



employer workforce survey

NOVEMBER 2024

- Vacancy Data Effective: June 30, 2024
- Retirement Data Effective: January 1 – June 30, 2024



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Participating Hospitals/Systems

The Christ Hospital Health Network

Cincinnati Children's Hospital Medical Center

CMH Regional/Clinton Memorial Hospital

Margaret Mary Health

TriHealth

UC Health

Executive Summary

Each year, the Health Collaborative publishes an annual and semi-annual survey to measure key workforce metrics pertinent to the Greater Cincinnati area's healthcare workforce. This report helps hospitals, physician practices, health care leaders, recruiters, schools and prospective health care students assess job openings and needs in Cincinnati area hospitals.

In this year's semi-annual survey vacancy data is effective as of June 30, 2024. Retirement data is effective for the full time period from January 1, 2024 through June 30, 2024.

Among some of the study's highlights:

Overall vacancy rates remain at high levels in 2024. Survey results show a vacancy rate of 7.8 percent for total health care organization positions, which is down slightly from the 8.5 percent vacancy rate in 2023. Among hospital positions, 15 different job titles posted vacancy rates exceeding 10 percent. Additionally, nine other job titles have vacancy rates in the 7 to 10 percent range. Registered Nurses at hospitals saw a slight decrease in FTE vacancy rate at 9.7 percent, which is down from the 2023 vacancy rate of 11 percent.

Retirements held steady in 2024 as the overall organizational retirement rate remained unchanged at 1 percent in 2024.

Finally, the chart on page 6 below identifies the 24 job titles with the highest vacancy rates in our region – with each job title having a greater than 7 percent vacancy rate. In more than 15 years of conducting this survey, our region has never experienced such a wide range of job shortages across all healthcare job categories as we have seen since the beginning of 2021. For comparison purposes, in a typical year with a healthy labor environment in healthcare, most job titles would have vacancy rates of approximately 5 percent.

Note: Job titles labeled with (PP) are jobs primarily focused within physician practice settings at our participating health systems. Jobs without a (PP) designation are jobs primarily focused within hospital settings.

Top Facts – Healthcare Workforce in Ohio

1. Ohio employs more than 777,000 healthcare employees, a rate that is estimated to grow 0.3 percent annually.
2. Among the 777,000 total healthcare jobs in Ohio, more than 646,000 of those employed incumbents are in clinical healthcare roles.
3. Ohio healthcare workers receive direct compensation of more than \$50 billion with an average annual wage of \$64k.
4. The economic impact of healthcare generates an additional 413,000 jobs in Ohio via indirect and/or induced economic activity.
5. The overall unemployment rate of healthcare positions in Ohio is 2.3 percent (compared to an overall unemployment rate of 3.3 percent in Ohio among all occupations).
6. As of November 2024, there are nearly 67,000 active job postings for healthcare workers in Ohio.
7. Ohio employs nearly 137,000 total registered nurses (RN) with an RN unemployment rate of only 1.3 percent. As of November 2024, there are more than 15,000 active job postings for RNs in Ohio.
8. The median wage of an RN in Ohio region is \$84k with an entry level wage of an RN now exceeding \$70k.
9. Nationally, according to Bureau of Labor Statistics (BLS), healthcare is projected to have 1.8 million openings per year through 2032. Among those openings, BLS projected more than 193,000 of those healthcare openings to be RNs. According to NSI Nursing Solutions, Inc, the current national RN vacancy rate is 10 percent.
10. Healthcare’s total economic impact is \$171 billion, which makes it the third largest industry in Ohio in total economic impact (see below chart).

Industry	Total Economic Impact	Total Employment
Manufacturing	\$479,163,383,180	696,882
Finance & Insurance	\$189,166,265,100	246,427
Healthcare (minus Social Assistance)	\$171,468,924,205	777,392
Wholesale Trade	\$157,993,482,484	244,027
Professional, Scientific & Technical Services	\$140,145,654,827	328,081
Retail Trade	\$139,339,804,107	565,984
Construction	\$134,585,329,638	303,134
Real Estate & Rental/Leasing	\$116,859,337,660	84,014
Educational Services	\$94,668,298,653	438,748
Administrative Support & Waste Management	\$75,829,244,693	336,827
Transportation & Warehousing	\$75,701,055,767	305,923
Information	\$69,456,407,904	83,862
Public Administration	\$67,692,659,985	217,606
Accommodation and Food Service	\$65,256,645,042	486,963
Management of Companies & Enterprises	\$52,628,153,890	142,576
Other Services (except Public Administration)	\$41,769,541,122	241,237
Social Assistance	\$19,740,470,341	156,696
Arts, Entertainment & Recreation	\$19,007,140,254	111,747
Utilities	\$16,557,499,953	27,797
Agriculture, Forestry, Fishing & Hunting	\$16,130,153,741	48,013
Mining, Quarrying & Oil/Gas Extraction	\$6,406,864,237	9,449

Greater Cincinnati Jobs w/Vacancy Rates > 7 Percent

Data Effective 06/30/2024

Job Title	All Openings by		Total Number of Employees as of 06/30/24		VACANCY RATE Data Effective 06/30/24		% Change		VACANCY RATE Data Effective 12/31/23	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Paramedic	19	13.8	52	38.5	26.8%	26.4%	-38%	-29%	43.0%	37.0%
Surgical Technician (Certified)	33	30.0	179	158.6	15.6%	15.9%	-6%	-3%	16.6%	16.3%
Radiology Tech (Registered)	56	46.1	307	238.7	15.4%	16.2%	-27%	-20%	21.0%	20.3%
Surgical Assistant	15	12.8	88	76.0	14.6%	14.4%	19%	49%	12.2%	9.7%
Laboratory Services Representative	14	12.3	93	85.2	13.1%	12.6%	5%	5%	12.5%	11.9%
Mammography Tech (Registered)	9	8.5	63	48.7	12.5%	14.9%	0%	16%	12.5%	12.8%
PCA/Nurse Assistant - Total Employees (Exclude Students)	230	138.5	1,630	1,025.9	12.4%	11.9%	-10%	-27%	13.7%	16.3%
CAT Scan (CT) Technician (Registered)	20	18.0	156	130.7	11.4%	12.1%	***	***	10.3%	10.0%
Central Supply Tech/Sterilization Tech	29	26.1	229	216.3	11.2%	10.8%	16%	16%	9.7%	9.3%
Medical Assistant (Certified and Non-Certified Combined)- (PP)	77	69.3	611	551.9	11.2%	11.2%	60%	61%	7.0%	6.9%
Echocardiograph Technician (Registered)	12	11.2	98	85.6	10.9%	11.5%	-3%	-5%	11.2%	12.2%
Monitor Tech	21	14.6	175	118.8	10.7%	10.9%	-42%	-41%	18.4%	18.5%
Registered Nurse (Staff) - Total RN Employees	904	693.8	7,941	6,434.8	10.2%	9.7%	-8%	-12%	11.1%	11.0%
Medical Assistant (Certified & Non-Cert Combined)	118	106.7	1,039	956.5	10.2%	10.0%	-12%	-12%	11.5%	11.4%
LPN	24	18.5	215	175.6	10.0%	9.5%	12%	10%	8.9%	8.6%
Registered Nurse - (PP)	46	44.2	417	366.8	9.9%	10.8%	56%	65%	6.4%	6.5%
Food Service Worker (Entry)	35	24.8	338	287.1	9.4%	8.0%	20%	19%	7.8%	6.7%
Pharmacy Technician	38	31.8	381	330.7	9.1%	8.8%	-29%	-29%	12.9%	12.3%
Respiratory Therapist (Registered)	55	32.2	591	464.9	8.5%	6.5%	-34%	-38%	12.9%	10.5%
Unit Secretary/Unit Clerk	57	40.2	629	498.0	8.3%	7.5%	-8%	-7%	9.0%	8.0%
Medical Technologist I	11	10.3	123	108.3	8.2%	8.7%	-3%	16%	8.5%	7.5%
Patient Transporter	17	13.5	193	141.5	8.1%	8.7%	-8%	9%	8.8%	8.0%
Phlebotomist	22	14.7	279	202.2	7.3%	6.8%	34%	19%	5.5%	5.7%
Registered Nurse (Staff) - All PRN RNs	76	3.0	1,013	29.0	7.0%	9.4%	13%	91%	6.2%	4.9%

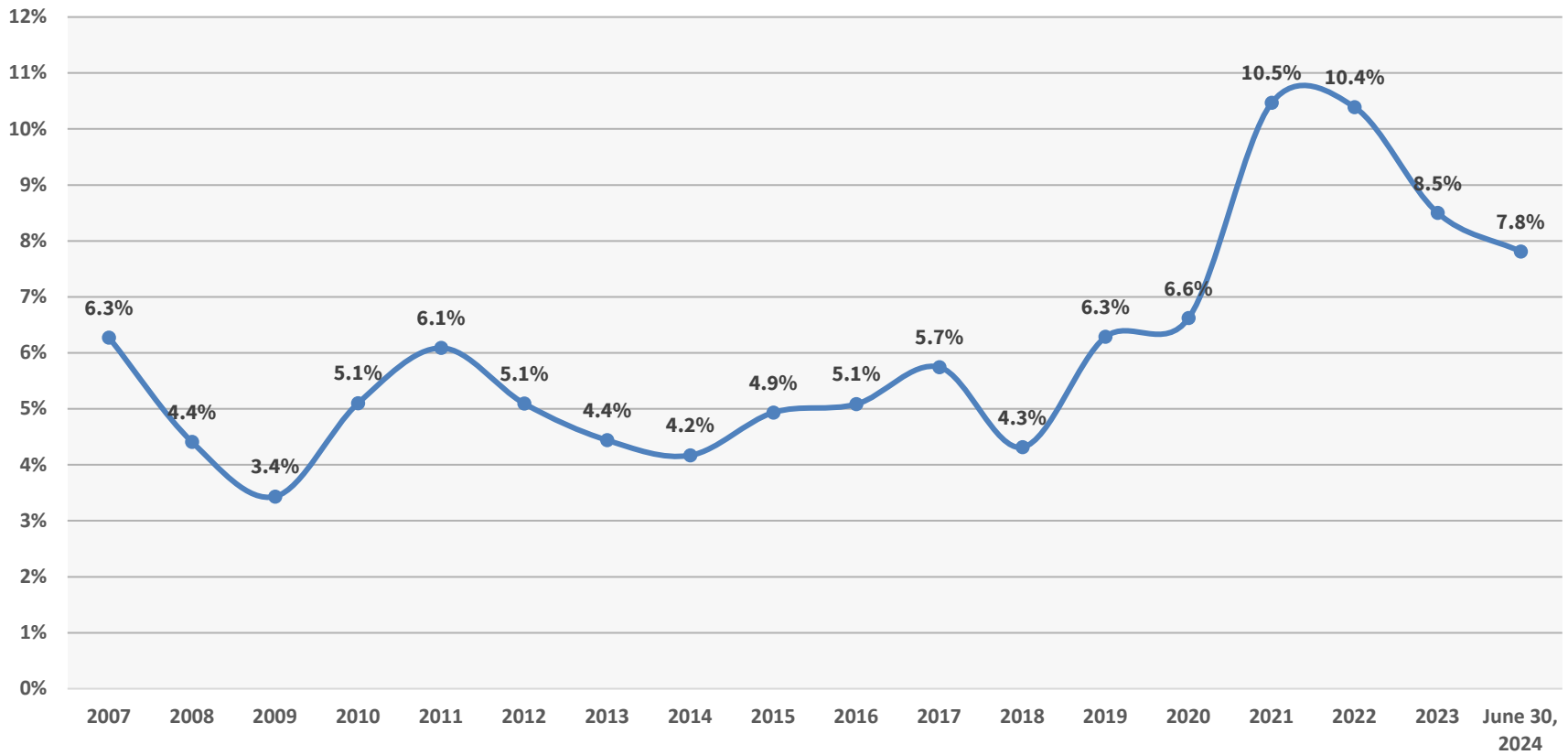
Semi-Annual Vacancy Report

Data Effective 06/30/2024

Job Family	IHS Job Code	Job Title	All Openings by		Total Number of Employees as of 06/30/24		VACANCY RATE Data Effective 06/30/24		% Change		VACANCY RATE Data Effective 12/31/23	
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Admin Support	S461	Unit Secretary/Unit Clerk	57	40.2	629	498.0	8.3%	7.5%	-8%	-7%	9.0%	8.0%
Food Service	S148	Food Service Worker (Entry)	35	24.8	338	287.1	9.4%	8.0%	20%	19%	7.8%	6.7%
Laboratory		Laboratory Services Representative	14	12.3	93	85.2	13.1%	12.6%	5%	5%	12.5%	11.9%
	S008	Medical Lab Tech (MLT)	4	3.8	267	246.0	1.5%	1.5%	-66%	-65%	4.4%	4.4%
	S011	Medical Technologist I	11	10.3	123	108.3	8.2%	8.7%	-3%	16%	8.5%	7.5%
Maintenance	S169	Environmental Services Worker (Entry)	21	19.9	313	304.1	6.3%	6.1%	57%	48%	4.0%	4.1%
Materials	S472	Central Supply Tech/Sterilization Tech	29	26.1	229	216.3	11.2%	10.8%	16%	16%	9.7%	9.3%
Nursing	S009	LPN	24	18.5	215	175.6	10.0%	9.5%	12%	10%	8.9%	8.6%
	S033	Nurse Practitioner	1	1.0	41	35.7	2.4%	2.7%	-76%	-35%	9.8%	4.2%
	S023	Registered Nurse (Staff) - Total RN Employees	904	693.8	7,941	6,434.8	10.2%	9.7%	-8%	-12%	11.1%	11.0%
		Registered Nurse (Staff) - All PRN RNs	76	3.0	1,013	29.0	7.0%	9.4%	13%	91%	6.2%	4.9%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	118	106.7	1,039	956.5	10.2%	10.0%	-12%	-12%	11.5%	11.4%
	S350	Monitor Tech	21	14.6	175	118.8	10.7%	10.9%	-42%	-41%	18.4%	18.5%
	S057	Paramedic	19	13.8	52	38.5	26.8%	26.4%	-38%	-29%	43.0%	37.0%
	S267	PCA/Nurse Assistant - Total Employees (Exclude Students)	230	138.5	1,630	1,025.9	12.4%	11.9%	-10%	-27%	13.7%	16.3%
	S352	Patient Transporter	17	13.5	193	141.5	8.1%	8.7%	-8%	9%	8.8%	8.0%
	S063	Phlebotomist	22	14.7	279	202.2	7.3%	6.8%	34%	19%	5.5%	5.7%
	S681	Surgical Assistant	15	12.8	88	76.0	14.6%	14.4%	19%	49%	12.2%	9.7%
	S024	Surgical Technician (Certified)	33	30.0	179	158.6	15.6%	15.9%	-6%	-3%	16.6%	16.3%
Pharmacy	S016	Pharmacist (Registered)	28	24.7	510	436.0	5.2%	5.4%	-52%	-47%	10.8%	10.1%
	S281	Pharmacy Technician	38	31.8	381	330.7	9.1%	8.8%	-29%	-29%	12.9%	12.3%
Physicians		Physicians	0	0.0	214	188.4	0.0%	0.0%	***	***	0.0%	0.0%
Radiology	S059	CAT Scan (CT) Technician (Registered)	20	18.0	156	130.7	11.4%	12.1%	***	***	10.3%	10.0%
	S358	Echocardiograph Technician (Registered)	12	11.2	98	85.6	10.9%	11.5%	-3%	-5%	11.2%	12.2%
	S312	Mammography Tech (Registered)	9	8.5	63	48.7	12.5%	14.9%	0%	16%	12.5%	12.8%
	S032	MRI Technician (Registered)	10	7.2	138	117.3	6.8%	5.7%	-12%	-24%	7.7%	7.6%
	S019	Radiology Tech (Registered)	56	46.1	307	238.7	15.4%	16.2%	-27%	-20%	21.0%	20.3%
	S025	Ultrasonographer (Registered)	12	8.9	172	138.7	6.5%	6.0%	-32%	-38%	9.6%	9.8%
Social Service	S051	Social Worker (MSW)	35	20.9	605	514.7	5.5%	3.9%	-31%	-49%	7.9%	7.7%
Therapy	S021	Respiratory Therapist (Registered)	55	32.2	591	464.9	8.5%	6.5%	-34%	-38%	12.9%	10.5%
Physician Practice (PP)		Medical Assistant (Certified and Non-Certified Combined)- (PP)	77	69.3	611	551.9	11.2%	11.2%	60%	61%	7.0%	6.9%
	S721	Nurse Practitioner - (PP)	17	16.9	413	355.0	4.0%	4.5%	-11%	2%	4.4%	4.5%
		Physicians	4	4.0	811	770.2	0.5%	0.5%	381%	391%	0.1%	0.1%
	S062	Registered Nurse - (PP)	46	44.2	417	366.8	9.9%	10.8%	56%	65%	6.4%	6.5%

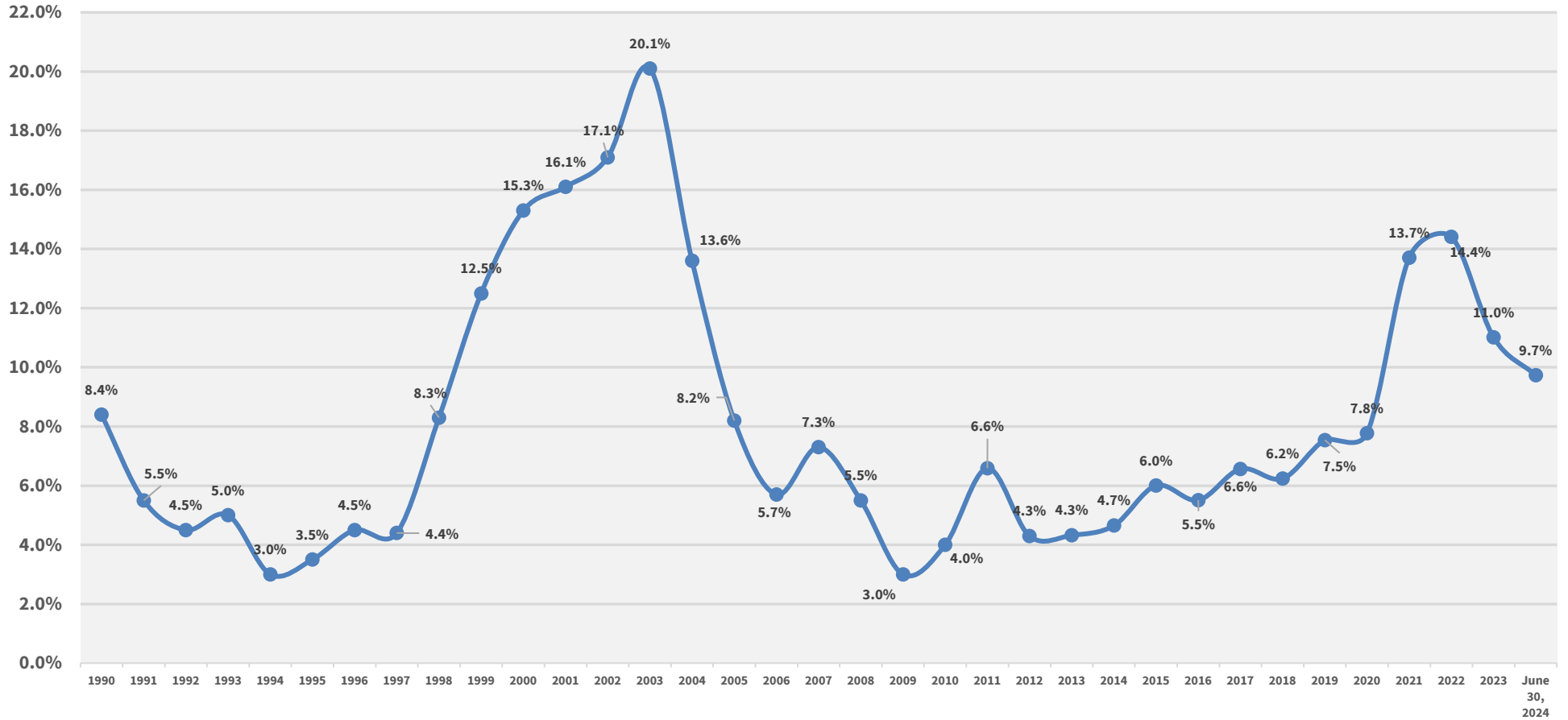
Job Title	All Openings by		Total Number of Employees as of 06/30/24		VACANCY RATE Data Effective 06/30/24		% Change		VACANCY RATE Data Effective 12/31/23	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
C-Suite Executives (VP title or higher)	6	5	167	166	3.5%	2.9%	-45%	-53%	6.3%	6.3%
Senior Level Officials, Directors and Managers	32	32	730	724	4.2%	4.2%	-15%	-12%	4.9%	4.8%
First/Mid-Level Officials and Managers	129	117	2,982	2,910	4.1%	3.9%	110%	84%	2.0%	2.1%
All Other Staff	3,709	2,605	41,867	36,745	8.1%	6.6%	-10%	-22%	9.0%	8.5%
All PRN Employees	274	14	4,335	157	5.9%	8.1%	38%	407%	4.3%	1.6%
All Organization Positions	3,876	2,759	45,746	40,546	7.8%	6.4%	-8%	-20%	8.5%	8.0%

Greater Cincinnati Health System Vacancy Rates



Note: Historical rate calculations may include a different hospital sample from year-to-year

Registered Nurses FTE Vacancy Trends



2006-2024 Average: 7.0%

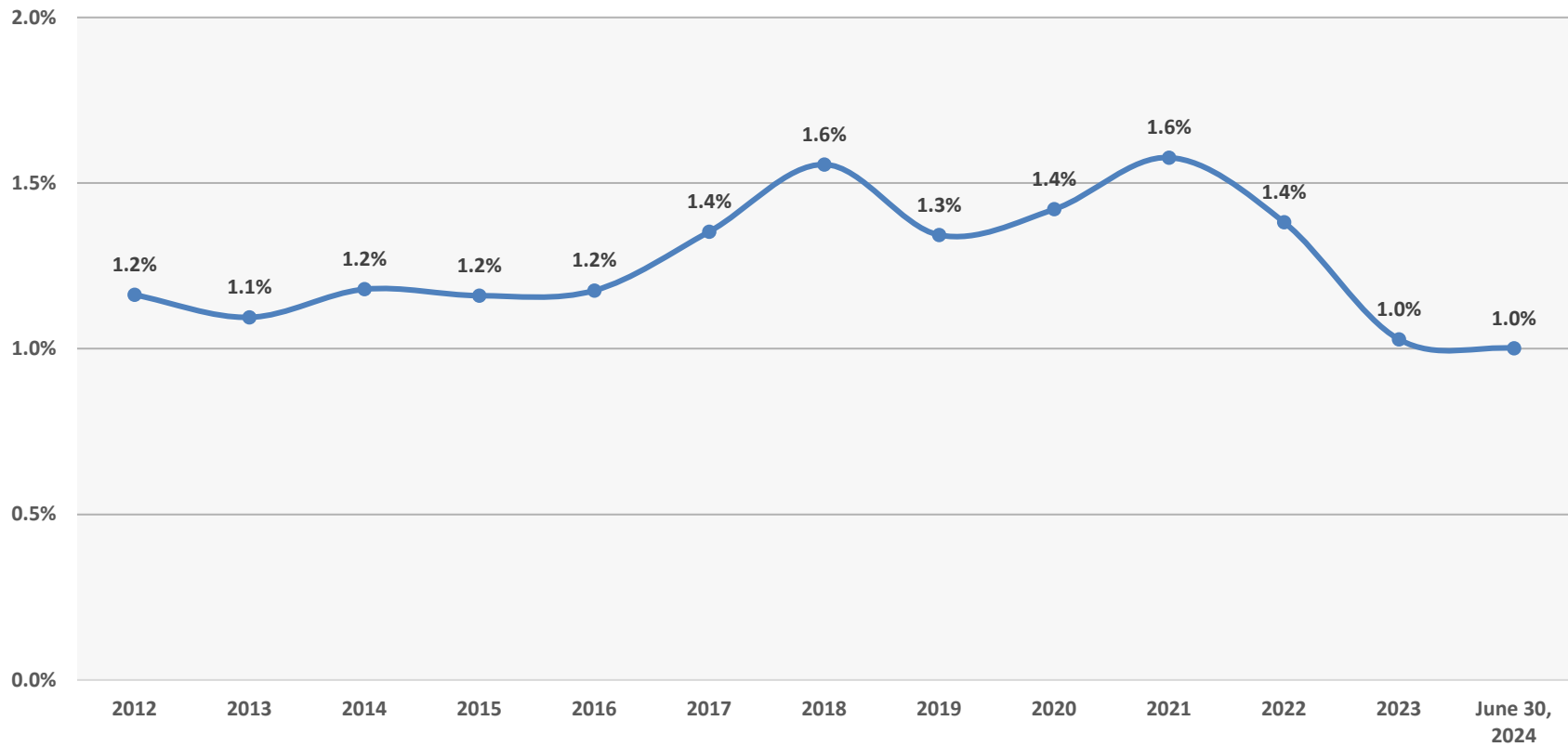
Semi-Annual Retirement Report

Data Effective 06/30/2024

Job Family	IHS Job Code	Job Title	All Retirements by		Total Number of Employees as of 06/30/24		ANNUALIZED RETIREMENT RATE Data Effective 06/30/24		% Change		ANNUALIZED RETIREMENT RATE Data Effective 12/31/23	
			Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
Admin Support	S461	Unit Secretary/Unit Clerk	6	5.2	629	498.0	1.9%	2.1%	198%	235%	0.6%	0.6%
Food Service	S148	Food Service Worker (Entry)	2	1.5	338	287.1	1.2%	1.0%	35%	43%	0.9%	0.7%
Laboratory		Laboratory Services Representative	0	0.0	93	85.2	0.0%	0.0%	***	***	0.0%	0.0%
	S008	Medical Lab Tech (MLT)	2	1.6	267	246.0	1.5%	1.3%	***	***	0.0%	0.0%
	S011	Medical Technologist I	2	1.8	123	108.3	3.3%	3.3%	6%	15%	3.1%	2.9%
Maintenance	S169	Environmental Services Worker (Entry)	3	2.5	313	304.1	1.9%	1.6%	7%	11%	1.8%	1.5%
Materials	S472	Central Supply Tech/Sterilization Tech	0	0.0	229	216.3	0.0%	0.0%	-100%	-100%	1.7%	1.7%
Nursing	S009	LPN	1	1.0	215	175.6	0.9%	1.1%	-31%	-13%	1.3%	1.3%
	S033	Nurse Practitioner	1	1.0	41	35.7	4.9%	5.6%	***	***	0.0%	0.0%
	S023	Registered Nurse (Staff) - Total RN Employees	26	18.6	7,941	6,434.8	0.7%	0.6%	8%	14%	0.6%	0.5%
		Registered Nurse (Staff) - All PRN RNs	9	0.4	1,013	29.0	1.8%	2.4%	-23%	36%	2.3%	1.8%
Patient Care	S397	Medical Assistant (Certified & Non-Cert Combined)	2	1.8	1,039	956.5	0.4%	0.4%	295%	255%	0.1%	0.1%
	S350	Monitor Tech	0	0.0	175	118.8	0.0%	0.0%	-100%	-100%	1.8%	2.0%
	S057	Paramedic	0	0.0	52	38.5	0.0%	0.0%	-100%	-100%	4.1%	2.9%
	S267	PCA/Nurse Assistant - Total Employees (Exclude Students)	0	0.0	1,630	1,025.9	0.0%	0.0%	-100%	-100%	0.4%	0.6%
	S352	Patient Transporter	1	0.9	193	141.5	1.0%	1.3%	83%	80%	0.6%	0.7%
	S063	Phlebotomist	1	1.0	279	202.2	0.7%	1.0%	-46%	-31%	1.3%	1.4%
	S681	Surgical Assistant	0	0.0	88	76.0	0.0%	0.0%	-100%	-100%	3.8%	3.7%
	S024	Surgical Technician (Certified)	0	0.0	179	158.6	0.0%	0.0%	-100%	-100%	0.6%	0.6%
Pharmacy	S016	Pharmacist (Registered)	3	2.5	510	436.0	1.2%	1.1%	46%	95%	0.8%	0.6%
	S281	Pharmacy Technician	2	1.0	381	330.7	1.0%	0.6%	***	***	0.0%	0.0%
Physicians		Physicians	0	0.0	214	188.4	0.0%	0.0%	***	***	0.0%	0.0%
Radiology	S059	CAT Scan (CT) Technician (Registered)	0	0.0	156	130.7	0.0%	0.0%	***	***	0.0%	0.0%
	S358	Echocardiograph Technician (Registered)	0	0.0	98	85.6	0.0%	0.0%	***	***	0.0%	0.0%
	S312	Mammography Tech (Registered)	1	1.0	63	48.7	3.2%	4.1%	-64%	-56%	8.9%	9.4%
	S032	MRI Technician (Registered)	0	0.0	138	117.3	0.0%	0.0%	***	***	0.0%	0.0%
	S019	Radiology Tech (Registered)	1	1.0	307	238.7	0.7%	0.8%	-12%	31%	0.7%	0.6%
	S025	Ultrasonographer (Registered)	1	0.8	172	138.7	1.2%	1.2%	87%	111%	0.6%	0.5%
Social Service	S051	Social Worker (MSW)	2	1.5	605	514.7	0.7%	0.6%	28%	81%	0.5%	0.3%
Therapy	S021	Respiratory Therapist (Registered)	2	1.5	591	464.9	0.7%	0.6%	284%	235%	0.2%	0.2%
Physician Practice (PP)		Medical Assistant (Certified and Non-Certified Combined)- (PP)	1	1.0	611	551.9	0.3%	0.4%	-54%	-36%	0.7%	0.6%
	S721	Nurse Practitioner - (PP)	0	0.0	413	355.0	0.0%	0.0%	-100%	-100%	0.3%	0.2%
		Physicians	9	8.3	811	770.2	2.2%	2.2%	55%	62%	1.4%	1.3%
	S062	Registered Nurse - (PP)	5	4.1	417	366.8	2.4%	2.2%	53%	68%	1.6%	1.3%

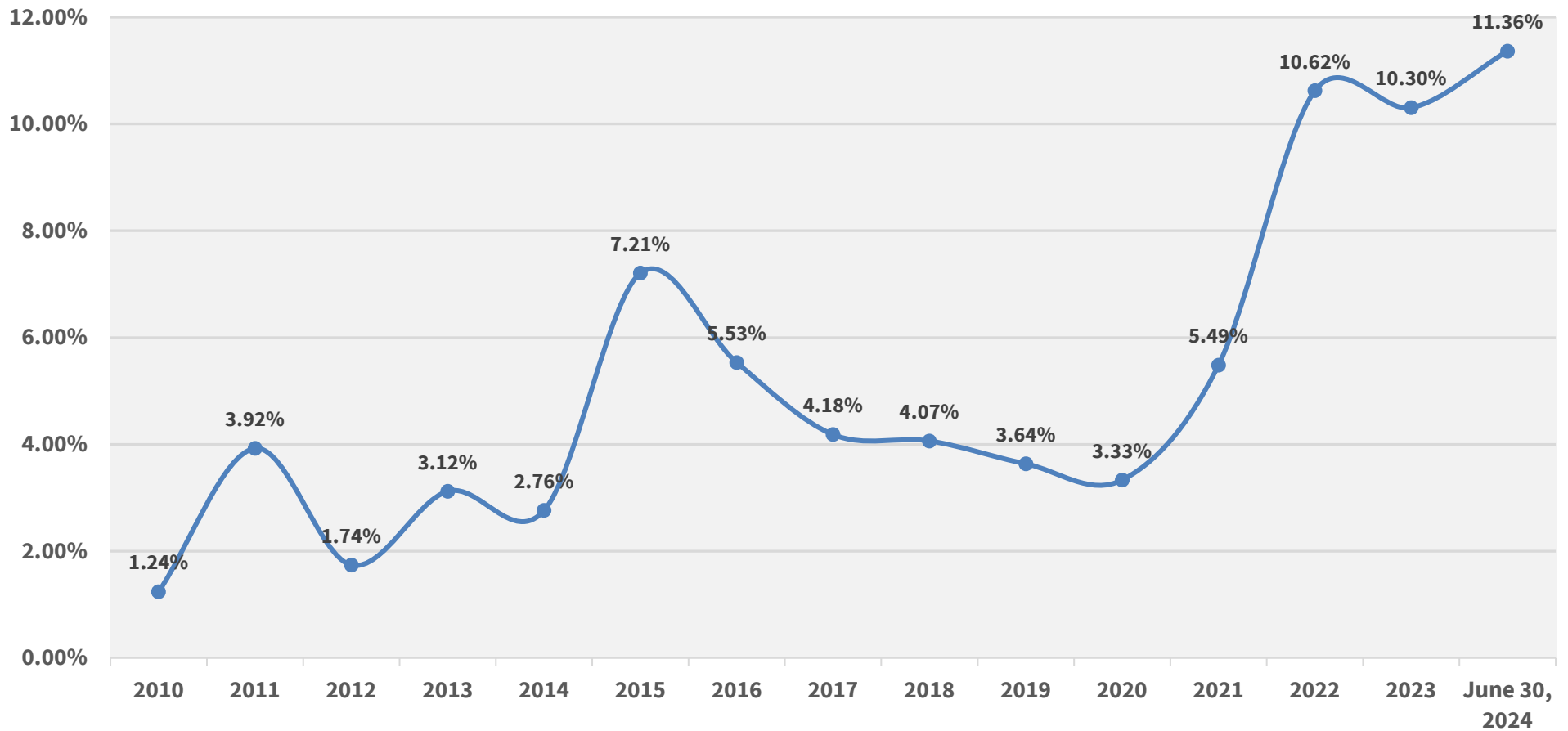
Job Title	All Retirements by		Total Number of Employees as of 06/30/24		ANNUALIZED RETIREMENT RATE Data Effective 06/30/24		% Change		ANNUALIZED RETIREMENT RATE Data Effective 12/31/23	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
C-Suite Executives (VP title or higher)	1	1	167	166	1.2%	1.2%	-80%	-80%	6.0%	5.9%
Senior Level Officials, Directors and Managers	5	5	730	724	1.4%	1.4%	1%	6%	1.4%	1.3%
First/Mid-Level Officials and Managers	14	13	2,982	2,910	0.9%	0.9%	-37%	-37%	1.5%	1.4%
All Other Staff	209	180	41,867	36,745	1.0%	1.0%	3%	6%	1.0%	0.9%
All PRN Employees	29	2	4,335	157	1.3%	1.9%	-8%	3%	1.4%	1.9%
All Organization Positions	229	199	45,746	40,546	1.0%	1.0%	-3%	0%	1.0%	1.0%

Greater Cincinnati Health System Retirement Rates

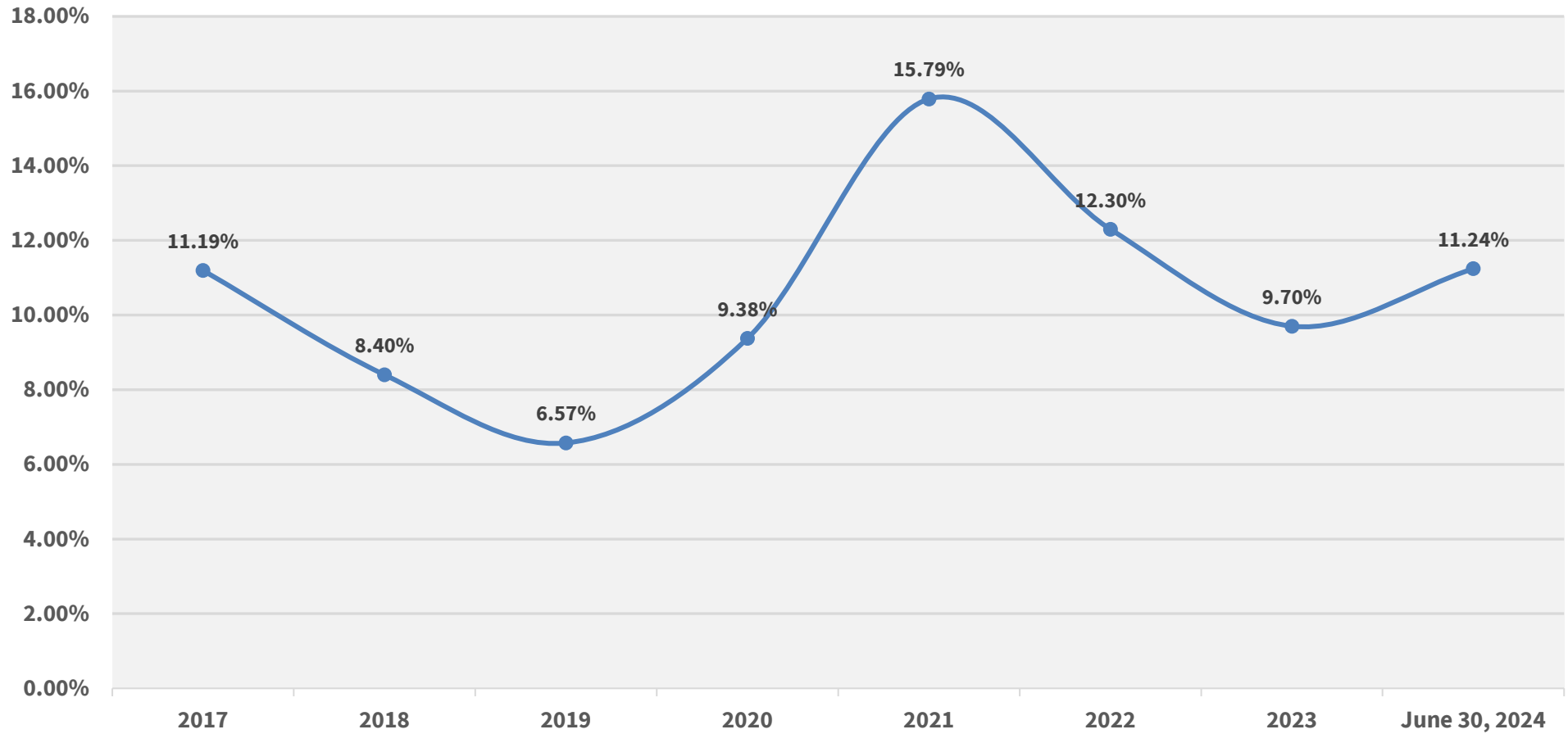


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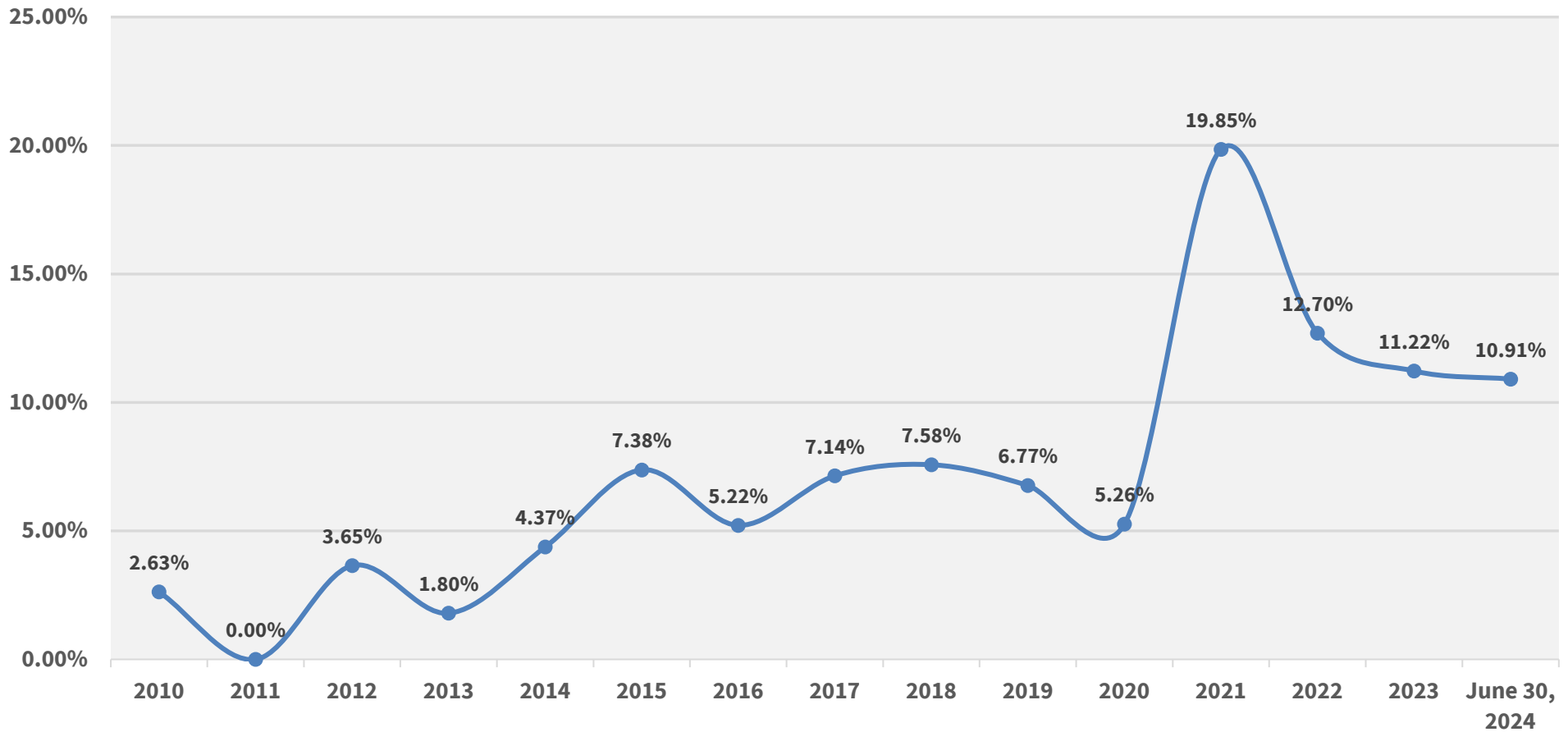
CAT Scan (CT) Technician (Registered)



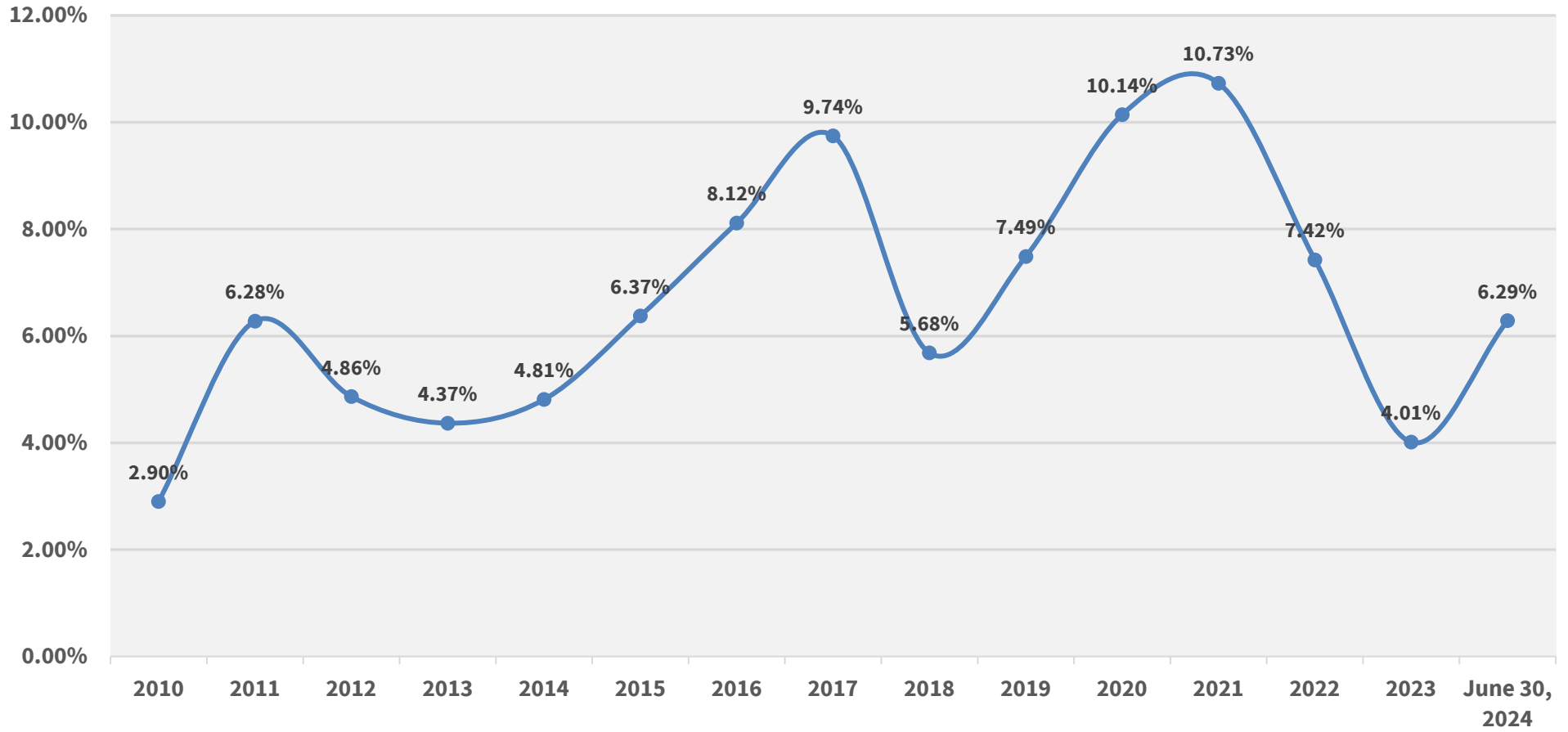
Central Supply Tech/Sterilization Tech



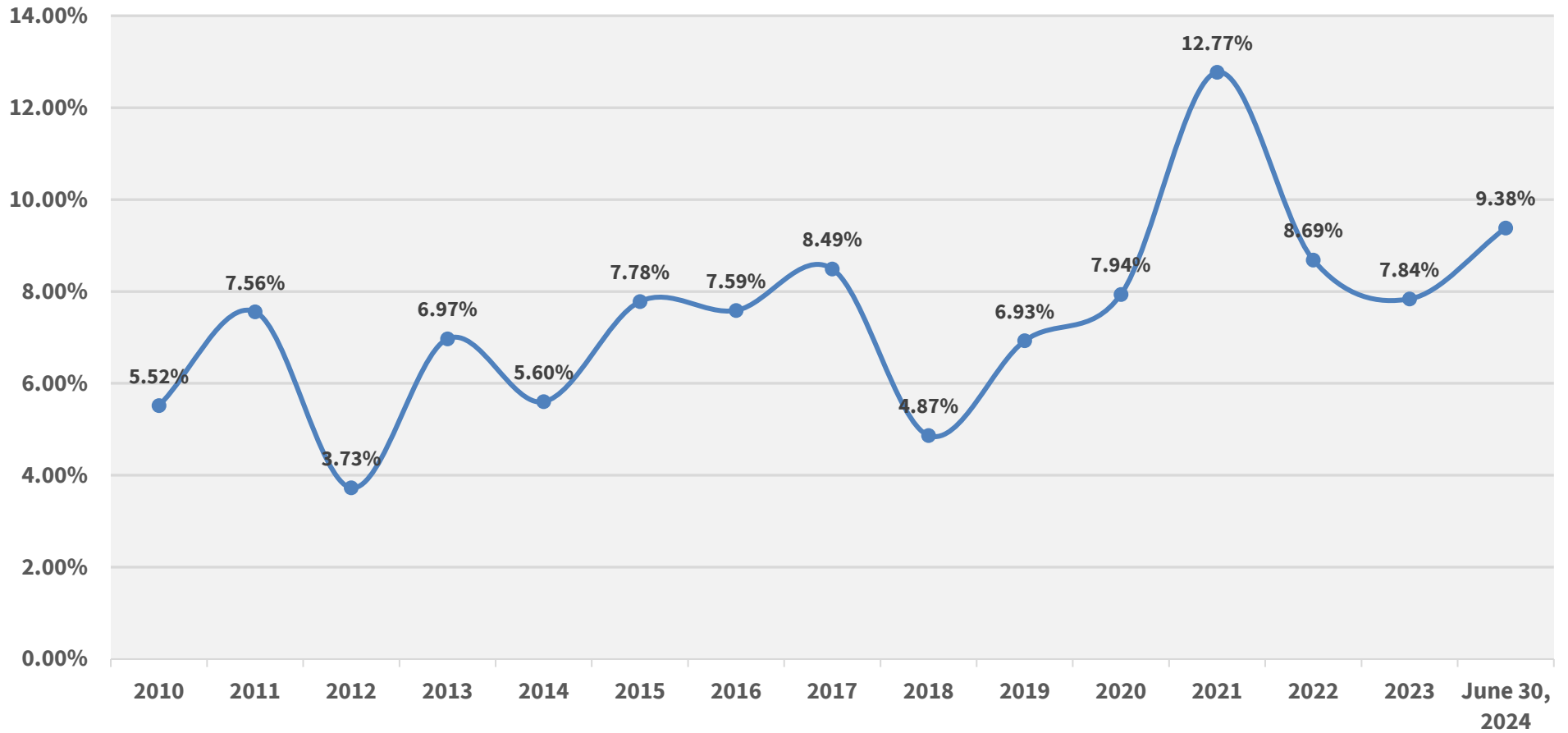
Echocardiograph Technician (Registered)



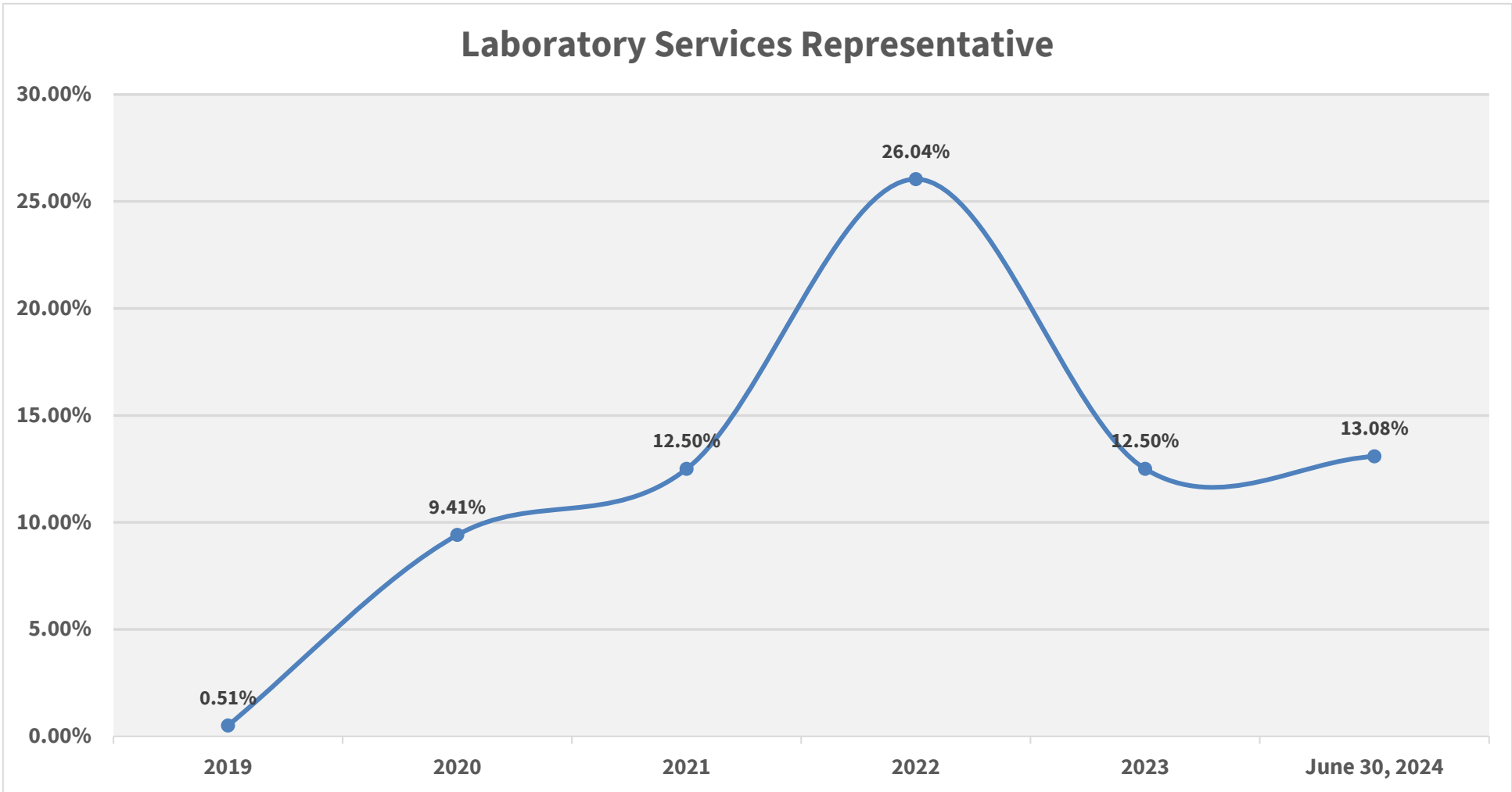
Environmental Services Worker (Entry)



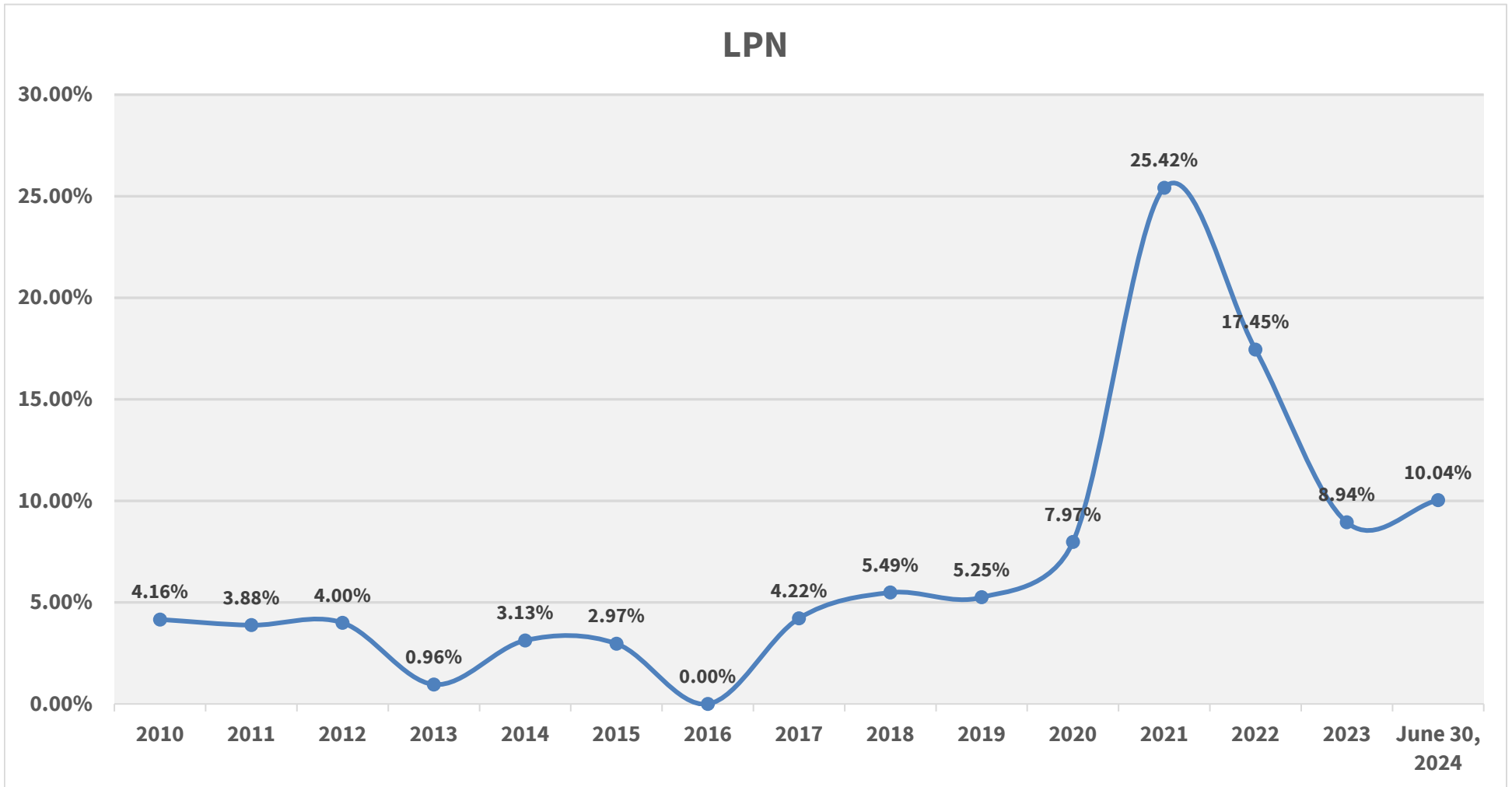
Food Service Worker (Entry)



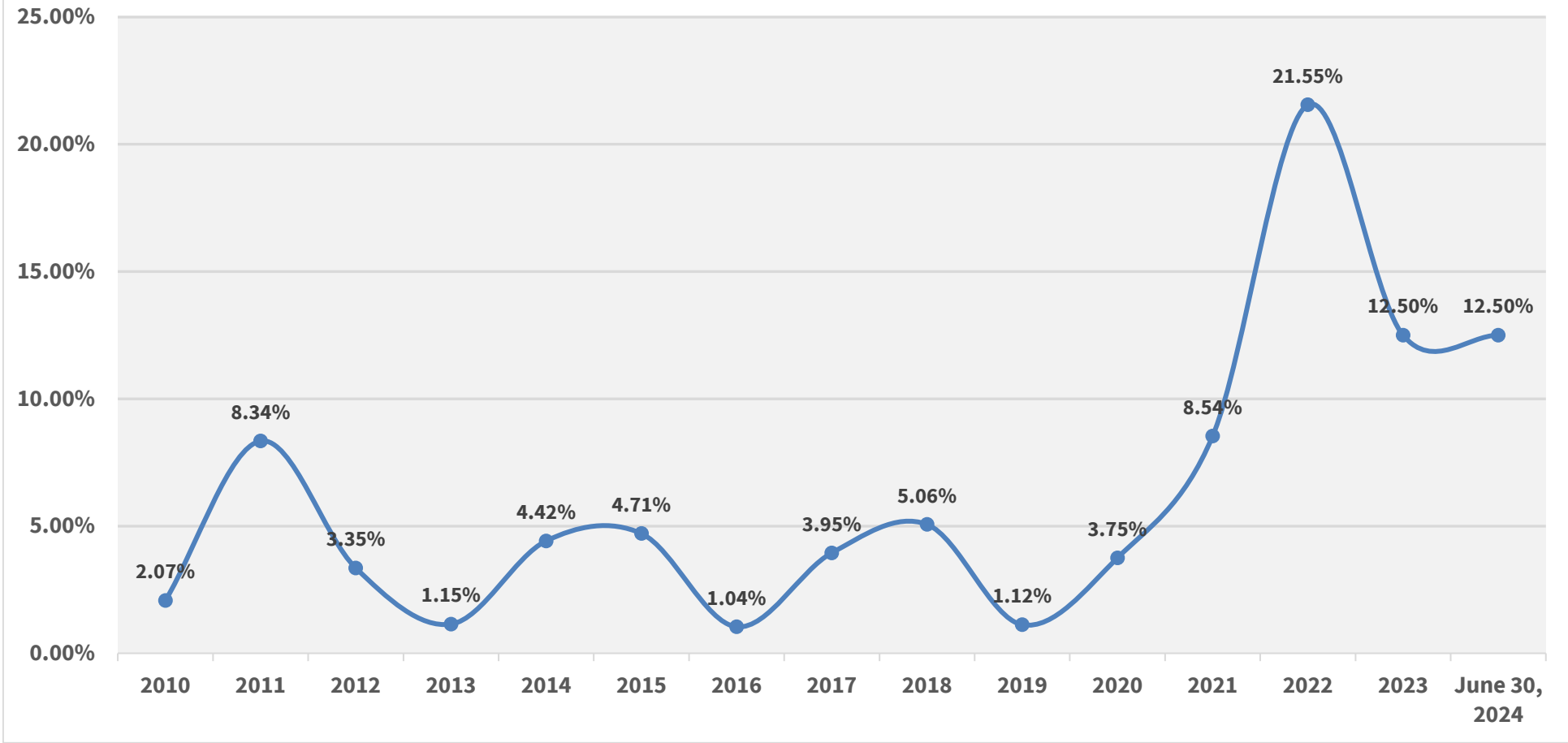
Laboratory Services Representative



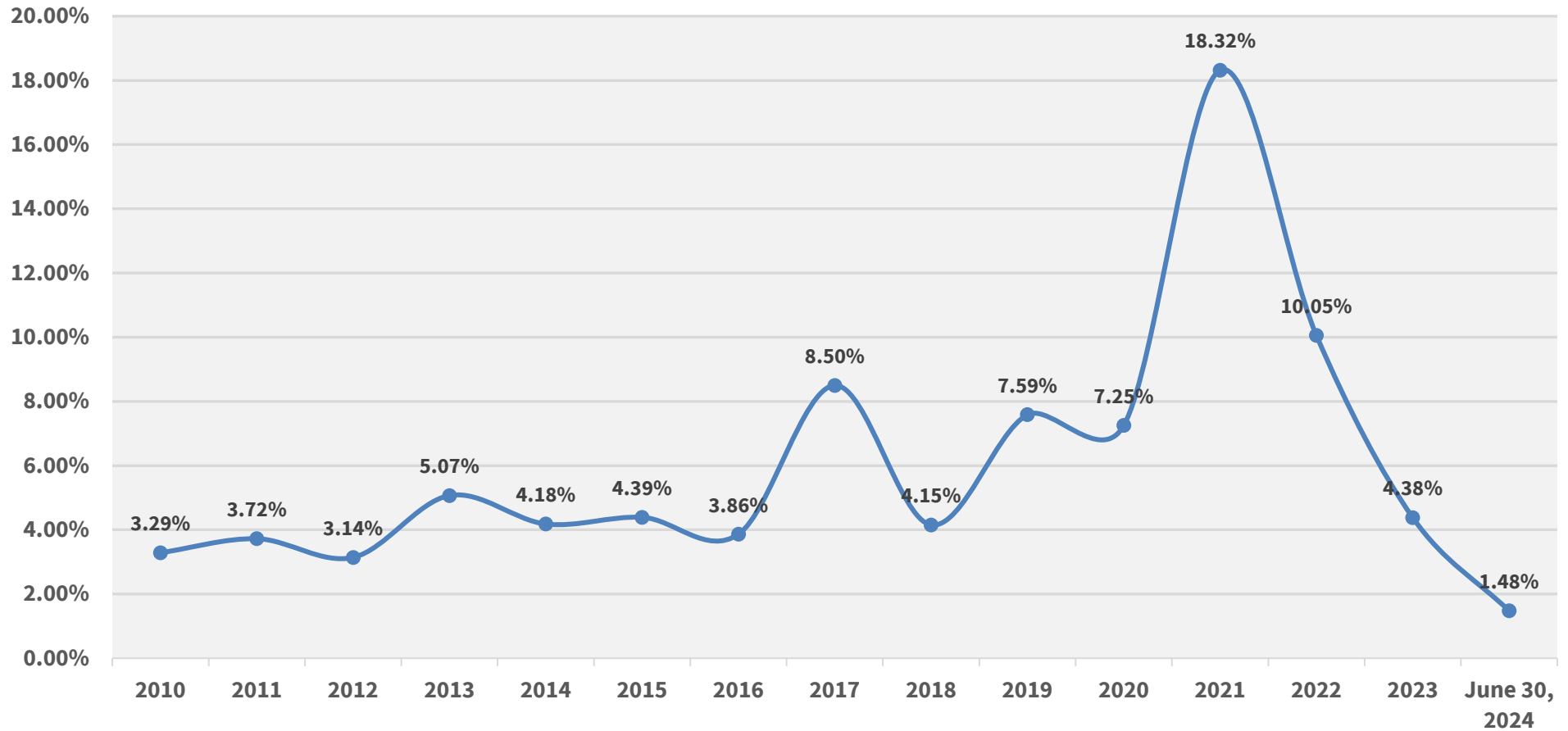
Appendices: Long-Term Historical Vacancy Trends



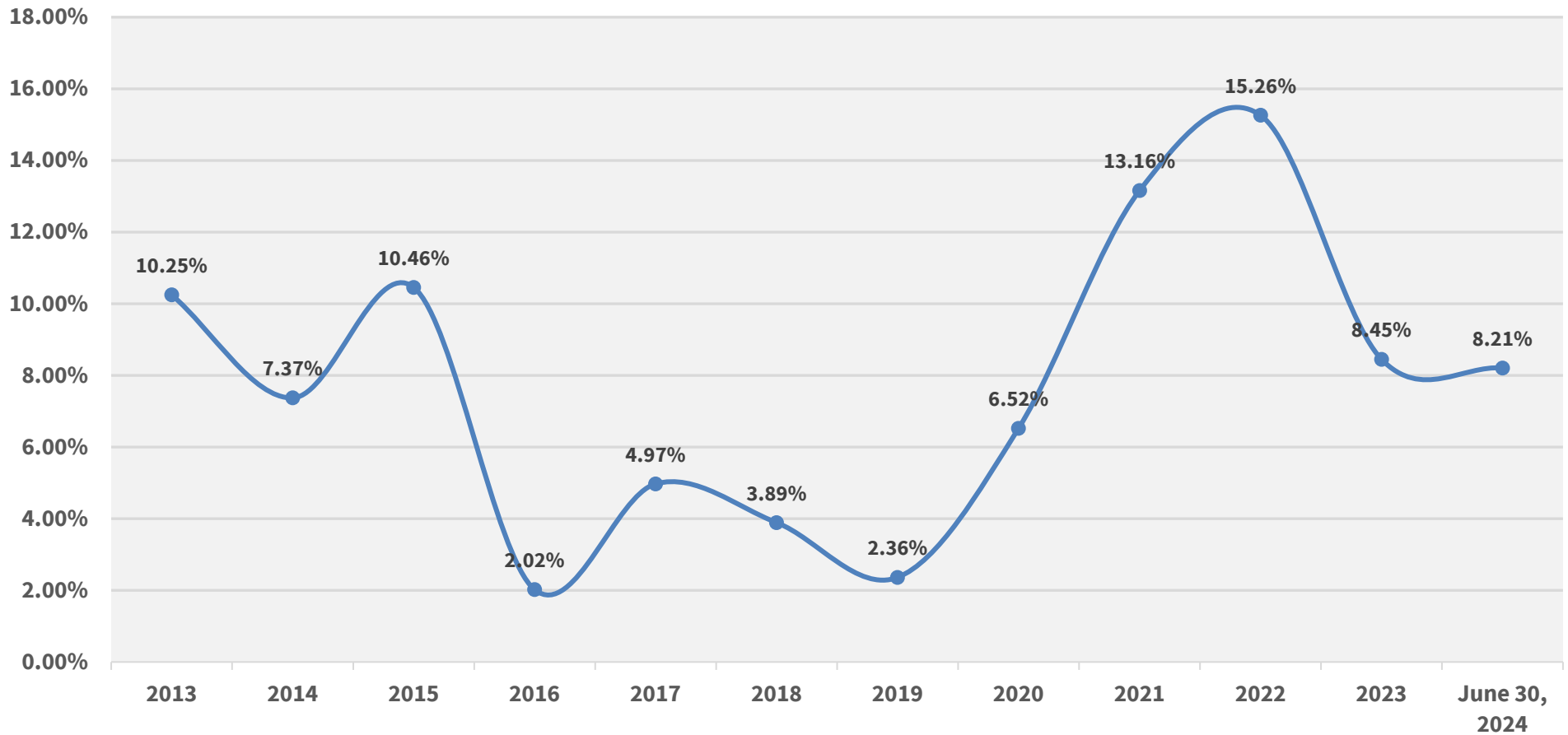
Mammography Tech (Registered)

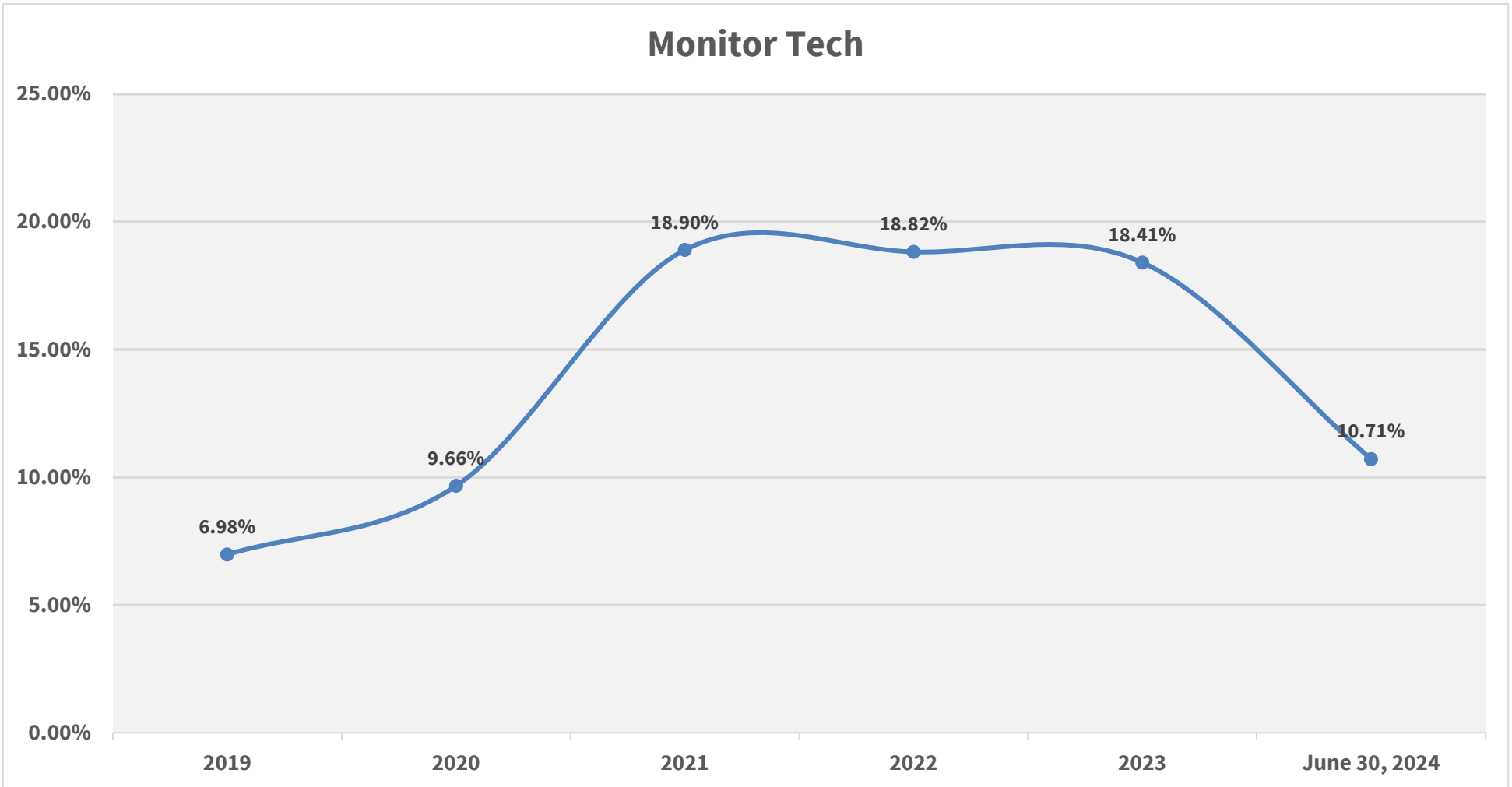


Medical Lab Tech (MLT)

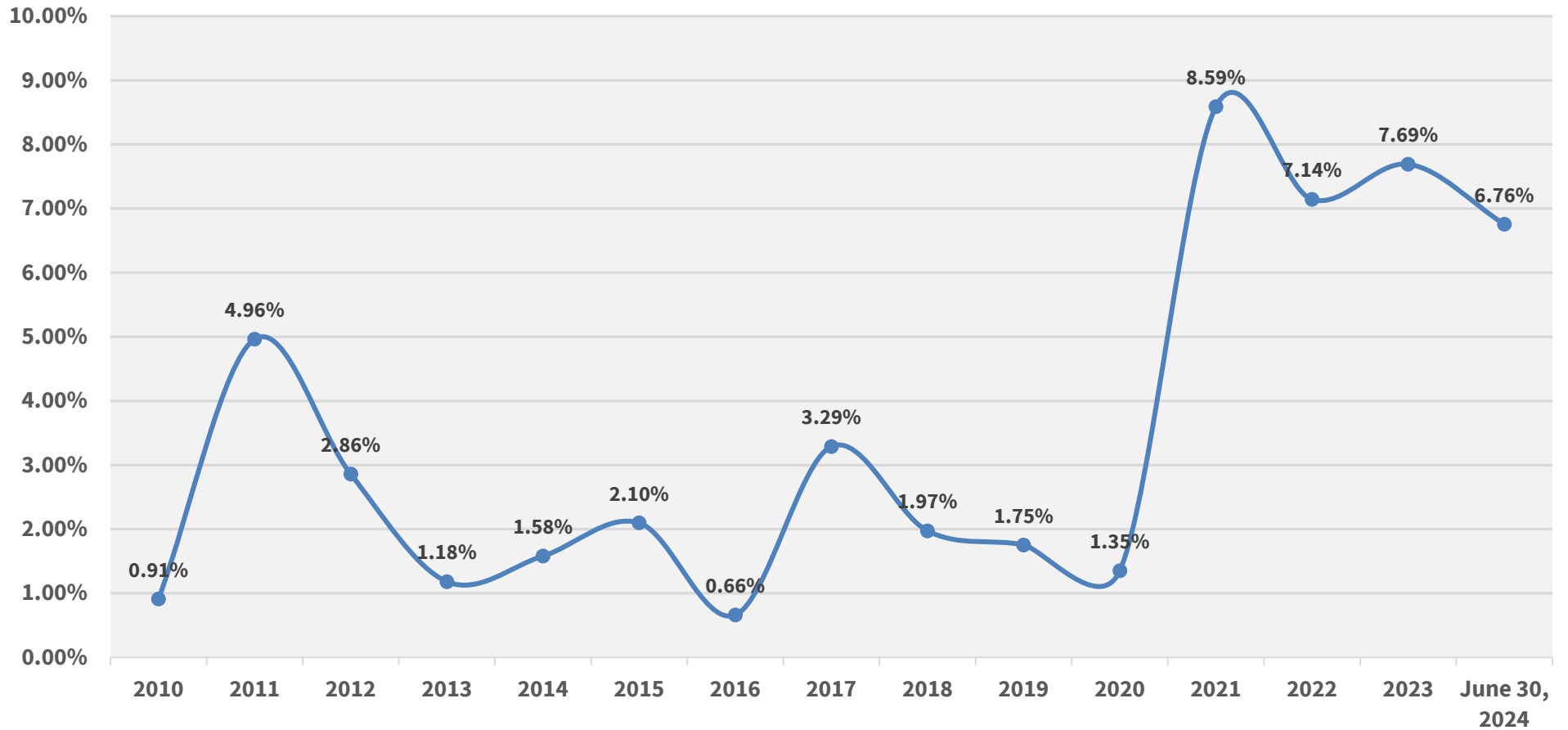


Medical Technologist I

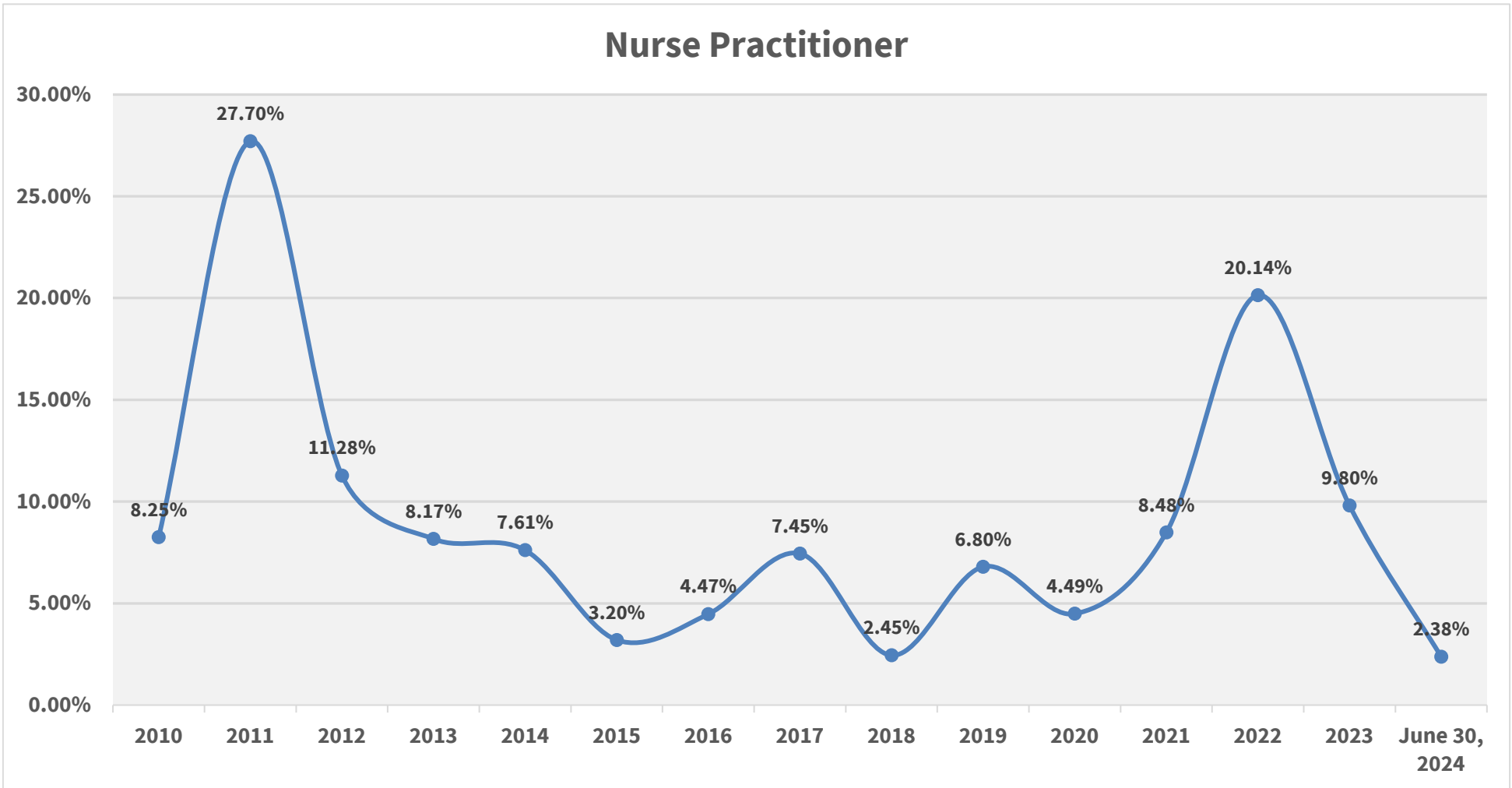




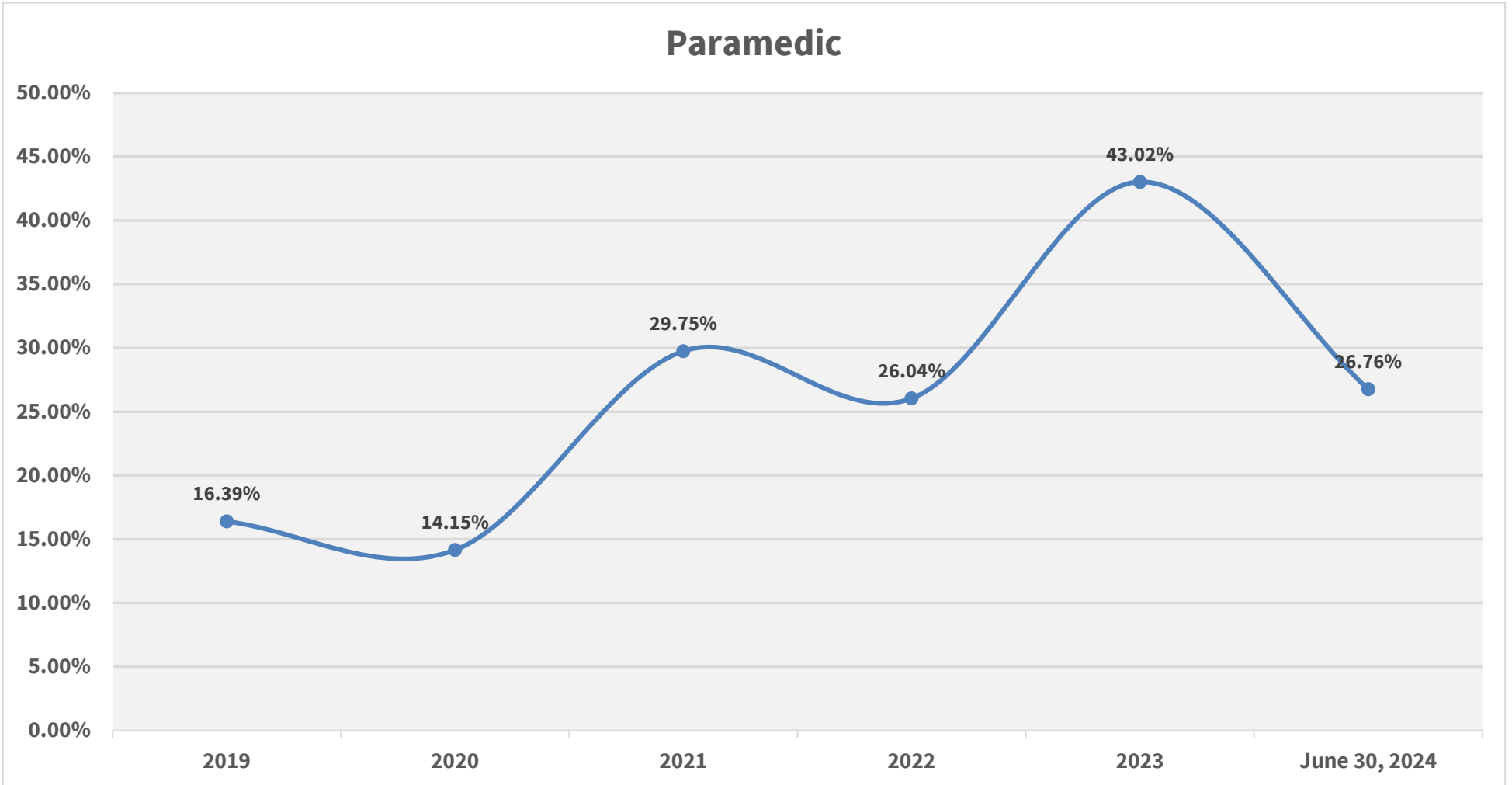
MRI Technician (Registered)



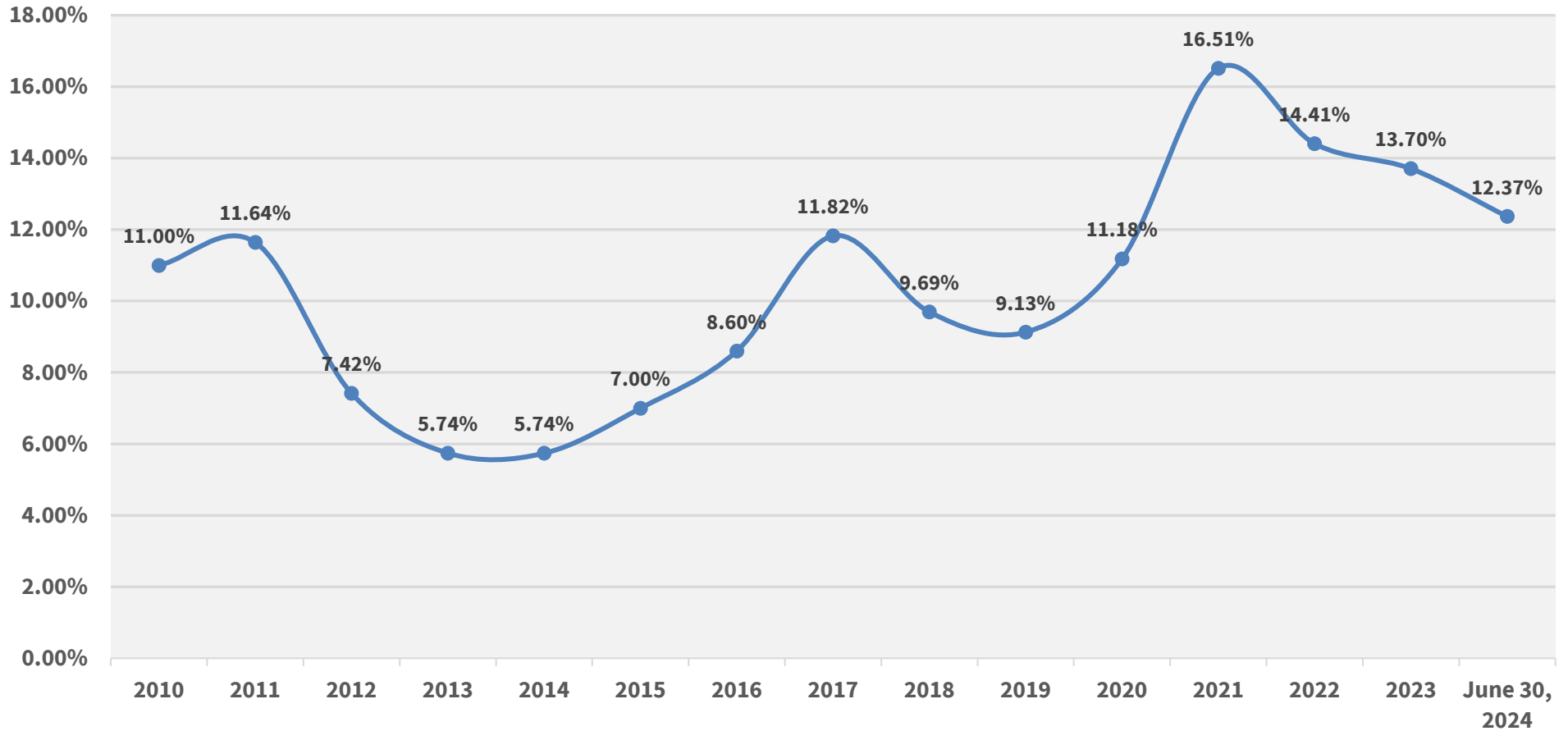
Nurse Practitioner



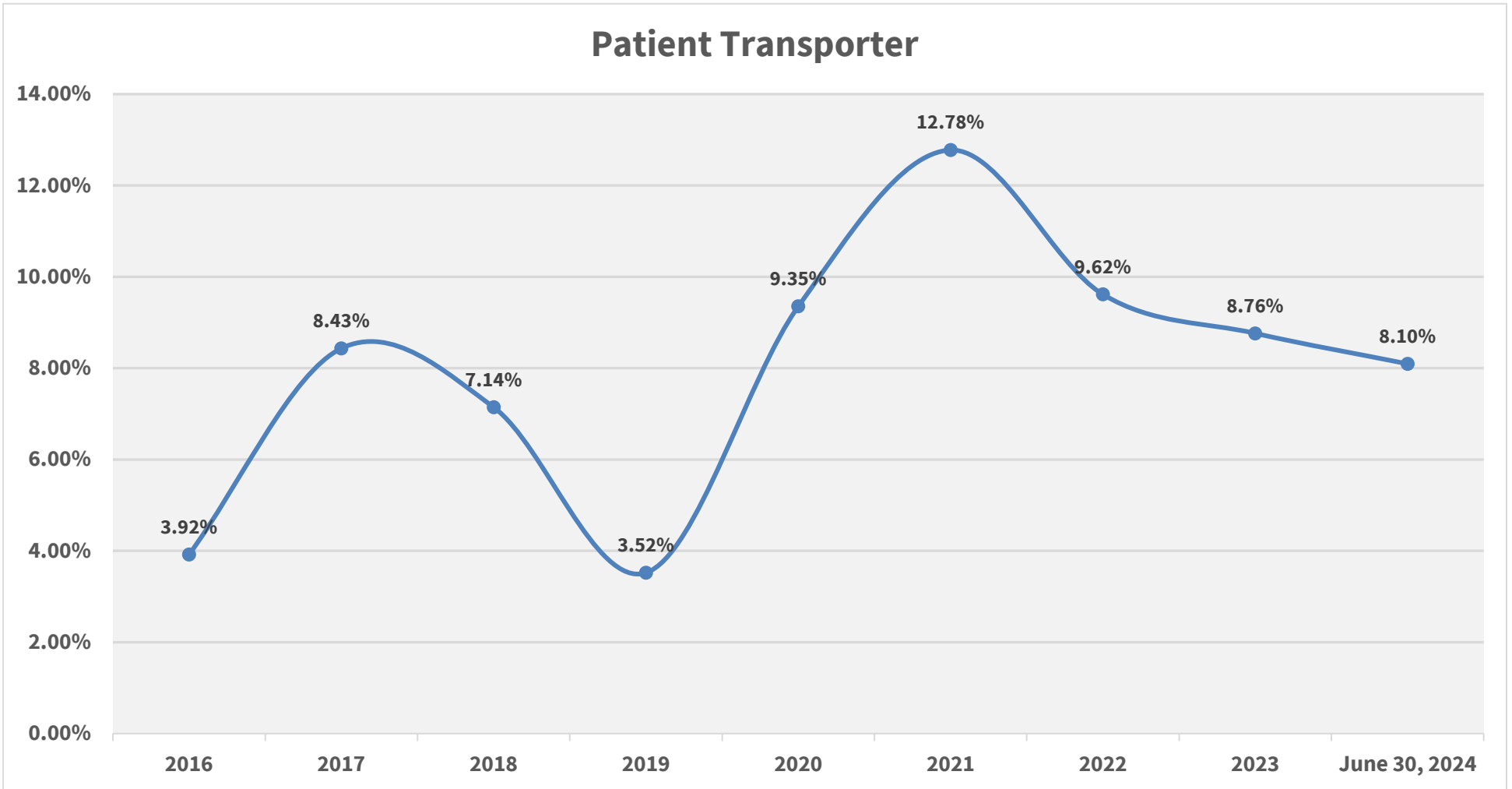
Appendices: Long-Term Historical Vacancy Trends



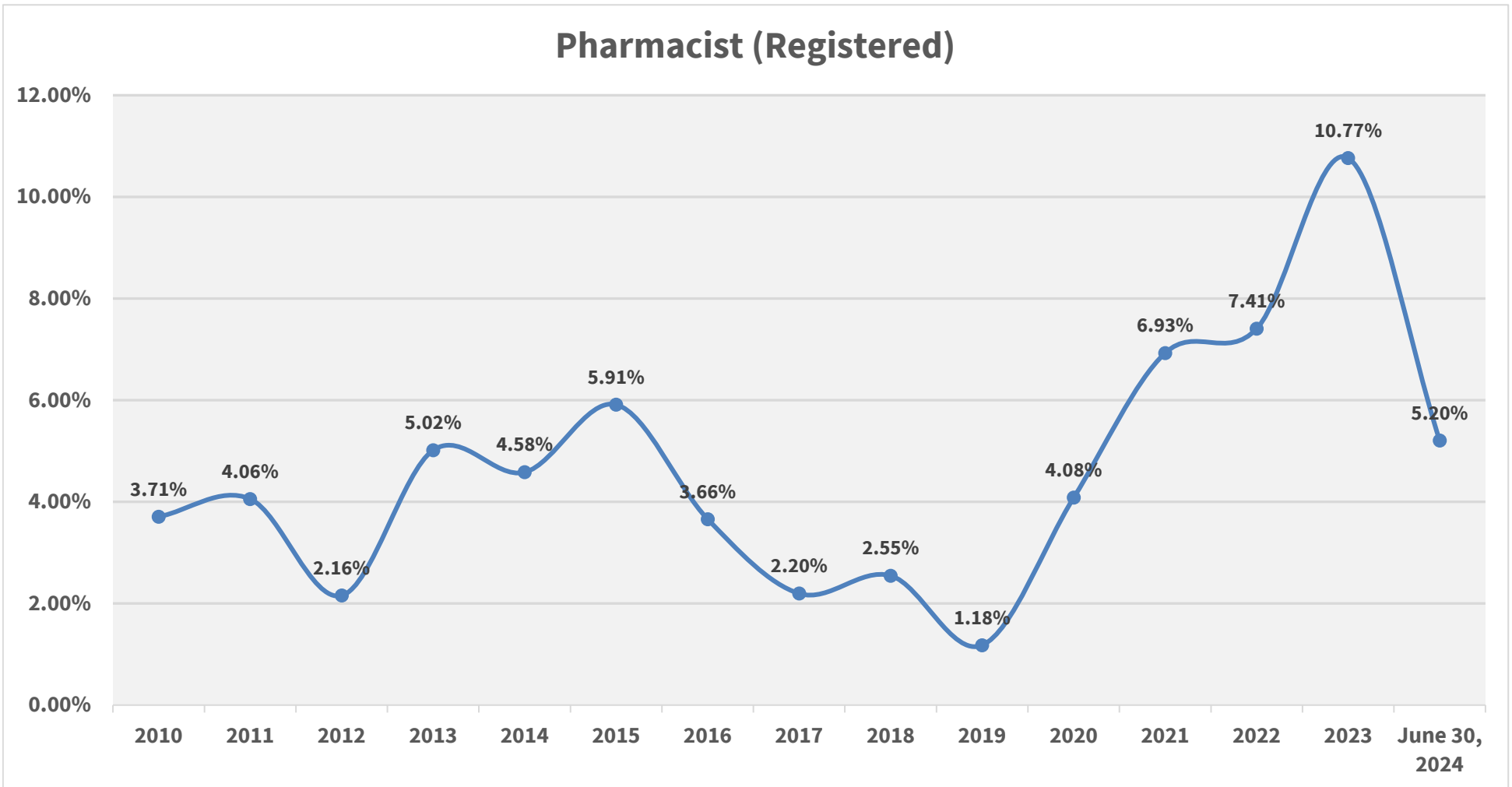
PCA/Nurse Assistant - Total Employees



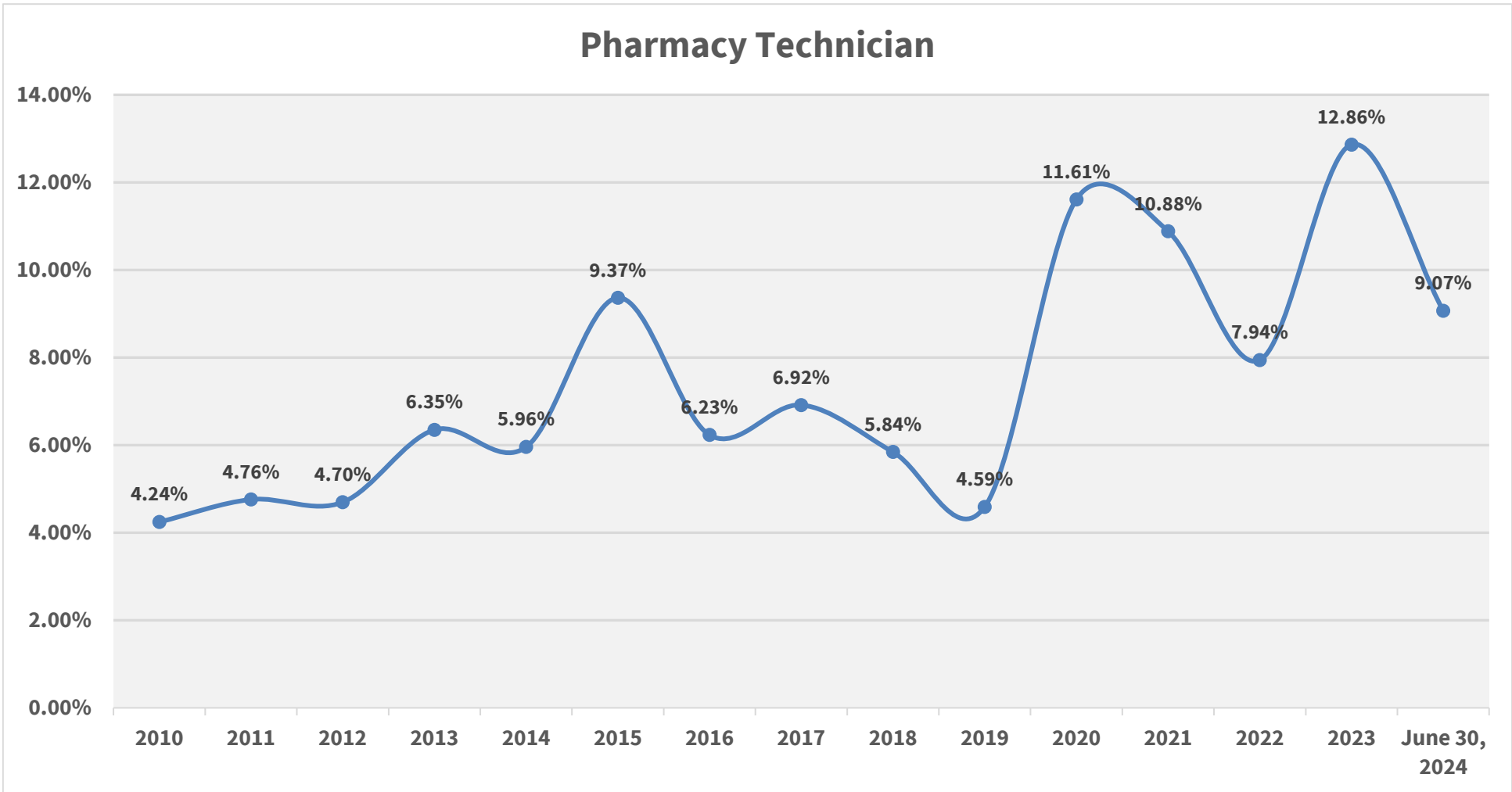
Patient Transporter



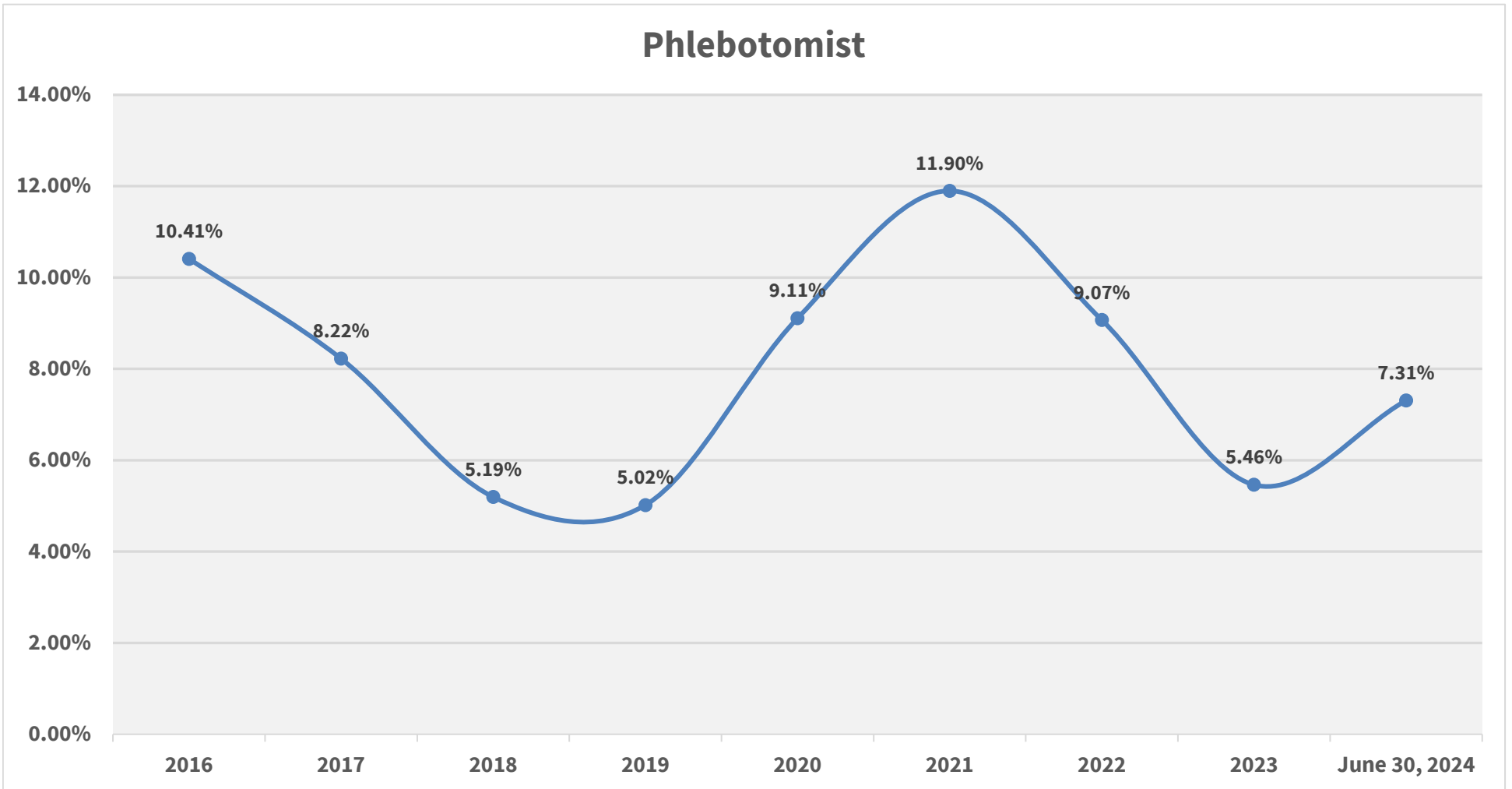
Pharmacist (Registered)



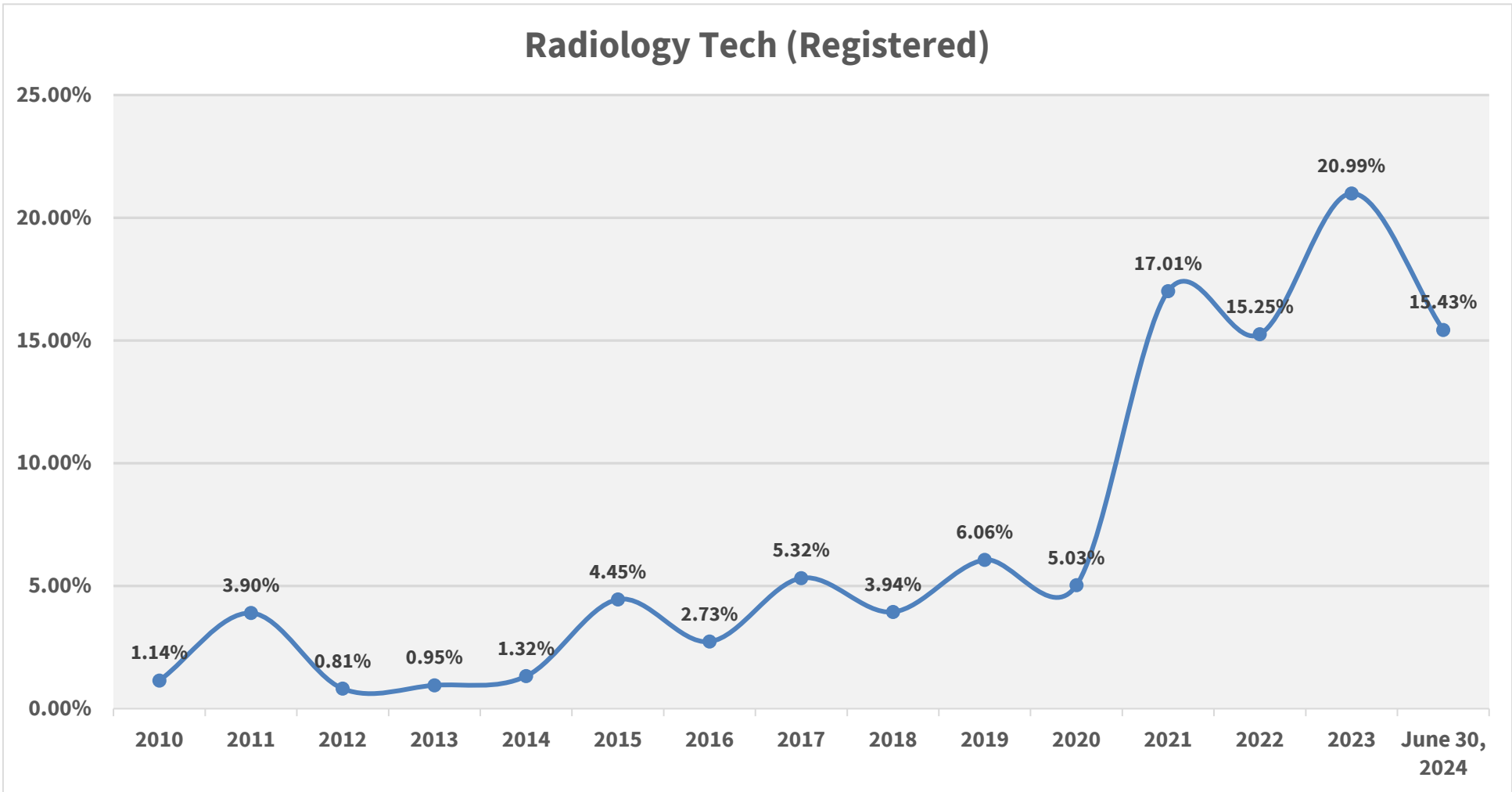
Pharmacy Technician



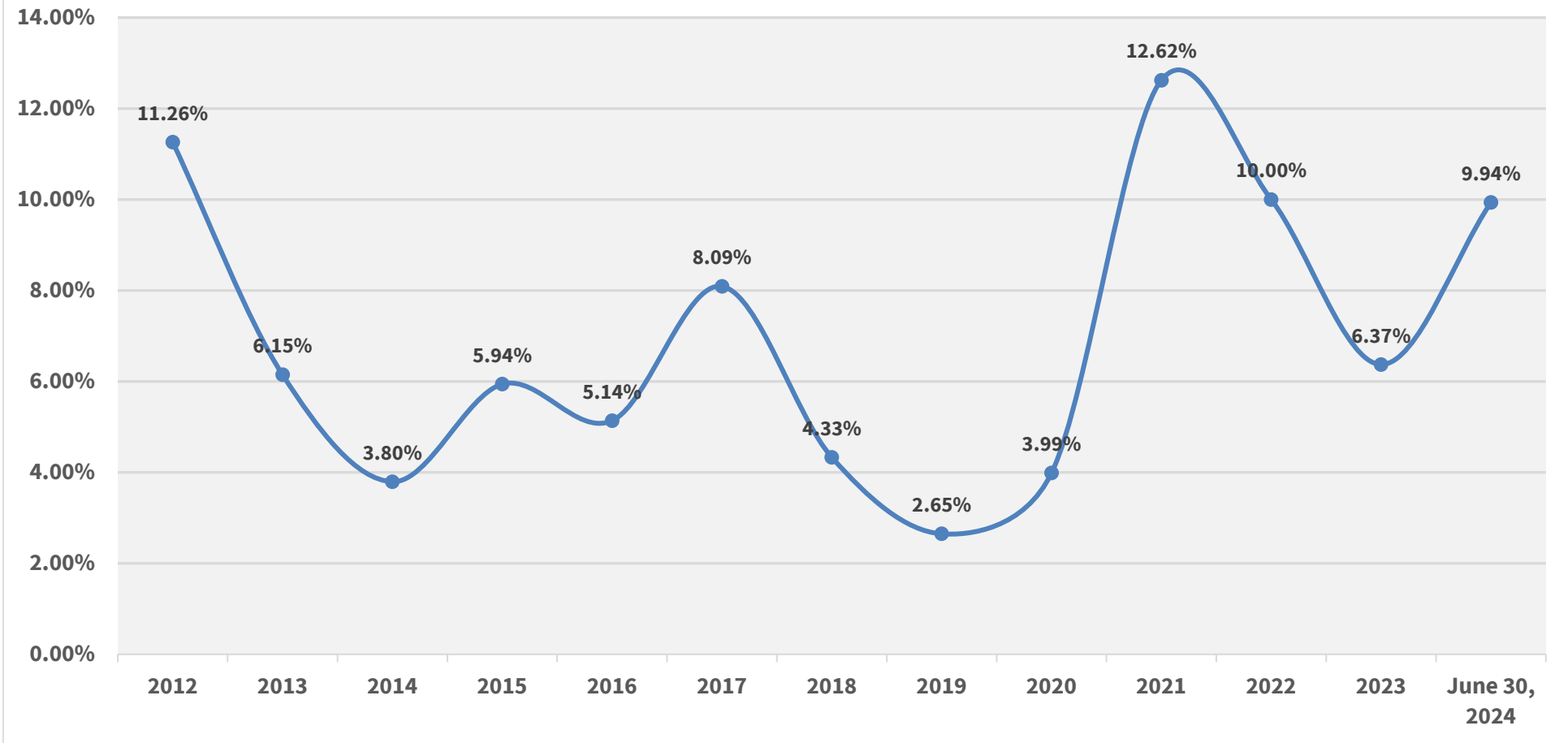
Appendices: Long-Term Historical Vacancy Trends



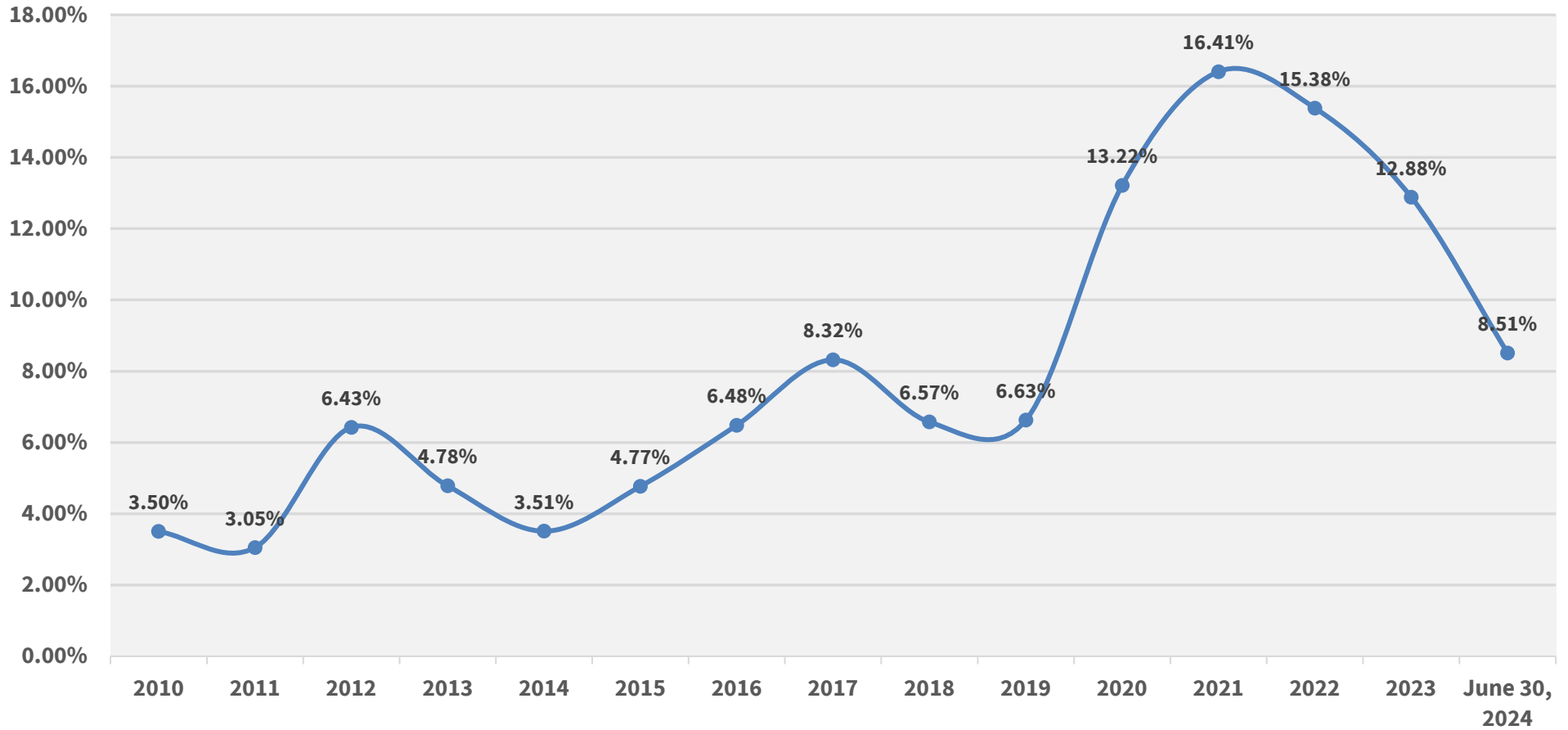
Radiology Tech (Registered)



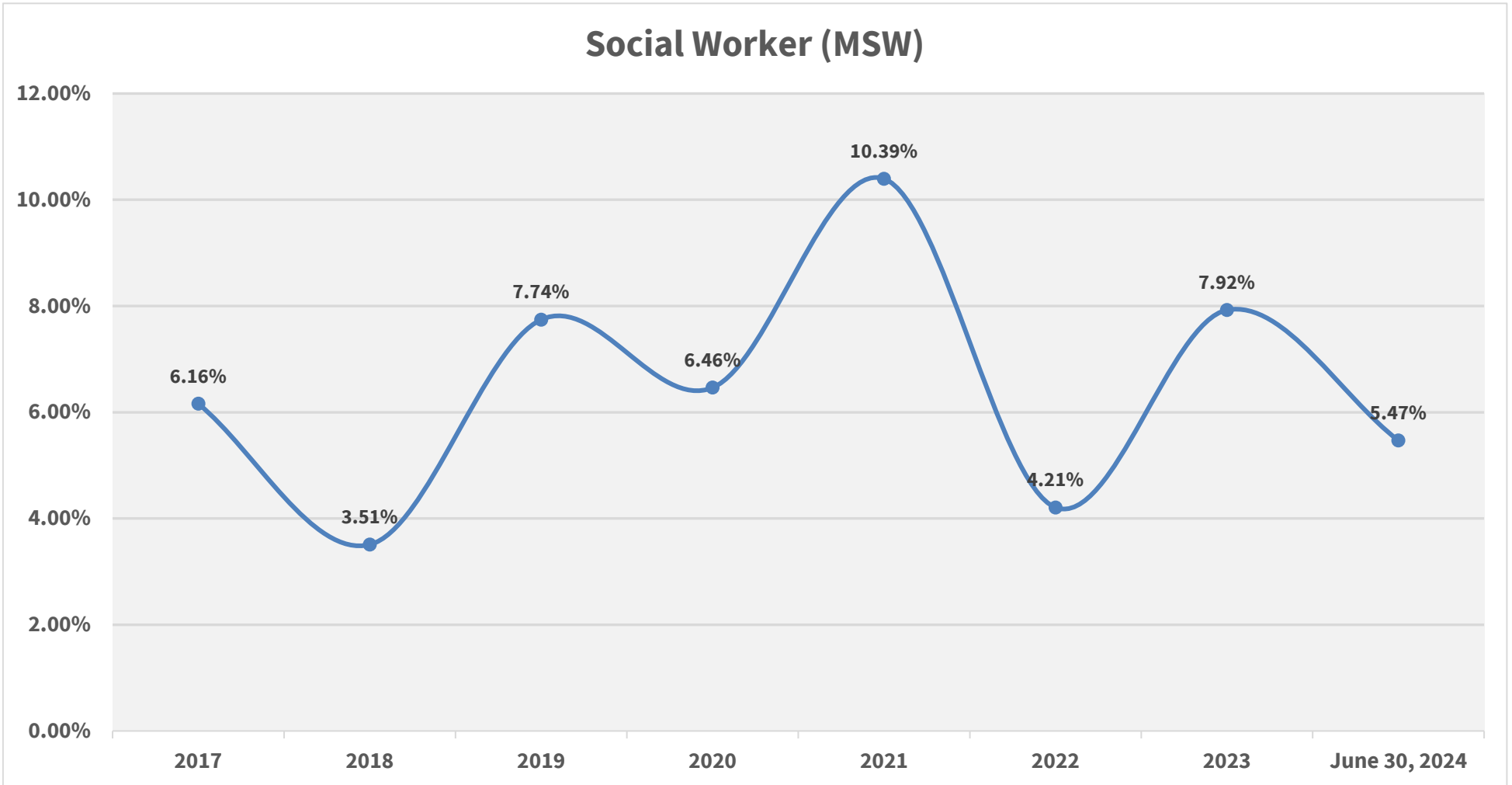
Registered Nurse - (PP)



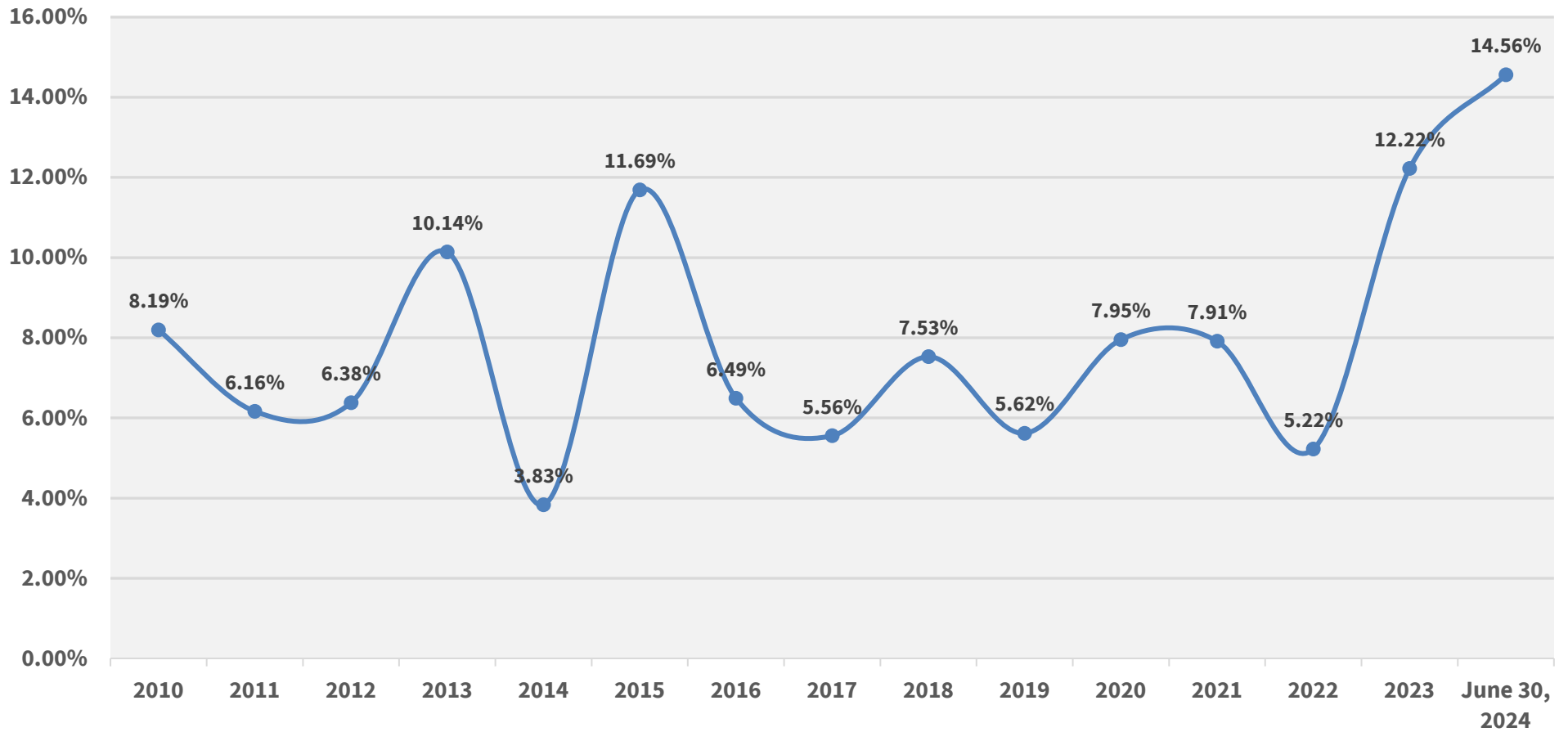
Respiratory Therapist (Registered)



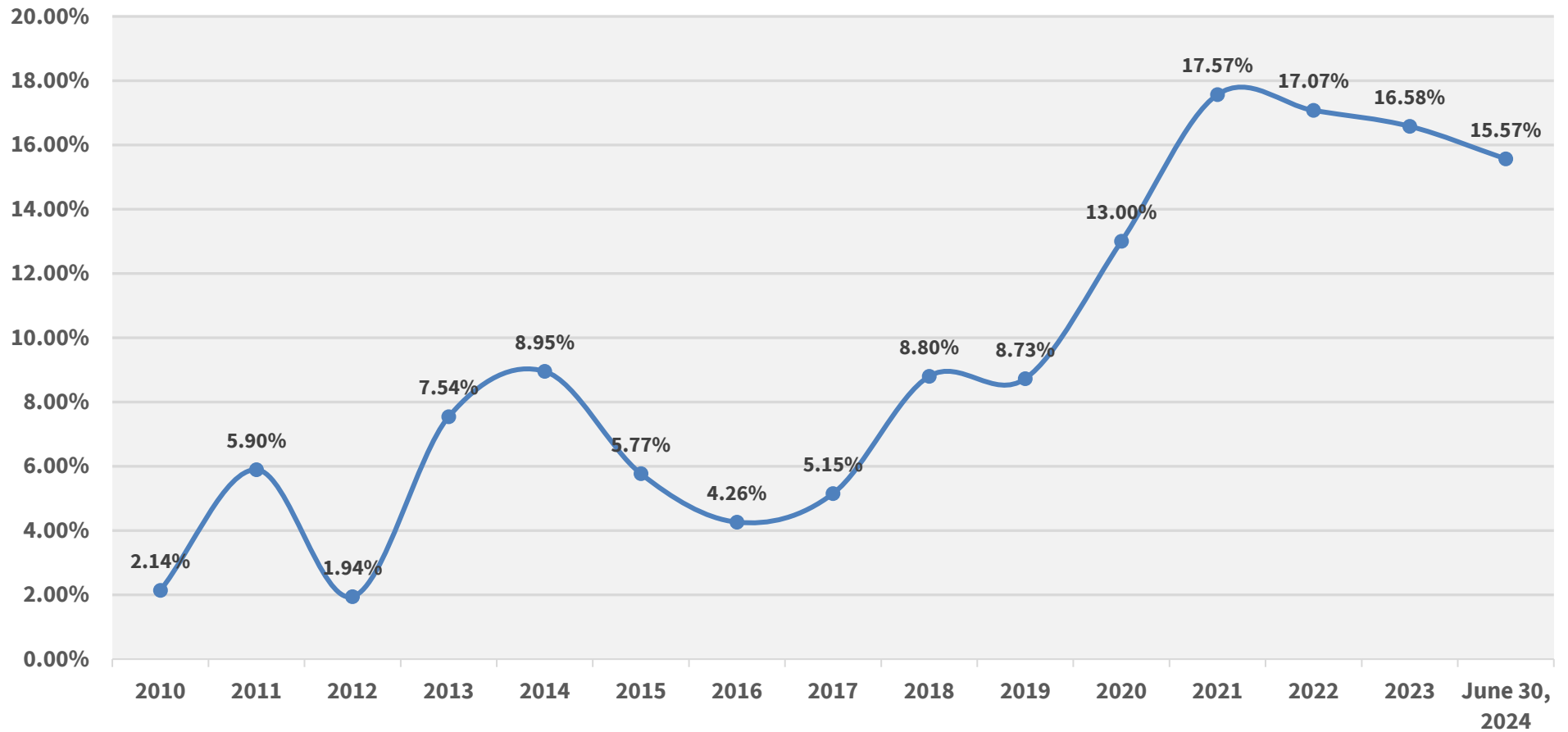
Social Worker (MSW)



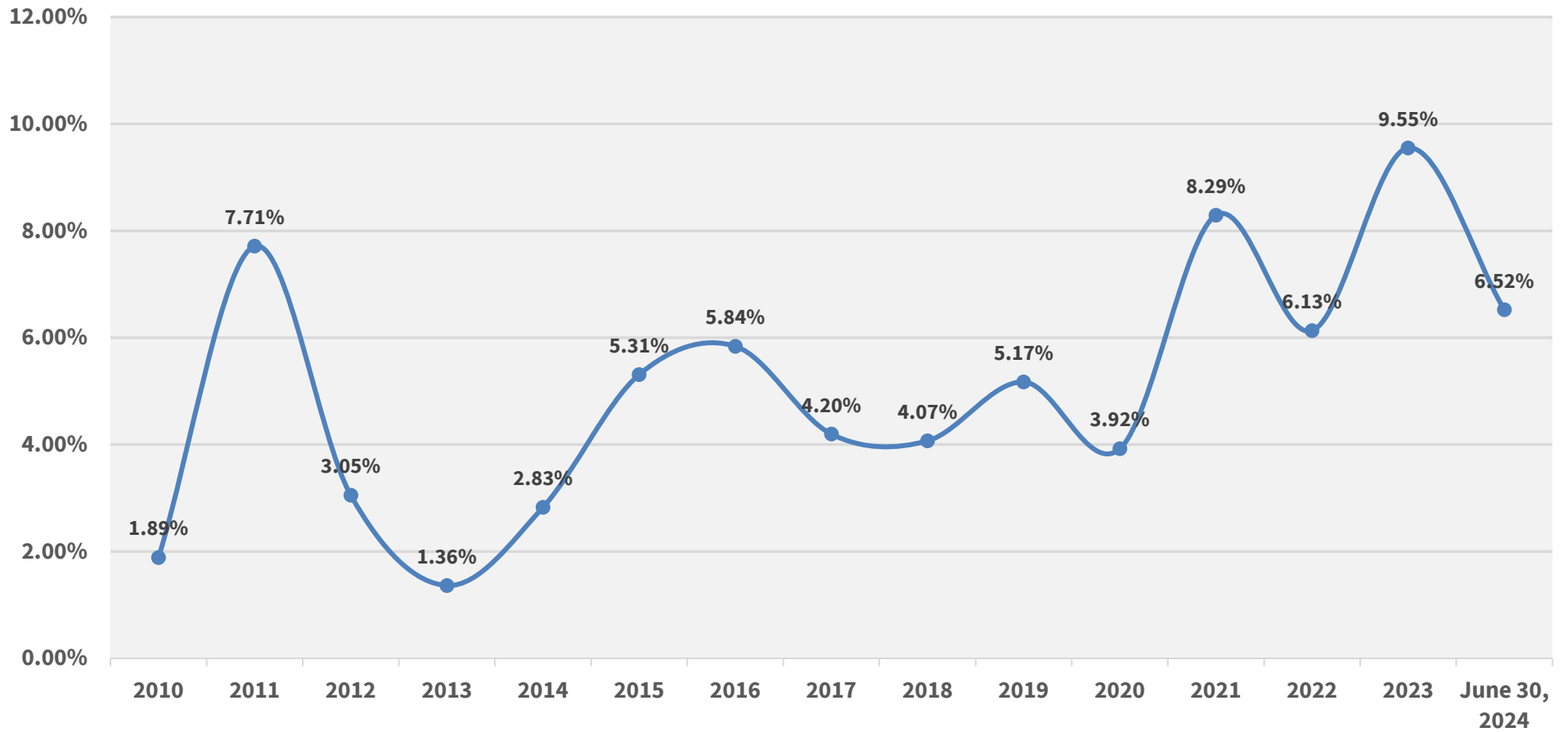
Surgical Assistant



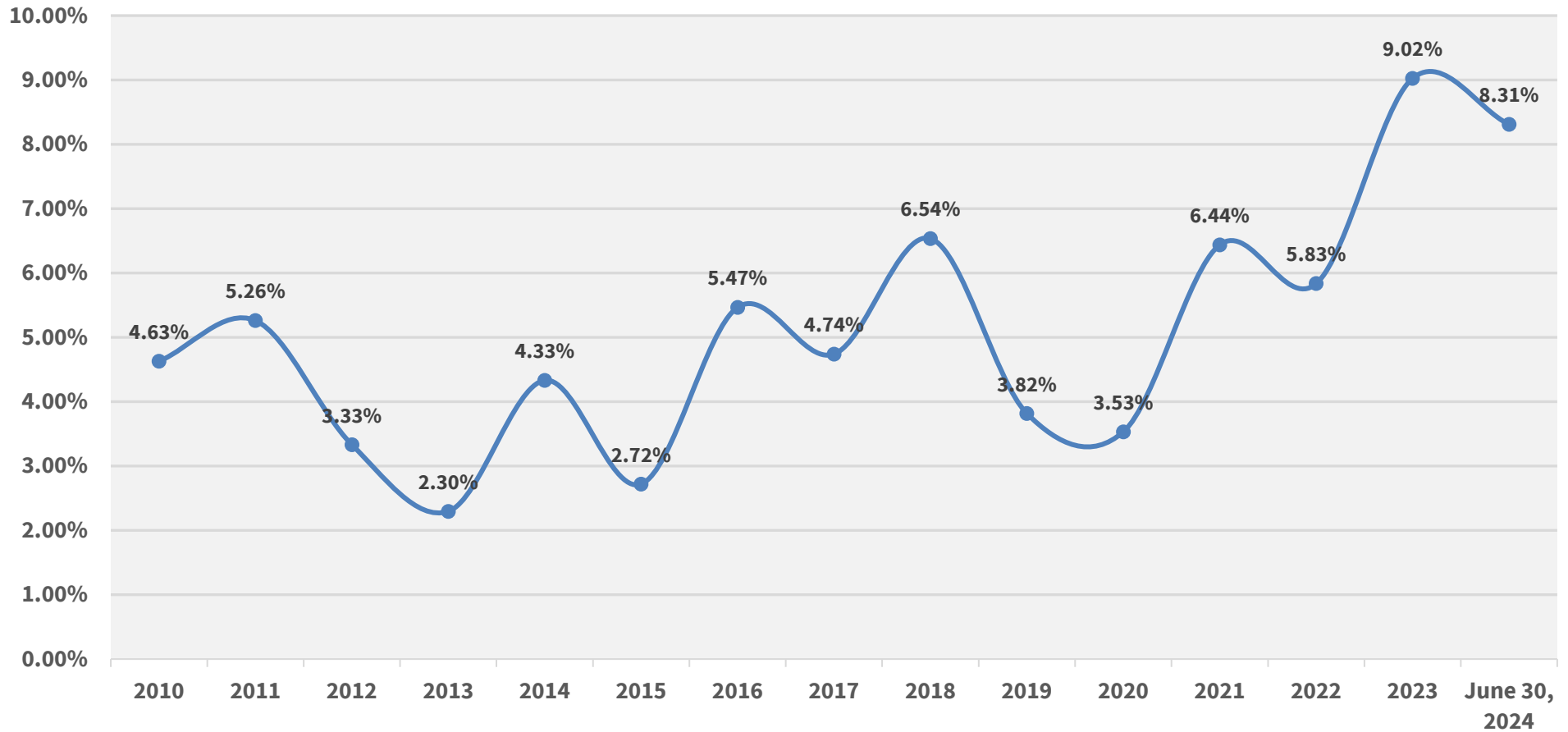
Surgical Technician (Certified)



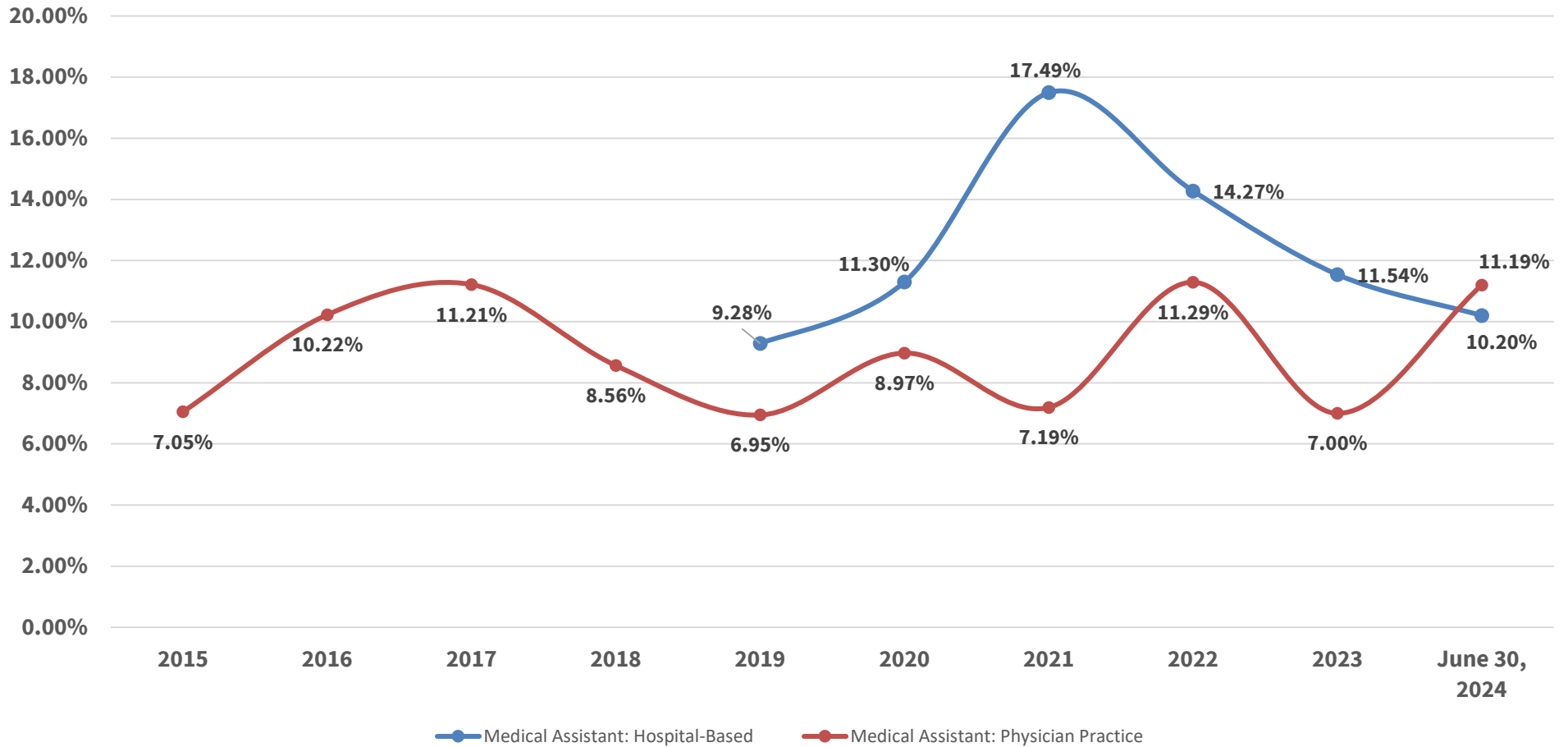
Ultrasonographer (Registered)



Unit Secretary/Unit Clerk



**Medical Assistants
Hospital-Based & Physician Practice**



Health Collaborative

Employer Workforce Survey Job Titles & Definitions

Job Code		Administrative Support
S309	Patient Representative	Assists patients and families during and after an organization stay. Follows up on complaints and questions that may arise.
S461	Unit Secretary/Unit Clerk	Under the direction of the team leader, charge nurse, or unit manager, performs clerical and non-nursing functions, such as transcribing physicians' orders and charting prescribed data on patient charts. Greets visitors, gives out visitor passes, directs visitors to rooms. May monitor patient telemetry printouts and screens. Answers patient intercom and telephone.
Job Code		Finance/ Business Office
S106	Admitting Clerk	Receives incoming patients for hospitalization, interviews patient or relative to obtain identification information and other data required for admission.
S539	Patient Financial Services Representative	Responsible for professional and/or hospital billing for reimbursement for patient care services rendered. Maintains accounts receivable, records and enters payments received. Balances summary totals of accounts receivable with accounts receivable controls. May perform related clerical duties. Does not have lead responsibilities. Billing responsibilities may include 3rd party insurance, and government or private insurance billing.
Job Code		Food Service
S148	Food Service Worker (Entry)	Performs a variety of tasks associated with the preparation or service of meals and diets. May collect, wash and sort dishes, clean dining area, prepare trays, deliver food to the patients and dispose of refuse.
Job Code		Health Information
S566	Coder	Converts diagnosis and procedure data from patient medical record to ICD-9-CM or similar coding scheme. Completes reimbursement or data abstraction forms for submission to appropriate parties.
Job Code		Information Technology
S840	EPIC Analyst (Lvl. 2)	Plan, analyze, design, implement, test and maintain Epic software applications. Liaison between end users and Epic implementation staff. Provide guidance and support to end-users to enhance the use of the EPIC system. Provide solutions or resolve end user system issues. Typically requires a bachelor's degree and 3-4 years analyzing, programming, designing, testing, and/or implementing computer-based systems. Performance of this position requires Epic Certification.
Job Code		Laboratory
	Laboratory Services Representative	Ability to performs all activities for hospital system lab services including: registration; collection of blood and other specimens; pre-analytic order and results processing; client profile set-up and maintenance; coordinates workflow; problem-solving; and all other support Lab functions to ensure care for patients on a daily basis.
S008	Medical Lab Tech (MLT)	Performs various chemical, microscopic, and/or bacteriologic tests to obtain data used in diagnosis and treatment. Applies routine techniques used in fields of bacteriology, mycology, parasitology, histopathology, hematology, serology, allergy, and/or chemical, radioactive, or morphologic examinations. Responsible for carrying procedures to completion (and a numerical answer). Records laboratory test results (but does not prepare diagnostic reports). Must have MLT (ASCP) registry. Associate's degree required.
S011	Medical Technologist I	Performs various chemical, microscopic, or bacteriologic test to obtain data used in diagnosis and treatment of patients. Applies specialized techniques used in fields of bacteriology, mycology, parasitology, histopathology, hematology, serology, allergy, and/or chemical, radioactive, or morphologic examinations. Responsible for carrying procedures to completion (and a numerical answer). Records laboratory test results (but does not prepare diagnostic reports). Bachelor's degree in clinical lab science and MT (ASCP) ; or grandparented with associate degree in clinical lab science, MLT (ASCP) with significant job related experience.
Job Code		Maintenance
S169	Environmental Services Worker (entry-level)	Maintains all floor surfaces, to include carpet, vinyl and tile. Uses and cares for specialized floor cleaning and buffing equipment. Must know how to strip, wax and buff solid surface flooring, and must be able to read, write and follow written instructions.
Job Code		Materials
S472	Central Supply Tech/Sterilization Tech	Cleans, sterilizes and assembles equipment, supplies and instruments according to prescribed procedures and techniques.

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Employer Workforce Survey Job Titles & Definitions

Job Code		Nursing
S009	LPN	Administers routine services in caring for selected sub-acute, convalescent, and chronic patients, and assists RN in care of the more acutely ill. Passes Medication.
S222	Nurse Manager	Assist with the operations of the nursing department including supervision, orientation and training of nursing personnel. BSN.
S033	Nurse Practitioner	RN who is prepared for the advance practice of nursing through a formal, organized program which is beyond basic nursing education. Highly skilled in physical assessment and the delivery of comprehensive healthcare. Certified as a Nurse Practitioner. Provides comprehensive nursing care to patients and gives patient care directions to nursing and other staff for coordinating continuity of patient care. May assist a physician or work independently under general supervision. Administers medications and injections as prescribed. May do patient exams and make hospital rounds. Provides patient education. Must have a MSN and a graduate of a formal nurse practitioner program in a specialized area. NOT a Clinical Nurse Specialist.
S023	Registered Nurse, Staff	Provides professional nursing services in the assessment, treatment and care of patients.
	Registered Nurse, Staff (Bedside/Clinical RN)	Provides professional nursing services in the assessment, treatment and care of patients. For this category, please ONLY include RNs working in your facility who are working in clinical/bedside RN roles. RNs who work primarily in administrative/desk roles should be excluded.
S273	Registered Nurse, Critical	Provides nursing care to patients in the critical care unit.
S066	Registered Nurse, Surgery	Provides nursing care to patients in the surgery unit.
Job Code		Patient Care
S397	Medical Assistant (Certified)	Performs direct and indirect patient care activities such as vital signs, height and weight measurement, and routine lab work. Orders stocks and maintains supplies and equipment. Performs clerical duties including patient registration and chart maintenance. State certification required.
S350	Monitor Tech	Monitors cardiac rate and rhythm of patients. Keeps accurate records. Requires completion of Coronary Care Course, Monitor Tech Course or six month previous training within the last year.
S057	Paramedic	Drives vehicle or rides along on emergency transports. Administers first aid and medical intervention as authorized by policy, protocol and credentials. Communicates with physicians and nursing staff via radio, and responds to their orders. Participates in maintenance of emergency transport vehicles and their inventories. Oversees care provided by EMTs with lesser credentials. Emergency Medical Technician with Paramedic certification (EMT-P).
S267	Patient Care Technician/Nurse Assistant	In collaboration with Staff Nurse provides direct care to a specified group of patients including patient treatments, vital signs, collecting specimens, EKG's and catheter care and removal. Exclude all student PCAs from organizational reporting.
S352	Patient Transporter	Performs routine custodial and nonprofessional duties such as providing patient transportation in the caring for patients.
S063	Phlebotomist	Performs various duties of a paramedical nature within the laboratory; collects specimens. Responsible for the performance of venipunctures, sorting request slips, and stocking laboratory supply items.
S035	Physician Assistant	Performs complete histories and physicals to establish and record patient's current health status. Develop working diagnosis to provide continuing medical care including daily examinations, writing orders, chart notes and discharge summaries. Certified Under direct physician supervision, performs history, physical exams and makes hospital rounds. Assists in the evaluation and work up of the patient, conferring with physician on treatment and follow-up. Assists physician with interpretation of test results. May assist surgeon in operating room with major and minor procedures. May be team leader in emergency, life saving procedures, under direct physician supervision. Graduate of an AMA (CAHEA) approved Physician Assistant program, with an Associate BA/BS, plus two years post-graduate education. Current NCCPA certification or board eligible.
S681	Surgical Assistant	Applies scientific principles and technical skills in assisting physicians in all phases of surgical operations. Assists in retracting, clamping, sponging, aspirating, draping, tying, suturing, and minor cutting under direct visual supervision of surgeon. May have successfully completed a physician assistant program from an accredited school.
S024	Surgical Technician (Certified)	Assists as requested in surgical procedures and related treatments. Responsible for the physical arrangement of patients and equipment for surgical procedures as directed by the surgeon or responsible nurse; responsible for clean-up duties as well as maintaining aseptic nature of environment. Reports to the supervisor in the operating room. Has completed a recognized accredited course of technical instruction in surgical techniques and assisting, and has passed the registry examination that is administered by the Liaison Council on Certification for the Surgical Technologist.

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Employer Workforce Survey Job Titles & Definitions

Job Code		Pharmacy
S016	Pharmacist (Registered)	Compounds and dispenses medicines and pharmaceutical preparations according to authorized prescriptions; performs routine tests on drugs; consults with medical staff.
S281	Pharmacy Technician	Works under the direction of a registered pharmacist in compounding and dispensing medications according to prescriptions written by physicians.
Job Code		Radiology
S059	CAT Scan (CT) Technician (Registered)	Prepares and positions patients and operates CT Scan equipment to produce three-dimensional images of the body. ARRT Registered.
S358	Echocardiograph Technician (Registered)	Evaluates cardiac patients for valvular function and myocardial wall motion using ultrasound equipment. ARDMS registered.
S312	Mammography Tech (Registered)	Operates mammography equipment to perform exams ranging from simple, routine mammograms to more complex needle localizations in conjunction with a Radiologist. Requires ARRT registration. Certification in mammography required. Requires one year radiologic experience, preferably in mammography.
S032	MRI Technician (Registered)	Performs MRI procedures. Working knowledge of MRI equipment including various head and body coils, computer technology, and laser imager. Requires ARRT registration. Certification in MRI preferred. Requires at least six months experience with MRI procedures, techniques and protocols.
S012	Nuclear Medicine Technician (Registered)	Operates radiosopic equipment, such as detectors and scanners, to produce scanograms and measure concentrations of radioactive isotopes in specified body areas to obtain information for use by physicians in diagnosing illnesses. Experienced radiologic technologist or equivalent with special registry in nuclear medicine from ARRT. NMTCB Certified.
S019	Radiology Tech (Registered)	Takes radiologic films of various portions of the body to assist in the detection of foreign bodies and the diagnosis of diseases and injuries. ARRT Registered.
S025	Ultrasonographer (Registered)	Performs diagnostic procedures on patients using ultrasound waves to examine tissue and body structures. ARDMS Registered.
Job Code		Social Service
S051	Social Worker (MSW)	Provides a social work service by helping patients with personal, social, financial, and environmental problems; participates in developing social and health programs in the community. Master's degree required.
Job Code		Therapy
S014	Occupational Therapist (Registered)	Rehabilitates the disabled, injured and diseased patient through the use of arts and crafts in accordance with a physician's prescription. Provides directed activities to assist in treatment and rehabilitation of mentally ill or physically handicapped patients.
S017	Physical Therapist (Registered)	Administers various physical therapeutic treatments to patients based on physician orders; assists in keeping patient related records and preparing reports.
S034	Physical Therapy Assistant	Administers various physical therapy treatments to patients under the direct supervision of physical therapist.
S021	Respiratory Therapist (Registered)	Administers oxygen and all forms of inhalation therapy to patients as prescribed by a physician; cleans and repairs oxygen equipment; may be involved in diagnostic studies under direct supervision of a physician.
S040	Speech Pathologist/Therapist (Registered)	Diagnoses, treats and performs research related to speech and language problems. MS required.

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Employer Workforce Survey Job Titles & Definitions

Job Code	Physician Practice (PP)	
S583	Medical Assistant - (PP)	Performs a variety of medically related tasks by assisting the doctor or nurse in providing direct patient care.
S721	Nurse Practitioner - (PP)	Provides general medical care and treatment to patients under direct supervision of physician in a physician office setting.
S302	Office Manager - (PP)	Assists with the operations of the physician practice, including supervision, orientation and training of office personnel. Coordinates all office functions such as transcription, scheduling, billing/collection and medical records.
S829	Physical Therapist - (PP)	Administers various physical therapeutic treatments to patients based on physician orders; assists in keeping patient related records and preparing reports.
S770	Physician Assistant - (PP)	Provides healthcare services to patients under direct supervision and responsibility of a physician.
S870	Receptionist - (PP)	Receives incoming visitors for the physician practice; answers various personal and telephone inquiries and performs a variety of duties.
S062	Registered Nurse - (PP)	Provides professional nursing services in the assessment, treatment and care of patients in the physician's office.
Physicians		
	Physicians	Report all physicians that are employed by the health system.
Broad Job Categories		
	C-Suite Executives	Report all senior chief executives that have a vice president title or higher and serve as part of the health system's senior chief leadership.
	Senior Level Officials and Directors	Report all senior level officials that have a title of director or senior manager within the health system. Examples include: Human Resources Director and Business Development Director.
	First/Mid-Level Managers & Officials	Report all first and mid-level managers and supervisors within the health system. Examples include: Case Management Supervisor, Medical Records Supervisor, Physical Therapy Supervisor.
	All Hospital Positions	Report hospital staff totals.
	All Physician Practice Positions	Report physician practice totals.
	All Other Organization Positions	Report totals for all remaining staff in your organization who do not fit the category of hospital staff or physician practice staff (i.e. business office staff, human resources staff, etc.).
	All Organization Positions	Report health system wide totals.