

STAR² CENTER

INDIVIDUAL DATA PROFILES

The Association of Clinicians for the Underserved (ACU) has developed individual recruitment and retention Data Profiles for each Health Center Program grantee and FQHC Look Alike designed to serve as a self-evaluation tool. Health center staff are encouraged to review their Data Profiles and the supplementary materials to identify specific strengths and challenges as well as national workforce trends.

INDIVIDUAL & CUSTOMIZED

SELF-EVALUATION TOOL OF WORKFORCE ENVIRONMENT

RICH & DIVERSE DATA SETS

FREE OF CHARGE

Health Center Recruitment and Retention Data Summary
HCS000000: GENERIC HEALTH CENTER, INC.
10 MAIN ST | ANYTOWN, USA | 2345

Health Center Organization

Number of Sites	8	FQHC Unilateral Penetration	53%
Medical Users	8,922	FQHC Multistate Penetration	29%
% Non-Patient Service Revenue	70%	# Grantees serving area	13
Special Pop Focus (majority of patients?)	Yes	Total Pop in SA	133,414
Any Grant Conditions?	No	Total Line Income Pop in SA	84,849
EMR Installed/In-Use?	Yes	% Medicaid Pop	33%
PCMH Recognition?	No	% Uninsured Pop	
Grantee Medical MIPS Score	1.18	% Low Income Pop	
CHC <input checked="" type="checkbox"/> MHC <input type="checkbox"/> HD <input type="checkbox"/> FH <input type="checkbox"/>		% of S.A. pop covered by a PC MIPS	
		Urban	

Service Area

1) NSIC MD/DO Placement / Current MD Staff: 0%

2) NSIC NP,PA,CNM Placement / Current Staff: 0%

3) NSIC MD/DO Vacancy / Current MD Staff: 0%

4) NSIC NP,PA,CNM vacancy / Current staff: 0%

5) % ratio of Avg. Pay per Med FTE to MGMA mix: 89%

6) Primary Care MD/DOs per 100k Pop: 33

7) Specialist MD/DOs per 100k Pop: 144

8) NSIC Dentist Placement / Current Staff: 0%

9) NSIC Psych/LCSW Placement / Staff FTE: 0%

10) % NSIC Psych/LCSW vacancy / Current staff: 0%

11) % ratio of Avg. Pay per Med FTE to MGMA mix: 89%

12) 14 Year Avg Prof/Loss (as % Expense): 131.4

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Health Center Recruitment and Retention Trend Summary
(compared to prior year profile)
HCS000000: GENERIC HEALTH CENTER, INC.

Trend Measure	Prior Year	Current Year	Trend	Trend % (of PY)
1) NSIC MD/DO Placement / Current MD Staff	27%	19%	-8%	-24%
2) NSIC NP,PA,CNM Placement / Current Staff	29%	13%	-16%	-54%
3) NSIC MD/DO Vacancy / Current MD Staff	18%	3%	-15%	-83%
4) NSIC NP,PA,CNM vacancy / Current staff	24%	0%	-24%	-100%
5) Ratio of Avg. Pay per Med FTE to MGMA mix	94%	93%	-1%	-1%
6) NSIC Dentist Placement / Current staff FTE	11%	14%	3%	21%
7) NSIC Dentist Vacancy / Current staff FTE	14%	0%	-14%	-100%
8) NSIC Psych/LCSW Placement / Staff FTE	Not Included	0%	0%	NA
9) NSIC Psych/LCSW Vacancy / Current staff FTE	77%	0%	-77%	-100%
10) Language Focus (% Best Served non/ang/ish)	22%	24%	2%	9%
11) 4 Year Avg Prof/Loss (as % Expense)	4%	1%	-3%	-13%
12) Months per Senior Admin staff (CEO/CMO)	318	280	-37	-12%
13) Patient Panel per Admin provider FTE	710	714	4	1%
14) Visits per FTE - PC MD/DO	2,776	2,745	-31	-1%
15) Ratio of Visits per PC Team FTE to MGMA mix	86%	81%	-5%	-5%
16) % Nonphysician providers (of Med prov. FTE)	39%	42%	3%	8%
17) Primary Care Clinical Support Ratio	2.28	2.23	-0.05	-2%
18) Admin Support Ratio - Medical	0.99	1.01	0.02	2%
19) Dental Clinical Support Ratio	1.12	1.14	0.02	4%
20) Year-end Staff Count per FTE - PC MD/DO	1.18	1.18	0.00	0%
21) Year-end Staff Count per FTE - PC NP,PA,CNM	1.37	1.37	-0.00	-14%
22) Aug Tempore Months/ staff count - PC MD	99	70	-29	-29%
23) Aug Tempore Months/ Staff Count - NP,PA,CNM	40	41	1	8%
24) Clinical Quality - Diabetes (HbA1c<9%)	50%	47%	-3%	-7%
25) Clinical Quality - Hypertension (Systolic<130)	54%	63%	9%	17%
26) Year-end staff individuals per FTE - dentists	0.97	1.05	0.08	8%
27) Year-end Psychiatrist/Psychologist per FTE	0.97	1.18	0.20	20%
28) Year-end LCSW per FTE	2.84	3.39	0.55	19%

What Now?

- Review profile and note any blue flagged data points as potential areas of interest.
- Access the [Public 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

TECHNICAL ASSISTANCE



Individualized Technical Assistance (TA) is available for health centers that would like to discuss their recruitment and retention data. Resources are also available for on-site TA, supported by STAR² Center funding and a consultant pool.