

Vacancy Report

Workforce Age Report



Vacancy Data Effective

June 30, 2009

Workforce Age Data Effective

June 30, 2009

OCTOBER 2009

Greater Cincinnati **Health Council**

If it involves health,
we're involved.

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INTRODUCTION

The Greater Cincinnati Health Council (GCHC) annually collects data from its member hospitals to determine the number of staff members and the number of vacancies by position. This year's semi-annual survey includes 11 positions, and the Council calculates the vacancy and turnover for these hard-to-fill positions. The positions are:

0600 *Home Health Aide*; **1213** *Registered Nurse (Staff)*; **1312** *Patient Care Technician/Assistant*; **1318** *Surgical Assistant*; **1319** *Surgical Technician (Certified)*; **1401** *Pharmacist (Registered)*; **1904** *COTA (Certified Occupational Therapy Assistant)*; **1905** *Occupational Therapist (Registered)*; **1906** *Physical Therapist (Registered)*; **1907** *Physical Therapy Assistant*; and **1910** *Respiratory Therapy Tech (Registered)*.

Next year's annual survey will continue to include these 11 hard-to-fill positions plus several other positions that were included in the annual survey, which was released in April 2009. Next year's annual survey is scheduled to be released in April 2010.

CALCULATION FORMULAS

Vacancy Rate = $\text{Openings} / (\text{Openings} + \text{Number of Employees})$

- The same formula is used for both Head Count and FTE calculations
-

SEMI-ANNUAL SURVEY PARTICIPATING HOSPITALS/SYSTEMS

Cincinnati Children's Hospital Medical Center

CMH Regional Health System/Clinton Memorial Hospital

Deaconess Hospital

Dearborn County Hospital

Fayette County Memorial Hospital

Health Alliance

Highland District Hospital

Lindner Center of HOPE

Margaret Mary Community Hospital

McCullough-Hyde Memorial Hospital

Mercy Health Partners

Regency Hospital of Cincinnati

St. Elizabeth Healthcare

The Christ Hospital

TriHealth

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Semi-Annual Vacancy Report

(Data Effective 06/30/09)

JOB CODE	Job Title	All Openings by		Total Number of Employees as of 06/30/09		VACANCY RATE Data Effective 06/30/09		% Change		VACANCY RATE Data Effective 12/31/08	
		Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
0600	Home Health Aide	1	1	100	80	1.0%	1.2%	-91%	-80%	10.9%	6.3%
1213	Registered Nurse (Staff)	477	324	10,437	8,176	4.4%	3.8%	-24%	-31%	5.8%	5.5%
1312	Patient Care Technician/Assistant	237	153	2,281	1,676	9.4%	8.4%	14%	3%	8.2%	8.1%
1318	Surgical Assistant	2	1	86	80	2.3%	1.1%	-71%	-85%	7.8%	7.5%
1319	Surgical Technician (Certified)	15	12	245	212	5.8%	5.4%	-18%	-34%	7.1%	8.2%
1401	Pharmacist (Registered)	12	7	414	347	2.8%	2.1%	-59%	-68%	6.9%	6.4%
1904	COTA (Certified Occupational Therapy Assistant)	4	4	34	27	10.5%	11.4%	-37%	-22%	16.7%	14.7%
1905	Occupational Therapist (Registered)	29	23	177	136	14.1%	14.4%	-8%	-14%	15.4%	16.7%
1906	Physical Therapist (Registered)	33	25	325	259	9.2%	8.8%	-25%	-35%	12.3%	13.5%
1907	Physical Therapy Assistant	5	5	86	73	5.5%	6.4%	-54%	-51%	12.0%	13.1%
1911	Speech Pathologist/Therapist (Registered)	6	6	168	130	3.4%	4.1%	-52%	-23%	7.2%	5.3%

All 11 Positions Combined	All Openings by		Total Number of Employees as of 06/30/09		VACANCY RATE Data Effective 06/30/09		% Change		VACANCY RATE Data Effective 12/31/08	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
	821	561	14,353	11,197	5.4%	4.8%	-19%	-26%	6.7%	6.5%

All Organization Positions	All Openings by		Total Number of Employees as of 06/30/09		VACANCY RATE Data Effective 06/30/09		% Change		VACANCY RATE Data Effective 12/31/08	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
	2,166	1,658	48,790	41,209	4.3%	3.9%	-11%	-12%	4.8%	4.4%

Greater Cincinnati Health Council member organizations' data included in the Vacancy Rate Calculations Include:

- | | |
|--|---------------------------------------|
| 1) Cincinnati Children's Hospital Medical Center | 8) Lindner Center of HOPE |
| 2) CMH Regional Health System | 9) Margaret Mary Community Hospital |
| 3) Deaconess Hospital | 10) McCullough-Hyde Memorial Hospital |
| 4) Dearborn County Hospital | 11) Mercy Health Partners |
| 5) Fayette County Memorial Hospital | 12) Regency Hospital of Cincinnati |
| 6) Health Alliance | 13) St. Elizabeth Healthcare |
| 7) Highland District Hospital | 14) TriHealth |

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Semi-Annual Workforce Age Report

(Data Effective 06/30/09)

GCHC JOB CODE	Job Title	Total Employees by Age Group (as of 06/30/09)						Percentage of Employees by Age Group (as of 06/30/09)					
		18-29	30-39	40-49	50-59	60+	50+	18-29	30-39	40-49	50-59	60+	50+
0600	Home Health Aide	11	24	21	35	9	44	11.00%	24.00%	21.00%	35.00%	9.00%	44.00%
1213	Registered Nurse (Staff)	2,460	2,596	2,505	2,265	610	2,875	23.57%	24.88%	24.00%	21.70%	5.85%	27.55%
1312	Patient Care Technician/Assistant	1,102	499	356	237	87	324	48.31%	21.88%	15.61%	10.39%	3.81%	14.20%
1318	Surgical Assistant	3	24	23	23	13	36	3.49%	27.91%	26.74%	26.74%	15.12%	41.86%
1319	Surgical Technician (Certified)	66	66	69	31	13	44	26.94%	26.94%	28.16%	12.65%	5.31%	17.96%
1401	Pharmacist (Registered)	58	120	92	108	36	144	14.01%	28.99%	22.22%	26.09%	8.70%	34.78%
1904	COTA (Certified Occupational Therapy Assistant)	4	8	10	11	1	12	11.76%	23.53%	29.41%	32.35%	2.94%	35.29%
1905	Occupational Therapist (Registered)	64	57	39	16	1	17	36.16%	32.20%	22.03%	9.04%	0.56%	9.60%
1906	Physical Therapist (Registered)	92	124	62	38	8	46	28.40%	38.27%	19.14%	11.73%	2.47%	14.20%
1907	Physical Therapy Assistant	18	22	28	16	2	18	20.93%	25.58%	32.56%	18.60%	2.33%	20.93%
1911	Speech Pathologist/Therapist (Registered)	57	59	34	14	4	18	33.93%	35.12%	20.24%	8.33%	2.38%	10.71%

	Total Employees by Age Group (as of 06/30/09)						Percentage of Employees by Age Group (as of 06/30/09)					
	18-29	30-39	40-49	50-59	60+	50+	18-29	30-39	40-49	50-59	60+	50+
All 11 Positions Combined	3,935	3,599	3,239	2,794	784	3,578	27.42%	25.08%	22.57%	19.47%	5.46%	24.93%

	Total Employees by Age Group (as of 06/30/09)						Percentage of Employees by Age Group (as of 06/30/09)					
	18-29	30-39	40-49	50-59	60+	50+	18-29	30-39	40-49	50-59	60+	50+
All Organization Positions	10,082	11,349	11,829	11,568	3,954	15,522	20.67%	23.26%	24.25%	23.71%	8.11%	31.82%

Percentages > 35% are in bold

Greater Cincinnati Health Council member organizations' data included in the Workforce Age Calculations Include:

- | | |
|--|---------------------------------------|
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Semi-Annual Vacancy/Age Report Summary

All Data effective June 30, 2009

Vacancy

- The overall vacancy rate for all organization positions is 4.3 percent, and the full-time equivalent (FTE) vacancy rate for all organization positions is 3.9 percent. These figures show significant decreases from the Annual Vacancy Survey when all organizations reported an overall vacancy rate of 4.8 percent and a FTE vacancy rate of 4.4 percent.
- Two positions posted an FTE vacancy rate of **10 percent or greater**: Occupational Therapist (Registered) and COTA (Certified Occupational Therapy Assistant)
- The position with the **highest** average FTE vacancy rate is Occupational Therapist (Registered) at 14.4 percent.
- Surgical Assistants and Home Health Aides reported the **two greatest** percent change decreases in FTE vacancy rate since the 2008 Annual Vacancy Survey. Surgical Assistants reported a 1.1 percent FTE vacancy rate in the semi-annual survey compared to a 7.5 percent FTE vacancy rate in the annual survey, a decrease of 85 percent. Home Health Aides reported a 1.2 percent FTE vacancy rate in the semi-annual survey compared to a 6.3 percent FTE vacancy rate in the annual survey, a decrease of 80 percent.
- Only one job title reported a percent change increase in FTE vacancy rate since the 2008 Annual Vacancy Survey. Patient Care Technicians/Assistants reported an 8.4 percent FTE vacancy rate in the semi-annual survey compared to an 8.1 percent FTE vacancy rate in the annual survey, an increase of three percent.

Age Report

- Among all organization positions, 31.82 percent of the workforce is over the age of 50.
- Home Health Aides and Surgical Assistants are the two positions with the **highest** percentage of their workforce over the age of 50 at 44.00 percent and 41.86 percent, respectively.
- Patient Care Technicians/Assistants and Occupational Therapists (Registered) are the two positions with the **highest** percentage of their workforce aged 18-29 at 48.31 percent and 36.16 percent, respectively.

GCHC Vacancy Study

Job Titles & Descriptions

New GCHC Job Code	Old GCHC Job Code	Job Descriptions	
Home Health			
0600	553	Home Health Aide	Provides personal care to patients in their homes. Completes duties listed on the Aide care plan established by the RN. These duties include bathing, skin care, hair care, dressing, assistance with transfers and ambulation, carrying out home exercise programs established by therapists, light meal preparation, assistance with feeding, and completing light household tasks associated with patient's care.
Nursing			
1213	405	Registered Nurse, Staff	Provides professional nursing services in the assessment, treatment and care of patients.
Patient Care			
1312	417	Patient Care Technician/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.
1318	331	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.
1319	340	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.
Pharmacy			

New GCHC Job Code	Old GCHC Job Code	Job Descriptions	
1401	316	Pharmacist (Registered)	Compounds and dispenses medicines and pharmaceutical preparations according to authorized prescriptions; performs routine tests on drugs; consults with medical staff.
Therapy			
1904	320	COTA (Certified Occupational Therapy Assistant)	Provides directed activities to assist in treatment and rehabilitation of mentally ill or physically handicapped patients. Must be certified.
1905	319	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.
1906	317	Physical Therapist (Registered)	Administers various physical therapeutic treatments to patients based on physician orders; assists in keeping patient related records and preparing reports.
1907	318	Physical Therapy Assistant	Administers various physical therapy treatments to patients under the direct supervision of physical therapist.
1911	332	Speech Pathologist/Therapist (Registered)	Diagnoses, treats and performs research related to speech and language problems. MS required.