



employer workforce survey

MAY 2026

- Vacancy Data Effective: December 31, 2025
- Workforce Age Data Effective: December 31, 2025
- Retirement Data Effective: January 1 – December 31, 2025



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Participating Hospitals/Systems

The Christ Hospital Health Network

Cincinnati Children's Hospital Medical Center

Margaret Mary Health

TriHealth

UC Health

The five health system participants above employ more than 47,000 healthcare workers and represent 12 acute-care hospitals in Greater Cincinnati, plus several other ancillary facilities such as freestanding emergency rooms and physician practice locations.

Executive Summary

Each year, The Health Collaborative publishes an annual survey to assess the Greater Cincinnati region's healthcare workforce, including employee vacancy, retirement rates, and workforce age across hospital and physician practice positions. This year's report reflects data from 47,818 healthcare employees, providing critical insights for healthcare leaders, educators, workforce partners, and prospective healthcare workers to better understand workforce demand, supply, and emerging trends across the region.

Key Workforce Trends & Highlights

Vacancy Rates Show Improvement but Remain Above Optimal Levels

Overall vacancy rates declined modestly in 2025, continuing the downward trend from peak pandemic-era levels. The overall vacancy rate for all organization positions decreased to 5.7 percent in 2025, down from 7.0 percent in 2024, representing an 18.4 percent decrease. While this reflects meaningful progress, vacancy levels across the region remain above what would be considered an optimal and balanced workforce environment. In a typical healthy healthcare labor market, most job titles would be expected to have vacancy rates of approximately 5 percent.

Vacancy rates remain above optimal levels across most job categories, with several roles continuing to experience high to near-critical staffing gaps.

Many healthcare job titles continue to operate at elevated levels of vacancy, with 17 out of 56 job titles still experiencing high to near-critical staffing gaps. Although some high-demand roles, including registered nurses, have improved and moved out of the most severe shortage conditions, vacancy reductions have slowed and, in several cases, plateaued.

This indicates that the region has transitioned out of acute workforce disruption but has not yet returned to a stable equilibrium. Instead, the labor market has settled into a state where staffing gaps are persistent and structurally embedded across multiple job categories, rather than isolated to a small number of hard-to-fill positions.

Even at moderately elevated levels, vacancy rates continue to have real operational impacts. Ongoing staffing gaps place additional strain on existing employees, contribute to workforce fatigue, and limit the ability of health systems to meet patient demand.

While the most critical shortages have eased, the healthcare workforce has not yet returned to a sustainable balance between supply and demand.

Achieving that balance will require continued progress in workforce pipeline expansion and long-term strategies to increase the supply of trained healthcare professionals.

Aging Workforce Signals Growing Retirement Risk

The region's healthcare workforce continues to age, with a growing proportion of employees nearing retirement eligibility. Workforce age trends show a steady increase in employees aged 55 and older across many job categories. In 2025, 18.9 percent of all organization positions were held by employees age 55 or older, underscoring the continued importance of succession planning and workforce pipeline development.

At the same time, retirement rates increased modestly in 2025, while the broader age profile of the workforce continues to signal longer-term risk. The overall organizational retirement rate was 1.2 percent in 2025. While retirements have not yet surged, the number of retirement-eligible workers remains substantial, increasing the likelihood of a future inflection point where retirements accelerate more rapidly.

This creates a potential "delayed wave" effect. While retirements have not yet surged, the number of retirement-eligible workers continues to grow, increasing the likelihood of a future inflection point where retirements accelerate more rapidly. This dynamic presents both a risk and an opportunity. Health systems have time to prepare, but proactive succession planning and pipeline development will be critical to mitigate the impact of future retirements.

SUMMARY AND OUTLOOK

The 2026 workforce data reflects a healthcare labor market that is stabilizing in some areas but remains under sustained pressure.

- Vacancy rates have improved, with the overall vacancy rate decreasing to 5.7 percent in 2025, but many job titles remain above optimal levels
- 17 out of 56 job titles continue to experience high to near-critical vacancy rates
- Retirement risk is building beneath the surface, with 18.9 percent of employees age 55 or older and a 1.2 percent retirement rate in 2025

Taken together, these trends indicate that workforce challenges in the Greater Cincinnati region are no longer short-term disruptions, but structural conditions that require coordinated, long-term solutions.

At the same time, the data highlights a clear path forward. Expanding workforce pipelines, preparing for future retirements, and increasing the supply of trained healthcare workers will be essential to strengthening the region's healthcare workforce over time.

The Health Collaborative will continue to work with regional partners to use this data to inform action, align strategies, and support the development of a healthcare workforce that is sustainable and responsive to community needs.

Finally, the chart on page 8 below identifies the 17 job titles with the highest vacancy rates in our region, with each job title having a vacancy rate greater than 7 percent.

Greater Cincinnati Jobs w/Vacancy Rates > 7 Percent

Data Effective 12/31/2025

Job Title	All Openings by		Total Number of Employees as of 12/31/25		VACANCY RATE Data Effective 12/31/25	
	Head Count	FTE	Head Count	FTE	Head Count	FTE
Radiology Technologist (Registered)	50	44.6	250	221.7	16.7%	16.7%
Echocardiograph Technician (Registered)	13	11.6	77	69.5	14.4%	14.4%
CAT Scan (CT) Technician (Registered)	18	17.3	107	95.8	14.4%	15.3%
Paramedic	11	6.4	66	50.3	14.3%	11.3%
Phlebotomist	35	28.2	259	221.2	11.9%	11.3%
Surgical Technician (Certified)	21	20.2	177	160.0	10.6%	11.2%
Pharmacy Technician	47	45.5	413	362.6	10.2%	11.1%
Monitor Tech	18	9.9	161	117.9	10.1%	7.7%
Central Supply Tech/Sterilization Tech	29	27.6	276	258.9	9.5%	9.6%
Respiratory Therapist (Registered)	57	49.7	552	455.8	9.4%	9.8%
Medical Assistant (Certified & Non-Cert Combined) - (PP)	58	54.1	587	556.8	9.0%	8.9%
Nuclear Medicine Technician (Registered)	4	3.5	42	37.7	8.7%	8.5%
Registered Nurse - (PP)	38	30.3	450	407.2	7.8%	6.9%
Laboratory Services Representative	2	2.0	24	23.0	7.7%	8.0%
Medical Lab Tech (MLT)	17	14.7	206	187.6	7.6%	7.3%
Food Service Worker (Entry)	22	15.7	289	235.9	7.1%	6.2%
Medical Assistant (Certified & Non-Cert Combined)	44	42.0	588	551.3	7.0%	7.1%

Top Facts – Healthcare Workforce in Greater Cincinnati MSA

1. Greater Cincinnati employs more than 148,000 healthcare employees, a rate that is estimated to grow 0.6 percent annually.
2. Among the 148,000 total healthcare jobs in Greater Cincinnati, more than 126,000 of those employed incumbents are in clinical healthcare roles.
3. Greater Cincinnati healthcare workers receive direct compensation of more than \$10 billion with an average annual wage of \$68k.
4. The economic impact of healthcare generates an additional 82,000 jobs in Greater Cincinnati via indirect and/or induced economic activity.
5. The overall unemployment rate of healthcare positions in Greater Cincinnati is 2.6 percent (compared to an overall unemployment rate of 4.5 percent in Greater Cincinnati among all occupations).
6. According to THC’s Employer Workforce Survey, Greater Cincinnati hospitals have an overall healthcare worker vacancy rate of 5.7 percent, and we estimate that there are approximately 8,000 vacant healthcare positions across all employers in Greater Cincinnati. According to JobsEQ, as of May 2026, there are more than 7,000 active job postings for healthcare workers in Greater Cincinnati.
7. According to THC’s Employer Workforce Survey, Greater Cincinnati hospitals have an overall registered nurse vacancy rate of 5.6 percent, and we estimate that there are approximately 1,500 vacant nursing positions across all employers in Greater Cincinnati. According to JobsEQ, Greater Cincinnati employs more than 27,000 total registered nurses (RN) with an RN unemployment rate of only 1.4 percent. As of May 2026, there are more than 1,200 active job postings for RNs in Greater Cincinnati.
8. The median wage of an RN in the Greater Cincinnati region is \$88k with an entry level wage of an RN now exceeding \$76k.
9. Nationally, according to Bureau of Labor Statistics (BLS), healthcare is projected to have 1.9 million openings per year through 2034. Among those openings, BLS projected more than 189,000 of those healthcare openings to be RNs. According to NSI Nursing Solutions, Inc, the national RN vacancy rate was 8.6 percent in 2025.
10. Healthcare’s total economic impact is \$36 billion, which makes among the largest industries in Greater Cincinnati in total economic impact.

Industry	Total Employment	Total Economic Impact
Healthcare (minus Social Assistance)	148,489	\$36,377,452,630
Manufacturing	122,417	\$95,103,942,659
Accommodation and Food Service	105,177	\$14,562,685,948
Retail Trade	103,030	\$26,894,166,843
Educational Services	83,011	\$17,087,554,874
Transportation & Warehousing	72,879	\$18,325,559,308
Administrative Support & Waste Management	67,798	\$15,831,865,383
Professional, Scientific & Technical Services	67,323	\$30,634,158,351
Construction	62,528	\$27,351,594,181
Wholesale Trade	53,404	\$36,177,176,550
Finance & Insurance	51,610	\$40,183,245,020
Other Services (except Public Administration)	46,620	\$8,949,996,969
Management of Companies & Enterprises	40,455	\$15,612,538,098
Public Administration	33,899	\$10,155,288,629
Arts, Entertainment & Recreation	31,088	\$5,288,125,101
Social Assistance	28,272	\$3,546,920,000
Real Estate & Rental/Leasing	18,343	\$27,097,219,454
Information	14,473	\$13,028,622,672
Agriculture, Forestry, Fishing & Hunting	4,949	\$1,401,215,601
Utilities	4,715	\$2,505,083,502
Mining, Quarrying & Oil/Gas Extraction	533	\$314,657,800

Top Facts – Healthcare Workforce in Ohio

1. Ohio employs more than 809,000 healthcare employees, a rate that is estimated to grow 0.4 percent annually.
2. Among the 809,000 total healthcare jobs in Ohio, more than 684,000 of those employed incumbents are in clinical healthcare roles.
3. Ohio healthcare workers receive direct compensation of more than \$52 billion with an average annual wage of \$65k.
4. The economic impact of healthcare generates an additional 423,000 jobs in Ohio via indirect and/or induced economic activity.
5. The overall unemployment rate of healthcare positions in Ohio is 2.9 percent (compared to an overall unemployment rate of 4.8 percent in Ohio among all occupations).
6. As of May 2026, there are 45,000 active job postings for healthcare workers in Ohio.
7. Ohio employs more than 138,000 total registered nurses (RN) with an RN unemployment rate of only 1.5 percent. As of May 2026, there are more than 11,000 active job postings for RNs in Ohio.
8. The median wage of an RN in Ohio region is \$88k with an entry level wage of an RN now exceeding \$76k.
9. Nationally, according to Bureau of Labor Statistics (BLS), healthcare is projected to have 1.9 million openings per year through 2034. Among those openings, BLS projected more than 189,000 of those healthcare openings to be RNs. According to NSI Nursing Solutions, Inc, the current national RN vacancy rate was 8.6 percent in 2025.
10. Healthcare’s total economic impact is \$182 billion, which makes it the third largest industry in Ohio in total economic impact (see below chart).

Industry	Total Employment	Total Economic Impact
Healthcare (minus Social Assistance)	809,968	\$182,716,890,136
Manufacturing	688,746	\$490,999,771,979
Retail Trade	557,642	\$142,111,888,995
Accommodation and Food Service	487,791	\$67,276,573,382
Educational Services	445,467	\$98,517,831,220
Professional, Scientific & Technical Services	325,099	\$144,202,902,355
Administrative Support & Waste Management	324,083	\$75,406,242,613
Construction	317,634	\$145,946,976,220
Transportation & Warehousing	311,187	\$76,940,832,800
Other Services (except Public Administration)	245,630	\$43,720,879,385
Wholesale Trade	240,269	\$161,128,213,379
Finance & Insurance	238,037	\$195,266,584,201
Public Administration	223,233	\$71,815,836,216
Social Assistance	166,946	\$21,325,009,674
Management of Companies & Enterprises	150,386	\$55,640,951,380
Arts, Entertainment & Recreation	117,094	\$20,530,002,489
Real Estate & Rental/Leasing	83,635	\$122,278,797,195
Information	82,318	\$69,481,465,744
Agriculture, Forestry, Fishing & Hunting	48,404	\$16,734,717,899
Utilities	28,208	\$17,234,870,349
Mining, Quarrying & Oil/Gas Extraction	8,961	\$6,191,567,666

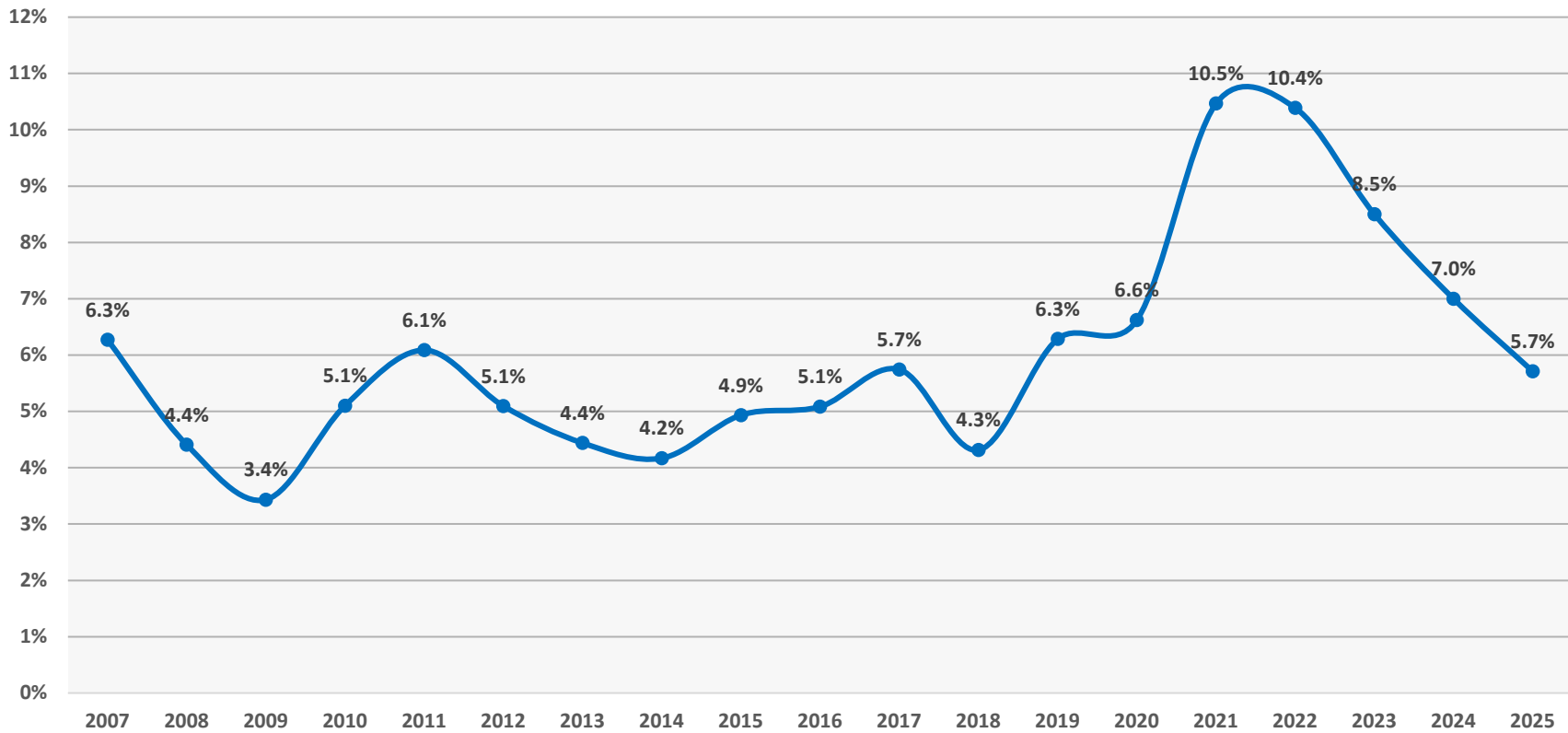
Annual Vacancy Report

Data Effective 12/31/2025

Job Family	IHS Job Code	Job Title	All Openings by		Total Employees as of 12/31/25		VACANCY RATE Data Effective 12/31/25		% Change		VACANCY RATE Data Effective 12/31/24		
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	
Admin Support	S309	Patient Representative	1	1	237	221	0.4%	0.5%	-91%	-90%	4.7%	4.6%	
	S461	Unit Secretary/Unit Clerk	31	22	448	354	6.5%	5.9%	-29%	-23%	9.1%	7.8%	
Finance	S106	Admitting Clerk	23	19	863	771	2.6%	2.4%	-57%	-22%	6.0%	3.0%	
	S539	Patient Financial Services Representative	7	7	158	156	4.2%	4.3%	23%	27%	3.4%	3.4%	
Food Services	S148	Food Service Worker (Entry)	22	16	289	236	7.1%	6.2%	-19%	-21%	8.8%	7.9%	
Health Information Technology	S566	Coder	4	4	312	304	1.3%	1.3%	-69%	-67%	4.0%	4.0%	
Laboratory		Laboratory Services Representative	2	2	24	23	7.7%	8.0%	-31%	-32%	11.1%	11.7%	
	S008	Medical Lab Tech (MLT)	17	15	206	188	7.6%	7.3%	69%	79%	4.5%	4.1%	
	S011	Medical Technologist I	16	14	243	224	6.2%	5.7%	164%	122%	2.3%	2.6%	
Maintenance	S169	Environmental Services Worker (Entry)	20	20	291	283	6.4%	6.5%	-1%	-3%	6.5%	6.7%	
Materials	S472	Central Supply Tech/Sterilization Tech	29	28	276	259	9.5%	9.6%	-18%	-19%	11.6%	11.8%	
Nursing	S028	Case Manager	4	3	295	268	1.3%	1.0%	-68%	-72%	4.2%	3.6%	
	S009	LPN	12	11	247	206	4.6%	5.1%	-43%	-39%	8.1%	8.3%	
	S222	Nurse Manager	8	8	371	371	2.1%	2.1%	-27%	-25%	2.9%	2.8%	
	S033	Nurse Practitioner	2	2	41	36	4.7%	5.2%	67%	68%	2.8%	3.1%	
	S023	Registered Nurse - All RN Employees	551	447	9,251	7,541	5.6%	5.6%	-30%	-27%	8.0%	7.7%	
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	44	42	588	551	7.0%	7.1%	-22%	-20%	8.9%	8.9%	
	S350	Monitor Tech	18	10	161	118	10.1%	7.7%	-39%	-56%	16.5%	17.6%	
	S057	Paramedic	11	6	66	50	14.3%	11.3%	-58%	-67%	34.4%	33.8%	
	S267	PCA/Nurse Assistant - Total Employees	114	85	1,694	1,033	6.3%	7.6%	-45%	-33%	11.4%	11.4%	
	S352	Patient Transporter	13	11	192	166	6.3%	6.2%	-11%	-13%	7.1%	7.2%	
	S063	Phlebotomist	35	28	259	221	11.9%	11.3%	40%	39%	8.5%	8.1%	
	S035	Physician Assistant	0	0	78	72	0.0%	0.0%	-100%	-100%	1.6%	1.5%	
	S681	Surgical Assistant	3	3	97	91	3.0%	2.7%	-83%	-84%	17.2%	16.3%	
Pharmacy	S024	Surgical Technician (Certified)	21	20	177	160	10.6%	11.2%	-13%	-8%	12.2%	12.2%	
	S016	Pharmacist (Registered)	32	30	530	491	5.7%	5.7%	9%	40%	5.2%	4.1%	
	S281	Pharmacy Technician	47	46	413	363	10.2%	11.1%	15%	32%	8.9%	8.5%	
		Physicians	0	0	21	19	0.0%	0.0%	***	***	0.0%	0.0%	
	S059	CAT Scan (CT) Technician (Registered)	18	17	107	96	14.4%	15.3%	9%	12%	13.3%	13.6%	
	S358	Echocardiograph Technician (Registered)	13	12	77	69	14.4%	14.4%	6%	14%	13.6%	12.6%	
	S312	Mammography Tech (Registered)	2	2	46	39	4.2%	3.7%	-58%	-66%	10.0%	11.1%	
	S032	MRI Technician (Registered)	4	4	113	97	3.4%	4.0%	-54%	-47%	7.4%	7.4%	
Radiology	S012	Nuclear Medicine Technician (Registered)	4	4	42	38	8.7%	8.5%	30%	24%	6.7%	6.8%	
	S019	Radiology Technologist (Registered)	50	45	250	222	16.7%	16.7%	-27%	-25%	22.8%	22.3%	
	S025	Ultrasonographer (Registered)	14	12	191	158	6.8%	7.2%	2%	9%	6.7%	6.6%	
	Social Service	S051	Social Worker (MSW)	15	15	651	569	2.3%	2.5%	-65%	-57%	6.4%	5.8%
	Therapy	S014	Occupational Therapist (Registered)	1	1	217	189	0.5%	0.5%	-75%	-75%	1.8%	2.1%
		S017	Physical Therapist (Registered)	10	8	324	281	3.0%	2.8%	-5%	-1%	3.2%	2.9%
		S034	Physical Therapy Assistant	2	2	34	32	5.6%	4.5%	42%	5%	3.9%	4.3%
S021		Respiratory Therapist (Registered)	57	50	552	456	9.4%	9.8%	5%	15%	8.9%	8.6%	
S040		Speech Pathologist/Therapist (Registered)	2	2	181	158	1.1%	1.2%	-49%	-30%	2.1%	1.8%	
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined) - (PP)	58	54	587	557	9.0%	8.9%	-16%	-17%	10.7%	10.7%	
	S721	Nurse Practitioner - (PP)	6	6	418	380	1.4%	1.5%	-50%	-48%	2.8%	2.9%	
	S302	Office Manager - (PP)	1	1	31	31	3.1%	3.1%	9%	9%	2.9%	2.9%	
		Physicians	0	0	1,041	1,007	0.0%	0.0%	***	***	0.0%	0.0%	
	S870	Receptionist - (PP)	1	1	4	3	20.0%	28.6%	***	***	0.0%	0.0%	
	S829	Physical Therapist - (PP)	0	0	36	32	0.0%	0.0%	-100%	-100%	2.8%	3.1%	
	S770	Physician Assistant - (PP)	0	0	68	64	0.0%	0.0%	-100%	-100%	1.6%	1.4%	
	S062	Registered Nurse - (PP)	38	30	450	407	7.8%	6.9%	-1%	-6%	7.9%	7.4%	
S742	Scheduler/Patient Access - (PP)	22	22	405	387	5.2%	5.4%	-24%	-20%	6.8%	6.7%		

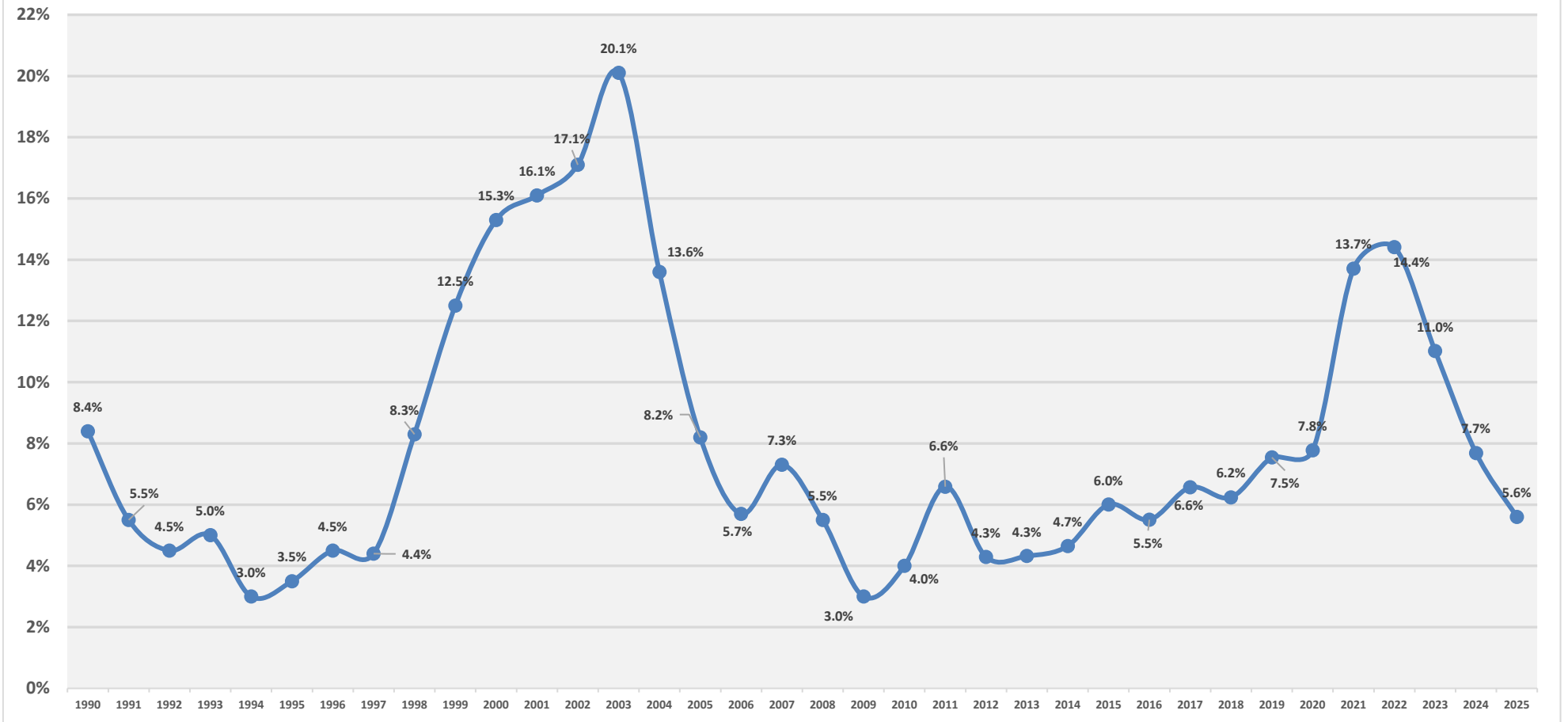
Job Title	All Openings by		Total Employees as of 12/31/25		VACANCY RATE Data Effective 12/31/25		% Change		VACANCY RATE Data Effective 12/31/24	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
C-Suite Executives (VP title or higher)	4	4	155	154	2.5%	2.5%	-59%	-55%	6.1%	5.6%
Senior Level Officials, Directors and Managers	7	7	1,097	1,093	0.6%	0.6%	-78%	-78%	2.9%	2.9%
First/Mid-Level Officials and Managers	54	54	1,833	1,822	2.9%	2.9%	-25%	-23%	3.8%	3.8%
All Other Employees	2,831	2,343	44,733	38,487	6.0%	5.7%	-18%	-14%	7.2%	6.7%
All PRN Employees	180	21	4,238	176	4.1%	10.7%	-42%	0%	7.0%	10.7%
All Organization Positions	2,896	2,408	47,818	41,556	5.7%	5.5%	-18%	-15%	7.0%	6.5%

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



Annual Workforce Age Report

Data Effective 12/31/2025

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	22	15	14	8	13	7	9	21	37	29	16
	S461	Unit Secretary/Unit Clerk	117	84	61	35	47	42	39	82	163	128	81
Finance	S106	Admitting Clerk	191	177	153	78	82	66	47	160	273	195	113
	S539	Patient Financial Services Representative	10	30	25	21	32	26	14	53	93	72	40
Food Services	S148	Food Service Worker (Entry)	91	56	49	22	22	36	13	44	93	71	49
Health Information Technology	S566	Coder	25	65	84	43	38	37	20	81	138	95	57
	S840	EPIC Analyst (Lvl. 2)	3	46	34	12	13	11	7	25	43	31	18
Laboratory		Laboratory Services Representative	10	5	5	3	1	0	0	4	4	1	0
	S008	Medical Lab Tech (MLT)	39	51	39	8	12	22	11	20	53	45	33
	S011	Medical Technologist I	66	73	36	19	20	18	11	39	68	49	29
Maintenance	S169	Environmental Services Worker (Entry)	43	61	63	23	24	37	43	47	127	104	80
Materials	S472	Central Supply Tech/Sterilization Tech	100	85	55	16	18	10	13	34	57	41	23
Nursing	S028	Case Manager	7	47	96	44	54	41	23	98	162	118	64
	S009	LPN	35	56	83	35	25	18	7	60	85	50	25
	S222	Nurse Manager	13	107	121	58	36	27	8	94	129	71	35
	S033	Nurse Practitioner	0	15	13	4	2	3	3	6	12	8	6
	S023	Registered Nurse - All RN Employees	3,291	2,752	1,702	626	566	505	162	1,192	1,859	1,233	667
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	150	170	152	53	38	27	8	91	126	73	35
	S350	Monitor Tech	80	27	17	10	10	12	13	20	45	35	25
	S057	Paramedic	9	12	24	10	6	7	25	16	48	38	32
	S267	PCA/Nurse Assistant - Total Employees	1,240	247	144	43	44	35	21	87	143	100	56
	S352	Patient Transporter	119	23	18	4	8	12	8	12	32	28	20
	S063	Phlebotomist	91	62	51	15	17	17	8	32	57	42	25
	S035	Physician Assistant	15	41	15	4	2	1	1	6	8	4	2
	S681	Surgical Assistant	15	35	37	10	11	9	5	21	35	25	14
	S024	Surgical Technician (Certified)	58	46	41	12	12	4	2	24	30	18	6
Pharmacy	S016	Pharmacist (Registered)	91	229	120	34	31	22	7	65	94	60	29
	S281	Pharmacy Technician	171	104	78	18	25	16	3	43	62	44	19
Physicians		Physicians	0	2	7	2	2	4	4	4	12	10	8
Radiology	S059	CAT Scan (CT) Technician (Registered)	36	46	37	7	10	9	1	17	27	20	10
	S358	Echocardiograph Technician (Registered)	16	18	21	5	7	6	4	12	22	17	10
	S312	Mammography Tech (Registered)	10	9	10	6	3	5	3	9	17	11	8
	S032	MRI Technician (Registered)	31	25	20	13	9	16	1	22	39	26	17
	S012	Nuclear Medicine Technician (Registered)	10	5	10	6	5	1	5	11	17	11	6
	S019	Radiology Technologist (Registered)	61	61	64	23	23	13	7	46	66	43	20
	S025	Ultrasonographer (Registered)	40	57	50	10	16	14	4	26	44	34	18
Social Service	S051	Social Worker (MSW)	103	248	149	70	48	20	19	118	157	87	39
Therapy	S014	Occupational Therapist (Registered)	46	71	27	15	13	9	0	28	37	22	9
	S017	Physical Therapist (Registered)	72	125	73	18	23	12	2	41	55	37	14
	S034	Physical Therapy Assistant	2	12	5	2	8	5	0	10	15	13	5
	S021	Respiratory Therapist (Registered)	153	152	119	60	32	30	10	92	132	72	40
	S040	Speech Pathologist/Therapist (Registered)	35	77	41	11	14	2	1	25	28	17	3
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined) - (PP)	129	137	140	77	44	42	18	121	181	104	60
	S721	Nurse Practitioner - (PP)	10	158	146	51	25	19	9	76	104	53	28
	S302	Office Manager - (PP)	0	3	11	5	2	7	3	7	17	12	10
		Physicians	5	304	312	104	113	108	95	217	420	316	203
	S870	Receptionist - (PP)	1	0	0	0	0	1	2	0	3	3	3
	S829	Physical Therapist - (PP)	6	14	10	4	0	2	0	4	6	2	2
	S770	Physician Assistant - (PP)	16	28	12	8	2	2	0	10	12	4	2
	S062	Registered Nurse - (PP)	72	128	107	45	49	43	6	94	143	98	49
	S742	Scheduler/Patient Access - (PP)	68	75	84	35	56	48	39	91	178	143	87

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	5	44	35	35	29	12	70	111	76	41
Senior Level Officials, Directors and Managers	25	213	360	187	156	115	44	343	502	315	159
First/Mid-Level Officials and Managers	52	492	586	265	216	173	56	481	710	445	229
All Other Employees	11,789	12,664	9,509	3,660	3,566	3,165	1,704	7,226	12,095	8,435	4,869
All PRN Employees	1,599	1,071	697	215	200	172	411	415	998	783	583
All Organization Positions	11,866	13,374	10,499	4,147	3,973	3,482	1,816	8,120	13,418	9,271	5,298

Annual Workforce Age Report

Data Effective 12/31/2025

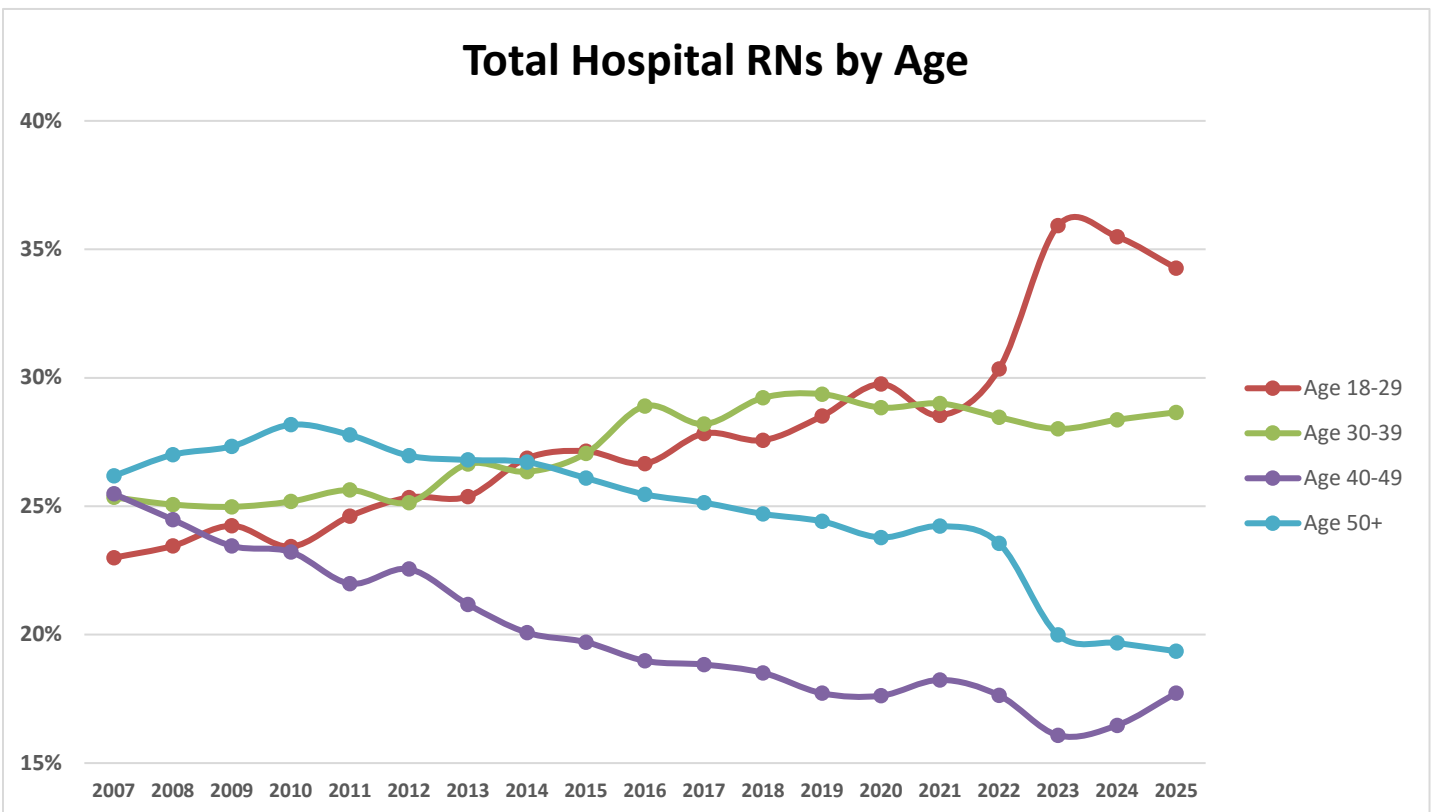
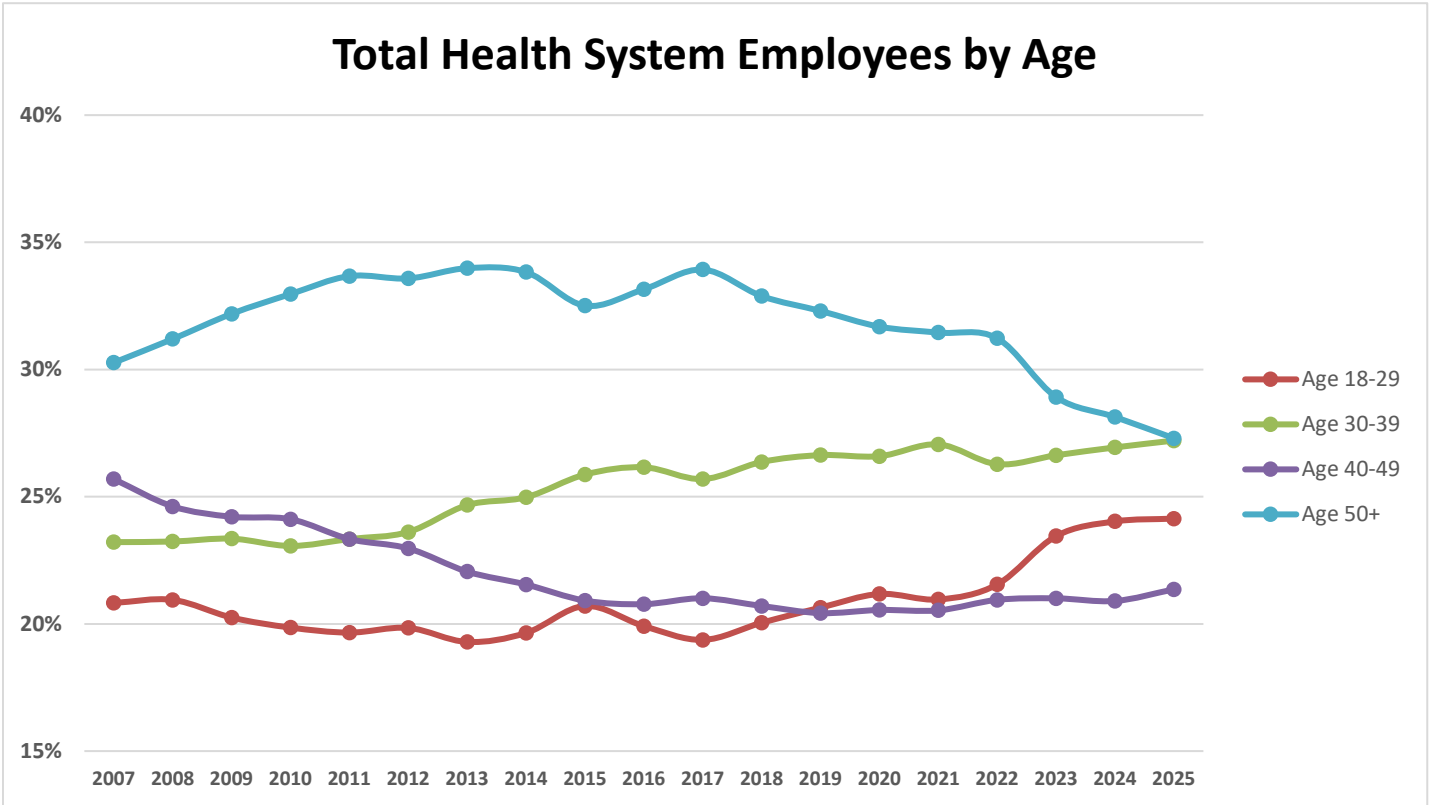
Blue shading indicates greater than 35%

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	25.00%	17.05%	15.91%	9.09%	14.77%	7.95%	10.23%	23.86%	42.05%	32.95%	18.18%
	S461	Unit Secretary/Unit Clerk	27.53%	19.76%	14.35%	8.24%	11.06%	9.88%	9.18%	19.29%	38.35%	30.12%	19.06%
Finance	S106	Admitting Clerk	24.06%	22.29%	19.27%	9.82%	10.33%	8.31%	5.92%	20.15%	34.38%	24.56%	14.23%
	S539	Patient Financial Services Representative	6.33%	18.99%	15.82%	13.29%	20.25%	16.46%	8.86%	33.54%	58.86%	45.57%	25.32%
Food Services	S148	Food Service Worker (Entry)	31.49%	19.38%	16.96%	7.61%	7.61%	12.46%	4.50%	15.22%	32.18%	24.57%	16.96%
Health Information Technology	S566	Coder	8.01%	20.83%	26.92%	13.78%	12.18%	11.86%	6.41%	25.96%	44.23%	30.45%	18.27%
	S840	EPIC Analyst (Lvl. 2)	2.38%	36.51%	26.98%	9.52%	10.32%	8.73%	5.56%	19.84%	34.13%	24.60%	14.29%
Laboratory		Laboratory Services Representative	41.67%	20.83%	20.83%	12.50%	4.17%	0.00%	0.00%	16.67%	16.67%	4.17%	0.00%
	S008	Medical Lab Tech (MLT)	21.43%	28.02%	21.43%	4.40%	6.59%	12.09%	6.04%	10.99%	29.12%	24.73%	18.13%
	S011	Medical Technologist I	27.16%	30.04%	14.81%	7.82%	8.23%	7.41%	4.53%	16.05%	27.98%	20.16%	11.93%
Maintenance	S169	Environmental Services Worker (Entry)	14.63%	20.75%	21.43%	7.82%	8.16%	12.59%	14.63%	15.99%	43.20%	35.37%	27.21%
Materials	S472	Central Supply Tech/Sterilization Tech	33.67%	28.62%	18.52%	5.39%	6.06%	3.37%	4.38%	11.45%	19.19%	13.80%	7.74%
Nursing	S028	Case Manager	2.24%	15.06%	30.77%	14.10%	17.31%	13.14%	7.37%	31.41%	51.92%	37.82%	20.51%
	S009	LPN	13.51%	21.62%	32.05%	13.51%	9.65%	6.95%	2.70%	23.17%	32.82%	19.31%	9.65%
	S222	Nurse Manager	3.51%	28.92%	32.70%	15.68%	9.73%	7.30%	2.16%	25.41%	34.86%	19.19%	9.46%
	S033	Nurse Practitioner	0.00%	37.50%	32.50%	10.00%	5.00%	7.50%	7.50%	15.00%	30.00%	20.00%	15.00%
	S023	Registered Nurse - All RN Employees	34.27%	28.65%	17.72%	6.52%	5.89%	5.26%	1.69%	12.41%	19.36%	12.84%	6.95%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	25.08%	28.43%	25.42%	8.86%	6.35%	4.52%	1.34%	15.22%	21.07%	12.21%	5.85%
	S350	Monitor Tech	47.34%	15.98%	10.06%	5.92%	5.92%	7.10%	7.69%	11.83%	26.63%	20.71%	14.79%
	S057	Paramedic	9.68%	12.90%	25.81%	10.75%	6.45%	7.53%	26.88%	17.20%	51.61%	40.86%	34.41%
	S267	PCA/Nurse Assistant - Total Employees	69.90%	13.92%	8.12%	2.42%	2.48%	1.97%	1.18%	4.90%	8.06%	5.64%	3.16%
	S352	Patient Transporter	61.98%	11.98%	9.38%	2.08%	4.17%	6.25%	4.17%	6.25%	16.67%	14.58%	10.42%
	S063	Phlebotomist	34.87%	23.75%	19.54%	5.75%	6.51%	6.51%	3.07%	12.26%	21.84%	16.09%	9.58%
	S035	Physician Assistant	18.99%	51.90%	18.99%	5.06%	2.53%	1.27%	1.27%	7.59%	10.13%	5.06%	2.53%
	S681	Surgical Assistant	12.30%	28.69%	30.33%	8.20%	9.02%	7.38%	4.10%	17.21%	28.69%	20.49%	11.48%
S024	Surgical Technician (Certified)	33.14%	26.29%	23.43%	6.86%	6.86%	2.29%	1.14%	13.71%	17.14%	10.29%	3.43%	
Pharmacy	S016	Pharmacist (Registered)	17.04%	42.88%	22.47%	6.37%	5.81%	4.12%	1.31%	12.17%	17.60%	11.24%	5.43%
	S281	Pharmacy Technician	41.20%	25.06%	18.80%	4.34%	6.02%	3.86%	0.72%	10.36%	14.94%	10.60%	4.58%
Physicians		Physicians	0.00%	9.52%	33.33%	9.52%	9.52%	19.05%	19.05%	19.05%	57.14%	47.62%	38.10%
Radiology	S059	CAT Scan (CT) Technician (Registered)	24.66%	31.51%	25.34%	4.79%	6.85%	6.16%	0.68%	11.64%	18.49%	13.70%	6.85%
	S358	Echocardiograph Technician (Registered)	20.78%	23.38%	27.27%	6.49%	9.09%	7.79%	5.19%	15.58%	28.57%	22.08%	12.99%
	S312	Mammography Tech (Registered)	21.74%	19.57%	21.74%	13.04%	6.52%	10.87%	6.52%	19.57%	36.96%	23.91%	17.39%
	S032	MRI Technician (Registered)	26.96%	21.74%	17.39%	11.30%	7.83%	13.91%	0.87%	19.13%	33.91%	22.61%	14.78%
	S012	Nuclear Medicine Technician (Registered)	23.81%	11.90%	23.81%	14.29%	11.90%	2.38%	11.90%	26.19%	40.48%	26.19%	14.29%
	S019	Radiology Technologist (Registered)	24.21%	24.21%	25.40%	9.13%	9.13%	5.16%	2.78%	18.25%	26.19%	17.06%	7.94%
	S025	Ultrasonographer (Registered)	20.94%	29.84%	26.18%	5.24%	8.38%	7.33%	2.09%	13.61%	23.04%	17.80%	9.42%
Social Service	S051	Social Worker (MSW)	15.68%	37.75%	22.68%	10.65%	7.31%	3.04%	2.89%	17.96%	23.90%	13.24%	5.94%
Therapy	S014	Occupational Therapist (Registered)	25.41%	39.23%	14.92%	8.29%	7.18%	4.97%	0.00%	15.47%	20.44%	12.15%	4.97%
	S017	Physical Therapist (Registered)	22.15%	38.46%	22.46%	5.54%	7.08%	3.69%	0.62%	12.62%	16.92%	11.38%	4.31%
	S034	Physical Therapy Assistant	5.88%	35.29%	14.71%	5.88%	23.53%	14.71%	0.00%	29.41%	44.12%	38.24%	14.71%
	S021	Respiratory Therapist (Registered)	27.52%	27.34%	21.40%	10.79%	5.76%	5.40%	1.80%	16.55%	23.74%	12.95%	7.19%
	S040	Speech Pathologist/Therapist (Registered)	19.34%	42.54%	22.65%	6.08%	7.73%	1.10%	0.55%	13.81%	15.47%	9.39%	1.66%
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined) - (PP)	21.98%	23.34%	23.85%	13.12%	7.50%	7.16%	3.07%	20.61%	30.83%	17.72%	10.22%
	S721	Nurse Practitioner - (PP)	2.39%	37.80%	34.93%	12.20%	5.98%	4.55%	2.15%	18.18%	24.88%	12.68%	6.70%
	S302	Office Manager - (PP)	0.00%	9.68%	35.48%	16.13%	6.45%	22.58%	9.68%	22.58%	54.84%	38.71%	32.26%
		Physicians	0.48%	29.20%	29.97%	9.99%	10.85%	10.37%	9.13%	20.85%	40.35%	30.36%	19.50%
	S870	Receptionist - (PP)	25.00%	0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	0.00%	75.00%	75.00%	75.00%
	S829	Physical Therapist - (PP)	16.67%	38.89%	27.78%	11.11%	0.00%	5.56%	0.00%	11.11%	16.67%	5.56%	5.56%
	S770	Physician Assistant - (PP)	23.53%	41.18%	17.65%	11.76%	2.94%	2.94%	0.00%	14.71%	17.65%	5.88%	2.94%
	S062	Registered Nurse - (PP)	16.00%	28.44%	23.78%	10.00%	10.89%	9.56%	1.33%	20.89%	31.78%	21.78%	10.89%
S742	Scheduler/Patient Access - (PP)	16.79%	18.52%	20.74%	8.64%	13.83%	11.85%	9.63%	22.47%	43.95%	35.31%	21.48%	

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%	3.13%	27.50%	21.88%	21.88%	18.13%	7.50%	43.75%	69.38%	47.50%	25.63%
Senior Level Officials, Directors and Managers	2.27%	19.36%	32.73%	17.00%	14.18%	10.45%	4.00%	31.18%	45.64%	28.64%	14.45%
First/Mid-Level Officials and Managers	2.83%	26.74%	31.85%	14.40%	11.74%	9.40%	3.04%	26.14%	38.59%	24.18%	12.45%
All Other Employees	25.60%	27.50%	20.65%	7.95%	7.74%	6.87%	3.70%	15.69%	26.26%	18.31%	10.57%
All PRN Employees	36.63%	24.54%	15.97%	4.93%	4.58%	3.94%	9.42%	9.51%	22.86%	17.94%	13.36%
All Organization Positions	24.14%	27.21%	21.36%	8.44%	8.08%	7.08%	3.69%	16.52%	27.30%	18.86%	10.78%

Age Trend Charts

FTE Employees





Annual Retirement Report

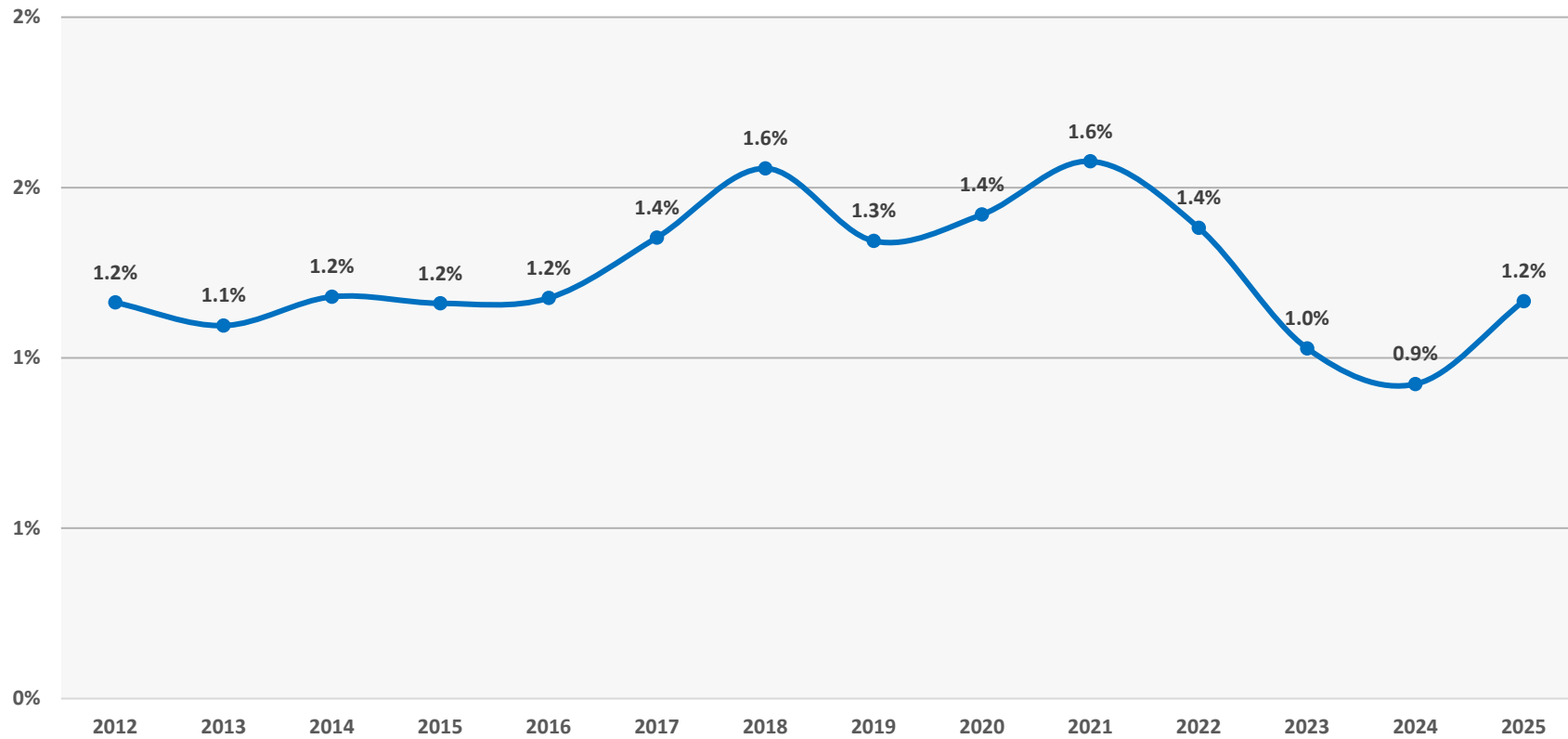
Data Effective 12/31/2025

Blue shading indicates greater than 35%

Job Family	IHS Job Code	Job Title	All Retirements by		Total Employees as of 12/31/25		2025 RETIREMENT RATE		% Change		2024 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	4	4.0	237	221	1.7%	1.8%	37%	41%	1.2%	1.3%	63.6	29	32.95%
	S461	Unit Secretary/Unit Clerk	7	5.9	448	354	1.6%	1.7%	-10%	-12%	1.7%	1.9%	68.0	128	30.12%
Finance	S106	Admitting Clerk	9	8.1	863	771	1.0%	1.1%	245%	242%	0.3%	0.3%	65.9	195	24.56%
	S539	Patient Financial Services Representative	2	2.0	158	156	1.3%	1.3%	13%	14%	1.1%	1.1%	67.5	72	45.57%
Food Services	S148	Food Service Worker (Entry)	4	3.5	289	236	1.4%	1.5%	332%	680%	0.3%	0.2%	68.6	71	24.57%
Health Information Technology	S566	Coder	5	4.4	312	304	1.6%	1.4%	15%	16%	1.4%	1.3%	67.4	95	30.45%
Laboratory		Laboratory Services Representative	0	0.0	24	23	0.0%	0.0%	***	***	0.0%	0.0%	***	1	4.17%
	S008	Medical Lab Tech (MLT)	1	1.0	206	188	0.5%	0.5%	***	***	0.9%	0.8%	64.0	45	24.73%
	S011	Medical Technologist I	8	7.3	243	224	3.3%	3.3%	3%	0%	3.2%	3.3%	65.5	49	20.16%
Maintenance	S169	Environmental Services Worker (Entry)	2	2.0	291	283	0.7%	0.7%	-46%	-38%	1.3%	1.1%	69.0	104	35.37%
Materials	S472	Central Supply Tech/Sterilization Tech	3	2.2	276	259	1.1%	0.8%	***	***	0.0%	0.0%	65.3	41	13.80%
Nursing	S028	Case Manager	5	4.0	295	268	1.7%	1.5%	-36%	-40%	2.7%	2.5%	63.5	118	37.82%
	S009	LPN	1	1.0	247	206	0.4%	0.5%	-38%	-38%	0.6%	0.8%	69.0	50	19.31%
	S222	Nurse Manager	8	8.0	371	371	2.2%	2.2%	60%	60%	1.3%	1.3%	64.0	71	19.19%
	S033	Nurse Practitioner	0	0.0	41	36	0.0%	0.0%	-100%	-100%	2.9%	3.2%	***	8	20.00%
	S023	Registered Nurse - All RN Employees	81	58.6	9,251	7,541	0.9%	0.8%	33%	37%	0.7%	0.6%	65.0	1233	12.84%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	1	1.0	588	551	0.2%	0.2%	-70%	-66%	0.6%	0.5%	66.0	73	12.21%
	S350	Monitor Tech	1	0.9	161	118	0.6%	0.8%	-50%	-47%	1.2%	1.4%	66.0	35	20.71%
	S057	Paramedic	0	0.0	66	50	0.0%	0.0%	-100%	-100%	1.6%	1.1%	***	38	40.86%
	S267	PCA/Nurse Assistant - Total Employees	3	2.4	1,694	1,033	0.2%	0.2%	72%	55%	0.1%	0.2%	67.7	100	5.64%
	S352	Patient Transporter	0	0.0	192	166	0.0%	0.0%	-100%	-100%	1.0%	1.1%	***	28	14.58%
	S063	Phlebotomist	7	6.4	259	221	2.7%	2.9%	***	***	0.0%	0.0%	63.7	42	16.09%
	S035	Physician Assistant	0	0.0	78	72	0.0%	0.0%	***	***	0.0%	0.0%	***	4	5.06%
	S681	Surgical Assistant	1	1.0	97	91	1.0%	1.1%	-45%	-45%	1.9%	2.0%	65.0	25	20.49%
Pharmacy	S024	Surgical Technician (Certified)	0	0.0	177	160	0.0%	0.0%	***	***	0.0%	0.0%	***	18	10.29%
	S016	Pharmacist (Registered)	8	6.9	530	491	1.5%	1.4%	53%	82%	1.0%	0.8%	64.0	60	11.24%
	S281	Pharmacy Technician	0	0.0	413	363	0.0%	0.0%	-100%	-100%	0.7%	0.5%	***	44	10.60%
Physicians		Physicians	4	3.1	21	19	19.0%	16.7%	***	***	0.0%	0.0%	70.8	10	47.62%
Radiology	S059	CAT Scan (CT) Technician (Registered)	1	1.0	107	96	0.9%	1.0%	***	***	0.0%	0.0%	66.0	20	13.70%
	S358	Echocardiograph Technician (Registered)	1	1.0	77	69	1.3%	1.4%	***	***	0.0%	0.0%	60.0	17	22.08%
	S312	Mammography Tech (Registered)	2	1.6	46	39	4.3%	4.1%	135%	88%	1.9%	2.2%	64.5	11	23.91%
	S032	MRI Technician (Registered)	1	1.0	113	97	0.9%	1.0%	-1%	-1%	0.9%	1.0%	65.0	26	22.61%
	S012	Nuclear Medicine Technician (Registered)	1	1.0	42	38	2.4%	2.7%	0%	1%	2.4%	2.6%	64.0	11	26.19%
	S019	Radiology Technologist (Registered)	3	2.1	250	222	1.2%	0.9%	-23%	-35%	1.6%	1.5%	65.7	43	17.06%
	S025	Ultrasonographer (Registered)	3	1.9	191	158	1.6%	1.2%	140%	89%	0.7%	0.6%	66.4	34	17.80%
Social Service	S051	Social Worker (MSW)	6	5.5	651	569	0.9%	1.0%	87%	225%	0.5%	0.3%	66.5	87	13.24%
Therapy	S014	Occupational Therapist (Registered)	0	0.0	217	189	0.0%	0.0%	***	***	0.0%	0.0%	***	22	12.15%
	S017	Physical Therapist (Registered)	3	2.2	324	281	0.9%	0.8%	-48%	-45%	1.8%	1.4%	63.9	37	11.38%
	S034	Physical Therapy Assistant	1	0.5	34	32	2.9%	1.6%	44%	16%	2.0%	1.4%	66.0	13	38.24%
	S021	Respiratory Therapist (Registered)	2	1.8	552	456	0.4%	0.4%	-56%	-47%	0.8%	0.8%	66.5	72	12.95%
	S040	Speech Pathologist/Therapist (Registered)	3	2.4	181	158	1.7%	1.5%	***	***	0.0%	0.0%	63.3	17	9.39%
Physician Practice (PP)		Medical Assistant (Certified & Non-Cert Combined) - (PP)	4	3.1	587	557	0.7%	0.6%	108%	62%	0.3%	0.3%	61.8	104	17.72%
	S721	Nurse Practitioner - (PP)	6	4.5	418	380	1.4%	1.2%	***	***	0.0%	0.0%	64.3	53	12.68%
	S302	Office Manager - (PP)	1	1.0	31	31	3.2%	3.2%	119%	119%	1.5%	1.5%	67.0	12	38.71%
		Physicians	13	11.2	1,041	1,007	1.2%	1.1%	6%	6%	1.2%	1.0%	65.0	316	30.36%
	S870	Receptionist - (PP)	1	0.5	4	3	25.0%	20.0%	***	***	0.0%	0.0%	65.0	3	75.00%
	S829	Physical Therapist - (PP)	0	0.0	36	32	0.0%	0.0%	***	***	0.0%	0.0%	***	2	5.56%
	S770	Physician Assistant - (PP)	0	0.0	68	64	0.0%	0.0%	***	***	0.0%	0.0%	***	4	5.88%
	S062	Registered Nurse - (PP)	8	6.0	450	407	1.8%	1.5%	21%	10%	1.5%	1.3%	65.8	98	21.78%
S742	Scheduler/Patient Access - (PP)	9	7.3	405	387	2.2%	1.9%	144%	132%	0.9%	0.8%	66.9	143	35.31%	

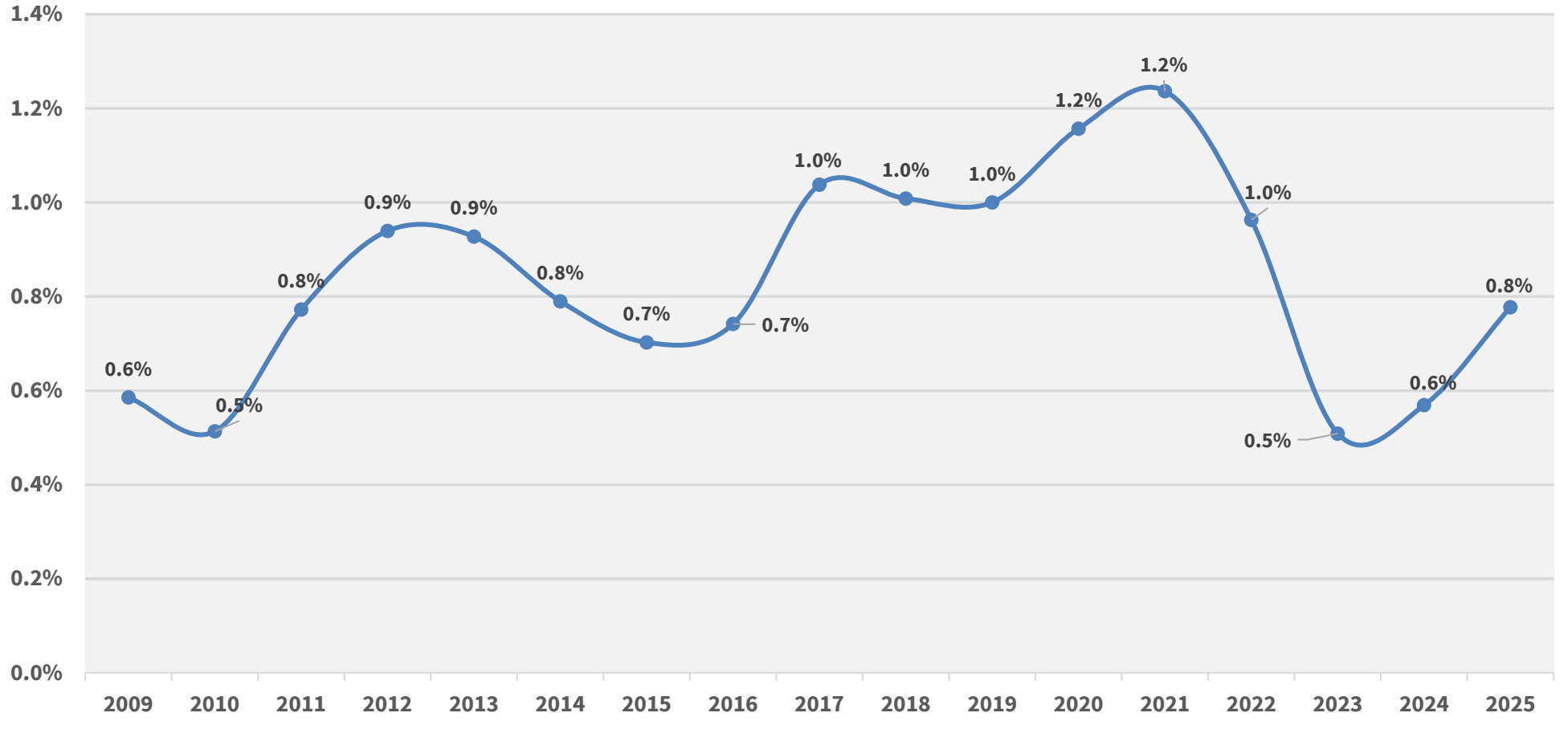
Job Title	All Retirements by		Total Employees as of 12/31/25		2025 RETIREMENT RATE		% Change		2024 RETIREMENT RATE		Weighted Average Retirement Age	Age 55+ Employees	% Age 55+ Employees
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE			
C-Suite Executives (VP title or higher)	5	5	155	154	3.23%	3.24%	66%	65%	1.95%	1.96%	68.0	76	47.50%
Senior Level Officials, Directors and Managers	20	19.1	1,097	1,093	1.82%	1.75%	37%	30%	1.34%	1.34%	65.7	315	28.64%
First/Mid-Level Officials and Managers	26	24.7	1,833	1,822	1.42%	1.36%	1%	1%	1.40%	1.34%	64.6	445	24.18%
All Other Employees	507	410.6	44,733	38,487	1.13%	1.07%	28%	26%	0.89%	0.85%	66.5	8,435	18.31%
All PRN Employees	50	1.6	4,238	176	1.18%	0.92%	-35%	-47%	1.81%	1.75%	66.0	783	17.94%
All Organization Positions	558	459.4	47,818	41,556	1.17%	1.11%	26%	25%	0.92%	0.89%	66.4	9,271	18.86%

Greater Cincinnati Health System Year End Retirement Rates

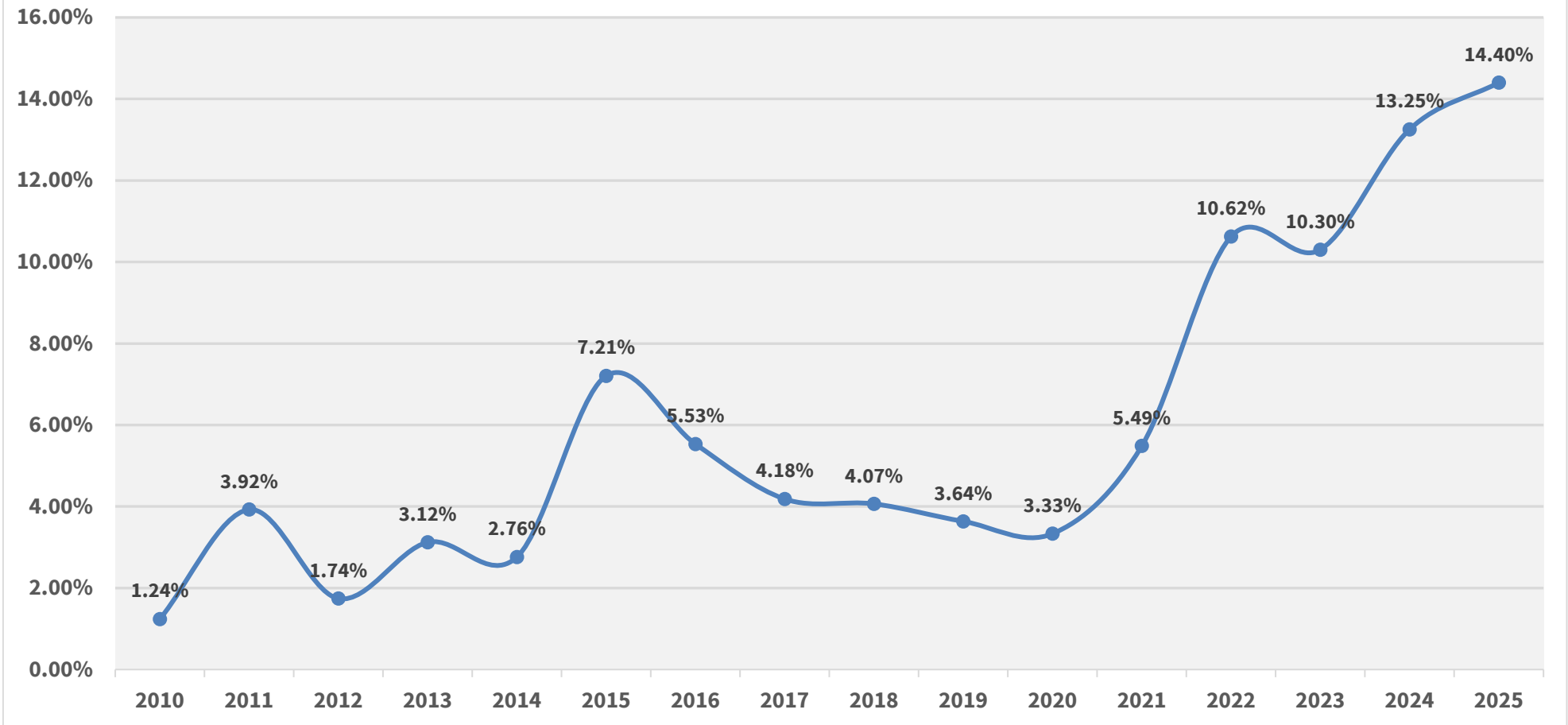


Note: Historical rate calculations may include a different hospital sample from year-to-year

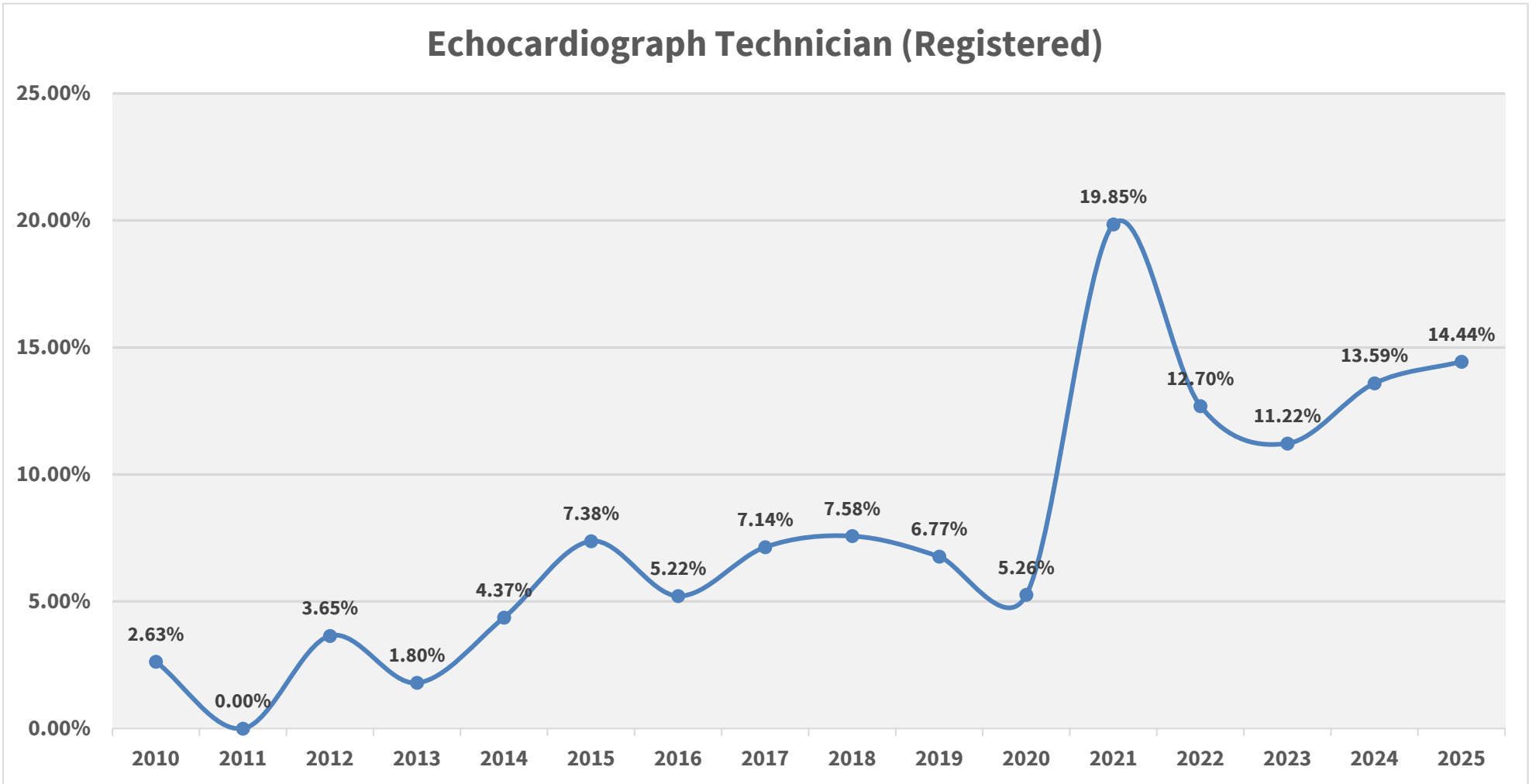
Registered Nurses Year End FTE Retirement Trends

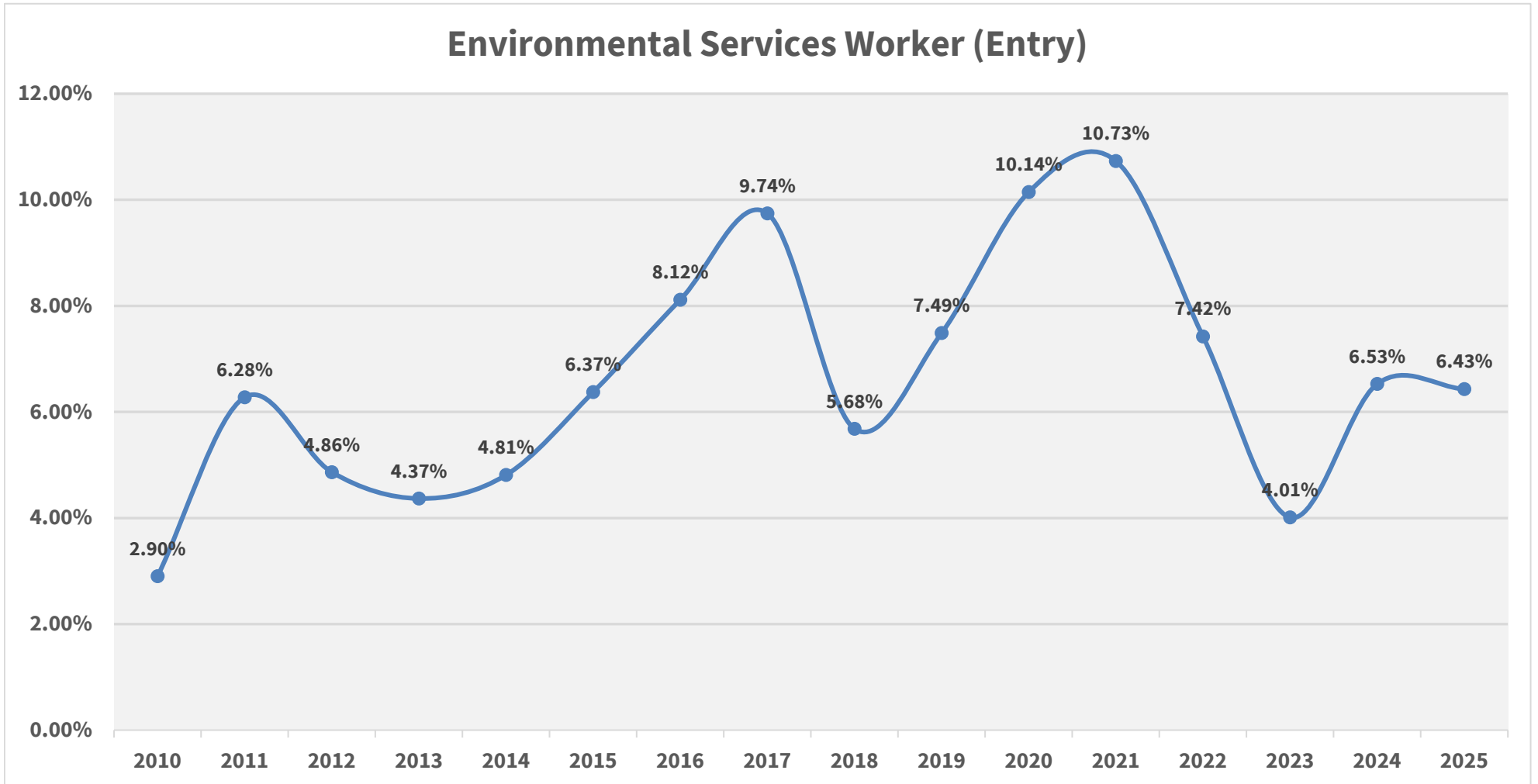


CAT Scan (CT) Technician (Registered)

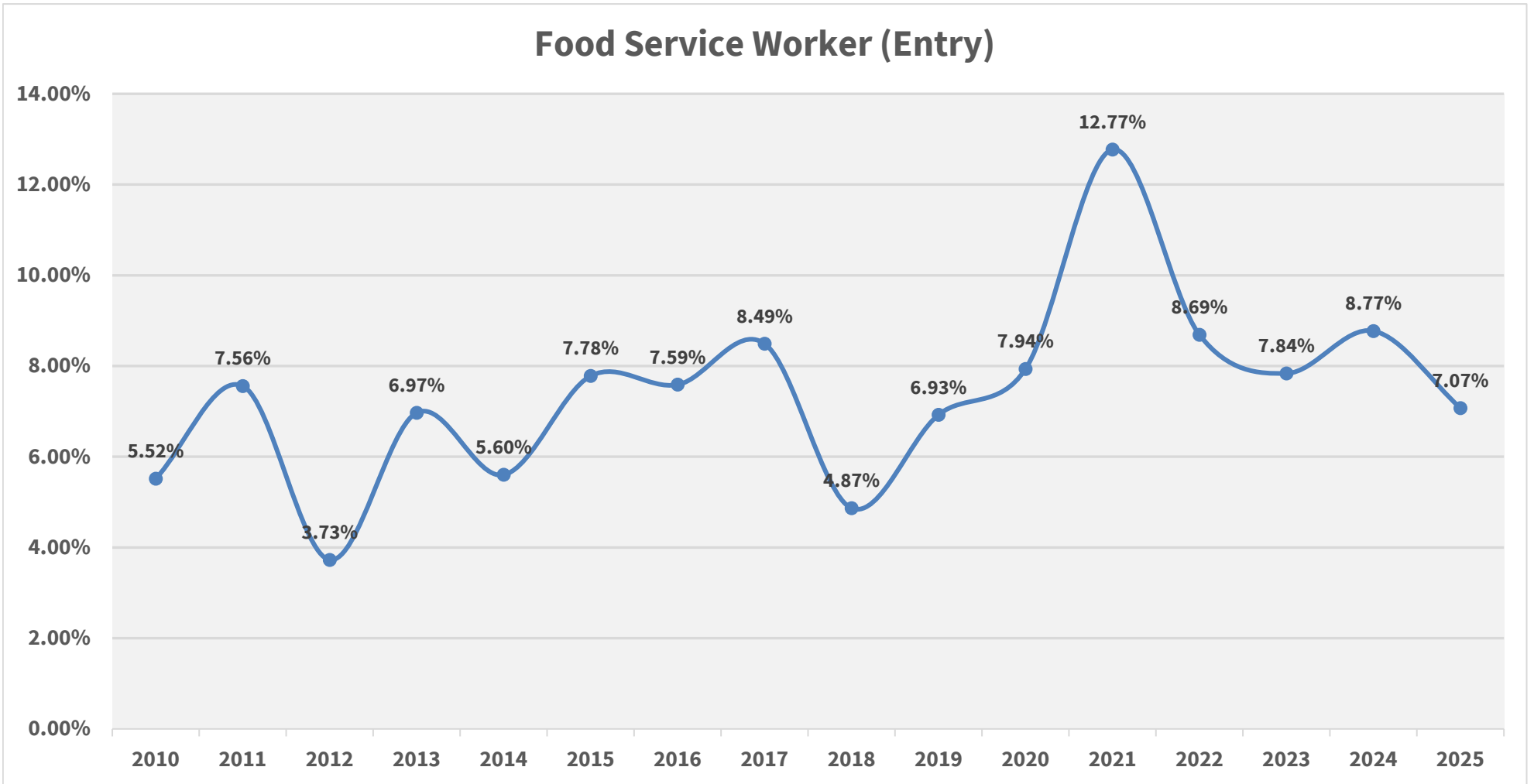


Echocardiograph Technician (Registered)

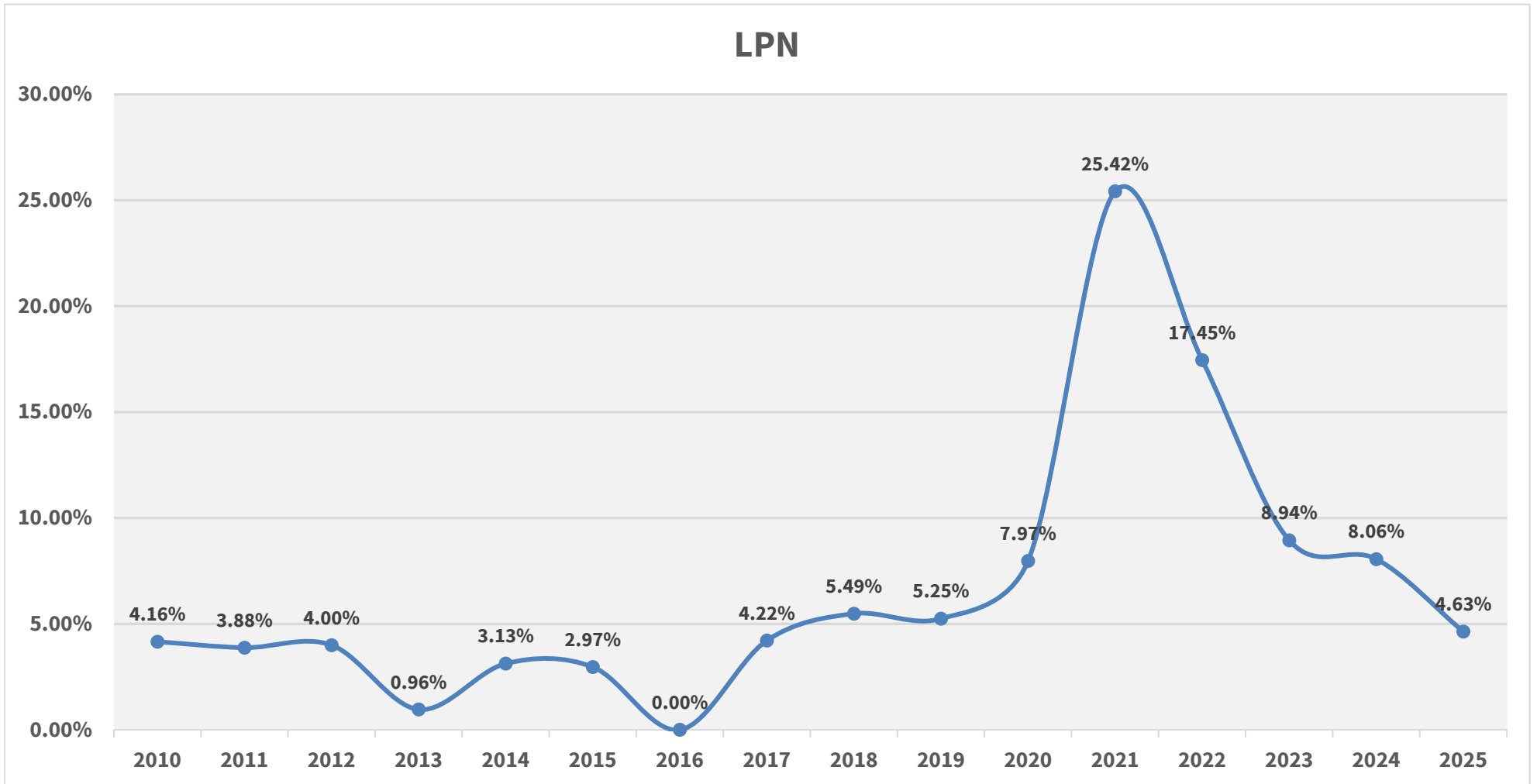




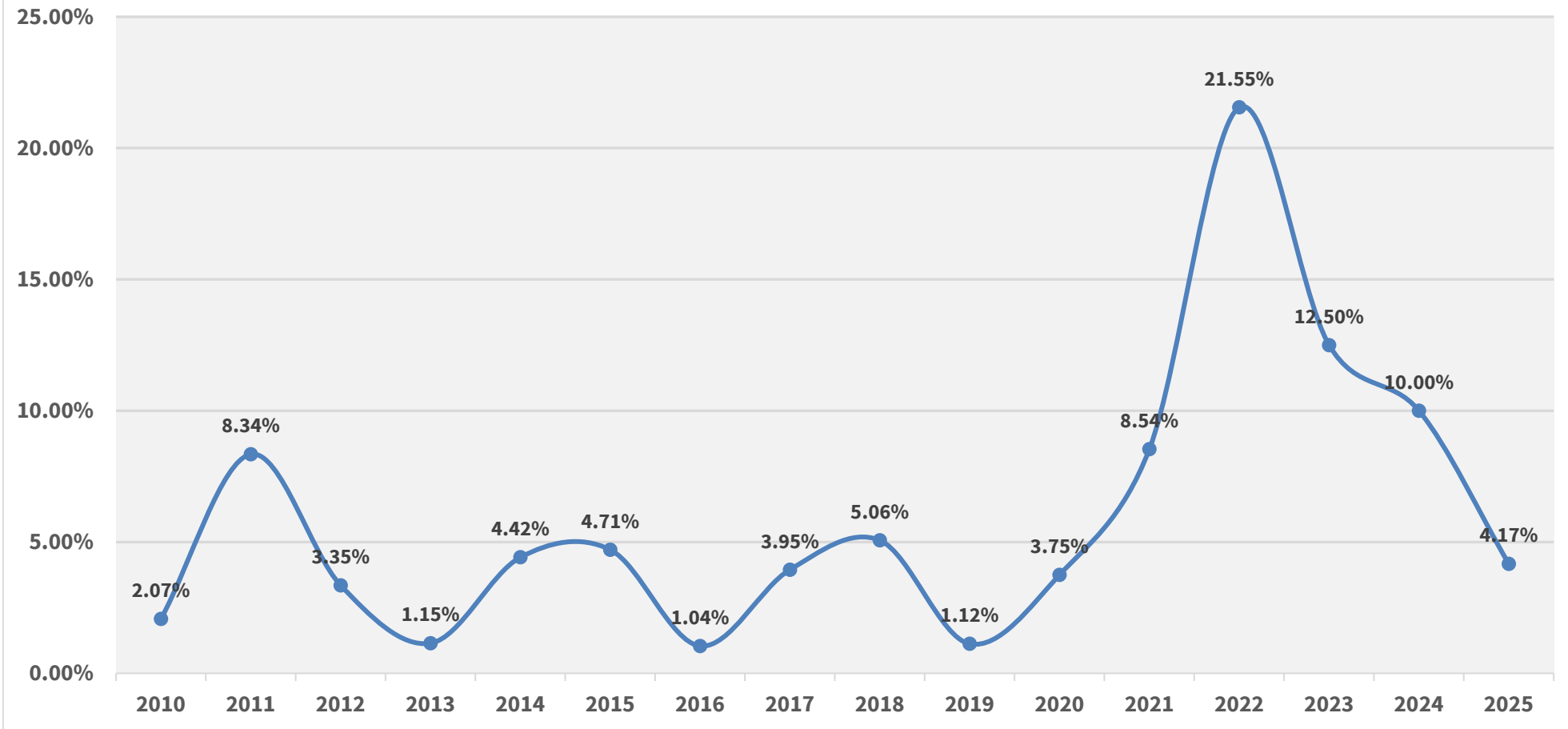
Food Service Worker (Entry)



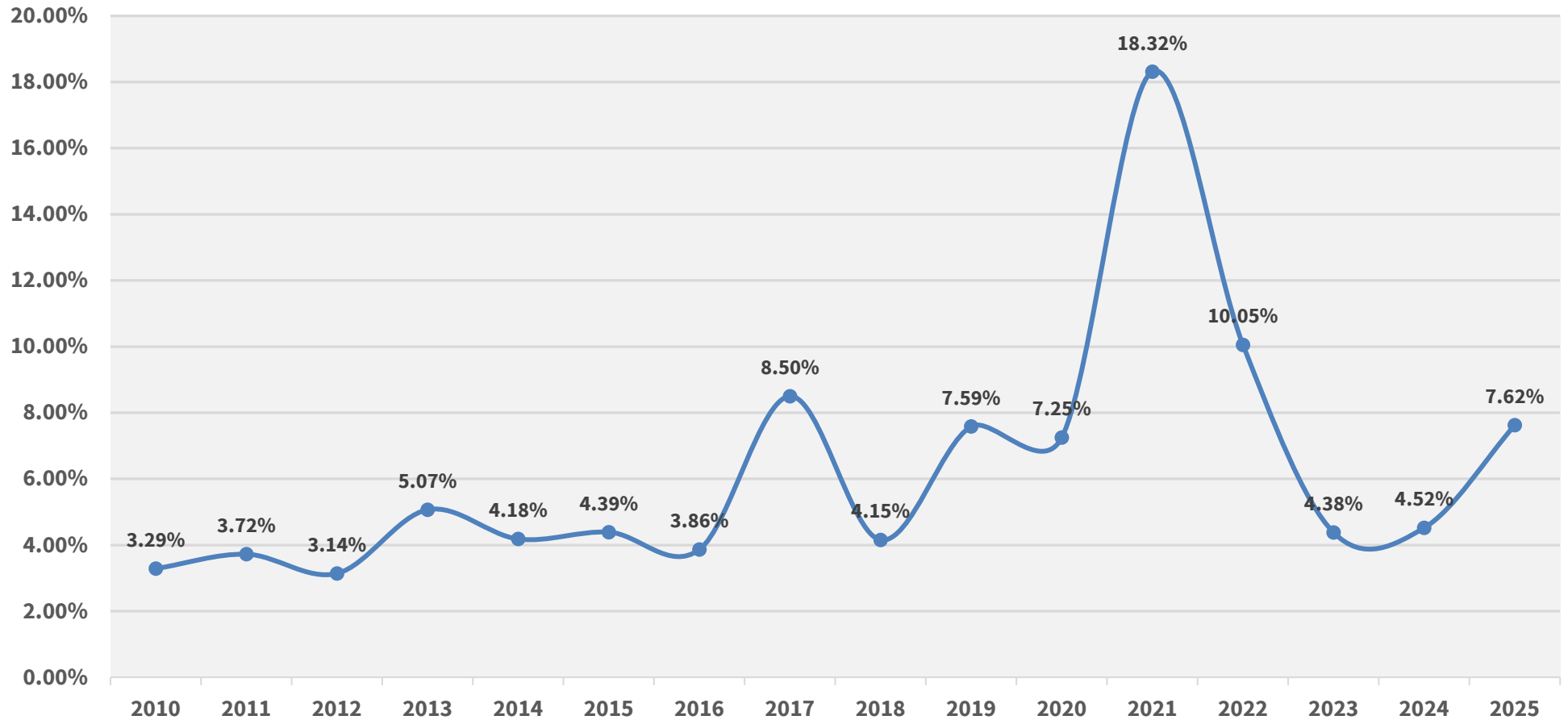
Appendices: Long-Term Historical Vacancy Trends



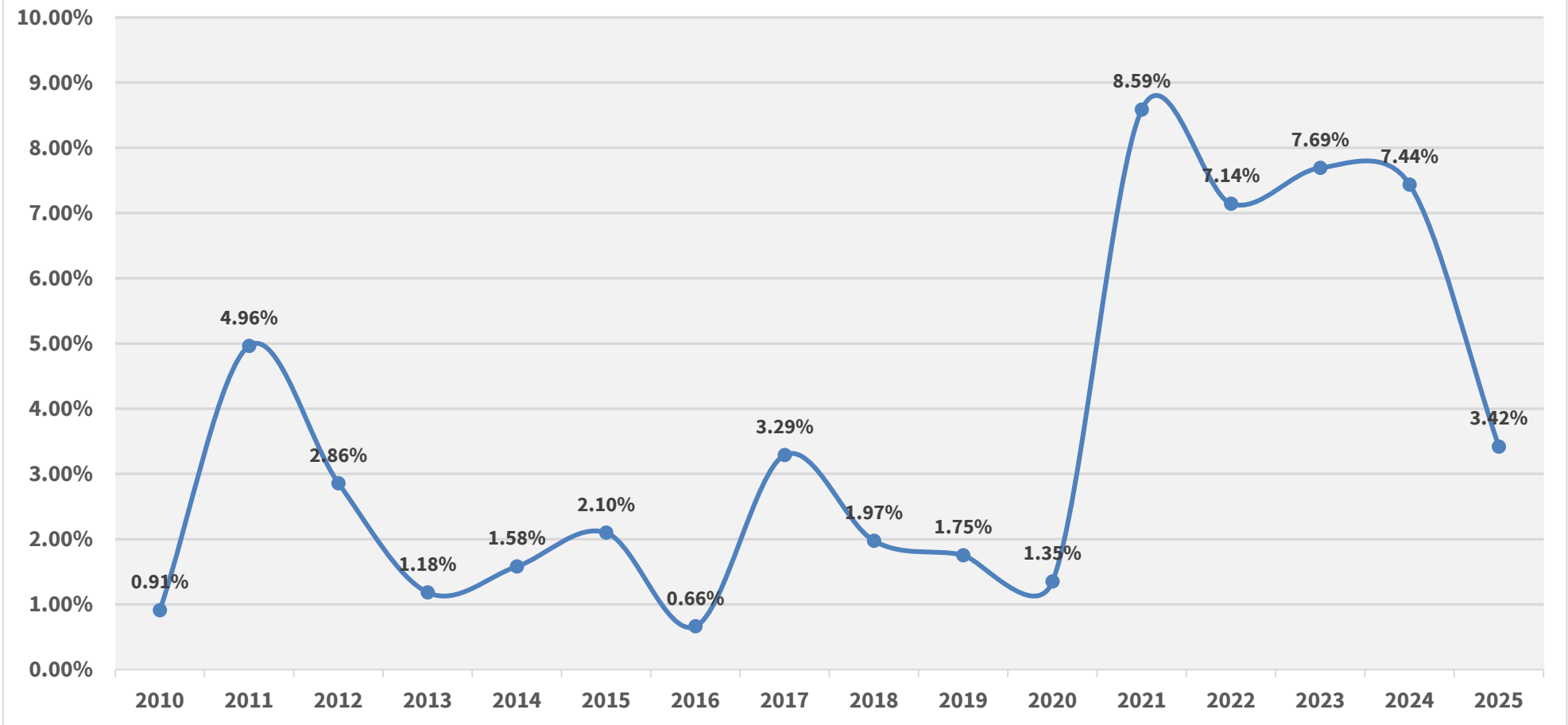
Mammography Tech (Registered)

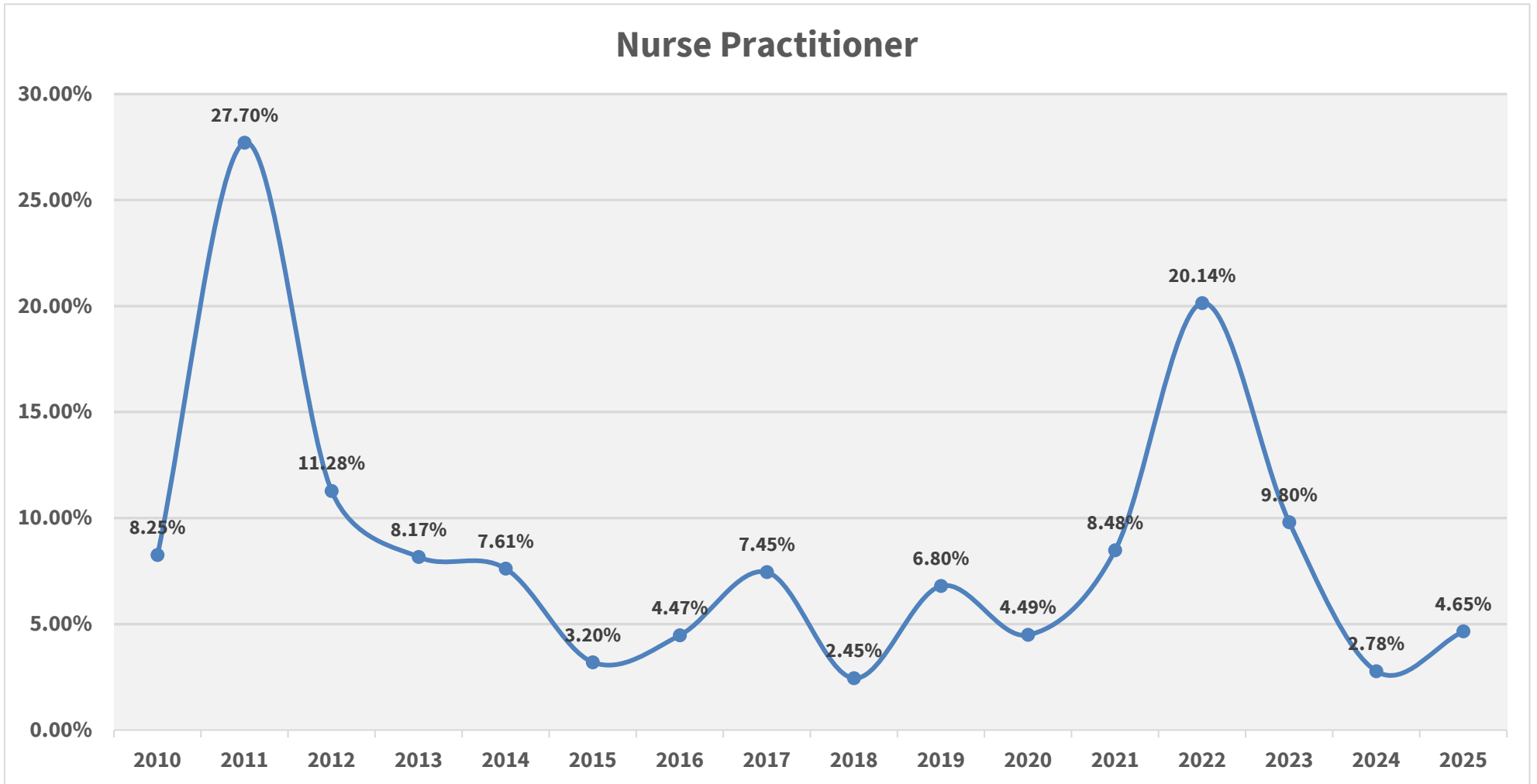


Medical Lab Tech (MLT)

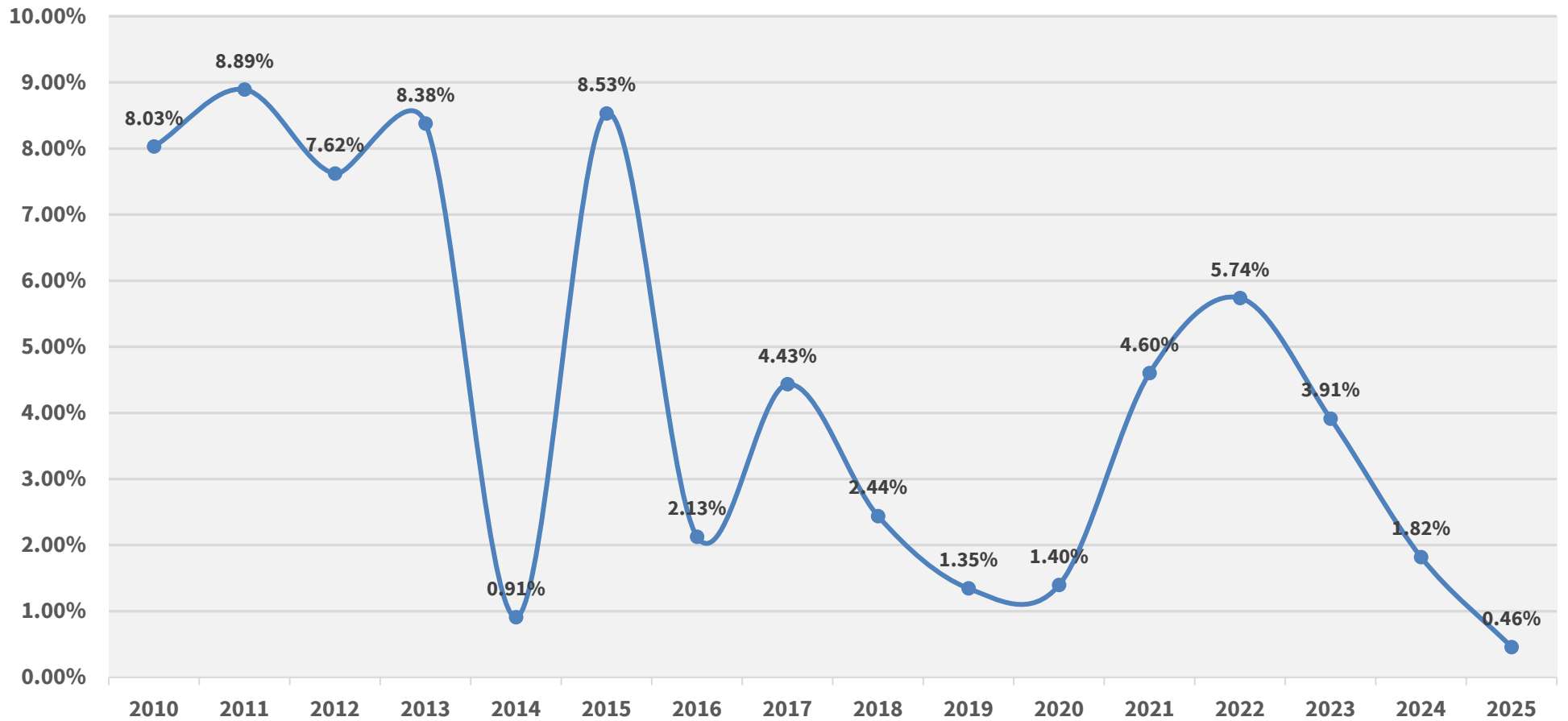


MRI Technician (Registered)

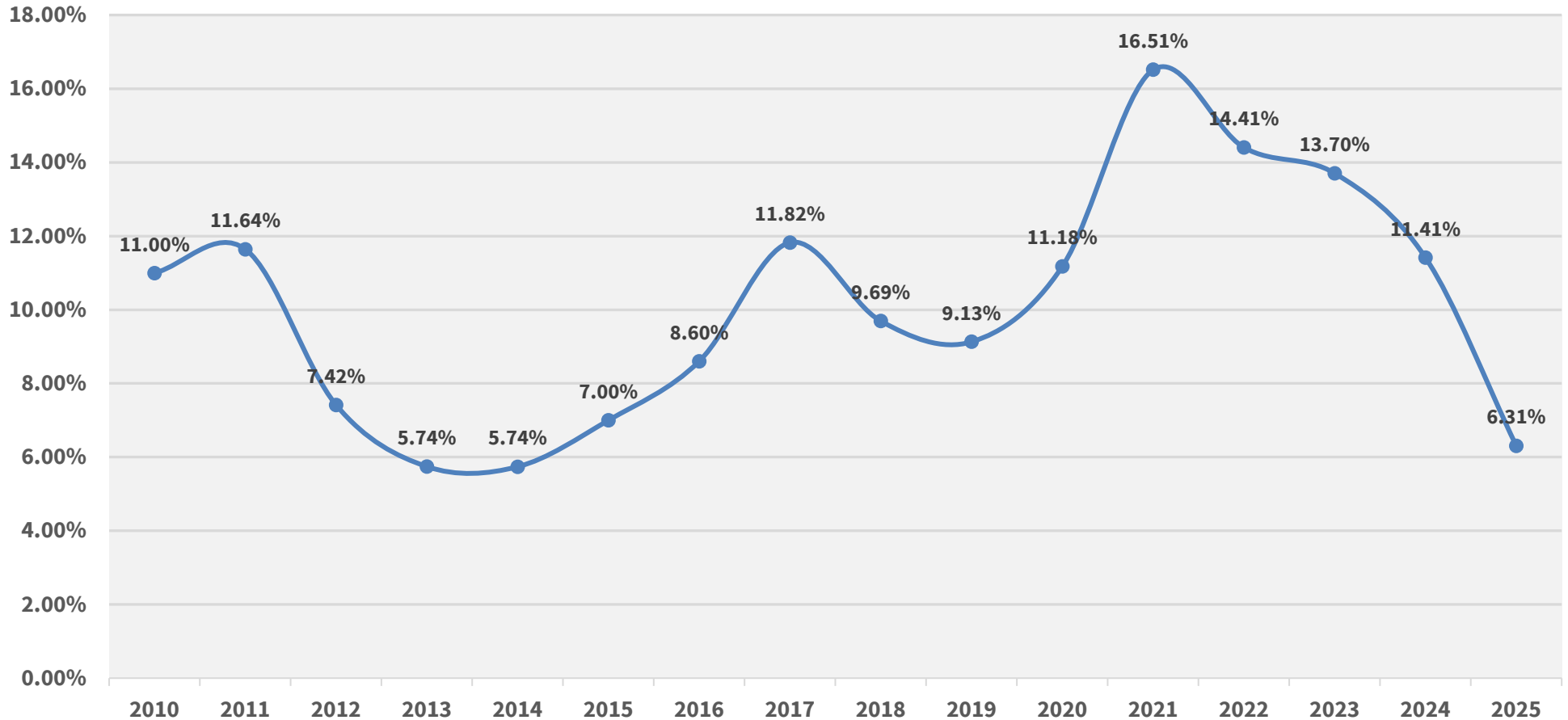




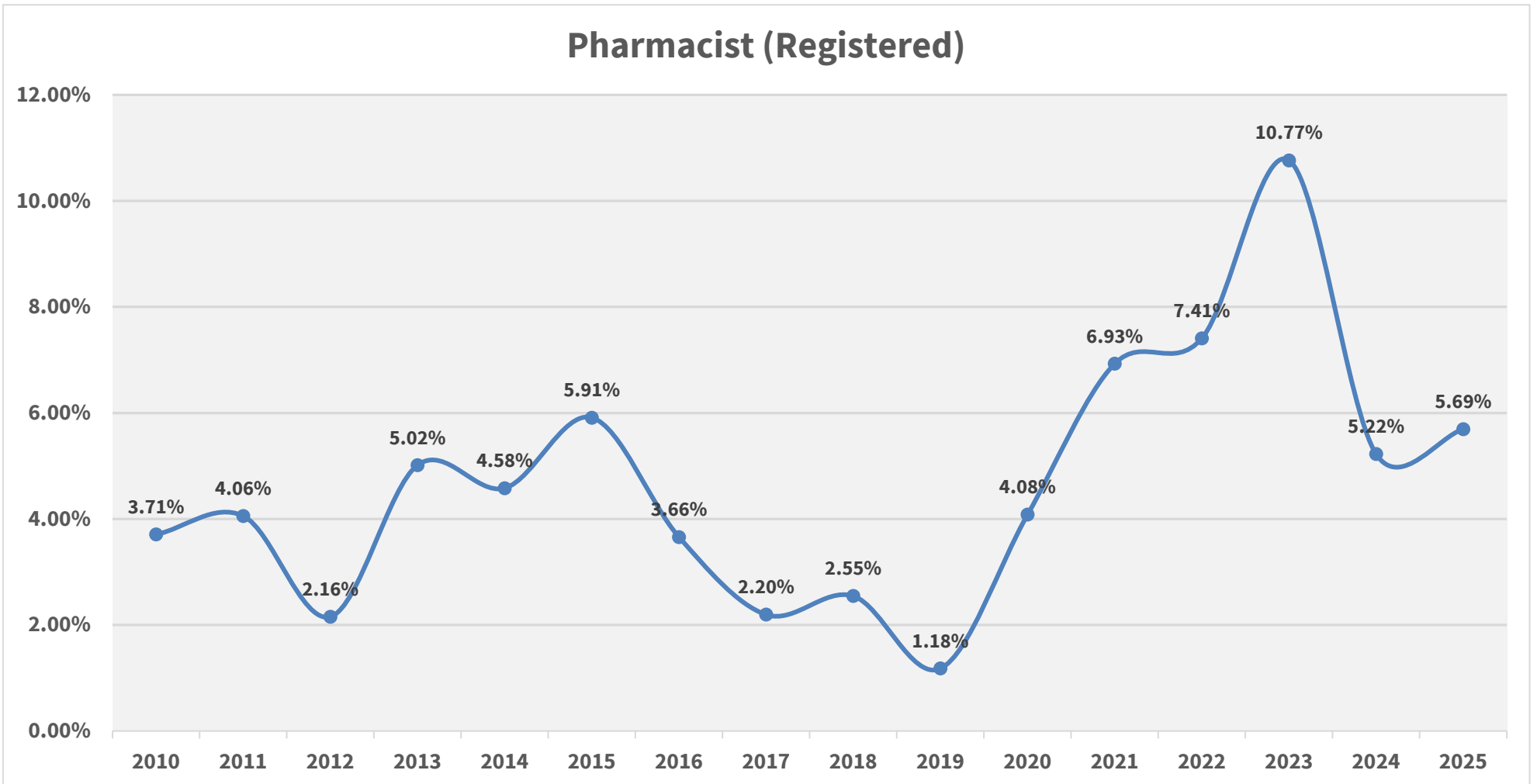
Occupational Therapist (Registered)



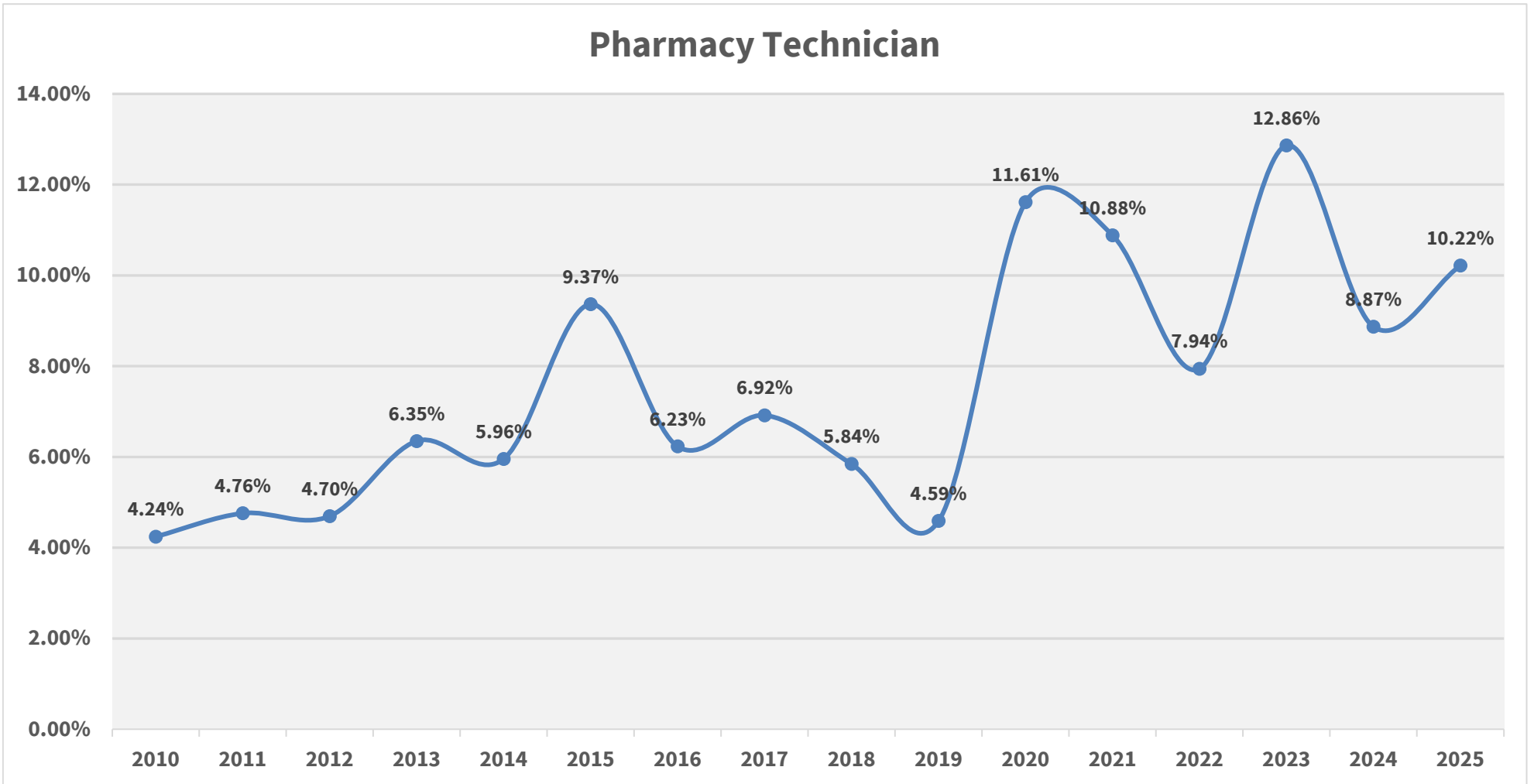
PCA/Nurse Assistant - Total Employees



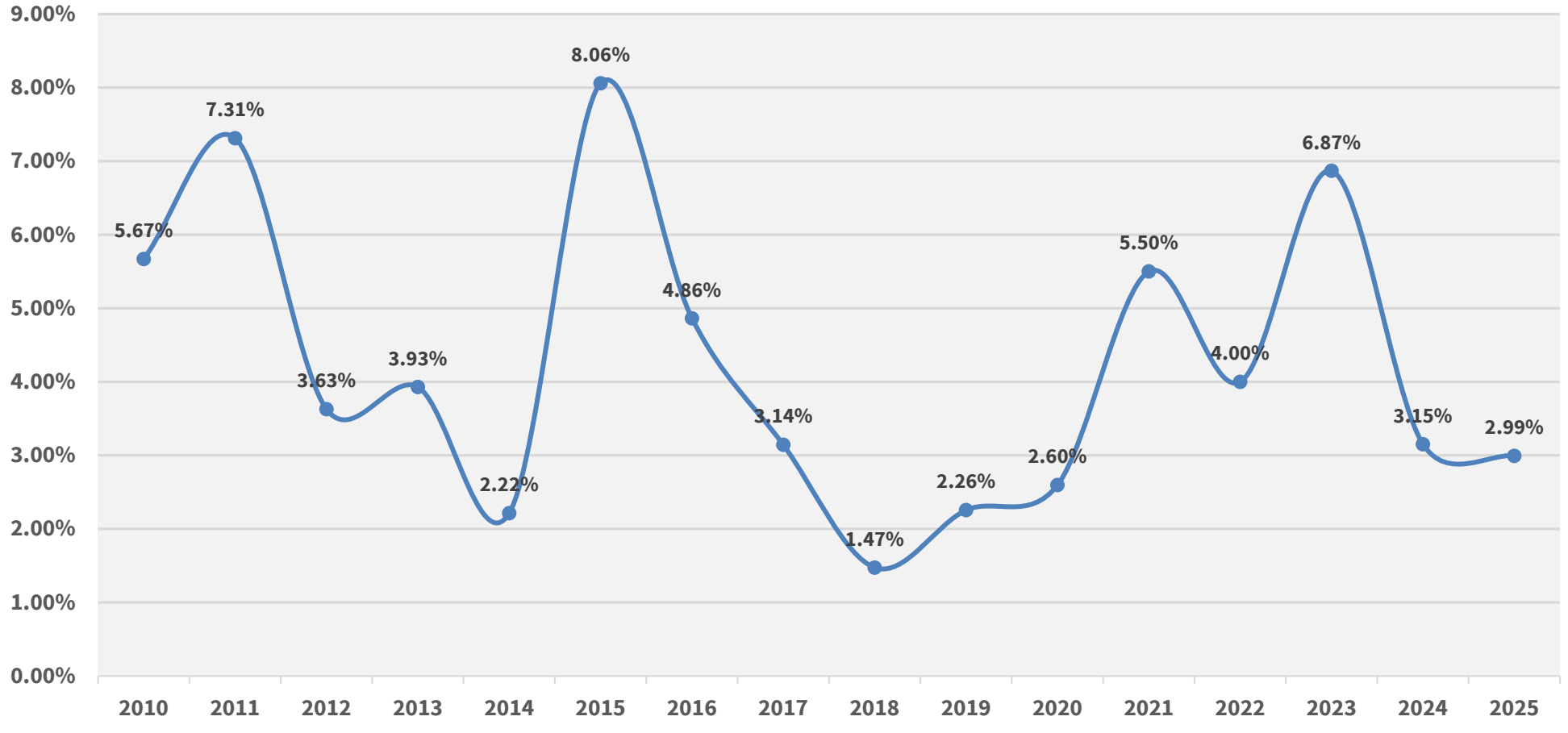
Pharmacist (Registered)



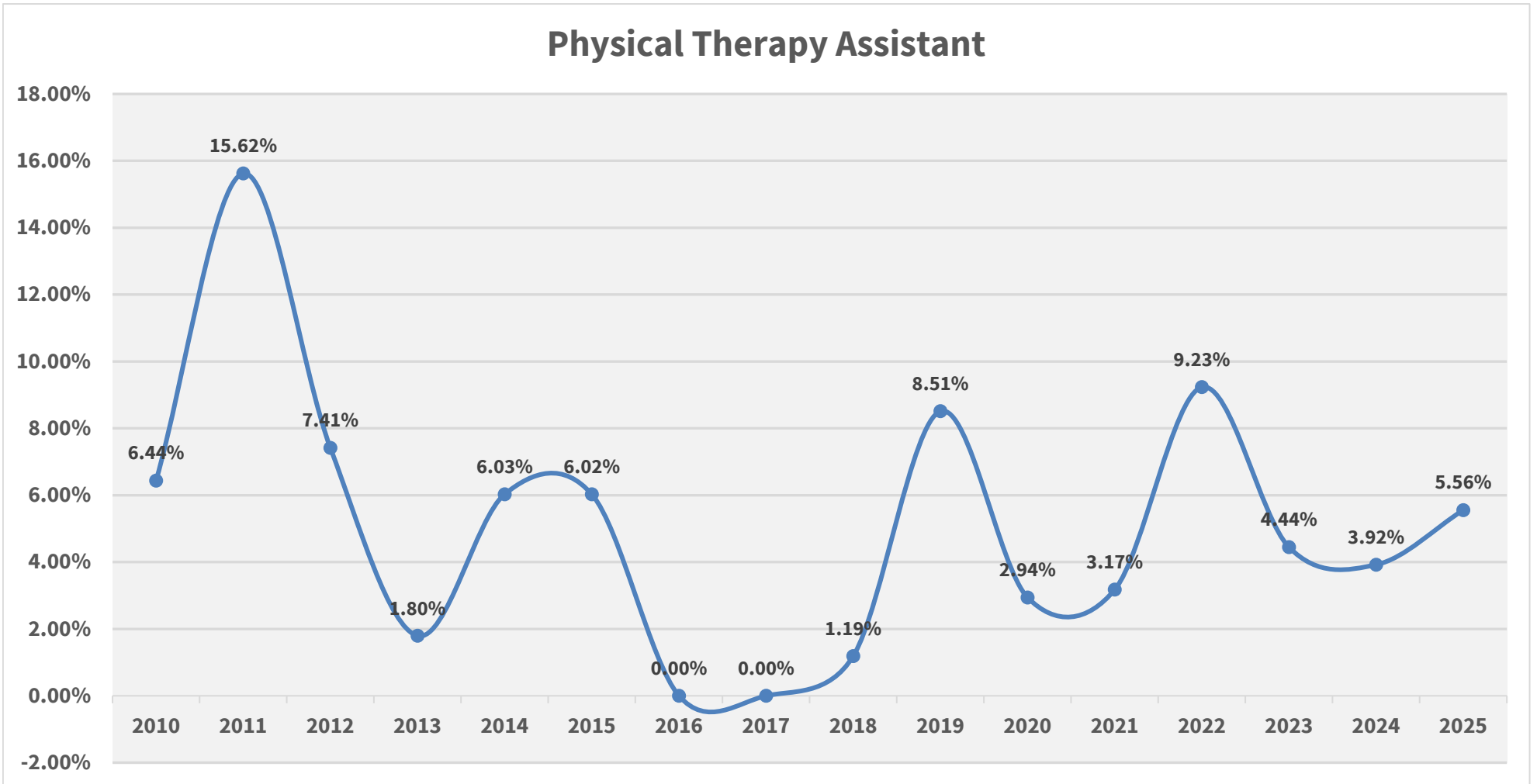
Pharmacy Technician

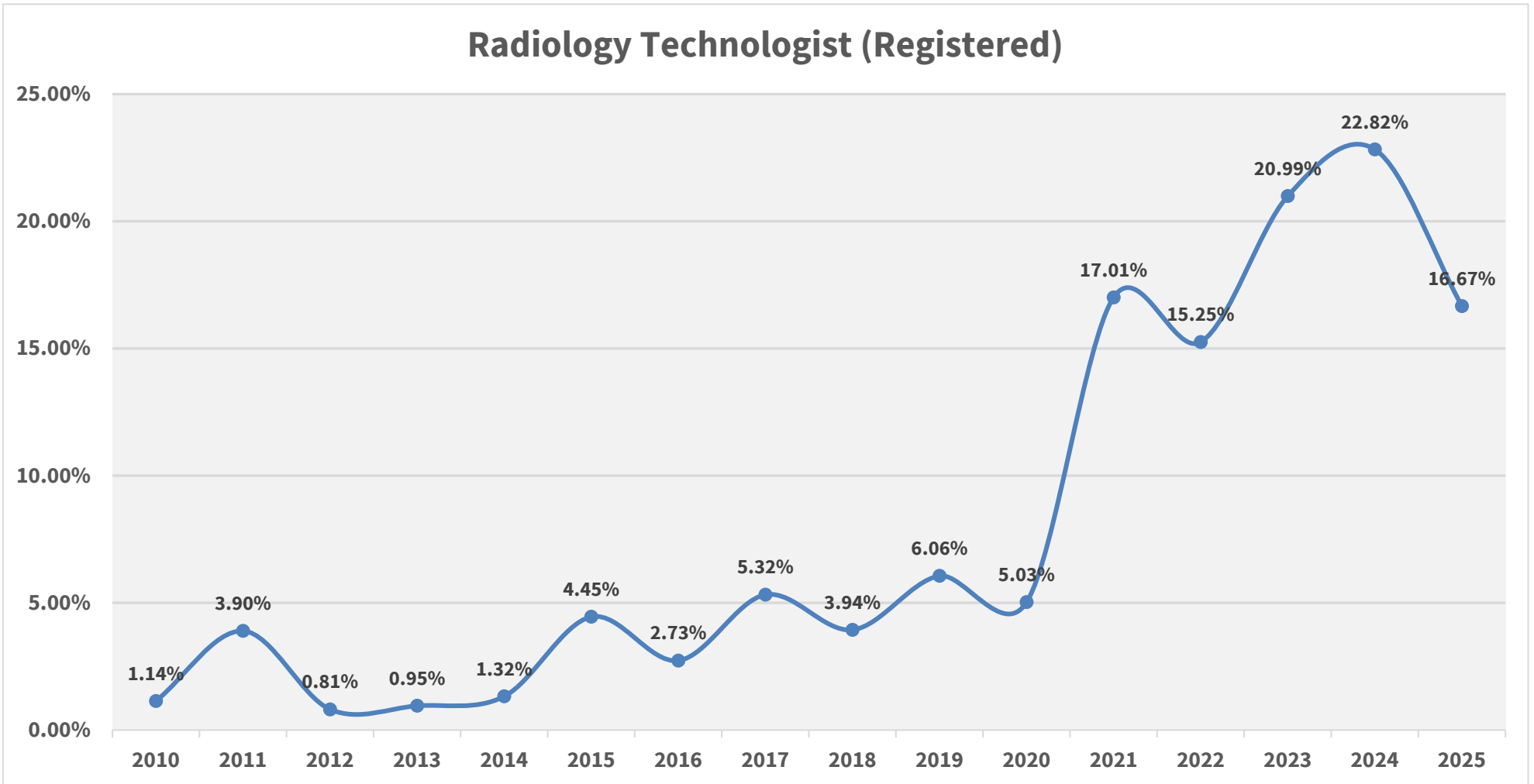


Physical Therapist (Registered)

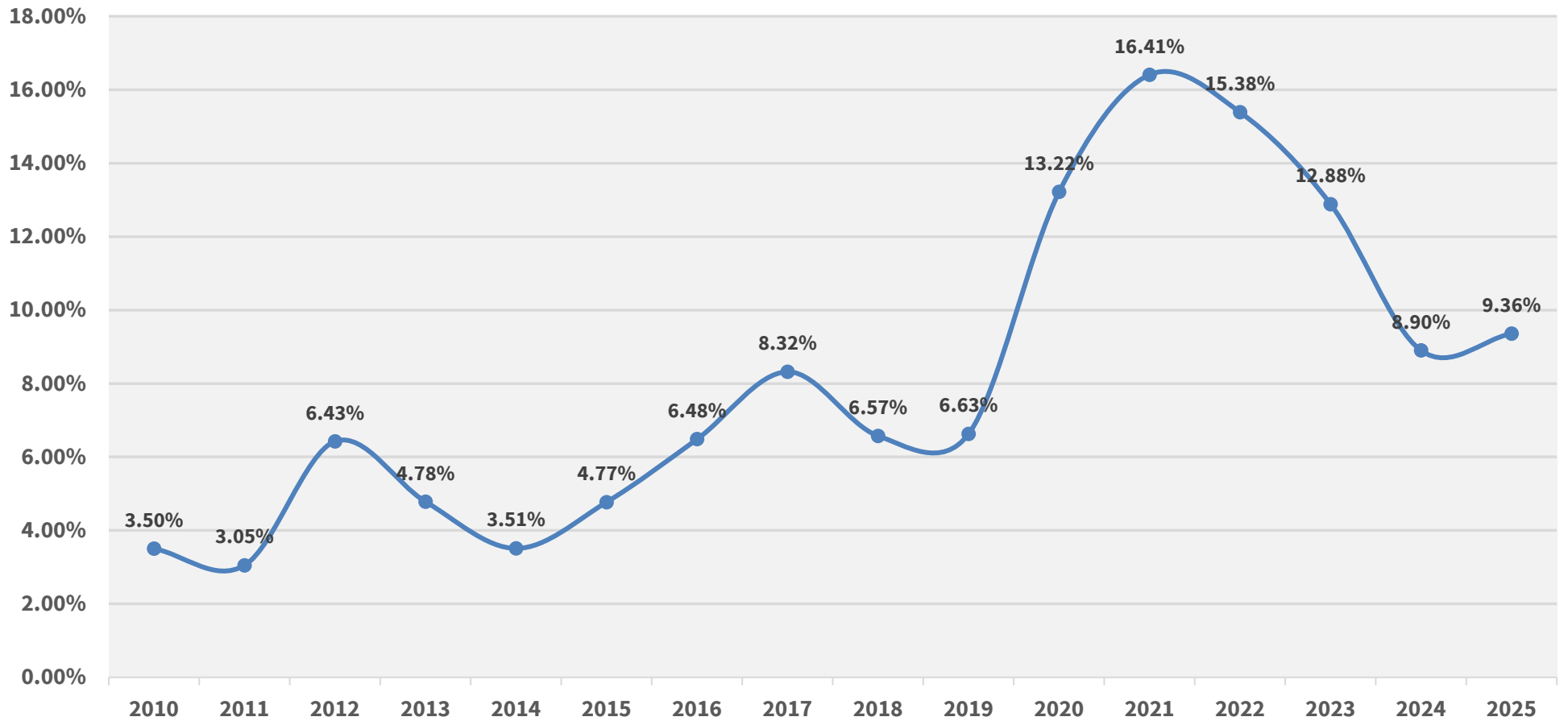


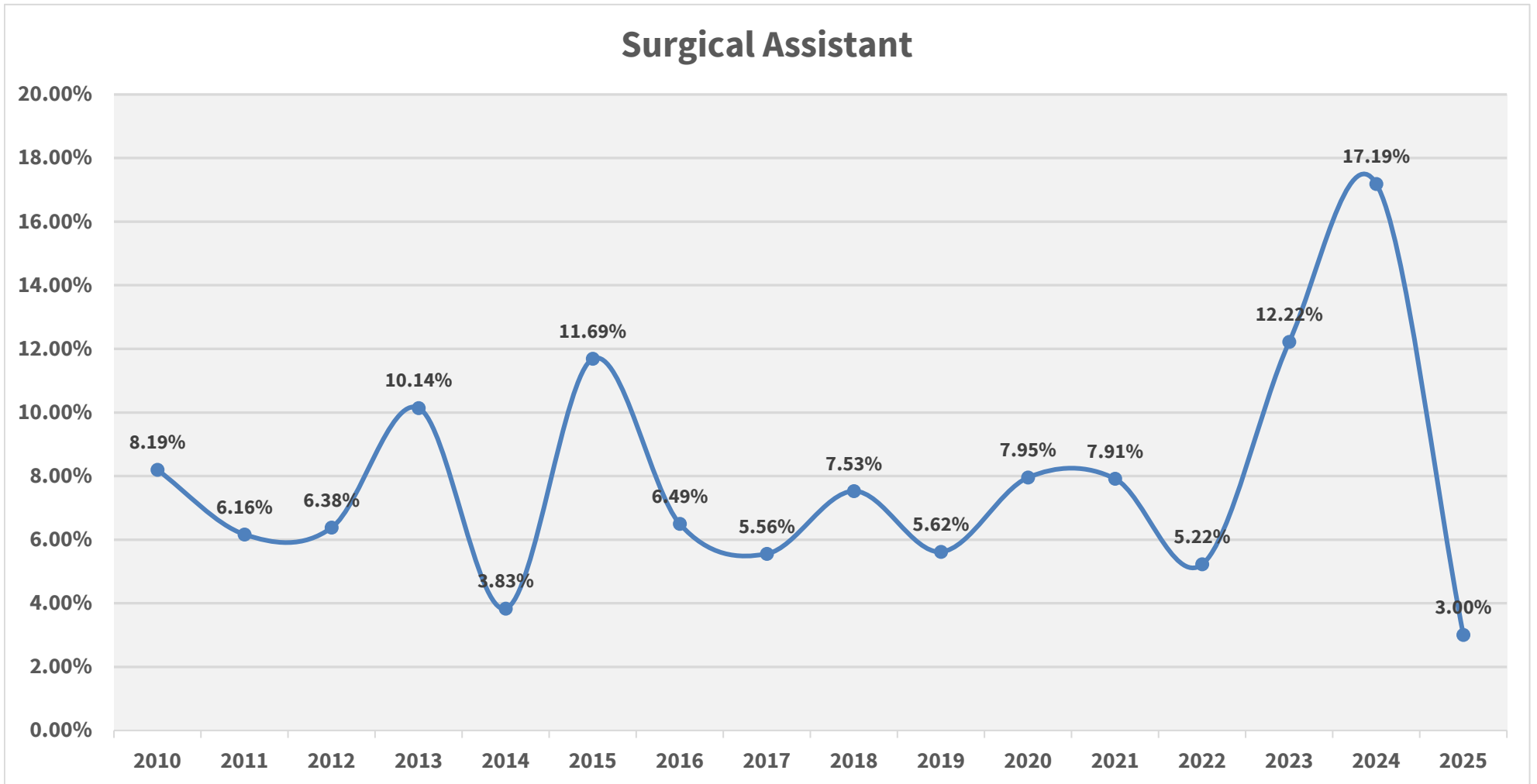
Physical Therapy Assistant



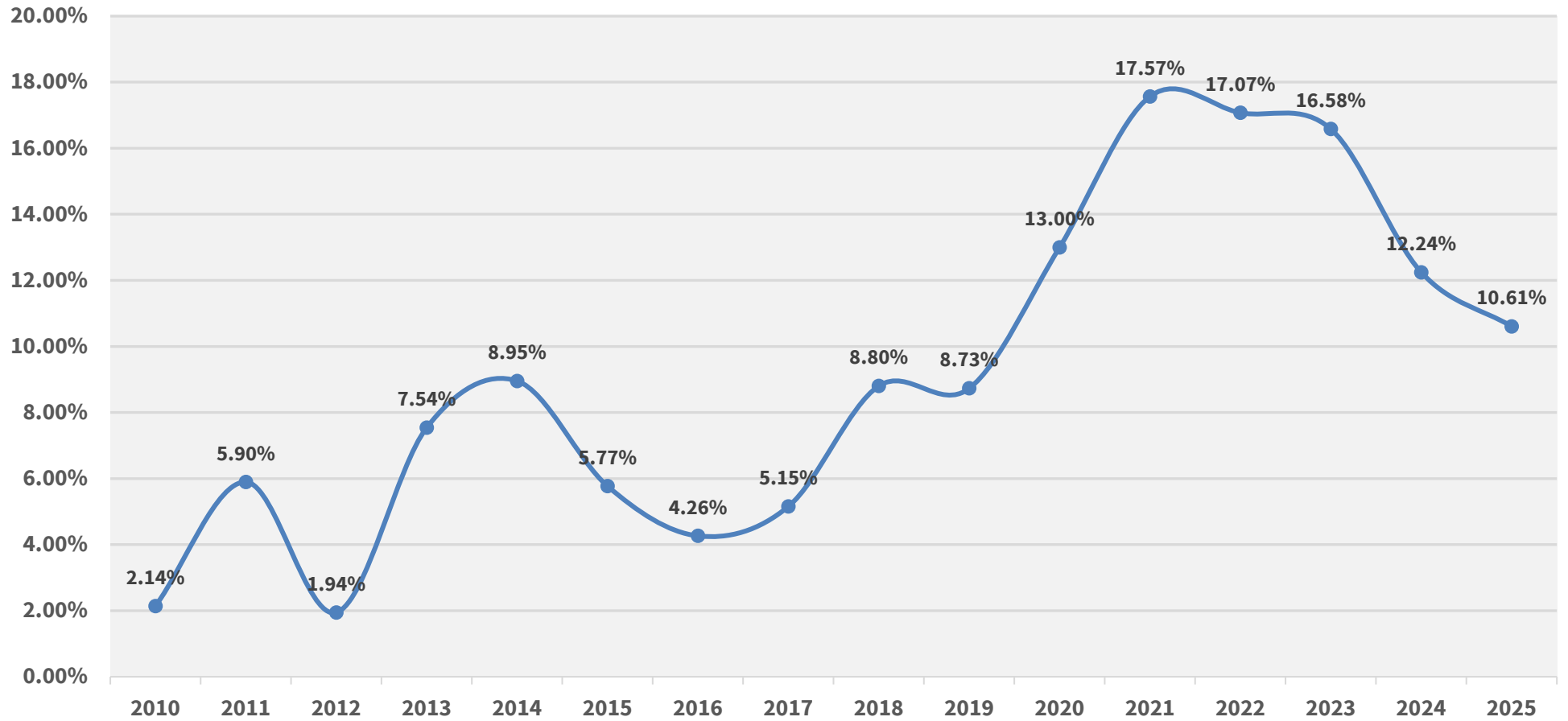


Respiratory Therapist (Registered)

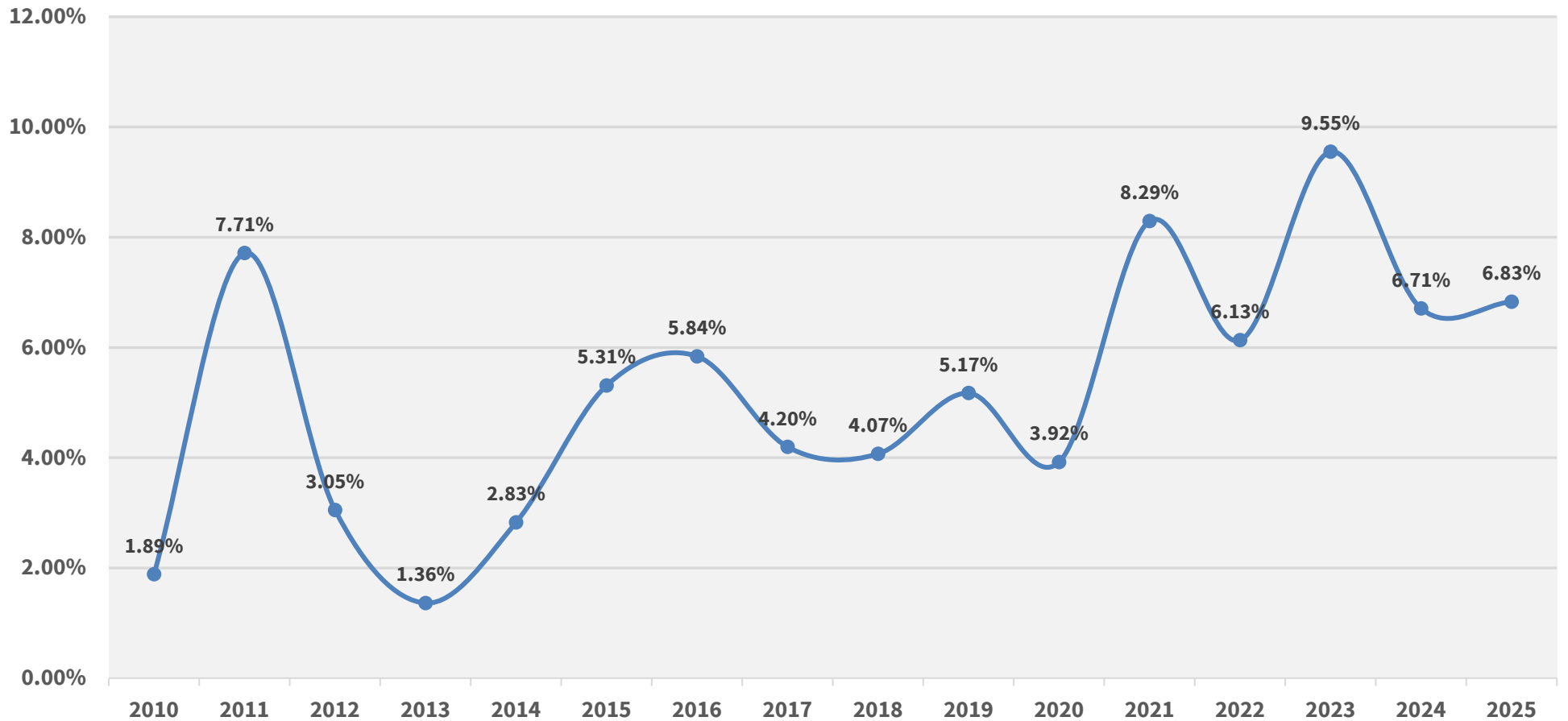




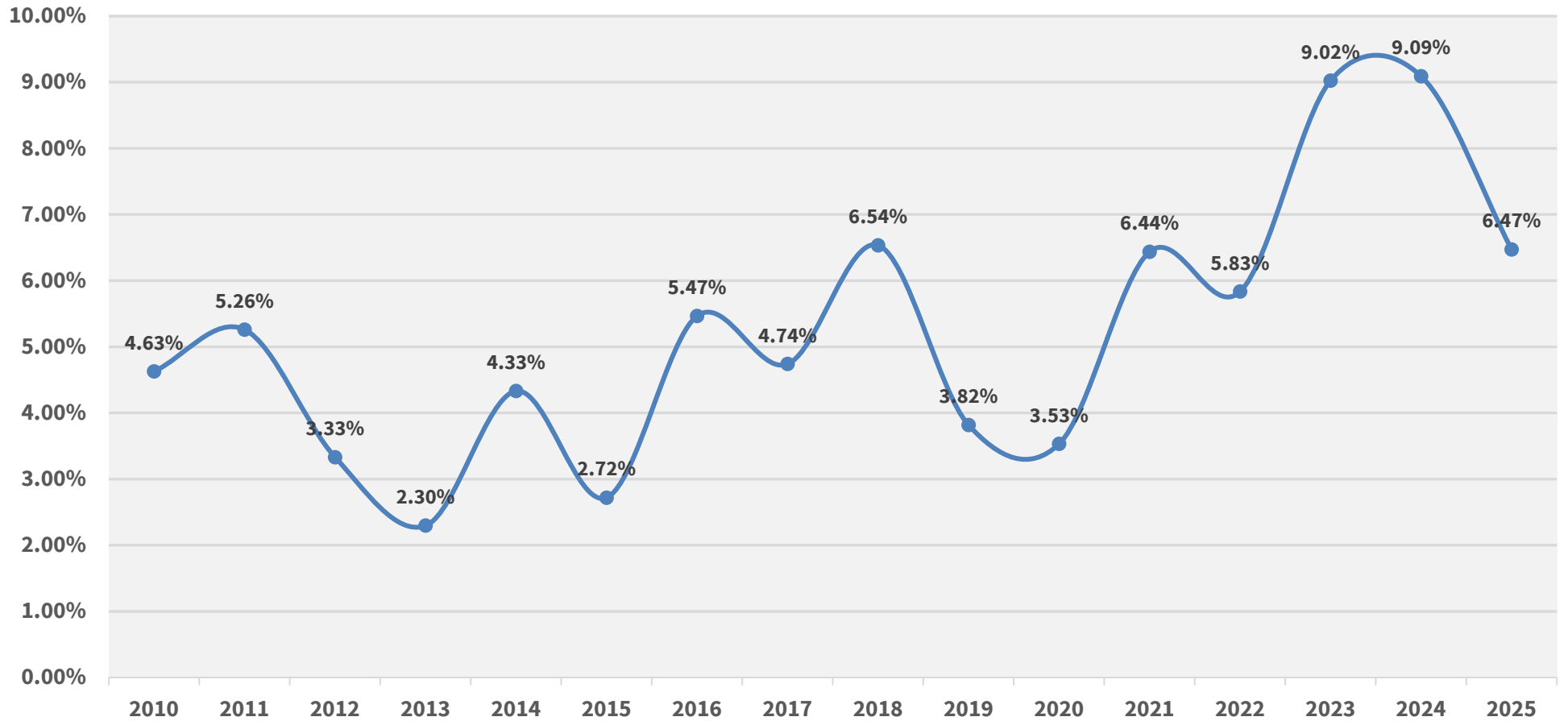
Surgical Technician (Certified)



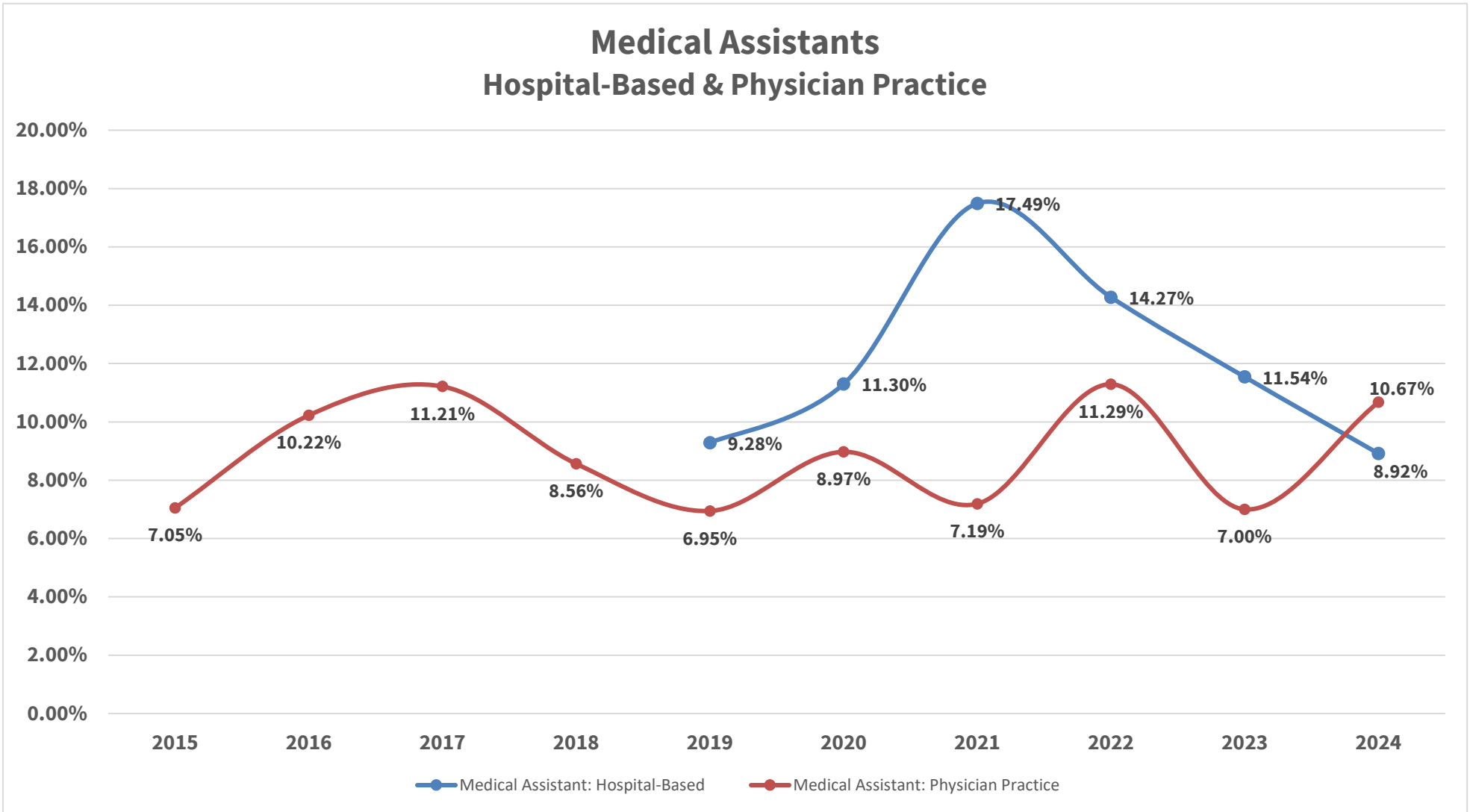
Ultrasonographer (Registered)



Unit Secretary/Unit Clerk



**Medical Assistants
Hospital-Based & Physician Practice**



Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Job Code		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.
Job Code		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.
Job Code		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.
Job Code		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.
Job Code		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.
Job Code		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.
Job Code		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.
Job Code		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 radiosopic 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 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.

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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.