



# Health Center Recruitment and Retention Data Summary

H80CS00000: GENERIC HEALTH CENTER, INC

10 MAIN ST. | ANYTOWN, USA 01234

## Descriptive Attributes

Health Center Organization		Service Area	
Number of Sites	4	FQHC Uninsured Penetration	30%
Medical Users	6,282	FQHC Medicaid Penetration	9%
% Non-Patient Service Revenue	54%	# Grantees serving area	6
Special Pop Focus (majority of patients)?	No	Total Pop in SA	77,872
EHR Installed/In-Use?	Yes	Total Low Income Pop in SA	40,570
PCMH Recognition?	Yes	% Medicaid Pop	26%
Grantee Medical HPSA Score	16	% Uninsured Pop	13%
% of S.A. pop covered by a PC HPSA	100%	% Low Income Pop	52%
CHC <input checked="" type="checkbox"/> MHC <input type="checkbox"/> HO <input type="checkbox"/> PH <input type="checkbox"/>	Rural		



Recruitment	Health Center				
	Service Area				
Retention	Health Center	1) NHSC Placement % of MD,DO Staff	0%	6) NHSC Vacancies as % of MD,DO Staff	195%
		2) NHSC Placement % of NP,PA,CNM Staff	29%	7) NHSC Vacancies as % of NP,PA,CNM Staff	0%
		3) NHSC Placement % of Dentist Staff	0%	8) NHSC Vacancies as % of Dentist Staff	0%
		4) NHSC Placement % of Psych,LCSW Staff		9) NHSC Vacancies as % of Psych,LCSW Staff	
		5) Ratio of Avg. Pay per Med FTE to MGMA mix	84%	10) Language Focus (% Best Served nonEnglish)	7%
	Service Area	1) Primary Care MD/DOs per 100k Pop	34	11) 4 Year Avg Profit/Loss (as % Expenses)	-4%
		2) Specialist MD/DOs per 100k Pop	31	3) Population Density (pop/sq.mile)	49
				4) % Limited English Proficiency	3%
	Health Center	1) Patient Panel per Med provider FTE	735	9) Months per Senior Admin staff (CEO/CMO)	136
		2) Visits per FTE - PC MD,DO	2,077	10) Avg Tenure Months/ Staff Count - PC MD	58
		3) Ratio of Visits per PC Team FTE to MGMA mix	79%	11) Avg Tenure Months/ Staff Count - NP,PA,CNM	57
		4) % NonPhysician providers (of Med prov. FTE)	82%	12) Clinical Quality - Diabetes (HbA1c<8%)	54%
		5) Primary Care Clinical Support Ratio	1.41	13) Clinical Quality - Hypertension (controlled)	58%
		6) Dental Clinical Support Ratio	0.56	14) Year-end staff individuals per FTE-Dentists	1.00
		7) Year-end Staff Count per FTE - PC MD,DOs	1.95	15) Year-end Psychiatrist,Psychologist per FTE	
		8) Year-end Staff Count per FTE - PC NP,PA,CNM	1.00	16) Year-end LCSW per FTE	
Service Area	1) Violent crime rate per 100k Pop	462	3) % Pop with Illicit Drug Dependence/Abuse	2.6%	
	2) % Pop with Non-Medical Use of Pain Meds	4.6%			

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

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Trend Measure		2 Prior Report	Prior Report	Current Report	Trend (from 2 Prior)
<b>Recruitment</b>	1) NHSC Placement % of MD,DO Staff	0%	0%	0%	0%
	2) NHSC Placement % of NP,PA,CNM Staff	0%	0%	29%	29%
	3) NHSC Placement % of Dentist Staff	0%	0%	0%	0%
	4) NHSC Placement % of Psych,LCSW Staff	Not Included			
	5) Ratio of Avg. Pay per Med FTE to MGMA mix	73%	71%	84%	11%
	6) NHSC Vacancies as % of MD,DO Staff	0%	<b>38%</b>	<b>195%</b>	195%
	7) NHSC Vacancies as % of NP,PA,CNM Staff	0%	<b>52%</b>	0%	0%
	8) NHSC Vacancies as % of Dentist Staff	0%	0%	0%	0%
	9) NHSC Vacancies as % of Psych,LCSW Staff				
	10) Language Focus (% Best Served nonEnglish)	9%	9%	7%	-2%
	11) 4 Year Avg Profit/Loss (as % Expenses)	0%	-4%	-4%	-4%
<b>Retention</b>	1) Patient Panel per Med provider FTE	860	670	735	-126
	2) Visits per FTE - PC MD,DO	2,386	2,181	2,077	-309
	3) Ratio of Visits per PC Team FTE to MGMA mix	85%	71%	79%	-7%
	4) % NonPhysician providers (of Med prov. FTE)	60%	69%	<b>82%</b>	22%
	5) Primary Care Clinical Support Ratio	1.35	<b>1.07</b>	1.41	0.06
	6) Dental Clinical Support Ratio	<b>0.55</b>	0.65	0.56	0.02
	7) Year-end Staff Count per FTE - PC MD,DOs	1.07	<b>0.76</b>	1.95	0.88
	8) Year-end Staff Count per FTE - PC NP,PA,CNM	1.21	1.39	<b>1.00</b>	-0.21
	9) Months per Senior Admin staff (CEO/CMO)	100	112	136	36
	10) Avg Tenure Months/ Staff Count - PC MD	70	97	58	-12
	11) Avg Tenure Months/ Staff Count - NP,PA,CNM	94	67	57	-37
	12) Clinical Quality - Diabetes (HbA1c<8%)	57%	64%	54%	-4%
	13) Clinical Quality - Hypertension (controlled)	67%	67%	58%	-9%
	14) Year-end staff individuals per FTE - Dentists	1.94	1.00	1.00	-0.94
	15) Year-end Psychiatrist,Psychologist per FTE				
	16) Year-end LCSW per FTE				

*Note: Due to a change in the timing of the release of these profiles, this report incorporates 2016 UDS data, while the prior reports are based on 2013 and 2014 UDS respectively, with no profile report based on 2015 UDS.*

### What Now?

- Review your Data Profile and note any blue flagged data points as potential areas of interest.
- Visit the [Data Profile Information Center](#) to access the User Guide and other supporting documents for more on specific data points and what they mean.
- Contact STAR<sup>2</sup> Center staff to further discuss your profile and/or schedule Technical Assistance.
  - [info@chcworkforce.org](mailto:info@chcworkforce.org) -- 844-ACU-HIRE
- Search the STAR<sup>2</sup> Center website (<http://www.chcworkforce.org/>) for tools and training related to your specific workforce issues.