

Vacancy Report Workforce Age Report Retirement Report



Vacancy Data Effective
December 31, 2010

Workforce Age Data Effective
December 31, 2010

Retirement Data Effective
January 1 – December 31, 2010

May 2011

Greater Cincinnati **Health Council**

If it involves health,
we're involved.

2100 Sherman Avenue, Suite 100
Cincinnati, Ohio 45212-2775
Phone: (513) 531-0200

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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 survey includes 33 positions, and the Council calculates the vacancy for these hard-to-fill positions.

The survey results indicate that the following positions have the highest vacancy rate this year. The positions are:

0405 *Food Service Worker*; **0600** *Home Health Aide*; **1211** *Nurse Practitioner*; **1312** *Patient Care Technician/ Assistant*; **1318** *Surgical Assistant*; **1507** *Radiation Therapy Technologist*; **1904** *COTA (Certified Occupational Therapy Assistant)*; **1905** *Occupational Therapist (Registered)*; **1906** *Physical Therapist (Registered)*; **1907** *Physical Therapy Assistant*; and **1910** *Respiratory Therapy Tech (Certified)*.

The Semi-Annual Survey will collect data on those top positions with the highest vacancy rates. Additionally, the Semi-Annual Survey will continue to collect data on **1213** *Registered Nurse (Staff)* and **1401** *Pharmacist (Registered)*.

The Semi-Annual report will be released in September 2011.

Participating Hospitals/Systems

The Christ Hospital

Cincinnati Children's Hospital Medical Center

CMH Regional Health System/Clinton Memorial Hospital

Dearborn County Hospital

Fayette County Memorial Hospital

Highland District Hospital

Hoxworth Blood Center

Margaret Mary Community Hospital

McCullough-Hyde Memorial Hospital

Mercy Health Partners

St. Elizabeth Medical Center

TriHealth

UC Health

Executive Summary

Each year, the Greater Cincinnati Health Council publishes an annual survey to determine the Cincinnati area's hospital employee vacancy and retirement rates along with age distributions for 33 key positions as well as the total hospital workforce. This report helps hospitals, health care leaders, schools and prospective health care students assess job openings and needs in Cincinnati area hospitals. Additionally, the Health Council publishes a semi-annual survey each year that provides updated information through the first half of each year on the positions with the highest vacancy rates from the previous annual survey.

In this year's annual survey, vacancy and age data is effective as of December 31st, 2010. Retirement data is effective for the full time period from January 1st, 2010 through December 31st, 2010. All vacancy, age and retirement data is available for public use.

For the first time since 2007, overall vacancy rates began trending up in 2010, showing signs that the health care job market is in the midst of a recovery following the recession. Overall vacancy rates increased to 5.3 percent for full-time equivalents (FTE), up from 3.4 percent in 2009 and 4.4 percent in 2008. The 5.3 percent for 2010 represents the highest overall vacancy rate for Cincinnati area hospitals since 2007 when the overall vacancy rate was 6.3 percent.

Among the jobs included in this year's survey, 24 of the 33 jobs saw increases in overall FTE vacancy rates. This includes Registered Nurses (RN), which posted a 4.0 vacancy rate in 2010, up from a 3.0 percent vacancy rate in 2009. Certified Occupational Therapy Assistants (20.3 percent), Patient Care Technicians/Assistants (11.0 percent) and Radiation Therapy Technologists (10.8 percent) all showed double-digit vacancy rates in 2010. Three other positions – Nurse Practitioners, Surgical Assistants and Occupational Therapists – posted 2010 vacancy rates at just over eight percent.

Total job openings for all organizations were 2,798 at the close of 2010, a significant increase over last year's 1,889 total job openings. For RNs, hospitals had 562 job openings at the end of 2010, significantly higher than the 382 RN job openings one year earlier. This data is confirming much of the anecdotal evidence that recent nursing graduates have been having more success finding RN jobs at local hospitals.

Cincinnati's health care workforce also continues to show small signs of aging, and the total hospital workforce over the age of 50 climbed to 33.0 percent of all employees, up from 32.2 percent in 2009 and 31.2 percent in 2008. These numbers are expected to continue increasing over the next few years as baby boomers continue marching toward retirement age. Actual retirements in 2010 saw modest increases compared to 2009; hospitals had 348 employees retire in 2010 compared to 329 retirements in 2009. A total of 77 RNs retired in 2010, up slightly from 2009 during which 67 RNs retired.

Greater Cincinnati Health Council

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Annual Vacancy Report

(Data Effective 12/31/10)

JOB CODE	Job Title	All Openings by		Total Number of Employees as of 12/31/10		VACANCY RATE Data Effective 12/31/10		% Change		VACANCY RATE Data Effective 12/31/09	
		Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
0122	Unit Secretary/Unit Clerk	66	43.9	1,141	905	5.5%	4.6%	167%	206%	2.1%	1.5%
0405	Food Service Worker (Entry)	38	23.1	527	395	6.7%	5.5%	33%	37%	5.1%	4.0%
0500	Coder	8	7.7	177	160	4.3%	4.6%	11%	32%	3.9%	3.5%
0504	Medical Records Technician (RHIT)	2	2.0	114	108	1.7%	1.8%	-46%	-46%	3.2%	3.3%
0505	Medical Transcriptionist	1	1.0	208	183	0.5%	0.5%	-66%	-66%	1.4%	1.6%
0600	Home Health Aide	9	6.3	120	101	7.0%	5.9%	-11%	6%	7.9%	5.5%
0903	Medical Lab Tech (MLT Registered)	11	9.6	329	283	3.2%	3.3%	-33%	-17%	4.9%	3.9%
1004	Environmental Services Worker (Entry)	33	24.7	893	826	3.6%	2.9%	0%	-3%	3.6%	3.0%
1208	LPN	26	20.8	576	480	4.3%	4.2%	100%	72%	2.2%	2.4%
1211	Nurse Practitioner	22	20.2	259	225	7.8%	8.3%	9%	11%	7.2%	7.4%
1213	Registered Nurse (Staff)	562	403.4	12,278	9,683	4.4%	4.0%	41%	35%	3.1%	3.0%
1312	Patient Care Technician/ Assistant	287	190.5	2,082	1,542	12.1%	11.0%	115%	102%	5.6%	5.4%
1313	Patient Transporter	18	8.8	320	249	5.3%	3.4%	282%	128%	1.4%	1.5%
1318	Surgical Assistant	7	6.4	75	72	8.5%	8.2%	156%	171%	3.3%	3.0%
1319	Surgical Technician (Certified)	9	5.8	297	265	2.9%	2.1%	51%	19%	1.9%	1.8%
1401	Pharmacist (Registered)	16	14.0	421	364	3.7%	3.7%	11%	34%	3.3%	2.8%
1403	Pharmacy Technician	17	11.6	327	262	4.9%	4.2%	13%	4%	4.4%	4.1%
1500	CAT Scan (CT) Technician (Registered)	5	3.5	328	279	1.5%	1.2%	38%	65%	1.1%	0.7%
1502	Echocardiograph Technician (Registered)	6	3.8	167	141	3.5%	2.6%	***	***	0.0%	0.0%
1503	Mammography Tech (Registered)	3	1.9	112	90	2.6%	2.1%	***	***	0.0%	0.0%
1504	MRI Technician (Registered)	2	1.7	218	185	0.9%	0.9%	***	***	0.0%	0.0%
1505	Nuclear Medicine Technician (Registered)	0	0.0	205	169	0.0%	0.0%	***	***	0.0%	0.0%
1507	Radiation Therapy Technologist (Registered)	3	3.0	29	25	9.4%	10.8%	453%	1212%	1.7%	0.8%
1508	Radiology Tech (Registered)	6	4.2	427	364	1.4%	1.1%	44%	90%	1.0%	0.6%
1510	Ultrasonographer (Registered)	3	3.0	188	156	1.6%	1.9%	101%	223%	0.8%	0.6%
1511	Vascular Tech (Credentialed)	0	0.0	35	30	0.0%	0.0%	***	***	0.0%	0.0%
1904	COTA (Certified Occupational Therapy Assistant)	6	6.0	27	24	18.2%	20.3%	41%	61%	12.9%	12.6%
1905	Occupational Therapist (Registered)	24	15.3	214	175	10.1%	8.0%	-28%	-46%	13.9%	14.9%
1906	Physical Therapist (Registered)	33	17.5	355	291	8.5%	5.7%	70%	19%	5.0%	4.8%
1907	Physical Therapy Assistant	5	4.5	78	65	6.0%	6.4%	28%	18%	4.7%	5.5%
1909	Respiratory Therapist (Registered)	22	17.4	608	479	3.5%	3.5%	-16%	-1%	4.2%	3.5%
1910	Respiratory Therapy Tech (Certified)	3	2.7	58	48	4.9%	5.3%	***	***	0.0%	0.0%
1911	Speech Pathologist/Therapist (Registered)	10	6.8	192	153	5.0%	4.2%	-15%	-21%	5.8%	5.4%

*** Indicates the previous year's rate was 0 percent and thus the percentage change is unavailable

All 32 Positions Combined	All Openings by		Total Number of Employees as of 12/31/10		VACANCY RATE Data Effective 12/31/10		% Change		VACANCY RATE Data Effective 12/31/09	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
	1,263	891	23,385	18,773	5.1%	4.5%	47%	40%	3.5%	3.2%

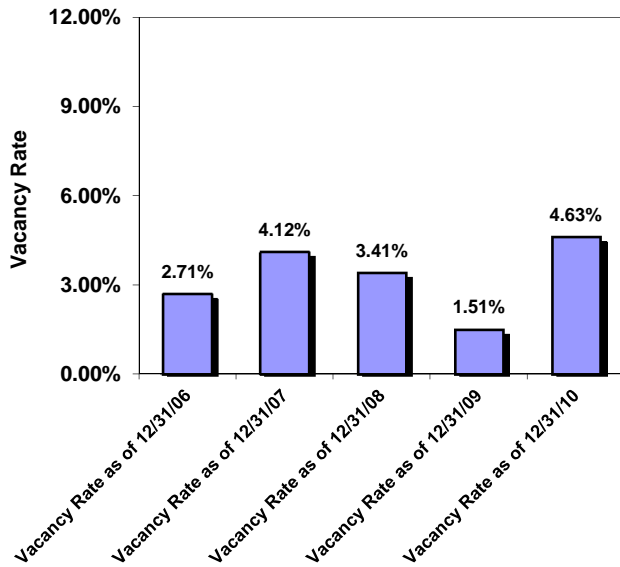
All Organization Positions	All Openings by		Total Number of Employees as of 12/31/10		VACANCY RATE Data Effective 12/31/10		% Change		VACANCY RATE Data Effective 12/31/09	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
	2,798	2,298	47,780	40,890	5.5%	5.3%	49%	55%	3.7%	3.4%

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

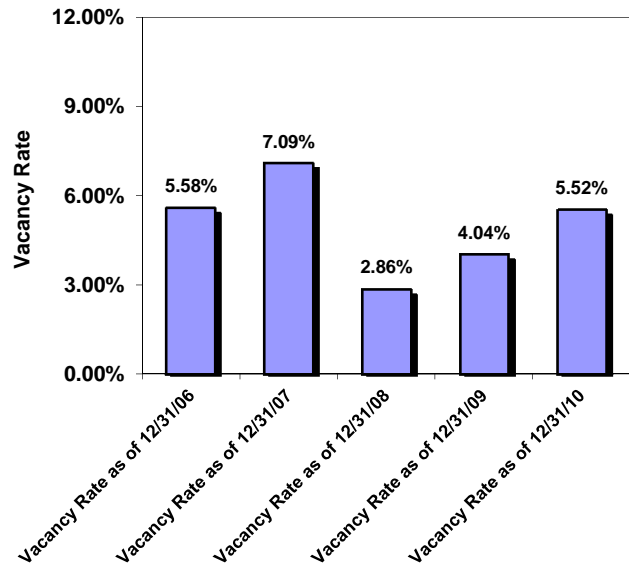
- | | |
|--|--------------------------------------|
| 1) The Christ Hospital | 8) Margaret Mary Community Hospital |
| 2) Cincinnati Children's Hospital Medical Center | 9) McCullough-Hyde Memorial Hospital |
| 3) CMH Regional Health System | 10) Mercy Health Partners |
| 4) Dearborn County Hospital | 11) St. Elizabeth Medical Center |
| 5) Fayette County Memorial Hospital | 12) TriHealth |
| 6) Highland District Hospital | 13) UC Health |
| 7) Hoxworth Blood Center | |

Annual Vacancy Report
Vacancy Trend Charts
FTE Employees

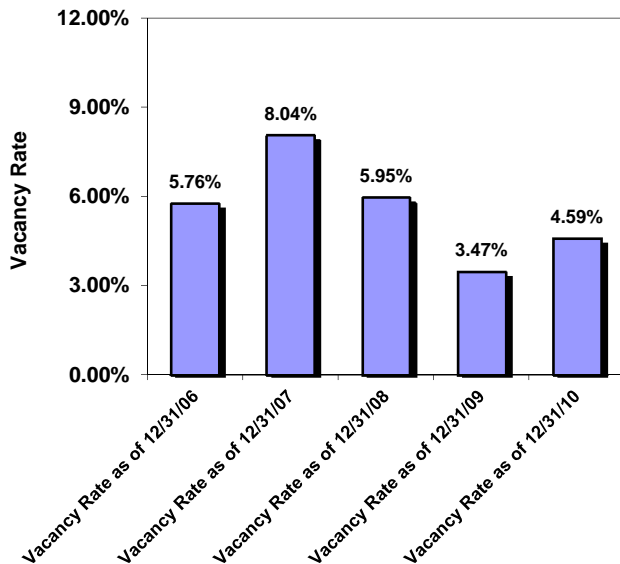
0122 - Unit Secretary/Unit Clerk



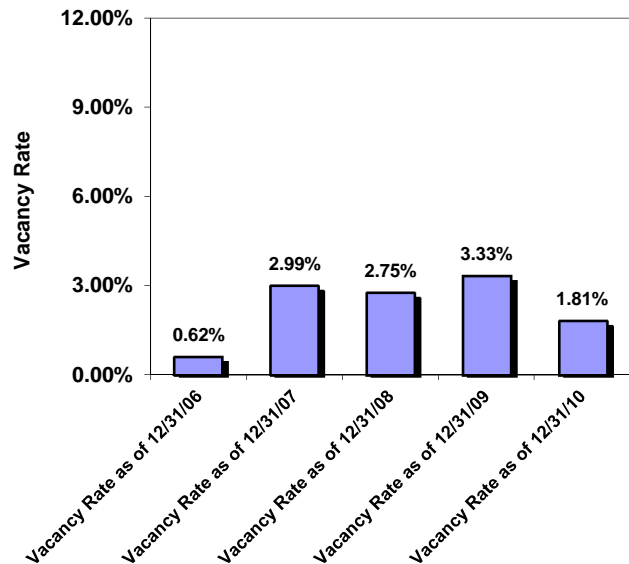
0405 - Food Service Worker (Entry)



0500 - Coder

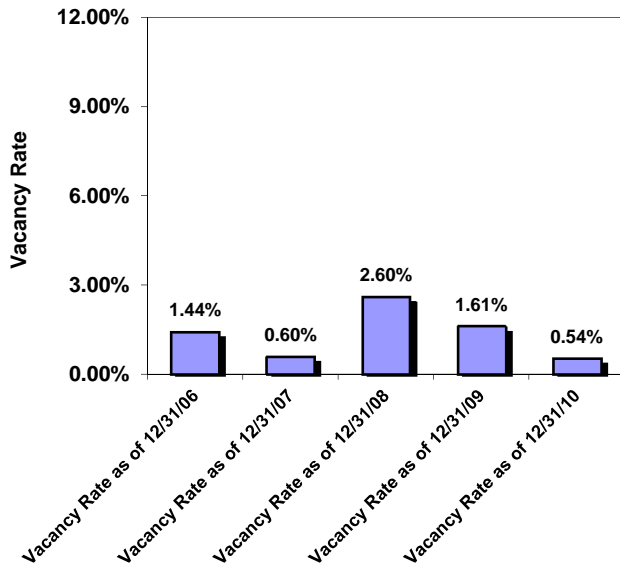


0504 - Medical Records Technician (RHIT)

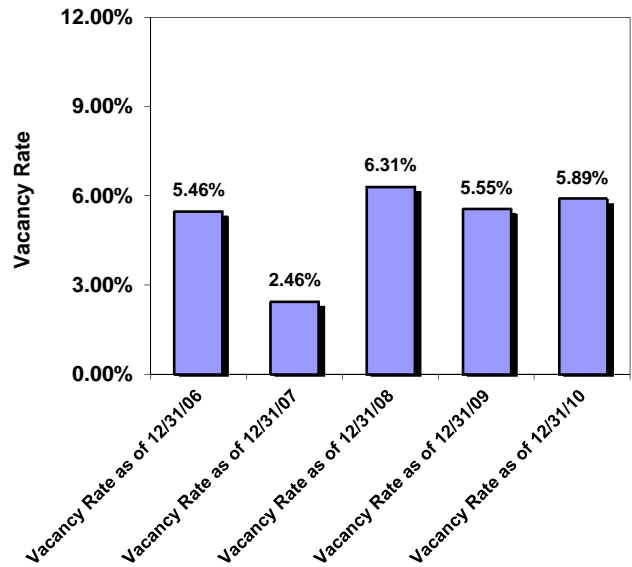


Annual Vacancy Report
Vacancy Trend Charts
FTE Employees

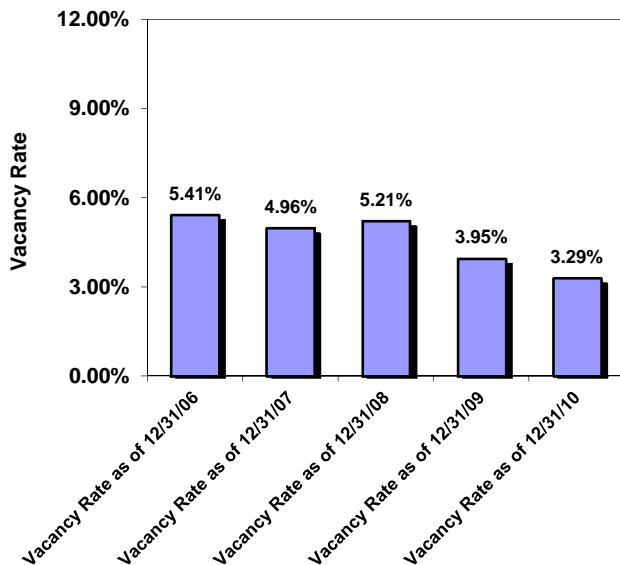
0505 - Medical Transcriptionist



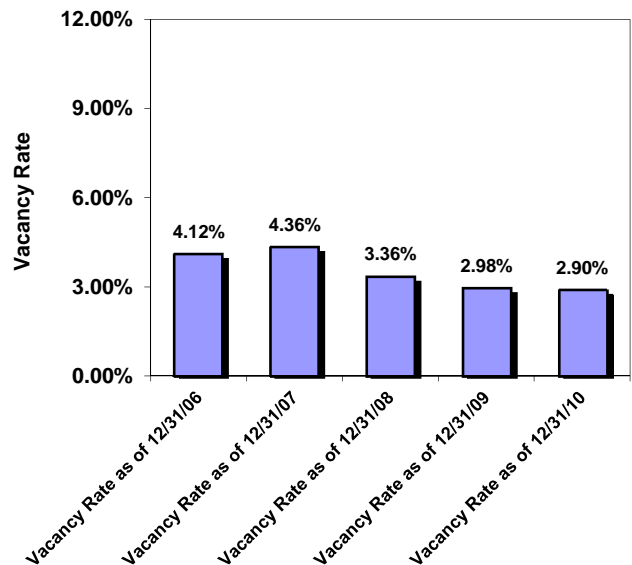
0600 - Home Health Aide



0903 - Medical Lab Tech (MLT Registered)

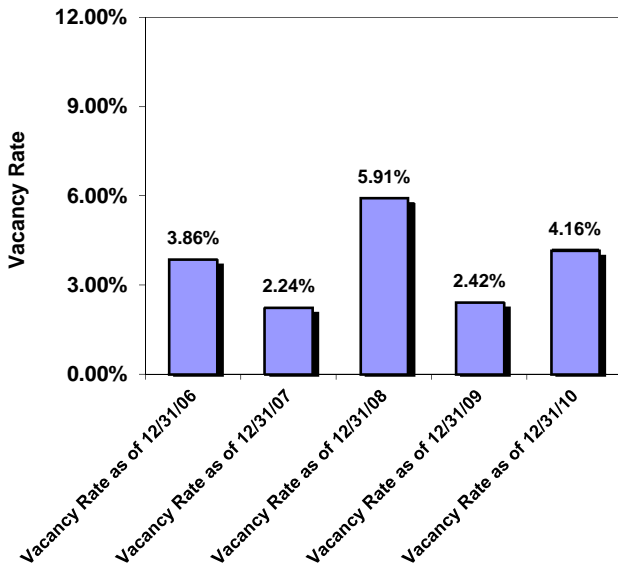


1004 - Environmental Services Worker (Entry)

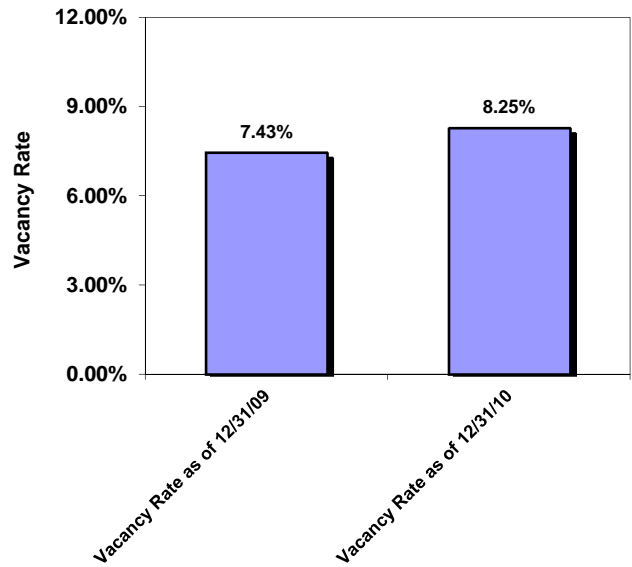


Annual Vacancy Report
Vacancy Trend Charts
FTE Employees

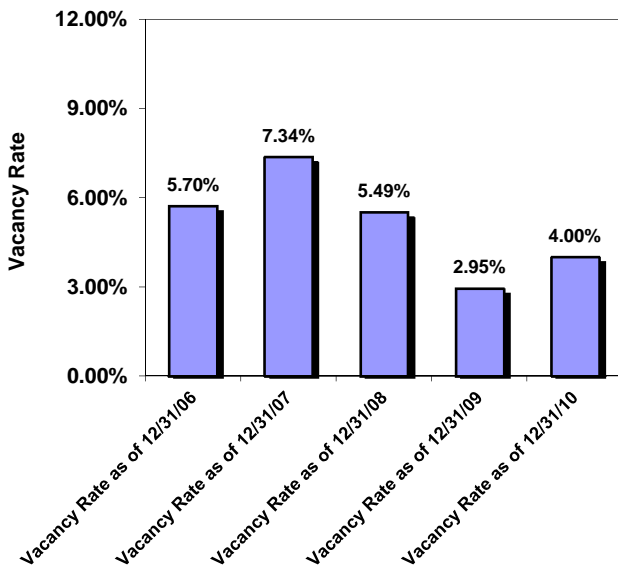
1208 - LPN



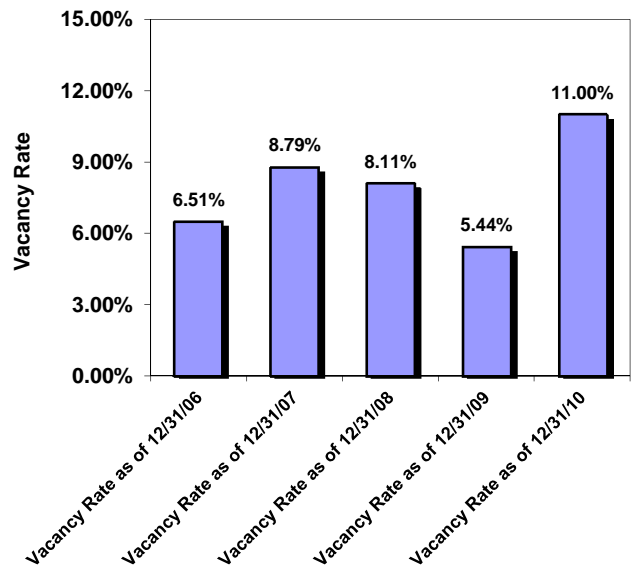
1211 - Nurse Practitioner



1213 - Registered Nurse (Staff)



1312 - Patient Care Technician/Assistant

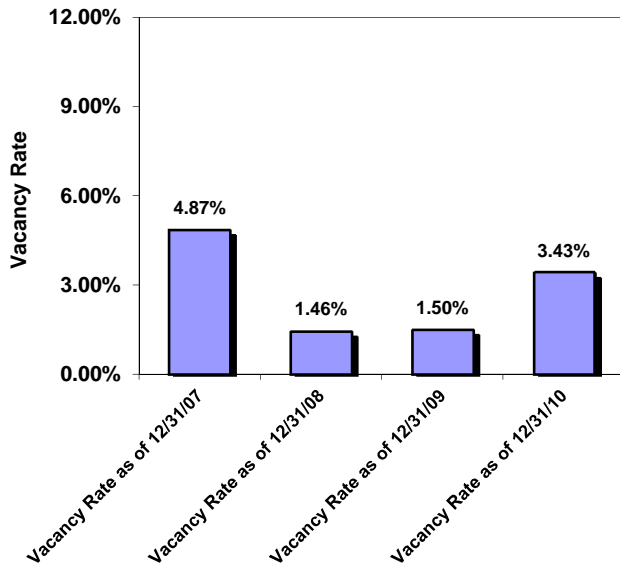


Annual Vacancy Report

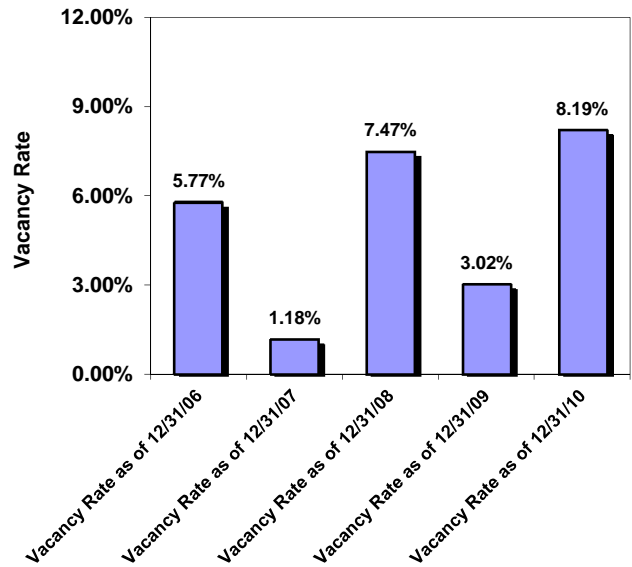
Vacancy Trend Charts

FTE Employees

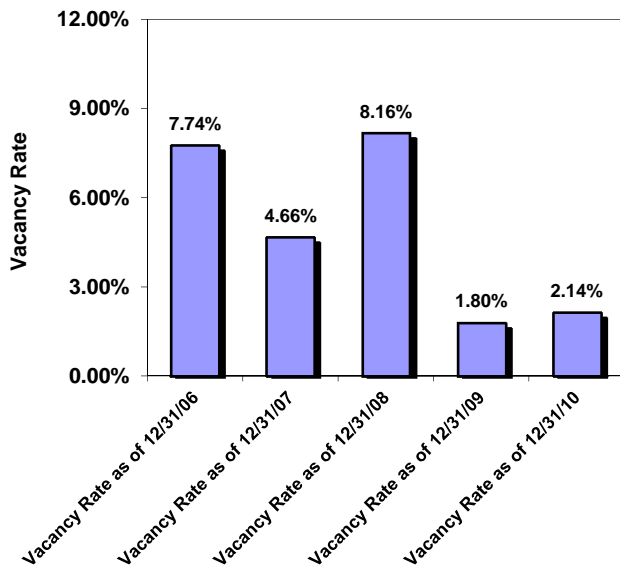
1313 - Patient Transporter



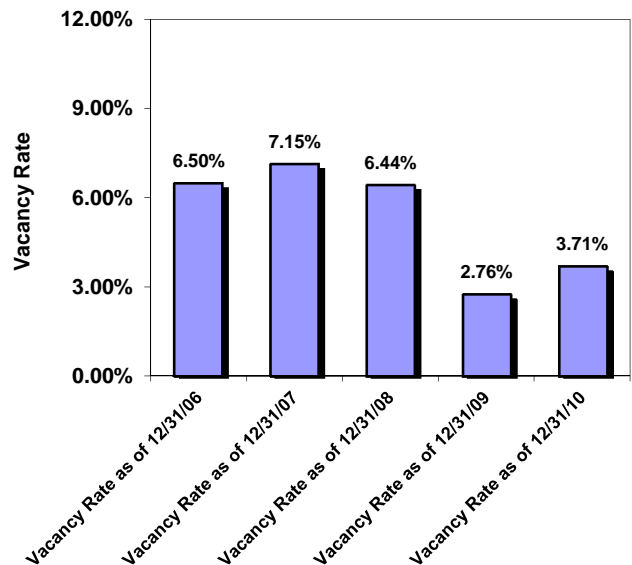
1318 - Surgical Assistant



1319 - Surgical Technician (Certified)



1401 - Pharmacist (Registered)

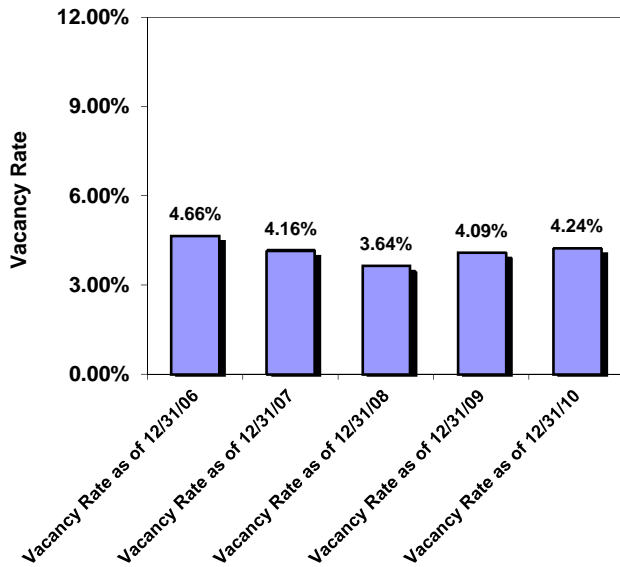


Annual Vacancy Report

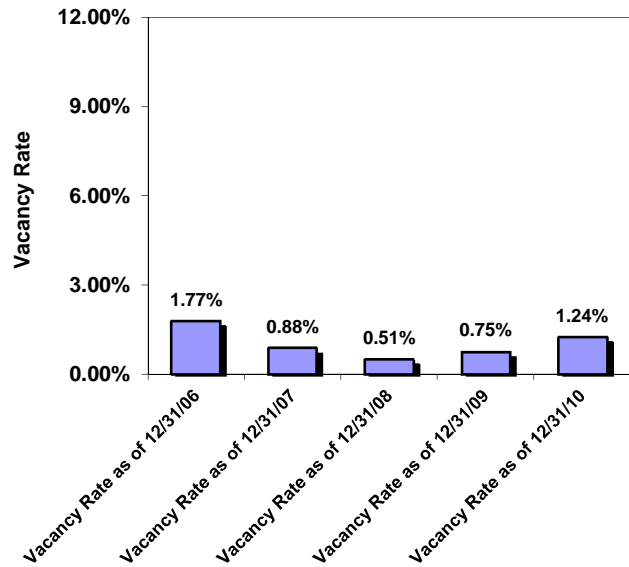
Vacancy Trend Charts

FTE Employees

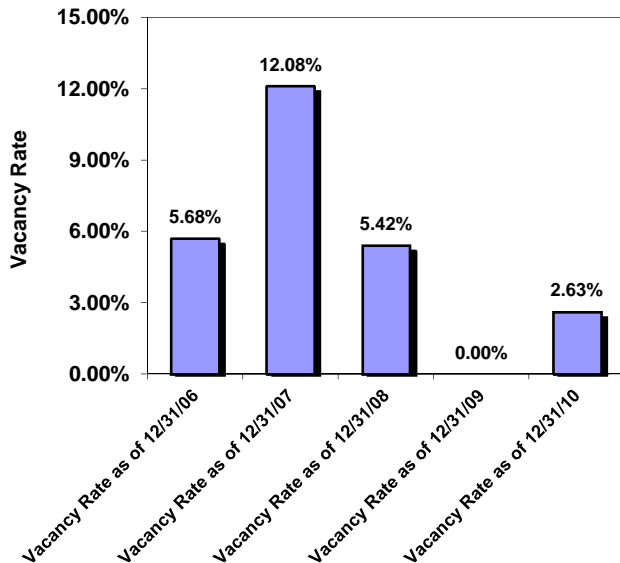
1403 - Pharmacy Technician



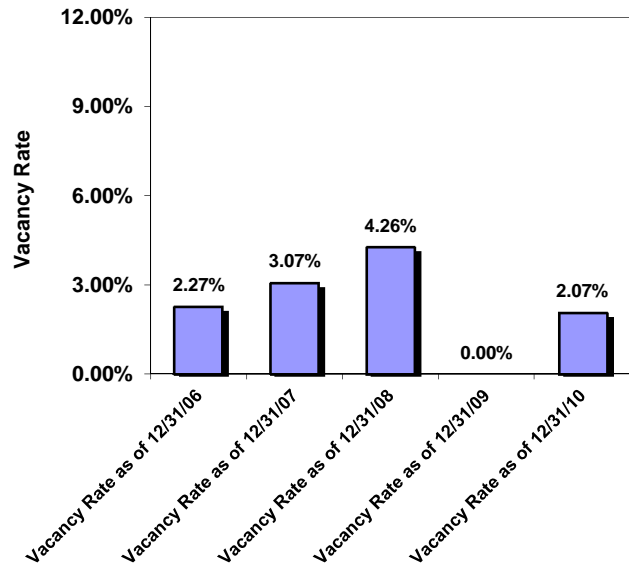
1500 - CAT Scan (CT) Technician (Registered)



1502 - Echocardiograph Technician (Registered)



1503 - Mammography Tech (Registered)

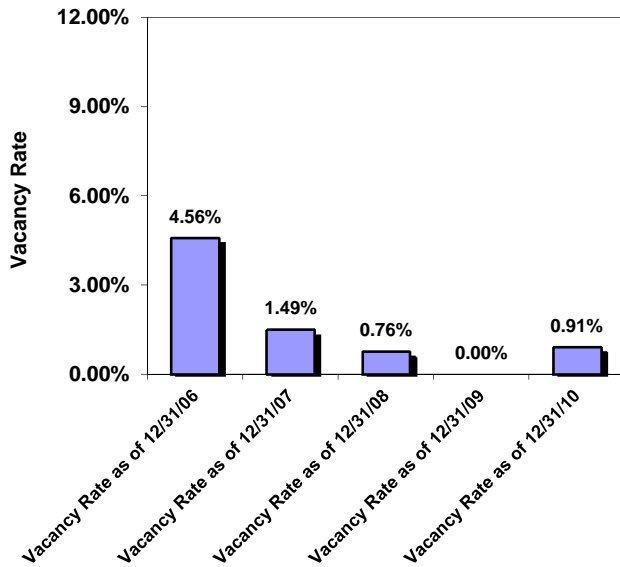


Annual Vacancy Report

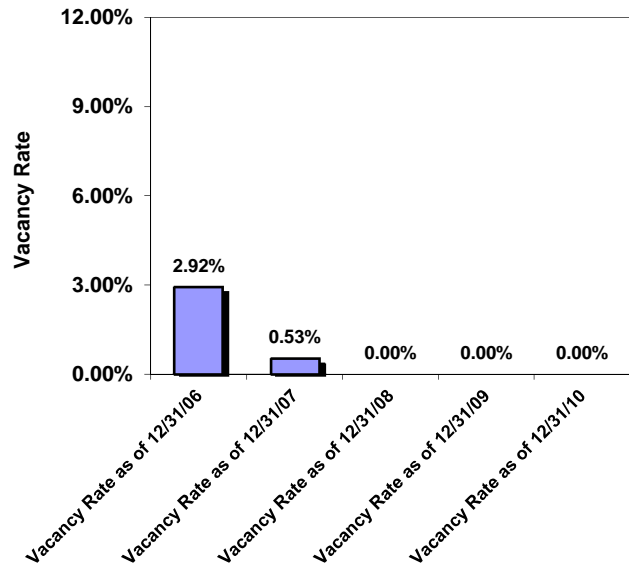
Vacancy Trend Charts

FTE Employees

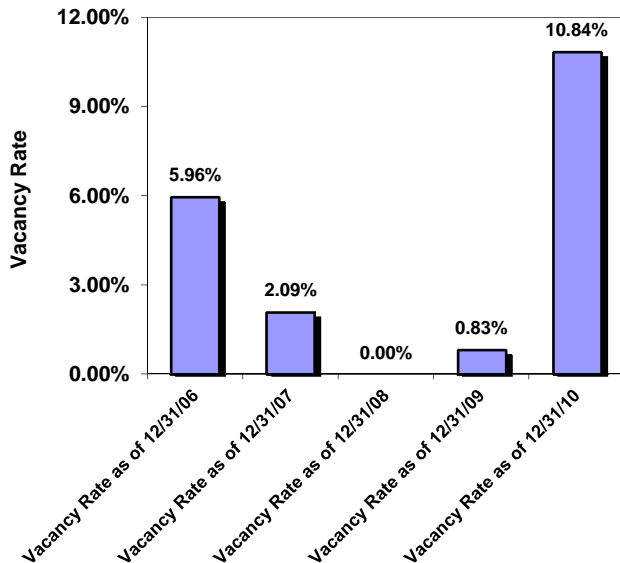
1504 - MRI Technician (Registered)



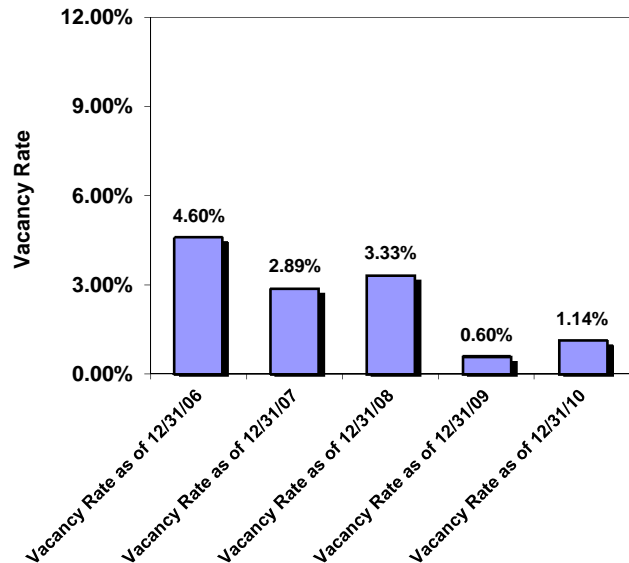
1505 - Nuclear Medicine Technician (Registered)



1507 - Radiation Therapy Technologist (Registered)



1508 - Radiology Tech (Registered)

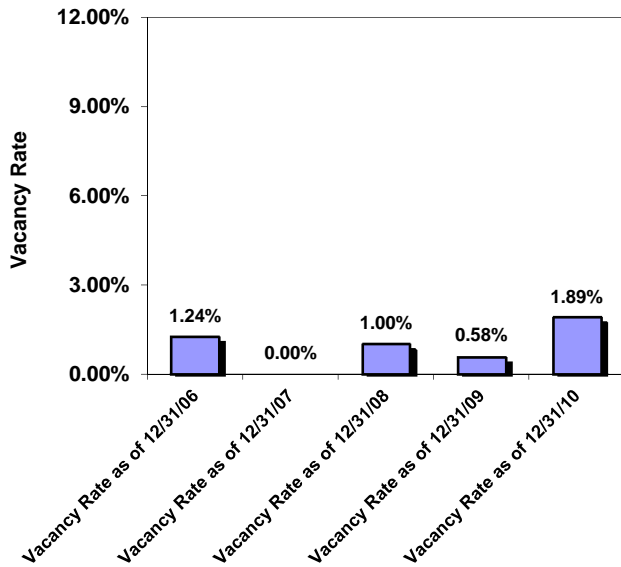


Annual Vacancy Report

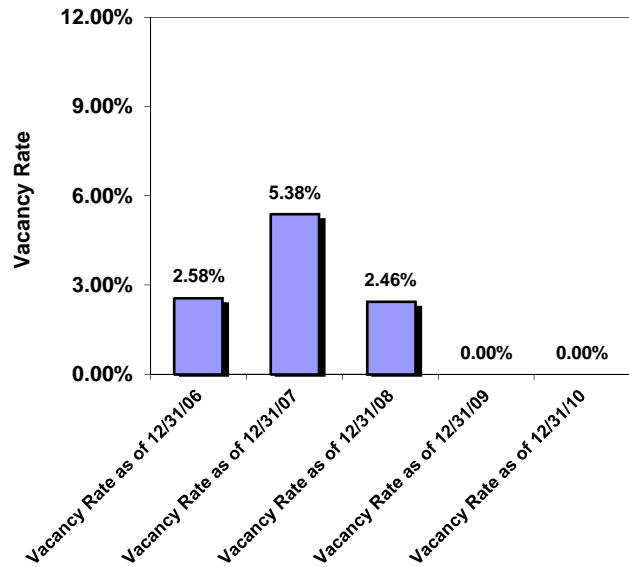
Vacancy Trend Charts

FTE Employees

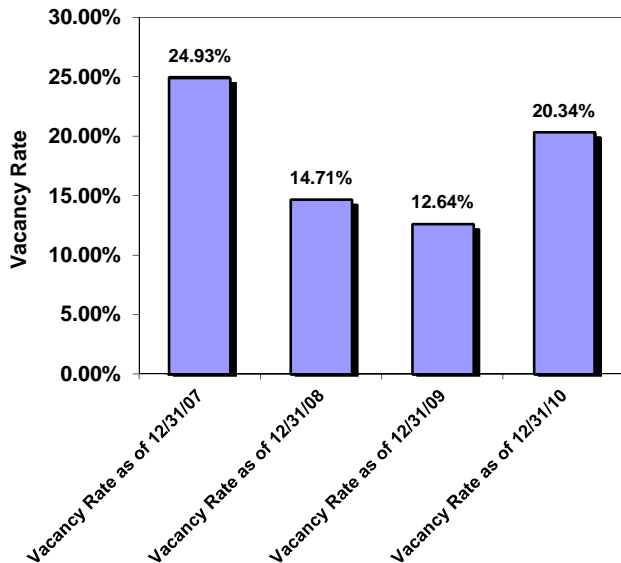
1510 - Ultrasonographer (Registered)



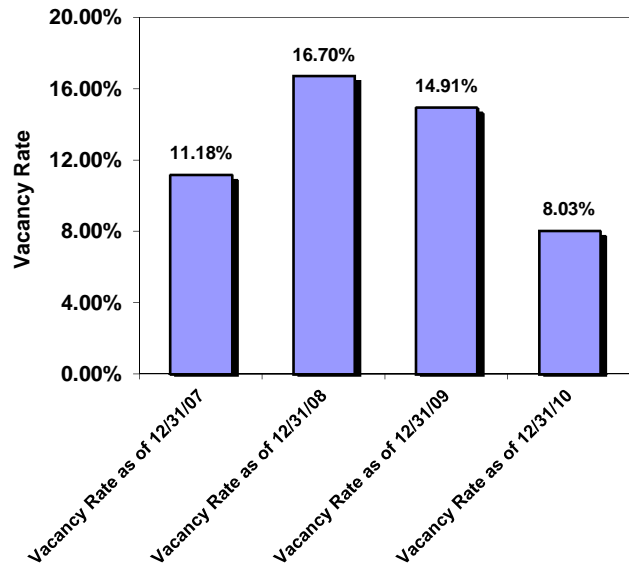
1511 - Vascular Tech (Credentialed)



1904 - COTA (Certified Occupational Therapy Assistant)

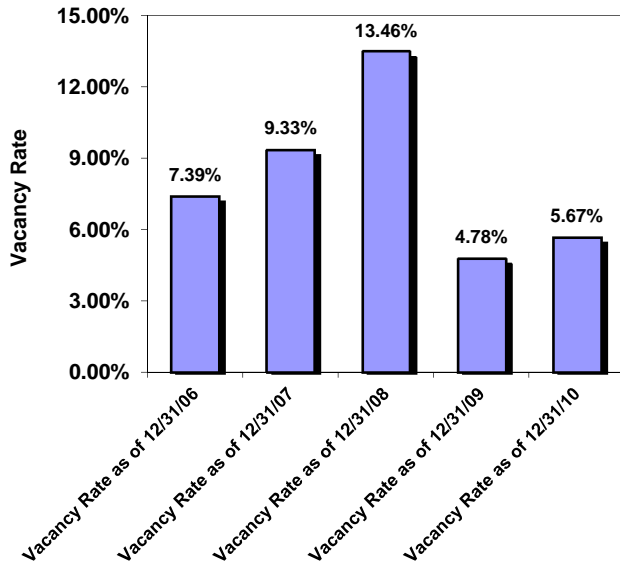


1905 - Occupational Therapist (Registered)

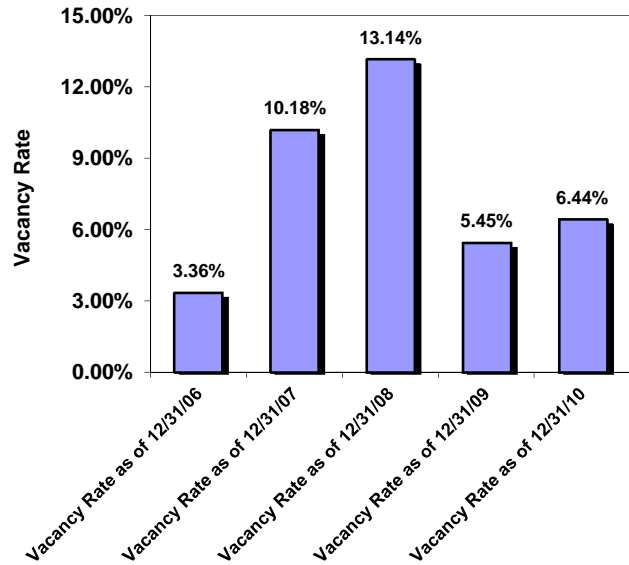


Annual Vacancy Report
Vacancy Trend Charts
FTE Employees

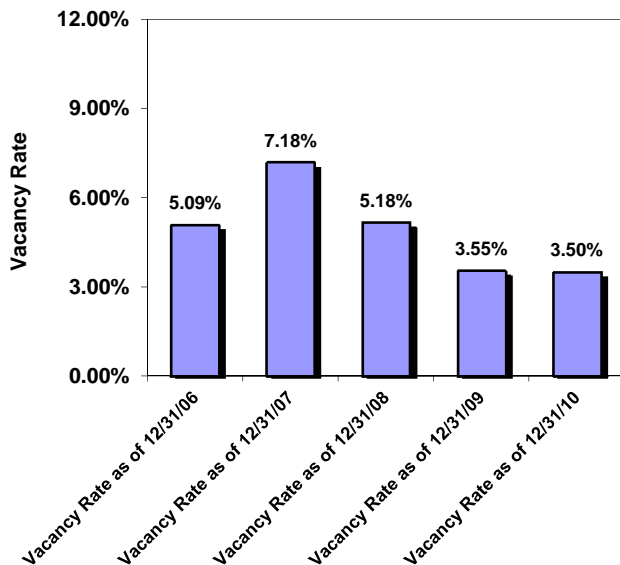
1906 - Physical Therapist (Registered)



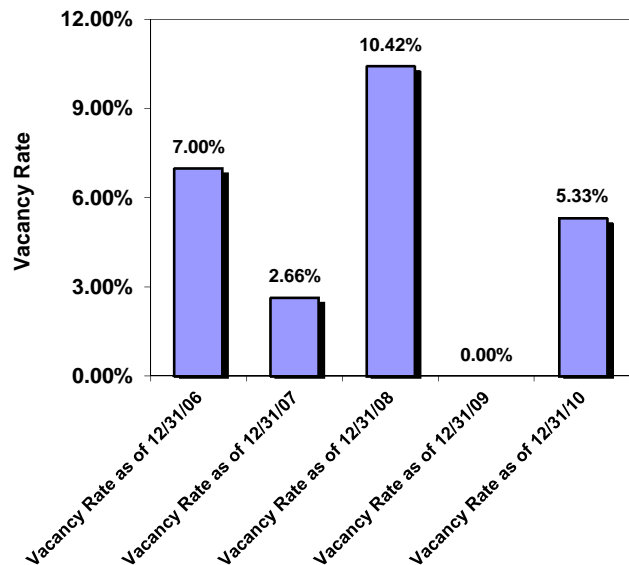
1907 - Physical Therapy Assistant



1909 - Respiratory Therapist (Registered)

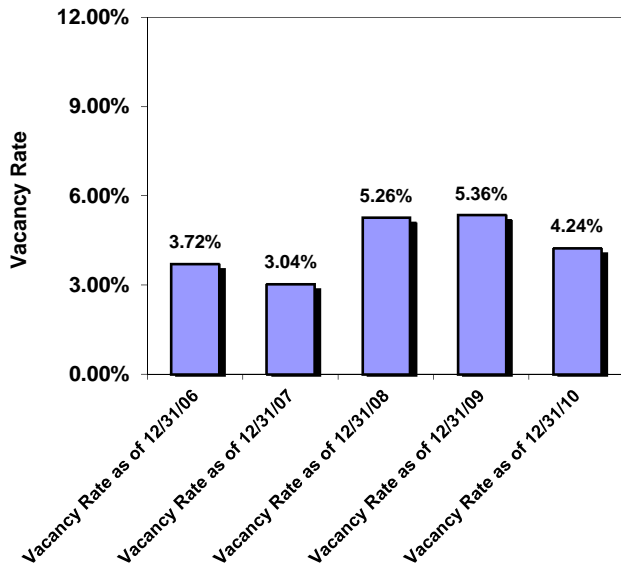


1910 - Respiratory Therapy Tech (Certified)



Annual Vacancy Report
Vacancy Trend Charts
FTE Employees

1911 - Speech Pathologist/Therapist
(Registered)

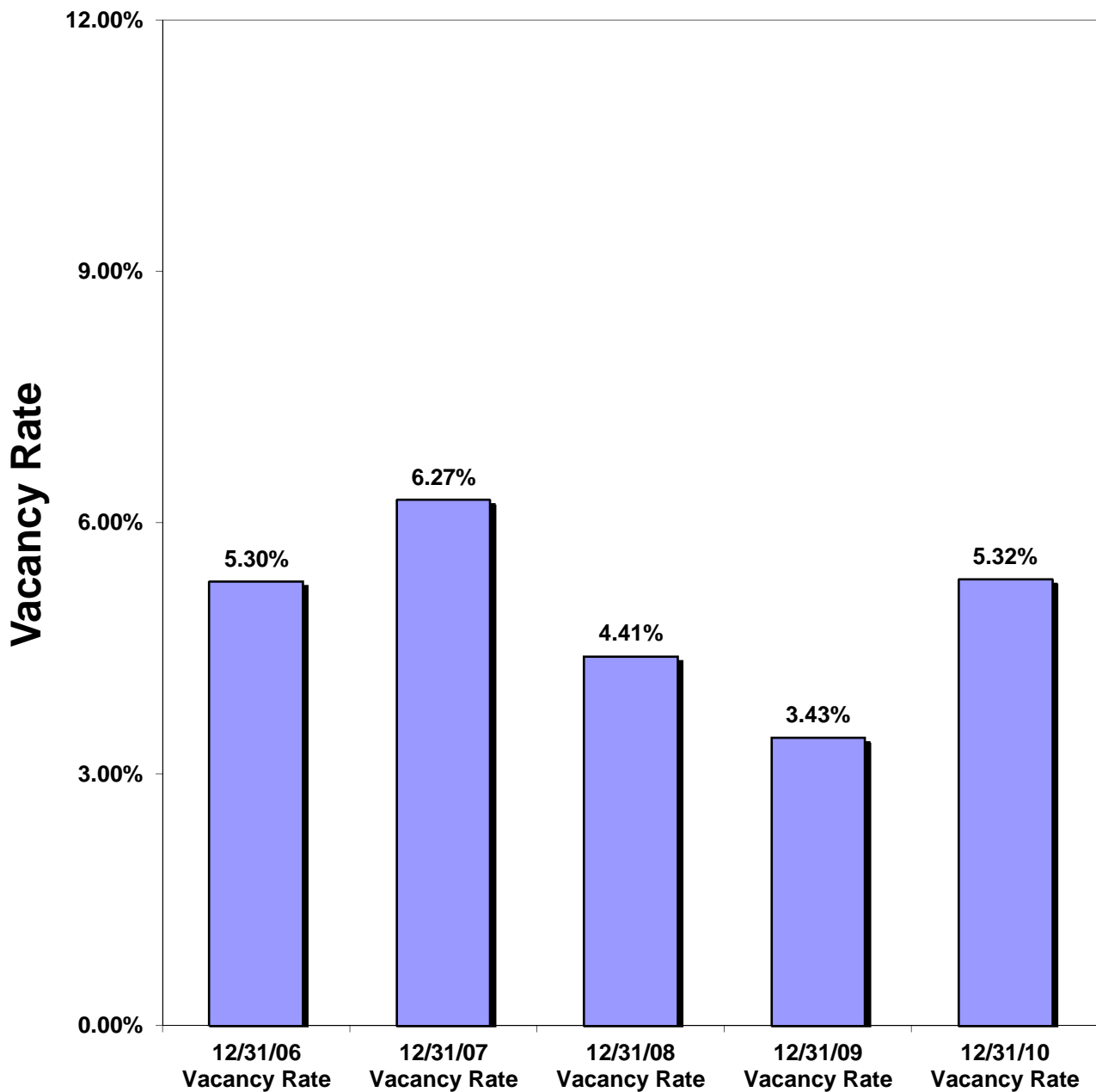


Annual Vacancy Report

Vacancy Trend Charts

FTE Employees

All Organization Positions



Greater Cincinnati Health Council

If it involves health,
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Annual Workforce Age Report
(Data Effective 12/31/10)

		Number of Employees by Age Group (as of 12/31/10)										
GCHC JOB CODE	Job Title	18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
0122	Unit Secretary/Unit Clerk	234	232	258	148	124	93	38	272	403	255	131
0405	Food Service Worker (Entry)	218	44	67	56	50	36	21	106	163	107	57
0500	Coder	10	40	53	25	15	15	10	40	65	40	25
0504	Medical Records Technician (RHIT)	28	21	29	16	11	6	3	27	36	20	9
0505	Medical Transcriptionist	0	18	56	49	34	27	15	83	125	76	42
0600	Home Health Aide	16	22	28	22	14	11	4	36	51	29	15
0903	Medical Lab Tech (MLT Registered)	57	56	86	52	43	21	9	95	125	73	30
1004	Environmental Services Worker (Entry)	140	79	212	141	144	82	54	285	421	280	136
1208	LPN	65	127	119	79	95	56	19	174	249	170	75
1211	Nurse Practitioner	21	75	69	48	31	10	4	79	93	45	14
1213	Registered Nurse (Staff)	2,829	3,041	2,804	1,454	1,158	635	155	2,612	3,402	1,948	790
1312	Patient Care Technician/Assistant	973	412	325	115	107	60	26	222	308	193	86
1313	Patient Transporter	167	40	38	25	29	12	6	54	72	47	18
1318	Surgical Assistant	4	17	23	8	10	10	3	18	31	23	13
1319	Surgical Technician (Certified)	80	77	84	19	16	10	7	35	52	33	17
1401	Pharmacist (Registered)	65	115	89	45	61	28	11	106	145	100	39
1403	Pharmacy Technician	149	67	43	27	22	9	4	49	62	35	13
1500	CAT Scan (CT) Technician (Registered)	76	116	79	26	19	5	0	45	50	24	5
1502	Echocardiograph Technician (Registered)	35	60	40	17	8	7	0	25	32	15	7
1503	Mammography Tech (Registered)	11	12	29	20	21	11	4	41	56	36	15
1504	MRI Technician (Registered)	45	83	46	20	18	3	0	38	41	21	3
1505	Nuclear Medicine Technician (Registered)	39	79	40	22	12	7	2	34	43	21	9
1507	Radiation Therapy Technologist (Registered)	3	16	4	2	2	0	0	4	4	2	0
1508	Radiology Tech (Registered)	131	119	63	48	33	19	5	81	105	57	24
1510	Ultrasonographer (Registered)	42	73	39	13	14	4	0	27	31	18	4
1511	Vascular Tech (Credentialed)	5	5	10	9	3	2	1	12	15	6	3
1904	COTA (Certified Occupational Therapy Assistant)	6	6	6	3	4	1	0	7	8	5	1
1905	Occupational Therapist (Registered)	76	60	50	16	9	1	0	25	26	10	1
1906	Physical Therapist (Registered)	100	113	74	31	15	13	3	46	62	31	16
1907	Physical Therapy Assistant	11	20	31	5	6	2	0	11	13	8	2
1909	Respiratory Therapist (Registered)	126	184	153	65	50	25	2	115	142	77	27
1910	Respiratory Therapy Tech (Certified)	6	9	11	11	8	6	0	19	25	14	6
1911	Speech Pathologist/Therapist (Registered)	56	78	37	8	7	1	3	15	19	11	4

		Total Employees by Age Group (as of 12/31/10)										
		18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
All 32 Positions Combined		5,824	5,516	5,095	2,645	2,193	1,228	409	4,838	6,475	3,830	1,637

		Total Employees by Age Group (as of 12/31/10)										
		18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
All Organization Positions		9,487	11,020	11,522	6,175	5,341	3,084	1,151	11,516	15,751	9,576	4,235

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

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- 7) Hoxworth Blood Center
- 8) Margaret Mary Community Hospital
- 9) McCullough-Hyde Memorial Hospital
- 10) Mercy Health Partners
- 11) St. Elizabeth Medical Center
- 12) TriHealth
- 13) UC Health

If it involves health,
we're involved.

Annual Workforce Age Report
(Data Effective 12/31/10)

		Percentage of Employees by Age Group (as of 12/31/10)										
GCHC JOB CODE	Job Title	18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
0122	Unit Secretary/Unit Clerk	20.76%	20.59%	22.89%	13.13%	11.00%	8.25%	3.37%	24.13%	35.76%	22.63%	11.62%
0405	Food Service Worker (Entry)	44.31%	8.94%	13.62%	11.38%	10.16%	7.32%	4.27%	21.54%	33.13%	21.75%	11.59%
0500	Coder	5.95%	23.81%	31.55%	14.88%	8.93%	8.93%	5.95%	23.81%	38.69%	23.81%	14.88%
0504	Medical Records Technician (RHIT)	24.56%	18.42%	25.44%	14.04%	9.65%	5.26%	2.63%	23.68%	31.58%	17.54%	7.89%
0505	Medical Transcriptionist	0.00%	9.05%	28.14%	24.62%	17.09%	13.57%	7.54%	41.71%	62.81%	38.19%	21.11%
0600	Home Health Aide	13.68%	18.80%	23.93%	18.80%	11.97%	9.40%	3.42%	30.77%	43.59%	24.79%	12.82%
0903	Medical Lab Tech (MLT Registered)	17.59%	17.28%	26.54%	16.05%	13.27%	6.48%	2.78%	29.32%	38.58%	22.53%	9.26%
1004	Environmental Services Worker (Entry)	16.43%	9.27%	24.88%	16.55%	16.90%	9.62%	6.34%	33.45%	49.41%	32.86%	15.96%
1208	LPN	11.61%	22.68%	21.25%	14.11%	16.96%	10.00%	3.39%	31.07%	44.46%	30.36%	13.39%
1211	Nurse Practitioner	8.14%	29.07%	26.74%	18.60%	12.02%	3.88%	1.55%	30.62%	36.05%	17.44%	5.43%
1213	Registered Nurse (Staff)	23.43%	25.18%	23.22%	12.04%	9.59%	5.26%	1.28%	21.63%	28.17%	16.13%	6.54%
1312	Patient Care Technician/Assistant	48.22%	20.42%	16.11%	5.70%	5.30%	2.97%	1.29%	11.00%	15.26%	9.56%	4.26%
1313	Patient Transporter	52.68%	12.62%	11.99%	7.89%	9.15%	3.79%	1.89%	17.03%	22.71%	14.83%	5.68%
1318	Surgical Assistant	5.33%	22.67%	30.67%	10.67%	13.33%	13.33%	4.00%	24.00%	41.33%	30.67%	17.33%
1319	Surgical Technician (Certified)	27.30%	26.28%	28.67%	6.48%	5.46%	3.41%	2.39%	11.95%	17.75%	11.26%	5.80%
1401	Pharmacist (Registered)	15.70%	27.78%	21.50%	10.87%	14.73%	6.76%	2.66%	25.60%	35.02%	24.15%	9.42%
1403	Pharmacy Technician	46.42%	20.87%	13.40%	8.41%	6.85%	2.80%	1.25%	15.26%	19.31%	10.90%	4.05%
1500	CAT Scan (CT) Technician (Registered)	23.68%	36.14%	24.61%	8.10%	5.92%	1.56%	0.00%	14.02%	15.58%	7.48%	1.56%
1502	Echocardiograph Technician (Registered)	20.96%	35.93%	23.95%	10.18%	4.79%	4.19%	0.00%	14.97%	19.16%	8.98%	4.19%
1503	Mammography Tech (Registered)	10.19%	11.11%	26.85%	18.52%	19.44%	10.19%	3.70%	37.96%	51.85%	33.33%	13.89%
1504	MRI Technician (Registered)	20.93%	38.60%	21.40%	9.30%	8.37%	1.40%	0.00%	17.67%	19.07%	9.77%	1.40%
1505	Nuclear Medicine Technician (Registered)	19.40%	39.30%	19.90%	10.95%	5.97%	3.48%	1.00%	16.92%	21.39%	10.45%	4.48%
1507	Radiation Therapy Technologist (Registered)	11.11%	59.26%	14.81%	7.41%	7.41%	0.00%	0.00%	14.81%	14.81%	7.41%	0.00%
1508	Radiology Tech (Registered)	31.34%	28.47%	15.07%	11.48%	7.89%	4.55%	1.20%	19.38%	25.12%	13.64%	5.74%
1510	Ultrasonographer (Registered)	22.70%	39.46%	21.08%	7.03%	7.57%	2.16%	0.00%	14.59%	16.76%	9.73%	2.16%
1511	Vascular Tech (Credentialed)	14.29%	14.29%	28.57%	25.71%	8.57%	5.71%	2.86%	34.29%	42.86%	17.14%	8.57%
1904	COTA (Certified Occupational Therapy Assistant)	23.08%	23.08%	23.08%	11.54%	15.38%	3.85%	0.00%	26.92%	30.77%	19.23%	3.85%
1905	Occupational Therapist (Registered)	35.85%	28.30%	23.58%	7.55%	4.25%	0.47%	0.00%	11.79%	12.26%	4.72%	0.47%
1906	Physical Therapist (Registered)	28.65%	32.38%	21.20%	8.88%	4.30%	3.72%	0.86%	13.18%	17.77%	8.88%	4.58%
1907	Physical Therapy Assistant	14.67%	26.67%	41.33%	6.67%	8.00%	2.67%	0.00%	14.67%	17.33%	10.67%	2.67%
1909	Respiratory Therapist (Registered)	20.83%	30.41%	25.29%	10.74%	8.26%	4.13%	0.33%	19.01%	23.47%	12.73%	4.46%
1910	Respiratory Therapy Tech (Certified)	11.76%	17.65%	21.57%	21.57%	15.69%	11.76%	0.00%	37.25%	49.02%	27.45%	11.76%
1911	Speech Pathologist/Therapist (Registered)	29.47%	41.05%	19.47%	4.21%	3.68%	0.53%	1.58%	7.89%	10.00%	5.79%	2.11%

		Percentage of Employees by Age Group (as of 12/31/10)										
		18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
All 32 Positions Combined		25.42%	24.08%	22.24%	11.55%	9.57%	5.36%	1.79%	21.12%	28.26%	16.72%	7.15%

		Percentage of Employees by Age Group (as of 12/31/10)										
		18-29	30-39	40-49	50-54	55-59	60-64	65+	50-59	50+	55+	60+
All Organization Positions		19.86%	23.06%	24.11%	12.92%	11.18%	6.45%	2.41%	24.10%	32.97%	20.04%	8.86%

Percentages > 35% are in bold

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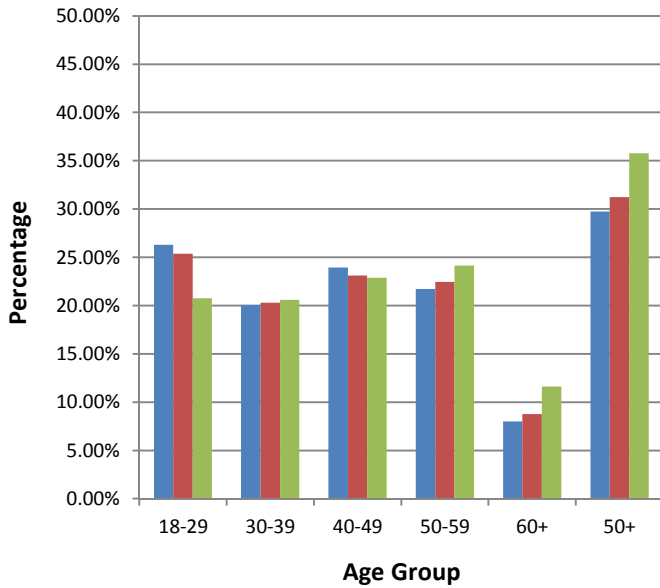
Annual Workforce Age Report
Workforce Age Group Trend Charts

Blue Shade = Annual Report Data Effective 12/31/08

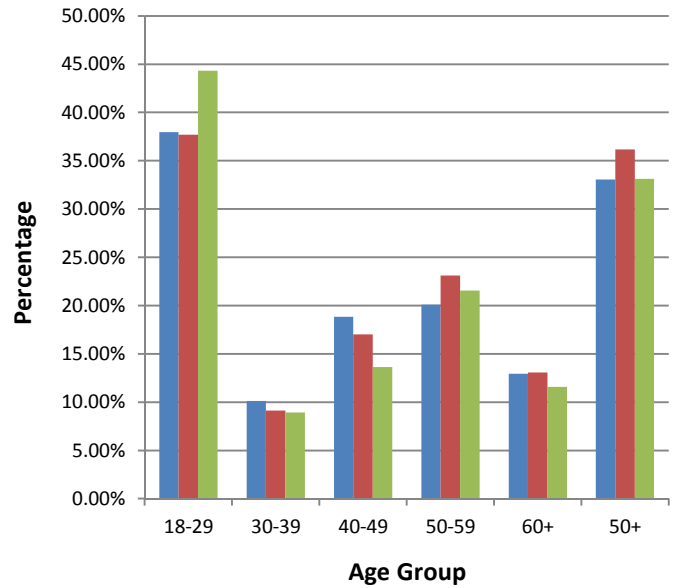
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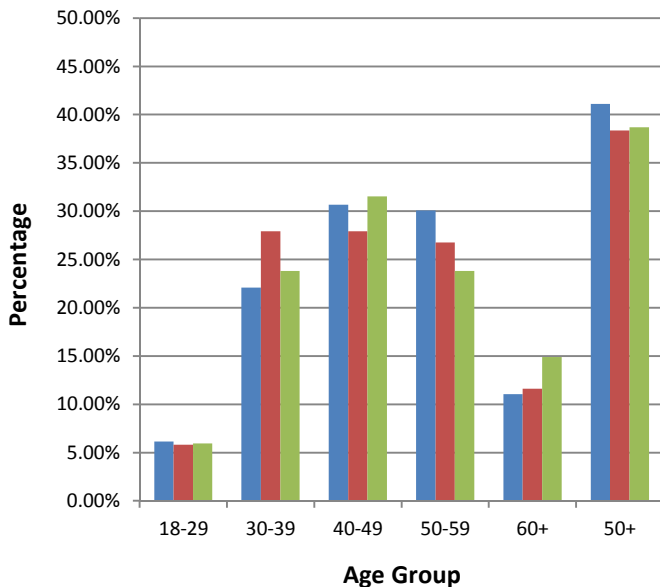
0122 - Unit Secretary/Unit Clerk



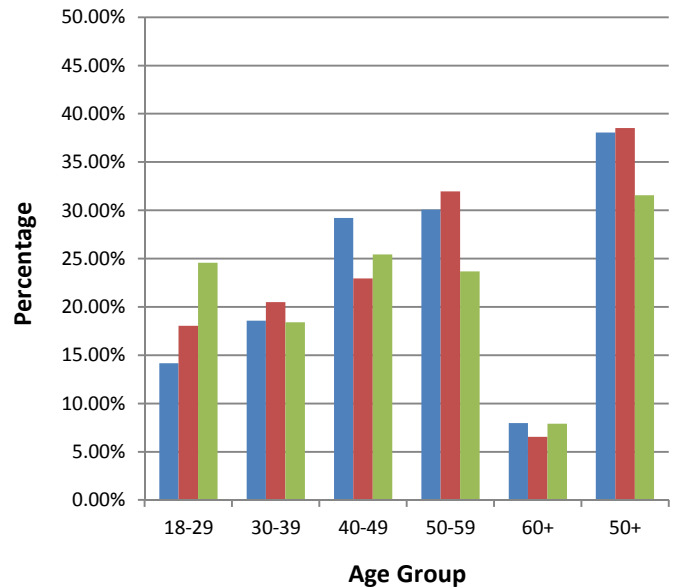
0405 - Food Service Worker (Entry)



0500 - Coder



0504 - Medical Records Technician (RHIT)



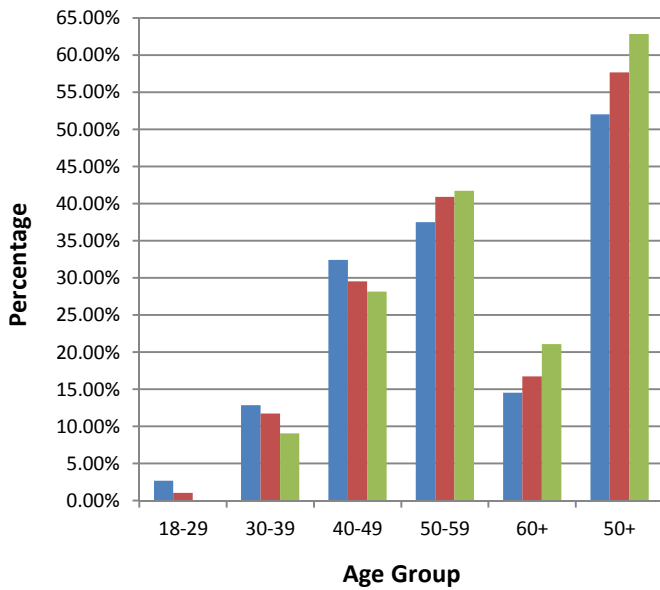
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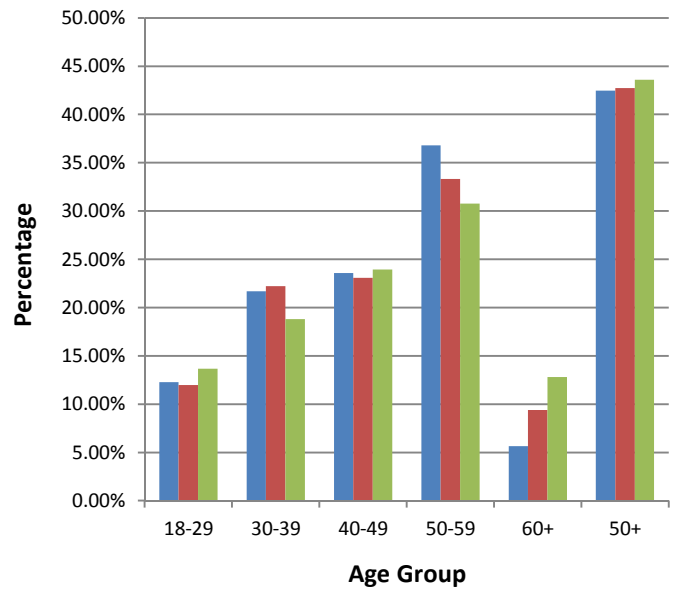
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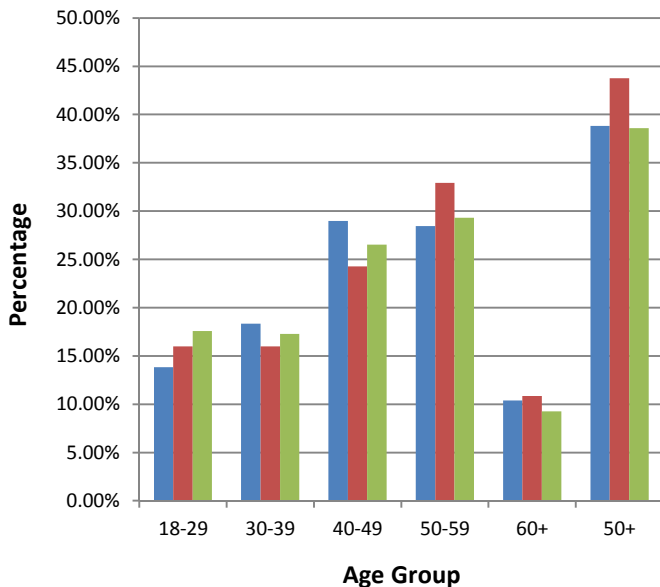
0505 - Medical Transcriptionist



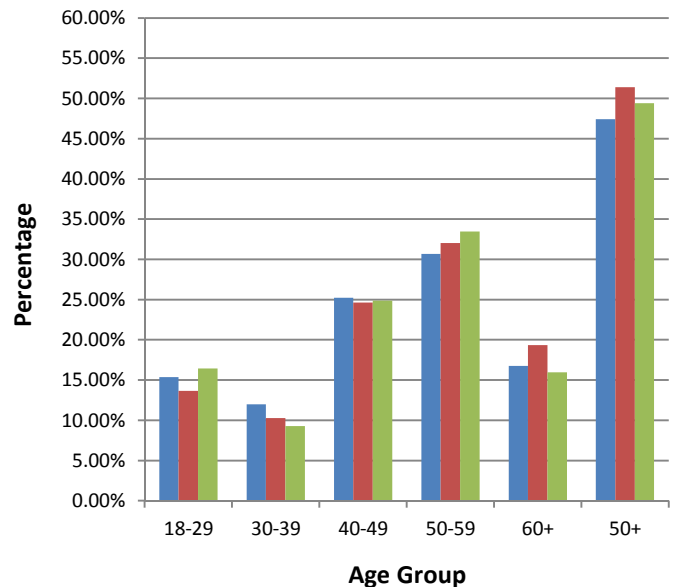
0600 - Home Health Aide



0903 - Medical Lab Tech (MLT Registered)



1004 - Environmental Services Worker (Entry)



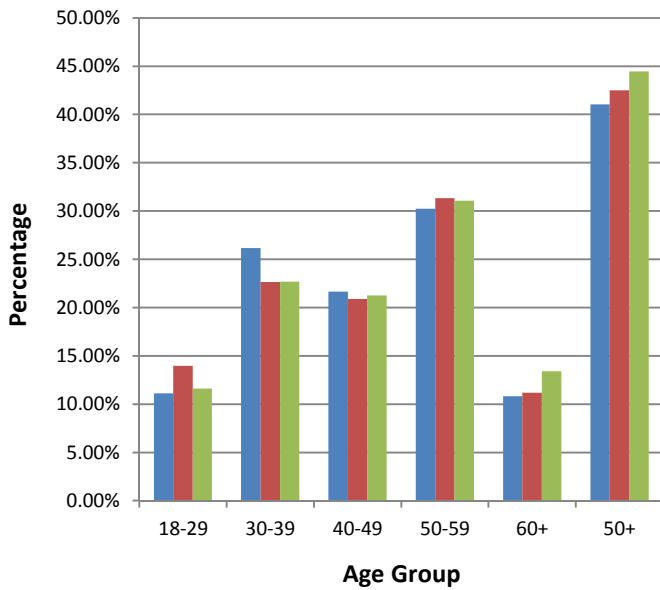
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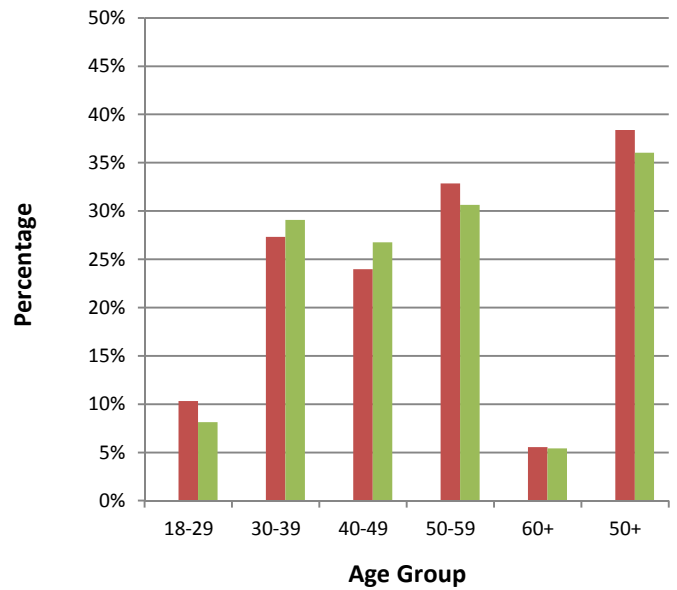
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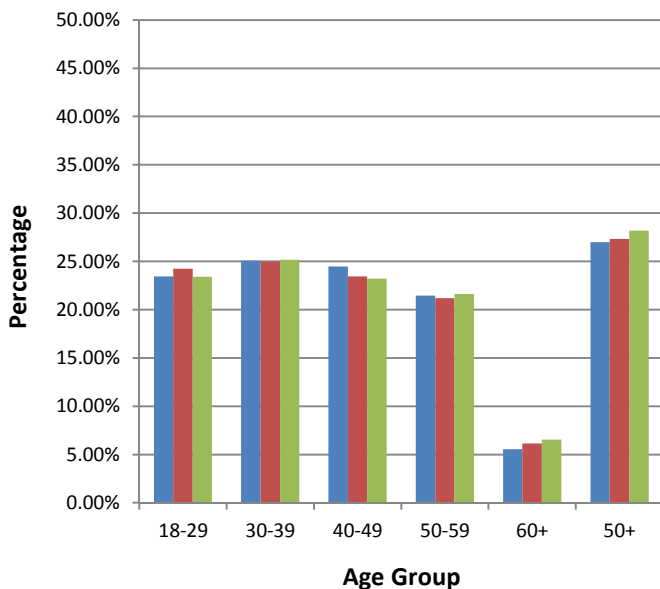
1208 - LPN



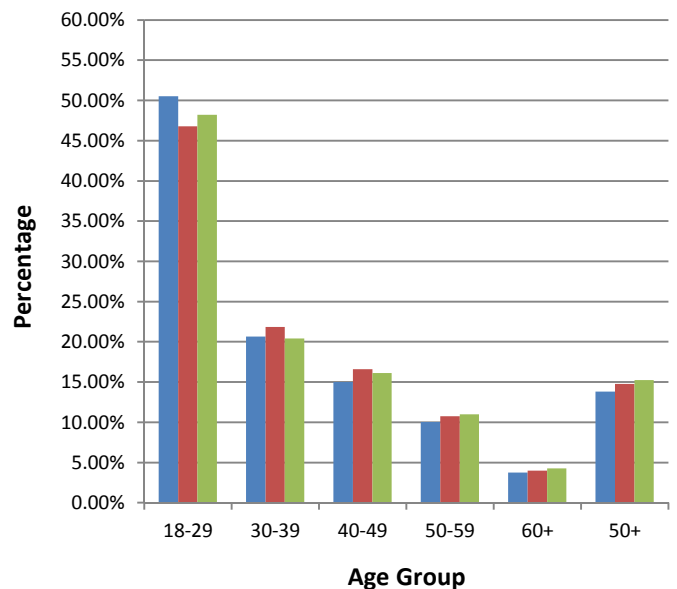
1211 - Nurse Practitioner



1213 - Registered Nurse (Staff)



1312 - Patient Care Technician/Assistant



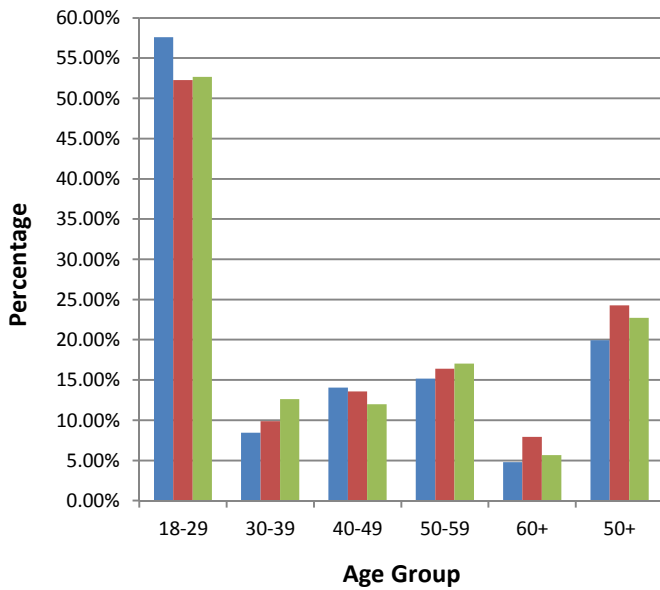
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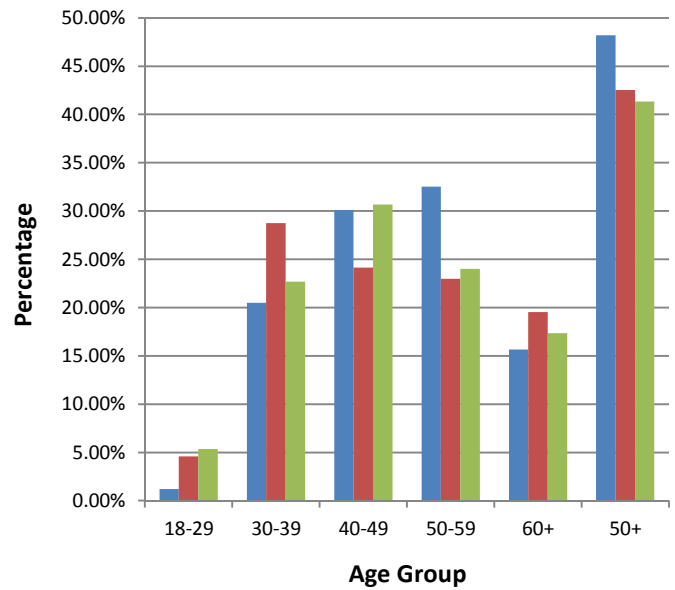
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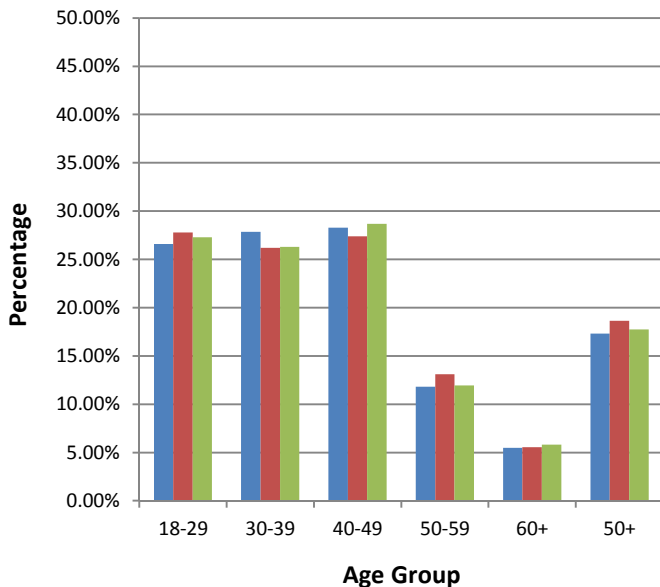
1313 - Patient Transporter



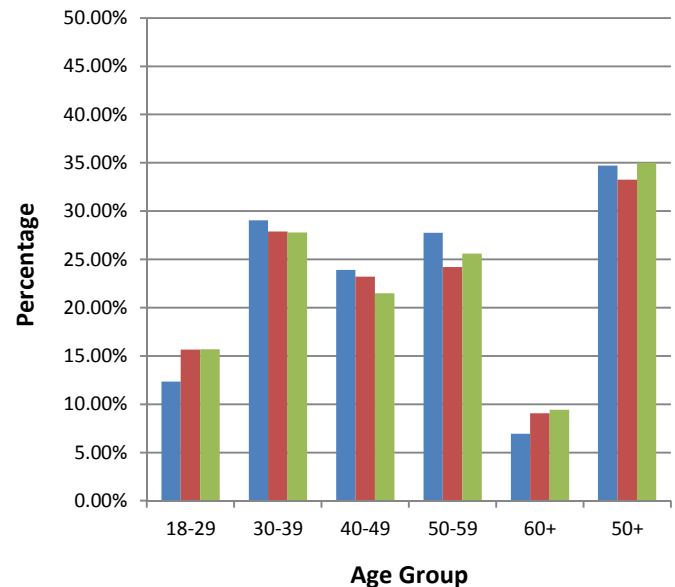
1318 - Surgical Assistant



1319 - Surgical Technician (Certified)



1401 - Pharmacist (Registered)



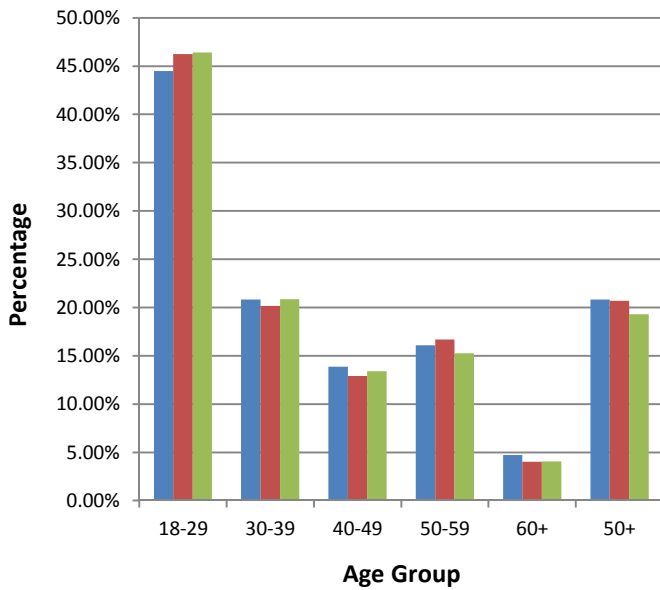
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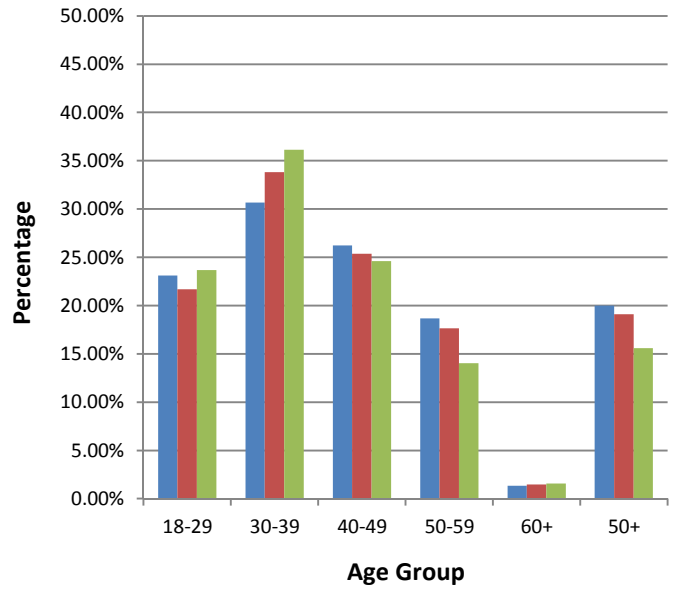
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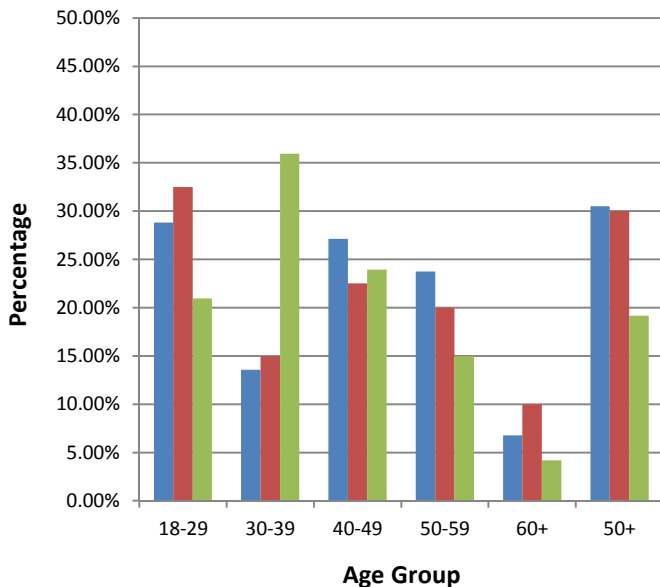
1403 - Pharmacy Technician



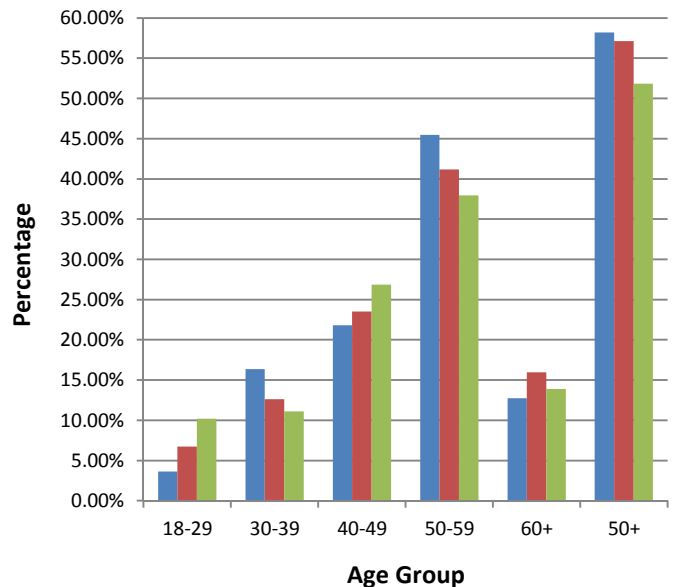
1500 - CAT Scan (CT) Technician (Registered)



1502 - Echocardiograph Technician (Registered)



1503 - Mammography Tech (Registered)



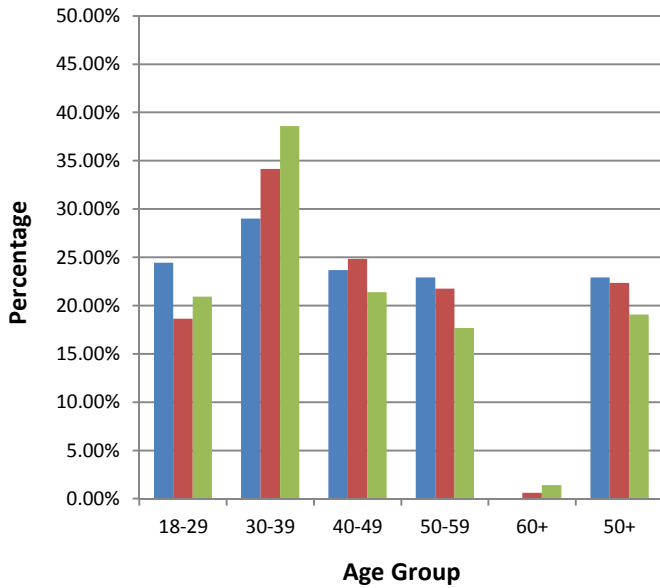
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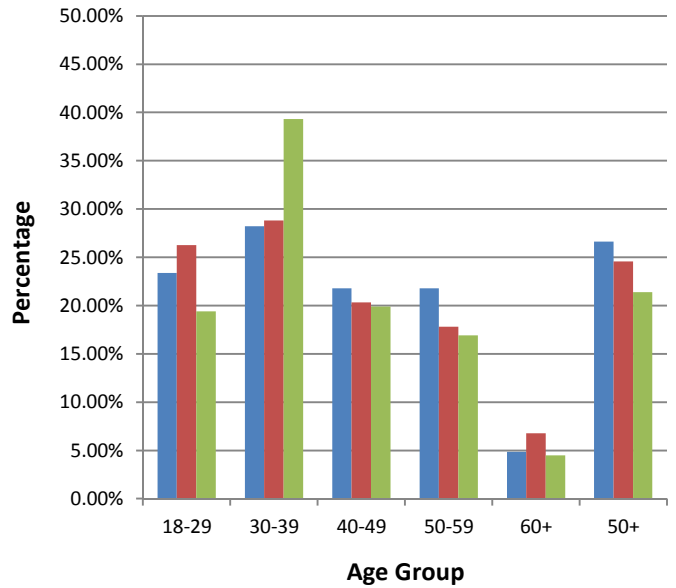
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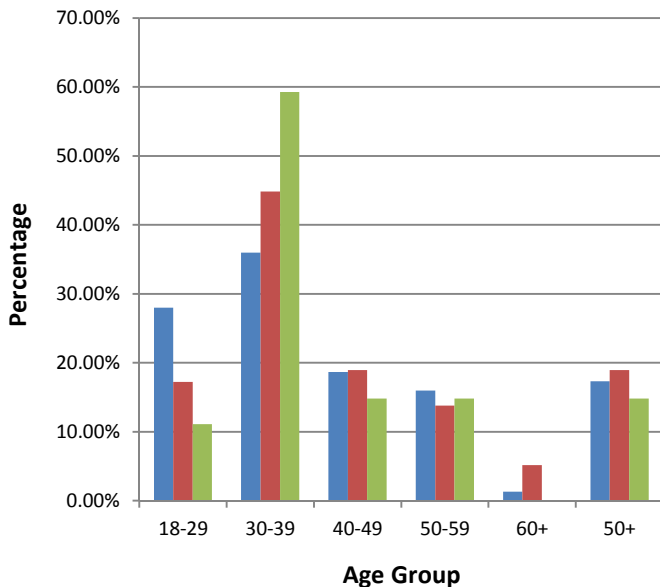
1504 - MRI Technician (Registered)



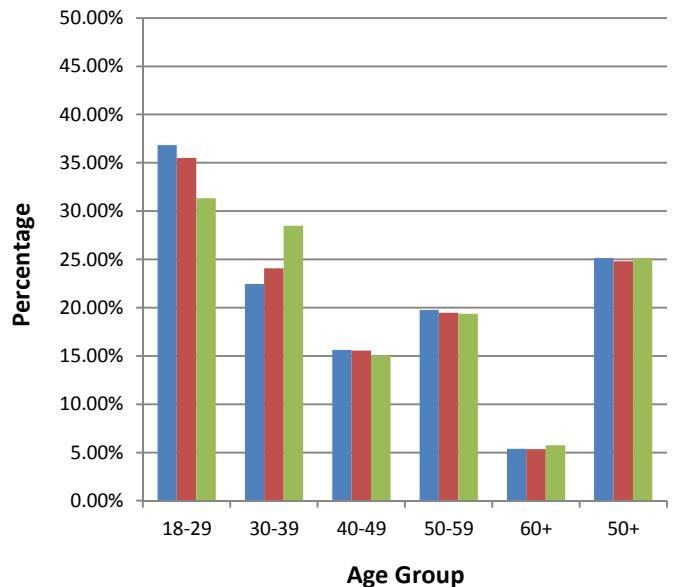
1505 - Nuclear Medicine Technician (Registered)



1507 - Radiation Therapy Technologist (Registered)



1508 - Radiology Tech (Registered)



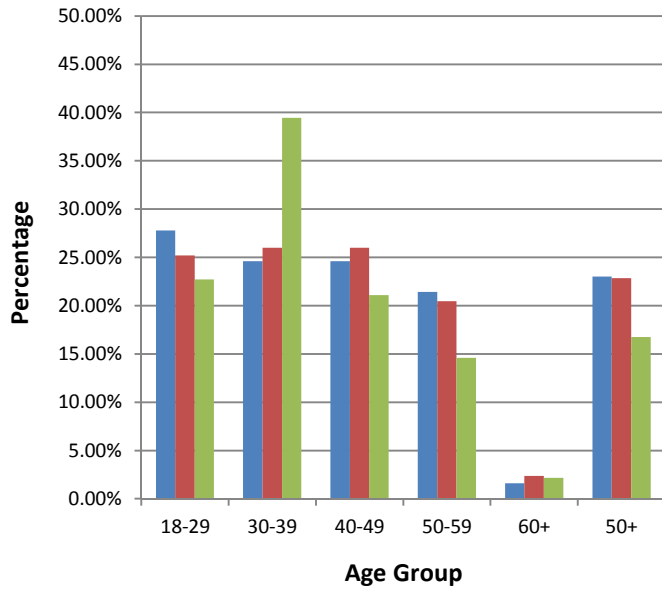
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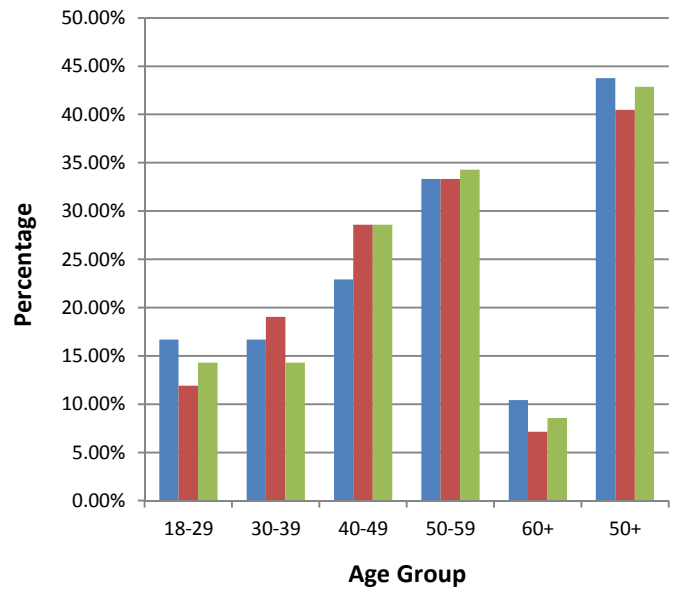
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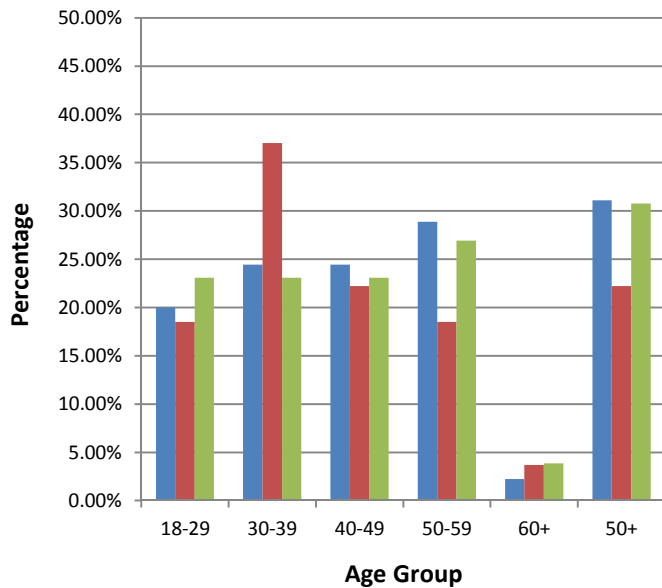
1510 - Ultrasonographer (Registered)



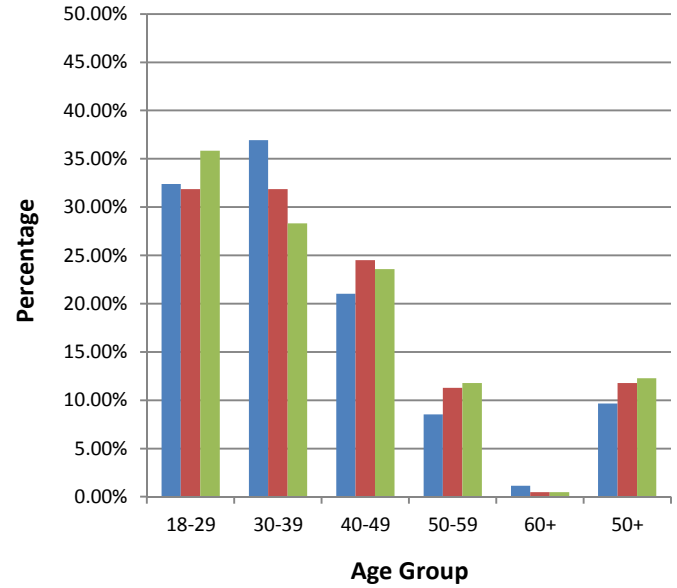
1511 - Vascular Tech (Credentialed)



1904 - COTA (Certified Occupational Therapy Assistant)



1905 - Occupational Therapist (Registered)



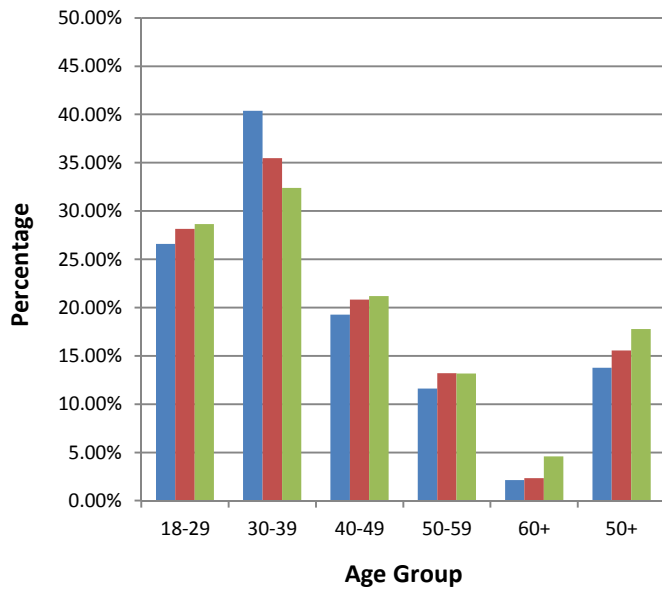
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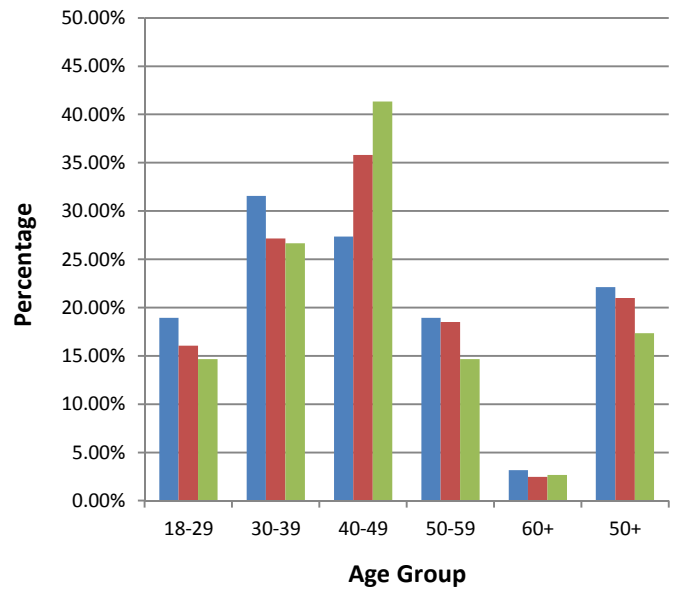
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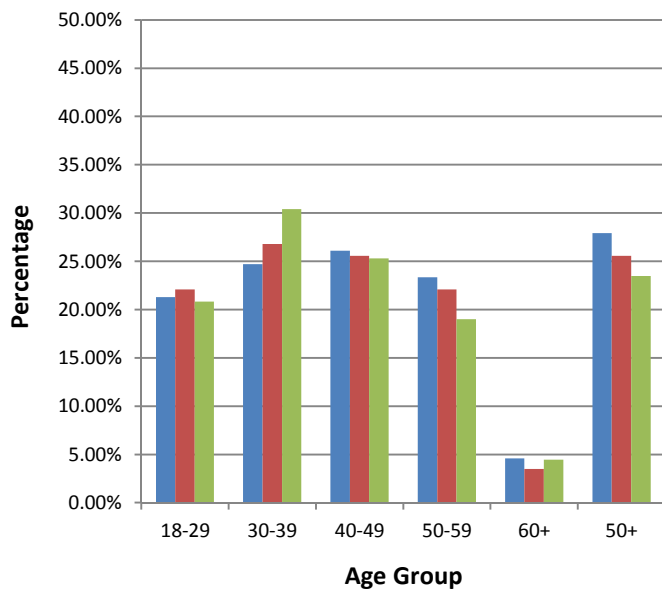
1906 - Physical Therapist (Registered)



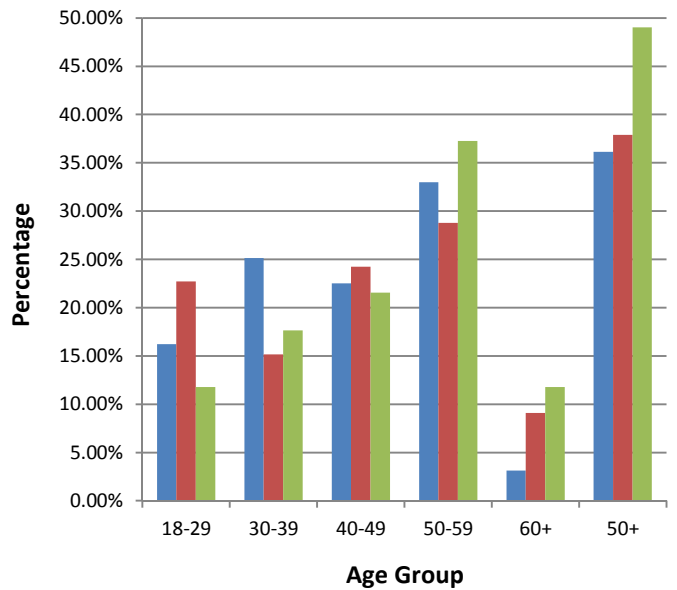
1907 - Physical Therapy Assistant



1909 - Respiratory Therapist (Registered)



1910 - Respiratory Therapy Tech (Certified)



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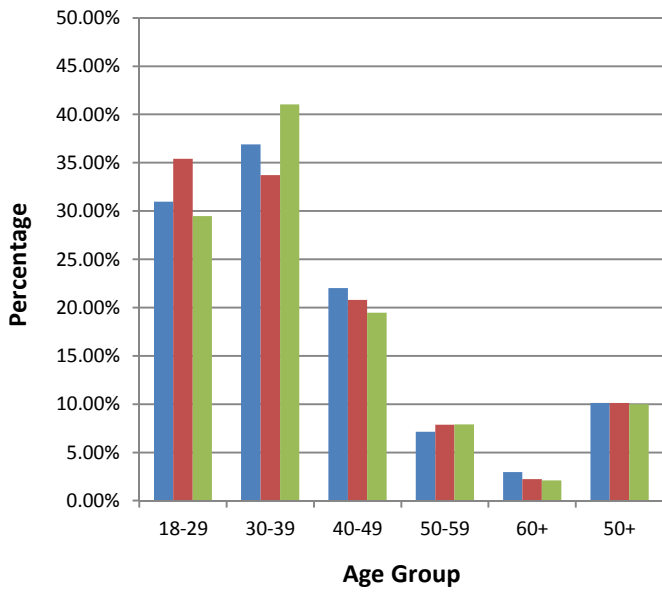
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1911 - Speech Pathologist/Therapist (Registered)



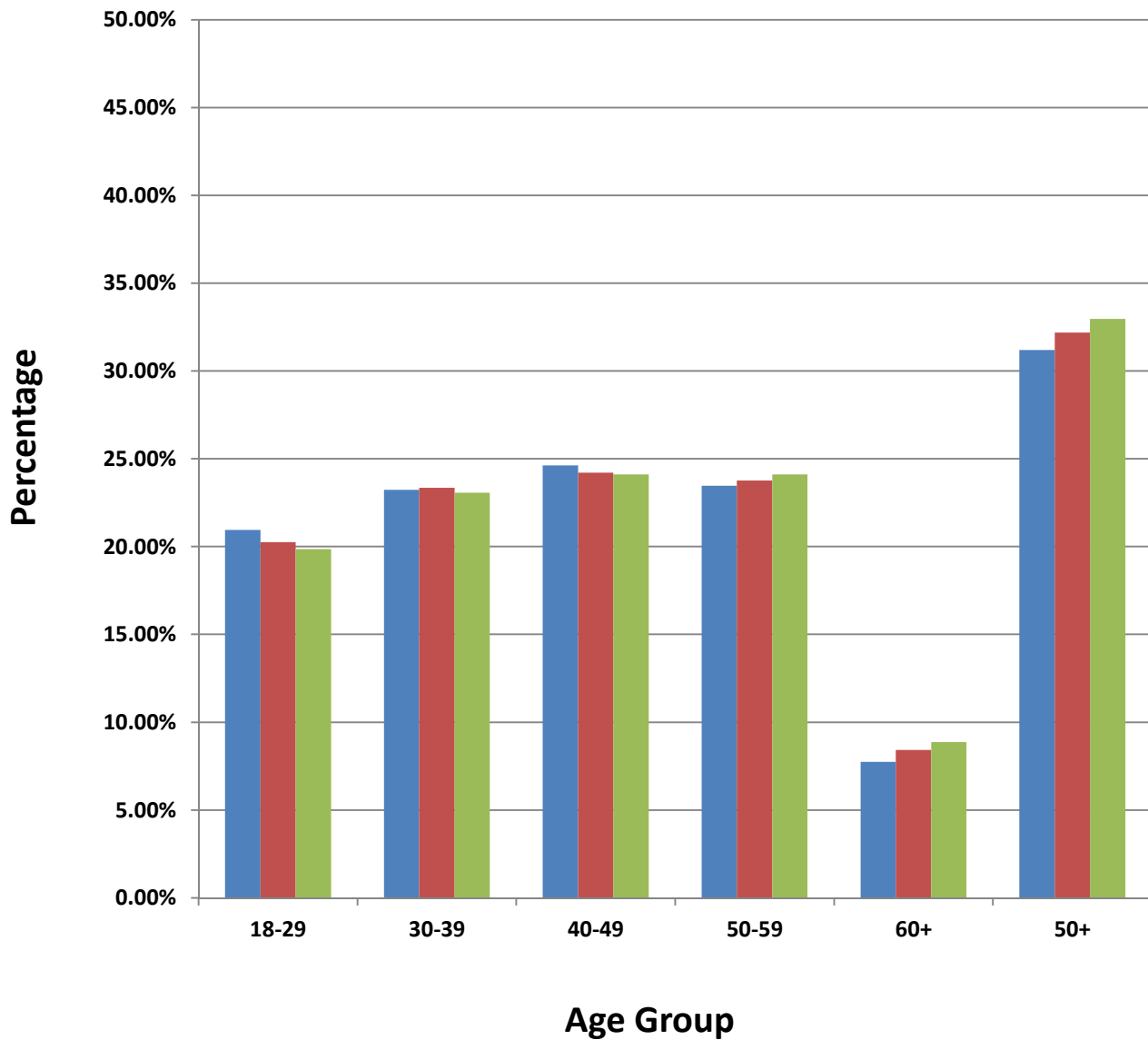
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All Organization Positions



Greater Cincinnati Health Council

If it involves health,
we're involved.

Annual Retirement Report

(Data Effective 12/31/10)

JOB CODE	Job Title	All Retirements by		Total Number of Employees as of 12/31/10		RETIREMENT RATE Data Effective 12/31/10		% Change		RETIREMENT RATE Data Effective 12/31/09		Age 55+ Employees	% of Employees Age 55+
		Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE		
0122	Unit Secretary/Unit Clerk	5	3.3	1,141	905	0.44%	0.36%	-55.81%	-59.76%	0.99%	0.90%	255	22.35%
0405	Food Service Worker (Entry)	10	8.0	527	395	1.86%	1.98%	62.28%	70.50%	1.15%	1.16%	107	20.30%
0500	Coder	1	1.0	177	160	0.56%	0.62%	-3.93%	88.15%	0.58%	0.33%	40	22.60%
0504	Medical Records Technician (RHIT)	2	2.0	114	108	1.72%	1.81%	***	***	0.00%	0.00%	20	17.54%
0505	Medical Transcriptionist	2	0.6	208	183	0.95%	0.33%	-13.02%	-73.21%	1.09%	1.22%	76	36.54%
0600	Home Health Aide	0	0.0	120	101	0.00%	0.00%	***	***	0.00%	0.00%	29	24.17%
0903	Medical Lab Tech (MLT Registered)	1	1.0	329	283	0.30%	0.35%	-89.16%	-83.68%	2.80%	2.16%	73	22.19%
1004	Environmental Services Worker (Entry)	31	25.9	893	826	3.35%	3.04%	***	***	0.00%	0.00%	280	31.35%
1208	LPN	8	7.0	576	480	1.37%	1.44%	54.11%	83.96%	0.89%	0.78%	170	29.51%
1211	Nurse Practitioner	0	0.0	259	225	0.00%	0.00%	***	***	0.00%	0.00%	45	17.37%
1213	Registered Nurse (Staff)	77	50.0	12,278	9,683	0.62%	0.51%	1.50%	-12.35%	0.61%	0.59%	1,948	15.87%
1312	Patient Care Technician/Assistant	6	4.3	2,082	1,542	0.29%	0.28%	-47.28%	-55.13%	0.55%	0.62%	193	9.27%
1313	Patient Transporter	1	0.6	320	249	0.31%	0.24%	-52.49%	-71.04%	0.66%	0.83%	47	14.69%
1318	Surgical Assistant	0	0.0	75	72	0.00%	0.00%	-100.00%	-100.00%	3.66%	3.98%	23	30.67%
1319	Surgical Technician (Certified)	1	0.8	297	265	0.34%	0.30%	-64.26%	-31.16%	0.94%	0.44%	33	11.11%
1401	Pharmacist (Registered)	1	1.0	421	364	0.24%	0.27%	-55.69%	-27.29%	0.53%	0.38%	100	23.75%
1403	Pharmacy Technician	4	3.1	327	262	1.21%	1.17%	-27.69%	-17.59%	1.67%	1.42%	35	10.70%
1500	CAT Scan (CT) Technician (Registered)	0	0.0	328	279	0.00%	0.00%	-100.00%	-100.00%	0.39%	0.44%	24	7.32%
1502	Echocardiograph Technician (Registered)	1	1.0	167	141	0.60%	0.71%	***	***	0.00%	0.00%	15	8.98%
1503	Mammography Tech (Registered)	1	0.5	112	90	0.88%	0.55%	***	***	0.00%	0.00%	36	32.14%
1504	MRI Technician (Registered)	0	0.0	218	185	0.00%	0.00%	***	***	0.00%	0.00%	21	9.63%
1505	Nuclear Medicine Technician (Registered)	2	1.0	205	169	0.97%	0.59%	5.31%	-47.33%	0.92%	1.12%	21	10.24%
1507	Radiation Therapy Technologist (Registered)	0	0.0	29	25	0.00%	0.00%	***	***	0.00%	0.00%	2	6.90%
1508	Radiology Tech (Registered)	0	0.0	427	364	0.00%	0.00%	-100.00%	-100.00%	0.27%	0.31%	57	13.35%
1510	Ultrasonographer (Registered)	1	0.4	188	156	0.53%	0.26%	***	***	0.00%	0.00%	18	9.57%
1511	Vascular Tech (Credentialed)	0	0.0	35	30	0.00%	0.00%	***	***	0.00%	0.00%	6	17.14%
1904	COTA (Certified Occupational Therapy Assistant)	0	0.0	27	24	0.00%	0.00%	***	***	0.00%	0.00%	5	18.52%
1905	Occupational Therapist (Registered)	0	0.0	214	175	0.00%	0.00%	***	***	0.00%	0.00%	10	4.67%
1906	Physical Therapist (Registered)	2	0.0	355	291	0.56%	0.00%	***	***	0.00%	0.00%	31	8.73%
1907	Physical Therapy Assistant	0	0.0	78	65	0.00%	0.00%	***	***	0.00%	0.00%	8	10.26%
1909	Respiratory Therapist (Registered)	1	0.6	608	479	0.16%	0.13%	-56.90%	-73.40%	0.38%	0.47%	77	12.66%
1910	Respiratory Therapy Tech (Certified)	1	0.9	58	48	1.69%	1.84%	-42.37%	-47.79%	2.94%	3.53%	14	24.14%
1911	Speech Pathologist/Therapist (Registered)	1	0.5	192	153	0.52%	0.33%	***	***	0.00%	0.00%	11	5.73%

*** Indicates the previous year's rate was 0 percent and thus the percentage change is unavailable

All 32 Positions Combined	All Retirements by		Total Number of Employees as of 12/31/10		RETIREMENT RATE Data Effective 12/31/10		% Change		RETIREMENT RATE Data Effective 12/31/09		Age 55+ Employees	% of Employees Age 55+
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE		
	160	113	23,385	18,773	0.68%	0.60%	6.70%	-0.77%	0.64%	0.61%	3,830	16.38%

All Organization Positions	All Retirements by		Total Number of Employees as of 12/31/10		RETIREMENT RATE Data Effective 12/31/10		% Change		RETIREMENT RATE Data Effective 12/31/09		Age 55+ Employees	% of Employees Age 55+
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE		
	348	284	47,780	40,890	0.72%	0.69%	-1.20%	-3.98%	0.73%	0.72%	9,576	20.04%

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

- | | |
|--|--------------------------------------|
| 1) The Christ Hospital | 8) Margaret Mary Community Hospital |
| 2) Cincinnati Children's Hospital Medical Center | 9) McCullough-Hyde Memorial Hospital |
| 3) CMH Regional Health System | 10) Mercy Health Partners |
| 4) Dearborn County Hospital | 11) St. Elizabeth Medical Center |
| 5) Fayette County Memorial Hospital | 12) TriHealth |
| 6) Highland District Hospital | 13) UC Health |
| 7) Hoxworth Blood Center | |

Job Titles & Descriptions

New GCHC Job Code	Old GCHC Job Code	Job Descriptions	
Administrative Support			
0122	109	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.
Food Service			
0405	201	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			
0500	112	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.
0504	117	Medical Records Technician (RHIT)	Prepares statistical reports, codes diseases and operations according to accepted classification; Maintains indexes according to established plans and procedures. RHIT required.
0505	106	Medical Transcriptionist	Responsible for transcription of patient medical information and other assigned typing duties using transcribing and word processing equipment.
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.

New GCHC Job Code	Old GCHC Job Code	Job Descriptions	
Laboratory			
0903	311	Medical Lab Tech (MLT Registered)	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.
Maintenance			
1004	204	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.
Nursing			
1208	402	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.
1211	415	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.
1213	405	Registered Nurse, Staff	Provides professional nursing services in the assessment, treatment and care of patients.

New GCHC Job
Code

Old GCHC Job
Code

Job Descriptions

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.
1313	220	Patient Transporter	Performs routine custodial and nonprofessional duties such as providing patient transportation in the caring for patients.
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

1401	316	Pharmacist (Registered)	Compounds and dispenses medicines and pharmaceutical preparations according to authorized prescriptions; performs routine tests on drugs; consults with medical staff.
1403	315	Pharmacy Technician	Works under the direction of a registered pharmacist in compounding and dispensing medications according to prescriptions written by physicians.

New GCHC Job
Code

Old GCHC Job
Code

Job Descriptions

Radiology

1500	349	CAT Scan (CT) Technician (Registered)	Prepares and positions patients and operates CT Scan equipment to produce three-dimensional images of the body. ARRT Registered.
1502	308	Echocardiograph Technician (Registered)	Evaluates cardiac patients for valvular function and myocardial wall motion using ultrasound equipment. ARDMS registered.
1503	357	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.
1504	329	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.
1505	328	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.
1507	327	Radiation Therapy Technologist (Registered)	Prepares patients and operates equipment to expose certain portions of the body to concentrated radiation. ARRT Registered.
1508	324	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.
1510	326	Ultrasonographer (Registered)	Performs diagnostic procedures on patients using ultrasound waves to examine tissue and body structures. ARDMS Registered.
1511	346	Vascular Tech (Credentialed)	Performs ultra sound studies of arteries and veins, and other non-invasive peripheral vascular studies. Performs all duties related to non-invasive testing for peripheral vascular disease including duplex imaging for the extremities, segmental Doppler pressures, phleborheographs (PRG's), reflex heating, nerve blocks, and transcranial Dopplers. Registered and/or registry eligible.

New GCHC Job
Code

Old GCHC Job
Code

Job Descriptions

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.
1909	307	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.
1910	306	Respiratory Therapy Tech (Certified)	Performs the specialized techniques of respiratory therapy under the direction of the director of pulmonary services, supervisor of pulmonary services, or physician in charge. Must be certified.
1911	332	Speech Pathologist/Therapist (Registered)	Diagnoses, treats and performs research related to speech and language problems. MS required.