



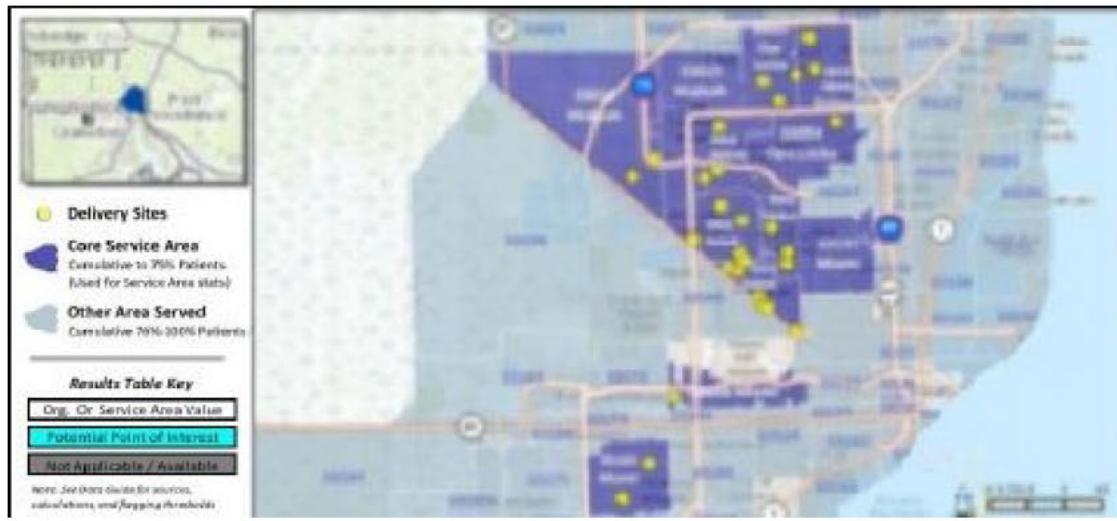
Health Center Recruitment and Retention Data Summary

HOCSS000000: GENERIC HEALTH CENTER, INC.

10 MAIN ST / ANYTOWN, USA 12345

Descriptive Attributes

Health Center Organization		Service Area	
Number of Sites	4	FQHC Uninsured Penetration	51%
Medical Users	8,921	FQHC Medicaid Penetration	29%
% Non-Patient Service Revenue	70%	# Grantees serving area	13
Special Pop Focus (majority of patients)?	No	Total Pop in SA	153,434
Any Grant Conditions?	No	Total Low Income Pop in SA	84,849
EHR Installed/In-Use?	Yes	% Medicaid Pop	31%
PCMH Recognition?	No	% Uninsured Pop	15%
Grantee Medical HPSA Score	18	% Low Income Pop	55%
CHC <input checked="" type="checkbox"/> MHC <input type="checkbox"/> HO <input type="checkbox"/> PH <input type="checkbox"/>	Urban	% of S.A. pop covered by a PC HPSA	0%



Recruitment	Health Center	Health Center		Service Area	
		1) NHSC MD,DO Placement / Current MD Staff	0%	6) NHSC Dentist Placement / Current Staff FTE	0%
		2) NHSC NP,PA,CNM Placement / Current Staff	0%	7) NHSC Dentist Vacancy / Current Staff FTE	0%
		3) NHSC MD,DO Vacancy / Current MD Staff	0%	8) NHSC Psych,LCSW Placement / Staff FTE	0%
		4) NHSC NP,PA,CNM Vacancy / Current Staff	0%	9) NHSC Psych,LCSW Vacancy / Current Staff FTE	0%
		5) Ratio of Avg. Pay per Med FTE to MGMA mix	89%	10) Language Focus (% Best Served nonEnglish)	0%
				11) 4 Year Avg Profit/Loss (as % Expenses)	-7%
	Service Area	1) Primary Care MD/DOs per 100k Pop	33	4) Dentists per 100k Pop	21
		2) % Non-MD providers (wgt by productivity)	29%	5) Population Density (pop/sq.mile)	17,925
		3) Specialist MD/DOs per 100k Pop	144	6) % Limited English Proficiency	6%
Retention	Health Center	1) Months per Senior Admin staff (CEO/CMO)	50	9) Year-end Staff Count per FTE - PC MD,DOs	3.57
		2) Patient Panel per Med provider FTE	959	10) Year-end Staff Count per FTE - PC NP,PA,CNM	1.35
		3) Visits per FTE - PC MD,DO	2,647	11) Avg Tenure Months/ Staff Count - PC MD	54
		4) Ratio of Visits per PC Team FTE to MGMA mix	99%	12) Avg Tenure Months/ Staff Count - NP,PA,CNM	68
		5) % NonPhysician providers (of Med prov. FTE)	60%	13) Clinical Quality - Diabetes (HbA1c<8%)	28%
		6) Primary Care Clinical Support Ratio	1.58	14) Clinical Quality - Hypertension (controlled)	43%
		7) Admin Support Ratio - Medical	1.57	15) Year-end staff individuals per FTE-Dentists	2.42
		8) Dental Clinical Support Ratio	1.58	16) Year-end Psychiatrist,Psychologist per FTE	
			17) Year-end LCSW per FTE	0.97	
			1) Violent crime rate per 100k Pop		2) % Pop with Non-Medical Use of Pain Meds
				3) % Pop with Illicit Drug Dependence/Abuse	1.9%

Health Center Recruitment and Retention Trend Summary (compared to prior year profile)

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Trend Measure		Prior Year	Current Year	Trend	Trend % (of PY)
Recruitment	1) NHSC MD,DO Placement / Current MD Staff	27%	18%	-9%	-34%
	2) NHSC NP,PA,CNM Placement / Current Staff	29%	33%	4%	14%
	3) NHSC MD,DO Vacancy / Current MD Staff	18%	3%	-16%	-86%
	4) NHSC NP,PA,CNM Vacancy / Current Staff	22%	0%	-22%	-100%
	5) Ratio of Avg. Pay per Med FTE to MGMA mix	94%	92%	-2%	-2%
	6) NHSC Dentist Placement / Current Staff FTE	11%	31%	21%	191%
	7) NHSC Dentist Vacancy / Current Staff FTE	16%	0%	-16%	-100%
	8) NHSC Psych,LCSW Placement / Staff FTE	Not Included	0%		N/A
	9) NHSC Psych,LCSW Vacancy / Current Staff FTE	77%	0%	-77%	-100%
	10) Language Focus (% Best Served nonEnglish)	22%	21%	-1%	-3%
	11) 4 Year Avg Profit/Loss (as % Expenses)	4%	3%	0%	-13%
Retention	1) Months per Senior Admin staff (CEO/CMO)	318	280	-37	-12%
	2) Patient Panel per Med provider FTE	710	724	14	2%
	3) Visits per FTE - PC MD,DO	2,776	2,745	-31	-1%
	4) Ratio of Visits per PC Team FTE to MGMA mix	96%	91%	-5%	-5%
	5) % NonPhysician providers (of Med prov. FTE)	39%	42%	3%	9%
	6) Primary Care Clinical Support Ratio	2.26	2.23	-0.03	-1%
	7) Admin Support Ratio - Medical	0.99	1.01	0.03	3%
	8) Dental Clinical Support Ratio	1.12	1.16	0.05	4%
	9) Year-end Staff Count per FTE - PC MD,DOs	1.18	1.28	0.10	8%
	10) Year-end Staff Count per FTE - PC NP,PA,CNM	1.37	1.17	-0.20	-14%
	11) Avg Tenure Months/ Staff Count - PC MD	59	70	11	19%
	12) Avg Tenure Months/ Staff Count - NP,PA,CNM	40	44	3	8%
	13) Clinical Quality - Diabetes (HbA1c<8%)	50%	47%	-3%	-7%
	14) Clinical Quality - Hypertension (controlled)	54%	63%	9%	17%
	15) Year-end staff individuals per FTE - Dentists	0.97	1.05	0.08	8%
	16) Year-end Psychiatrist,Psychologist per FTE	0.87	1.16	0.29	33%
	17) Year-end LCSW per FTE	2.84	1.39	-1.45	-51%

What Now?

- Review profile and note any blue flagged data points as potential areas of interest.
- Access the [Profile User Guide](#) and Data Point Bundle in the [Resource Center](#) for more details on specific data points and what they mean.
- Review the blue flagged data points and supplementary materials with your workforce team to unpack the numbers and identify specific issues to improve your workforce program.
- Contact STAR² Center staff to further discuss your profile and/or schedule Technical Assistance.
 - info@chcworkforce.org or (844)ACU-HIRE
- Search the STAR² Center website (www.chcworkforce.org) for tools and training related to your specific workforce issues