**Workforce Recruitment Survey of BPHC-Funded Health Centers: Summary Results**

| **Q1. Next to the employment categories provided below, please identify the number of current vacancies at your organization. (These are the same categories found in Table 5 of the Uniform Data System - UDS)** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **0** | **1** | **2** | **3** | **4** | **5** | **More than 5** | **Response Count** |
| **Family physician, general practitioner, internists, obstetrician/gynecologists, pediatricians, or other specialty physicians** | **32.4% (119)** | 29.7% (109) | 21.5% (79) | 8.7% (32) | 3.5% (13) | 1.6% (6) | 2.5% (9) | 367 |
| **Nurse practitioner, physician assistant, certified nurse midwife** | **50.1% (184)** | 29.7% (109) | 14.4% (53) | 2.2% (8) | 1.6% (6) | 1.4% (5) | 0.5% (2) | 367 |
| **Nurse, laboratory personnel, X-ray personnel, or other medical personnel** | **45.2% (166)** | 22.6% (83) | 12.0% (44) | 9.3% (34) | 3.5% (13) | 1.4% (5) | 6.0% (22) | 367 |
| **Dentist, dental hygienist, dental assistant, dental aide, dental tech** | **60.8% (223)** | 23.4% (86) | 9.5% (35) | 3.3% (12) | 1.4% (5) | 0.5% (2) | 1.1% (4) | 367 |
| **Psychiatrist, licensed clinical psychologist, licensed clinical social worker, or other mental health staff** | **62.1% (228)** | 26.7% (98) | 7.1% (26) | 2.7% (10) | 0.5% (2) | 0.0% (0) | 0.8% (3) | 367 |
| **Ophthalmologist, optometrist, or other vision care staff** | **93.7% (344)** | 5.2% (19) | 0.8% (3) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.3% (1) | 367 |
| **Pharmacy personnel** | **87.5% (321)** | 8.4% (31) | 3.5% (13) | 0.3% (1) | 0.0% (0) | 0.0% (0) | 0.3% (1) | 367 |
| **Case manager, health education specialist, outreach worker, transportation staff, eligibility assistance worker, interpretation staff** | **60.5% (222)** | 18.5% (68) | 12.8% (47) | 4.1% (15) | 1.4% (5) | 0.8% (3) | 1.9% (7) | 367 |
| **Management and support staff, fiscal and billing staff, IT staff, facility staff, patient support staff** | **41.4% (152)** | 25.6% (94) | 15.0% (55) | 5.4% (20) | 3.3% (12) | 4.1% (15) | 5.2% (19) | 367 |

| **Q2. Please identify the number of employment vacancies filled by new employees hired since August 2011.** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **0** | **1** | **2** | **3** | **4** | **5** | **More than 5** | **Response Count** |
| **Family physician, general practitioner, internists, obstetrician/gynecologists, pediatricians, or other specialty physicians** | **32.4% (119)** | 29.2% (107) | 17.2% (63) | 6.0% (22) | 3.5% (13) | 3.0% (11) | 8.7% (32) | 367 |
| **Nurse practitioner, physician assistant, certified nurse midwife** | **33.2% (122)** | 29.7% (109) | 16.1% (59) | 9.5% (35) | 3.3% (12) | 1.1% (4) | 7.1% (26) | 367 |
| **Nurse, laboratory personnel, X-ray personnel, or other medical personnel** | **30.0% (110)** | 16.9% (62) | 13.9% (51) | 10.4% (38) | 4.1% (15) | 4.1% (15) | 20.7% (76) | 367 |
| **Dentist, dental hygienist, dental assistant, dental aide, dental tech** | **46.0% (169)** | 21.3% (78) | 10.6% (39) | 9.3% (34) | 2.7% (10) | 0.5% (2) | 9.5% (35) | 367 |
| **Psychiatrist, licensed clinical psychologist, licensed clinical social worker, or other mental health staff** | **61.6% (226)** | 21.5% (79) | 7.4% (27) | 3.5% (13) | 1.6% (6) | 1.4% (5) | 3.0% (11) | 367 |
| **Ophthalmologist, optometrist, or other vision care staff** | **97.5% (358)** | 1.4% (5) | 0.3% (1) | 0.0% (0) | 0.3% (1) | 0.0% (0) | 0.5% (2) | 367 |
| **Pharmacy personnel** | **76.6% (281)** | 9.8% (36) | 6.8% (25) | 3.0% (11) | 0.5% (2) | 0.3% (1) | 3.0% (11) | 367 |
| **Case manager, health education specialist, outreach worker, transportation staff, eligibility assistance worker, interpretation staff** | **52.0% (191)** | 19.1% (70) | 11.4% (42) | 4.6% (17) | 2.7% (10) | 1.9% (7) | 8.2% (30) | 367 |
| **Management and support staff, fiscal and billing staff, IT staff, facility staff, patient support staff** | 22.9% (84) | **24.0% (88)** | 13.9% (51) | 10.1% (37) | 3.5% (13) | 2.7% (10) | 22.9% (84) | 367 |

| **Q3. Please approximate how long each employment vacancy was open for until being filled by new employees hired since August 2011. (Provide an average if there was more than one position open within an employment category)** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | **Less than 6 months** | **6 to 12 months** | **More than 12 months** | **Not applicable** | **Response Count** |
| **Family physician, general practitioner, internists, obstetrician/gynecologists, pediatricians, or other specialty physicians** | 27.8% (102) | **30.5% (112)** | 15.0% (55) | 26.7% (98) | 367 |
| **Nurse practitioner, physician assistant, certified nurse midwife** | **45.0% (165)** | 22.3% (82) | 3.0% (11) | 29.7% (109) | 367 |
| **Nurse, laboratory personnel, X-ray personnel, or other medical personnel** | **64.6% (237)** | 6.5% (24) | 1.4% (5) | 27.5% (101) | 367 |
| **Dentist, dental hygienist, dental assistant, dental aide, dental tech** | **44.1% (162)** | 11.7% (43) | 3.3% (12) | 40.9% (150) | 367 |
| **Psychiatrist, licensed clinical psychologist, licensed clinical social worker, or other mental health staff** | 29.4% (108) | 12.8% (47) | 5.7% (21) | **52.0% (191)** | 367 |
| **Ophthalmologist, optometrist, or other vision care staff** | 14.2% (52) | 0.0% (0) | 0.3% (1) | **85.6% (314)** | 367 |
| **Pharmacy personnel** | 31.3% (115) | 1.6% (6) | 0.8% (3) | **66.2% (243)** | 367 |
| **Case manager, health education specialist, outreach worker, transportation staff, eligibility assistance worker, interpretation staff** | **48.0% (176)** | 7.4% (27) | 0.8% (3) | 43.9% (161) | 367 |
| **Management and support staff, fiscal and billing staff, IT staff, facility staff, patient support staff** | **66.5% (244)** | 11.2% (41) | 2.7% (10) | 19.6% (72) | 367 |

| **Q4. Please specify the number of any new civilian or military veteran employees hired by your organization since August 2011.** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **0** | **1** | **2** | **3** | **4** | **5** | **more than 5** | **Response Count** |
| **Civilian (No military service history)** | **32.2% (118)** | 4.9% (18) | 7.1% (26) | 7.1% (26) | 5.2% (19) | 24.3% (89) | 19.3% (71) | 367 |
| **Military Veteran** | **64.0% (235)** | 24.5% (90) | 7.1% (26) | 2.5% (9) | 1.1% (4) | 0.0% (0) | 0.8% (3) | 367 |

**Q4a. If more than 5, please specify how many and identify if the employees were civilians or veterans in the space provided below. Note:** There was a fill-in portion to question 4 for respondents that hired more than 5 employees since August 2011. Although 74 respondents indicated hiring more than 5 employees, only 54 provided a response to the fill-in portion.

* For respondents who indicated hiring more than 5 **civilians** (n=71), 68 specified how many. The total of civilian hires specified in Q4a. = 1,215
* For respondents who indicated hiring more than 5 **military veterans** (n=3), only one specified how many. The total of military veteran hires specified in Q4a. = 10

Adding the fill-in responses with the hires indicated in Q4…

* **Civilians** hired since August 2011 is at least **1,884**
* **Military Veterans** hired since August 2011 is at least **205**

| **Q5. If you hired any veterans since August 2011, in general what were their years of service in the military? (Check all that apply). *NOTE: 131 provided a response to this question.*** | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | | | | | **Response Percent** | | **Response Count** |
| **1960-1969** | https://www.surveymonkey.com/i/t.gif | | | | | | | 3.1% | | 4 |
| **1970-1979** | https://www.surveymonkey.com/i/t.gif | | | | | | | 14.5% | | 19 |
| **1980-1989** | https://www.surveymonkey.com/i/t.gif | | | | | | | 24.4% | | 32 |
| **1990-1999** | https://www.surveymonkey.com/i/t.gif | | | | | | | 27.5% | | 36 |
| **2000-2009** | https://www.surveymonkey.com/i/t.gif | | | | | | | **45.8%** | | **60** |
| **2010-2012** | https://www.surveymonkey.com/i/t.gif | | | | | | | 19.1% | | 25 |
| **Currently active** | https://www.surveymonkey.com/i/t.gif | | | | | | | 17.6% | | 23 |
| **Q6. Please identify the number of employment vacancies filled by military veterans hired since August 2011.** | | | | | | | | | | |
|  | | **0** | **1** | **2** | **3** | **4** | **5** | | **More than 5** | **Response Count** |
| **Family physician, general practitioner, internists, obstetrician/gynecologists, pediatricians, or other specialty physicians** | | **94.6% (347)** | 4.6% (17) | 0.3% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | 0.5% (2) | 367 |
| **Nurse practitioner, physician assistant, certified nurse midwife** | | **90.7% (333)** | 8.2% (30) | 0.5% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | 0.5% (2) | 367 |
| **Nurse, laboratory personnel, X-ray personnel, or other medical personnel** | | **89.1% (327)** | 8.2% (30) | 1.4% (5) | 0.3% (1) | 0.3% (1) | 0.0% (0) | | 0.8% (3) | 367 |
| **Dentist, dental hygienist, dental assistant, dental aide, dental tech** | | **94.8% (348)** | 3.5% (13) | 0.5% (2) | 0.3% (1) | 0.0% (0) | 0.0% (0) | | 0.8% (3) | 367 |
| **Psychiatrist, licensed clinical psychologist, licensed clinical social worker, or other mental health staff** | | **98.1% (360)** | 1.1% (4) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | 0.8% (3) | 367 |
| **Ophthalmologist, optometrist, or other vision care staff** | | **98.6% (362)** | 0.3% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | 1.1% (4) | 367 |
| **Pharmacy personnel** | | **98.4% (361)** | 0.5% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | | 1.1% (4) | 367 |
| **Case manager, health education specialist, outreach worker, transportation staff, eligibility assistance worker, interpretation staff** | | **95.4% (350)** | 3.5% (13) | 0.0% (0) | 0.3% (1) | 0.0% (0) | 0.0% (0) | | 0.8% (3) | 367 |
| **Management and support staff, fiscal and billing staff, IT staff, facility staff, patient support staff** | | **85.3% (313)** | 10.4% (38) | 3.0% (11) | 0.5% (2) | 0.0% (0) | 0.0% (0) | | 0.8% (3) | 367 |

**Q7. Please provide your Bureau of Primary Health Care Management Information System (BHCMIS) identification in the space provided below.**

**Note:** Some respondents did not know their BHCMIS ID.

**Q8. Please provide the name of your organization in the space provided below.**

**Note:** I can provide you this list if you are interested.