

Vermont Health Workforce Assessment Survey

Hospital Health Employee Survey 2005

Prepared by:

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Who was surveyed?

In February, 2005 The Vermont Health Workforce Survey was sent to all hospital nurse executives. This contact person was asked to participate in the data collection with assistance from human resources and other department heads as needed. Seventy-five percent of Vermont hospitals responded. Vacancy rates were calculated as follows: The number of vacant positions was divided by the total actual FTEs employed plus the vacant FTEs from all responding institutions as of 2/15/05. Turnover rates were calculated as follows: Total # workers leaving institution between 2/15/04 – 2/15/05 divided by total # part-time + full-time workers employed as of 2/15/05.

VACANCY RATES:

| | 2003 | 2005 |
|--------------------------------|------|------|
| Physical Therapy Assistant | 0% | 16% |
| Speech Therapist | 9% | 11% |
| Pharmacist | 23% | 9% |
| Physical Therapist | 5% | 9% |
| Medical Lab Technologist | 11% | 6% |
| Occupational Therapist | 2% | 5% |
| Respiratory Therapist | 18% | 5% |
| Medical Lab Technician | 5% | 4% |
| Radiologic Therapist | 13% | 3% |
| Pharmacy Technician | 35% | 2% |
| Ultrasound Tech/sonographer | 1% | 1% |
| Social Worker | 7% | 0% |
| Dietician | 0% | 0% |
| Nuclear Medicine Technologist | 5% | 0% |
| Operating Room Technician | 16% | 0% |
| Sterile Reprocessor Technician | 2% | 0% |

TURNOVER RATES:

| | 2003 | 2005 |
|-------------------------------|------|------|
| Speech Therapist | 17% | 30% |
| Occupational Therapist | 38% | 25% |
| Ultrasound Tech/sonographer | 24% | 21% |
| Pharmacist | 23% | 16% |
| Operating Room Technician | 15% | 15% |
| Dietician | 17% | 13% |
| Physical Therapy Aide | 18% | 13% |
| Medical Lab Technician | 11% | 13% |
| Physical Therapist | 15% | 12% |
| Medical Lab Technologist | 5% | 10% |
| Sterile Reprocessor Tech | 20% | 10% |
| Radiologic Technologist | 16% | 9% |
| Dietetic Technician | 70% | 8% |
| Social Worker | 9% | 7% |
| Respiratory Therapist | 23% | 6% |
| Pharmacy Technician | 14% | 4% |
| Nuclear Medicine Technologist | 4% | 0% |

Measuring Need...

- Need for social workers was considered greater than budgeted positions in 3 out of 12 hospitals.
- Need for occupational therapists was considered greater than budgeted in 2 out of 12 hospitals.

Average # weeks to fill these hospital positions

- Speech Therapist – 31 weeks
- Ultrasound Tech – 28 weeks
- Pharmacist – 28 weeks
- Physical Therapist – 23 weeks
- Radiologic Technologist – 22 weeks
- Medical Technologist – 16 weeks
- Medical Laboratory Tech – 15 weeks