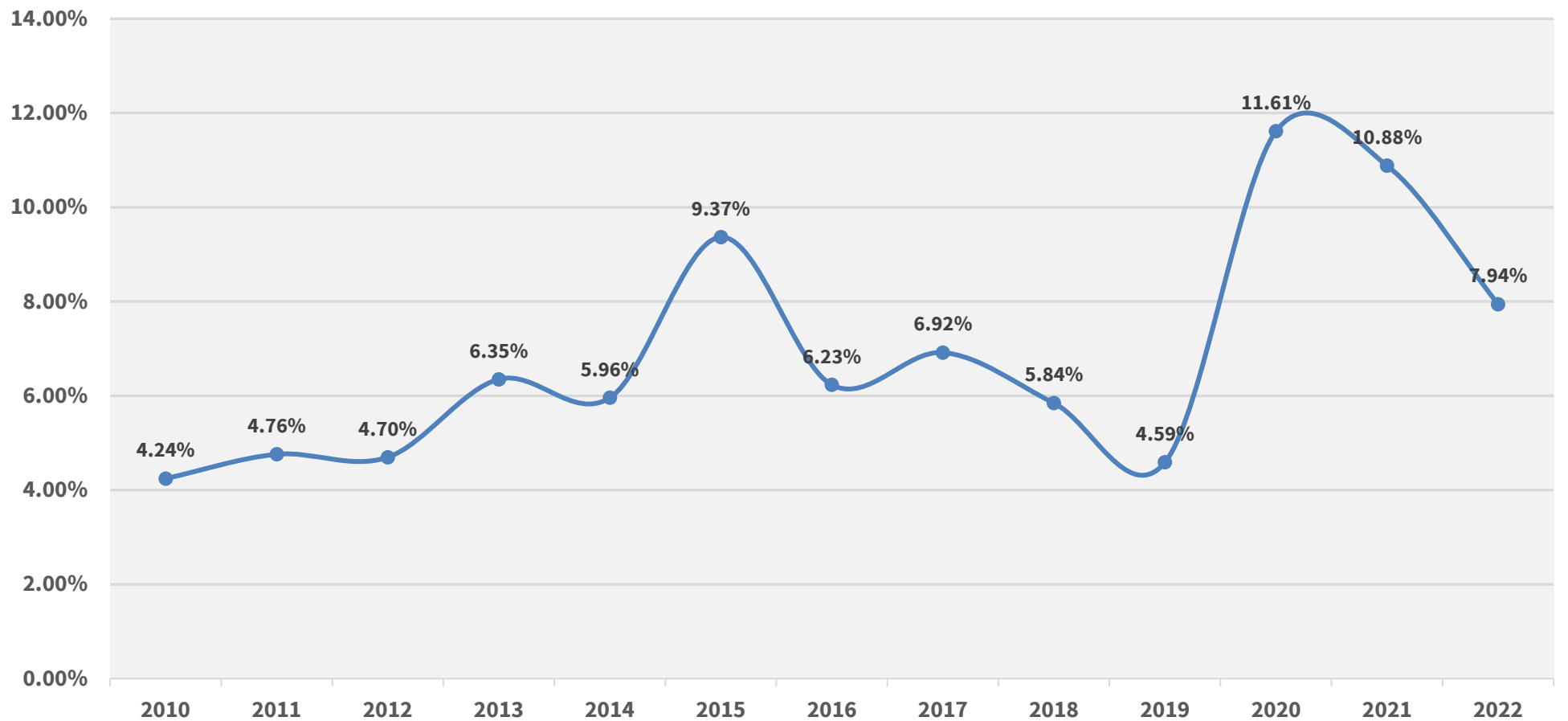
Nurse Practitioner

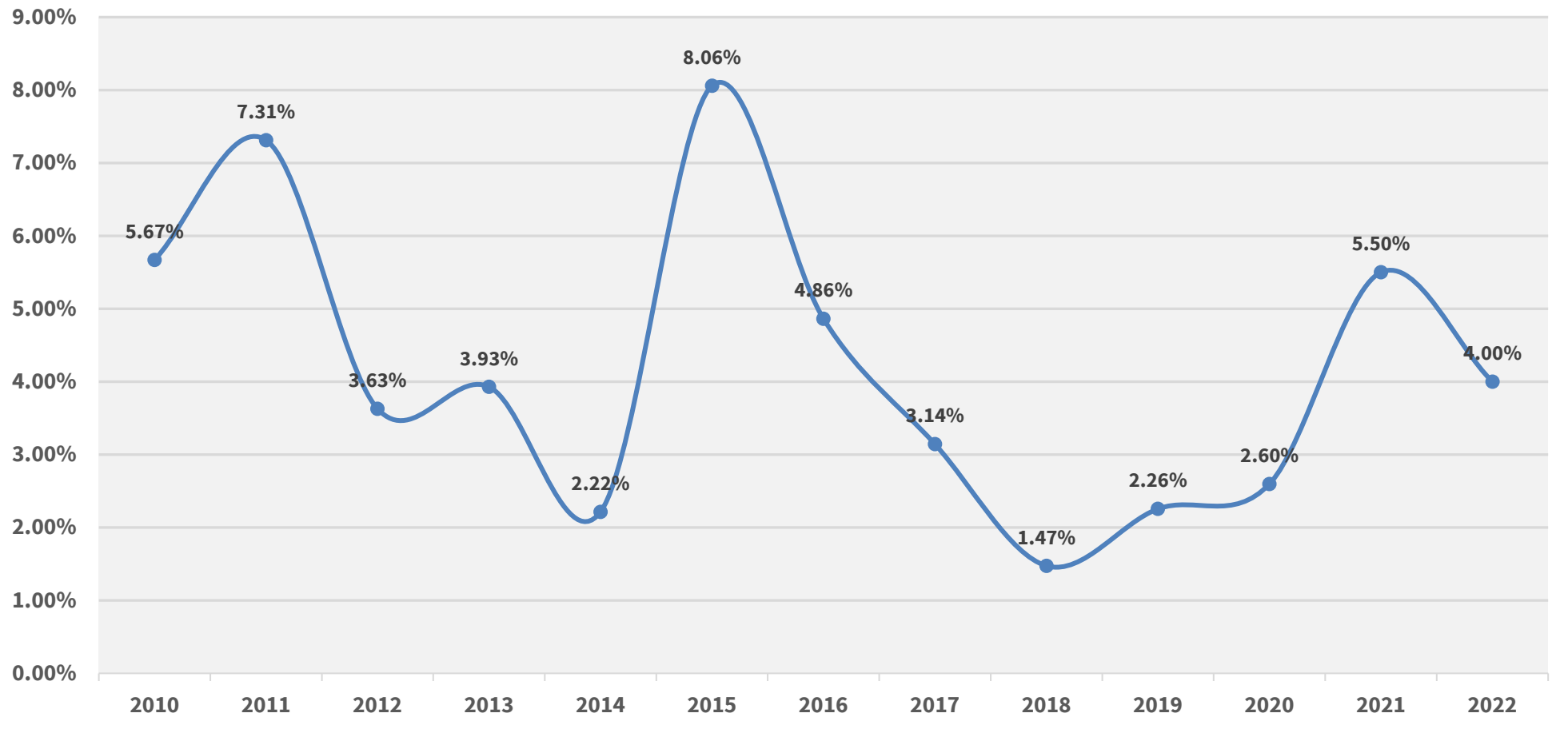


Occupational Therapist (Registered)

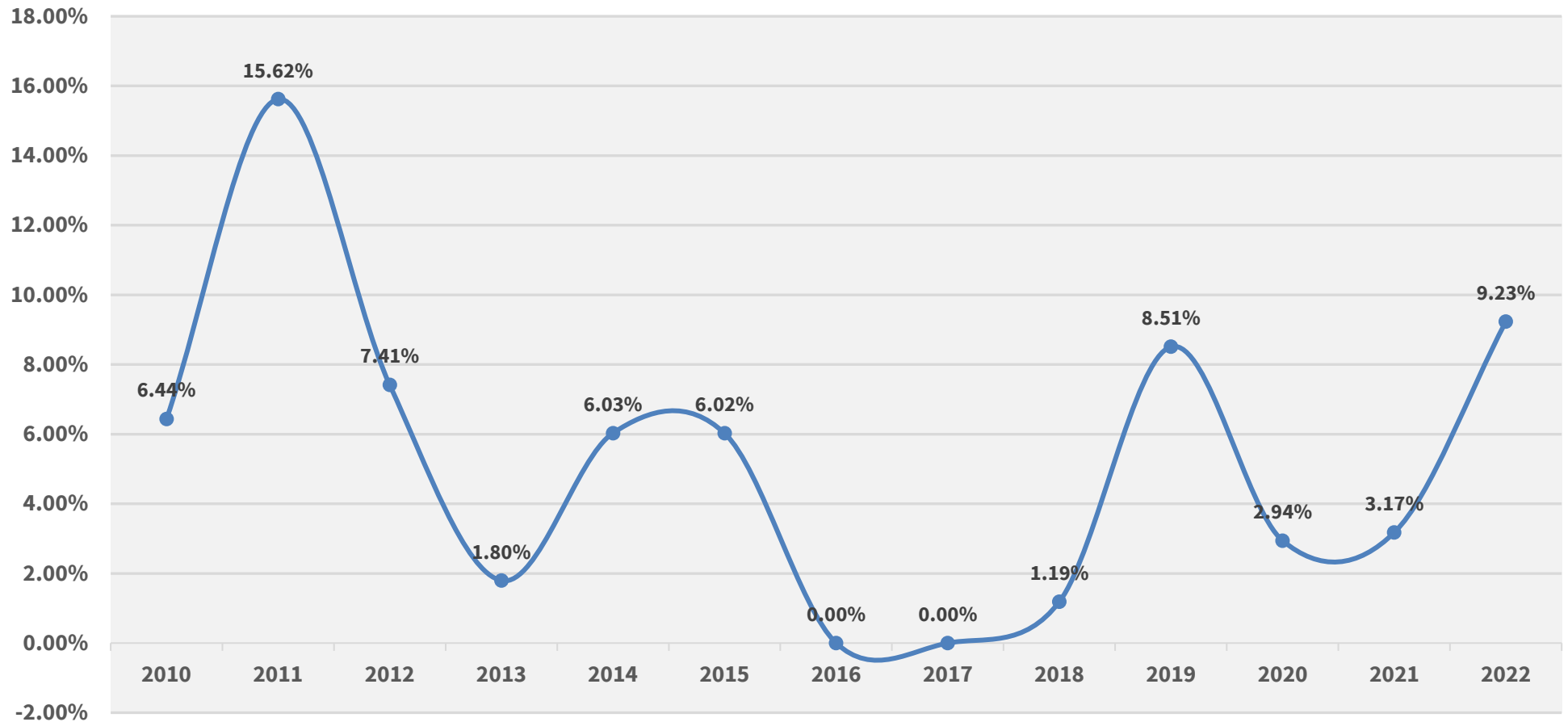




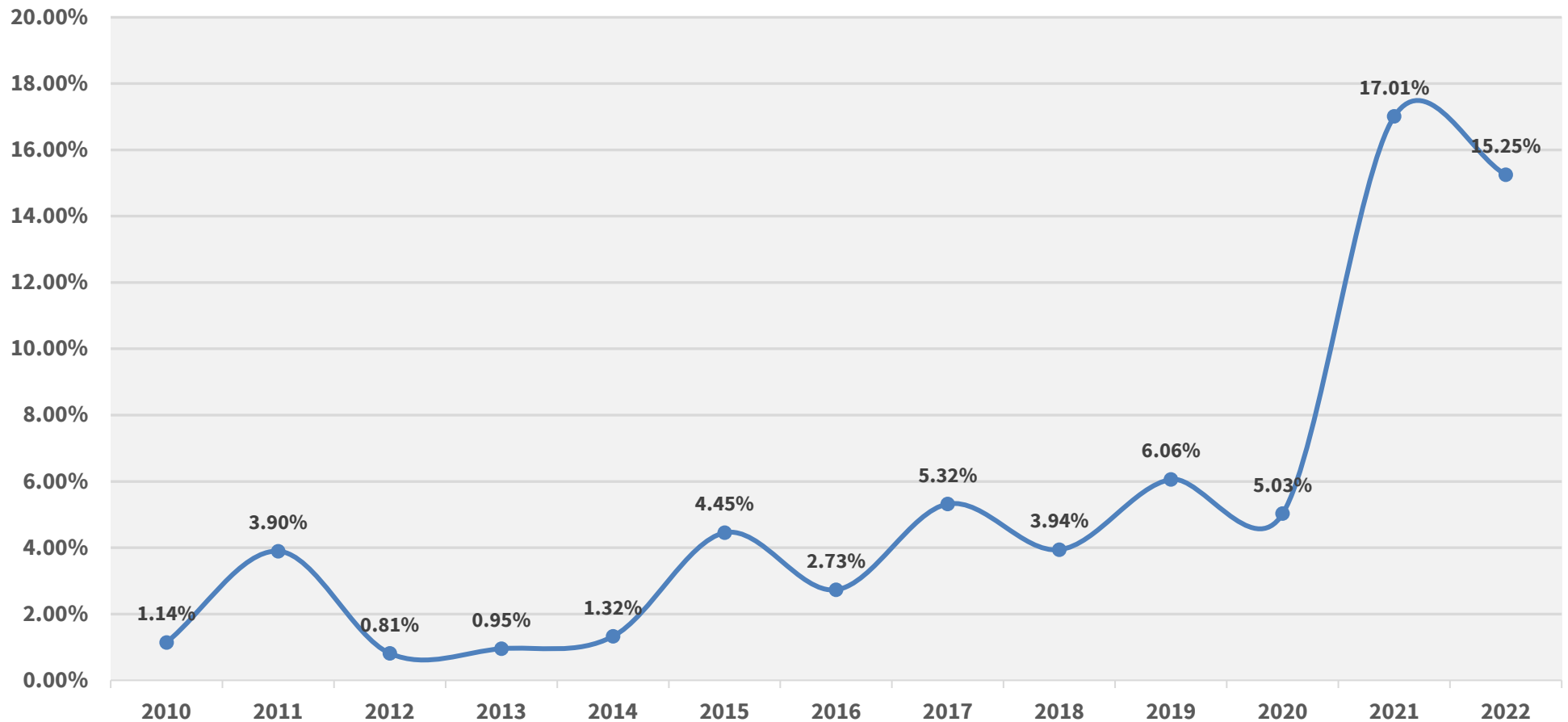
Pharmacy Technician

Physical Therapist (Registered)

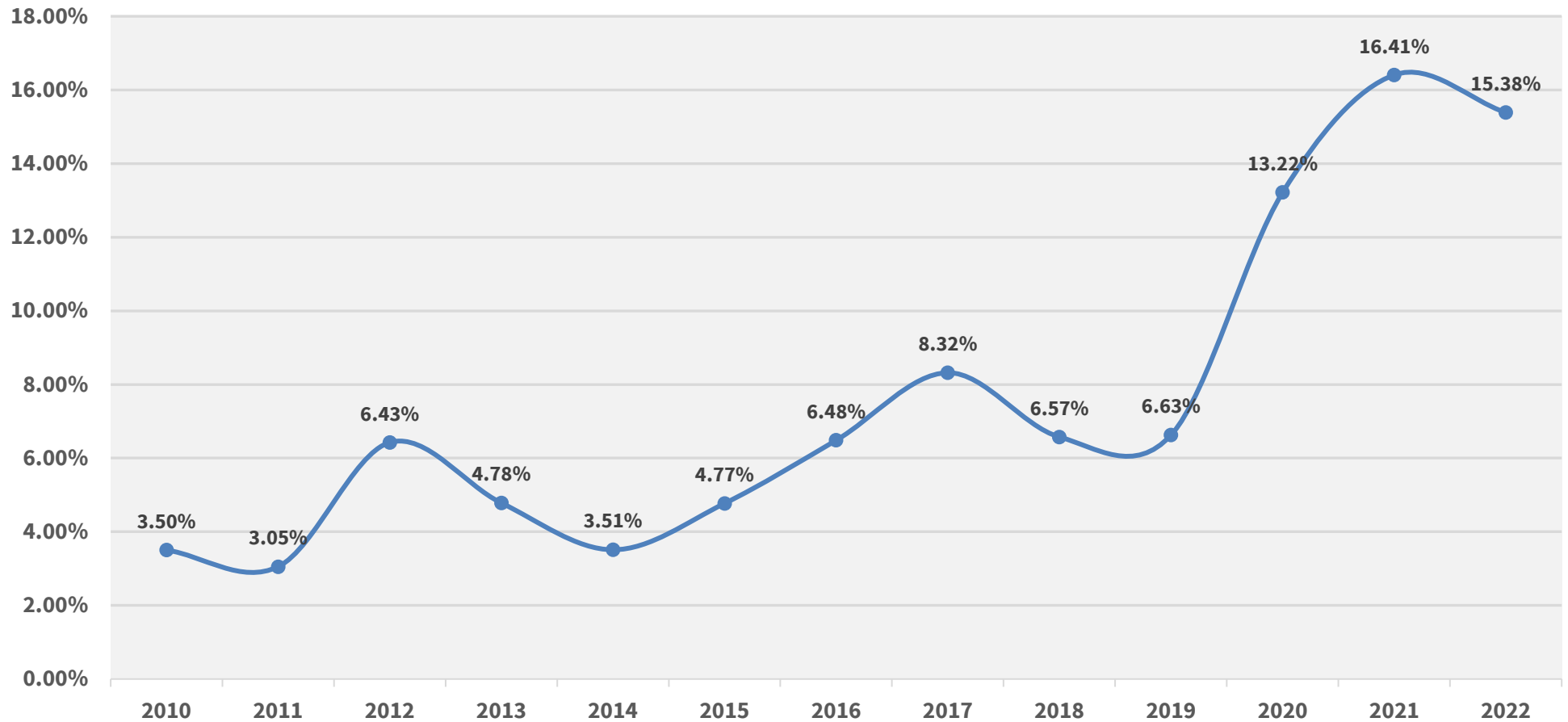
Physical Therapy Assistant



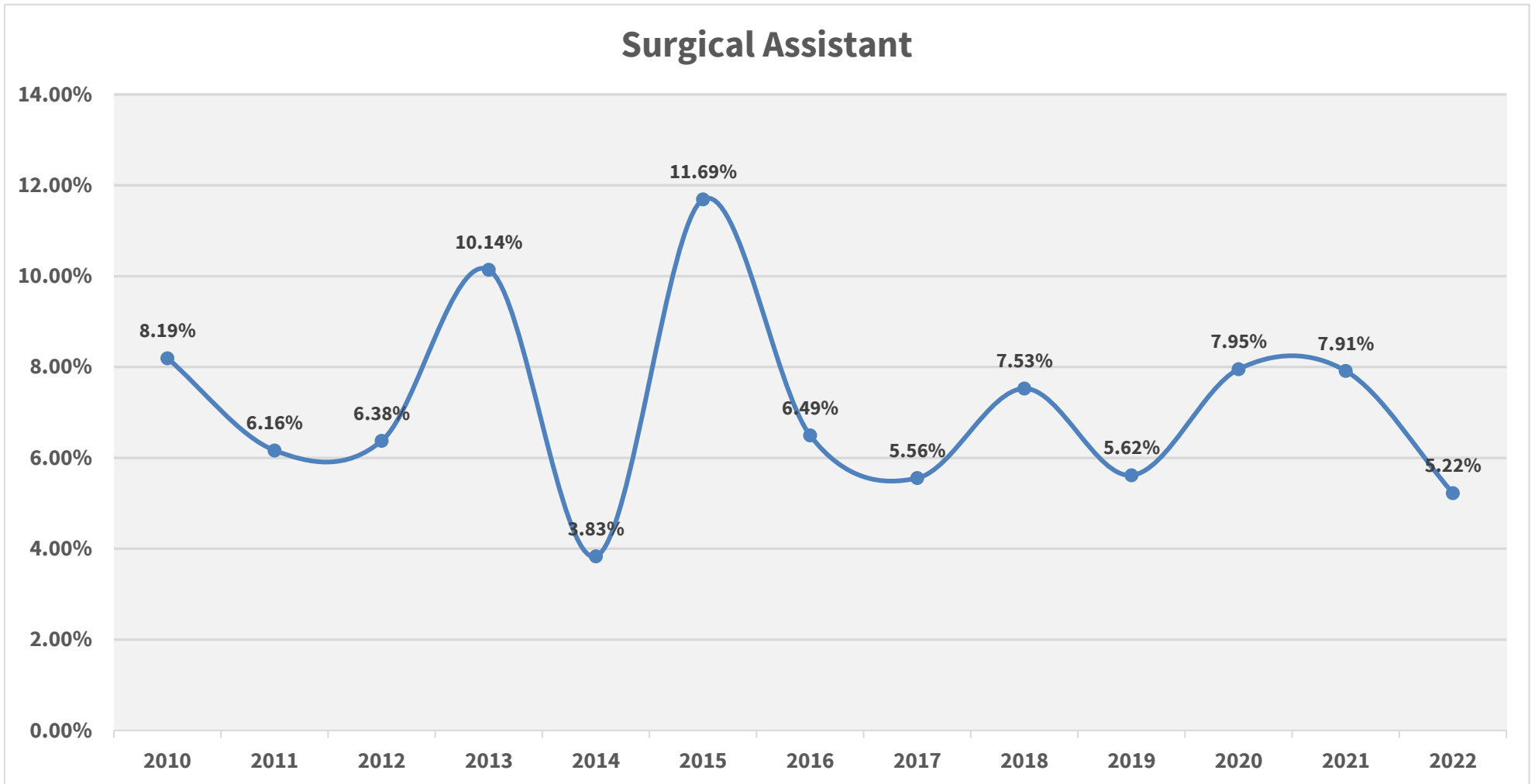
Radiology Tech (Registered)

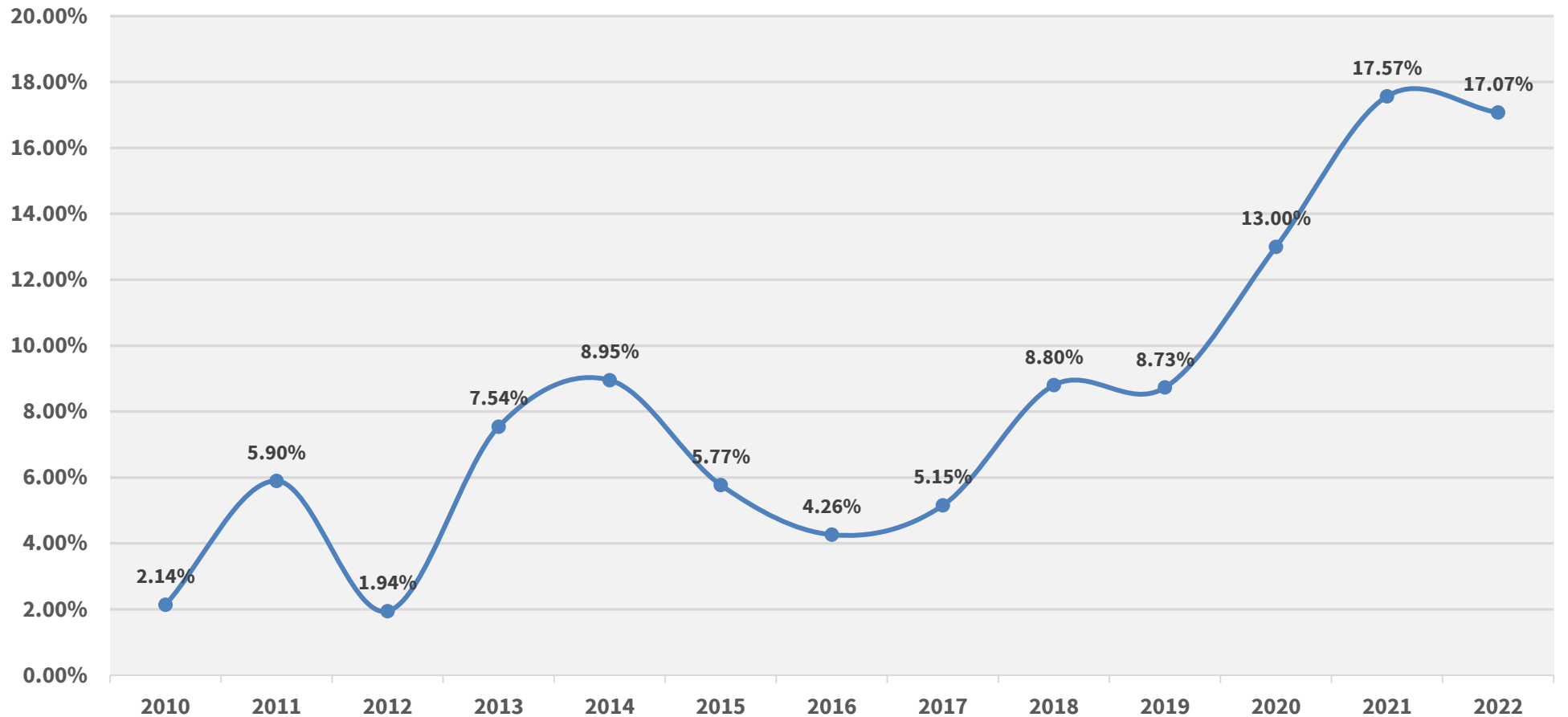


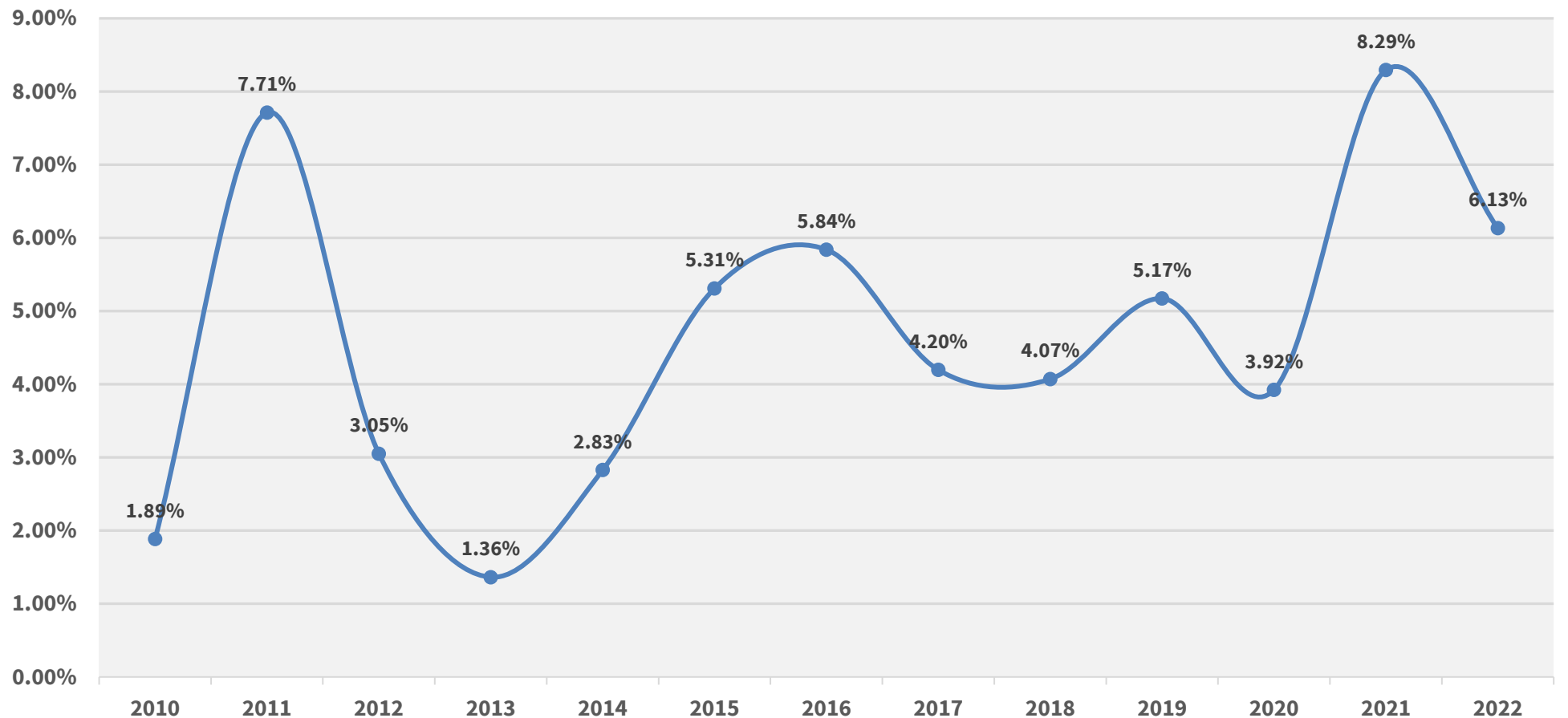
Respiratory Therapist (Registered)

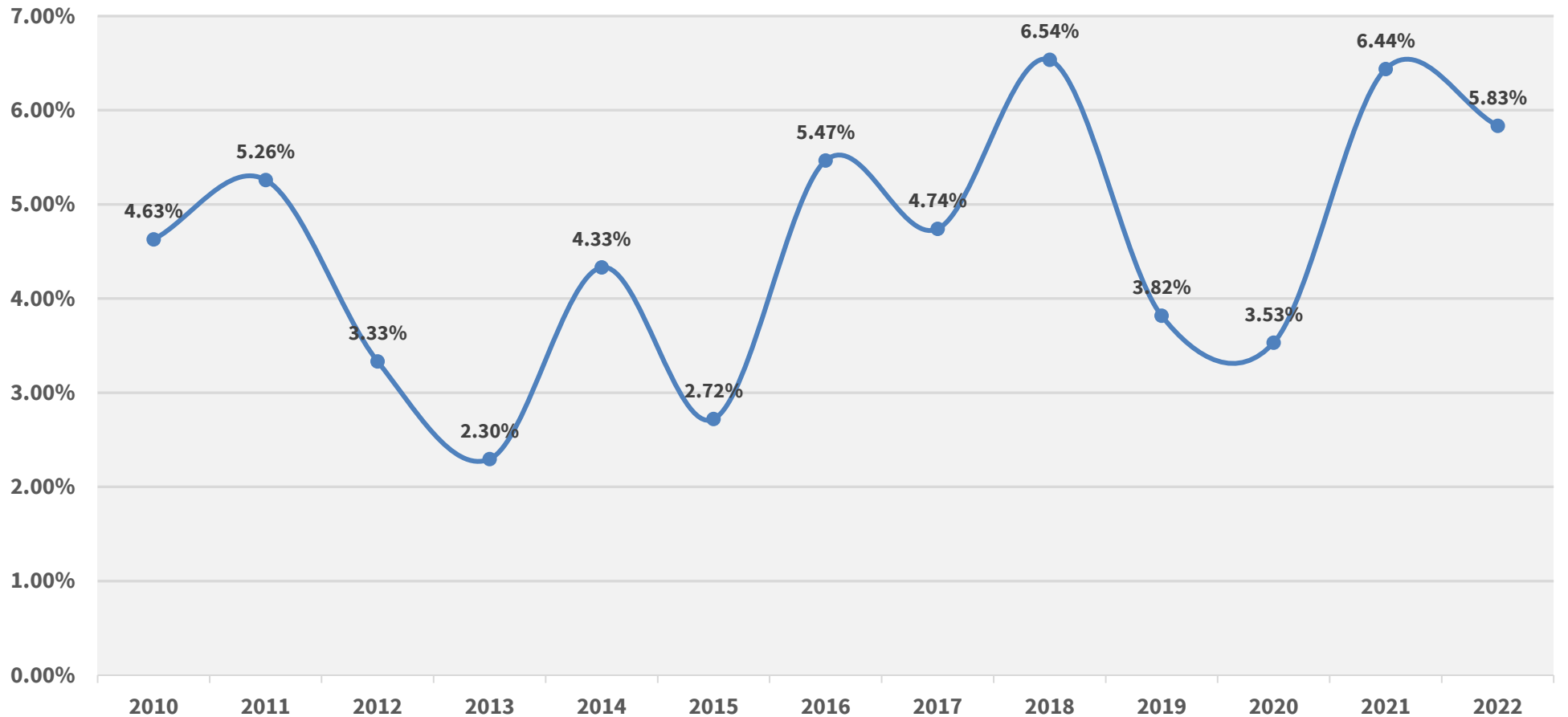


Appendices: Long-Term Historical Vacancy Trends



Surgical Technician (Certified)

Ultrasonographer (Registered)

Unit Secretary/Unit Clerk

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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	
S028	Case Manager	Coordinates care for patients, facilitates discharge planning, and patient education. Establishes authorization for in-patient services. RN Required.
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.

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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	
	Community Health Worker	Frontline healthcare worker who may help individuals, families, groups and communities develop their capacity and access to resources, including health insurance, food, housing, quality care and health information. Duties may also include informal counseling, support and follow-up to patients, advocates for local health needs and may provide basic patient care services, such as monitoring blood pressure.
S050	Social Worker (BSW)	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. Bachelor's degree required.
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 air forms or 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.

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Employer Workforce Survey Job Titles & Definitions

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.
S742	Scheduler/Patient Access - (PP)	Schedules appointments for clinic patients. Prepares daily schedule. May perform some admission/registration/pre-certification functions.
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.