



2022  
WORKFORCE  
REPORT

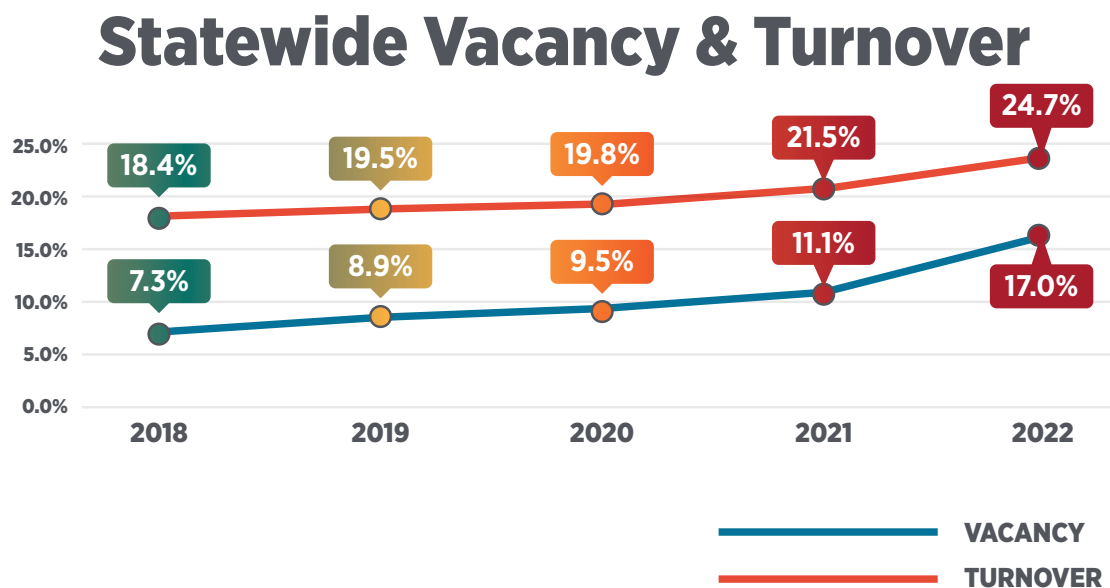


Statewide and nationally, hospital leaders cite the workforce crisis as the top operational issue. Vacancy and turnover rates in 2021 were near or above record levels before the pandemic and have exceeded the 2020 levels. COVID-19 has caused significant disruption in the health care workforce, making the long- and short-term challenges for care delivery and workforce sustainability considerably more pronounced.

While health care organizations were quick to meet the demand for increased patient care during the pandemic, their focus now is shifting to the future of health care delivery. This includes exploring new innovations in workforce recruitment and retention efforts. Workforce investments can contribute to the success of an organization through recruitment cost savings, reduced turnover, higher patient satisfaction and increased quality of care.

The data in the Missouri Hospital Association's 2022 Annual Workforce Report reflect the status of the hospital workforce in 2021, thus continuing to reflect a COVID-19 workforce. This report finds increased vacancy and turnover rates among the majority of health care positions surveyed. The data indicate that both turnover and vacancy rates among all professions surveyed reached an all-time high statewide. The 17% vacancy rate represents an 87% increase in vacancies since 2020 (Figure 1).

FIGURE 1

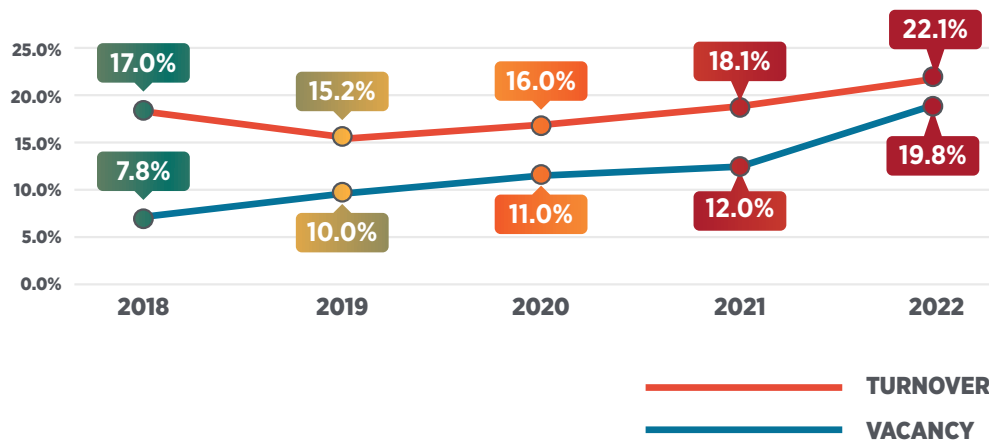


Staff registered nurses make up the largest single cohort of hospital employees in Missouri. This year's report finds staff nurse vacancy at 19.8% — an increase from 12% in 2021 — the highest it's been in the history of this survey. Since 2020, there has been a 98% increase in all staff registered nurse vacancies (Figure 2). According to the survey data, Missouri has 33,692 nurses working in hospitals and 8,334 vacant staff nurse positions.

Staff nurse turnover increased to 22.1% from the previous year's rate of 18.1% (Figure 2). This level of turnover is costly and disruptive for health care systems, and can impact morale, disrupt the nurse and patient experience, and exacerbate an already pressing shortage of qualified talent.

FIGURE 2

## Registered Nurse Turnover & Vacancy



This strain on the workforce contributes to a perfect storm driving significant staffing shortages. All hospitals are experiencing increases in turnover, largely driven by early retirements, job changes to other opportunities and exits to other professions. Front-line health care workers are facing burnout after nearly two years of pandemic response. According to national research from McKinsey & Company, 32% of nurses indicated they may leave their current position where they provide direct patient care within the next year.

Rates for travel nurses hit record levels during the pandemic as hospitals were taking on significant costs to pay for travel agencies. Moreover, the influx of high-cost agency staff disrupted workplace cultures and resulted in hospitals' staffing costs skyrocketing.

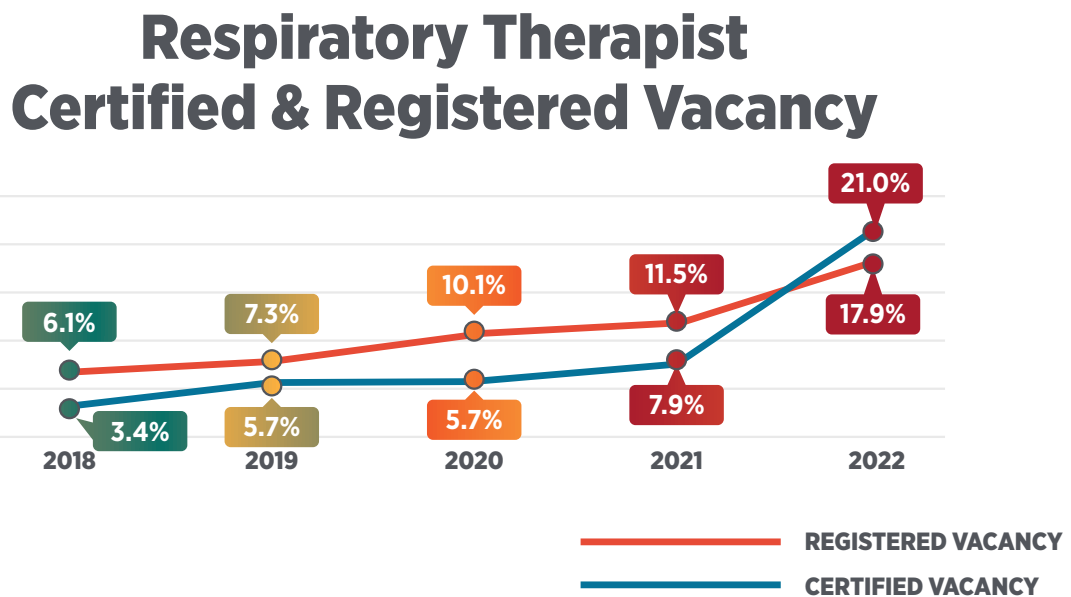
To meet the greatest demands, hospitals are working to reallocate and retrain nurses and other personnel. Some hospitals are reevaluating their skill mix, working toward team-based and virtual care models, and fostering career ladders and professional development. In addition, they are using tools to recruit, retain and reward staff, including financial incentives, new flexibility and support systems within the workplace, and personal wellness programs.

Pre-pandemic workforce pipeline challenges are magnified. Schools are struggling to access essential clinical rotations for student training because of a lack of hospital staff. And, increasing shortages of nursing faculty make it difficult for schools to accept all interested students. The Missouri State Board of Nursing 2020 Annual Report indicates that of the 90 Missouri pre-licensure nursing programs, there are at least 45 unfilled full-time and 44 open part-time/adjunct nurse faculty positions.

There were 10,424 nursing students enrolled in 2020; however, 1,296 qualified applicants were turned away. While some of these applicants may have applied to multiple schools, the number of qualified applicants that cannot be accommodated is staggering. Missouri’s nursing programs report that an additional 87 full-time faculty positions would be necessary to accommodate all applicants who are deemed qualified for admission. And, annual reports suggest that at least 126 Missouri nurse educators plan to retire within the next five years.

Nursing is not the only clinical profession that has been highly impacted by the pandemic. Respiratory therapists who worked day in and day out to provide critical care to COVID-19 patients also are in short supply. Since 2020, vacancies have grown 90% for all certified respiratory therapists (Figure 3). RTs support care for many of the sickest patients, including patients placed on a ventilator.

FIGURE 3



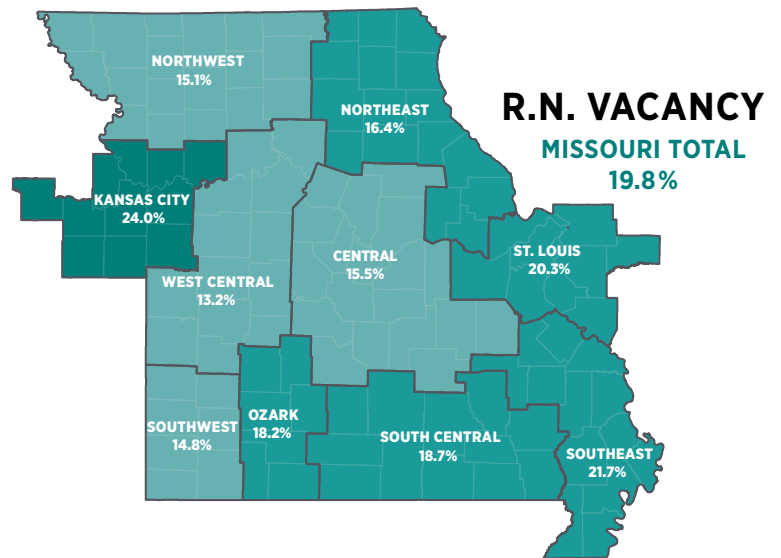
The hospital workforce is essential to the health and well-being of all Missourians. As is being demonstrated within the incumbent workforce, career ladders, institutional cultural change and innovative retention strategies can help provide a bridge during the worker supply and demand imbalance. The lessons learned during COVID-19 will help shape these efforts.

Hospitals and health systems, higher education institutions, government, and others — from the local to the national level — have recognized the structural problems in the workforce. There is a growing commitment to investing in today’s workers while fostering opportunities for tomorrow’s workers. Every Missourian has a stake in the success of this effort. Creating a sustainable hospital workforce will require innovation and investment. Access to health care services, the health and well-being of health care workers, and the future of patient care depend on these efforts.

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.

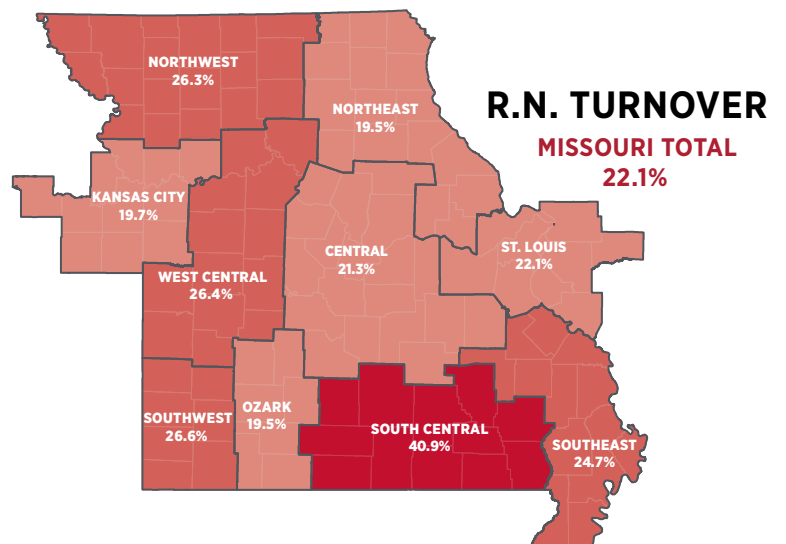
### MISSOURI HOSPITALS Top 10 Hospital Professions With the Highest Employee Vacancy

Licensed Practical Nurse
Respiratory Therapist - Certified
Nurse Assistants
Staff Registered Nurse
Respiratory Therapist - Registered
Surgical Technician
Medical Laboratory Technician
CT Technologist
Sterile Processing Technician
Housekeeper



### MISSOURI HOSPITALS Top 10 Hospital Professions With the Highest Employee Turnover

Food Service Worker/Dietary Aid
Housekeeper
Nurse Assistants
Sterile Processing Technician
Pharmacy Technician
Licensed Practical Nurse
Respiratory Therapist - Registered
Occupational Therapy Assistant - Certified
Staff Registered Nurse
Surgical Technician



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

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.

## 2022 MISSOURI SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	6,832	2,057	23.1%	10,926	2,712	19.9%	5,571	40.9%
Licensed Practical Nurse	1,396	522	27.2%	1,844	639	25.7%	621	25.0%
Advance Practice Registered Nurse	717	54	7.0%	922	70	7.1%	135	13.6%
Staff Registered Nurse	24,418	6,798	21.8%	33,692	8,334	19.8%	9,272	22.1%
Physician Assistant	289	11	3.5%	329	12	3.5%	28	8.2%
Employed Physicians	4,024	230	5.4%	4,736	275	5.5%	441	8.8%
<b>Diagnostic Imaging</b>								
CT Technologist	571	105	15.5%	760	141	15.7%	124	13.8%
Magnetic Resonance Imaging Technologist	354	44	11.0%	475	75	13.6%	74	13.5%
Mammography Technologist	222	33	13.1%	285	49	14.6%	42	12.6%
Nuclear Medicine Technologist	215	17	7.5%	268	34	11.3%	51	16.9%
Radiology Technologist - Certified	1,135	169	12.9%	1,613	259	13.8%	309	16.5%
Sonographer/Ultrasound Technologist	797	102	11.4%	1,086	160	12.8%	184	14.8%
<b>Laboratory</b>								
Medical Laboratory Technician	459	93	16.9%	555	117	17.4%	130	19.4%
Medical Technologist	1,153	192	14.3%	1,454	240	14.2%	321	19.0%
<b>Therapies</b>								
Occupational Therapist	754	52	6.4%	1,154	90	7.2%	201	16.2%
Occupational Therapy Assistant - Certified	124	13	9.4%	223	30	11.7%	56	22.2%
Physical Therapist	1,302	127	8.9%	1,798	192	9.6%	262	13.2%
Physical Therapy Assistant - Certified	412	27	6.2%	583	49	7.8%	109	17.2%
Respiratory Therapist - Certified	290	77	21.0%	403	107	21.0%	101	19.8%
Respiratory Therapist - Registered	1,361	331	19.6%	1,943	423	17.9%	563	23.8%
<b>Pharmacy</b>								
Pharmacist - Clinical/Staff	1,259	77	5.7%	1,637	108	6.2%	179	10.3%
Pharmacy Technician	1,049	154	12.8%	1,361	200	12.8%	412	26.4%
<b>Surgery</b>								
Surgical Technician	1,038	227	18.0%	1,303	277	17.5%	331	20.9%
Sterile Processing Technician	626	113	15.2%	682	123	15.3%	239	29.7%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	717	45	5.9%	751	49	6.1%	78	9.8%
Housekeeper	3,415	605	15.1%	3,779	679	15.2%	1,895	42.5%
Registered Dietitian	354	41	10.4%	458	59	11.4%	89	17.2%
Food Service Worker/Dietary Aid	2,085	308	12.9%	2,721	421	13.4%	1,349	42.9%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	1,664	182	9.9%	2,061	240	10.4%	365	15.9%
Licensed Practical Nurse - Clinic	1,679	318	15.9%	1,862	342	15.5%	454	20.6%
Advance Practice Registered Nurse - Clinic	1,494	122	7.6%	1,679	135	7.5%	150	8.3%
Medical Assistant - Clinic	1,630	291	15.1%	1,734	332	16.1%	548	26.5%

A comprehensive collection of workforce data, trends, and color-coded vacancy and turnover maps is available at [www.mhanet.com](http://www.mhanet.com).  
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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 Missouri Hospital Association. Data are reported as of Dec. 31, 2021. A comprehensive collection of workforce data, trends, and color-coded vacancy and turnover maps, are available at [www.mhanet.com](http://www.mhanet.com).

Report prepared by  
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Missouri Hospital Association, May 2022



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# Central Region Profile

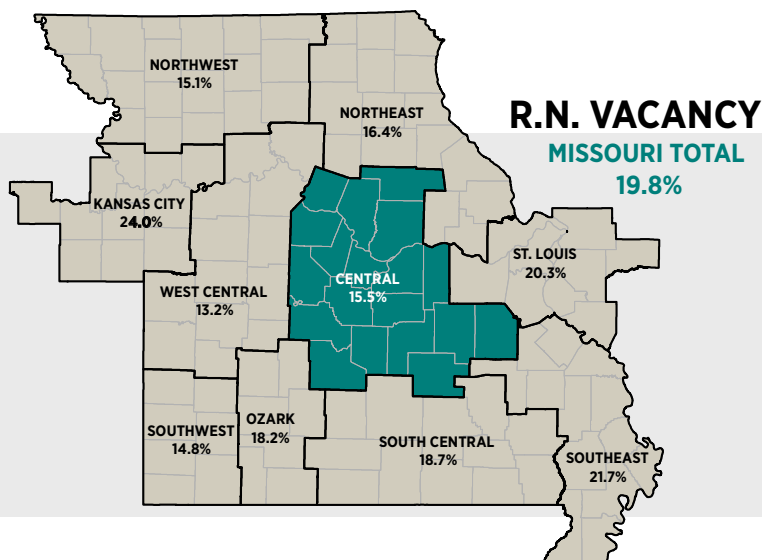
**POPULATION: 698,592**

The Central Workforce Development Region is home to 21 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 County Regional Medical Center, Capital Region Medical Center and Fulton State Hospital. Seventeen hospitals submitted calendar year 2021 data for MHA's 22nd 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

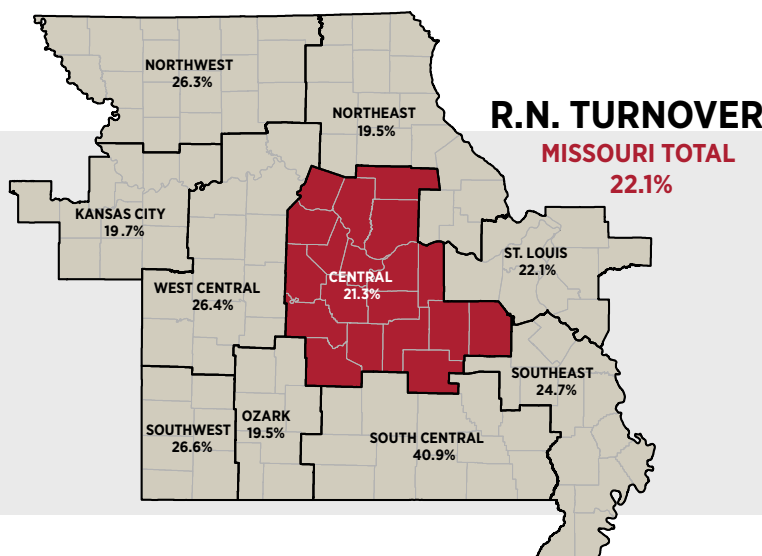
Occupational Therapy Assistant - Certified
Surgical Technician
Nurse Assistants
Licensed Practical Nurse
Food Service Worker/Dietary Aid
Respiratory Therapist - Registered
Housekeeper
Sterile Processing Technician
Respiratory Therapist - Certified
Staff Registered Nurse



## CENTRAL REGION

### Top 10 Hospital Professions With the Highest Employee Turnover

Food Service Worker/Dietary Aid
Housekeeper
Nurse Assistants
Pharmacy Technician
Respiratory Therapist - Certified
Respiratory Therapist - Registered
Sterile Processing Technician
Registered Dietitian
Occupational Therapy Assistant - Certified
Licensed Practical Nurse



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

## 2022 CENTRAL REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	908	379	29.4%	1,676	441	20.8%	865	40.9%
Licensed Practical Nurse	436	114	20.8%	535	130	19.5%	145	21.8%
Advance Practice Registered Nurse	49	5	9.2%	65	6	8.5%	13	18.3%
Staff Registered Nurse	3,078	610	16.5%	4,047	745	15.5%	1,021	21.3%
Physician Assistant	27	0	0.0%	28	0	0.0%	0	0.0%
Employed Physicians	965	14	1.4%	978	15	1.5%	47	4.7%
<b>Diagnostic Imaging</b>								
CT Technologist	77	7	8.4%	94	9	8.7%	13	12.6%
Magnetic Resonance Imaging Technologist	45	2	4.6%	51	4	7.3%	5	9.1%
Mammography Technologist	26	3	10.3%	30	4	11.8%	5	14.7%
Nuclear Medicine Technologist	19	3	12.0%	24	4	14.3%	5	17.9%
Radiology Technologist - Certified	165	18	9.8%	209	23	9.9%	37	15.9%
Sonographer/Ultrasound Technologist	94	13	12.2%	113	19	14.4%	21	15.9%
<b>Laboratory</b>								
Medical Laboratory Technician	56	11	16.4%	67	12	15.2%	15	19.0%
Medical Technologist	166	20	10.7%	188	22	10.4%	21	10.0%
<b>Therapies</b>								
Occupational Therapist	122	8	6.0%	163	10	5.8%	23	13.3%
Occupational Therapy Assistant - Certified	12	3	20.1%	19	7	26.9%	6	23.1%
Physical Therapist	212	18	8.0%	265	22	7.7%	33	11.5%
Physical Therapy Assistant - Certified	54	4	6.3%	80	6	7.0%	15	17.4%
Respiratory Therapist - Certified	26	3	9.7%	32	6	15.8%	11	28.9%
Respiratory Therapist - Registered	172	41	19.4%	225	51	18.4%	76	27.6%
<b>Pharmacy</b>								
Pharmacist - Clinical & Retail	171	12	6.6%	206	17	7.6%	30	13.5%
Pharmacy Technician	180	27	12.9%	263	36	12.0%	87	29.1%
<b>Surgery</b>								
Surgical Technician	149	45	23.1%	182	52	22.2%	48	20.5%
Sterile Processing Technician	124	27	17.8%	137	28	17.0%	43	26.1%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	137	8	5.7%	143	9	5.9%	15	9.9%
Housekeeper	460	101	18.0%	515	110	17.6%	256	41.0%
Registered Dietitian	46	7	13.0%	51	9	15.1%	14	23.5%
Food Service Worker/Dietary Aid	263	67	20.3%	348	81	18.9%	216	50.3%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	247	23	8.6%	282	36	11.3%	34	10.7%
Licensed Practical Nurse - Clinic	421	91	17.8%	450	99	18.0%	105	19.1%
Advance Practice Registered Nurse - Clinic	130	6	4.4%	131	7	5.1%	10	7.3%
Medical Assistant - Certified - Clinic	235	54	18.7%	248	59	19.2%	81	26.4%

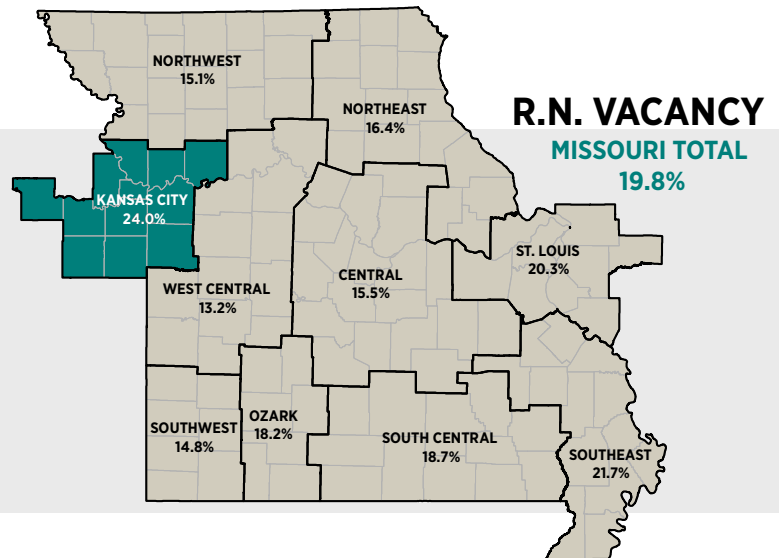
# Kansas City Region Profile

**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 for employment, 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-three hospitals submitted calendar year 2021 data for MHA's 22nd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide. This includes 22 Missouri hospitals in five counties and 14 Kansas hospitals in seven counties.

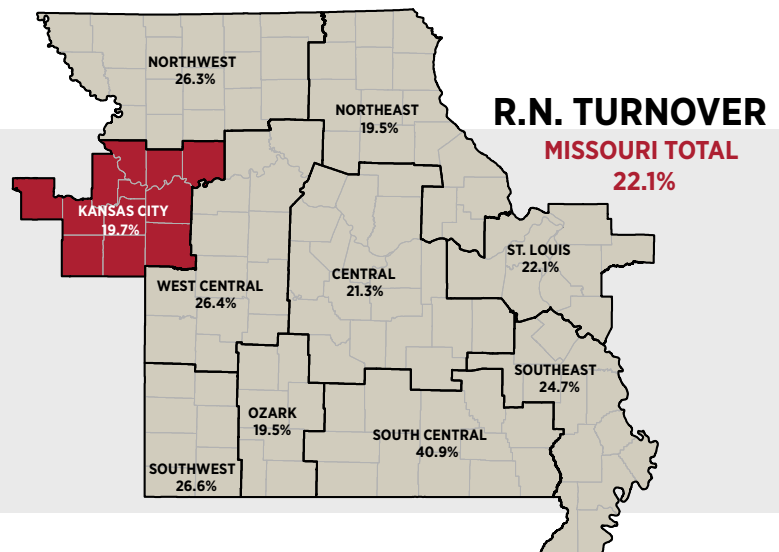
## KANSAS CITY REGION Top 10 Hospital Professions With the Highest Employee Vacancy

Licensed Practical Nurse
Sterile Processing Technician
Respiratory Therapist - Certified
Staff Registered Nurse
Nurse Assistants
Surgical Technician
Medical Laboratory Technician
Housekeeper
Respiratory Therapist - Registered
Magnetic Resonance Imaging Technologist



## KANSAS CITY REGION Top 10 Hospital Professions With the Highest Employee Turnover

Occupational Therapy Assistant - Certified
Housekeeper
Food Service Worker/Dietary Aid
Nurse Assistants
Medical Laboratory Technician
Sterile Processing Technician
Licensed Practical Nurse
Respiratory Therapist - Registered
Pharmacy Technician
Magnetic Resonance Imaging Technologist



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

## 2022 KANSAS CITY REGION SURVEY HIGHLIGHTS (MO & KS HOSPITALS)

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	2,593	799	23.6%	4,225	1,232	22.6%	1,896	34.7%
Licensed Practical Nurse	169	95	36.0%	225	131	36.8%	92	25.8%
Advance Practice Registered Nurse	407	45	10.0%	456	50	9.9%	50	9.9%
Staff Registered Nurse	8,876	2,874	24.5%	12,293	3,887	24.0%	3,190	19.7%
Physician Assistant	99	3	2.9%	110	3	2.7%	4	3.5%
Employed Physicians	1,482	91	5.8%	1,640	93	5.4%	139	8.0%
<b>Diagnostic Imaging</b>								
CT Technologist	263	33	11.2%	364	67	15.5%	68	15.8%
Magnetic Resonance Imaging Technologist	145	23	13.7%	202	47	18.9%	57	22.9%
Mammography Technologist	107	7	6.1%	140	14	9.1%	23	14.9%
Nuclear Medicine Technologist	119	7	5.3%	152	15	9.0%	20	12.0%
Radiology Technologist - Certified	399	61	13.2%	588	108	15.5%	143	20.5%
Sonographer/Ultrasound Technologist	300	39	11.6%	409	71	14.8%	77	16.0%
<b>Laboratory</b>								
Medical Laboratory Technician	174	40	18.8%	246	63	20.4%	100	32.4%
Medical Technologist	567	97	14.6%	735	136	15.6%	156	17.9%
<b>Therapies</b>								
Occupational Therapist	301	17	5.3%	491	49	9.1%	88	16.3%
Occupational Therapy Assistant - Certified	29	3	10.6%	45	6	11.8%	23	45.1%
Physical Therapist	534	38	6.6%	788	72	8.4%	84	9.8%
Physical Therapy Assistant - Certified	110	4	3.3%	160	10	5.9%	20	11.8%
Respiratory Therapist - Certified	88	26	23.1%	129	41	24.1%	38	22.4%
Respiratory Therapist - Registered	535	130	19.6%	742	178	19.3%	219	23.8%
<b>Pharmacy</b>								
Pharmacist - Clinical & Retail	635	42	6.2%	766	59	7.2%	75	9.1%
Pharmacy Technician	502	99	16.4%	588	127	17.8%	165	23.1%
<b>Surgery</b>								
Surgical Technician	429	95	18.1%	528	144	21.4%	119	17.7%
Sterile Processing Technician	247	84	25.4%	269	98	26.7%	102	27.8%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	378	10	2.6%	394	12	3.0%	32	7.9%
Housekeeper	1,249	292	18.9%	1,340	333	19.9%	699	41.8%
Registered Dietitian	123	12	8.7%	154	22	12.5%	37	21.0%
Food Service Worker/Dietary Aid	573	95	14.2%	701	160	18.6%	321	37.3%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	1,299	190	12.7%	1,656	236	12.5%	322	17.0%
Licensed Practical Nurse - Clinic	655	163	20.0%	754	194	20.5%	197	20.8%
Advance Practice Registered Nurse - Clinic	828	95	10.3%	970	110	10.2%	118	10.9%
Medical Assistant - Certified - Clinic	696	139	16.7%	752	164	17.9%	265	28.9%

A comprehensive collection of workforce data, trends, and color-coded vacancy and turnover maps is available at [www.mhanet.com](http://www.mhanet.com).

# Northeast Region Profile

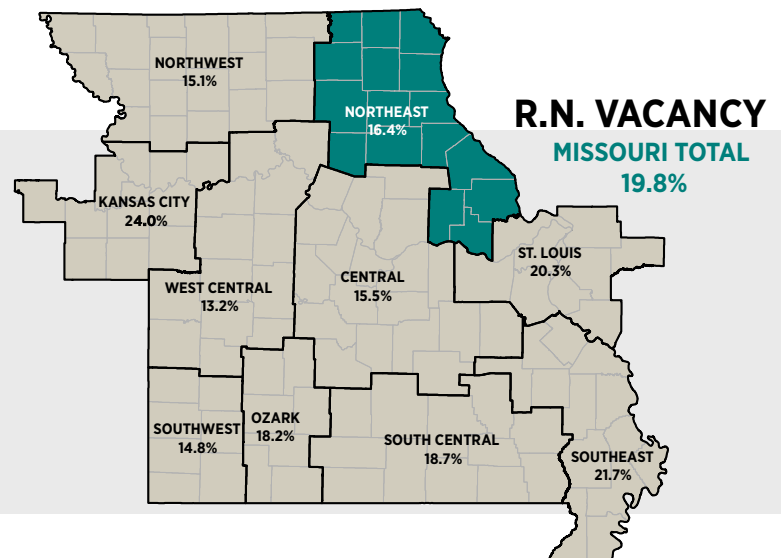
**POPULATION: 273,578**

The Northeast Workforce Development Region is home to seven hospitals and its largest cities are Hannibal, Kirksville and Moberly. Health care and social assistance is the largest industry in the region, accounting for 16% of the employment. Six hospitals submitted calendar year 2021 data for MHA's 22nd 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

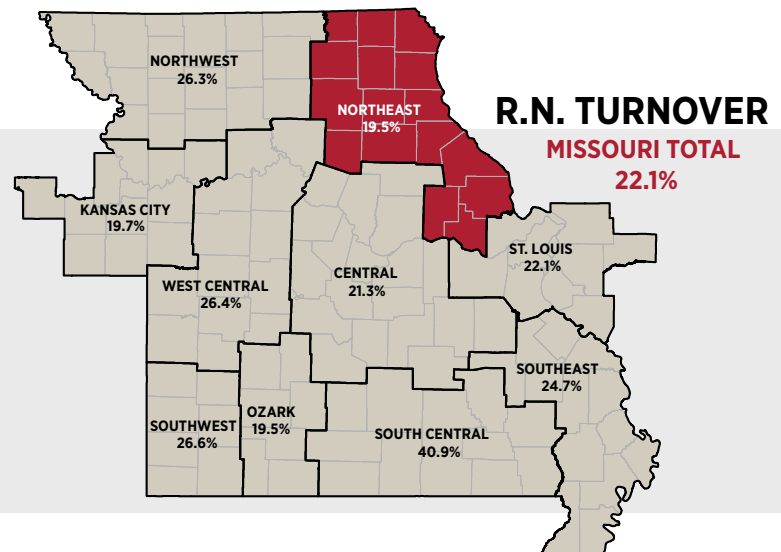
Occupational Therapist
Physical Therapist
Sonographer/Ultrasound Technologist
Housekeeper
Respiratory Therapist - Registered
Licensed Practical Nurse
Radiology Technologist - Certified
Medical Laboratory Technician
Occupational Therapy Assistant - Certified
CT Technologist



## NORTHEAST REGION

### Top 10 Hospital Professions With the Highest Employee Turnover

Nuclear Medicine Technologist
Nurse Assistants
Food Service Worker/Dietary Aid
Advance Practice Registered Nurse
Respiratory Therapist - Registered
Housekeeper
Physician Assistant
Occupational Therapist
Licensed Practical Nurse
Sterile Processing Technician



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

## 2022 NORTHEAST REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	65	13	16.3%	81	16	16.5%	44	45.4%
Licensed Practical Nurse	38	11	22.7%	54	14	20.6%	20	29.4%
Advance Practice Registered Nurse	14	1	4.0%	23	2	8.0%	10	40.0%
Staff Registered Nurse	334	70	17.3%	450	88	16.4%	105	19.5%
Physician Assistant	2	0	0.0%	3	0	0.0%	1	33.3%
Employed Physicians	26	3	9.7%	28	3	9.7%	2	6.5%
<b>Diagnostic Imaging</b>								
CT Technologist	11	3	18.9%	13	3	18.8%	4	25.0%
Magnetic Resonance Imaging Technologist	2	0	0.0%	4	0	0.0%	1	25.0%
Mammography Technologist	5	0	0.0%	5	0	0.0%	0	0.0%
Nuclear Medicine Technologist	4	0	0.0%	4	0	0.0%	2	50.0%
Radiology Technologist - Certified	35	9	19.6%	44	11	20.0%	6	10.9%
Sonographer/Ultrasound Technologist	11	4	27.1%	17	6	26.1%	5	21.7%
<b>Laboratory</b>								
Medical Laboratory Technician	21	5	19.3%	24	6	20.0%	4	13.3%
Medical Technologist	29	5	13.9%	32	5	13.5%	3	8.1%
<b>Therapies</b>								
Occupational Therapist	4	5	53.4%	5	5	50.0%	3	30.0%
Occupational Therapy Assistant - Certified	3	1	21.7%	4	1	20.0%	1	20.0%
Physical Therapist	11	3	19.6%	13	5	27.8%	4	22.2%
Physical Therapy Assistant - Certified	11	0	0.0%	13	0	0.0%	1	7.7%
Respiratory Therapist - Certified	14	3	17.2%	20	4	16.7%	1	4.2%
Respiratory Therapist - Registered	15	3	14.8%	17	5	22.7%	8	36.4%
<b>Pharmacy</b>								
Pharmacist - Clinical & Staff	16	1	7.6%	22	3	12.0%	4	16.0%
Pharmacy Technician	22	3	11.2%	26	4	13.3%	4	13.3%
<b>Surgery</b>								
Surgical Technician	22	4	14.1%	26	4	13.3%	4	13.3%
Sterile Processing Technician	8	0	0.0%	11	0	0.0%	3	27.3%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	16	3	13.8%	18	3	14.3%	4	19.0%
Housekeeper	41	13	23.9%	48	16	25.0%	22	34.4%
Registered Dietitian	4	1	17.2%	7	1	12.5%	1	12.5%
Food Service Worker/Dietary Aid	33	4	10.1%	49	4	7.5%	23	43.4%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	20	0	0.0%	20	0	0.0%	5	25.0%
Licensed Practical Nurse - Clinic	103	12	10.3%	122	14	10.3%	18	13.2%
Advance Practice Registered Nurse - Clinic	35	2	5.1%	40	2	4.8%	3	7.1%
Medical Assistant - Clinic	18	4	9.9%	23	2	8.0%	4	16.0%

# Northwest Region Profile

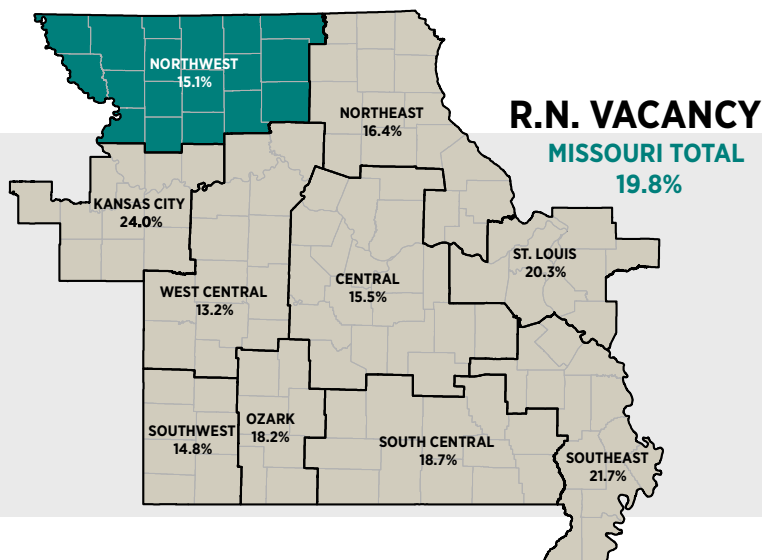
**POPULATION: 251,562**

The Northwest Workforce Development Region is home to 13 hospitals. In Buchanan County is Saint Joseph, which is 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 2021 data for MHA's 22nd 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

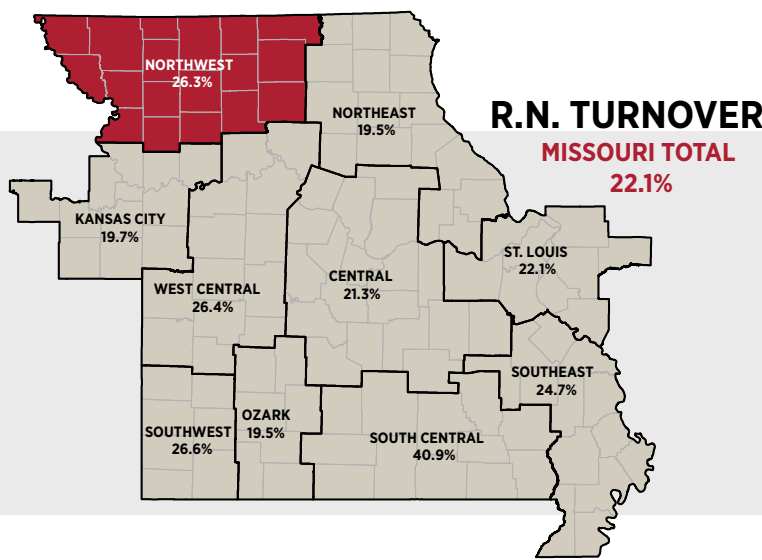
Mammography Technologist
Nurse Assistants
Licensed Practical Nurse
Medical Laboratory Technician
Staff Registered Nurse
Occupational Therapy Assistant - Certified
Respiratory Therapist - Registered
Sonographer/Ultrasound Technologist
Pharmacy Technician
Housekeeper



## NORTHWEST REGION

### Top 10 Hospital Professions With the Highest Employee Turnover

Sterile Processing Technician
Food Service Worker/Dietary Aid
Nurse Assistants
Housekeeper
Medical Technologist
Occupational Therapy Assistant - Certified
Respiratory Therapist - Registered
Pharmacy Technician
Medical Laboratory Technician
Staff Registered Nurse



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

## 2022 NORTHWEST REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	276	135	32.9%	422	111	20.8%	244	45.8%
Licensed Practical Nurse	95	38	28.5%	138	33	19.5%	37	21.6%
Advance Practice Registered Nurse	32	0	0.0%	39	0	0.0%	4	10.3%
Staff Registered Nurse	806	217	21.2%	1,057	188	15.1%	327	26.3%
Physician Assistant	8	0	0.0%	9	0	0.0%	1	11.1%
Employed Physicians	119	4	3.2%	152	4	2.6%	33	21.2%
<b>Diagnostic Imaging</b>								
CT Technologist	40	7	14.8%	48	2	4.8%	7	13.9%
Magnetic Resonance Imaging Technologist	16	3	15.8%	20	2	8.7%	5	22.8%
Mammography Technologist	16	9	36.1%	19	8	28.8%	1	3.7%
Nuclear Medicine Technologist	7	0	0.0%	10	0	0.0%	0	0.0%
Radiology Technologist - Certified	40	8	16.5%	51	5	8.4%	9	16.2%
Sonographer/Ultrasound Technologist	29	5	14.9%	34	4	9.9%	5	13.2%
<b>Laboratory</b>								
Medical Laboratory Technician	28	8	21.9%	34	7	16.7%	11	27.0%
Medical Technologist	45	2	4.3%	56	2	3.5%	22	38.3%
<b>Therapies</b>								
Occupational Therapist	18	3	14.0%	23	2	6.5%	2	8.1%
Occupational Therapy Assistant - Certified	7	2	22.6%	9	2	14.3%	4	38.1%
Physical Therapist	38	5	11.8%	43	3	6.5%	5	10.9%
Physical Therapy Assistant - Certified	36	0	0.0%	42	0	0.0%	3	7.1%
Respiratory Therapist - Certified	8	1	10.9%	13	1	7.1%	2	14.3%
Respiratory Therapist - Registered	56	15	21.5%	65	10	13.2%	27	36.0%
<b>Pharmacy</b>								
Pharmacist - Clinical & Staff	36	2	5.3%	51	2	3.8%	3	5.7%
Pharmacy Technician	25	3	11.8%	41	4	8.9%	13	28.9%
<b>Surgery</b>								
Surgical Technician	41	4	8.9%	50	4	7.4%	5	9.3%
Sterile Processing Technician	16	0	0.0%	22	0	0.0%	13	59.1%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	70	2	2.8%	73	2	2.7%	4	5.3%
Housekeeper	124	13	9.5%	139	13	8.7%	68	44.6%
Registered Dietitian	14	1	6.7%	18	0	0.0%	0	0.0%
Food Service Worker/Dietary Aid	139	18	11.5%	181	11	5.5%	94	49.1%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	86	2	2.3%	109	2	1.8%	11	9.9%
Licensed Practical Nurse - Clinic	180	18	9.1%	201	19	8.6%	29	13.2%
Advance Practice Registered Nurse - Clinic	80	2	2.2%	88	2	2.2%	5	5.6%
Medical Assistant - Clinic	37	4	9.8%	40	5	11.1%	5	11.1%



# Ozark Region Profile

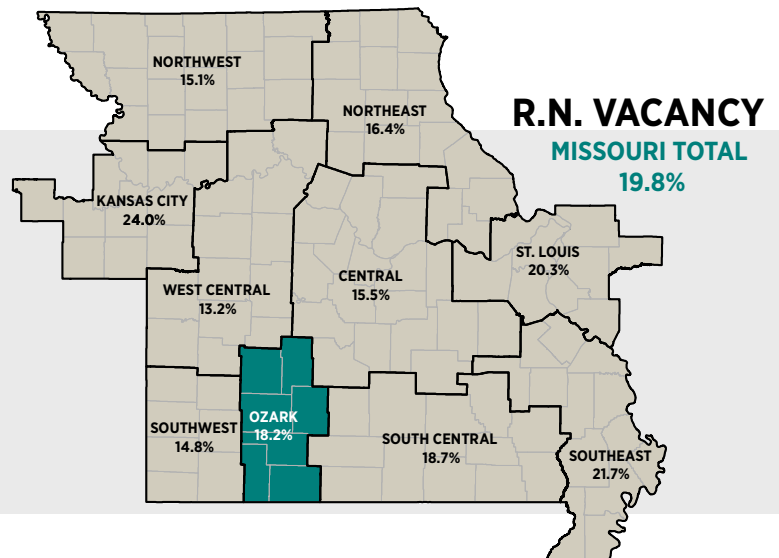
**POPULATION: 562,912**

The Ozark Workforce Development Region is home to seven hospitals. The top industry 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 2021 data for MHA's 22nd 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

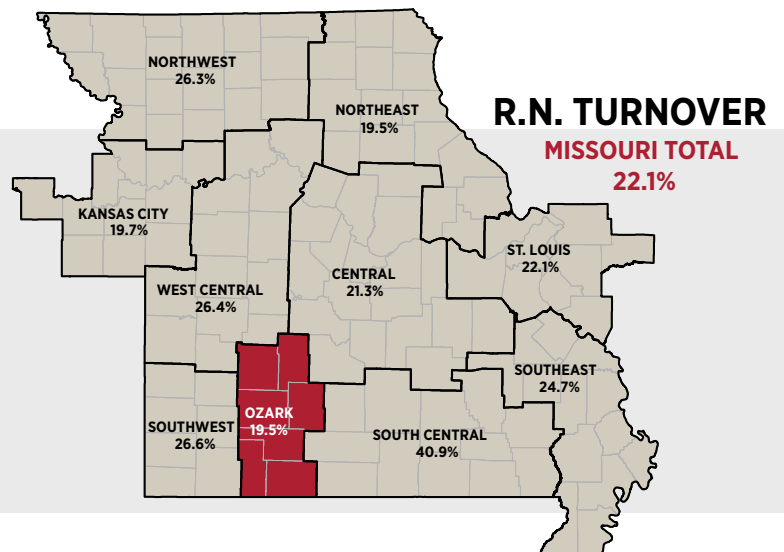
Licensed Practical Nurse
Nurse Assistants
Staff Registered Nurse
Respiratory Therapist - Registered
Registered Dietitian
Physical Therapist
CT Technologist
Pharmacy Technician
Occupational Therapist
Sterile Processing Technician



## OZARK REGION

### Top 10 Hospital Professions With the Highest Employee Turnover

Food Service Worker/Dietary Aid
Housekeeper
Nurse Assistants
Sterile Processing Technician
Mammography Technologist
Licensed Practical Nurse
Pharmacy Technician
Registered Dietitian
Medical Technologist
Physical Therapy Assistant - Certified



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

## 2022 OZARK REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	621	187	23.2%	1,049	255	19.6%	533	40.9%
Licensed Practical Nurse	94	113	54.6%	154	132	46.2%	86	30.1%
Advance Practice Registered Nurse	141	9	6.0%	166	12	6.7%	12	6.7%
Staff Registered Nurse	2,127	598	22.0%	3,253	723	18.2%	774	19.5%
Physician Assistant	84	1	1.2%	93	1	1.1%	3	3.2%
Employed Physicians	429	1	0.2%	499	1	0.2%	12	2.4%
<b>Diagnostic Imaging</b>								
CT Technologist	77	11	12.0%	97	13	11.8%	13	11.8%
Magnetic Resonance Imaging Technologist	60	1	1.5%	66	4	5.7%	3	4.3%
Mammography Technologist	19	1	3.1%	26	2	7.1%	9	32.1%
Nuclear Medicine Technologist	22	0	0.0%	25	0	0.0%	3	12.0%
Radiology Technologist - Certified	128	8	5.8%	180	11	5.8%	26	13.6%
Sonographer/Ultrasound Technologist	87	4	4.2%	116	7	5.7%	12	9.8%
<b>Laboratory</b>								
Medical Laboratory Technician	38	4	8.6%	43	4	8.5%	3	6.4%
Medical Technologist	84	7	7.6%	108	9	7.7%	25	21.4%
<b>Therapies</b>								
Occupational Therapist	79	3	4.0%	98	11	10.1%	15	13.8%
Occupational Therapy Assistant - Certified	11	0	2.6%	15	1	6.3%	1	6.3%
Physical Therapist	163	22	11.9%	193	32	14.2%	35	15.6%
Physical Therapy Assistant - Certified	54	3	5.8%	66	4	5.7%	14	20.0%
Respiratory Therapist - Certified	16	0	0.0%	19	1	5.0%	2	10.0%
Respiratory Therapist - Registered	134	33	19.7%	216	46	17.6%	45	17.2%
<b>Pharmacy</b>								
Pharmacist - Clinical & Retail	133	4	3.2%	170	5	2.9%	7	4.0%
Pharmacy Technician	152	17	10.3%	199	25	11.2%	67	29.9%
<b>Surgery</b>								
Surgical Technician	166	14	7.7%	222	17	7.1%	34	14.2%
Sterile Processing Technician	94	9	8.7%	102	10	8.9%	40	35.7%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	13	1	6.3%	14	1	6.7%	3	20.0%
Housekeeper	509	30	5.5%	593	36	5.7%	278	44.2%
Registered Dietitian	35	6	13.8%	46	8	14.8%	13	24.1%
Food Service Worker/Dietary Aid	197	17	7.8%	272	19	6.5%	130	44.7%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	143	18	11.2%	188	20	9.6%	16	7.7%
Licensed Practical Nurse - Clinic	88	40	31.4%	106	44	29.3%	49	32.7%
Advance Practice Registered Nurse - Clinic	76	7	8.5%	86	7	7.5%	10	10.8%
Medical Assistant - Certified - Clinic	60	8	11.5%	68	11	13.9%	39	49.4%

# South Central Region Profile

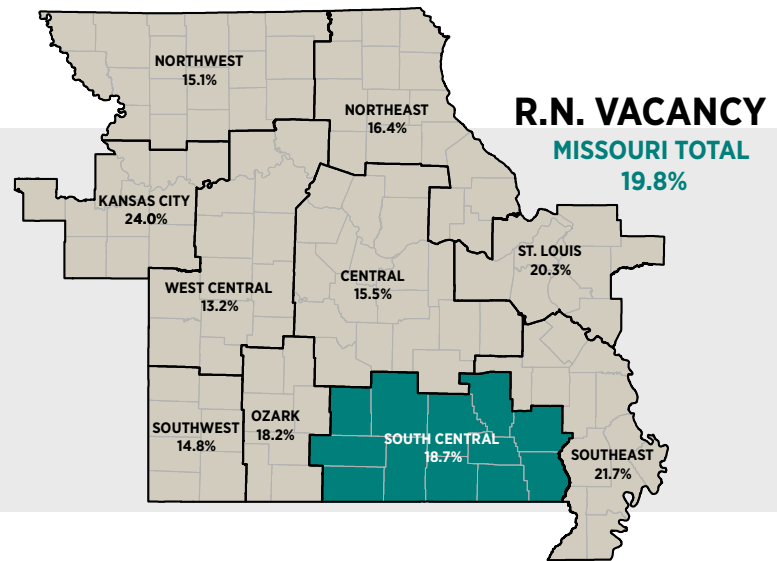
**POPULATION: 205,389**

The South Central Workforce Development Region is home to five hospitals, and 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 include Ozarks Medical Center and Poplar Bluff Regional Medical Center. Four hospitals submitted calendar year 2021 data for MHA's 22nd 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

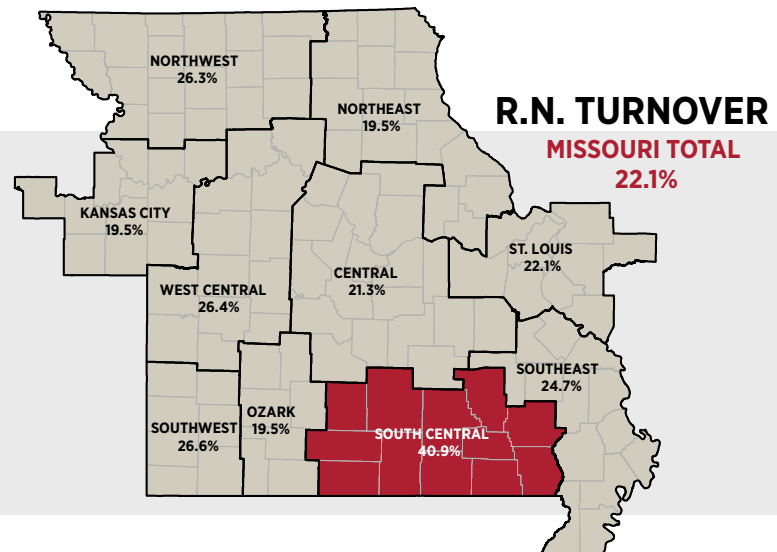
Registered Dietitian
Physician Assistant
Pharmacy Technician
Respiratory Therapist - Registered
Medical Technologist
Sonographer/Ultrasound Technologist
CT Technologist
Mammography Technologist
Nuclear Medicine Technologist
Staff Registered Nurse



## SOUTH CENTRAL REGION

### Top 10 Hospital Professions With the Highest Employee Turnover

Staff Registered Nurse
Registered Dietitian
Housekeeper
Nurse Assistants
Sonographer/Ultrasound Technologist
Occupational Therapist
Licensed Practical Nurse
Surgical Technician
Medical Laboratory Technician
Nuclear Medicine Technologist



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

## 2022 SOUTH CENTRAL REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	242	19	7.2%	312	26	7.7%	128	37.9%
Licensed Practical Nurse	64	5	7.5%	92	7	7.1%	23	23.2%
Advance Practice Registered Nurse	6	0	0.0%	7	0	0.0%	0	0.0%
Staff Registered Nurse	420	61	12.7%	451	104	18.7%	227	40.9%
Physician Assistant	3	0	0.0%	2	1	33.3%	0	0.0%
Employed Physicians	100	2	2.0%	102	2	1.9%	10	9.6%
<b>Diagnostic Imaging</b>								
CT Technologist	23	7	23.7%	27	8	22.9%	4	11.4%
Magnetic Resonance Imaging Technologist	6	0	0.0%	8	0	0.0%	1	12.5%
Mammography Technologist	8	2	19.2%	8	2	20.0%	1	10.0%
Nuclear Medicine Technologist	4	1	20.0%	4	1	20.0%	1	20.0%
Radiology Technologist - Certified	32	2	5.6%	41	3	6.8%	4	9.1%
Sonographer/Ultrasound Technologist	16	7	30.3%	20	6	23.1%	7	26.9%
<b>Laboratory</b>								
Medical Laboratory Technician	29	4	12.2%	30	4	11.8%	7	20.6%
Medical Technologist	11	3	21.7%	13	4	23.5%	3	17.6%
<b>Therapies</b>								
Occupational Therapist	17	1	5.5%	22	1	4.3%	6	26.1%
Occupational Therapy Assistant - Certified	7	0	0.0%	8	0	0.0%	0	0.0%
Physical Therapist	31	3	8.7%	38	3	7.3%	5	12.2%
Physical Therapy Assistant - Certified	28	1	3.4%	31	1	3.1%	3	9.4%
Respiratory Therapist - Certified	26	3	10.4%	32	3	8.6%	5	14.3%
Respiratory Therapist - Registered	31	14	31.0%	36	14	28.0%	7	14.0%
<b>Pharmacy</b>								
Pharmacist - Clinical & Retail	17	2	8.5%	22	2	8.3%	2	8.3%
Pharmacy Technician	33	18	35.1%	39	18	31.6%	4	7.0%
<b>Surgery</b>								
Surgical Technician	30	3	9.2%	38	4	9.5%	9	21.4%
Sterile Processing Technician	15	1	6.3%	15	1	6.3%	3	18.8%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	31	2	6.1%	37	3	7.5%	2	5.0%
Housekeeper	49	7	12.5%	54	7	11.5%	24	39.3%
Registered Dietitian	0	3	100.0%	1	4	80.0%	2	40.0%
Food Service Worker/Dietary Aid	29	4	12.1%	32	4	11.2%	6	16.9%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	17	4	19.0%	19	4	17.4%	4	17.4%
Licensed Practical Nurse - Clinic	95	10	9.4%	110	10	8.3%	12	10.0%
Advance Practice Registered Nurse - Clinic	42	2	4.6%	45	3	6.3%	4	8.3%
Medical Assistant - Certified - Clinic	8	0	0.0%	8	0	0.0%	7	87.5%

# Southeast Region Profile

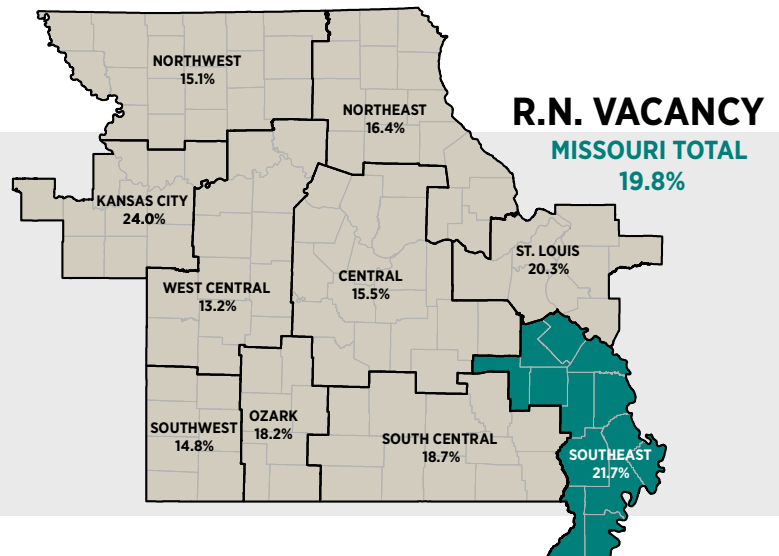
**POPULATION: 359,110**

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 2021 data for MHA’s 22nd 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

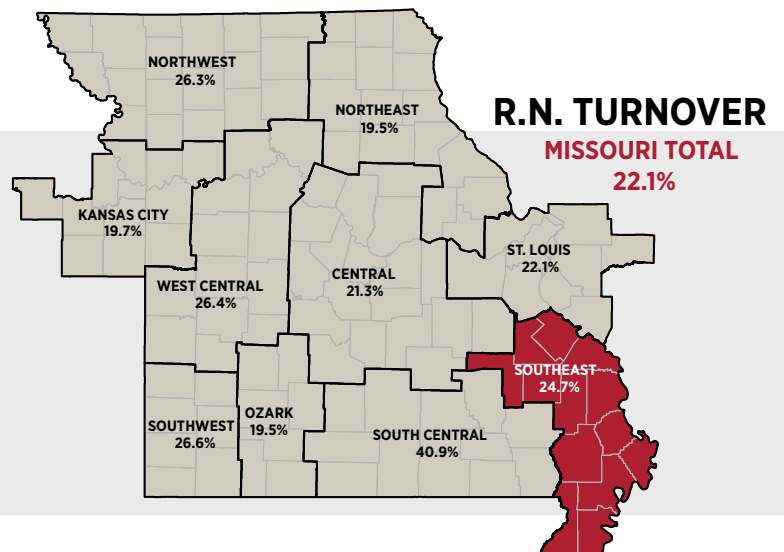
Licensed Practical Nurse
Nurse Assistants
Staff Registered Nurse
Registered Dietitian
Medical Technologist
Food Service Worker/Dietary Aid
Nuclear Medicine Technologist
Respiratory Therapist - Registered
Radiology Technologist - Certified
Housekeeper



## SOUTHEAST REGION

### Top 10 Hospital Professions With the Highest Employee Turnover

Food Service Worker/Dietary Aid
Nurse Assistants
Housekeeper
Pharmacy Technician
Nuclear Medicine Technologist
Licensed Practical Nurse
Medical Technologist
Respiratory Therapist - Certified
Staff Registered Nurse
Physical Therapy Assistant - Certified



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

## 2022 SOUTHEAST REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	545	177	24.5%	724	215	22.9%	378	40.3%
Licensed Practical Nurse	132	44	24.8%	185	58	23.8%	71	29.3%
Advance Practice Registered Nurse	47	2	4.1%	53	1	1.9%	6	11.1%
Staff Registered Nurse	997	291	22.6%	1,357	375	21.7%	428	24.7%
Physician Assistant	29	0	0.0%	30	0	0.0%	0	0.0%
Employed Physicians	304	30	8.9%	326	30	8.4%	32	9.0%
<b>Diagnostic Imaging</b>								
CT Technologist	35	7	17.1%	42	7	14.4%	6	12.4%
Magnetic Resonance Imaging Technologist	17	3	15.0%	20	3	13.0%	5	21.7%
Mammography Technologist	15	0	0.7%	18	1	5.3%	1	5.3%
Nuclear Medicine Technologist	12	1	8.3%	14	3	17.6%	5	29.4%
Radiology Technologist - Certified	83	15	14.9%	107	20	15.7%	22	17.3%
Sonographer/Ultrasound Technologist	53	4	6.9%	63	5	7.4%	9	13.3%
<b>Laboratory</b>								
Medical Laboratory Technician	43	2	4.5%	52	3	5.5%	7	12.7%
Medical Technologist	67	16	19.5%	76	18	19.3%	24	25.7%
<b>Therapies</b>								
Occupational Therapist	32	2	6.2%	44	3	6.3%	4	8.5%
Occupational Therapy Assistant - Certified	8	1	11.9%	12	2	14.3%	2	14.3%
Physical Therapist	57	4	6.8%	71	7	9.0%	10	12.8%
Physical Therapy Assistant - Certified	31	1	3.5%	43	3	6.5%	11	23.9%
Respiratory Therapist - Certified	38	5	11.8%	51	8	13.6%	15	25.4%
Respiratory Therapist - Registered	80	15	16.2%	119	23	16.2%	23	16.2%
<b>Pharmacy</b>								
Pharmacist - Clinical & Retail	56	1	2.4%	69	2	2.8%	8	11.3%
Pharmacy Technician	69	7	9.2%	84	8	8.7%	28	30.4%
<b>Surgery</b>								
Surgical Technician	63	6	8.8%	78	7	8.2%	18	21.2%
Sterile Processing Technician	41	5	10.8%	46	6	11.5%	7	13.5%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	72	8	10.0%	76	8	9.5%	13	15.5%
Housekeeper	218	37	14.4%	238	41	14.7%	105	37.6%
Registered Dietitian	17	3	16.2%	19	5	20.8%	5	20.8%
Food Service Worker/Dietary Aid	121	34	21.9%	158	36	18.6%	97	50.1%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	145	17	10.7%	163	24	12.7%	19	10.2%
Licensed Practical Nurse - Clinic	197	34	14.6%	215	36	14.3%	59	23.5%
Advance Practice Registered Nurse - Clinic	176	13	6.8%	191	13	6.4%	15	7.3%
Medical Assistant - Certified - Clinic	245	31	11.1%	261	36	12.1%	55	18.5%

# Southwest Region Profile

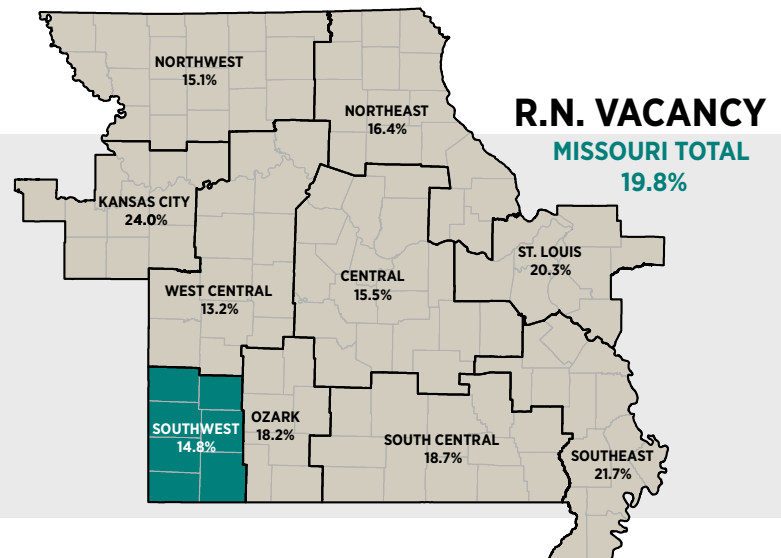
**POPULATION: 296,235**

The Southwest Workforce Development Region is home to nine hospitals. Nine hospitals submitted calendar year 2021 data for MHA's 22nd 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

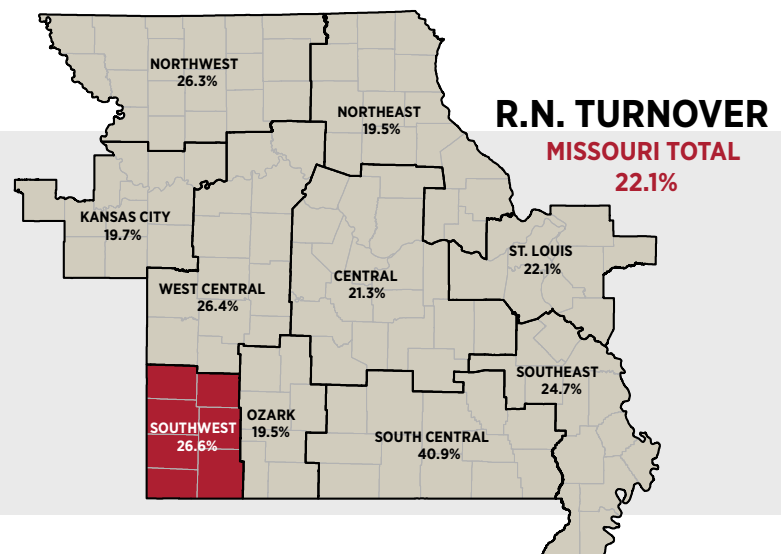
Licensed Practical Nurse
Radiology Technologist - Certified
Respiratory Therapist - Certified
Sterile Processing Technician
CT Technologist
Nurse Assistants
Staff Registered Nurse
Registered Dietitian
Surgical Technician
Magnetic Resonance Imaging Technologist



## SOUTHWEST REGION

### Top 10 Hospital Professions With the Highest Employee Turnover

Food Service Worker/Dietary Aid
Housekeeper
Nurse Assistants
Respiratory Therapist - Registered
Occupational Therapy Assistant - Certified
Pharmacy Technician
Staff Registered Nurse
Licensed Practical Nurse
Medical Technologist
Physical Therapy Assistant - Certified



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

## 2022 SOUTHWEST REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	273	78	22.1%	544	102	15.8%	248	38.4%
Licensed Practical Nurse	42	11	20.7%	60	35	36.8%	25	26.3%
Advance Practice Registered Nurse	50	6	10.0%	82	6	6.8%	8	9.1%
Staff Registered Nurse	799	192	19.4%	1,329	230	14.8%	414	26.6%
Physician Assistant	4	0	0.0%	11	0	0.0%	0	0.0%
Employed Physicians	191	0	0.0%	231	0	0.0%	19	8.2%
<b>Diagnostic Imaging</b>								
CT Technologist	22	6	20.8%	34	8	19.0%	7	16.7%
Magnetic Resonance Imaging Technologist	12	2	13.2%	25	4	13.8%	3	10.3%
Mammography Technologist	14	1	6.8%	18	2	10.0%	4	20.0%
Nuclear Medicine Technologist	9	0	0.0%	10	0	0.0%	0	0.0%
Radiology Technologist - Certified	32	19	36.7%	60	25	29.4%	15	17.6%
Sonographer/Ultrasound Technologist	37	4	9.6%	56	5	8.2%	11	18.0%
<b>Laboratory</b>								
Medical Laboratory Technician	31	2	6.1%	37	2	5.1%	6	15.4%
Medical Technologist	53	5	8.3%	71	7	9.0%	20	25.6%
<b>Therapies</b>								
Occupational Therapist	20	0	0.0%	25	0	0.0%	3	12.0%
Occupational Therapy Assistant - Certified	11	0	0.0%	21	0	0.0%	6	28.6%
Physical Therapist	39	4	9.3%	56	7	11.1%	9	14.3%
Physical Therapy Assistant - Certified	28	2	6.8%	41	2	4.7%	10	23.3%
Respiratory Therapist - Certified	16	7	30.4%	23	9	28.1%	2	6.3%
Respiratory Therapist - Registered	63	9	12.3%	106	11	9.4%	35	29.9%
<b>Pharmacy</b>								
Pharmacist - Clinical & Retail	36	1	2.7%	57	1	1.7%	5	8.6%
Pharmacy Technician	66	8	11.2%	87	11	11.2%	28	28.6%
<b>Surgery</b>								
Surgical Technician	53	12	18.4%	87	14	13.9%	21	20.8%
Sterile Processing Technician	15	5	25.0%	16	5	23.8%	3	14.3%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	40	0	0.0%	42	0	0.0%	1	2.4%
Housekeeper	71	7	8.8%	90	7	8.1%	35	40.7%
Registered Dietitian	10	3	23.0%	18	3	14.3%	1	4.8%
Food Service Worker/Dietary Aid	135	13	8.9%	163	18	9.9%	82	45.3%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	36	16	30.8%	41	18	26.8%	14	25.0%
Licensed Practical Nurse - Clinic	45	23	33.8%	46	23	33.3%	18	26.1%
Advance Practice Registered Nurse - Clinic	59	2	3.3%	64	2	3.0%	1	1.5%
Medical Assistant - Certified - Clinic	93	21	18.2%	99	23	18.9%	27	22.1%



# St. Louis Region Profile

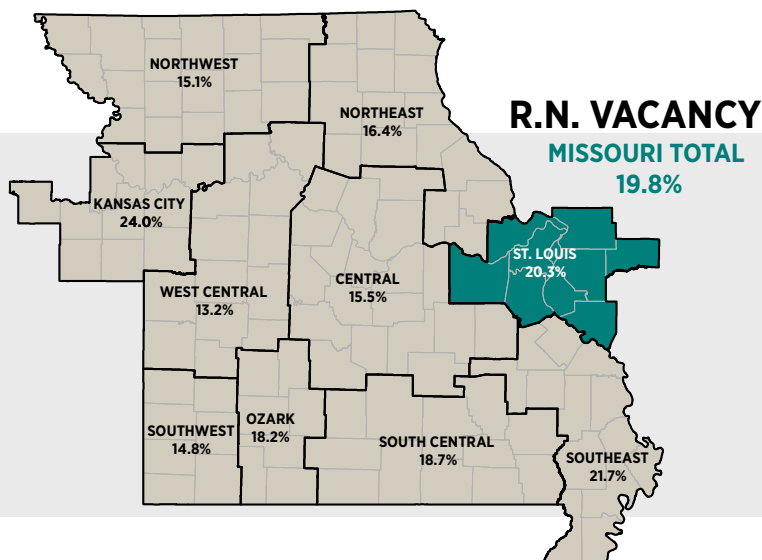
**POPULATION: 2,029,490**

The St. Louis Workforce Development Region is home to 38 hospitals and 39% of the state's workforce. Thirty-three hospitals submitted calendar year 2021 data for MHA's 22nd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide. This includes 29 Missouri hospitals and four Illinois hospitals.

## ST. LOUIS REGION

### Top 10 Hospital Professions With the Highest Employee Vacancy

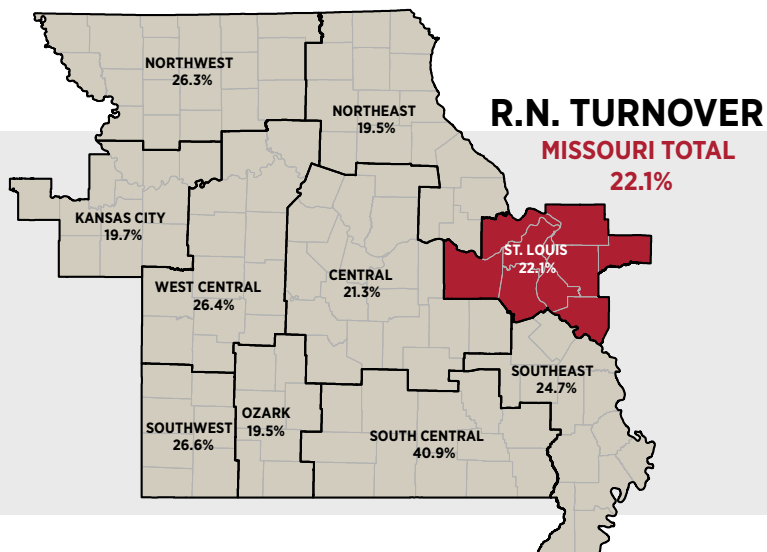
Respiratory Therapist - Certified
Medical Laboratory Technician
Licensed Practical Nurse
Surgical Technician
CT Technologist
Staff Registered Nurse
Nurse Assistants
Respiratory Therapist - Registered
Sterile Processing Technician
Medical Technologist



## ST. LOUIS REGION

### Top 10 Hospital Professions With the Highest Employee Turnover

Nurse Assistants
Food Service Worker/Dietary Aid
Housekeeper
Sterile Processing Technician
Surgical Technician
Pharmacy Technician
Physician Assistant
Respiratory Therapist - Certified
Respiratory Therapist - Registered
Occupational Therapy Assistant - Certified



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

## 2022 ST. LOUIS REGION SURVEY HIGHLIGHTS (MO & IL HOSPITALS)

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	2,380	636	21.1%	3,670	920	20.0%	2,025	44.1%
Licensed Practical Nurse	306	112	26.8%	381	132	25.7%	118	23.0%
Advance Practice Registered Nurse	338	25	7.0%	439	32	6.8%	72	15.3%
Staff Registered Nurse	10,654	3,112	22.6%	14,430	3,681	20.3%	4,004	22.1%
Physician Assistant	64	9	11.8%	79	9	10.2%	22	25.0%
Employed Physicians	667	80	10.7%	1,098	120	9.9%	167	13.7%
<b>Diagnostic Imaging</b>								
CT Technologist	126	36	22.3%	179	49	21.5%	38	16.7%
Magnetic Resonance Imaging Technologist	104	18	14.6%	152	26	14.6%	15	8.4%
Mammography Technologist	76	13	14.6%	103	19	15.6%	10	8.2%
Nuclear Medicine Technologist	72	7	9.2%	94	17	15.3%	23	20.7%
Radiology Technologist - Certified	391	65	14.2%	600	104	14.8%	99	14.1%
Sonographer/Ultrasound Technologist	257	32	11.0%	369	59	13.8%	62	14.5%
<b>Laboratory</b>								
Medical Laboratory Technician	85	33	27.8%	98	38	28.0%	11	8.1%
Medical Technologist	300	70	19.0%	383	82	17.6%	88	18.9%
<b>Therapies</b>								
Occupational Therapist	291	21	6.7%	508	32	5.9%	86	15.9%
Occupational Therapy Assistant - Certified	51	5	9.6%	121	18	12.9%	32	23.0%
Physical Therapist	470	50	9.6%	715	78	9.8%	109	13.7%
Physical Therapy Assistant - Certified	112	11	9.2%	218	26	10.7%	41	16.8%
Respiratory Therapist - Certified	54	33	38.1%	88	39	30.7%	31	24.4%
Respiratory Therapist - Registered	480	130	21.4%	696	171	19.7%	210	24.2%
<b>Pharmacy</b>								
Pharmacist - Clinical & Retail	497	32	6.0%	665	43	6.1%	70	9.9%
Pharmacy Technician	245	35	12.4%	314	43	12.0%	93	26.1%
<b>Surgery</b>								
Surgical Technician	308	102	24.8%	377	113	23.1%	133	27.1%
Sterile Processing Technician	168	33	16.6%	174	38	17.9%	71	33.5%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	126	16	11.4%	132	17	11.4%	12	8.1%
Housekeeper	953	138	12.6%	1,061	150	12.4%	483	39.9%
Registered Dietitian	130	11	8.0%	176	14	7.4%	25	13.2%
Food Service Worker/Dietary Aid	693	87	11.1%	913	137	13.0%	446	42.5%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	29	6	17.8%	30	10	25.0%	6	15.0%
Licensed Practical Nurse - Clinic	7	0	0.6%	8	2	20.0%	4	40.0%
Advance Practice Registered Nurse - Clinic	149	21	12.5%	167	24	12.7%	9	4.7%
Medical Assistant - Certified - Clinic	321	51	13.6%	332	53	13.8%	104	27.0%

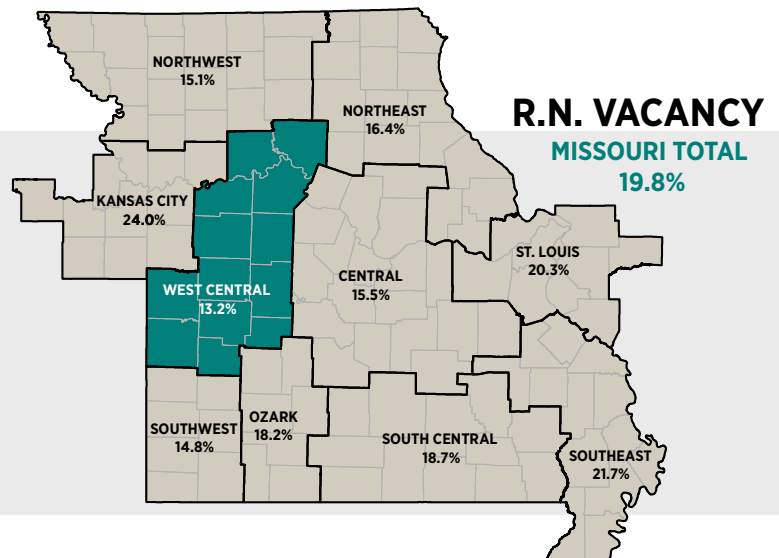
# West Central Region Profile

**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 2021 data for MHA's 22nd annual workforce survey, which focuses on turnover and vacancy rates, both regionally and statewide.

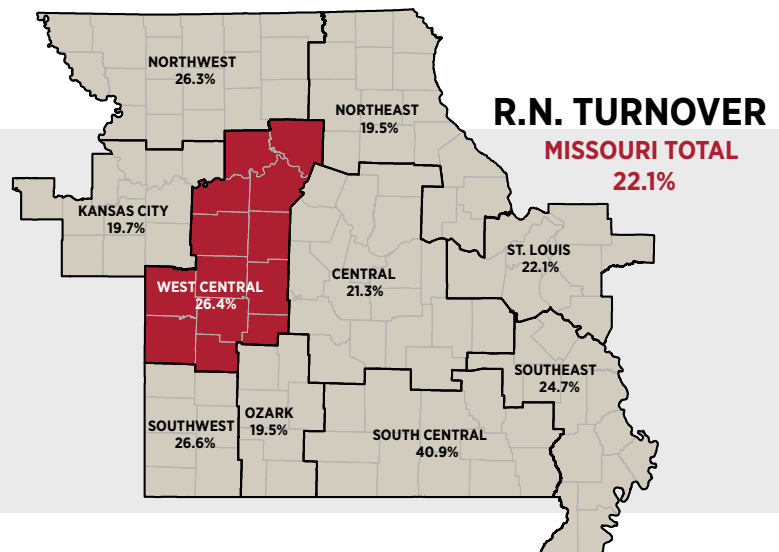
## WEST CENTRAL REGION Top 10 Hospital Professions With the Highest Employee Vacancy

Housekeeper
Respiratory Therapist - Registered
Medical Laboratory Technician
Medical Technologist
Nurse Assistants
Advance Practice Registered Nurse
Nuclear Medicine Technologist
Radiology Technologist - Certified
Food Service Worker/Dietary Aid
Sonographer/Ultrasound Technologist



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

Nurse Assistants
Housekeeper
Food Service Worker/Dietary Aid
Occupational Therapy Assistant - Certified
Physical Therapist
Sterile Processing Technician
Sonographer/Ultrasound Technologist
Pharmacy Technician
Licensed Practical Nurse
Occupational Therapist



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

## 2022 WEST CENTRAL REGION SURVEY HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	145	36	20.0%	207	42	16.9%	171	68.7%
Licensed Practical Nurse	80	15	16.2%	105	16	13.2%	35	28.9%
Advance Practice Registered Nurse	14	2	13.3%	20	4	16.7%	5	20.8%
Staff Registered Nurse	489	108	18.2%	734	112	13.2%	223	26.4%
Physician Assistant	8	0	0.0%	11	0	0.0%	0	0.0%
Employed Physicians	157	11	6.4%	172	11	6.1%	22	12.0%
<b>Diagnostic Imaging</b>								
CT Technologist	27	4	12.7%	39	4	9.3%	6	14.0%
Magnetic Resonance Imaging Technologist	12	2	14.0%	15	2	11.8%	1	5.9%
Mammography Technologist	12	0	0.8%	14	1	6.7%	3	20.0%
Nuclear Medicine Technologist	9	1	9.3%	10	2	16.7%	2	16.7%
Radiology Technologist - Certified	37	6	14.7%	46	9	16.4%	14	25.5%
Sonographer/Ultrasound Technologist	22	6	21.5%	33	6	15.4%	12	30.8%
<b>Laboratory</b>								
Medical Laboratory Technician	21	7	25.4%	30	8	21.1%	5	13.2%
Medical Technologist	38	10	21.4%	57	12	17.4%	15	21.7%
<b>Therapies</b>								
Occupational Therapist	16	2	11.0%	20	2	9.1%	6	27.3%
Occupational Therapy Assistant - Certified	13	0	0.0%	17	0	0.0%	7	41.2%
Physical Therapist	27	2	7.0%	32	2	5.9%	12	35.3%
Physical Therapy Assistant - Certified	24	3	11.2%	31	3	8.8%	7	20.6%
Respiratory Therapist - Certified	29	5	14.3%	45	5	10.0%	6	12.0%
Respiratory Therapist - Registered	28	8	21.9%	40	11	21.6%	11	21.6%
<b>Pharmacy</b>								
Pharmacist - Clinical & Retail	23	0	0.0%	34	0	0.0%	7	20.6%
Pharmacy Technician	30	4	11.9%	34	4	10.5%	11	28.9%
<b>Surgery</b>								
Surgical Technician	23	0	0.0%	32	1	3.0%	8	24.2%
Sterile Processing Technician	18	2	10.0%	19	2	9.5%	7	33.3%
<b>Miscellaneous Hospital-Based Positions</b>								
Medical Records Coder	51	3	5.6%	54	3	5.3%	5	8.8%
Housekeeper	163	49	23.2%	180	55	23.4%	137	58.3%
Registered Dietitian	9	1	9.5%	11	1	8.3%	1	8.3%
Food Service Worker/Dietary Aid	122	21	14.7%	161	30	15.7%	89	46.6%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	112	0	0.0%	133	0	0.0%	22	16.5%
Licensed Practical Nurse - Clinic	267	16	5.6%	290	16	5.2%	64	20.9%
Advance Practice Registered Nurse - Clinic	120	4	3.2%	135	4	2.9%	11	8.2%
Medical Assistant - Certified - Clinic	149	18	10.7%	167	20	10.7%	52	27.8%

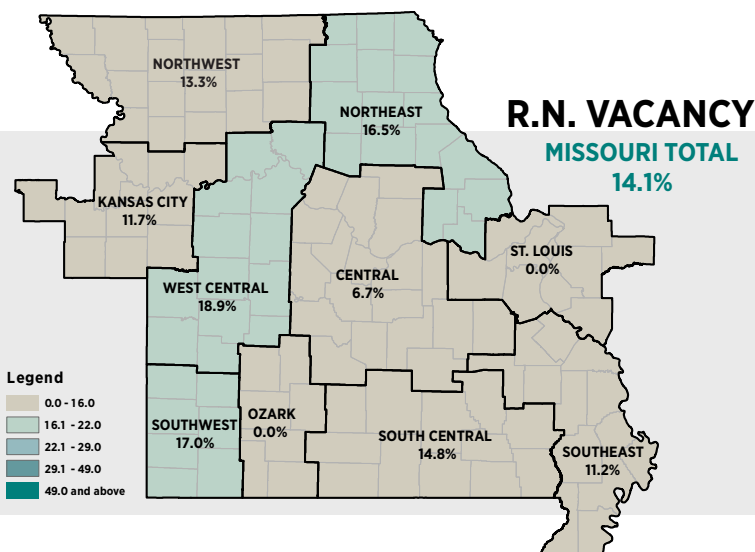
# Missouri Critical Access Hospitals

Missouri is home to 35 critical access hospitals. 35 hospitals submitted calendar year 2021 data for MHA's 22nd annual workforce survey that focuses on turnover and vacancy rates both regionally and statewide.

## CRITICAL ACCESS HOSPITALS

### Top 10 Hospital Professions With the Highest Employee Vacancy

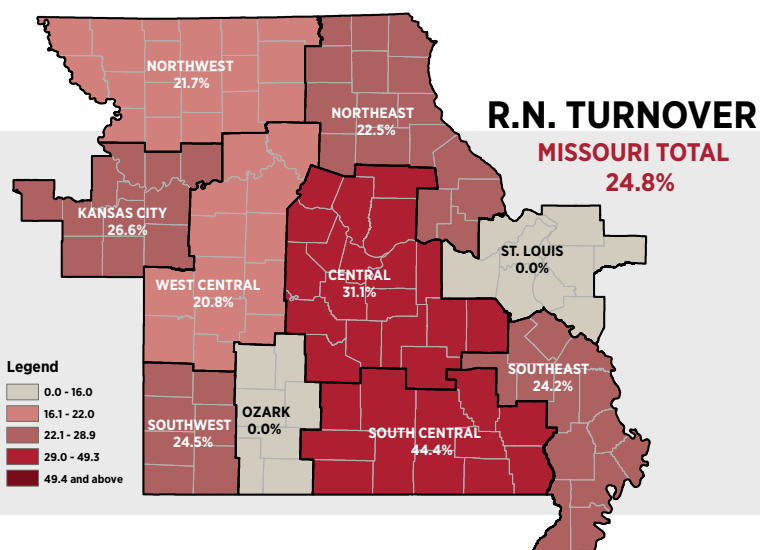
Medical Laboratory Technician
Nurse Assistants
Registered Dietician
Sonographer/Ultrasound Technologist
Physical Therapist
Medical Technologist
CT Technologist
Staff Registered Nurse
Radiology Technologist - Certified
Respiratory Therapist - Registered



## CRITICAL ACCESS HOSPITALS

### Top 10 Hospital Professions With the Highest Employee Turnover

Nurse Assistants
Food Service Worker/Dietary Aid
Housekeeper
Occupational Therapy Assistant - Certified
Medical Technologist
Nuclear Medicine Technologist
Staff Registered Nurse
Pharmacy Technician
Medical Laboratory Technician
Radiology Technologist - Certified



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

## 2022 CRITICAL ACCESS HOSPITAL HIGHLIGHTS

JOB TITLE COLLECTED JANUARY 2022	NUMBER OF WORKING FTEs	NUMBER OF FTE VACANCIES	VACANCY RATE (FTE)	WORKING NUMBER OF EMPLOYEES	NUMBER OF VACANT POSITIONS	EMPLOYEE VACANCY RATE	TOTAL EMPLOYEE SEPARATIONS	EMPLOYEE TURNOVER RATE
<b>Nursing &amp; Medical</b>								
Nurse Assistants (Patient Care Technician, Certified Nurse Assistant or Unlicensed Assistive Personnel)	278	54	16.2%	411	84	17.0%	228	46.1%
Licensed Practical Nurse	167	25	12.9%	207	29	12.3%	51	21.7%
Advance Practice Registered Nurse	61	8	11.8%	91	9	9.0%	18	18.0%
Staff Registered Nurse	1,163	208	15.2%	1,663	272	14.1%	479	24.8%
Physician Assistant	11	1	8.5%	16	1	5.9%	0	0.0%
Employed Physicians	110	9	7.5%	122	9	6.9%	16	12.2%
<b>Diagnostic Imaging</b>								
CT Technologist	58	12	16.4%	79	13	14.2%	15	16.4%
Magnetic Resonance Imaging Technologist	16	1	5.4%	26	3	10.3%	2	6.9%
Mammography Technologist	31	1	2.8%	33	2	5.7%	3	8.6%
Nuclear Medicine Technologist	12	0	0.0%	12	0	0.0%	3	25.0%
Radiology Technologist - Certified	113	13	10.2%	144	22	13.3%	36	21.7%
Sonographer/Ultrasound Technologist	65	10	13.5%	93	17	15.5%	23	21.0%
<b>Laboratory</b>								
Medical Laboratory Technician	79	22	21.8%	101	22	17.9%	30	24.4%
Medical Technologist	109	19	14.5%	132	22	14.3%	41	26.6%
<b>Therapies</b>								
Occupational Therapist	38	5	10.7%	52	5	8.7%	7	12.2%
Occupational Therapy Assistant - Certified	20	1	2.4%	27	1	3.6%	9	32.1%
Physical Therapist	70	9	11.3%	84	15	15.2%	16	16.2%
Physical Therapy Assistant - Certified	56	4	6.7%	73	4	5.2%	16	20.8%
Respiratory Therapist - Certified	58	7	10.5%	79	11	12.2%	10	11.1%
Respiratory Therapist - Registered	100	17	14.5%	144	22	13.3%	36	21.7%
<b>Pharmacy</b>								
Pharmacist - Clinical/Staff	43	2	4.6%	83	3	3.5%	13	15.1%
Pharmacy Technician	63	6	8.2%	78	8	9.3%	21	24.4%
<b>Surgery</b>								
Surgical Technician	71	4	5.1%	89	5	5.3%	17	18.1%
Sterile Processing Technician	12	0	0.0%	16	0	0.0%	1	6.3%
<b>Miscellaneous Hospital Based Positions</b>								
Medical Records Coder	56	2	3.4%	58	2	3.3%	4	6.7%
Housekeeper	263	24	8.3%	300	30	9.1%	116	35.2%
Registered Dietitian	13	4	23.5%	21	4	16.0%	3	12.0%
Food Service Worker/Dietary Aid	217	26	10.7%	267	32	10.7%	111	37.2%
<b>Clinic &amp; Physician Practices</b>								
Staff Registered Nurse - Clinic	66	5	7.6%	76	6	7.1%	12	14.7%
Licensed Practical Nurse - Clinic	146	12	7.8%	167	15	8.2%	28	15.4%
Advance Practice Registered Nurse - Clinic	98	2	1.8%	115	2	1.7%	5	4.3%
Medical Assistant - Clinic	119	14	10.5%	127	16	11.2%	29	20.3%