

Ambulatory Care Employers Job Vacancy Survey

Results as of August 17, 2007

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August 23, 2007

Topics

- Data collection process
- Results as of August 17, 2007





Data Collection Process

- Ambulatory care includes a wide range of firms like
 - Optometrists
 - Chiropractors
 - Family/general practitioners
 - Outpatient surgical centers
- Conducted a pre-test survey in July of 30 firms
- For full survey, a sample of 427 units was chosen out of about 1,000 ambulatory care firms.
- Sample based on:
 - Firm size
 - Region



Data Collection Process

continued

- First mailing sent August 3rd
- Second mailing to go out approx. August 24th
- Long-term care firms will be surveyed early this fall
- Results will be used to estimate vacancies for all firms in the industry



Survey Results as of August 17, 2007

**Table: Wyoming Ambulatory Care Job Vacancy
Survey by Survey Status as of 8/17/07**

Survey Status	Number	Percent
Usable	138	32.3%
Out of Business	ND	ND
Refused	ND	ND
Survey Not Returned	285	66.7%
Total	427	100.0%

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Survey Results as of August 17, 2007

Table: Wyoming Ambulatory Care Job Vacancy Survey Firm Rating of Difficulty Recruiting Nurses

<i>Registered Nurses (Average Score: 3.7)</i>			<i>Certified Nursing Assistants (Average Score: 3.2)</i>			<i>Licensed Practical Nurses (Average Score: 3.8)</i>		
Firm Rating ^a	Number	Percent	Firm Rating ^a	Number	Percent	Firm Rating ^a	Number	Percent
1	ND	ND	1	0	0.0%	1	0	0.0%
2	3	15.0%	2	ND	ND	2	ND	ND
3	ND	ND	3	10	47.6%	3	ND	ND
4	7	35.0%	4	5	23.8%	4	4	26.7%
5	7	35.0%	5	ND	ND	5	5	33.3%
Total valid	20	100.0%	Total valid	21	100.0%	Total valid	15	100.0%

^aFirm rating scale: 1 = not at all difficult to recruit and 5 = very difficult to recruit.

ND - Not disclosable due to confidentiality of information.

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Table: Wyoming Ambulatory Care Job Vacancy Survey Firm Use of Recruitment & Retention Strategies

	Sign-On Bonus		Day Care/Sick Care Programs		Loan Forgiveness	
	Number	Percent	Number	Percent	Number	Percent
Not Used	114	95.0%	ND	ND	113	96.6%
Recruitment	ND	ND	0	0.0%	0	0.0%
Retention	ND	ND	0	0.0%	ND	ND
Recruitment & Retention	0	0.0%	ND	ND	ND	ND
Total Valid	120	100.0%	118	100.0%	117	100.0%
Refused or Out of Business	4	0.9%	4	0.9%	4	0.9%
Missing	18	4.2%	ND	ND	ND	ND
Don't Know	0	0.0%	ND	ND	ND	ND
	285	66.7%	285	66.7%	285	66.7%
Survey Not Returned						
Grand Total	427	100.0%	427	100.0%	427	100.0%

	Health Benefits		Retirement Plan		Tuition Rembursement	
	Number	Percent	Number	Percent	Number	Percent
Not Used	62	55.9%	59	53.2%	107	93.0%
Recruitment	8	7.2%	4	3.6%	ND	ND
Retention	20	18.0%	29	26.1%	3	2.6%
Recruitment & Retention	21	18.9%	19	17.1%	ND	ND
Total Valid	111	100.0%	111	100.0%	115	100.0%
Refused or Out of Business	4	0.9%	4	0.9%	4	0.9%
Missing	ND	ND	ND	ND	ND	ND
Don't Know	ND	ND	ND	ND	ND	ND
	285	66.7%	285	66.7%	285	66.7%
Survey Not Returned						
Grand Total	427	100.0%	427	100.0%	427	100.0%

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Table: Wyoming Ambulatory Care Job Vacancy Survey Firm Effectiveness Rating of Recruitment & Retention Strategies

Firm Rating ^a	Sign-On Bonus		Day Care/Sick Care Programs		Loan Forgiveness	
	Number	Percent	Number	Percent	Number	Percent
1	ND	ND	ND	ND	ND	ND
2	0	0.0%	ND	ND	ND	ND
3	4	57.1%	0	0.0%	0	0.0%
4	0	0.0%	ND	ND	ND	ND
5	ND	ND	0	0.0%	0	0.0%
Total Valid	7	100.0%	3	100.0%	5	100.0%
Not Used	117	27.4%	120	28.1%	116	27.2%
Don't Know	3	0.7%	4	0.9%	4	0.9%
Missing	11	2.6%	11	2.6%	13	3.0%
Refused or Out of Business	4	0.9%	4	0.9%	4	0.9%
	285	66.7%	285	66.7%	285	66.7%
Survey Not Returned						
Grand Total	427	100.0%	427	100.0%	427	100.0%

Firm Rating ^a	Health Benefits		Retirement Plan		Tuition Rembursement	
	Number	Percent	Number	Percent	Number	Percent
1	ND	ND	ND	ND	ND	ND
2	ND	ND	0	0.0%	0	0.0%
3	14	27.5%	5	45.5%	5	45.5%
4	16	31.4%	ND	ND	ND	ND
5	15	29.4%	ND	ND	ND	ND
Total Valid	51	100.0%	11	100.0%	11	100.0%
Not Used	66	15.5%	111	26.0%	111	26.0%
Don't Know	6	1.4%	3	0.7%	3	0.7%
Missing	15	3.5%	13	3.0%	13	3.0%
Refused or Out of Business	4	0.9%	4	0.9%	4	0.9%
	285	66.7%	285	66.7%	285	66.7%
Survey Not Returned						
Grand Total	427	100.0%	427	100.0%	427	100.0%

^aFirm rating scale: 1 = not at all effective and 5 = very effective.

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Survey Results as of August 17, 2007

Table: Wyoming Ambulatory Care Job Vacancy Survey: Are There Any Budgeted Positions for Nurses for Which You Are Not Actively Recruiting?

	Number	Percent
No	130	95.6%
Yes (7 Registered Nurse Positions)	6	4.4%
Total Valid	136	100.0%
Total Missing	291	68.1%
Grand Total	427	100.0%

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Survey Results as of August 17, 2007

Table: Wyoming Ambulatory Care Job Vacancy Survey: Does Firm Have Any Vacancies as of the Week of July 12, 2007?

	Number	Percent
No	122	88.4%
Yes	16	11.6%
Total Valid	138	100.0%
Total Missing	289	67.7%
Grand Total	427	100.0%

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Survey Results as of August 17, 2007

Table: Wyoming Ambulatory Care Job Vacancy Survey Number of Open Positions by Occupation^a and Average Hourly Wage

SOC ^b Code and Title		Number	Percent	Average Hourly Wage
291111	Registered Nurses	4	17.4%	\$18.67
291123	Physical Therapists	ND	ND	ND
292021	Dental Hygienists	ND	ND	ND
311012	Nursing Aides, Orderlies, & Attendants	6	26.1%	\$9.83
319011	Dental Assistants	5	21.7%	\$9.50
319092	Medical Assistants	ND	ND	ND
434171	Receptionists & Information Clerks	ND	ND	ND
439061	Office Clerks, General	ND	ND	ND
Total Open Positions		23	100.0%	\$14.16

^aOf the 138 firms responding to the survey as of 8/17/07, a total of 23 vacancies for 8 occupations were reported by 16 firms.

^bStandard Occupational Classification.

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Survey Results as of August 17, 2007

Table: Wyoming Ambulatory Care Job Vacancies by Education Required^a

Education Level	Number	Percent
Advanced Degree	ND	ND
Bachelor's Degree	0	0.0%
Associate's Degree	4	23.5%
Practical/Vocational Training Certificate	3	17.6%
High School or GED	ND	ND
No Education Required	3	17.6%
Total	17	100.0%

^aOf the 138 firms responding to the survey as of 8/17/07, a total of 23 vacancies for 8 occupations were reported by 16 firms.

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Table: Wyoming Ambulatory Care Job Vacancies by Licensure Requirements

	Professional Registration		Certification		License	
	Number	Percent	Number	Percent	Number	Percent
Not Required	14	82.4%	10	58.8%	10	58.8%
Required	3	17.6%	7	41.2%	7	41.2%
Total	17	100.0%	17	100.0%	17	100.0%

^aOf the 138 firms responding to the survey as of 8/17/07, a total of 23 vacancies for 8 occupations were reported by 16 firms.

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Miscellaneous

- Firms offering paid leave and health insurance: 9
- Firms offering a retirement plan: 10
- Average number of weeks position(s) vacant: 8.9
- Average number of hours person in position(s) expected to work per week: 32.6

Summary

- Received approximately 1/3 of surveys from the first mailing
- Firms are finding it the most difficult to recruit LPNs and RNs (3.8 and 3.7, respectively)
- Health and retirement benefits are the most commonly used recruitment & retention strategies
- Nursing Aides, Orderlies, & Attendants thus far are the most frequently reported vacancies
- Wages are highest for RNs (\$18.67/hour)
- An Associate's degree is the most frequently reported education requirement
- Licensure and certification required equally
- Much more data yet to collect