





The Missouri Hospital Association's 2023 Annual Workforce Report finds that in 2022, there was a slight easing of the record-high vacancy and turnover rates experienced in 2021. This decline occurred in aggregate, as well as within the staff nurse segment of the workforce.

Although this relief is positive, the rates of vacancy and turnover experienced in 2022 still were much higher than historical rates. This year's report finds a nearly one-quarter turnover rate among all surveyed positions statewide, with more than 40% for environmental services and dietary workers. The turnover rate among staff nurses — the largest single cohort of hospital employees — reached nearly 20%. This rate of flux within the health care workforce affects operations, cost and culture.

Although these workforce issues currently create a challenging environment, they also are long term and structural. According to the U.S. Bureau of Labor Statistics, the health care delivery system will need 2.6 million more workers nationally in the next eight years to accommodate demand, even as shortages persist today.¹ In Missouri, an additional 64 full-time faculty positions would be necessary to accommodate all nursing school applicants who are qualified for admission. Presently, qualified nursing school applicants are turned away because of an insufficient number of faculty. Moreover, without additional investment or innovative approaches to nurse training, the education system will struggle to replace the 98 Missouri nurse educators who are expected to retire within the next five years.

Opportunities exist to mitigate these challenges. Hospitals continually are working to attract new staff, retain the incumbent workforce, and expand and retool the skills of other hospital team members. Bringing back workers who have left the hospital environment as caregivers, helping future health science instructors receive the credentials to educate the health care workforce and upskilling workers in their current specialty can help bridge the existing challenges. In the long term, more workers will be needed, and hospitals will need to create the cultures and operational flexibilities necessary to attract and retain the next generation of the health care workforce.

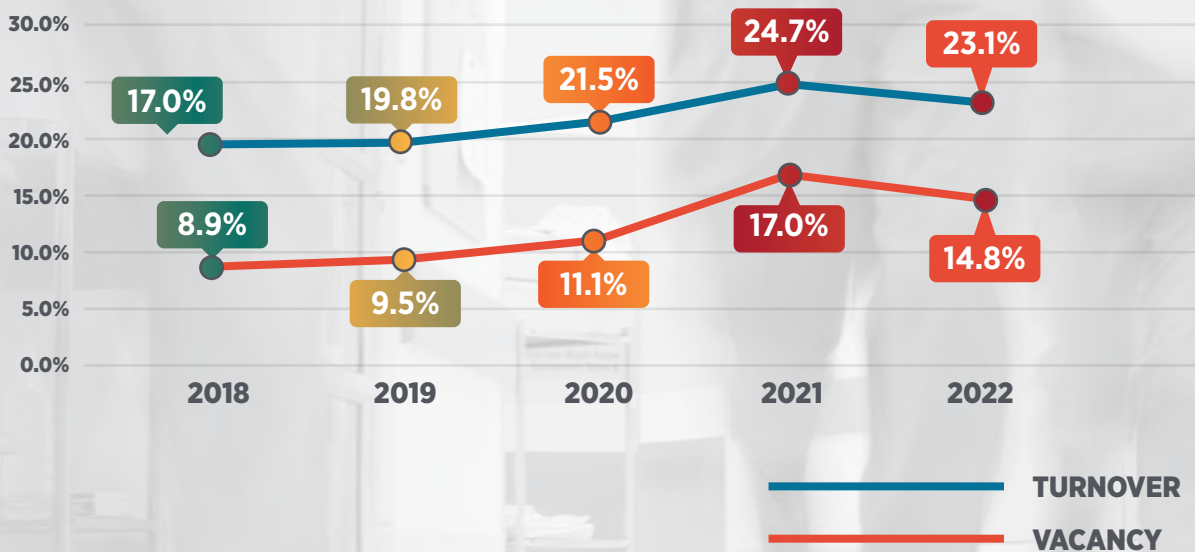
Every Missourian has a stake in the strength of the hospital workforce. These clinical professionals — and the many workers who support them — are essential to the delivery of emergency care, disease management and health improvement activities. State and local governments, academic institutions, businesses, and other partners can play an important role in mitigating the hospital workforce crisis.

The COVID-19 pandemic laid bare the immediate and long-term structural challenges in the health care workforce. Even if these historical rates of vacancy and turnover continue to recede, investments in the workforce will be necessary to deliver the workers needed to provide care in the future. Hospitals and all stakeholders must promote and reduce barriers to entry for health professions. At the same time, hospitals must ensure they remain employers of choice in the communities they serve to attract employees of all skill levels. This will require investment, flexibility and innovation.

Missouri Workforce Data

MHA's 2023 Annual Workforce Report reflects Missouri hospitals' workforce in 2022. The data indicate a small decrease from 2021 in vacancy and turnover rates among the majority of health care positions included in the survey. However, both turnover and vacancy rates among all surveyed professions remain significantly higher than pre-pandemic levels (Figure 1).

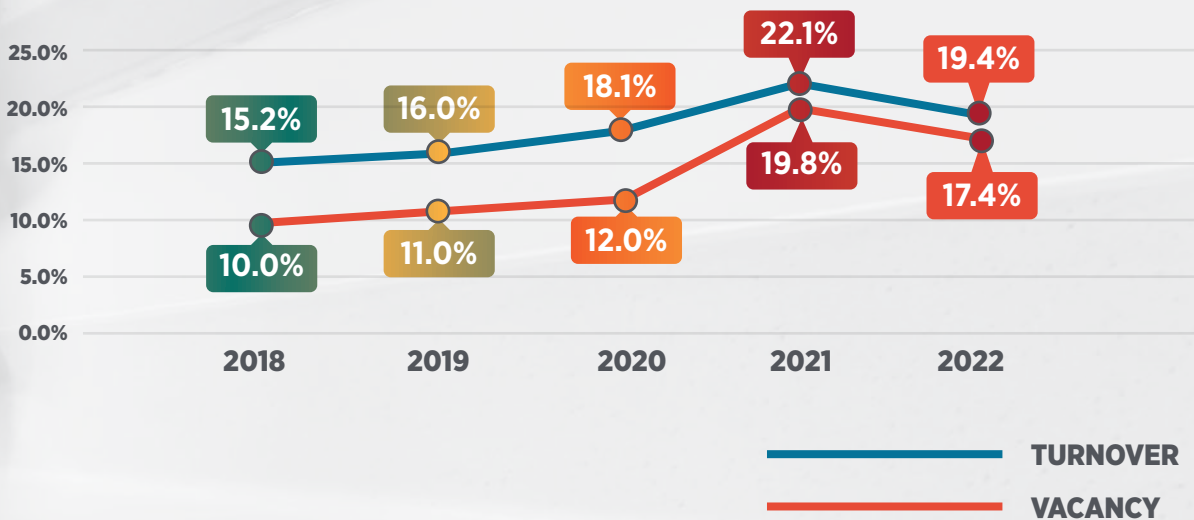
FIGURE 1: Statewide Vacancy & Turnover — All Surveyed Occupations



Staff registered nurses account for the largest single cohort of hospital employees in Missouri. This year's report finds that staff nurse vacancy reached 17.4%. Although this number is a decrease from 19.8% in 2021, it reflects a notable increase from 11% in 2019 (Figure 2). According to the survey, Missouri has 33,178 nurses working in hospitals and 6,982 vacant staff nurse positions.

Staff nurse turnover is at 19.4% (Figure 2). This level of turnover is costly and disruptive for health care systems, and it can impact morale, disrupt the nurse and patient experience, and exacerbate an already pressing shortage of qualified talent. According to a study released by the National Council of State Boards of Nursing, the nursing shortage crisis will continue without concerted action. The study found that an estimated 97,000 RNs left the workforce during the past two years due to stress, burnout and retirements, and another 610,388 reported an intent to leave during the next five years.²

FIGURE 2: Statewide Vacancy & Turnover — Staff Registered Nurse



State of the Staffing Shortage

Several factors are leading to significant turbulence in the health care workforce, including an aging care-delivery workforce who are nearing retirement, the challenges of working in a highly dynamic and sometimes difficult environment, alternative work options for skilled professionals, among other causes. The workforce development community, including hospitals, has struggled to keep the pipeline for new employees sufficient to overcome the headway. At the same time, demand for care is growing.

Turnover is costly and has multiple impacts to hospitals. According to the 2023 National Healthcare Retention & RN Staffing Report published by Nursing Solutions, Inc., [each percentage change in nurse turnover will cost/save the average hospital an additional \\$380,600 annually.](#)³ Since 2020, [one in five health care workers have quit their jobs, and as much as 47% of health care workers plan to leave their positions by 2025, according to a 2022 report by Definitive Healthcare.](#)⁴ It is important for hospitals to identify turnover risks and understand how to address them.

Hospitals are reacting to the pressures that are placed on the workforce in multiple ways. Many hospitals have increased starting wages, are offering sign-on and retention bonuses, and are paying for more overtime hours to combat shortages and retain staff. However, wage adjustments have been eroded by inflation, reducing hospitals' ability to keep pace. The result is a decrease in real-wage growth and slower benefit gains for employees. At the same time, hospitals are facing significant financial pressure overall. Reimbursement rates for care haven't kept up with the cost of inflation. Costs — including labor — are driving a larger share of hospitals into negative operating margins.

Fueled by the COVID-19 pandemic, demand for travel nurses skyrocketed in 2021 — increasing by a staggering 500%.⁵ As a result, many nurses made the switch to travel nursing to gain higher pay, flexible schedules and the opportunity to work in different locations. However, recent data from Qualivis suggest that the nationwide demand for registered travel nurses has returned to pre-pandemic levels. Nevertheless, Missouri remains one of the top states for travel nursing demand (Figure 3). Although necessary to address workforce shortages and surges in demand for care, agency staff can influence hospitals' cultures and add significant costs to operations.

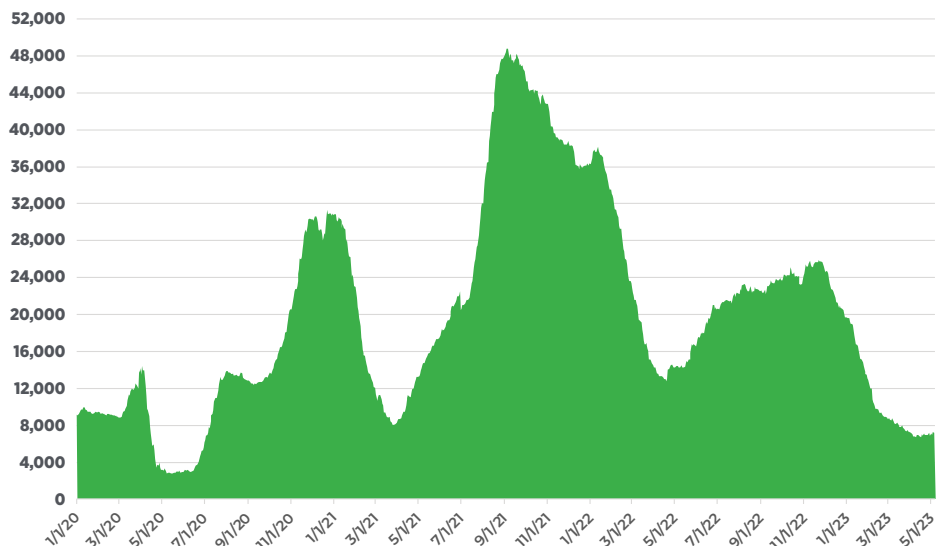
FIGURE 3: National Travel Nursing Demand

Travel RN demand has increased by 4% throughout the last 30 days with 7,164 open jobs as of May 7, 2023.

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Figure 3 is based on LotusWorkforce Solutions data as of May 7, 2023, including direct contracts, managed service contracts and support third-party staffing programs.

Travel nursing jobs include all open jobs for travel, contract, EMR and strike needs for RNs, LPNs and CNAs.



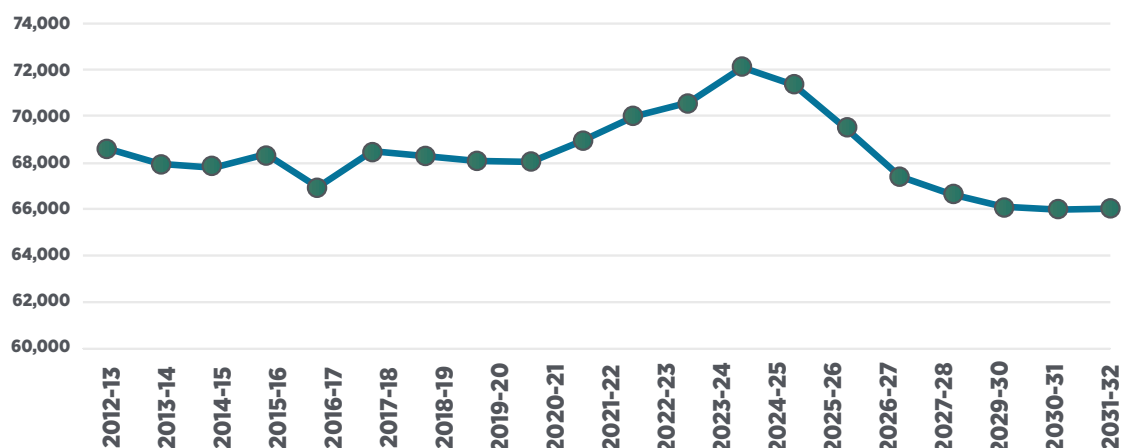
Source: Qualivis 2023

Addressing Shortages in Labor

Structural challenges existed in the hospital workforce before the advent of the pandemic. COVID-19 amplified these challenges. Academic institutions are struggling to access necessary clinical rotations for student training resulting from hospital staff shortages. Similarly, instructor shortages are making it difficult for schools to accept all interested students.

Reports suggest there will be a significant reduction in the number of high school graduates mid-decade. This will influence the ability of hospitals to recruit workers at all skill levels. Although not all hospital positions require a high school education, most clinical professions require high school and postsecondary education. These shifts could influence the population of candidates for future hospital and health care employment (Figure 4).

FIGURE 4: Projected Number of High School Graduates in Missouri



Source: Ruffalo Noel Levitz

Nationally, community colleges were hit hard by the pandemic. Fall undergraduate enrollment began to stabilize in 2022 compared to fall 2021.⁶ However, postsecondary enrollment remains well below pre-pandemic levels. Missouri's community colleges with programs for nursing and allied health are reporting that applications and enrollment are down by 50% from previous years. Nursing and health science programs continue to face challenges, including increasing program expenses, recruiting and retaining students, access to clinical training site space, sustaining small and specialized nursing and allied health programs, negative perceptions toward vocational/technical education, and finding qualified faculty. [The Missouri Department of Higher Education and Workforce Development offers a Fast Track Workforce Incentive Grant to help individuals pursue a certificate, degree or industry-recognized credential in an area designated as high need. As of 2022, 46% of students were enrolled in allied health programs.](#) Community and technical colleges are essential springboard institutions for careers in nursing and allied health professions.

Barriers exist for students as well, including transportation, housing, child care needs and academic preparedness. In addition, students may experience financial burdens related to tuition, equipment, fees, uniforms and other costs. Many nursing and health science programs have rigorous academic requirements and do not offer flexibility in course and clinical offerings that are conducive to those with family and financial obligations.



Nursing Education

A comparison of the Missouri State Board of Nursing 2020 and 2021 annual reporting data suggest that Missouri nurse faculty shortages are more than critical. Qualified candidates willing to fill nurse faculty positions are limited. Throughout the past two decades, clinicians have helped fill some of the gaps in nursing education through dual roles as clinical staff and faculty. However, the impact of the pandemic on nursing practice, opportunities for nurses to earn much higher wages in clinical practice and compounded nurse burnout are leading to unprecedented challenges in their recruitment and retention.

FIGURE 5: Nursing Faculty Staff Availability in Missouri

Nursing Faculty Staff Availability	2020	2021
Full-time nursing faculty positions unfilled	45	55
Part-time nursing faculty positions unfilled	9	11
Clinical adjunct faculty positions unfilled	35	37
Additional full-time faculty needed to take all qualified applicants	87	64
Full-time faculty that plan to retire in the next 5 years	126	98

Source: Missouri State Board of Nursing

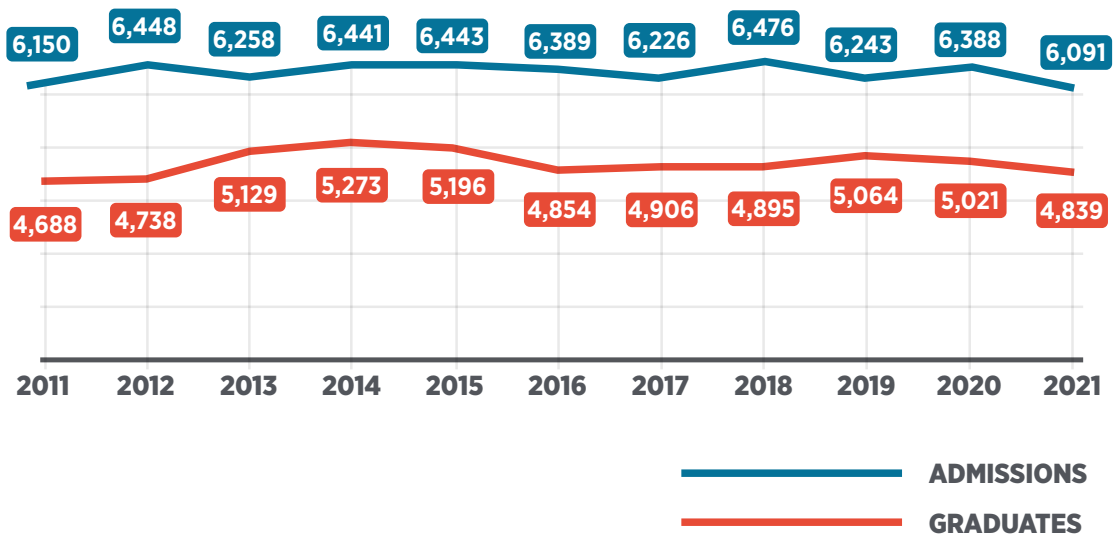
Missouri’s nursing programs report that an additional 64 full-time faculty positions would be necessary to accommodate all applicants who are deemed qualified for admission. Unfortunately, these reports indicate at least 98 Missouri nurse educators plan to retire within the next five years (Figure 5).

Opportunities exist for academia and hospitals to address workforce shortages by partnering to explore creative faculty models to mitigate the educator shortage. These models include providing tuition reimbursement to help nurses return to school and pursue degrees to be educators, encouraging current nurses to work in a hybrid role as both nurse faculty and at the bedside, and encouraging retirees and individuals who have left the workforce to embrace nursing education as a way to give back to the future workforce.

The Missouri State Board of Nursing 2022 annual reporting indicates that there are 10,224 students currently enrolled in nursing programs. There were 6,091 nursing students admitted in 2021; however, 1,221 qualified applicants were turned away (Figure 6). While some of these applicants may have applied to multiple schools, the number of qualified applicants that cannot be accommodated is too high given the demand within the profession.



FIGURE 6: Admissions and Graduates in Missouri Pre-Licensure Nursing Programs



Source: Missouri State Board of Nursing

State investment in the nursing workforce is creating new opportunities to reduce turnover and increase retention of nursing students. The academic-clinical partnership model helps hospitals hire senior-level nursing students as employees to earn a wage while meeting clinical objectives. Faculty still oversee the clinical experiences, but the students are paired with an experienced nurse where they work while gaining their required clinical learning. Many are hired on a permanent basis after graduation. This makes the transition from student to licensed nurse easier and decreases orientation time.

This model is one example of new and innovative programs funded by Missouri’s Nursing Education Incentive Program. Since its inception in 2011 and including the current 2023 grant awards, the NEIP has contributed more than \$10 million to nursing education in Missouri. In 2022, a separate State of Missouri grant project provided an additional \$3 million to nursing programs in Missouri. During the 2023 legislative session, lawmakers included \$5 million in state funding to continue and extend the scope of the program.



Looking Ahead

As this report outlines, health care organizations are experiencing significant workforce challenges and are seeking innovative ways to address them. It is vital for hospitals to find effective strategies for attracting and retaining top talent within their organization.

MHA is committed to helping hospitals innovate to build a sustainable workforce. Although there are challenges, there also are opportunities. Programs that expand the professional pipeline, invest in training and career advancement for current employees, expand workplace flexibilities and care delivery models, and enhance support and protection for health care workers are essential to this innovation.

Pipeline Development and Recruitment

It is imperative that hospitals and their academic, community and government partners continue to collaborate on innovative ways to address workforce gaps. Working in partnership with local secondary K-12 schools is essential for building interest and exposing students — and their parents as influencers — to health career opportunities. This can occur through meaningful job shadow and work-based learning experiences, identifying and offering loan repayment programs, or connecting with local high school HOSA-Future Health Professionals chapters and Area Health Education Centers. Keeping students connected to the hospital by moving them into an entry-level role before or soon after they graduate from high school where they can work and further their education at the same time is an excellent way to attract and retain them.

The Missouri Chamber of Commerce, Missouri Department of Elementary and Secondary Education, and Missouri Hospital Association partner annually to host a Virtual Health Career Day. This important collaborative event shares the variety of opportunities that exist in health professions and provides a glimpse into hospital work with students and teachers. In 2023, more than 8,500 students and 450 educators and counselors participated in the event.

To attract talent, hospitals must take a multifaceted approach — starting from within. This includes recruiting a diverse talent pool; evaluating barriers to hire; focusing on skills-based hiring; creating a streamlined recruiting and onboarding process; retaining relationships with alumni; and offering earn while you learn, apprenticeship-style training programs.

Retention and Engagement

Retention and engagement of the current workforce must remain a top priority. Hospitals need to convey to front-line workers and leaders how much their work and commitment is valued. That means putting an emphasis on flexibility, work-life balance, recognition programs, purposeful rounding, and inclusivity and belonging. Frequent and consistent compensation reviews and stay interviews, and including worker voices in decision-making, can strengthen employee engagement and retention within the organization. Hospitals also can help by learning more about the challenges faced by their existing workforce and how to support them through roadblocks, including but not limited to lack of transportation, child and elder care, food insecurity, or housing.

Work Redesign

Many health care workers have complex work arrangements, and are demanding more scheduling flexibility to accommodate family responsibilities. Some hospitals are working toward integrating flexibility into jobs and providing remote work where possible. Emerging staffing models are offering more shift options, variable start times and durations of shift work, app-enabled self-scheduling, and incentives to work less-desirable shifts or during periods of high demand. This includes internal staffing models that offer premium pay and flexibility with the benefit of staying with a single hospital or health care system.

Hospitals and health systems are deploying various staffing models and technologies to supplement the workforce. These include team-based models, virtual nursing, telehealth and artificial intelligence. By rethinking the role of the health care worker and the use of technology, hospitals may be able to unburden staff and improve efficiency, productivity and satisfaction.

Several Missouri health systems have adopted innovative systems and technology to bridge gaps in staffing. This includes scheduling systems that allow workers to identify shift openings that fit their schedule and nonwork demands. This “gig employment” model allows hospitals to use existing staff as internal agency staff, increasing flexibility for the incumbent workforce while reducing the need for and costs of external agency staff.

Professional Development

Ongoing professional development is essential for hospitals to embrace new, innovative ways to work — on the front lines of care and organizationwide. Hospitals can encourage opportunities for career advancement by evaluating skill sets and creating flexible, meaningful career pathways for entry-level roles. Developing talent through cross-functional training, service on interdisciplinary teams, stretch assignments, mentorship programs and succession planning has many benefits to the organization. These systems allow hospitals to identify the next generation of leaders and hone their skills. Leadership development training can help managers become more effective leaders, better communicate with their team members, build trust, adapt to change and drive innovation within their organization. Developing current talent should be a core business function that is focused on creating a culture where employees feel valued by having the opportunity to grow and thrive.



Well-Being and Safety

Hospital leaders are concerned about the well-being of their teams. The pandemic resulted in significant stress on health care workers as they were at the leading edge of pandemic care. Studies suggest the pandemic contributed to increased incidences of post-traumatic stress disorder, depression and anxiety among health care workers. This has caused some health care workers to leave the profession, making an already critical labor shortage worse. To better care for and retain staff, health system leaders must normalize help-seeking behavior, provide mentorship to less experienced nurses, and build support systems and training to help leaders and staff identify and address well-being. Organizations not only must support team member resilience, but give them a voice in addressing workflows and processes that may impede their work. Maximizing patient care is essential to reinspiring nurses to find the joy, satisfaction and meaning they value so highly.

What happens in the community can manifest in the hospital environment. This includes violence. Workplace violence has a significant negative impact on well-being, further contributing to burnout among health care professionals. In a recent survey, the American Nurses Association found that 58% of respondents considered their workplace unsafe.⁷ The U.S. Bureau of Labor Statistics indicates that of the 37,060 private sector workers who experienced trauma from nonfatal workplace violence in 2020, 23% worked in health care and related fields.⁸ Nationally, health care providers are four times more likely to be assaulted in the workplace.⁹ Recent findings published by Press Ganey indicate two nurses are assaulted in the U.S. every day.¹⁰

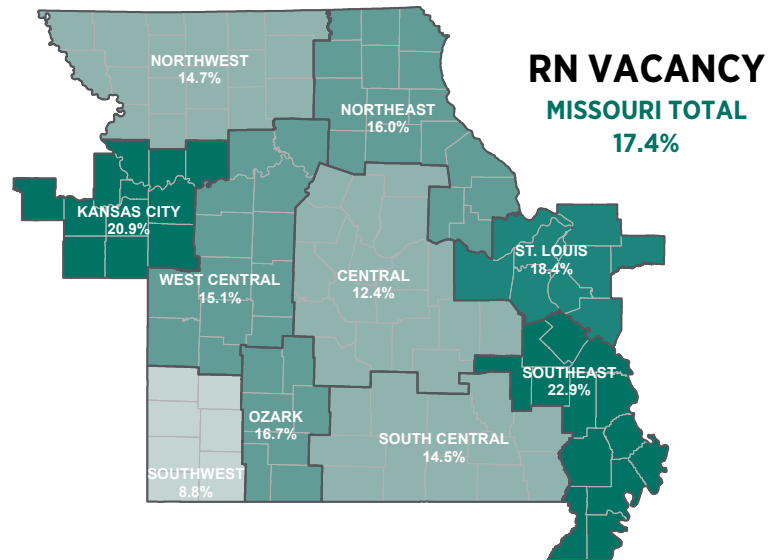
To reduce added stress from the environment, hospitals can build and leverage listening forums to elevate issues and act quickly on findings, provide training, enforce policies for protection of staff in the workplace, have clear pathways for addressing stress incidents, and reduce incivility and horizontal violence. Missouri does not have a mandated requirement for workplace violence reporting, a statewide tracking program or data aggregation system. However, MHA is leading an initiative to capture data on the prevalence of violence in health care settings and is collecting occurrence information utilizing the International Association of Healthcare Safety and Security standardized measures and categorization for aligned benchmarking, assessment and program refinement.

When people hear “health care careers,” they often think only of doctors and nurses. However, health care organizations need staff in various functions. Many of the fastest-growing health care roles will require minimal formal training and education.

MISSOURI HOSPITALS

Top 10 Hospital Professions With the Highest Employee Vacancy

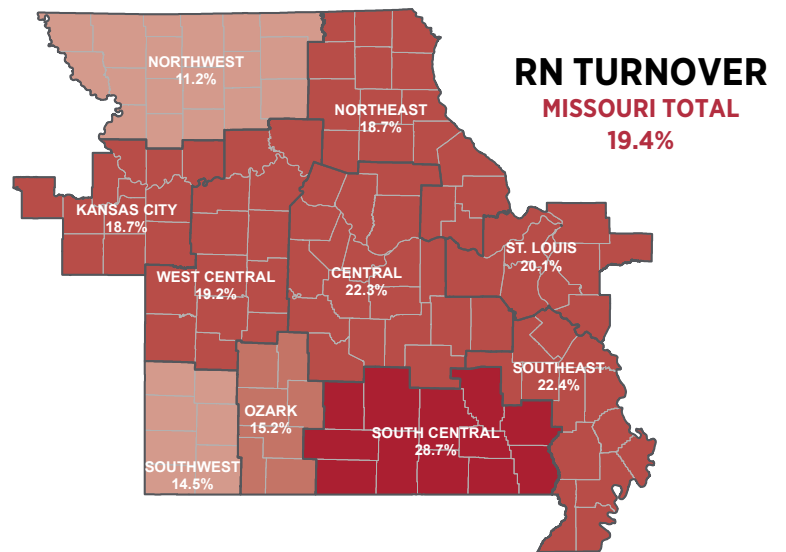
Licensed Practical Nurse
CT Technologist
Staff Registered Nurse
Surgical Technician
Nurse Assistants
Respiratory Therapist - Registered
Sonographer/Ultrasound Technologist
Medical Technologist
Radiology Technologist
Medical Laboratory Technician



MISSOURI HOSPITALS

Top 10 Hospital Professions With the Highest Employee Turnover

Environmental Services
Food Service Worker/Dietary Aid
Nurse Assistants
Pharmacy Technician
Sterile Processing Technician
Medical Laboratory Technician
Licensed Practical Nurse
Surgical Technician
Staff Registered Nurse
Occupational Therapist Assistant



The careers included in the tables are listed in order of highest to lowest percent.

Many hospitals indicate finding qualified entry-level staff is difficult due to competitive pay from different industries or larger companies, low unemployment, shallower job pools in rural areas, and a lack of training programs. These careers are critical to patient care.

2023 MISSOURI SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	7,157	1,820	20.3%	11,987	2,360	16.4%	5,275	36.8%
Licensed Practical Nurse	1,262	409	24.5%	1,747	548	23.9%	598	26.1%
Advance Practice Registered Nurse	954	90	8.6%	1,251	130	9.4%	149	10.8%
Staff Registered Nurse	23,181	5,461	19.1%	33,178	6,982	17.4%	7,800	19.4%
Physician Assistant	216	22	9.2%	248	24	8.8%	37	13.6%
Employed Physicians	4,530	304	6.3%	5,310	335	5.9%	656	11.6%
Diagnostic Imaging								
CT Technologist	544	106	16.3%	741	161	17.8%	115	12.7%
Magnetic Resonance Imaging Technologist	464	54	10.3%	654	84	11.4%	100	13.6%
Mammography Technologist	301	18	5.6%	363	23	6.0%	50	13.0%
Nuclear Medicine Technologist	205	19	8.5%	251	31	11.0%	46	16.3%
Radiology Technologist	1,037	164	13.6%	1,510	249	14.2%	288	16.3%
Sonographer/Ultrasound Technologist	769	115	13.1%	1,044	185	15.1%	175	14.2%
Laboratory								
Medical Laboratory Technician	432	71	14.1%	548	85	13.4%	167	26.4%
Medical Technologist	973	163	14.4%	1255	210	14.3%	266	18.2%
Therapies								
Occupational Therapist	674	41	5.7%	1,017	71	6.5%	169	15.5%
Occupational Therapy Assistant	145	11	7.3%	262	19	6.6%	55	19.4%
Physical Therapist	1,209	116	8.7%	1,716	177	9.4%	228	12.0%
Physical Therapy Assistant	404	33	7.5%	572	49	7.9%	92	14.8%
Respiratory Therapist - Certified	269	30	10.0%	378	50	11.6%	71	16.5%
Respiratory Therapist - Registered	1,304	249	16.0%	1,917	341	15.1%	384	17.0%
Pharmacy								
Pharmacist - Clinical/Staff	1,204	57	4.5%	1,586	74	4.5%	186	11.2%
Pharmacy Technician	1,121	111	9.0%	1,491	151	9.2%	477	29.0%
Surgery								
Surgical Technician	1,020	221	17.8%	1312	260	16.5%	315	20.0%
Sterile Processing Technician	686	72	9.5%	738	83	10.1%	229	27.9%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	643	40	5.9%	675	60	8.2%	100	13.6%
Environmental Services	3,886	533	12.1%	4,152	597	12.6%	2033	42.8%
Registered Dietitian	337	42	11.0%	439	57	11.4%	82	16.5%
Food Service Worker/Dietary Aid	2,206	217	8.9%	2,844	346	10.9%	1302	40.8%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	2,041	191	8.6%	2,777	241	8.0%	434	14.4%
Licensed Practical Nurse - Clinic	1,820	183	9.2%	2,036	222	9.8%	497	22.0%
Advance Practice Registered Nurse - Clinic	1,872	130	6.5%	2,172	149	6.4%	231	10.0%
Medical Assistant - Clinic	3,417	331	8.8%	3,391	353	9.4%	951	25.4%

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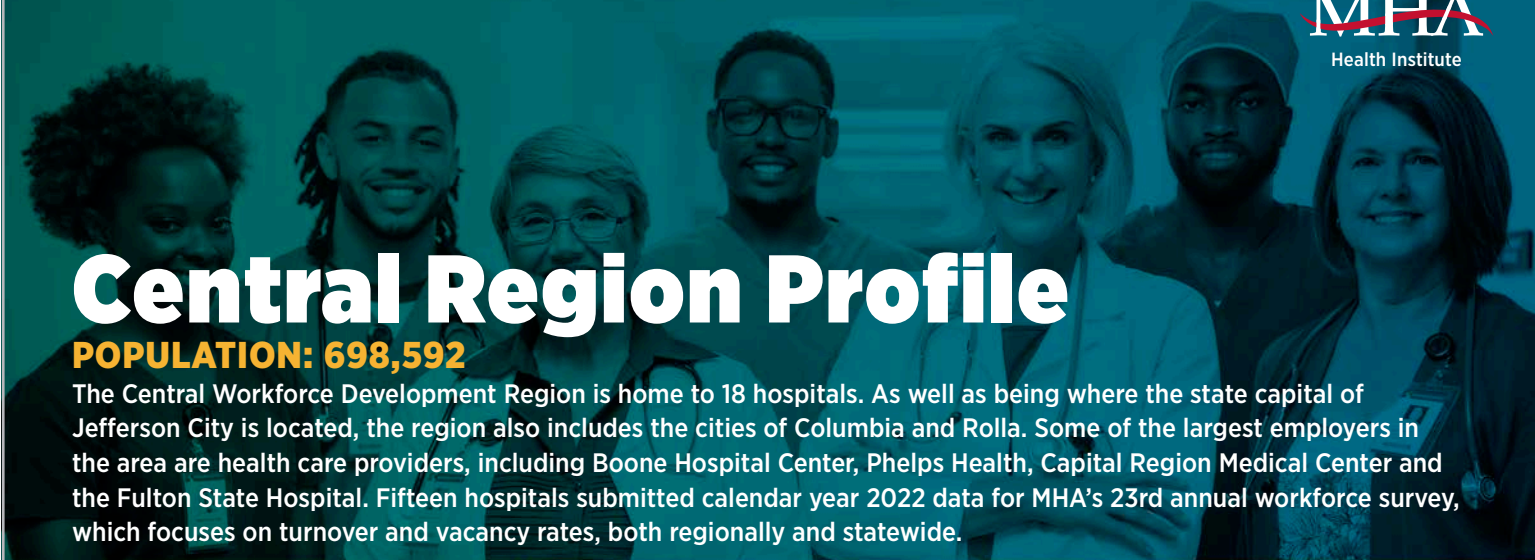
METHODOLOGY

A total of 128 Missouri hospitals participated in this year's survey. The survey requested data on 28 hospital health care positions, and four clinic and physician practice positions. Responses are collected by the Missouri Hospital Association. Data are reported as of Dec. 31, 2022. A comprehensive collection of workforce data, trends, and color-coded vacancy and turnover maps are available at www.mhanet.com.

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Missouri Hospital Association, May 2023



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Central Region Profile

POPULATION: 698,592

The Central Workforce Development Region is home to 18 hospitals. As well as being where the state capital of Jefferson City is located, the region also includes the cities of Columbia and Rolla. Some of the largest employers in the area are health care providers, including Boone Hospital Center, Phelps Health, Capital Region Medical Center and the Fulton State Hospital. Fifteen hospitals submitted calendar year 2022 data for MHA's 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

CENTRAL REGION

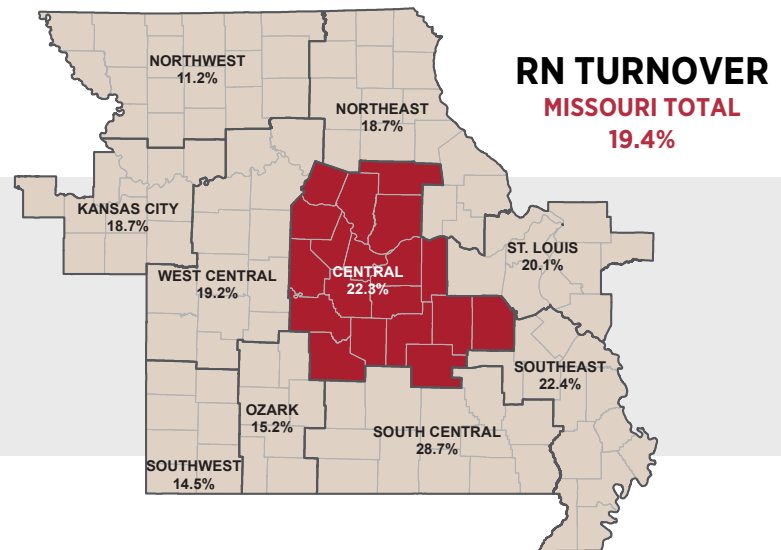
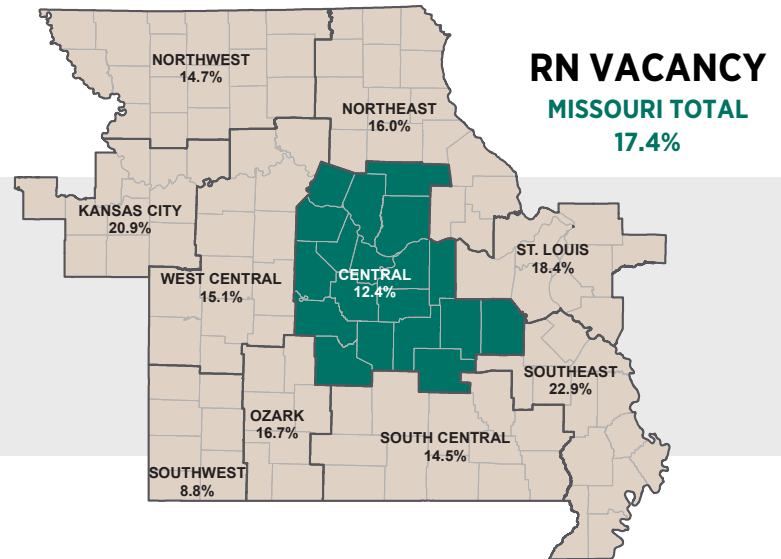
Top 10 Hospital Professions With the Highest Employee Vacancy

Licensed Practical Nurse
Surgical Technician
Nurse Assistants
Sonographer/Ultrasound Technologist
Medical Laboratory Technician
Medical Technologist
Registered Dietitian
Staff Registered Nurse
Respiratory Therapist - Registered
Environmental Services

CENTRAL REGION

Top 10 Hospital Professions With the Highest Employee Turnover

Food Service Worker/Dietary Aid
Environmental Services
Pharmacy Technician
Nurse Assistants
Sterile Processing Technician
CT Technologist
Employed Physicians
Licensed Practical Nurse
Medical Laboratory Technician
Respiratory Therapist - Certified



The careers included in the tables are listed in order of highest to lowest percent.

2023 CENTRAL REGION SURVEY HIGHLIGHTS

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Licensed Practical Nurse	163	67	29.1%	228	67	22.7%	83	28.1%
Advance Practice Registered Nurse	29	0	0.0%	37	0	0.0%	1	2.7%
Staff Registered Nurse	2,338	413	15.0%	3,287	467	12.4%	838	22.3%
Physician Assistant	14	1	6.6%	15	1	6.3%	3	18.8%
Employed Physicians	681	12	1.8%	642	8	1.2%	187	28.8%
Diagnostic Imaging								
CT Technologist	50	5	8.9%	63	6	8.8%	21	30.7%
Magnetic Resonance Imaging Technologist	41	2	5.1%	51	3	5.6%	5	9.3%
Mammography Technologist	31	0	0.0%	38	0	0.0%	4	10.5%
Nuclear Medicine Technologist	23	0	0.0%	29	0	0.0%	2	6.9%
Radiology Technologist	140	4	2.9%	185	11	5.6%	37	18.9%
Sonographer/Ultrasound Technologist	88	14	13.8%	111	19	14.6%	19	14.6%
Laboratory								
Medical Laboratory Technician	40	9	17.9%	53	9	14.5%	15	24.2%
Medical Technologist	108	19	15.0%	131	22	14.4%	27	17.6%
Therapies								
Occupational Therapist	48	3	5.7%	69	4	5.5%	13	17.8%
Occupational Therapy Assistant	36	1	3.7%	54	3	5.3%	8	14.0%
Physical Therapist	155	13	7.5%	207	16	7.2%	26	11.7%
Physical Therapy Assistant	55	2	3.5%	78	5	6.0%	11	13.3%
Respiratory Therapist - Certified	22	1	3.9%	32	2	5.9%	8	23.5%
Respiratory Therapist - Registered	123	17	11.9%	178	23	11.4%	39	19.4%
Pharmacy								
Pharmacist - Clinical & Retail	137	12	8.0%	182	13	6.7%	28	14.4%
Pharmacy Technician	161	13	7.4%	233	16	6.4%	92	36.7%
Surgery								
Surgical Technician	152	42	21.5%	183	47	20.4%	52	22.6%
Sterile Processing Technician	87	8	8.1%	94	8	7.8%	34	33.3%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	81	5	5.8%	86	5	5.5%	14	15.4%
Environmental Services	443	53	10.8%	465	58	11.1%	199	38.0%
Registered Dietitian	39	7	14.4%	44	7	12.8%	11	21.7%
Food Service Worker/Dietary Aid	287	33	10.4%	358	37	9.4%	253	64.1%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	196	21	9.8%	236	25	9.6%	47	18.0%
Licensed Practical Nurse - Clinic	360	25	6.5%	385	26	6.3%	112	27.3%
Advance Practice Registered Nurse - Clinic	123	6	4.7%	136	6	4.2%	22	15.5%
Medical Assistant - Clinic	584	17	2.8%	227	18	7.3%	59	24.1%

Kansas City Region Profile

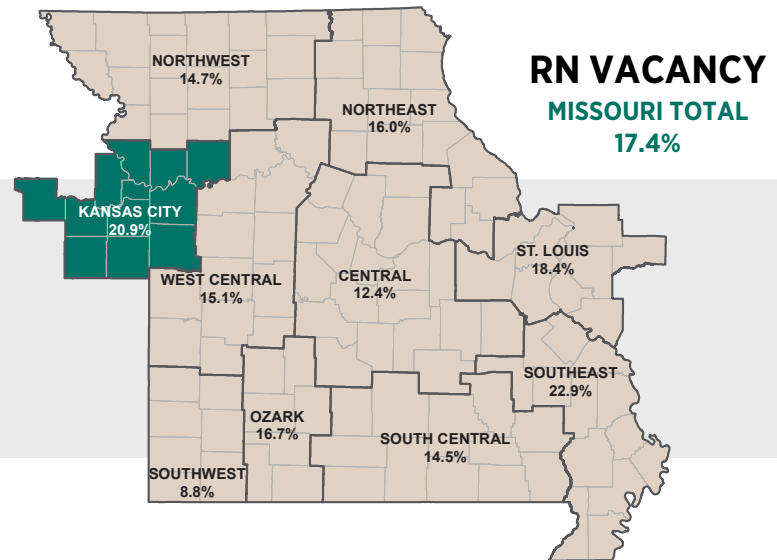
POPULATION: 1,194,438

The Kansas City Workforce Development Region is home to 36 hospitals. The Kansas City region is the state's second-largest region accounting for 20% of the state's employment. Health care and social assistance is one of the largest industries in the Kansas City region. Thirty-five hospitals submitted calendar year 2022 data for MHA's 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide. This includes 21 Missouri hospitals in five counties and 14 Kansas hospitals in seven counties.

KANSAS CITY REGION

Top 10 Hospital Professions With the Highest Employee Vacancy

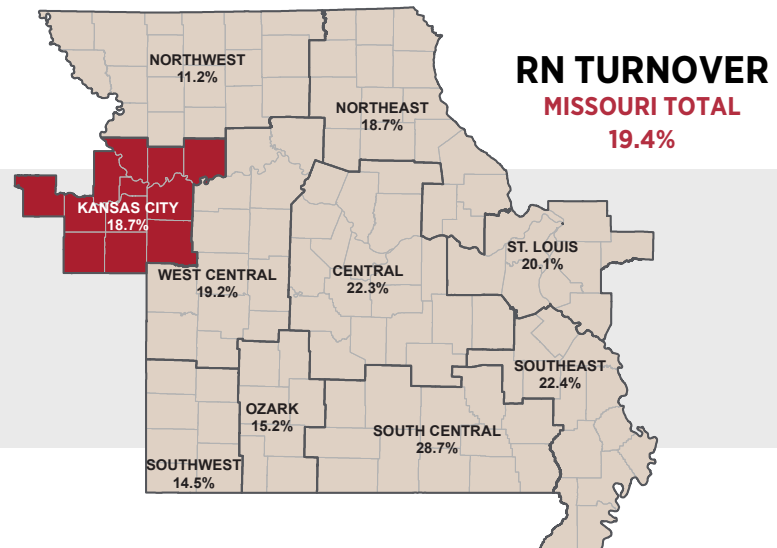
Licensed Practical Nurse
Sterile Processing Technician
Nurse Assistants
Staff Registered Nurse
Surgical Technician
Environmental Services
Respiratory Therapist - Registered
CT Technologist
Respiratory Therapist - Certified
Magnetic Resonance Imaging Technologist



KANSAS CITY REGION

Top 10 Hospital Professions With the Highest Employee Turnover

Environmental Services
Medical Laboratory Technician
Nurse Assistants
Food Service Worker/Dietary Aid
Pharmacy Technician
Licensed Practical Nurse
Sterile Processing Technician
Respiratory Therapist - Certified
Surgical Technician
Radiology Technologist



The careers included in the tables are listed in order of highest to lowest percent.

2023 KANSAS CITY REGION SURVEY HIGHLIGHTS (MO & KS HOSPITALS)

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	2,392	683	22.2%	4,077	1,088	21.1%	1,748	33.8%
Licensed Practical Nurse	272	97	26.4%	366	140	27.7%	117	23.1%
Advance Practice Registered Nurse	515	45	8.0%	576	50	8.0%	49	7.8%
Staff Registered Nurse	8,792	2,545	22.5%	12,531	3,313	20.9%	2,963	18.7%
Physician Assistant	68	3	4.3%	81	3	3.6%	11	13.1%
Employed Physicians	1,574	117	6.9%	1,722	121	6.6%	189	10.3%
Diagnostic Imaging								
CT Technologist	278	56	16.7%	404	96	19.2%	69	13.8%
Magnetic Resonance Imaging Technologist	151	23	13.3%	206	47	18.6%	41	16.2%
Mammography Technologist	90	5	4.8%	117	11	8.6%	17	13.3%
Nuclear Medicine Technologist	99	7	6.5%	123	16	11.5%	23	16.5%
Radiology Technologist	394	65	14.2%	557	102	15.5%	129	19.5%
Sonographer/Ultrasound Technologist	321	38	10.7%	403	69	14.6%	72	15.3%
Laboratory								
Medical Laboratory Technician	169	36	17.6%	244	49	16.7%	120	41.0%
Medical Technologist	553	103	15.7%	720	134	15.7%	151	17.7%
Therapies								
Occupational Therapist	322	22	6.5%	525	51	8.9%	74	12.8%
Occupational Therapy Assistant	28	4	12.1%	48	9	15.8%	10	17.5%
Physical Therapist	564	36	5.9%	821	73	8.2%	107	12.0%
Physical Therapy Assistant	114	6	4.6%	177	11	5.9%	16	8.5%
Respiratory Therapist - Certified	75	16	17.1%	120	28	18.9%	34	22.9%
Respiratory Therapist - Registered	560	144	20.5%	774	193	20.0%	184	19.0%
Pharmacy								
Pharmacist - Clinical & Retail	677	30	4.2%	816	42	4.9%	81	9.4%
Pharmacy Technician	529	86	14.0%	628	105	14.3%	172	23.4%
Surgery								
Surgical Technician	436	104	19.3%	555	142	20.4%	143	20.6%
Sterile Processing Technician	290	81	21.8%	318	93	22.6%	95	23.1%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	405	18	4.2%	423	18	4.1%	58	13.2%
Environmental Services	1,255	297	19.1%	1,349	339	20.1%	702	41.6%
Registered Dietitian	131	16	11.1%	168	24	12.5%	30	15.6%
Food Service Worker/Dietary Aid	621	94	13.1%	789	140	15.1%	300	32.3%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	1,371	174	11.2%	1,805	231	11.3%	330	16.2%
Licensed Practical Nurse - Clinic	659	88	11.8%	806	128	13.7%	160	17.2%
Advance Practice Registered Nurse - Clinic	962	113	10.5%	1,161	127	9.9%	137	10.7%
Medical Assistant - Clinic	1,020	190	15.7%	1,198	217	15.3%	295	20.9%

A comprehensive collection of workforce data, trends, and color-coded vacancy and turnover maps is available at www.mhanet.com.

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05/23



Northeast Region Profile

POPULATION: 273,578

The Northeast Workforce Development Region is home to seven hospitals. The largest cities are Hannibal, Kirksville and Moberly. Health care and social assistance is the largest industry in the region, accounting for 16% of the region’s employment. Seven hospitals submitted calendar year 2022 data for MHA’s 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

NORTHEAST REGION

Top 10 Hospital Professions With the Highest Employee Vacancy

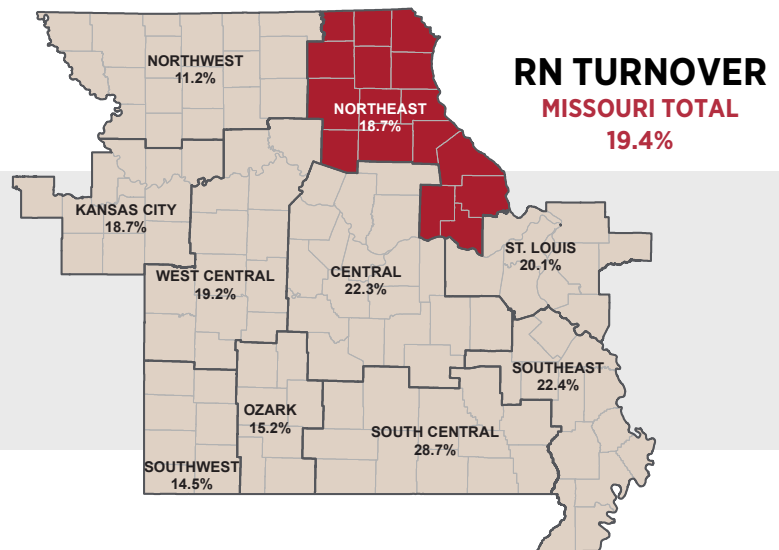
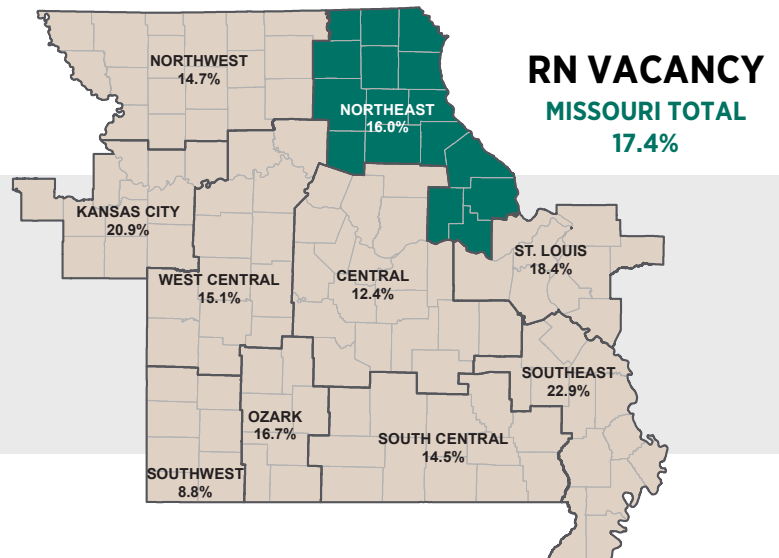
Advance Practice Registered Nurse
Respiratory Therapist - Certified
Medical Laboratory Technician
Radiology Technologist - Certified
Environmental Services
Medical Technologist
Licensed Practical Nurse
Surgical Technician
CT Technologist
Nurse Assistants

NORTHEAST REGION

Top 10 Hospital Professions With the Highest Employee Turnover

Nurse Assistants
Surgical Technician
Licensed Practical Nurse
Environmental Services
Food Service Worker/Dietary Aid
Registered Dietitian
Respiratory Therapist - Certified
Medical Laboratory Technician
Physician Assistant *
Magnetic Resonance Imaging Technologist *
Nuclear Medicine Technologist*
Occupational Therapy Assistant*

* Professions that tied for top 10 ranking
The careers included in the tables are listed in order of highest to lowest percent.



2023 NORTHEAST REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	63	14	17.7%	99	19	16.1%	50	42.4%
Licensed Practical Nurse	52	12	19.1%	84	19	18.4%	33	32.0%
Advance Practice Registered Nurse	11	8	43.2%	24	10	29.4%	3	8.8%
Staff Registered Nurse	374	89	19.3%	597	114	16.0%	133	18.7%
Physician Assistant *	4	0	0.0%	5	0	0.0%	1	20.0%
Employed Physicians	56	4	6.6%	66	4	5.7%	5	7.1%
Diagnostic Imaging								
CT Technologist	19	5	20.8%	24	5	17.2%	5	17.2%
Magnetic Resonance Imaging Technologist *	7	0	0.0%	10	0	0.0%	2	20.0%
Mammography Technologist	10	2	17.2%	12	0	0.0%	2	16.7%
Nuclear Medicine Technologist *	5	0	0.0%	5	0	0.0%	1	20.0%
Radiology Technologist - Certified	36	13	26.1%	56	17	23.3%	9	12.3%
Sonographer/Ultrasound Technologist	14	4	23.5%	21	3	12.5%	2	8.3%
Laboratory								
Medical Laboratory Technician	26	9	25.5%	33	11	25.0%	9	20.5%
Medical Technologist	30	8	21.4%	37	9	19.6%	8	17.4%
Therapies								
Occupational Therapist	7	0	0.0%	13	0	0.0%	0	0.0%
Occupational Therapy Assistant *	2	0	0.0%	5	0	0.0%	1	20.0%
Physical Therapist	17	1	4.9%	24	1	4.0%	1	4.0%
Physical Therapy Assistant	7	2	21.1%	11	2	15.5%	1	7.8%
Respiratory Therapist - Certified	10	5	32.4%	14	5	26.3%	4	21.1%
Respiratory Therapist - Registered	22	2	8.1%	27	4	12.9%	6	19.3%
Pharmacy								
Pharmacist - Clinical/Staff	14	2	11.6%	25	2	7.4%	3	11.1%
Pharmacy Technician	27	2	5.4%	40	3	7.0%	6	14.0%
Surgery								
Surgical Technician	18	5	21.5%	23	5	17.9%	11	39.3%
Sterile Processing Technician	11	0	0.0%	12	0	0.0%	2	16.7%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	30	2	6.3%	33	2	5.7%	5	14.3%
Environmental Services	47	15	24.4%	56	15	21.1%	22	31.0%
Registered Dietitian	5	0	0.0%	9	0	0.0%	2	22.2%
Food Service Worker/Dietary Aid	38	3	6.2%	57	4	6.6%	16	26.2%
Clinic & Physician Practices								
Staff Registered Nurse- Clinic	31	2	6.0%	36	2	5.3%	8	21.1%
Licensed Practical Nurse - Clinic	147	9	5.5%	166	10	5.7%	23	13.1%
Advance Practice Registered Nurse - Clinic	66	1	1.5%	70	1	1.4%	2	2.8%
Medical Assistant - Clinic	41	4	6.8%	46	3	6.1%	4	8.2%

Northwest Region Profile

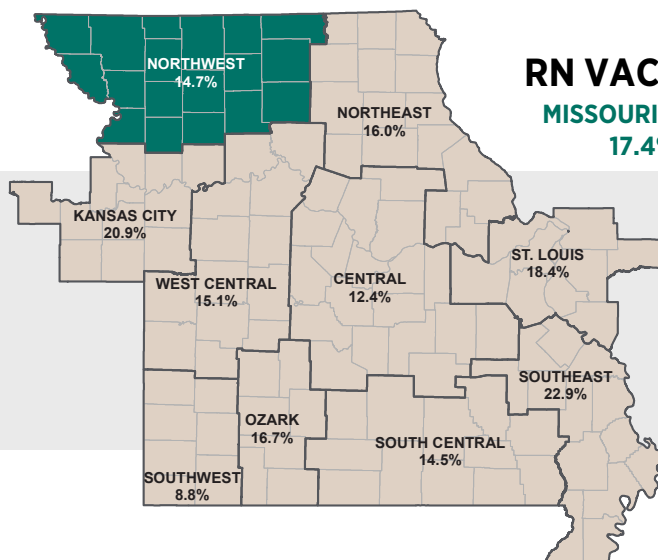
POPULATION: 251,562

The Northwest Workforce Development Region is home to 13 hospitals. In Buchanan County is Saint Joseph, the region's largest city. Health care and social assistance is one of the top industries in the Northwest region. The top health care employer is Mosaic Life Care. Twelve hospitals submitted calendar year 2022 data for MHA's 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

NORTHWEST REGION

Top 10 Hospital Professions With the Highest Employee Vacancy

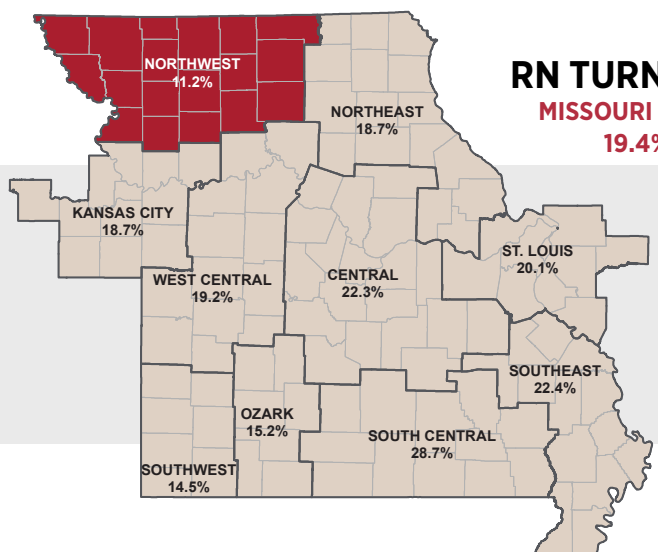
Respiratory Therapist - Registered
Occupational Therapy Assistant
Environmental Services
Respiratory Therapist - Certified
CT Technologist
Radiology Technologist
Licensed Practical Nurse
Staff Registered Nurse
Sonographer/Ultrasound Technologist
Magnetic Resonance Imaging Technologist



NORTHWEST REGION

Top 10 Hospital Professions With the Highest Employee Turnover

Physician Assistant
Nurse Assistants
Advance Practice Registered Nurse
Sterile Processing Technician
Medical Technologist
Medical Laboratory Technician
Food Service Worker/Dietary Aid
Environmental Services
Licensed Practical Nurse
Respiratory Therapist - Registered



The careers included in the tables are listed in order of highest to lowest percent.

2023 NORTHWEST REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	322	54	14.2%	537	74	12.2%	182	29.8%
Licensed Practical Nurse	111	23	17.3%	162	30	15.5%	30	15.6%
Advance Practice Registered Nurse	32	1	3.1%	38	1	2.6%	10	25.6%
Staff Registered Nurse	821	147	15.2%	1,101	189	14.7%	145	11.2%
Physician Assistant	2	0	0.0%	2	0	0.0%	1	50.0%
Employed Physicians	132	4	2.9%	177	5	2.7%	14	7.7%
Diagnostic Imaging								
CT Technologist	41	6	12.2%	53	11	17.2%	0	0.0%
Magnetic Resonance Imaging Technologist	15	1	6.3%	19	3	13.6%	2	9.1%
Mammography Technologist	15	0	0.0%	18	0	0.0%	1	5.6%
Nuclear Medicine Technologist	8	0	0.0%	10	0	0.0%	0	0.0%
Radiology Technologist	42	8	16.0%	54	10	15.6%	7	10.2%
Sonographer/Ultrasound Technologist	29	4	10.9%	37	6	14.0%	2	4.7%
Laboratory								
Medical Laboratory Technician	31	5	12.9%	34	5	12.8%	8	21.0%
Medical Technologist	44	6	11.3%	52	8	13.3%	13	21.7%
Therapies								
Occupational Therapist	21	2	9.4%	25	3	10.7%	2	7.1%
Occupational Therapy Assistant	7	2	22.6%	9	2	18.2%	1	9.1%
Physical Therapist	40	2	4.8%	45	4	8.2%	3	6.1%
Physical Therapy Assistant	36	1	2.7%	45	2	4.3%	2	4.3%
Respiratory Therapist - Certified	9	1	9.4%	14	3	17.6%	0	0.0%
Respiratory Therapist - Registered	54	16	22.8%	63	21	25.0%	11	13.1%
Pharmacy								
Pharmacist - Clinical/Staff	38	2	5.0%	55	2	3.5%	4	7.0%
Pharmacy Technician	28	1	4.5%	46	6	11.5%	6	11.5%
Surgery								
Surgical Technician	43	5	10.2%	53	5	8.6%	4	6.9%
Sterile Processing Technician	17	1	5.6%	22	2	8.3%	6	25.0%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	72	1	1.4%	80	1	1.2%	2	2.5%
Environmental Services	131	32	19.8%	153	34	18.2%	38	20.3%
Registered Dietitian	14	2	12.7%	20	3	13.0%	1	4.3%
Food Service Worker/Dietary Aid	154	6	3.8%	206	16	7.2%	46	20.5%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	90	0	0.0%	112	0	0.0%	2	1.8%
Licensed Practical Nurse - Clinic	182	20	10.0%	204	21	9.4%	18	8.0%
Advance Practice Registered Nurse - Clinic	85	2	2.3%	93	2	2.1%	0	0.0%
Medical Assistant - Clinic	48	4	7.6%	54	4	6.9%	5	8.6%



Ozark Region Profile

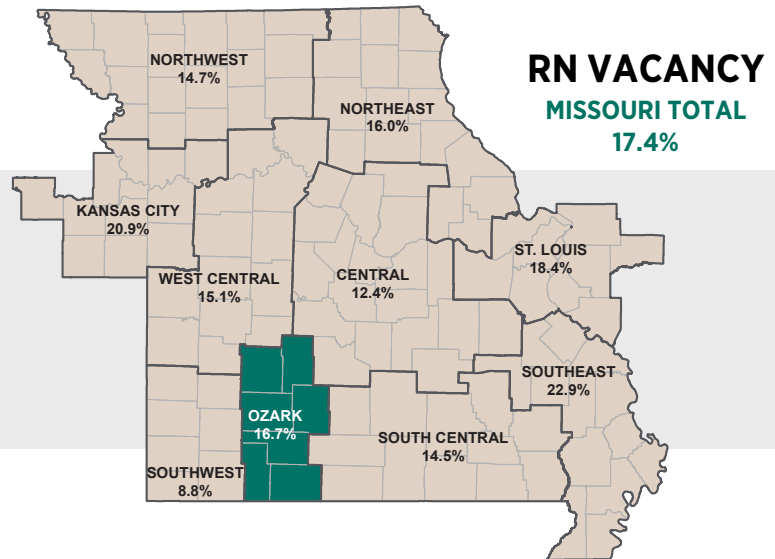
POPULATION: 562,912

The Ozark Workforce Development Region is home to seven hospitals. The top industry in the Ozark region is health care and social assistance, which accounts for 17% of the region’s employment. Top health care employers include CoxHealth and Mercy Hospital Springfield. Five hospitals submitted calendar year 2022 data for MHA’s 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

OZARK REGION

Top 10 Hospital Professions With the Highest Employee Vacancy

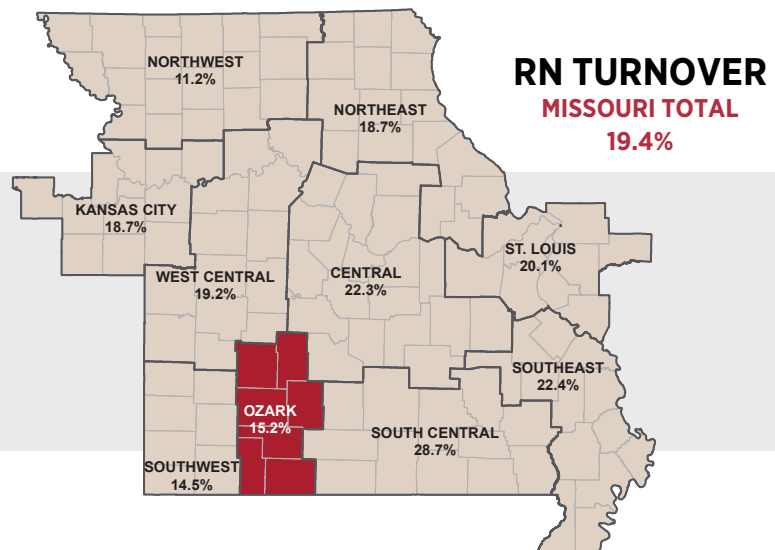
Licensed Practical Nurse
Nuclear Medicine Technologist
Radiology Technologist
Registered Dietitian
Staff Registered Nurse
CT Technologist
Nurse Assistants
Sonographer/Ultrasound Technologist
Food Service Worker/Dietary Aid
Surgical Technician



OZARK REGION

Top 10 Hospital Professions With the Highest Employee Turnover

Environmental Services
Food Service Worker/Dietary Aid
Nurse Assistants
Occupational Therapy Assistant
Pharmacy Technician
Sterile Processing Technician
Medical Records Coder
Medical Technologist
Physical Therapy Assistant
Licensed Practical Nurse



The careers included in the tables are listed in order of highest to lowest percent.

2023 OZARK REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	738	177	19.4%	1,362	255	15.8%	594	36.7%
Licensed Practical Nurse	149	65	30.3%	213	80	27.3%	55	18.8%
Advance Practice Registered Nurse	212	28	11.7%	252	32	11.3%	17	6.0%
Staff Registered Nurse	2,818	666	19.1%	4,248	851	16.7%	776	15.2%
Physician Assistant	87	12	12.2%	98	13	11.7%	8	7.2%
Employed Physicians	883	32	3.5%	1,009	32	3.1%	93	8.9%
Diagnostic Imaging								
CT Technologist	80	14	15.1%	101	19	15.8%	10	8.3%
Magnetic Resonance Imaging Technologist	61	6	9.4%	72	10	12.2%	0	0.0%
Mammography Technologist	24	3	9.8%	31	3	8.8%	3	8.8%
Nuclear Medicine Technologist	22	4	17.0%	25	6	19.4%	3	9.7%
Radiology Technologist	120	25	17.5%	178	41	18.7%	22	10.0%
Sonographer/Ultrasound Technologist	80	12	13.5%	107	20	15.7%	12	9.4%
Laboratory								
Medical Laboratory Technician	44	3	6.2%	52	3	5.5%	7	12.7%
Medical Technologist	91	8	8.0%	115	11	8.7%	28	22.2%
Therapies								
Occupational Therapist	86	4	4.5%	106	8	7.0%	11	9.6%
Occupational Therapy Assistant	10	2	16.4%	22	2	8.3%	8	33.3%
Physical Therapist	180	29	13.8%	241	34	12.4%	27	9.8%
Physical Therapy Assistant	57	9	13.2%	78	10	11.4%	17	19.3%
Respiratory Therapist - Certified	18	0	0.0%	23	1	4.2%	1	4.2%
Respiratory Therapist - Registered	149	20	11.9%	219	28	11.3%	38	15.4%
Pharmacy								
Pharmacist - Clinical & Retail	145	8	5.0%	185	12	6.1%	21	10.7%
Pharmacy Technician	168	26	13.5%	239	34	12.5%	76	27.8%
Surgery								
Surgical Technician	195	34	14.6%	265	39	12.8%	45	14.8%
Sterile Processing Technician	97	5	4.4%	107	5	4.5%	28	25.0%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	54	7	11.5%	56	7	11.1%	14	22.2%
Environmental Services	583	53	8.3%	683	64	8.6%	359	48.1%
Registered Dietitian	41	8	17.1%	53	11	17.2%	10	15.6%
Food Service Worker/Dietary Aid	240	36	13.1%	344	58	14.4%	160	39.8%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	261	32	10.9%	334	38	10.2%	59	15.9%
Licensed Practical Nurse - Clinic	235	38	14.0%	256	44	14.7%	68	22.7%
Advance Practice Registered Nurse - Clinic	280	19	6.3%	317	21	6.2%	40	11.8%
Medical Assistant - Clinic	531	22	4.0%	598	26	4.2%	174	27.9%

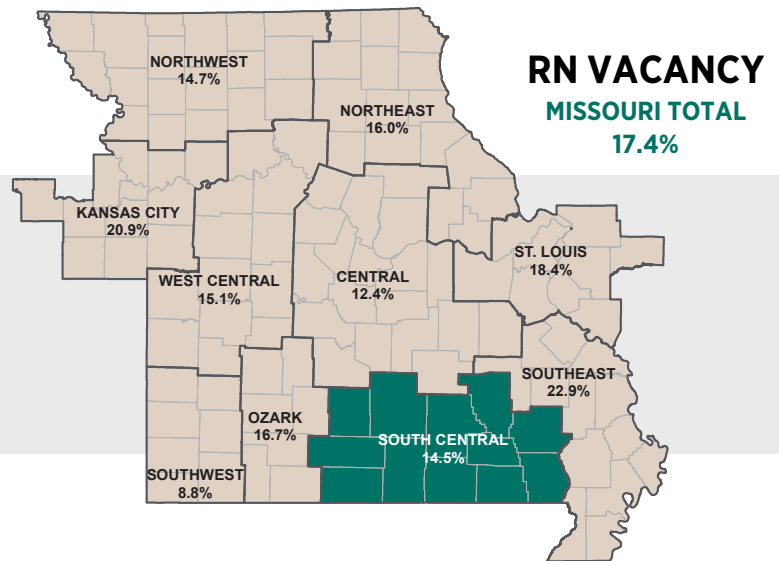
South Central Region Profile

POPULATION: 205,389

The South Central Workforce Development Region is home to five hospitals. Poplar Bluff and West Plains are the region's largest cities. Health care and social assistance is one of the top industries in this region. Some of the largest private employers in this region include Ozarks Healthcare and Poplar Bluff Regional Medical Center. Four hospitals submitted calendar year 2022 data for MHA's 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

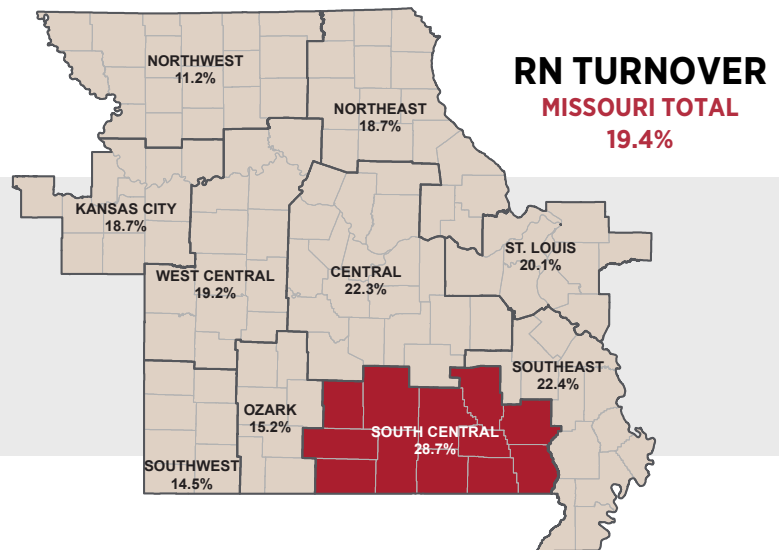
SOUTH CENTRAL REGION Top 10 Hospital Professions With the Highest Employee Vacancy

Sonographer/Ultrasound Technologist
Respiratory Therapist - Registered
CT Technologist
Mammography Technologist
Pharmacy Technician
Nuclear Medicine Technologist
Registered Dietitian
Licensed Practical Nurse
Magnetic Resonance Imaging Technologist
Staff Registered Nurse



SOUTH CENTRAL REGION Top 10 Hospital Professions With the Highest Employee Turnover

Food Service Worker/Dietary Aid
Advance Practice Registered Nurse
Sonographer/Ultrasound Technologist
Environmental Services
Nurse Assistants
Pharmacy Technician
Staff Registered Nurse
Sterile Processing Technician
Respiratory Therapist - Registered
Licensed Practical Nurse



The careers included in the tables are listed in order of highest to lowest percent.

2023 SOUTH CENTRAL REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	224	10	4.2%	264	16	5.7%	92	32.9%
Licensed Practical Nurse	46	9	16.4%	54	11	16.9%	15	23.1%
Advance Practice Registered Nurse	1	0	0.0%	2	0	0.0%	1	50.0%
Staff Registered Nurse	509	59	10.4%	583	99	14.5%	196	28.7%
Physician Assistant	4	0	0.0%	4	0	0.0%	0	0.0%
Employed Physicians	100	4	3.9%	102	4	3.8%	11	10.4%
Diagnostic Imaging								
CT Technologist	22	6	20.2%	27	9	25.0%	6	16.7%
Magnetic Resonance Imaging Technologist	5	1	16.7%	5	1	16.7%	1	16.7%
Mammography Technologist	5	2	27.5%	6	2	25.0%	1	12.5%
Nuclear Medicine Technologist	3	1	25.0%	4	1	20.0%	1	20.0%
Radiology Technologist	37	5	11.5%	49	5	9.3%	6	11.1%
Sonographer/Ultrasound Technologist	10	5	33.3%	13	6	31.6%	7	36.8%
Laboratory								
Medical Laboratory Technician	22	3	11.9%	26	4	13.3%	6	20.0%
Medical Technologist	10	1	9.1%	12	2	14.3%	2	14.3%
Therapies								
Occupational Therapist	18	1	5.3%	22	1	4.3%	1	4.3%
Occupational Therapy Assistant	8	1	10.8%	9	1	10.5%	1	10.5%
Physical Therapist	31	2	5.7%	37	2	5.1%	2	5.1%
Physical Therapy Assistant	30	1	3.2%	32	1	3.0%	4	12.1%
Respiratory Therapist - Certified	28	3	9.7%	30	3	9.1%	4	12.1%
Respiratory Therapist - Registered	26	13	33.5%	33	14	29.8%	13	27.7%
Pharmacy								
Pharmacist - Clinical & Retail	18	1	4.7%	25	1	3.8%	3	11.5%
Pharmacy Technician	45	17	27.4%	62	17	21.5%	25	31.6%
Surgery								
Surgical Technician	32	6	15.7%	37	6	14.0%	4	9.3%
Sterile Processing Technician	14	0	0.0%	14	0	0.0%	4	28.6%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	33	1	2.9%	36	1	2.7%	4	10.8%
Environmental Services	55	1	1.8%	57	1	1.7%	21	36.2%
Registered Dietitian	4	1	21.7%	4	1	20.0%	0	0.0%
Food Service Worker/Dietary Aid	40	1	2.4%	44	1	2.2%	29	64.4%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	25	4	13.8%	27	4	12.9%	17	54.8%
Licensed Practical Nurse - Clinic	108	3	2.7%	110	3	2.7%	23	20.4%
Advance Practice Registered Nurse - Clinic	43	1	2.3%	47	1	2.1%	5	10.4%
Medical Assistant - Clinic	36	2	5.0%	39	2	4.9%	2	4.9%



Southeast Region Profile

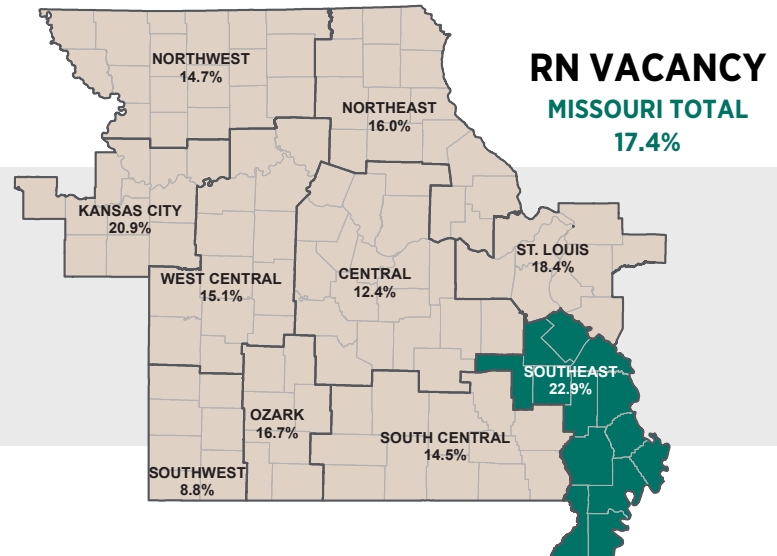
POPULATION: 359,110

The Southeast Workforce Development Region is home to 14 hospitals, and Cape Girardeau is the region's largest city. Health care and social assistance is one of the top industries in this region. Top health care employers include Saint Francis Healthcare System, SoutheastHealth and Missouri Delta Medical Center. Fourteen hospitals submitted calendar year 2022 data for MHA's 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

SOUTHEAST REGION

Top 10 Hospital Professions With the Highest Employee Vacancy

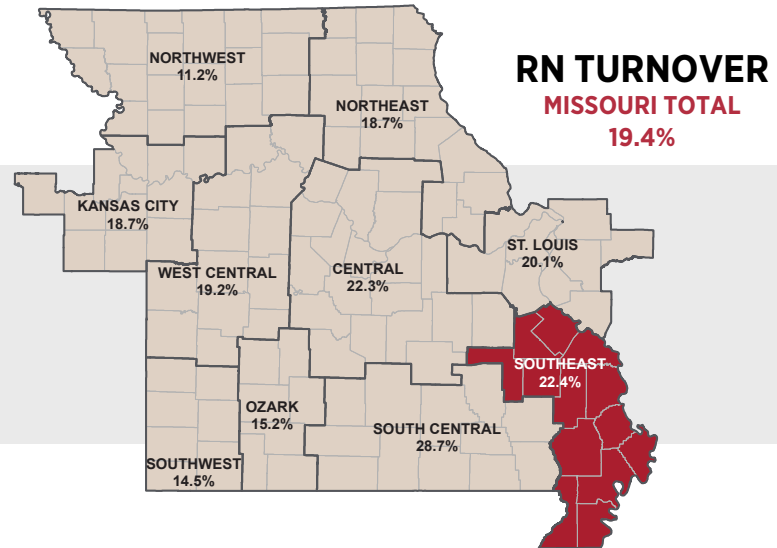
Advance Practice Registered Nurse
Medical Records Coder
Licensed Practical Nurse
Staff Registered Nurse
Magnetic Resonance Imaging Technologist
Surgical Technician
Registered Dietitian
Food Service Worker/Dietary Aid
Employed Physicians
Medical Technologist



SOUTHEAST REGION

Top 10 Hospital Professions With the Highest Employee Turnover

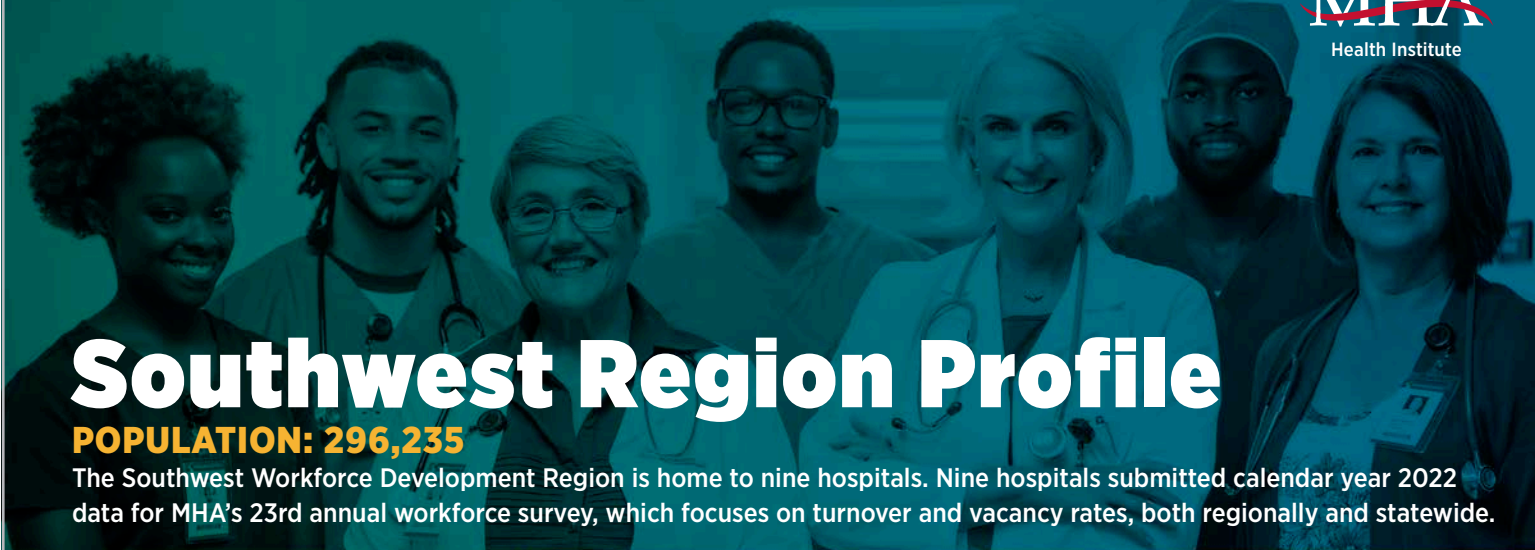
Food Service Worker/Dietary Aid
Nurse Assistants
Licensed Practical Nurse
Environmental Services
Respiratory Therapist - Registered
Pharmacy Technician
Respiratory Therapist - Certified
Physical Therapy Assistant
Staff Registered Nurse
Sterile Processing Technician



The careers included in the tables are listed in order of highest to lowest percent.

2023 SOUTHEAST REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	696	112	13.9%	816	150	15.5%	304	31.5%
Licensed Practical Nurse	133	50	27.4%	176	90	33.8%	83	31.2%
Advance Practice Registered Nurse	29	1	3.4%	35	21	37.5%	2	3.6%
Staff Registered Nurse	927	293	24.1%	1,291	383	22.9%	375	22.4%
Physician Assistant	16	0	0.0%	15	0	0.0%	0	0.0%
Employed Physicians	184	33	15.0%	200	49	19.7%	18	7.3%
Diagnostic Imaging								
CT Technologist	34	7	16.6%	41	8	16.3%	5	10.2%
Magnetic Resonance Imaging Technologist	21	7	24.4%	27	8	22.9%	6	17.1%
Mammography Technologist	22	1	4.7%	30	2	6.3%	2	6.3%
Nuclear Medicine Technologist	13	1	8.0%	14	2	12.5%	2	12.5%
Radiology Technologist	71	11	13.8%	100	18	15.3%	25	21.2%
Sonographer/Ultrasound Technologist	50	4	7.2%	66	5	7.0%	13	18.3%
Laboratory								
Medical Laboratory Technician	31	7	18.7%	40	7	14.9%	8	17.0%
Medical Technologist	73	17	19.1%	86	18	17.3%	19	18.3%
Therapies								
Occupational Therapist	32	1	3.4%	44	2	4.3%	7	15.2%
Occupational Therapy Assistant	9	0	0.5%	14	1	6.7%	2	13.3%
Physical Therapist	45	4	8.2%	56	9	13.8%	6	9.2%
Physical Therapy Assistant	25	1	4.3%	36	3	7.7%	9	23.1%
Respiratory Therapist - Certified	37	2	5.2%	48	3	5.9%	12	23.5%
Respiratory Therapist - Registered	85	10	10.7%	133	13	8.9%	38	26.0%
Pharmacy								
Pharmacist - Clinical & Retail	52	4	6.7%	68	5	6.8%	9	12.3%
Pharmacy Technician	82	2	2.2%	104	3	3.0%	26	24.6%
Surgery								
Surgical Technician	50	19	27.8%	72	21	22.6%	10	10.8%
Sterile Processing Technician	45	5	10.1%	51	5	8.9%	12	21.4%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	54	13	19.4%	58	33	36.3%	8	8.8%
Environmental Services	276	30	9.7%	320	34	9.6%	110	30.9%
Registered Dietitian	15	3	17.5%	18	5	21.7%	2	8.7%
Food Service Worker/Dietary Aid	157	18	10.5%	190	48	20.3%	91	38.3%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	225	12	5.0%	263	15	5.4%	15	5.5%
Licensed Practical Nurse - Clinic	225	39	14.8%	245	41	14.3%	61	21.3%
Advance Practice Registered Nurse - Clinic	112	8	6.6%	121	8	6.2%	7	5.6%
Medical Assistant - Clinic	316	27	7.9%	338	28	7.7%	96	26.2%



Southwest Region Profile

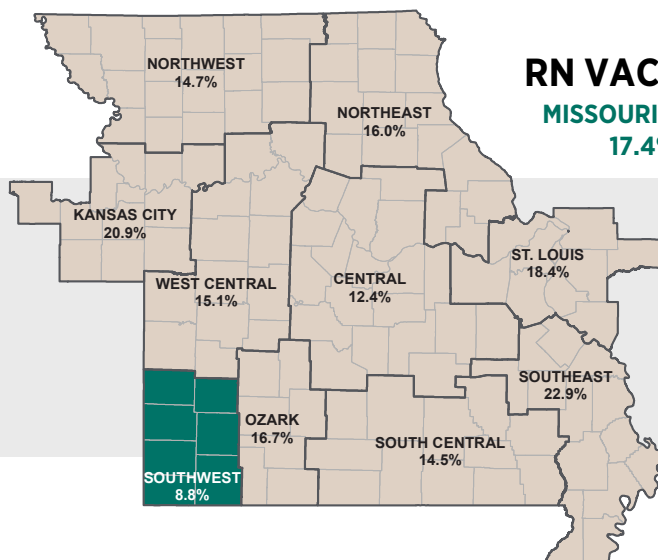
POPULATION: 296,235

The Southwest Workforce Development Region is home to nine hospitals. Nine hospitals submitted calendar year 2022 data for MHA's 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

SOUTHWEST REGION

Top 10 Hospital Professions With the Highest Employee Vacancy

CT Technologist
Registered Dietitian
Nurse Assistants
Licensed Practical Nurse
Radiology Technologist
Medical Laboratory Technician
Mammography Technologist
Physical Therapist
Sonographer/Ultrasound Technologist
Physician Assistant

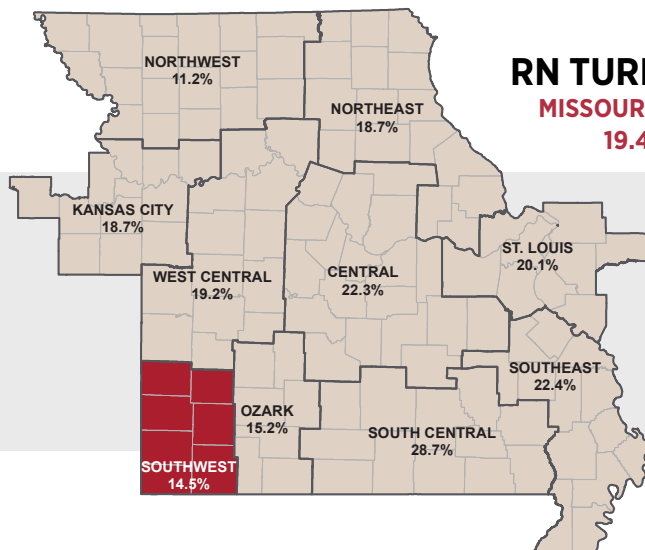


RN VACANCY
MISSOURI TOTAL
17.4%

SOUTHWEST REGION

Top 10 Hospital Professions With the Highest Employee Turnover

Environmental Services
Food Service Worker/Dietary Aid
Medical Laboratory Technician
Mammography Technologist
Nurse Assistants
Radiology Technologist
Physician Assistant
Registered Dietitian
Pharmacy Technician
Occupational Therapy Assistant



RN TURNOVER
MISSOURI TOTAL
19.4%

The careers included in the tables are listed in order of highest to lowest percent.

2023 SOUTHWEST REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	314	70	18.1%	628	116	15.6%	222	29.8%
Licensed Practical Nurse	99	19	15.9%	133	21	13.6%	22	14.3%
Advance Practice Registered Nurse	39	6	13.2%	62	6	8.8%	9	13.2%
Staff Registered Nurse	904	100	10.0%	1,390	134	8.8%	221	14.5%
Physician Assistant	4	1	10.5%	10	1	9.1%	2	18.2%
Employed Physicians	280	17	5.7%	325	17	5.0%	37	10.8%
Diagnostic Imaging								
CT Technologist	26	7	21.6%	38	12	24.0%	3	6.0%
Magnetic Resonance Imaging Technologist	14	1	6.1%	25	2	7.4%	3	11.1%
Mammography Technologist	14	2	11.4%	16	2	11.1%	6	33.3%
Nuclear Medicine Technologist	11	0	0.0%	11	0	0.0%	0	0.0%
Radiology Technologist	40	5	11.6%	65	10	13.3%	14	18.7%
Sonographer/Ultrasound Technologist	38	6	12.8%	62	7	10.1%	10	14.5%
Laboratory								
Medical Laboratory Technician	26	4	13.3%	27	4	12.9%	11	35.5%
Medical Technologist	55	3	5.9%	67	4	5.6%	8	11.3%
Therapies								
Occupational Therapist	22	0	0.0%	26	0	0.0%	3	11.5%
Occupational Therapy Assistant	13	0	0.0%	23	1	4.2%	4	16.7%
Physical Therapist	40	3	7.4%	60	7	10.4%	6	9.0%
Physical Therapy Assistant	34	2	5.5%	49	4	7.5%	6	11.3%
Respiratory Therapist - Certified	15	1	5.5%	21	2	8.7%	3	13.0%
Respiratory Therapist - Registered	70	4	4.9%	122	5	3.9%	13	10.2%
Pharmacy								
Pharmacist - Clinical & Retail	43	0	0.5%	66	1	1.5%	2	3.0%
Pharmacy Technician	76	2	2.4%	91	3	3.2%	16	17.0%
Surgery								
Surgical Technician	61	6	9.3%	85	8	8.6%	6	6.5%
Sterile Processing Technician	26	2	6.5%	26	2	7.1%	4	14.3%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	45	1	2.2%	45	1	2.2%	1	2.2%
Environmental Services	72	4	5.0%	90	4	4.7%	43	50.6%
Registered Dietitian	13	3	20.7%	19	4	17.4%	4	17.4%
Food Service Worker/Dietary Aid	146	4	2.5%	181	8	4.2%	75	39.7%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	117	10	7.6%	146	8	7.0%	17	10.8%
Licensed Practical Nurse - Clinic	58	5	7.7%	60	5	7.7%	13	20.0%
Advance Practice Registered Nurse - Clinic	127	4	3.3%	138	5	3.5%	17	11.9%
Medical Assistant - Clinic	259	16	5.7%	276	16	5.5%	80	27.4%

St. Louis Region Profile

POPULATION: 2,029,490

The St. Louis Workforce Development Region is home to 38 hospitals and is home to 39% of the state's workforce. Thirty-two hospitals submitted calendar year 2022 data for MHA's 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide. This includes 29 Missouri hospitals and three Illinois hospitals.

ST. LOUIS REGION

Top 10 Hospital Professions With the Highest Employee Vacancy

Licensed Practical Nurse
CT Technologist
Sonographer/Ultrasound Technologist
Medical Technologist
Staff Registered Nurse
Nurse Assistants
Radiology Technologist
Respiratory Therapist - Registered
Surgical Technician
Sterile Processing Technician*
Nuclear Medicine Technologist*

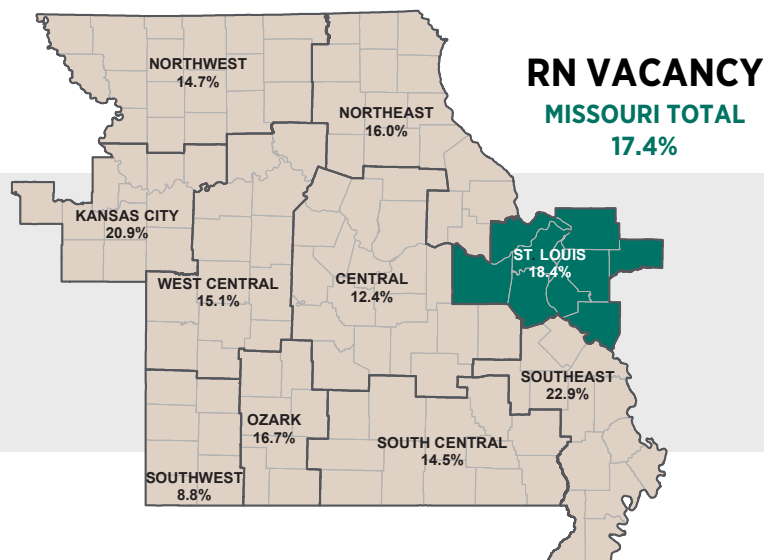
*Professions that tied for top 10 ranking

ST. LOUIS REGION

Top 10 Hospital Professions With the Highest Employee Turnover

Environmental Services
Nurse Assistants
Food Service Worker/Dietary Aid
Licensed Practical Nurse
Sterile Processing Technician
Occupational Therapy Assistant
Pharmacy Technician
Nuclear Medicine Technologist
Surgical Technician
Physician Assistant

The careers included in the tables are listed in order of highest to lowest percent.



2023 ST. LOUIS REGION SURVEY HIGHLIGHTS (MO & IL HOSPITALS)

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	2,418	686	22.1%	3,973	826	17.2%	2,061	42.9%
Licensed Practical Nurse	230	96	29.4%	348	134	27.8%	170	35.3%
Advance Practice Registered Nurse	432	36	7.7%	595	48	7.5%	87	13.5%
Staff Registered Nurse	9,673	2,447	20.2%	13,782	3,116	18.4%	3,402	20.1%
Physician Assistant	41	6	13.4%	55	7	11.3%	15	24.2%
Employed Physicians	1,123	92	7.6%	1,615	106	6.2%	162	9.4%
Diagnostic Imaging								
CT Technologist	106	30	22.2%	154	44	22.2%	33	16.7%
Magnetic Resonance Imaging Technologist	241	25	9.3%	365	34	8.5%	75	18.8%
Mammography Technologist	146	6	3.8%	167	9	5.1%	29	16.5%
Nuclear Medicine Technologist*	71	8	9.7%	90	14	13.5%	28	26.9%
Radiology Technologist	363	73	16.7%	543	107	16.5%	108	16.6%
Sonographer/Ultrasound Technologist	255	45	15.1%	347	80	18.7%	64	15.0%
Laboratory								
Medical Laboratory Technician	80	10	11.4%	106	16	13.1%	12	9.8%
Medical Technologist	207	50	19.4%	286	65	18.5%	73	20.8%
Therapies								
Occupational Therapist	268	12	4.2%	446	25	5.4%	99	21.0%
Occupational Therapy Assistant	41	5	10.8%	105	11	9.5%	37	31.9%
Physical Therapist	419	53	11.2%	650	83	11.3%	106	14.5%
Physical Therapy Assistant	121	11	8.5%	192	23	10.7%	42	19.5%
Respiratory Therapist - Certified	74	10	11.9%	104	16	13.3%	13	10.8%
Respiratory Therapist - Registered	414	94	18.5%	662	129	16.3%	102	12.9%
Pharmacy								
Pharmacist - Clinical & Retail	459	20	4.2%	606	23	3.7%	68	10.8%
Pharmacy Technician	290	32	10.0%	383	46	10.6%	121	28.2%
Surgery								
Surgical Technician	290	52	15.1%	371	61	14.1%	114	26.4%
Sterile Processing Technician*	238	33	12.0%	244	38	13.5%	90	31.9%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	69	1	1.4%	73	1	1.4%	5	6.8%
Environmental Services	1,508	172	10.2%	1,486	182	10.9%	725	43.5%
Registered Dietitian	121	8	6.0%	159	11	6.5%	29	17.1%
Food Service Worker/Dietary Aid	691	72	9.4%	890	100	10.1%	405	40.9%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	300	21	6.4%	560	21	3.6%	58	10.0%
Licensed Practical Nurse - Clinic	101	13	11.3%	121	13	9.7%	74	55.2%
Advance Practice Registered Nurse - Clinic	382	15	3.7%	461	18	3.8%	58	12.1%
Medical Assistant - Clinic	1,032	125	10.8%	1,108	126	10.2%	375	30.4%



West Central Region Profile

POPULATION: 280,431

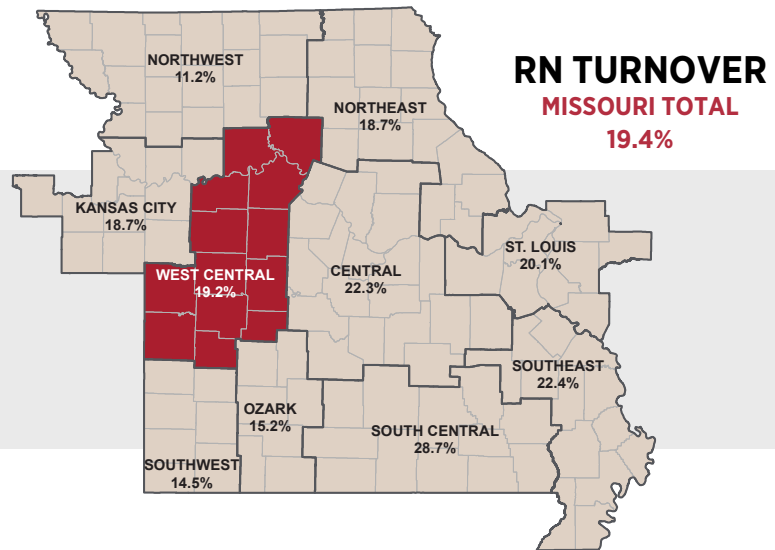
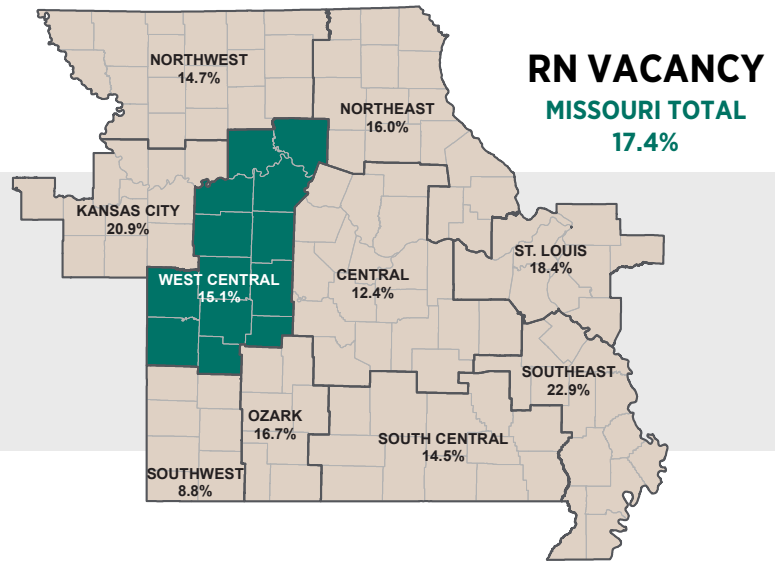
The West Central Workforce Development Region is home to 12 hospitals. The largest cities are Sedalia and Warrensburg. Health care and social assistance is one of the region's top industries. Twelve hospitals submitted calendar year 2022 data for MHA's 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

WEST CENTRAL REGION Top 10 Hospital Professions With the Highest Employee Vacancy

Registered Dietitian
Respiratory Therapist - Certified
Sonographer/Ultrasound Technologist
Licensed Practical Nurse
Surgical Technician
Respiratory Therapist - Registered
Staff Registered Nurse
Physician Assistant
Physical Therapy Assistant
Medical Technologist

WEST CENTRAL REGION Top 10 Hospital Professions With the Highest Employee Turnover

Pharmacy Technician
Environmental Services
Nurse Assistants
Food Service Worker/Dietary Aid
Sterile Processing Technician
Licensed Practical Nurse
Physical Therapy Assistant
Sonographer/Ultrasound Technologist
Medical Laboratory Technician
Occupational Therapy Assistant



The careers included in the tables are listed in order of highest to lowest percent.

2023 WEST CENTRAL REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	217	18	7.5%	283	24	7.8%	153	49.8%
Licensed Practical Nurse	68	18	20.7%	87	20	18.7%	41	38.3%
Advance Practice Registered Nurse	11	1	8.6%	14	2	12.5%	3	18.8%
Staff Registered Nurse	546	96	15.0%	753	134	15.1%	170	19.2%
Physician Assistant	12	2	14.3%	12	2	14.3%	1	7.1%
Employed Physicians	123	2	1.6%	133	2	1.5%	10	7.4%
Diagnostic Imaging								
CT Technologist	33	4	10.9%	42	5	10.8%	6	12.9%
Magnetic Resonance Imaging Technologist	14	1	6.8%	16	1	5.9%	0	0.0%
Mammography Technologist	16	0	0.0%	17	0	0.0%	1	5.9%
Nuclear Medicine Technologist	9	1	9.7%	10	1	9.1%	1	9.1%
Radiology Technologist	40	3	7.8%	48	6	11.1%	15	27.8%
Sonographer/Ultrasound Technologist	21	7	23.6%	30	7	19.2%	13	35.6%
Laboratory								
Medical Laboratory Technician	37	9	19.6%	48	7	12.7%	16	29.1%
Medical Technologist	50	7	12.8%	66	10	13.2%	12	15.8%
Therapies								
Occupational Therapist	17	3	13.1%	23	3	10.0%	4	14.0%
Occupational Therapy Assistant	10	1	4.6%	16	1	3.1%	5	28.1%
Physical Therapist	33	4	10.2%	46	5	9.8%	3	5.9%
Physical Therapy Assistant	24	4	14.3%	26	4	13.3%	11	36.7%
Respiratory Therapist - Certified	23	7	21.9%	31	10	23.5%	5	11.1%
Respiratory Therapist - Registered	32	7	16.7%	54	11	17.4%	15	22.2%
Pharmacy								
Pharmacist - Clinical & Retail	23	2	6.1%	32	2	5.9%	7	20.6%
Pharmacy Technician	30	1	3.2%	32	1	3.0%	20	60.6%
Surgery								
Surgical Technician	31	6	16.1%	37	8	17.8%	6	13.3%
Sterile Processing Technician	21	1	4.5%	22	1	4.3%	9	39.1%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	54	0	0.0%	56	0	0.0%	9	16.1%
Environmental Services	159	15	8.7%	162	20	11.0%	107	58.8%
Registered Dietitian	6	2	28.4%	7	3	30.0%	1	10.0%
Food Service Worker/Dietary Aid	96	11	10.1%	127	13	9.3%	60	42.9%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	47	5	9.6%	50	6	10.7%	3	5.4%
Licensed Practical Nurse - Clinic	178	8	4.2%	186	13	6.5%	38	19.1%
Advance Practice Registered Nurse - Clinic	94	7	6.6%	105	8	7.1%	7	6.2%
Medical Assistant - Clinic	153	23	13.0%	171	23	11.9%	53	27.3%

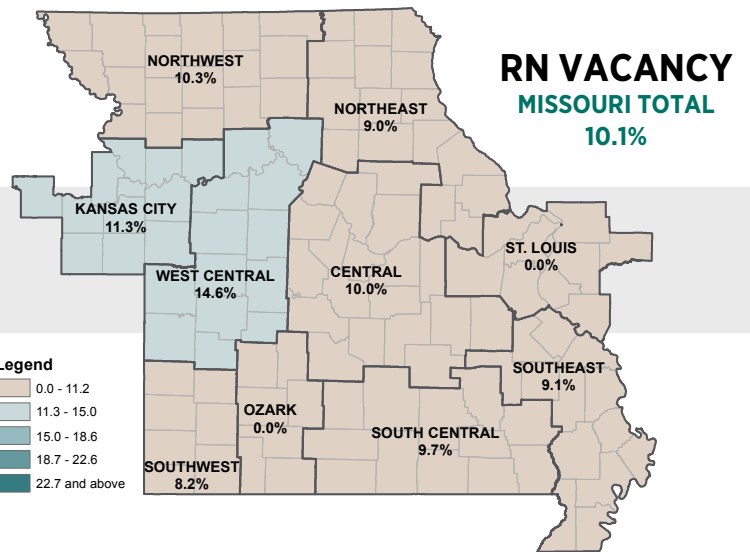


Missouri Critical Access Hospitals

Missouri is home to 35 critical access hospitals. 35 hospitals submitted calendar year 2022 data for MHA's 23rd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

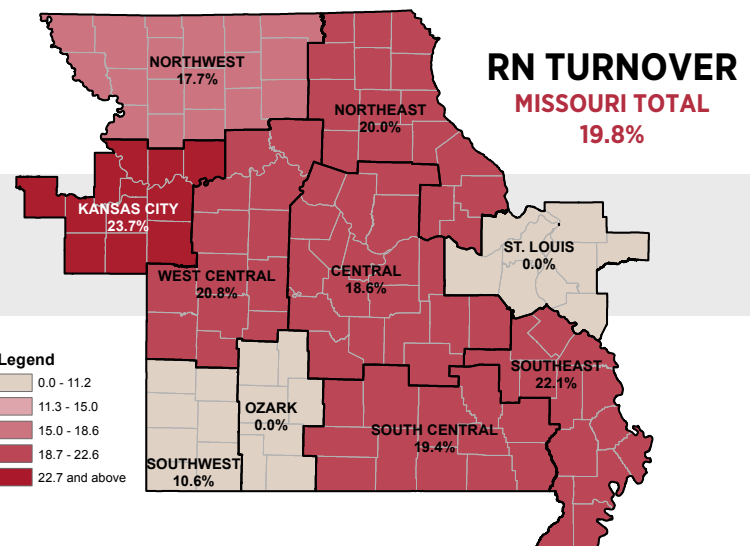
CRITICAL ACCESS HOSPITALS Top 10 Hospital Professions With the Highest Employee Vacancy

Medical Laboratory Technician
Sonographer/Ultrasound Technologist
Licensed Practical Nurse
Medical Technologist
Sterile Processing Technician
Advance Practice Registered Nurse
Pharmacy Technician
Staff Registered Nurse
Respiratory Therapist - Certified
Respiratory Therapist - Registered



CRITICAL ACCESS HOSPITALS Top 10 Hospital Professions With the Highest Employee Turnover

Nurse Assistants
Food Service Worker/Dietary Aid
Respiratory Therapist - Certified
Occupational Therapy Assistant
Licensed Practical Nurse
Medical Laboratory Technician
Environmental Services
Nuclear Medicine Technologist
Staff Registered Nurse
Advance Practice Registered Nurse



The careers included in the tables are listed in order of highest to lowest percent.

2023 CRITICAL ACCESS HOSPITAL HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2023	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	NUMBER OF WORKING EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
Nursing & Medical								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	235	23	9.0%	342	34	8.9%	135	36.0%
Licensed Practical Nurse	159	23	12.6%	211	34	13.9%	70	28.6%
Advance Practice Registered Nurse	29	4	12.0%	51	6	10.5%	10	17.5%
Staff Registered Nurse	837	104	11.1%	1,227	138	10.1%	270	19.8%
Physician Assistant	12	1	7.8%	13	1	7.1%	1	7.1%
Employed Physicians	127	9	6.6%	149	10	6.3%	12	7.7%
Diagnostic Imaging								
CT Technologist	66	3	4.3%	90	6	6.3%	7	7.3%
Magnetic Resonance Imaging Technologist	19	0	0.0%	27	0	0.0%	3	11.1%
Mammography Technologist	32	3	8.3%	40	1	2.4%	3	7.3%
Nuclear Medicine Technologist	5	0	0.0%	5	0	0.0%	1	20.0%
Radiology Technologist	94	6	5.5%	136	9	6.2%	25	16.9%
Sonographer/Ultrasound Technologist	46	10	17.9%	73	14	16.2%	15	17.3%
Laboratory								
Medical Laboratory Technician	68	22	24.3%	96	20	17.2%	31	26.9%
Medical Technologist	90	15	13.9%	111	17	13.3%	22	17.2%
Therapies								
Occupational Therapist	39	2	3.7%	59	2	2.5%	7	10.8%
Occupational Therapy Assistant	18	1	5.3%	24	2	6.0%	8	30.0%
Physical Therapist	68	6	7.6%	91	7	7.1%	6	6.1%
Physical Therapy Assistant	49	5	9.0%	70	6	7.9%	7	9.2%
Respiratory Therapist - Certified	36	7	15.4%	51	6	9.7%	19	32.7%
Respiratory Therapist - Registered	94	9	9.1%	138	15	9.5%	20	12.8%
Pharmacy								
Pharmacist - Clinical/Staff	32	1	2.4%	62	2	3.1%	10	15.6%
Pharmacy Technician	53	3	6.1%	63	7	10.3%	10	14.1%
Surgery								
Surgical Technician	48	3	5.9%	61	3	4.7%	8	12.5%
Sterile Processing Technician	11	2	15.5%	14	2	12.5%	2	12.5%
Miscellaneous Hospital-Based Positions								
Medical Records Coder	59	5	7.8%	67	5	6.9%	10	13.9%
Environmental Services	245	18	6.7%	291	22	7.0%	81	25.7%
Registered Dietitian	15	1	6.3%	19	1	5.0%	2	10.0%
Food Service Worker/Dietary Aid	166	17	9.3%	209	21	9.2%	82	35.5%
Clinic & Physician Practices								
Staff Registered Nurse - Clinic	87	2	2.4%	101	4	3.8%	15	14.5%
Licensed Practical Nurse - Clinic	161	14	8.0%	184	15	7.7%	35	17.5%
Advance Practice Registered Nurse - Clinic	116	3	2.5%	122	4	3.2%	7	5.8%
Medical Assistant - Clinic	151	15	9.0%	163	15	8.4%	36	20.2%