



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 www.missourihealthcareers.com
 - 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

Job Title (Collected January 2016)	Number of Working FTE's	Number of FTE Vacancies	Vacancy Rate (FTE)	Working Number of Employees	Number of Vacant Positions	Employee Vacancy Rate	Total Employee Separations	Employee Turnover Rate
NURSING & MEDICAL								
Unlicensed Assistive Personnel (UAP)	5,936	456	7.1%	7,450	506	6.4%	2,059	25.9%
Nurse Anesthetist – Certified Registered (CRNA)	208	5	2.3%	381	5	1.3%	20	5.2%
LPN – (Non-LV. Certified)	605	77	11.3%	778	55	6.6%	105	12.6%
LPN – (LV. Certified)	1,532	129	7.8%	1,573	114	6.8%	368	21.8%
Nurse Practitioner (R.N.)	623	39	6.0%	716	66	8.4%	74	9.5%
Nurse Specialist – Clinical (R.N.)	110	5	4.3%	127	5	3.8%	12	9.1%
Nurse – Staff (R.N.)	20,923	1,891	8.3%	27,302	2,771	9.2%	5,385	17.9%
Physician Assistant	171	21	10.7%	186	21	10.1%	17	8.2%
Behavioral Health Nurse (R.N.)	408	48	10.5%	479	65	12.0%	159	29.2%
Nurse – Obstetric (R.N.)	712	34	4.5%	941	53	5.3%	147	14.8%
DIAGNOSTIC IMAGING								
CT Technologist (R.T.)	397	10	2.6%	510	24	4.5%	63	11.8%
Magnetic Resonance Imaging (MRI) Technologist (R.T.)	520	11	2.0%	284	18	6.0%	20	6.6%
Mammography Technologist (R.T.)	191	3	1.5%	233	9	3.7%	15	6.2%
Nuclear Medicine Technologist (R.T.)	203	1	0.7%	273	10	3.5%	24	8.5%
Radiology Technologist (RTR)	1,034	41	3.8%	1,447	86	5.6%	205	13.4%
Sonographer – Cardiac/Echo Technician	213	8	3.7%	268	19	6.6%	38	13.2%
Sonographer – Ultrasound Technologist	318	17	5.0%	268	37	7.7%	69	14.4%
Sonographer – Vascular Technologist	154	8	5.2%	214	13	5.7%	35	15.4%
LABORATORY								
Medical Laboratory Technician MLT	410	35	7.9%	439	52	10.5%	89	18.2%
Medical Technologist (M.T.)	799	60	6.9%	989	81	7.6%	143	13.4%
THERAPIES								
Occupational Therapist	526	34	6.0%	801	63	7.2%	112	13.0%
Occupational 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								
Pharmacist – Clinical	425	37	8.1%	527	41	7.2%	45	7.9%
Pharmacist – Staff	495	19	3.8%	647	23	3.4%	70	10.5%
Pharmacy Technician – Certified	681	56	7.6%	821	65	7.3%	156	17.6%
SURGERY								
Surgical Technician – Non-Certified	535	42	7.3%	667	61	8.4%	111	15.2%
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								
Nurse - Staff (R.N.)	1,231	151	10.9%	1,364	150	9.9%	299	19.7%
Licensed 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%
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.

FIGURE 1: NURSE STAFF TRENDS

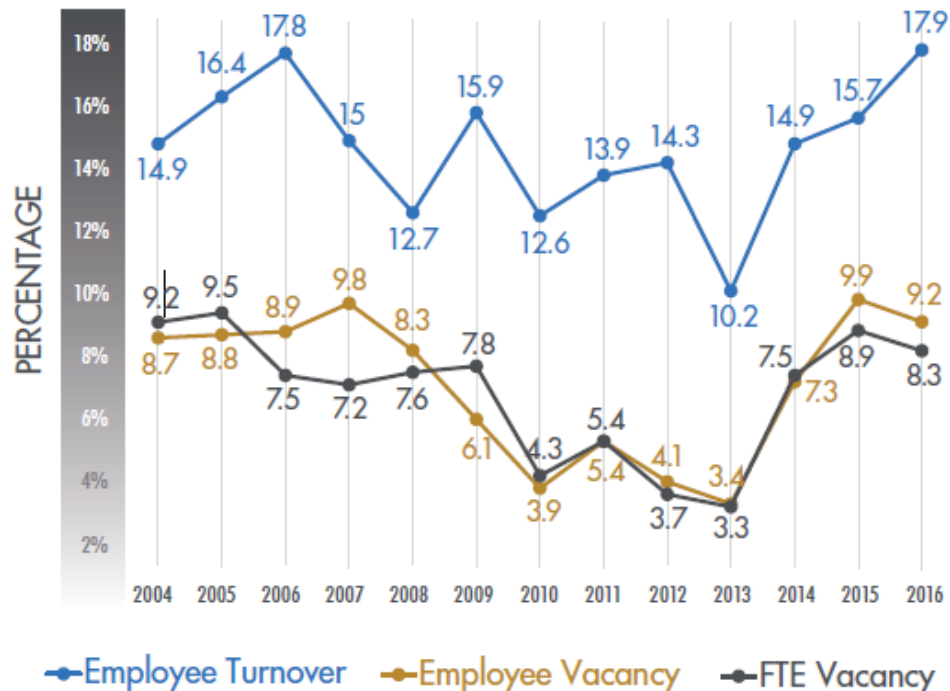
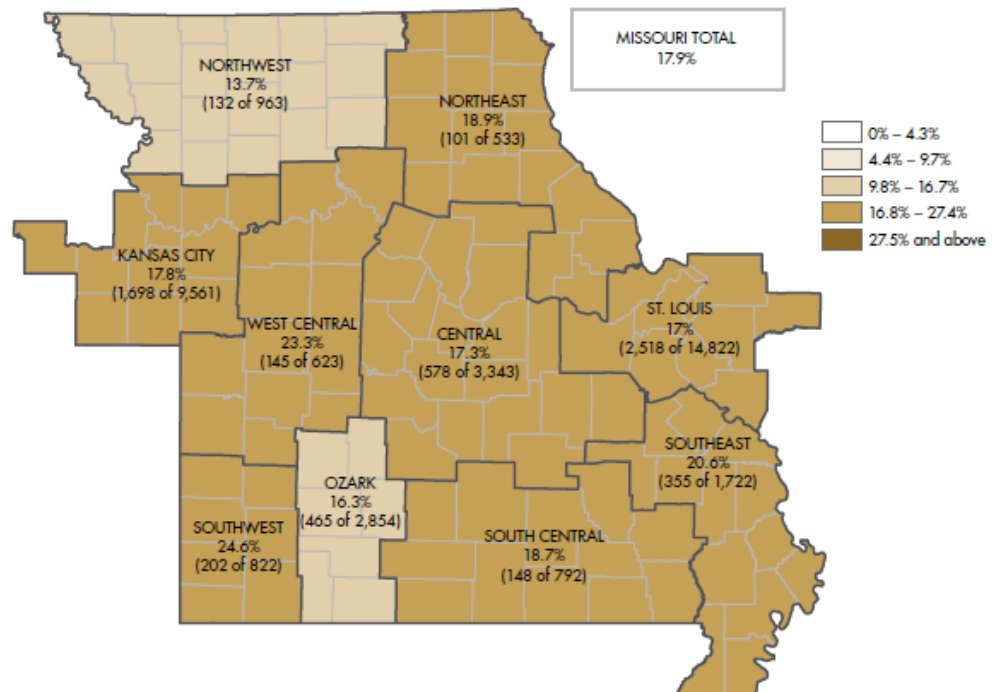


FIGURE 2: NURSE STAFF EMPLOYEE TURNOVER



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.
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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:

- Jennifer Buechler
HITE Grant Manager
Missouri Family Support Division
- (573) 751-5231
- Jennifer.buechler@dss.mo.gov
- Jill Williams,
Director of Workforce Initiatives and
Special Projects
573-893-3700
jwilliams@mhanet.com

[www. MHANET.com](http://www.MHANET.com)



Thank you!

