

Missouri Hospital Association

About MHA

- Not-for-profit membership association
- Represents every acute care hospital in the state and most of the federal and state hospitals and rehabilitation and psychiatric care facilities
- Advocates on behalf of its members
- Offers continuing education programs on current health care topics and educates the public and media about healthcare issues.

Awareness & Recruitment

- Data collection and analysis
 - > The MHA Annual Workforce Survey
- Marketing and social networking
 - Missouri Health Careers website <u>www.missourihealthcareers.com</u>
 - Career guides and career specific brochures
 - Partnerships with schools, career centers, St. Louis and Kansas City Metropolitan Healthcare Councils, workforce advisory committees and youth organizations

2016 Annual Workforce Survey

Mapping Missouri's Health Care Workforce

2016 Workforce Report



- MHA has collected workforce data since 2001
- A total of 148 hospitals participated in this year's survey.

2016 Survey Highlights

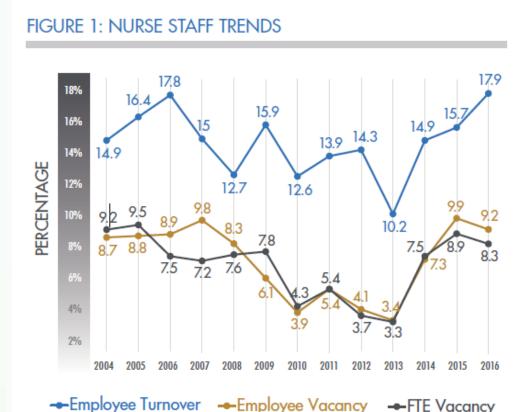
MHA's annual workforce survey provides a snapshot of the 36 occupations that make up a hospital's workforce and five clinic and physician practice occupations

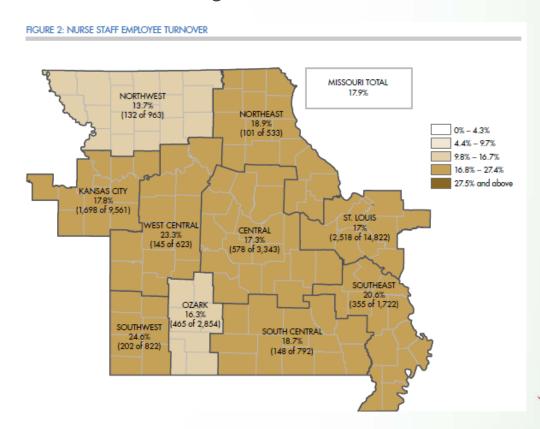
Non-content	Job Title (Collected January 2016)	Number of Working FTE's	Number of FIE Vacancies	Vacancy Rate (FIE)	Working Number of Employees	Number of Vacant Positions	Employee Vacancy Rate	Total Employee Separations	Employee Turnover Role
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Coccupational Therapy Assistant - Certified (COTA) 149 4 2.8% 191 11 5.4% 42 20.8% Physical Therapist 995 57 5.4% 1,433 91 5.9% 153 10.0% Physical Therapy Assistant - Certified (PTA) 359 11 3.1% 503 24 4.6% 50 9.5% Respiratory Therapist - Certified 361 26 6.6% 480 30 5.9% 79 15.5% Respiratory Therapist - Registered 1,116 64 5.4% 1,617 82 4.8% 243 14.3% Speech Pathologist 254 13 4.7% 399 34 7.9% 65 15.0% PHARMACY	THERAPIES								
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Respiratory Therapist - Certified 361 26 6.6% 480 30 5.9% 79 15.5%	Physical Therapist	995	57	5.4%	1,433	91	5.9%	153	10.0%
Respiratory Therapist - Registered 1,116 64 5.4% 1,617 82 4.8% 243 14.3%	Physical Therapy Assistant - Certified (PTA)	359	11	3.1%	503	24	4.6%	50	9.5%
Speech Pathologist 254 • 13 4.7% 399 34 7.9% 65 15.0%	Respiratory Therapist - Certified	361	26	6.6%	480	30	5.9%	79	15.5%
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Pharmacist - Clinical	Speech Pathologist	254	 13 	4.7%	399	34	7.9%	65	15.0%
Pharmacist - Staff	PHARMACY			1000000	-			1000	112.000
Pharmacy Technician - Certified 681 56 7.6% 821 65 7.3% 156 17.6% SURGERY	Pharmacist - Clinical	425	37	8.1%	527	41	7.2%	45	7.9%
SURGERY Surgical Technician - Non-Certified 535 42 7.3% 667 61 8.4% 111 15.2% MISCELLANEOUS HOSPITAL BASED POSITIONS	Pharmacist - Staff	495	19	3.8%	647	23	3.4%	70	10.5%
Surgical Technician - Non-Certified 535 42 7.3% 667 61 8.4% 111 15.2%	Pharmacy Technician - Certified	681	56	7.6%	821	65	7.3%	156	17.6%
MISCELLANEOUS HOSPITAL BASED POSITIONS Clinical Informatics Specialist (R.N.) 66 2 2.9% 66 2 2.9% 7 10.3% Medical Records Coder 546 21 3.7% 585 23 3.8% 46 7.6% Project Manager - (I.T.) 33 0 0.0% 36 0 0.0% 3 8.3% Housekeeper 2,763 224 7.5% 3,042 243 7.4% 972 29.6% Dietician 308 18 5.6% 412 22 5.0% 50 11.5% CLINIC & PHYSICIAN PRACTICES	SURGERY				200.00				
MISCELLANEOUS HOSPITAL BASED POSITIONS	Surgical Technician - Non-Certified	535	42	7.3%	667	61	8.4%	111	15.2%
Clinical Informatics Specialist (R.N.) 66 2 2.9% 66 2 2.9% 7 10.3% Medical Records Coder 546 21 3.7% 585 23 3.8% 46 7.6% Project Manager – (I.T.) 33 0 0.0% 36 0 0.0% 3 8.3% Housekeeper 2,763 224 7.5% 3,042 243 7.4% 972 29.6% Dietician 308 18 5.6% 412 22 5.0% 50 11.5% CLINIC & PHYSICIAN PRACTICES Nurse - Staff (R.N.) 1,231 151 10.9% 1,364 150 9.9% 299 19.7% Ucensed Practical Nurse (LPN) 1,454 135 8.5% 1,489 113 7.1% 319 19.9% Nurse Practitioner (R.N.) 740 70 8.6% 866 82 8.6% 124 13.1% Medical Assistant – Certified 925 56 5.7% 977 65 6.2% 180 17.3%				3		- 1	8		
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	Medical Assistant - Certified Medical Assistant - Non-Certified	715	35	4.7%	768	32	4.0%	183	22.9%

Data includes Missouri hospitals only, not Kansas or Illinois.

2016 Annual Workforce Survey

 MHA develops tables, trend charts and graphics that include statewide and regional turnover and vacancy rates.





Findings

- Increased turnover rates among many hospital-based health care professions
- Decrease in vacancies for several positions
- Health care workforce shortage that is progressively getting worse, with an employee turnover at an all-time high.

MHA's Role in HITE (HPOG)

- Serve as a liaison between the MHA member hospitals and HITE contractors to ensure employers needs are being met and HITE graduates find employment.
- HITE contractors:
 - St. Louis Agency on Training and Employment (SLATE)
 - Central Workforce Investment Board (CWIB)
 - > Full Employment Council (FEC)











MHA/HITE Partnership

- Contracted staff attend quarterly meetings in their region with MHA member-hospital HR representatives.
- MHA has regular interaction with employers and contracted HITE leadership outside of the formal committee structure.
- MHA shares information and updates with member hospitals about the HITE program.
- MHA advises contracted staff on hiring opportunities, local demand, future trends and preparing potential graduates for interviewing.

MHA Additional Roles

- Market program to current hospital employees
- Determine high demand, entry-level positions at each facility
- Review job descriptions and pre-employment requirements
- Identify educational partners
- Discuss opportunities for available classroom space, clinical sites, and hospital specific cohorts
- Establish soft skills training desired for curriculum integration

MHA Going Forward

Engaging member hospitals to:



- Conduct mock job interviews and realistic job previews
- Identify characteristics of a successful employee
- Provide organizational expectations to contractors and potential employees
- Provide contractors upcoming job opportunities and hiring process
- Conduct job fairs

Future Opportunities

- Provide ongoing significant networking opportunities
- Increase HITE enrollments
- Help HITE graduates obtain employment
- Result in future programs and pilots to help HITE students
- Allows for innovative and lasting partnerships between the contractors, MHA and member hospitals

Contact Information:

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Thank you!