



IROQUOIS
Healthcare Association

SURVEY SOLUTIONS

2022 “Hot” Jobs Turnover & Vacancy Survey
For Upstate New York Health Care Providers
February 2022

CONFIDENTIAL

2022 “Hot” Jobs Turnover & Vacancy Survey

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2022 IHA "HOT" Jobs Turnover and Vacancy Survey



Identifies a Top 7 Highest Value in Each Column					Employee Turnover			Position Vacancies			Average
	Facility Count	# Terms in 2021	# Vacancies 1/1/2022	# Employed 1/1/2022	2021	2020	% Change 21 v 20	1/1/2022	1/1/2021	% Change 1/22 v 1/21	Days to Fill Position
FULL TIME EMPLOYEES - ALL	36	12,762	9,888	52,234	20.5%	9.4%	119.5%	15.9%	10.2%	56.0%	
PART TIME EMPLOYEES - ALL	36	3,784	3,272	10,489	27.5%	13.7%	100.8%	23.8%	15.0%	58.4%	
PER DIEM EMPLOYEES - ALL	36	5,051	3,440	11,641	33.5%	17.7%	89.2%	22.8%	30.3%	-24.8%	
ALL POSITIONS (FT, PT & PER DIEM)		21,597	16,600	74,364	23.7%	11.4%	107.9%	18.2%	14.3%	27.2%	
C.T. Tech	33	52	36	322	14.5%	13.6%	7.0%	10.1%	13.9%	-27.8%	81
Cafeteria/Food Service Worker	33	699	296	1,093	50.3%	37.2%	35.4%	21.3%	18.9%	12.7%	35
Certified Nurse Assistant - Long Term Care	21	616	307	681	62.3%	38.2%	63.2%	31.1%	31.5%	-1.3%	84
Emergency Room Technician	22	166	88	312	41.5%	27.6%	50.1%	22.0%	21.4%	2.8%	30
Employed Physicians - all specialties	28	252	381	2,138	10.0%	n/a	n/a	15.1%	n/a	n/a	95
Environmental Services Aide	36	815	405	1,765	37.6%	30.8%	22.0%	18.7%	12.3%	52.1%	55
Lab Clinical Support Technician	12	96	24	163	51.3%	42.8%	20.0%	12.8%	23.1%	-44.4%	50
Laboratory Aide	28	101	65	316	26.5%	23.6%	12.3%	17.1%	17.4%	-1.7%	22
Licensed Practical Nurse - all care settings excluding LTC	33	614	639	1,918	24.0%	24.2%	-0.9%	25.0%	21.6%	15.4%	72
Licensed Practical Nurse - Long Term Care	20	149	149	319	31.8%	27.5%	15.7%	31.8%	30.7%	3.7%	85
Medical Assistant - Inpatient	18	55	47	155	27.2%	13.3%	104.6%	23.3%	8.3%	181.5%	51
Medical Assistant - Outpatient	23	222	129	591	30.8%	14.3%	115.4%	17.9%	11.5%	55.9%	51
Medical Technician (MLT) (Hospital-based)	27	24	55	169	10.7%	9.0%	19.2%	24.6%	19.7%	24.9%	110
Medical Technologist	28	129	137	594	17.6%	11.7%	50.9%	18.7%	22.2%	-15.7%	138
Multiskill Patient Care	17	784	464	1,527	39.4%	21.4%	84.1%	23.3%	37.1%	-37.2%	26
Nurse Assistant - non-certified, all care settings excluding LTC	32	1,200	649	2,441	38.8%	34.5%	12.5%	21.0%	13.8%	52.6%	55
Nurse Practitioner (Hospital-based)	28	109	143	597	14.7%	5.5%	169.0%	19.3%	11.0%	76.5%	103
Operating Room Technician (Surgical Technician)	35	148	154	395	27.0%	15.0%	80.1%	28.1%	30.2%	-7.2%	139
Patient Registration Clerk	34	838	426	2,230	31.6%	27.4%	15.0%	16.0%	12.2%	30.9%	66
Pharmacy Technician	31	169	100	517	27.4%	17.0%	60.7%	16.2%	17.2%	-6.0%	60
Physician Assistant (Hospital-based)	30	93	193	798	9.4%	6.7%	40.3%	19.5%	9.5%	104.3%	99
Radiologic Technologist	30	118	105	653	15.6%	10.6%	47.5%	13.9%	18.6%	-25.5%	90
Registered Nurse - All care settings excluding LTC	36	3,812	4,167	12,352	23.1%	14.8%	55.5%	25.2%	17.6%	43.5%	75
Registered Nurse - Emergency Room	28	313	362	868	25.4%	8.1%	212.8%	29.4%	8.3%	255.3%	88
Registered Nurse - Long Term Care	18	69	47	113	43.1%	13.3%	225.4%	29.4%	21.7%	35.5%	110
Registered Nurse - Outpatient	23	381	207	1,411	23.5%	16.7%	41.3%	12.8%	4.9%	161.0%	67
Registered Nurse - Urgent Care	19	60	38	223	23.0%	31.3%	-26.6%	14.6%	15.2%	-3.9%	57
Respiratory Therapist	35	161	188	623	19.9%	14.6%	36.4%	23.2%	22.3%	3.9%	157
Transport Aide	30	125	39	278	39.4%	37.4%	5.5%	12.3%	17.3%	-28.8%	41
Ultrasonographer (Ultrasound Technician)	34	68	52	351	16.9%	10.1%	67.5%	12.9%	16.1%	-19.7%	95

All Positions - Full-Time, Part-Time & Per Diem Employees

36 Upstate NY Hospitals Reporting

EMPLOYMENT

- 74,364 staff employed on 1/1/22

VACANT POSITIONS – HOSPITALS RECRUITING TO FILL THE POSITIONS

- 16,600 vacancies on 1/1/22
 - ✓ **18.2% vacancy rate compared to 14.3% one year ago, a 27% increase.**

Registered Nurse - All hospital care settings excluding Long Term Care

36 Upstate NY Facilities

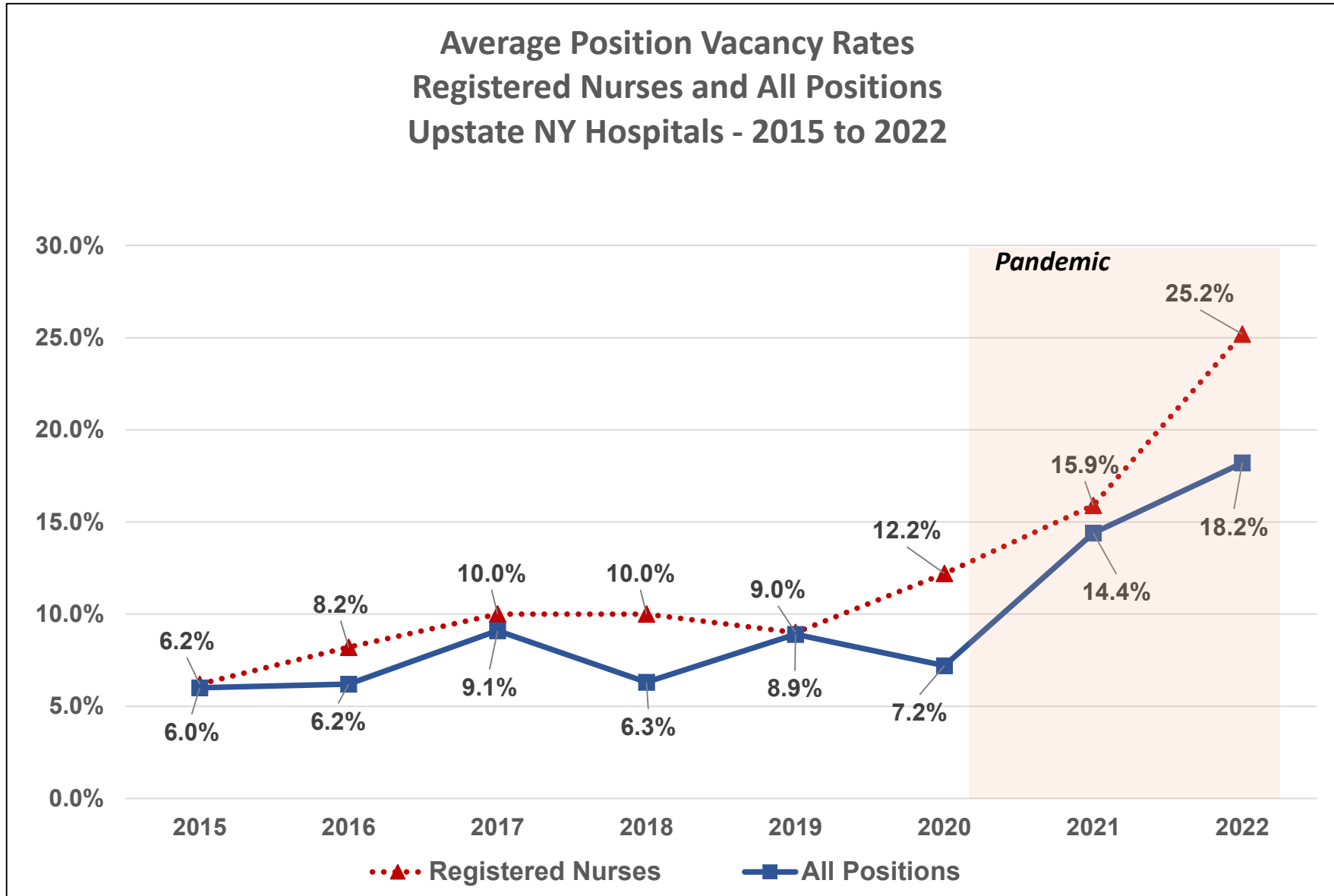
EMPLOYMENT

- 12,352 RNs employed on 1/1/22,
the largest category of employees in a hospital.

VACANT POSITIONS – HOSPITALS RECRUITING TO FILL THE POSITION

- 4,167 RN vacancies on 1/1/22
 - ✓ **25.2% RN vacancy rate compared to 17.6% one year ago, a 43.5% increase.**

Average Position Vacancy Rates Registered Nurses and All Positions Upstate NY Hospitals - 2015 to 2022



Highest Vacancy Rates by Job Title

- | | |
|--|-------|
| 1. Licensed Practical Nurse - <i>Long Term Care</i> | 31.8% |
| 2. Certified Nurse Assistant - <i>Long Term Care</i> | 31.1% |
| 3. Registered Nurse - <i>Emergency Room</i> | 29.4% |
| 4. Registered Nurse - <i>Long Term Care</i> | 29.4% |
| 5. Operating Room Technician (<i>Surgical Technician</i>) | 28.1% |
| 6. Registered Nurse - <i>All care settings excluding LTC</i> | 25.2% |
| 7. Licensed Practical Nurse - <i>all care settings excluding LTC</i> | 25.0% |

Highest % Change in Vacancy Rates by Job Title 1/1/22 vs. 1/1/21

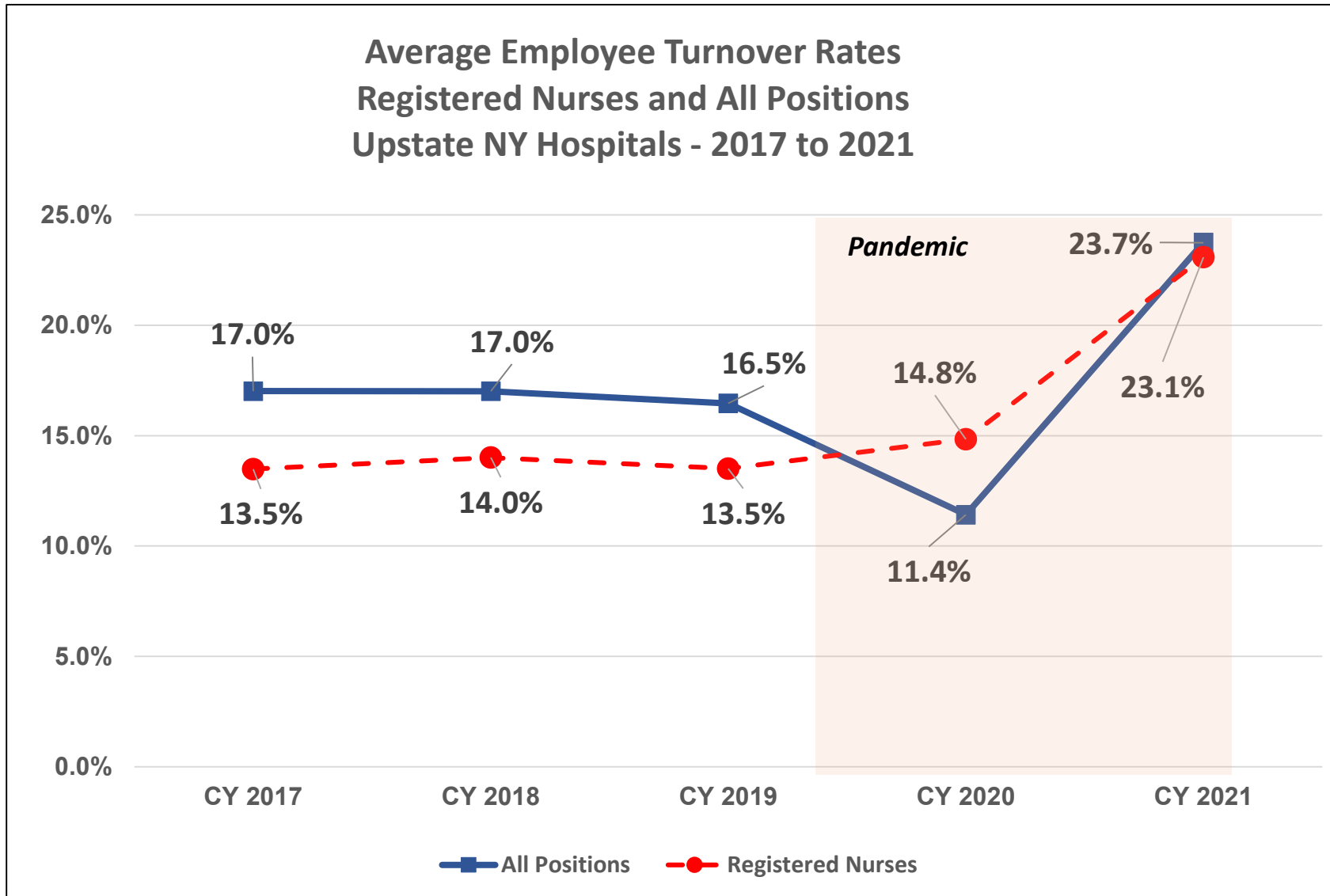
1. Registered Nurse - <i>Emergency Room</i>	255.3%
2. Medical Assistant - <i>Inpatient</i>	181.5%
3. Registered Nurse - <i>Outpatient</i>	161.0%
4. Physician Assistant (<i>Hospital-based</i>)	104.3%
5. Nurse Practitioner (<i>Hospital-based</i>)	76.5%
6. Medical Assistant - <i>Outpatient</i>	55.9%
7. Nurse Assistant - <i>non-certified, all care settings excluding LTC</i>	52.6%

Upstate NY Hospitals - Workforce Data

- *Employee Turnover Full-Time Positions* was **20.5%** in CY 2021, a **120%** increase from the CY 2020 rate of **9.4%**.
- *Employee Turnover All Positions (FT, PT & Per Diem)* was **23.7%** in CY 2021, a **108%** increase from the CY 2020 rate of **11.4%**.
- *Vacancy Rate Full-Time Positions* was **15.9%** on 1/1/22, a **56%** increase from one year ago of **10.2%**.
- *Vacancy Rate All Positions (FT, PT & Per Diem)* was **18.2%** on 1/1/22, a **27%** increase from one year ago of **14.3%**.

Highest Employee Turnover Rates by Job Title

1. Certified Nurse Assistant - <i>Long Term Care</i>	62.3%
2. Lab Clinical Support Technician	51.3%
3. Cafeteria/Food Service Worker	50.3%
4. Registered Nurse - <i>Long Term Care</i>	43.1%
5. Emergency Room Technician	41.5%
6. Transport Aide	39.4%
7. Multi-Skill Patient Care	39.4%



Highest # of Days to Fill a Vacant Position by Job Title

- | | |
|---|----------|
| 1. Respiratory Therapist | 157 days |
| 2. Operating Room Technician (<i>Surgical Technician</i>) | 139 days |
| 3. Medical Technologist | 138 days |
| 4. Registered Nurse - <i>Long Term Care</i> | 110 days |
| 5. Medical Technician (MLT) (<i>Hospital-based</i>) | 110 days |
| 6. Nurse Practitioner (<i>Hospital-based</i>) | 103 days |
| 7. Physician Assistant (<i>Hospital-based</i>) | 99 days |

Average All Positions 73 days

Participating Facilities

Facility	County	Facility	County
Adirondack Health	Franklin	Nathan Littauer Hospital	Fulton
Albany Medical Center Hospital	Albany	Newark Wayne Community Hospital	Wayne
Auburn Community Hospital	Cayuga	Nicholas H. Noyes Memorial Hospital	Ontario
Bassett Medical Center	Otsego	Oneida Healthcare Center	Madison
Brooks TLC Hospital System, Inc.	Chautauqua	Orleans Community/Medina Memorial Hospital	Orleans
Canton-Potsdam Hospital	St. Lawrence	Oswego Health	Oswego
Cayuga Medical Center at Ithaca	Tompkins	Rochester General Hospital	Monroe
Clifton-Springs Hospital Clinic	Ontario	Rome Health	Oneida
Cobleskill Regional Hospital	Schoharie	Samaritan Medical Center	Jefferson
Columbia Memorial Hospital	Columbia	Saratoga Hospital	Saratoga
Crouse Hospital	Onondaga	St. James Hospital	Steuben
Ellis Hospital	Schenectady	UHS Chenango Memorial Hospital	Chenango
Glens Falls Hospital	Warren	United Health Services	Broome
Gouverneur Hospital	St. Lawrence	United Memorial Medical Center	Genesee
Lewis County General Hospital	Lewis	Unity Hospital	Monroe
Little Falls Hospital	Herkimer	Upstate University Hospital	Onondaga
Massena Hospital	St. Lawrence	UVMHN Champlain Valley Physicians Hospital	Clinton
MVHS Faxton St. Luke's Healthcare	Oneida		
MVHS St. Elizabeth Campus	Oneida		