

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	3.1%	4
1970-1979	14.5%	19
1980-1989	24.4%	32
1990-1999	27.5%	36
2000-2009	45.8%	60
2010-2012	19.1%	25

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.

Currently active 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,	85.3% (309)	10.4% (38)	3.0% (11)	0.5% (2)	0.0% (0)	0.0% (0)	0.8% (3)	367

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.

patient support staff	(313)	(38)	(11)	(2)	(0)	(0)
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Q7. Please provide your Bureau of Primary Health Care Management Information System (BHC MIS) identification in the space provided below.

Note: Some respondents did not know their BHC MIS 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.