



**Department
of Health**

Medicaid
Redesign Team

Performing Provider Systems (PPS) Job Title Vacancy Rate Snapshots, Demonstration Year 1 (DY1)

March 2017

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Purpose and Overview

The New York State Department of Health is providing a high level overview of job title vacancy rates as reported in the PPS Compensation and Benefits Survey Reports for the 22 job titles considered to be most involved in health care transformation efforts. The data was mainly collected in early 2016.

The information in this report can be used to inform DSRIP workforce trends, regional patterns and shortages by job title and/or region.

Two types of snapshots are included in this document:

- **PPS Snapshots:** Summary snapshot for each PPS and two regional groupings of PPS. Snapshots focus on PPS summary data, rather than facility-specific data. Facility-specific data was often too limited, or the sample size too small, to derive value from.
- **Job Title Snapshots:** Summary snapshots laying out the variances in vacancy rates for key job titles across PPS.

Compensation and benefit information is not included in the snapshots.

Methodology

All snapshot data is derived from the Compensation and Benefit Survey Reports submitted by PPS in August, 2016 as part of the DY2Q1 Quarterly Report. The data was mainly collected in early 2016. There will always be a lag in the reporting of such data, as anti-trust rules govern the amount of time data must be held prior to reporting.

Data was taken from the PPS submitted Compensation and Benefits Survey Report, and standardized into a single comprehensive Excel file. The following variables were used:

- *Network-wide Data Items*: Organizations Reporting; Workforce Size; Vacancies; Reporting Organizations WITH Labor Unions
- *Job Title Data*: Organizations Reporting; Response Rate; Workforce Size; Vacancies

The combined total PPS vacancy rate based on submitted data was ***just under 8%***. As such, ***a benchmark of 8%*** is used in the snapshots to indicate a higher than average vacancy rate.

Background on Compensation & Benefits Survey

The purpose of the Compensation & Benefits Survey is to capture a *snapshot in time* and examine workforce trends within each PPS to:

- Inform education and training requirements for PPS and their partners
- Guide retraining for redeployed workers and employee support programs
- Advance health care workforce research and policy development while demonstrating DSRIP impact

The State requested a consistent set of data elements to be collected and reported by all PPS for DSRIP Years 1, 3 and 5

PPS collected a set of required elements on 66 titles and 10 organization types, including:

- Current staff numbers and vacancies
- Average compensation for each title; reported where the number of organizations responding was >5
- Average benefit percentage for each title; reported where the number of organizations responding was >5

Compensation & Benefits Survey Data Challenges

Data collection challenges:

- Some partners sensitive to sharing financial data and responded as a “system” rather than as individual providers
- Data only reported for titles with >5 provider responses due to antitrust laws
- Not all partners completed the survey – estimated less than 40% response in some areas

Data quality and consistency challenges

- Survey methodology varied by PPS
- Partners in multiple PPS could lead to duplicate FTE counts
- Shift differentials were not required
- Inconsistent definitions of fringe benefits
- Partners reporting FTEs inconsistently -- some reported bodies counted, not percent of time worked

Summary of Vacancy Rate Snapshots

Vacancy rates for positions varied among the PPS, even in overlapping regions. This may be explained by the responses and response rate provided by the participating providers in the PPS network as well as other local attributes of the provider network.

PPS Snapshots:

- There were six PPS who had 12 or more job titles with vacancy rates over 8%
 - Four Upstate
 - Two New York City

Top job titles where PPS had vacancies above 8%:

- Primary Care MDs – 12 PPS
- Psychiatrists – 12 PPS
- Primary Care NPs – 16 PPS
- Psychiatric NPs – 17 PPS

Top emerging titles where PPS had vacancies above 8%:

- Peer Support – 16 PPS
- CHWs – 9 PPS
- RN Care Coordinators – 11 PPS
- Care/Patient Navigators – 12 PPS

Job Title and Vacancy Rate Snapshots by PPS

Summary Snapshot: PPSs with High Vacancy Rates

Number of Job Titles with 8%+ Vacancy Rates, by PPS

PPS	# of Job Titles with 8%+ Vacancy Rate
Suffolk Care Collaborative	0
Nassau Queens PPS	5
Advocate Community Partners	8
NYU Lutheran PPS	10
Maimonides Medical Center	14
SBH Health System	15
New York-Presbyterian/Queens	8
OneCity Health PPS	7
Alliance for Better Health Care	10
Albany Medical Center Hospital	9
Bronx Health Access	1

PPS	# of Job Titles with 8%+ Vacancy Rate
Central NY Care Collaborative	9
Finger Lakes PPS	12
Montefiore Medical Center	5
WMCHealth PPS	9
Bassett PPS	12
Adirondack Health Institute	14
Care Compass Network	8
North Country Initiative	16
Community Partners Western NY	11
Millennium Care Collaborative	9
Mount Sinai	7
New York-Presbyterian	8

Fewest Job Titles

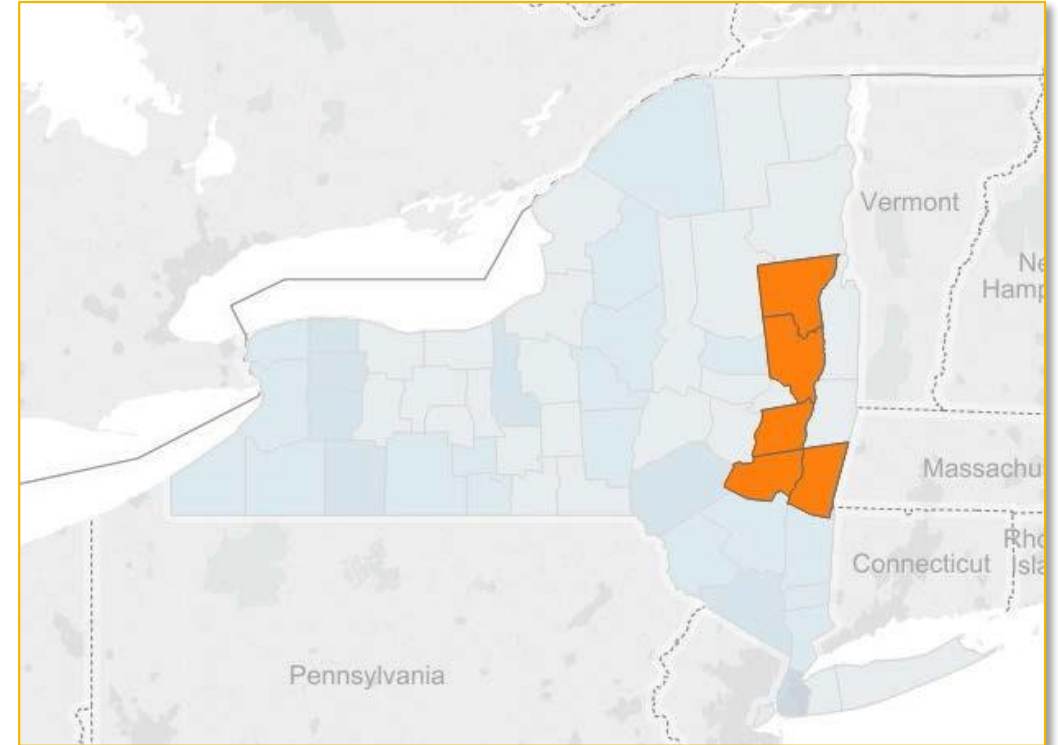
Most Job Titles

Note: Only 23 PPSs submitted vacancy rate data
 Note: Only 22 key job titles were considered for this analysis

Albany Medical Center Hospital

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	65
Workforce Size (FTE*)	17,215
Total Number of Vacancies	1,142
Vacancy Rate	6.63%
Number of Reporting Organizations WITH Labor Unions	16



*FTE = Full Time Equivalent

Albany Medical Center Hospital

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	18	28%	187	6	3.21%
Primary Care Nurse Practitioner	11	17%	74	3	4.05%
Psychiatric Nurse Practitioner	7	11%	19	6	31.91%
Staff Registered Nurse	37	57%	2,866	196	6.83%
Licensed Practical Nurse	30	46%	654	31	4.74%
RN Care Coordinators/Case Managers/Care Transitions	13	20%	100	23	23.00%
Psychiatrist	13	20%	71	11	14.79%
Psychologist	8	12%	45	6	13.33%
Medical Assistant	10	15%	199	9	4.52%
Social and Human Service Assistants	9	14%	215	12	5.58%
Substance Abuse and Behavioral Disorder Counselors	19	29%	160	10	6.25%
Nursing Aide/Assistant	9	14%	1,263	121	9.60%
Certified Home Health Aide	5	8%	954	29	3.04%
Personal Care Aide	11	17%	2,246	186	8.28%
Licensed Clinical Social Worker	23	35%	122	5	4.10%
Bachelor's Social Worker	8	12%	34	0	0.00%
Licensed Master's Social Worker	29	45%	214	16	7.24%
Social Worker Care Coordinator/Case Manager/Care Transition	18	28%	120	11	9.17%
Care Manager / Coordinator	31	48%	217	9	4.15%
Care or Patient Navigator	5	8%	21	1	4.76%
Community Health Worker	7	11%	30	7	23.33%
Peer Support Worker	15	23%	122	24	19.67%

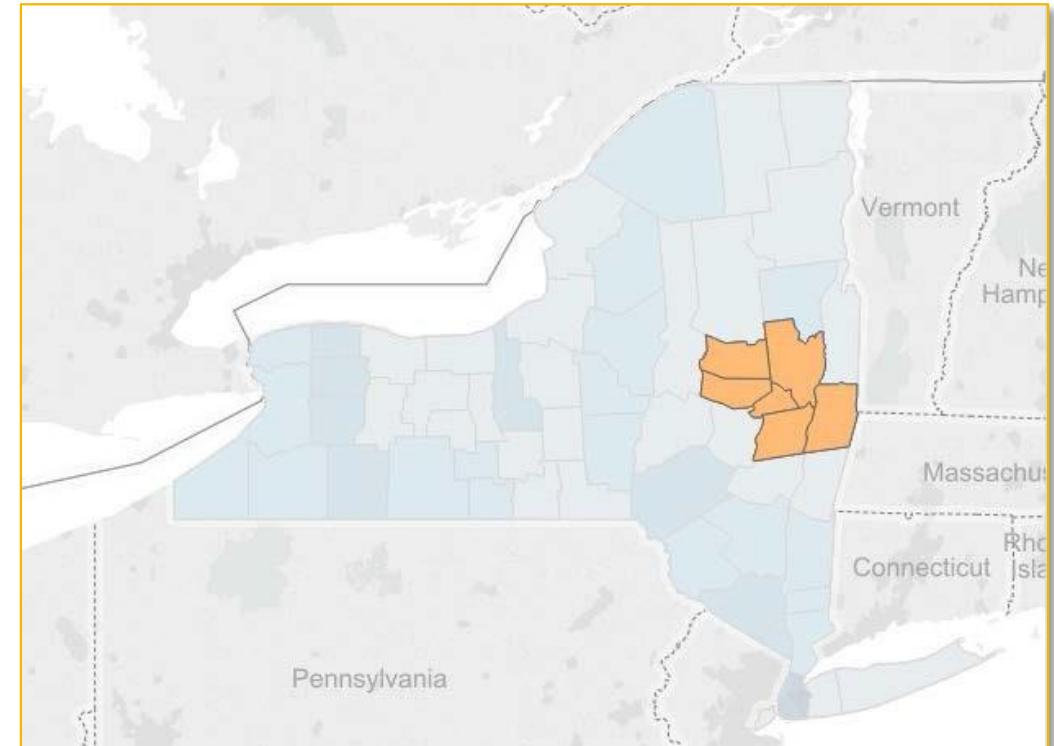
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree



Alliance for Better Health Care

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	77
Workforce Size (FTE*)	29,177
Total Number of Vacancies	1,899
Vacancy Rate	6.51%
Number of Reporting Organizations WITH Labor Unions	14



*FTE = Full Time Equivalent

Alliance for Better Health Care

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	18	23%	318	57	17.92%
Primary Care Nurse Practitioner	15	19%	132	28	21.21%
Psychiatric Nurse Practitioner	11	14%	34	8	23.67%
Staff Registered Nurse	42	55%	5,483	343	6.25%
Licensed Practical Nurse	35	45%	1,282	57	4.45%
RN Care Coordinators/Case Managers/Care Transitions	19	25%	171	37	21.64%
Psychiatrist	17	22%	108	16	14.35%
Psychologist	10	13%	66	6	9.16%
Medical Assistant	16	21%	555	31	5.59%
Social and Human Service Assistants	7	9%	146	11	7.53%
Substance Abuse and Behavioral Disorder Counselors	19	25%	177	11	6.21%
Nursing Aide/Assistant	9	12%	1,456	135	9.29%
Certified Home Health Aide	10	13%	1,328	56	4.22%
Personal Care Aide	12	16%	3,144	319	10.15%
Licensed Clinical Social Worker	20	26%	129	8	6.20%
Bachelor's Social Worker	7	9%	54	0	0.00%
Licensed Master's Social Worker	26	34%	195	17	8.47%
Social Worker Care Coordinator/Case Manager/Care Transition	21	27%	108	14	12.92%
Care Manager / Coordinator	32	42%	324	24	7.41%
Care or Patient Navigator	7	9%	92	1	1.09%
Community Health Worker	12	16%	360	12	3.33%
Peer Support Worker	13	17%	142	11	7.75%



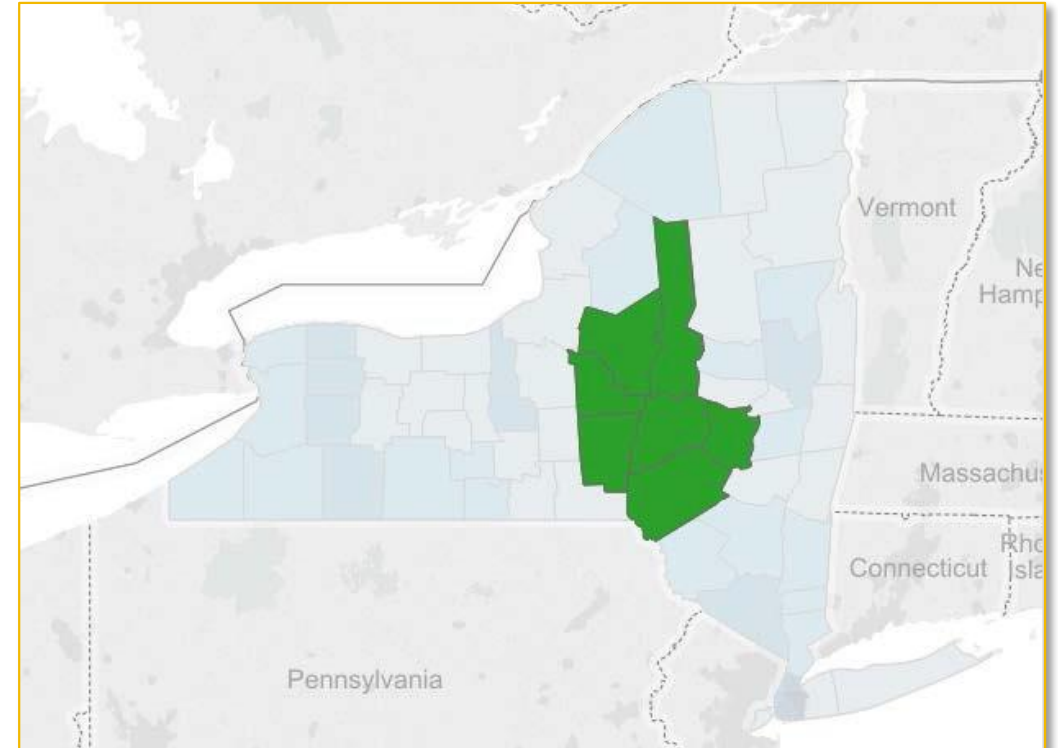
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree; HS Diploma



Bassett Medical Center PPS

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	57
Workforce Size (FTE*)	14,296
Total Number of Vacancies	1,415
Vacancy Rate	9.9%
Number of Reporting Organizations WITH Labor Unions	14



*FTE = Full Time Equivalent

Bassett Medical Center PPS

8%+ Vacancy Rate

Reported Data for Key Job Titles

Non-Licensed Emerging Job Titles

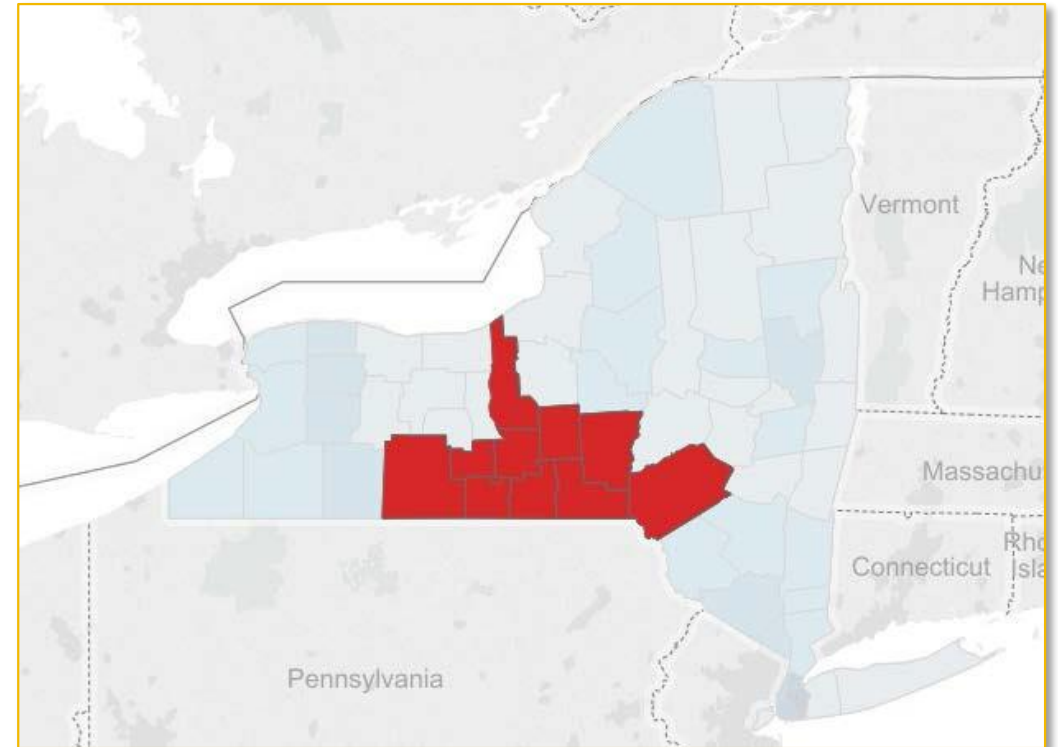
Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	10	18%	118	52	44.07%
Primary Care Nurse Practitioner	10	18%	90	27	30.00%
Psychiatric Nurse Practitioner	6	11%	17	3	17.65%
Staff Registered Nurse	29	51%	1,286	217	16.88%
Licensed Practical Nurse	31	54%	802	124	15.45%
RN Care Coordinators/Case Managers/Care Transitions	17	30%	73	12	16.44%
Psychiatrist	8	14%	25	4	16.00%
Psychologist	5	9%	37	0	0.00%
Medical Assistant	8	14%	317	27	8.36%
Social and Human Service Assistants	10	18%	61	1	1.64%
Substance Abuse and Behavioral Disorder Counselors	3	5%	12	0	0.00%
Nursing Aide/Assistant	18	32%	1,303	192	14.74%
Certified Home Health Aide	5	9%	701	106	15.12%
Personal Care Aide	10	18%	3,917	209	5.34%
Licensed Clinical Social Worker	10	18%	73	7	9.59%
Bachelor's Social Worker	10	18%	19	0	0.00%
Licensed Master's Social Worker	11	19%	40	5	12.50%
Social Worker Care Coordinator/Case Manager/Care Transition	14	25%	73	5	6.85%
Care Manager / Coordinator	21	37%	255	14	5.49%
Care or Patient Navigator	9	16%	58	2	3.45%
Community Health Worker	5	9%	355	10	2.82%
Peer Support Worker	5	9%	226	11	4.87%

Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree; Associates

Care Compass Network

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	54
Workforce Size (FTE*)	15,298
Total Number of Vacancies	990
Vacancy Rate	6.47%
Number of Reporting Organizations WITH Labor Unions	12



*FTE = Full Time Equivalent

Care Compass Network

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	7	13%	129	11	8.53%
Primary Care Nurse Practitioner	6	11%	217	19	8.76%
Psychiatric Nurse Practitioner	6	11%	10	1	10.00%
Staff Registered Nurse	26	48%	3,005	185	6.16%
Licensed Practical Nurse	24	44%	902	62	6.87%
RN Care Coordinators/Case Managers/Care Transitions	16	30%	92	3	3.26%
Psychiatrist	9	17%	17	4	23.53%
Psychologist	7	13%	11	0	0.00%
Medical Assistant	6	11%	317	13	4.10%
Social and Human Service Assistants	7	13%	111	5	4.50%
Substance Abuse and Behavioral Disorder Counselors	6	11%	55	13	23.64%
Nursing Aide/Assistant	13	24%	1,358	160	11.78%
Certified Home Health Aide	9	17%	614	105	17.10%
Personal Care Aide	8	15%	1,682	100	5.95%
Licensed Clinical Social Worker	8	15%	43	1	2.33%
Bachelor's Social Worker	6	11%	10	0	0.00%
Licensed Master's Social Worker	15	28%	80	1	1.26%
Social Worker Care Coordinator/Case Manager/Care Transition	9	17%	45	2	4.44%
Care Manager / Coordinator	23	43%	276	21	7.61%
Care or Patient Navigator	8	15%	17	1	5.88%
Community Health Worker	7	13%	27	1	3.70%
Peer Support Worker	7	13%	170	15	8.82%



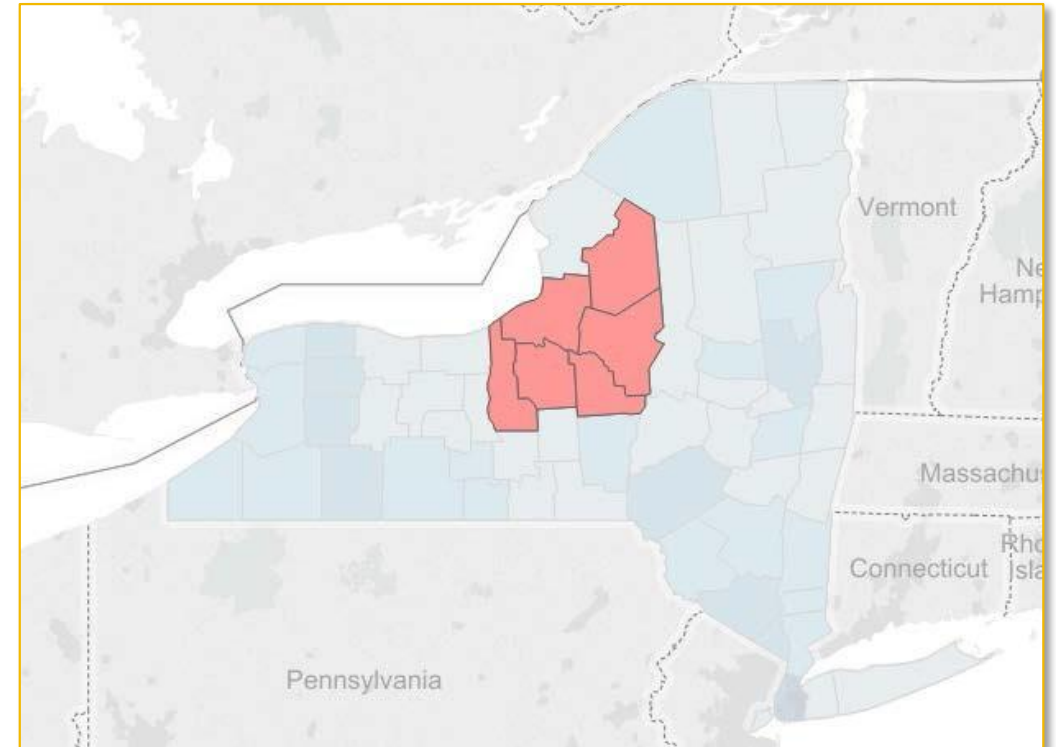
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree



Central New York Care Collaborative

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	77
Workforce Size (FTE*)	27,573
Total Number of Vacancies	2,188
Vacancy Rate	7.94%
Number of Reporting Organizations WITH Labor Unions	21



*FTE = Full Time Equivalent

Central New York Care Collaborative

8%+ Vacancy Rate

Reported Data for Key Job Titles

Non-Licensed Emerging Job Titles

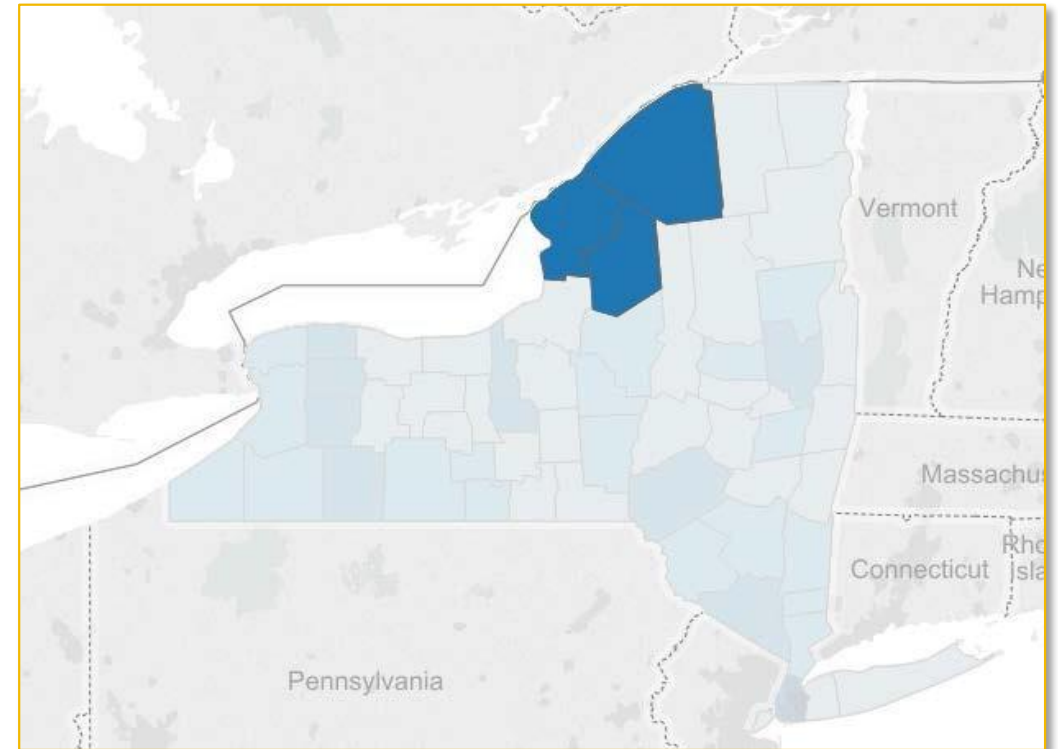
Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	17	22%	261	9	3.45%
Primary Care Nurse Practitioner	18	23%	130	10	7.72%
Psychiatric Nurse Practitioner	15	19%	44	7	15.91%
Staff Registered Nurse	44	57%	5,364	352	6.56%
Licensed Practical Nurse	44	57%	1,595	118	7.40%
RN Care Coordinators/Case Managers/Care Transitions	18	23%	423	60	14.18%
Psychiatrist	10	13%	62	4	6.45%
Psychologist	11	14%	83	2	2.41%
Medical Assistant	18	23%	205	6	2.93%
Social and Human Service Assistants	18	23%	678	46	6.78%
Substance Abuse and Behavioral Disorder Counselors	11	14%	121	9	7.44%
Nursing Aide/Assistant	21	27%	2,831	246	8.67%
Certified Home Health Aide	11	14%	1,274	209	16.41%
Personal Care Aide	15	19%	4,413	539	12.21%
Licensed Clinical Social Worker	17	22%	155	6	3.88%
Bachelor's Social Worker	15	19%	50	4	8.00%
Licensed Master's Social Worker	22	29%	191	9	4.71%
Social Worker Care Coordinator/Case Manager/Care Transition	15	19%	123	16	13.01%
Care Manager / Coordinator	34	44%	622	64	10.29%
Care or Patient Navigator	13	17%	162	19	11.73%
Community Health Worker	7	9%	469	27	5.76%
Peer Support Worker	9	12%	125	4	3.20%

Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree; HS Diploma

North Country Initiative

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	62
Workforce Size (FTE*)	6,467
Total Number of Vacancies	643
Vacancy Rate	9.67%
Number of Reporting Organizations WITH Labor Unions	12



*FTE = Full Time Equivalent

North Country Initiative

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	15	24%	78	8	10.26%
Primary Care Nurse Practitioner	13	21%	45	5	11.11%
Psychiatric Nurse Practitioner	3	5%	6	2	33.33%
Staff Registered Nurse	22	35%	868	98	11.29%
Licensed Practical Nurse	26	42%	422	43	10.19%
RN Care Coordinators/Case Managers/Care Transitions	8	13%	30	8	26.67%
Psychiatrist	6	10%	13	1	7.69%
Psychologist	6	10%	15	1	6.67%
Medical Assistant	11	18%	161	36	22.36%
Social and Human Service Assistants	9	15%	52	2	3.88%
Substance Abuse and Behavioral Disorder Counselors	6	10%	43	7	16.28%
Nursing Aide/Assistant	9	15%	799	96	12.02%
Certified Home Health Aide	5	8%	291	47	16.15%
Personal Care Aide	5	8%	1,212	152	12.54%
Licensed Clinical Social Worker	8	13%	24	3	12.50%
Bachelor's Social Worker	2	3%	13	0	0.00%
Licensed Master's Social Worker	9	15%	20	0	0.00%
Social Worker Care Coordinator/Case Manager/Care Transition	12	19%	64	1	1.56%
Care Manager / Coordinator	14	23%	107	9	8.41%
Care or Patient Navigator	4	6%	32	3	9.38%
Community Health Worker	2	3%	4	1	25.00%
Peer Support Worker	5	8%	47	5	10.64%



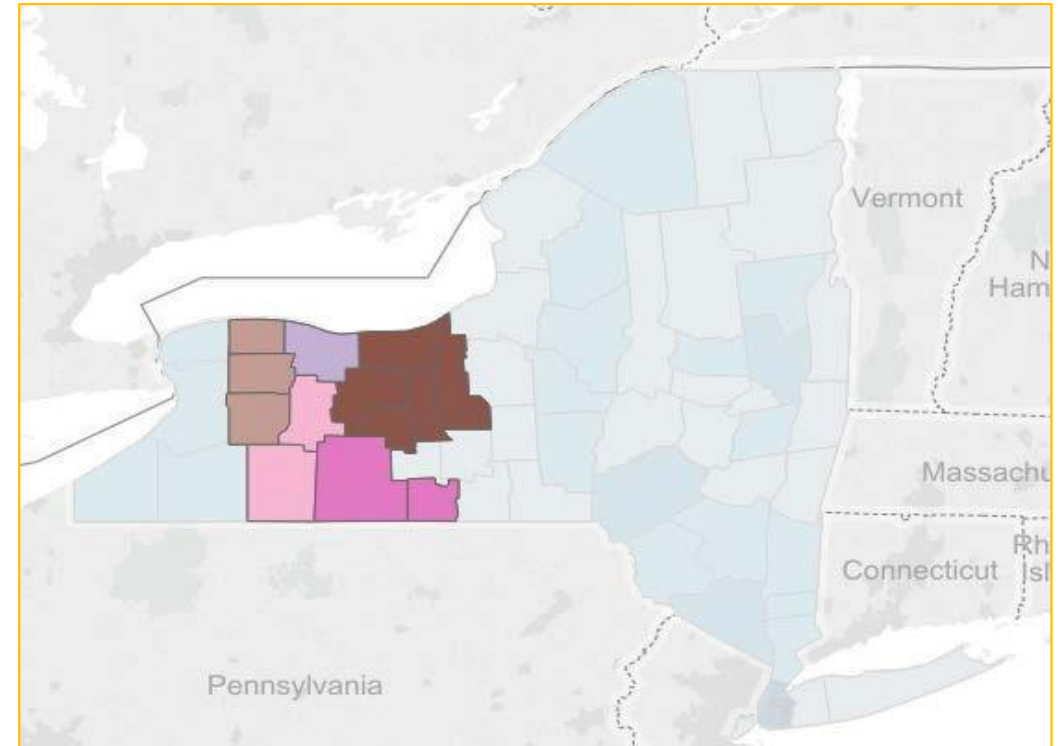
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bach; Assoc



Finger Lakes PPS

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	Unreported
Workforce Size (FTE*)	67,491
Total Number of Vacancies	6,690
Vacancy Rate	9.91%
Number of Reporting Organizations WITH Labor Unions	Unreported



*FTE = Full Time Equivalent

Finger Lakes PPS

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate		
Primary Care Physician	Unreported		112	12	10.71%		
Primary Care Nurse Practitioner			1,127	451	40.02%		
Psychiatric Nurse Practitioner			1,127	451	40.02%		
Staff Registered Nurse			14,662	3,989	27.21%		
Licensed Practical Nurse			4,952	826	16.68%		
RN Care Coordinators/Case Managers/Care Transitions			14,662	3,989	27.21%		
Psychiatrist			88	122	138.64%		
Psychologist			988	27	2.73%		
Medical Assistant			1,129	102	9.03%		
Social and Human Service Assistants			3,091	33	1.07%		
Substance Abuse and Behavioral Disorder Counselors			647	82	12.67%		
Nursing Aide/Assistant			8,587	666	7.76%		
Certified Home Health Aide			5,874	231	3.93%		
Personal Care Aide			11,233	115	1.02%		
Licensed Clinical Social Worker			899	21	2.34%		
Bachelor's Social Worker			899	21	2.34%		
Licensed Master's Social Worker			899	21	2.34%		
Social Worker Care Coordinator/Case Manager/Care Transition							Unreported
Care Manager / Coordinator			3,091	33	1.07%		
Care or Patient Navigator			228	22	9.65%		
Community Health Worker	228	22	9.65%				
Peer Support Worker	647	82	12.67%				

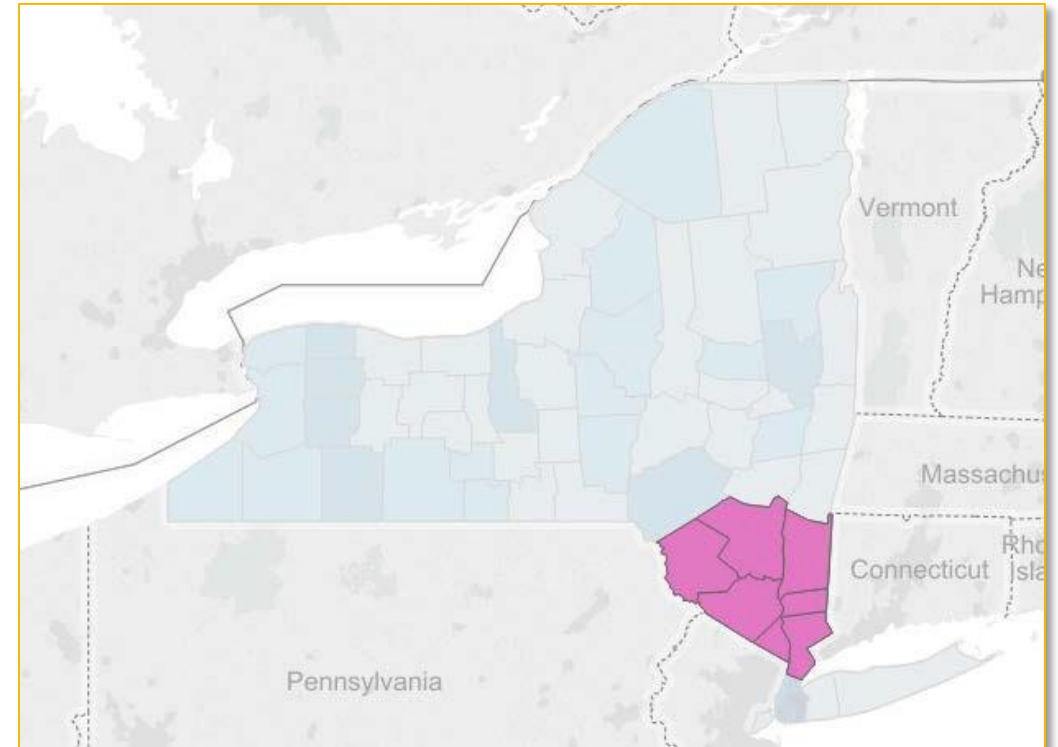


Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: None

Montefiore Medical Center

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	50
Workforce Size (FTE*)	12,051
Total Number of Vacancies	634
Vacancy Rate	5.26%
Number of Reporting Organizations WITH Labor Unions	~10



*FTE = Full Time Equivalent

Montefiore Medical Center

8%+ Vacancy Rate

Reported Data for Key Job Titles

Non-Licensed Emerging Job Titles

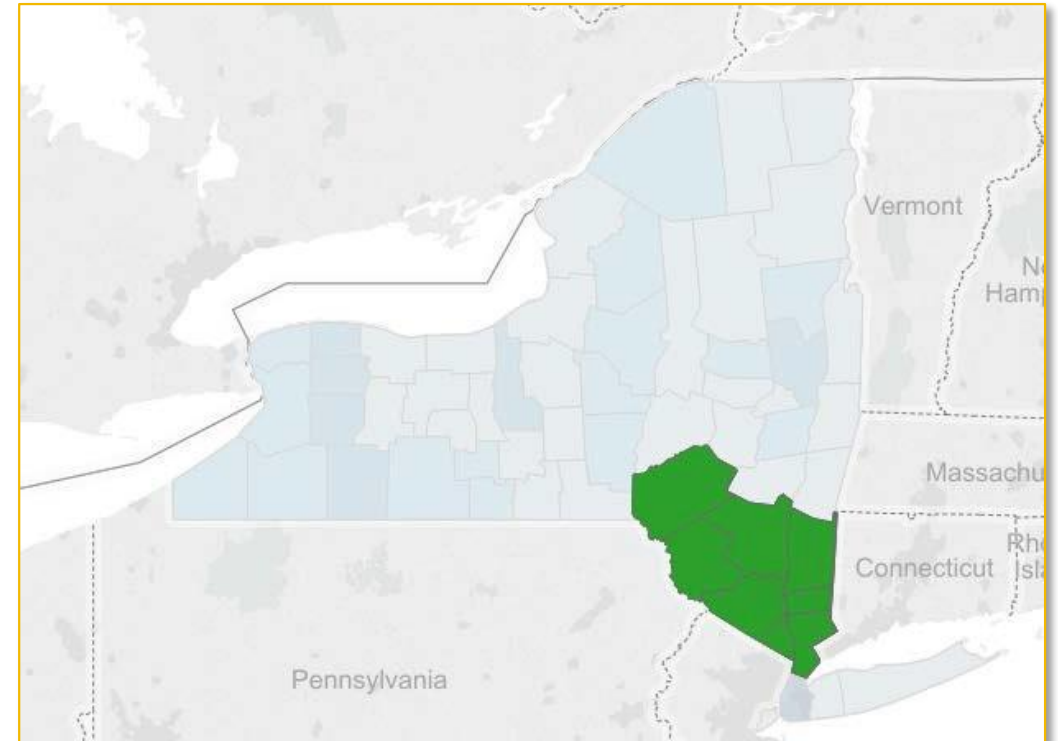
Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	13	26%	196	10	5.10%
Primary Care Nurse Practitioner	15	30%	104	4	3.85%
Psychiatric Nurse Practitioner	11	22%	21	4	19.05%
Staff Registered Nurse	15	30%	1,920	121	6.30%
Licensed Practical Nurse	19	38%	337	9	2.67%
RN Care Coordinators/Case Managers/Care Transitions	13	26%	111	6	5.41%
Psychiatrist	20	40%	87	8	9.20%
Psychologist	10	20%	28	0	0.00%
Medical Assistant	13	26%	446	22	4.93%
Social and Human Service Assistants	10	20%	177	11	6.21%
Substance Abuse and Behavioral Disorder Counselors	20	40%	173	11	6.36%
Nursing Aide/Assistant	11	22%	960	41	4.27%
Certified Home Health Aide			Unreported		
Personal Care Aide			Unreported		
Licensed Clinical Social Worker	27	54%	272	23	8.46%
Bachelor's Social Worker	7	14%	59	4	6.78%
Licensed Master's Social Worker	24	48%	270	29	10.74%
Social Worker Care Coordinator/Case Manager/Care Transition			Unreported		
Care Manager / Coordinator	13	26%	235	9	3.83%
Care or Patient Navigator	13	26%	235	9	3.83%
Community Health Worker	11	22%	119	3	2.52%
Peer Support Worker	19	38%	157	17	10.83%

Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree; HS Diploma

WMCHHealth PPS

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	44
Workforce Size (FTE*)	7,634
Total Number of Vacancies	522
Vacancy Rate	7.23%
Number of Reporting Organizations WITH Labor Unions	~6



*FTE = Full Time Equivalent

WMCHHealth PPS

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	8	18%	202	9	4.46%
Primary Care Nurse Practitioner	13	30%	115	7	6.09%
Psychiatric Nurse Practitioner	10	23%	16	4	25.00%
Staff Registered Nurse	14	32%	1,078	99	9.18%
Licensed Practical Nurse	14	32%	314	27	8.60%
RN Care Coordinators/Case Managers/Care Transitions	11	25%	41	2	4.88%
Psychiatrist	16	36%	105	23	21.90%
Psychologist	10	23%	49	2	4.08%
Medical Assistant	11	25%	609	66	10.84%
Social and Human Service Assistants	9	20%	128	2	1.56%
Substance Abuse and Behavioral Disorder Counselors	12	27%	106	9	8.49%
Nursing Aide/Assistant				Unreported	
Certified Home Health Aide				Unreported	
Personal Care Aide				Unreported	
Licensed Clinical Social Worker	25	57%	303	24	7.92%
Bachelor's Social Worker	8	18%	134	13	9.70%
Licensed Master's Social Worker	21	48%	292	39	13.36%
Social Worker Care Coordinator/Case Manager/Care Transition				Unreported	
Care Manager / Coordinator	10	23%	176	10	5.68%
Care or Patient Navigator	10	23%	176	10	5.68%
Community Health Worker	10	23%	84	3	3.57%
Peer Support Worker	17	39%	94	16	17.02%

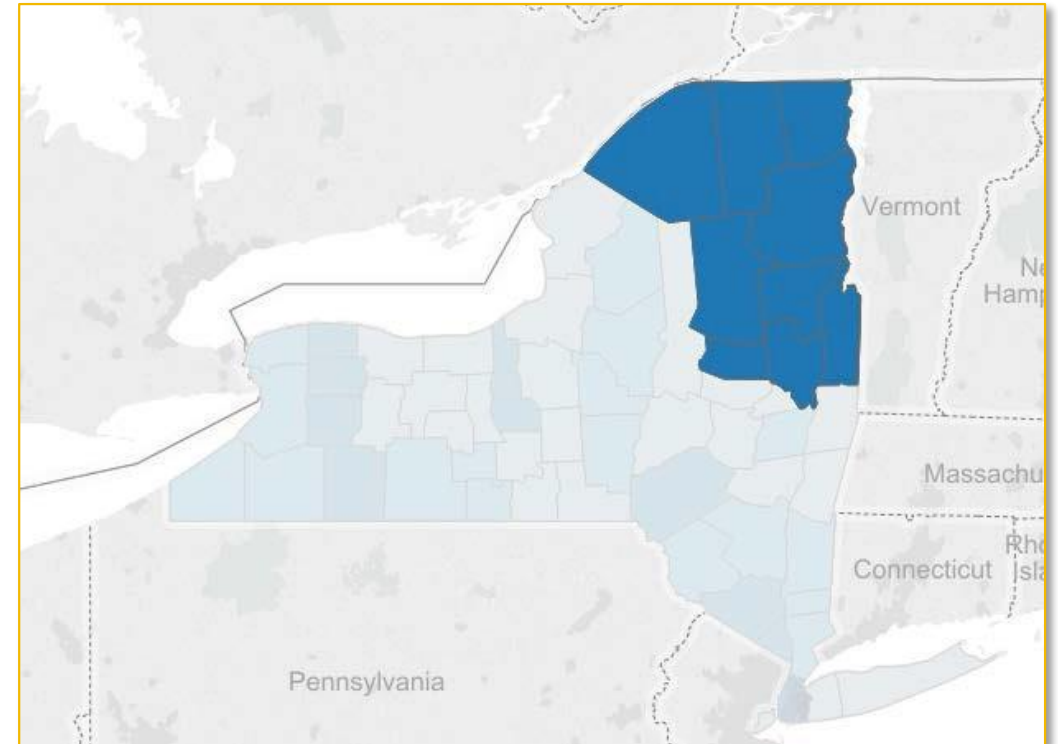
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Unreported



Adirondack Health Institute

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	94
Workforce Size (FTE*)	15,731
Total Number of Vacancies	1,231
Vacancy Rate	7.83%
Number of Reporting Organizations WITH Labor Unions	~22



*FTE = Full Time Equivalent

Adirondack Health Institute

8%+ Vacancy Rate

Data for Key Job Titles

Non-Licensed Emerging Job Titles

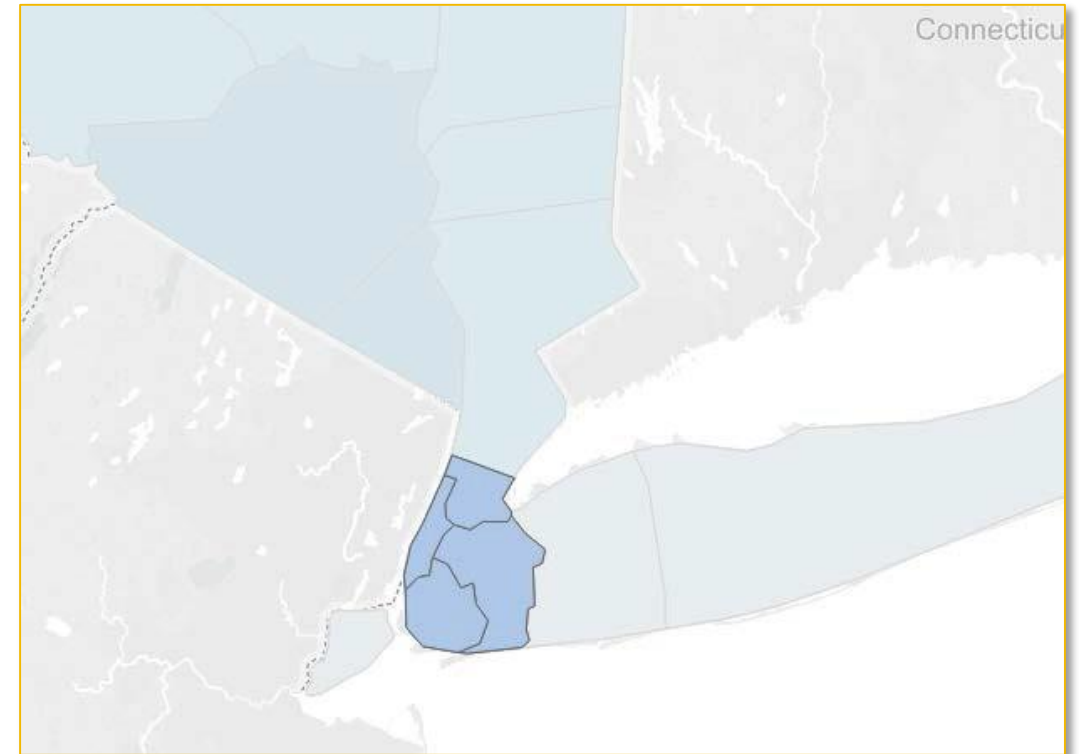
Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	19	20%	174	9	5.17%
Primary Care Nurse Practitioner	13	14%	78	8	10.26%
Psychiatric Nurse Practitioner	11	12%	18	4	22.22%
Staff Registered Nurse	55	59%	2,101	181	8.61%
Licensed Practical Nurse	46	49%	768	90	11.72%
RN Care Coordinators/Case Managers/Care Transitions	25	27%	282	26	9.22%
Psychiatrist	16	17%	44	12	27.27%
Psychologist	4	4%	18	3	16.67%
Medical Assistant	11	12%	112	9	8.04%
Social and Human Service Assistants	6	6%	21	0	0.00%
Substance Abuse and Behavioral Disorder Counselors	6	6%	20	1	5.00%
Nursing Aide/Assistant	20	21%	1,289	174	13.50%
Certified Home Health Aide	11	12%	279	36	12.90%
Personal Care Aide	8	9%	835	60	7.19%
Licensed Clinical Social Worker	22	23%	126	13	10.32%
Bachelor's Social Worker	9	10%	32	2	6.25%
Licensed Master's Social Worker	10	11%	72	11	15.28%
Social Worker Care Coordinator/Case Manager/Care Transition	12	13%	48	4	8.33%
Care Manager / Coordinator	17	18%	67	4	5.97%
Care or Patient Navigator	7	7%	14	0	0.00%
Community Health Worker	5	5%	13	1	7.69%
Peer Support Worker	10	11%	93	20	21.51%

Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree; HS Diploma

Advocate Community Partners

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	400
Workforce Size (FTE*)	34,452
Total Number of Vacancies	1,593
Vacancy Rate	4.62%
Number of Reporting Organizations WITH Labor Unions	~19



*FTE = Full Time Equivalent

Advocate Community Partners

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	195	49%	454	40	8.81%
Primary Care Nurse Practitioner	45	11%	131	20	15.27%
Psychiatric Nurse Practitioner	7	2%	11	0	0.00%
Staff Registered Nurse	62	16%	3,824	266	6.96%
Licensed Practical Nurse	37	9%	1,010	61	6.04%
RN Care Coordinators/Case Managers/Care Transitions	15	4%	183	14	7.65%
Psychiatrist	34	9%	162	32	19.75%
Psychologist	13	3%	121	7	5.79%
Medical Assistant	195	49%	1,173	75	6.39%
Social and Human Service Assistants	6	2%	154	30	19.48%
Substance Abuse and Behavioral Disorder Counselors	16	4%	67	3	4.48%
Nursing Aide/Assistant	19	5%	2,383	34	1.43%
Certified Home Health Aide	1	0%	686	0	0.00%
Personal Care Aide	2	1%	422	0	0.00%
Licensed Clinical Social Worker	30	8%	252	14	5.56%
Bachelor's Social Worker	7	2%	18	3	16.67%
Licensed Master's Social Worker	18	5%	107	7	6.54%
Social Worker Care Coordinator/Case Manager/Care Transition	11	3%	52	2	3.85%
Care Manager / Coordinator	33	8%	146	45	30.82%
Care or Patient Navigator	15	4%	76	1	1.32%
Community Health Worker	1	0%	1	1	100.00%
Peer Support Worker	3	1%	28	5	17.86%

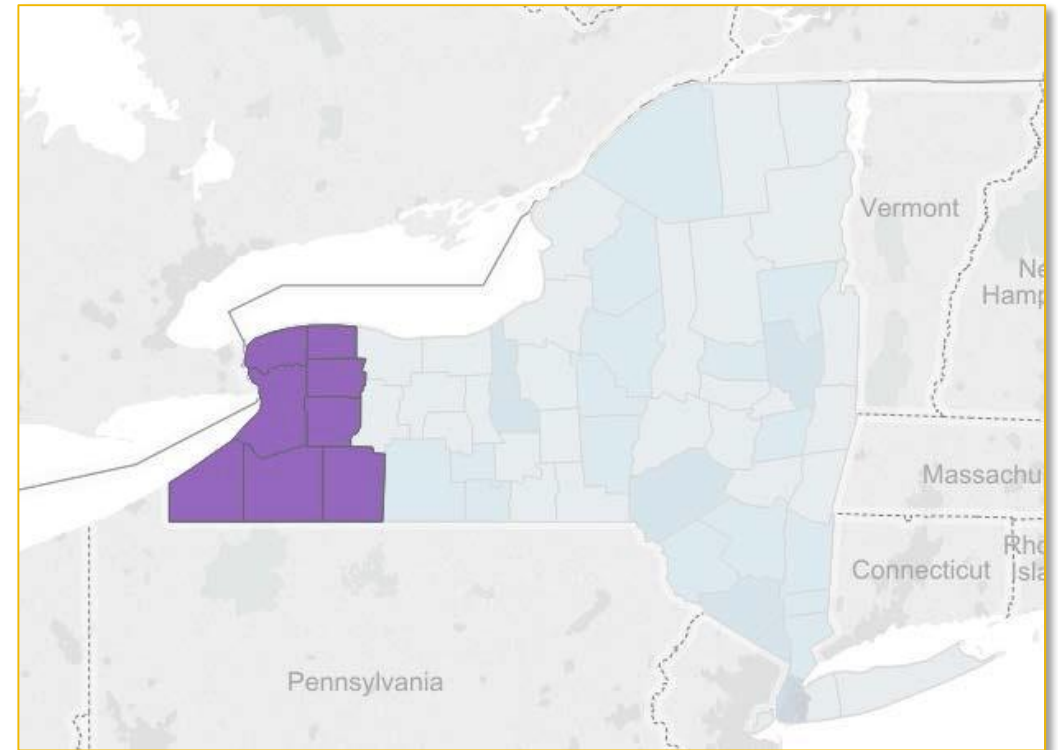


Most Common Reported Degree Requirement for Non-Licensed Care Coord. Positions: Bachelor; Associates

Community Partners of Western NY

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	97
Workforce Size (FTE*)	25,011
Total Number of Vacancies	1,471
Vacancy Rate	5.88%
Number of Reporting Organizations WITH Labor Unions	~18



*FTE = Full Time Equivalent

Community Partners of Western NY

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	24	25%	75	9	12.00%
Primary Care Nurse Practitioner	18	19%	40	4	10.00%
Psychiatric Nurse Practitioner	9	9%	30	3	10.00%
Staff Registered Nurse	47	48%	3,275	128	3.91%
Licensed Practical Nurse	52	54%	743	93	12.52%
RN Care Coordinators/Case Managers/Care Transitions	22	23%	277	23	8.30%
Psychiatrist	11	11%	50	0	0.00%
Psychologist	9	9%	43	0	0.00%
Medical Assistant	21	22%	208	14	6.73%
Social and Human Service Assistants	11	11%	557	40	7.18%
Substance Abuse and Behavioral Disorder Counselors	11	11%	309	9	2.91%
Nursing Aide/Assistant	20	21%	1,744	224	12.84%
Certified Home Health Aide	8	8%	730	45	6.16%
Personal Care Aide	8	8%	1,104	188	17.03%
Licensed Clinical Social Worker	18	19%	92	12	13.04%
Bachelor's Social Worker	20	21%	120	1	0.83%
Licensed Master's Social Worker	22	23%	254	25	9.84%
Social Worker Care Coordinator/Case Manager/Care Transition	16	16%	144	3	2.08%
Care Manager / Coordinator	23	24%	335	15	4.48%
Care or Patient Navigator	9	9%	53	11	20.75%
Community Health Worker	14	14%	219	13	5.94%
Peer Support Worker	7	7%	55	8	14.55%



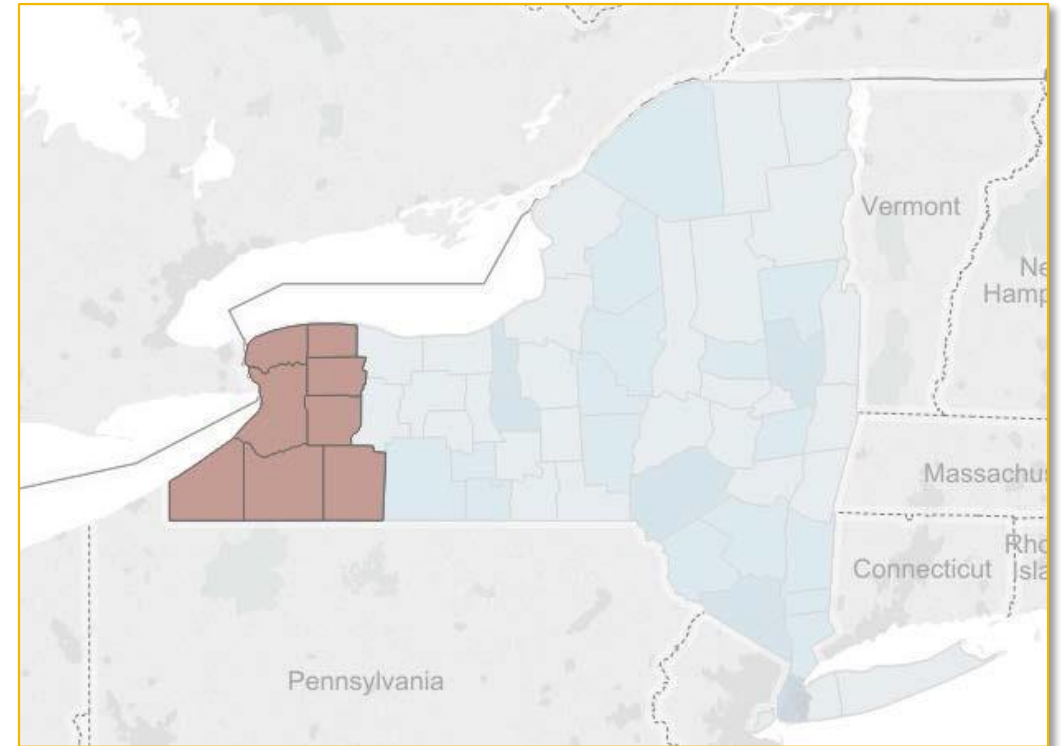
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Unreported



Millennium Collaborative Care

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	85
Workforce Size (FTE*)	27,272
Total Number of Vacancies	1,804
Vacancy Rate	6.61%
Number of Reporting Organizations WITH Labor Unions	~20



*FTE = Full Time Equivalent

Millennium Collaborative Care

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	16	19%	43	5	11.63%
Primary Care Nurse Practitioner	15	18%	40	5	12.50%
Psychiatric Nurse Practitioner	10	12%	34	1	2.94%
Staff Registered Nurse	45	53%	4,097	167	4.08%
Licensed Practical Nurse	48	56%	1,053	134	12.73%
RN Care Coordinators/Case Managers/Care Transitions	24	28%	101	13	12.87%
Psychiatrist	12	14%	56	1	1.79%
Psychologist	10	12%	44	0	0.00%
Medical Assistant	12	14%	375	16	4.27%
Social and Human Service Assistants	14	16%	604	40	6.62%
Substance Abuse and Behavioral Disorder Counselors	11	13%	281	8	2.85%
Nursing Aide/Assistant	27	32%	2,538	306	12.06%
Certified Home Health Aide	11	13%	567	44	7.76%
Personal Care Aide	11	13%	1,631	307	18.82%
Licensed Clinical Social Worker	20	24%	102	11	10.78%
Bachelor's Social Worker	30	35%	189	4	2.12%
Licensed Master's Social Worker	30	35%	234	15	6.41%
Social Worker Care Coordinator/Case Manager/Care Transition	18	21%	171	9	5.26%
Care Manager / Coordinator	25	29%	410	17	4.15%
Care or Patient Navigator	13	15%	65	11	16.92%
Community Health Worker	17	20%	277	18	6.50%
Peer Support Worker	10	12%	93	12	12.90%



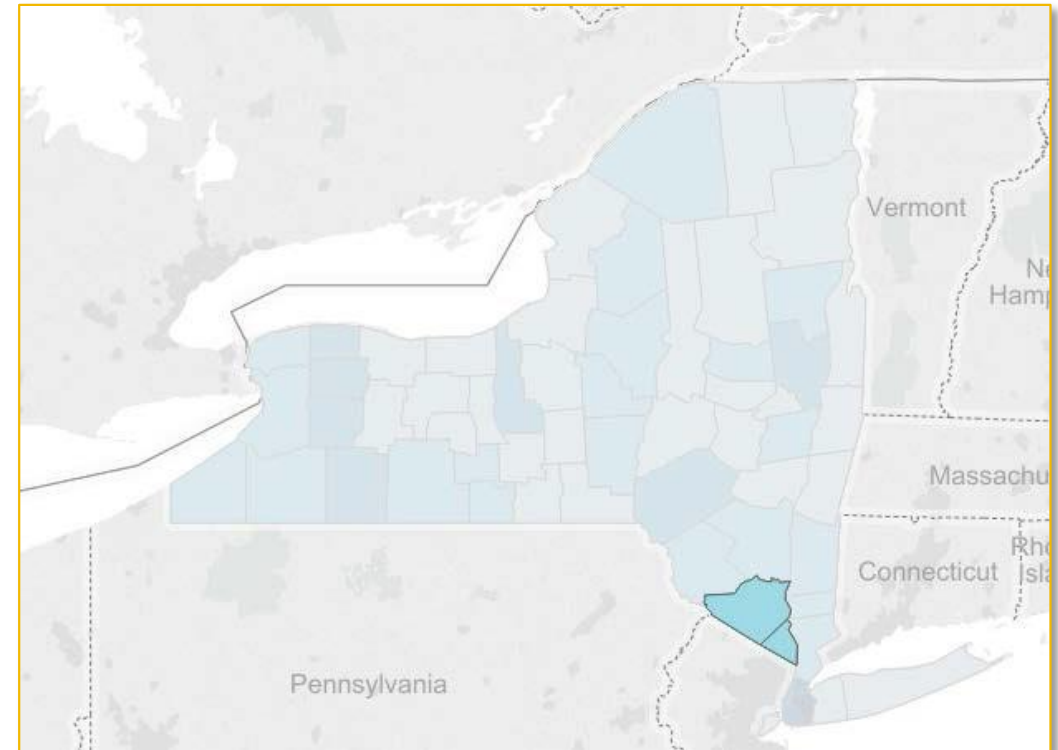
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Unreported



Refuah Health Center

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	19
Workforce Size (FTE*)	Unreported
Total Number of Vacancies	Unreported
Vacancy Rate	Unreported
Number of Reporting Organizations WITH Labor Unions	Unreported



*FTE = Full Time Equivalent

Refuah Health Center

8%+ Vacancy Rate

Reported Data for Key Job Titles

Non-Licensed Emerging Job Titles

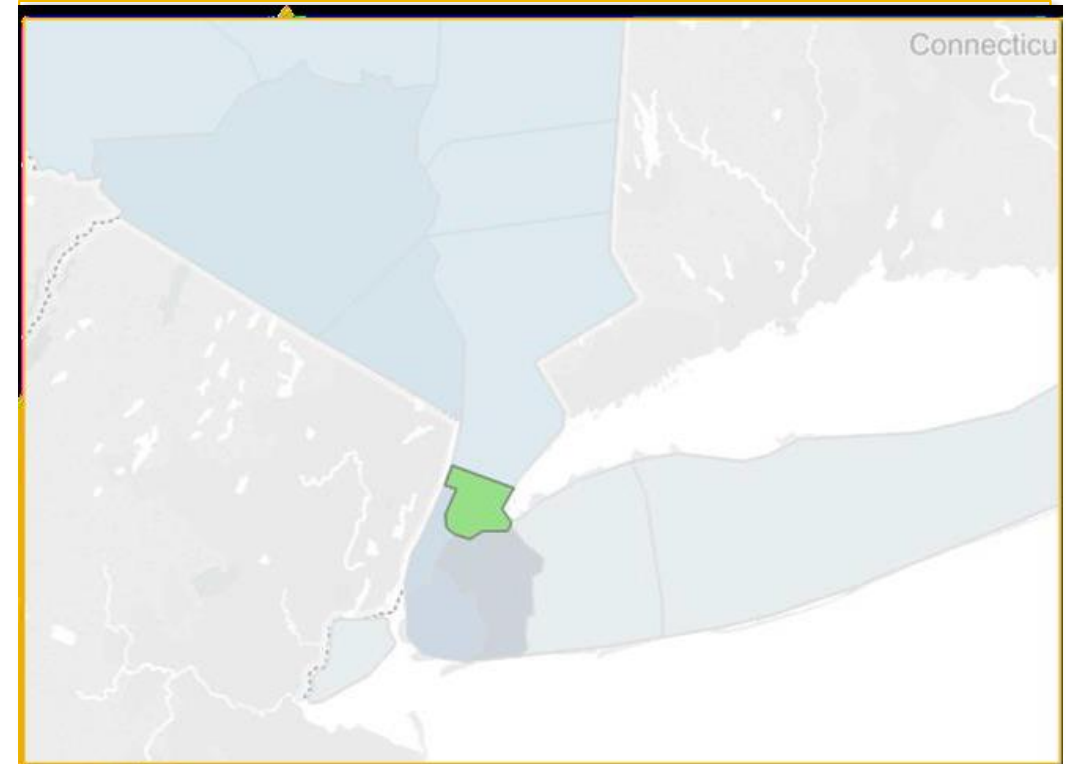
Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	5	26%	Unreported		
Primary Care Nurse Practitioner	2	11%			
Psychiatric Nurse Practitioner	8	42%			
Staff Registered Nurse	11	58%			
Licensed Practical Nurse	8	42%			
RN Care Coordinators/Case Managers/Care Transitions	4	21%			
Psychiatrist	9	47%			
Psychologist	4	21%			
Medical Assistant	0	0%			
Social and Human Service Assistants	2	11%			
Substance Abuse and Behavioral Disorder Counselors	9	47%			
Nursing Aide/Assistant	2	11%			
Certified Home Health Aide	3	16%			
Personal Care Aide	6	32%			
Licensed Clinical Social Worker	10	53%			
Bachelor's Social Worker	5	26%			
Licensed Master's Social Worker	12	63%			
Social Worker Care Coordinator/Case Manager/Care Transition	9	47%			
Care Manager / Coordinator	9	47%			
Care or Patient Navigator	Unreported				
Community Health Worker	2	11%			
Peer Support Worker	6	32%			

Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Unreported

Bronx Health Access

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	58
Workforce Size (FTE*)	8,339
Total Number of Vacancies	229
Vacancy Rate	14.7%
Number of Reporting Organizations WITH Labor Unions	13



*FTE = Full Time Equivalent

Bronx Health Access

8%+ Vacancy Rate

Reported Data for Key Job Titles

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	17	29%	23	0	0%
Psychiatric Nurse Practitioner	Unreported				
Primary Care Nurse Practitioner	5	9%	10	0	0%
Staff Registered Nurse	7	12%	22	0	0%
Licensed Practical Nurse	23	40%	399	2	1%
RN Care Coordinators/Case Managers/Care Transition	28	48%	78	6	8%
Psychiatrist	16	28%	53	3	6%
Psychologist	8	14%	8	0	0%
Medical Assistant	6	10%	19	0	0%
Social and Human Service Assistant	Unreported				
Substance Abuse and Behavioral Disorder Counselor	19	33%	111	2	2%
Nursing Aide/Assistant	Unreported				
Certified Home Health Aide	Unreported				
Personal Care Aide	Unreported				
Licensed Clinical Social Worker	13	22%	65	4	6%
Bachelor's Social Worker	Unreported				
Licensed Master's Social Worker	21	36%	118	3	3%
Social Worker Care Coordinator/Case Manager/Care Transition	12	21%	20	1	5%
Care Manager / Coordinator	45	78%	334	20	6%
Care or Patient Navigator	13	22%	118	8	7%
Community Health Worker	17	29%	186	6	3%
Peer Support Worker	9	16%	11	0	0%

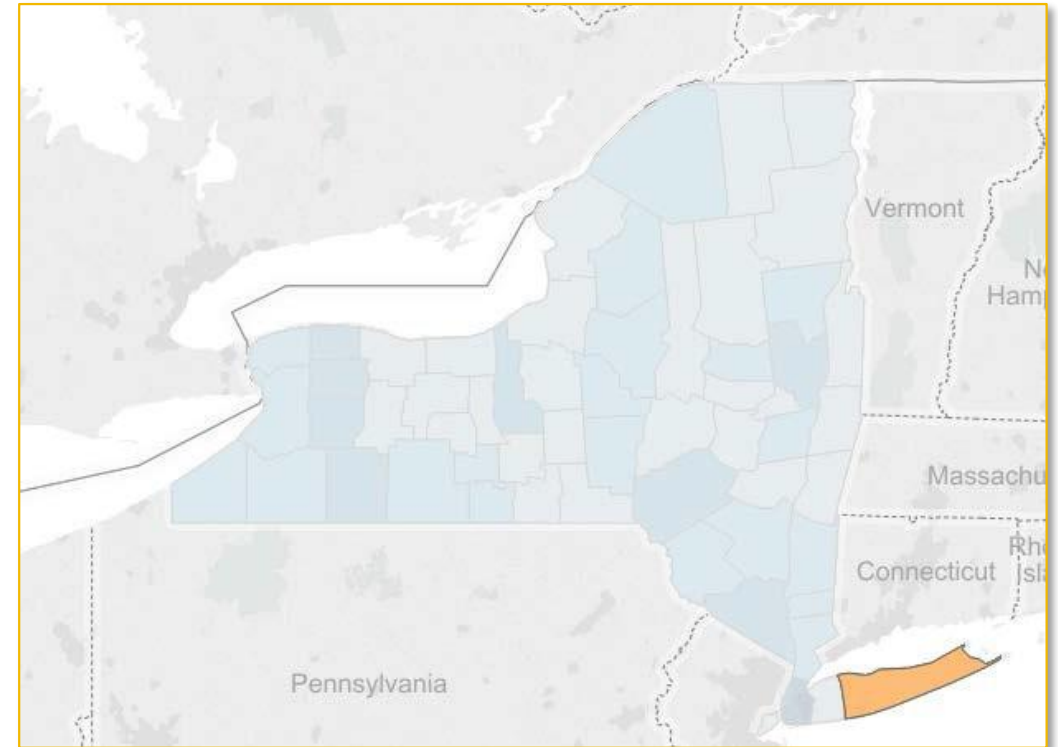


Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: HS Diploma, Bachelor's Degree

Suffolk Care Collaborative

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	39
Workforce Size (FTE*)	21,584
Total Number of Vacancies	1,467
Vacancy Rate	6.80%
Number of Reporting Organizations WITH Labor Unions	21



*FTE = Full Time Equivalent

Suffolk Care Collaborative

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	19	49%	205	0	0.00%
Primary Care Nurse Practitioner	18	46%	63	4	6.35%
Psychiatric Nurse Practitioner	6	15%	8	0	0.00%
Staff Registered Nurse	25	64%	1,030	43	4.17%
Licensed Practical Nurse	28	72%	712	25	3.51%
RN Care Coordinators/Case Managers/Care Transitions	18	46%	270	5	1.85%
Psychiatrist	7	18%	13	0	0.00%
Psychologist	Unreported				
Medical Assistant	16	41%	444	23	5.18%
Social and Human Service Assistants	Unreported				
Substance Abuse and Behavioral Disorder Counselors	Unreported				
Nursing Aide/Assistant	21	54%	2,582	122	4.73%
Certified Home Health Aide					
Personal Care Aide					
Licensed Clinical Social Worker	Unreported				
Bachelor's Social Worker	Unreported				
Licensed Master's Social Worker	Unreported				
Social Worker Care Coordinator/Case Manager/Care Transition	23	59%	183	5	2.73%
Care Manager / Coordinator	6	15%	13	0	0.00%
Care or Patient Navigator	Unreported				
Community Health Worker	Unreported				
Peer Support Worker	Unreported				

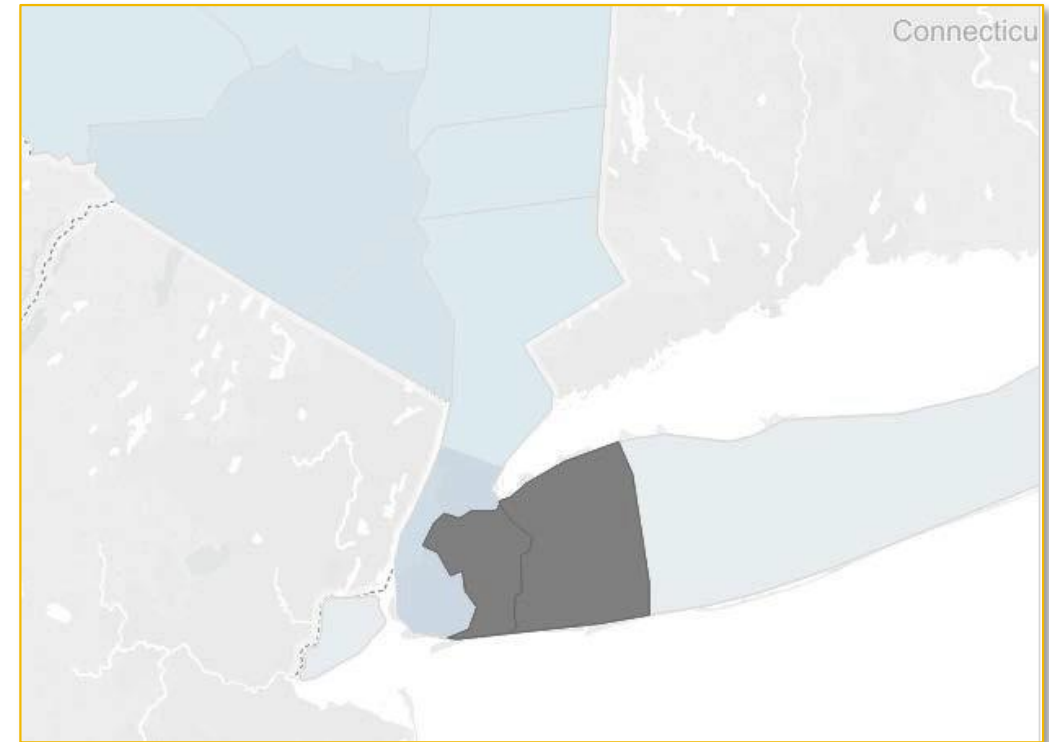


Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: HS Diploma, Bachelor's Degree

Nassau Queens PPS

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	54
Workforce Size (FTE*)	33,261
Total Number of Vacancies	1,180
Vacancy Rate	3.55%
Number of Reporting Organizations WITH Labor Unions	~26



*FTE = Full Time Equivalent

Nassau Queens PPS

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	39	72%	371	17	4.58%
Primary Care Nurse Practitioner	22	41%	323	38	11.76%
Psychiatric Nurse Practitioner	5	9%	15	5	33.33%
Staff Registered Nurse	42	78%	8,270	255	3.08%
Licensed Practical Nurse	39	72%	803	23	2.86%
RN Care Coordinators/Case Managers/Care Transitions	14	26%	236	15	6.36%
Psychiatrist	18	33%	129	2	1.55%
Psychologist	10	19%	50	5	10.00%
Medical Assistant	32	59%	965	70	7.25%
Social and Human Service Assistants	5	9%	102	0	0.00%
Substance Abuse and Behavioral Disorder Counselors	6	11%	34	1	2.94%
Nursing Aide/Assistant	24	44%	2,560	104	4.06%
Certified Home Health Aide	3	6%	68	0	0.00%
Personal Care Aide	2	4%	22	0	0.00%
Licensed Clinical Social Worker	17	31%	77	7	9.09%
Bachelor's Social Worker	12	22%	40	2	5.00%
Licensed Master's Social Worker	25	46%	312	13	4.17%
Social Worker Care Coordinator/Case Manager/Care Transition	13	24%	132	1	0.76%
Care Manager / Coordinator	12	22%	113	11	9.73%
Care or Patient Navigator	9	17%	22	0	0.00%
Community Health Worker	5	9%	7	0	0.00%
Peer Support Worker	6	11%	14	0	0.00%



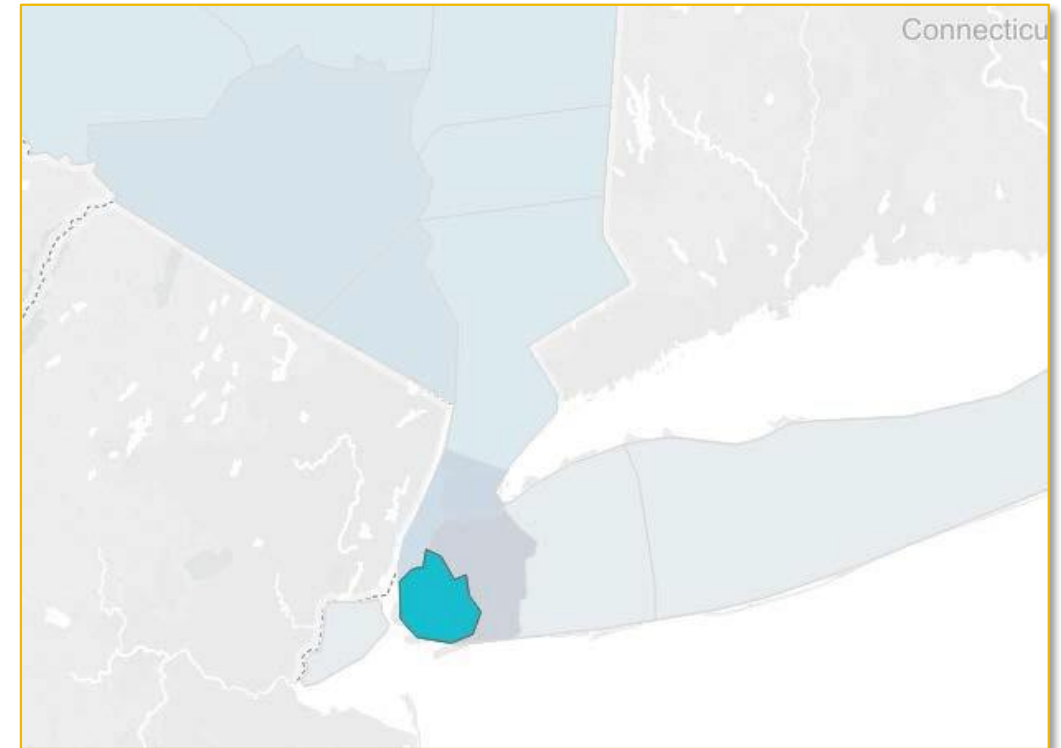
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree



NYU Lutheran PPS

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	86
Workforce Size (FTE*)	27,230
Total Number of Vacancies	1,545
Vacancy Rate	5.67%
Number of Reporting Organizations WITH Labor Unions	~24



*FTE = Full Time Equivalent

NYU Lutheran PPS

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	30	35%	83	7	8.43%
Primary Care Nurse Practitioner	20	23%	62	15	24.19%
Psychiatric Nurse Practitioner	15	17%	15	5	33.33%
Staff Registered Nurse	72	84%	2,263	326	14.41%
Licensed Practical Nurse	45	52%	538	21	3.90%
RN Care Coordinators/Case Managers/Care Transitions	22	26%	251	8	3.19%
Psychiatrist	51	59%	66	3	4.55%
Psychologist	29	34%	60	3	5.00%
Medical Assistant	18	21%	210	7	3.33%
Social and Human Service Assistants	37	43%	1,358	76	5.60%
Substance Abuse and Behavioral Disorder Counselors	14	16%	38	2	5.26%
Nursing Aide/Assistant	10	12%	1,282	73	5.69%
Certified Home Health Aide	19	22%	7,978	163	2.04%
Personal Care Aide	11	13%	1,520	43	2.83%
Licensed Clinical Social Worker	36	42%	154	32	20.78%
Bachelor's Social Worker	22	26%	142	6	4.23%
Licensed Master's Social Worker	34	40%	223	33	14.80%
Social Worker Care Coordinator/Case Manager/Care Transition	16	19%	168	13	7.74%
Care Manager / Coordinator	32	37%	569	49	8.61%
Care or Patient Navigator	8	9%	47	9	19.15%
Community Health Worker	8	9%	29	7	24.14%
Peer Support Worker	30	35%	25	14	56.00%



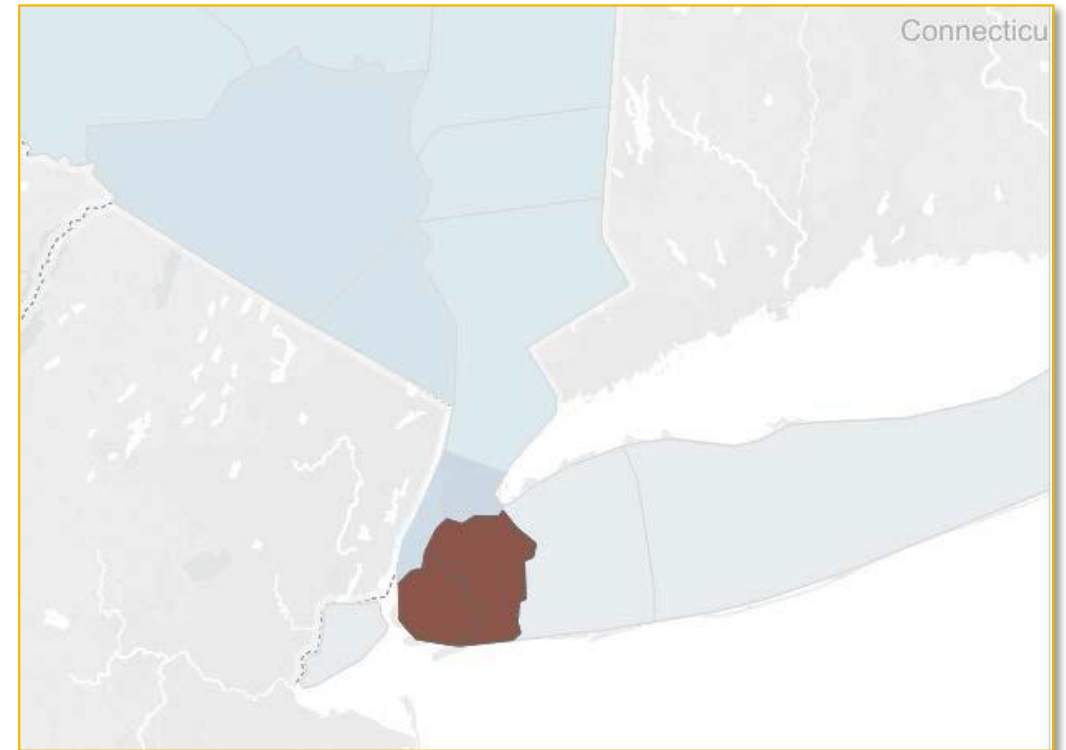
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree



Maimonides Medical Center PPS

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	172
Workforce Size (FTE*)	58,595
Total Number of Vacancies	2,610
Vacancy Rate	4.45%
Number of Reporting Organizations WITH Labor Unions	~37



*FTE = Full Time Equivalent

Maimonides Medical Center PPS

8%+ Vacancy Rate

Reported Data for Key Job Titles

Non-Licensed Emerging Job Titles

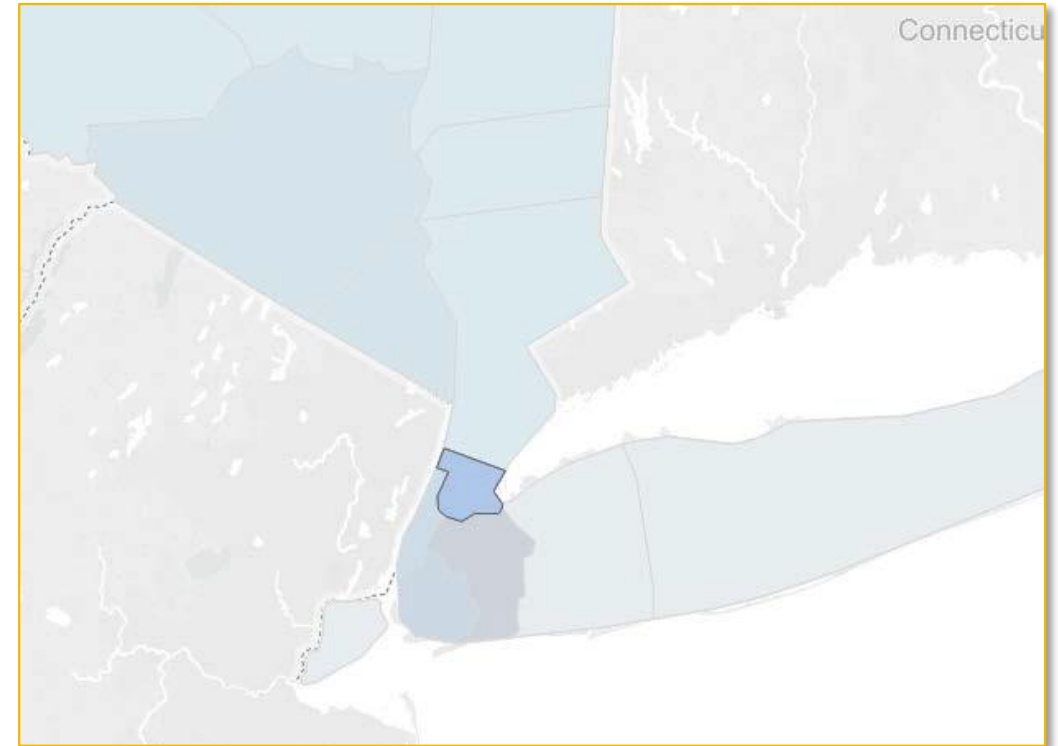
Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	63	37%	289	43	14.88%
Primary Care Nurse Practitioner	39	23%	114	38	33.33%
Psychiatric Nurse Practitioner	29	17%	29	8	27.59%
Staff Registered Nurse	140	81%	5,376	523	9.73%
Licensed Practical Nurse	81	47%	978	33	3.37%
RN Care Coordinators/Case Managers/Care Transitions	31	18%	315	22	6.98%
Psychiatrist	87	51%	203	25	12.32%
Psychologist	42	24%	95	7	7.37%
Medical Assistant	43	25%	936	23	2.46%
Social and Human Service Assistants	38	22%	537	77	14.34%
Substance Abuse and Behavioral Disorder Counselors	44	26%	245	24	9.80%
Nursing Aide/Assistant	24	14%	2,054	72	3.51%
Certified Home Health Aide	33	19%	16,236	12	0.07%
Personal Care Aide	21	12%	3,282	43	1.31%
Licensed Clinical Social Worker	71	41%	287	39	13.59%
Bachelor's Social Worker	35	20%	1,795	9	0.50%
Licensed Master's Social Worker	57	33%	292	27	9.25%
Social Worker Care Coordinator/Case Manager/Care Transition	20	12%	160	18	11.25%
Care Manager / Coordinator	72	42%	1,080	88	8.15%
Care or Patient Navigator	26	15%	144	13	9.03%
Community Health Worker	16	9%	108	21	19.44%
Peer Support Worker	44	26%	118	28	23.73%

Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: HS Diploma

SBH Health System

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	221
Workforce Size (FTE*)	48,028
Total Number of Vacancies	3,076
Vacancy Rate	6.4%
Number of Reporting Organizations WITH Labor Unions	~33



*FTE = Full Time Equivalent

SBH Health System

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	52	24%	344	27	7.85%
Primary Care Nurse Practitioner	32	14%	78	10	12.82%
Psychiatric Nurse Practitioner	22	10%	22	6	27.27%
Staff Registered Nurse	181	82%	4,940	523	10.59%
Licensed Practical Nurse	76	34%	1,508	144	9.55%
RN Care Coordinators/Case Managers/Care Transitions	23	10%	199	10	5.03%
Psychiatrist	73	33%	188	17	9.04%
Psychologist	36	16%	145	7	4.83%
Medical Assistant	20	9%	150	12	8.00%
Social and Human Service Assistants	39	18%	707	95	13.44%
Substance Abuse and Behavioral Disorder Counselors	27	12%	195	20	10.26%
Nursing Aide/Assistant	32	14%	3,488	69	1.98%
Certified Home Health Aide	34	15%	7,755	133	1.72%
Personal Care Aide	29	13%	3,000	75	2.50%
Licensed Clinical Social Worker	60	27%	295	34	11.53%
Bachelor's Social Worker	30	14%	170	16	9.41%
Licensed Master's Social Worker	47	21%	351	29	8.26%
Social Worker Care Coordinator/Case Manager/Care Transition	28	13%	444	41	9.23%
Care Manager / Coordinator	58	26%	929	41	4.41%
Care or Patient Navigator	13	6%	90	9	10.00%
Community Health Worker	7	3%	50	6	12.00%
Peer Support Worker	44	20%	96	25	26.04%

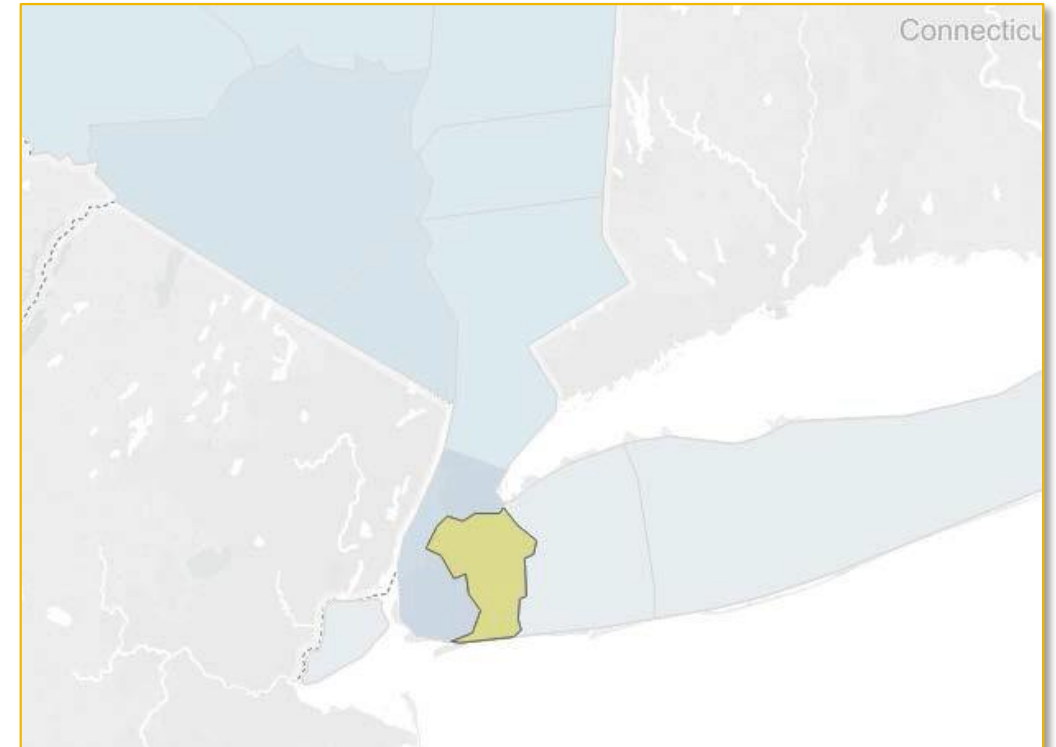
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree



New York-Presbyterian/Queens PPS

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	37
Workforce Size (FTE*)	10,234
Total Number of Vacancies	533
Vacancy Rate	5.21%
Number of Reporting Organizations WITH Labor Unions	~18



*FTE = Full Time Equivalent

New York-Presbyterian/Queens PPS

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

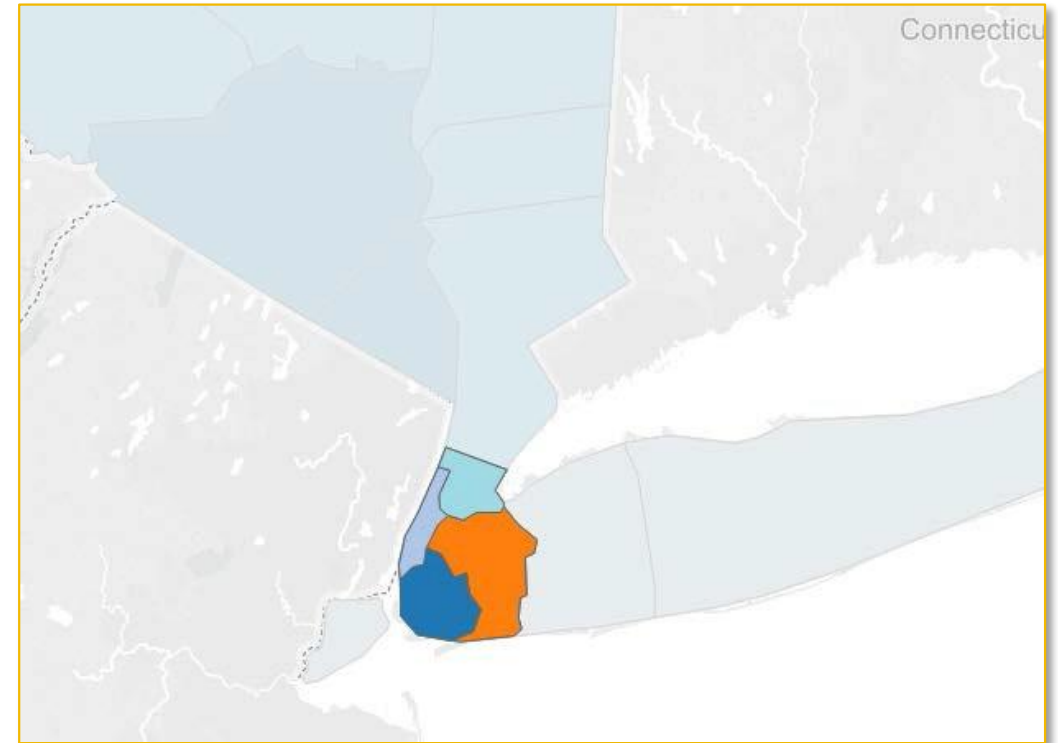
Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	16	43%	76	11	14.47%
Primary Care Nurse Practitioner	8	22%	47	3	6.38%
Psychiatric Nurse Practitioner	6	16%	6	0	0.00%
Staff Registered Nurse	31	84%	1,441	58	4.02%
Licensed Practical Nurse	23	62%	439	23	5.24%
RN Care Coordinators/Case Managers/Care Transitions	15	41%	120	43	35.83%
Psychiatrist	12	32%	19	3	15.79%
Psychologist	6	16%	9	0	0.00%
Medical Assistant	5	14%	78	10	12.82%
Social and Human Service Assistants	3	8%	16	4	25.00%
Substance Abuse and Behavioral Disorder Counselors	9	24%	24	1	4.17%
Nursing Aide/Assistant	16	43%	1,711	41	2.40%
Certified Home Health Aide	1	3%	180	0	0.00%
Personal Care Aide	1	3%	30	0	0.00%
Licensed Clinical Social Worker	12	32%	106	12	11.32%
Bachelor's Social Worker	10	27%	45	1	2.22%
Licensed Master's Social Worker	26	70%	117	2	1.71%
Social Worker Care Coordinator/Case Manager/Care Transition	9	24%	15	1	6.67%
Care Manager / Coordinator	14	38%	257	18	7.00%
Care or Patient Navigator	6	16%	71	10	14.08%
Community Health Worker	3	8%	15	0	0.00%
Peer Support Worker	4	11%	13	3	23.08%

Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree, Associates

OneCity Health PPS

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	400
Workforce Size (FTE*)	101,507
Total Number of Vacancies	4,644
Vacancy Rate	4.58%
Number of Reporting Organizations WITH Labor Unions	~70



*FTE = Full Time Equivalent

OneCity Health PPS

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	102	26%	828	79	9.54%
Primary Care Nurse Practitioner	81	20%	242	33	13.64%
Psychiatric Nurse Practitioner	60	15%	82	19	23.17%
Staff Registered Nurse	208	52%	10,500	746	7.10%
Licensed Practical Nurse	131	33%	2,252	142	6.31%
RN Care Coordinators/Case Managers/Care Transitions	61	15%	382	15	3.93%
Psychiatrist	152	38%	770	103	13.38%
Psychologist	101	25%	374	28	7.49%
Medical Assistant	86	22%	2,205	117	5.31%
Social and Human Service Assistants	55	14%	1,570	89	5.67%
Substance Abuse and Behavioral Disorder Counselors	84	21%	609	17	2.79%
Nursing Aide/Assistant	57	14%	4,788	192	4.01%
Certified Home Health Aide	38	10%	17,431	203	1.16%
Personal Care Aide	25	6%	3,089	25	0.81%
Licensed Clinical Social Worker	100	25%	626	57	9.11%
Bachelor's Social Worker	67	17%	451	19	4.21%
Licensed Master's Social Worker	94	24%	605	34	5.62%
Social Worker Care Coordinator/Case Manager/Care Transition	50	13%	391	29	7.42%
Care Manager / Coordinator	81	20%	1,481	97	6.55%
Care or Patient Navigator	52	13%	330	32	9.70%
Community Health Worker	60	15%	773	30	3.88%
Peer Support Worker	65	16%	173	35	20.23%



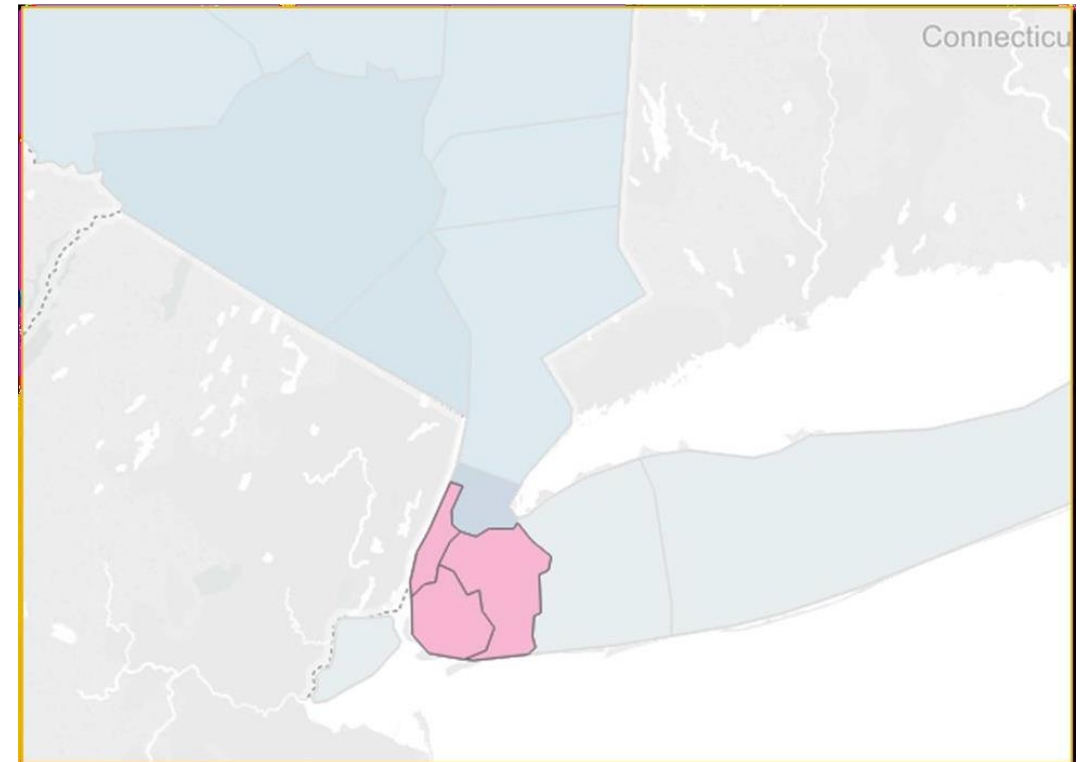
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree



Mount Sinai

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	Unreported
Workforce Size (FTE*)	69,919
Total Number of Vacancies	2,404
Vacancy Rate	3.4%
Number of Reporting Organizations WITH Labor Unions	Unreported



*FTE = Full Time Equivalent

Mount Sinai

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	43	N/A	816	44	5.1%
Primary Care Nurse Practitioner	32	N/A	130	21	13.6%
Psychiatric Nurse Practitioner	20	N/A	24	6	19.8%
Staff Registered Nurse	87	N/A	6,856	297	4.2%
Licensed Practical Nurse	70	N/A	991	57	5.4%
RN Care Coordinators/Case Managers/Care Transitions	26	N/A	417	6	1.4%
Psychiatrist	70	N/A	435	10	2.2%
Psychologist	32	N/A	136	4	2.8%
Medical Assistant	26	N/A	1,397	50	3.5%
Social and Human Service Assistants	17	N/A	1,309	74	5.3%
Substance Abuse and Behavioral Disorder Counselors	46	N/A	451	13	2.8%
Nursing Aide/Assistant	26	N/A	3,507	62	1.7%
Certified Home Health Aide	11	N/A	12,773	40	0.3%
Personal Care Aide	6	N/A	275	0	0.0%
Licensed Clinical Social Worker	63	N/A	295	44	13.0%
Bachelor's Social Worker	26	N/A	103	3	2.8%
Licensed Master's Social Worker	51	N/A	189	14	6.7%
Social Worker Care Coordinator/Case Manager/Care Transition	26	N/A	344	23	6.3%
Care Manager / Coordinator	47	N/A	935	88	8.6%
Care or Patient Navigator	23	N/A	257	37	12.6%
Community Health Worker	8	N/A	87	21	19.1%
Peer Support Worker	20	N/A	66	16	19.5%



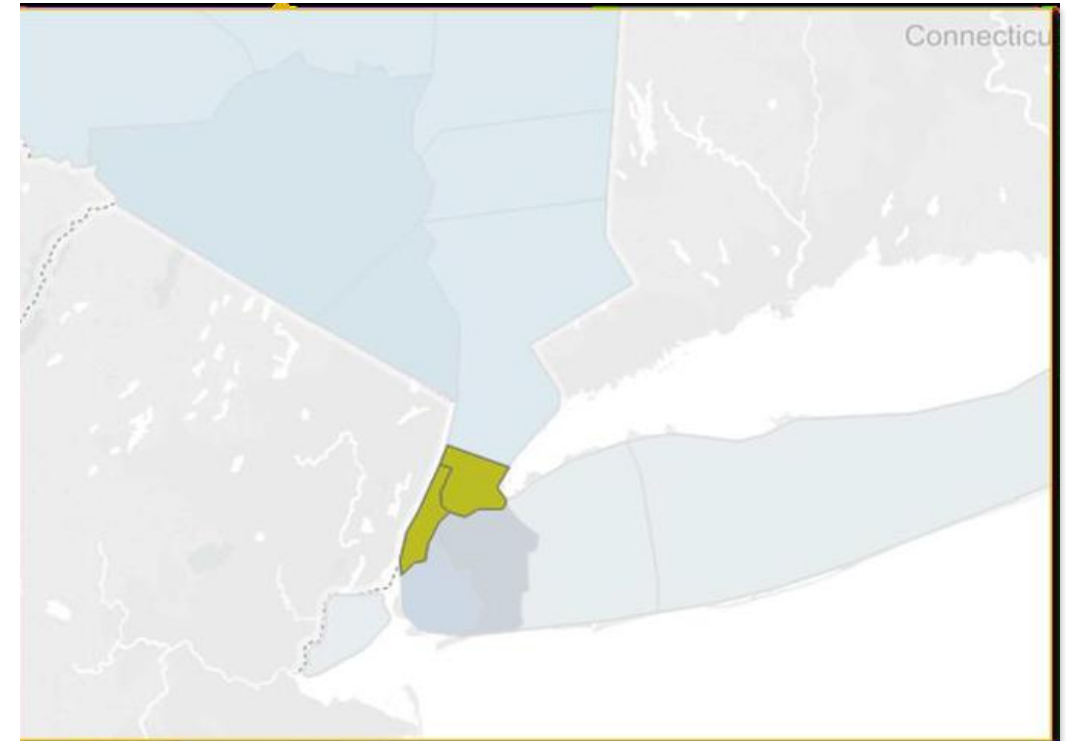
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's; Associates



New York-Presbyterian

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	64
Workforce Size (FTE*)	31,521
Total Number of Vacancies	1,573
Vacancy Rate	4.99%
Number of Reporting Organizations WITH Labor Unions	Unreported



*FTE = Full Time Equivalent

New York-Presbyterian

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	16	25%	155	11	7.2%
Primary Care Nurse Practitioner	8	13%	63	5	8.3%
Psychiatric Nurse Practitioner	10	16%	29	0	0.0%
Staff Registered Nurse	35	55%	6,576	305	4.7%
Licensed Practical Nurse	17	27%	366	17	6.3%
RN Care Coordinators/Case Managers/Care Transitions	8	13%	53	3	7.5%
Psychiatrist	25	39%	129	3	2.3%
Psychologist	13	20%	82	4	4.6%
Medical Assistant	7	11%	139	17	11.2%
Social and Human Service Assistants	5	8%	120	10	8.6%
Substance Abuse and Behavioral Disorder Counselors	11	17%	45	47	8.2%
Nursing Aide/Assistant	11	17%	1,375	41	2.9%
Certified Home Health Aide	1	2%	74	0	0.0%
Personal Care Aide			Unreported		
Licensed Clinical Social Worker	15	23%	309	14	4.3%
Bachelor's Social Worker	8	13%	24	3	11.9%
Licensed Master's Social Worker	17	27%	62	1	1.6%
Social Worker Care Coordinator/Case Manager/Care Transition	10	16%	98	2	2.0%
Care Manager / Coordinator	13	20%	198	32	13.9%
Care or Patient Navigator	5	8%	86	30	26.0%
Community Health Worker	4	6%	80	20	20.0%
Peer Support Worker	7	11%	26	1	3.9%



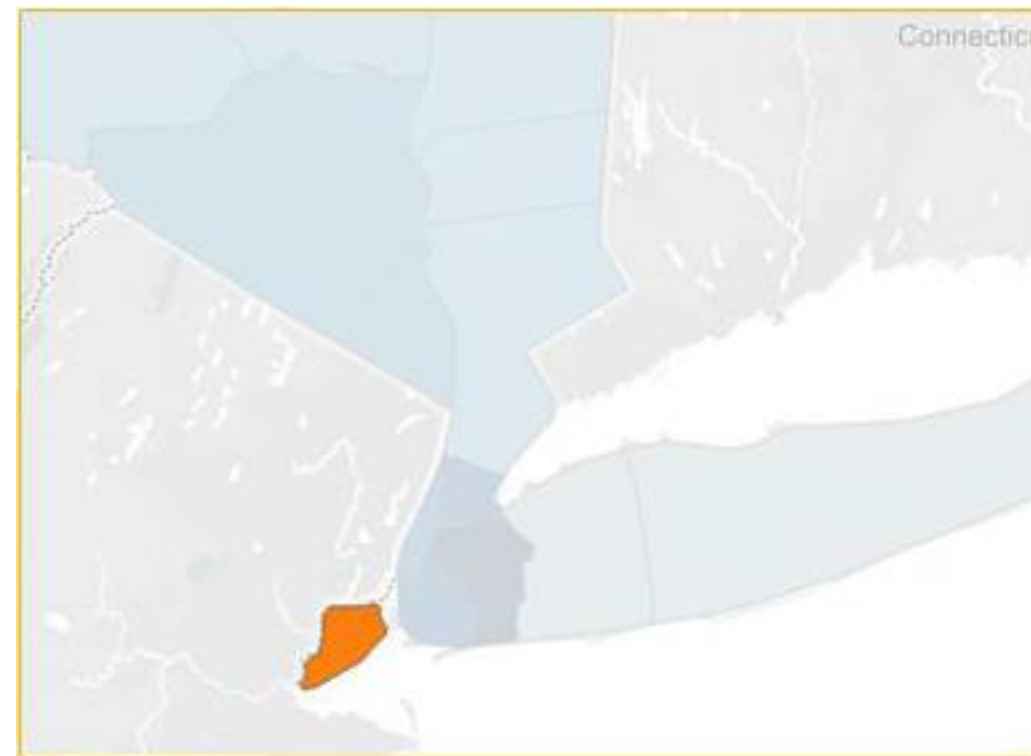
Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's; Associate's



Staten Island PPS

Network-wide Data

Data Point	Reported Value
Total Organizations Reporting	61
Workforce Size (FTE*)	10,400
Total Number of Vacancies	468
Vacancy Rate – Annual Ave.	4.5%
Number of Reporting Organizations WITH Labor Unions	14



NOTE: The Staten Island PPS submitted their report prior to the DOH reporting guidance and template being disseminated. Therefore, the PPS data collection and reporting format, while acceptable, did not include some data points needed to create this report.

*FTE = Full Time Equivalent

Staten Island PPS

Reported Data for Key Job Titles

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	Unreported		79		
Primary Care Nurse Practitioner	Unreported		190 – All		
Psychiatric Nurse Practitioner	Unreported		Inclusive		
Staff Registered Nurse	Unreported		3,024		
Licensed Practical Nurse	Unreported		338		
RN Care Coordinators/Case Managers/Care Transitions	Unreported		170		
Psychiatrist	Unreported		13		
Psychologist	Unreported		3		
Medical Assistant	Unreported		232		
Social and Human Service Assistants	Unreported		1	Total of 468 vacancies across all partners. Unreported by position.	4.5% is a partner average across all titles. Was not reported by position.
Substance Abuse and Behavioral Disorder Counselors	Unreported		63		
Nursing Aide/Assistant	Unreported		1,949		
Certified Home Health Aide	Unreported		Unreported		
Personal Care Aide	Unreported		Unreported		
Licensed Clinical Social Worker	Unreported		73		*PPS conducted C&B survey prior to NYSDOH formats were released.
Bachelor's Social Worker	Unreported		1		
Licensed Master's Social Worker	Unreported		2		
Social Worker Care Coordinator/Case Manager/Care Transition	Unreported		7		
Care Manager / Coordinator	Unreported		72		
Care or Patient Navigator	Unreported		199*		
Community Health Worker	Unreported		*Incl. Above		
Peer Support Worker	Unreported		*Incl. Above		



Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Unreported



Regional Snapshots

Regional Snapshots

- In addition to the 25 PPS individual Compensation and Benefits reports, **two additional reports were submitted containing data from multiple PPSs.**
- These reports were submitted by **workforce vendors** who developed reports for multiple PPSs and chose to **aggregate the data of the PPSs they supported.**
- These reports can yield **greater insights and depth** than individual PPS reports, as they capture a **wider, more regional snapshot** of the current state healthcare workforce.*

*Note: One alternative method of producing a regional snapshot with the currently available data would be adding together the data of multiple PPS within a single region. However, this poses the risk of data duplication and inflation of headcount totals (for example, by including survey results of partners who are participating in multiple networks) , and thus was not undertaken.

Iroquois Health Alliance PPSs

Network-wide Metrics

Metric	Reported Value
Total Organizations Reporting	303
Workforce Size (FTE*)	80,077
Total Number of Vacancies	5,808
Vacancy Rate	7.25%
Number of Reporting Organizations WITH Labor Unions	69

PPSs included in this aggregate

dataset:

1. Albany Medical Center
2. Alliance for Better Healthcare
3. Bassett Medical Center
4. Care Compass Network
5. Central New York Care Collaborative
6. North Country Initiative

*FTE = Full Time Equivalent

Iroquois Health Alliance PPSs

Metrics of Key Job Titles and Relevant Reported Data

8%+ Vacancy Rate

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	65	21%	861	89	10.34%
Primary Care Nurse Practitioner	55	18%	556	63	11.34%
Psychiatric Nurse Practitioner	38	13%	96	18	18.79%
Staff Registered Nurse	148	49%	15,075	1,032	6.84%
Licensed Practical Nurse	142	47%	4,382	323	7.37%
RN Care Coordinators/Case Managers/Care Transitions	66	22%	738	109	14.77%
Psychiatrist	46	15%	207	24	11.35%
Psychologist	37	12%	160	9	5.64%
Medical Assistant	50	17%	1,240	88	7.06%
Social and Human Service Assistants	46	15%	1,070	65	6.08%
Substance Abuse and Behavioral Disorder Counselors	47	16%	425	39	9.18%
Nursing Aide/Assistant	64	21%	7,156	722	10.09%
Certified Home Health Aide	33	11%	3,126	366	11.71%
Personal Care Aide	42	14%	9,967	990	9.93%
Licensed Clinical Social Worker	64	21%	396	21	5.31%
Bachelor's Social Worker	37	12%	141	4	2.84%
Licensed Master's Social Worker	83	27%	502	31	6.07%
Social Worker Care Coordinator/Case Manager/Care Transition	65	21%	401	35	8.72%
Care Manager / Coordinator	113	37%	1,226	92	7.50%
Care or Patient Navigator	33	11%	216	24	11.11%
Community Health Worker	26	9%	553	48	8.68%
Peer Support Worker	35	12%	439	48	10.93%

Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree



Integrated Healthcare Strategies PPSs

Network-wide Metrics

Metric	Reported Value
Total Organizations Reporting	71
Workforce Size (FTE*)	17,550
Total Number of Vacancies	1,042
Vacancy Rate	5.94%
Number of Reporting Organizations WITH Labor Unions	~12

PPSs included in this aggregate

dataset:

1. WMCHHealth PPS
2. Montefiore Medical Center

*FTE = Full Time Equivalent

Integrated Healthcare Strategies PPSs

8%+ Vacancy Rate

Metrics of Key Job Titles and Relevant Reported Data

Non-Licensed Emerging Job Titles

Job Title	# Responding Organizations	Response Rate	# Employees	# Vacancies	Vacancy Rate
Primary Care Physician	16	23%	368	14	3.80%
Primary Care Nurse Practitioner	22	31%	188	9	4.79%
Psychiatric Nurse Practitioner	13	18%	24	4	16.67%
Staff Registered Nurse	25	35%	2,849	203	7.13%
Licensed Practical Nurse	27	38%	592	30	5.07%
RN Care Coordinators/Case Managers/Care Transitions	16	23%	67	3	4.48%
Psychiatrist	24	34%	144	25	17.36%
Psychologist	15	21%	60	2	3.33%
Medical Assistant	20	28%	965	77	7.98%
Social and Human Service Assistants	14	20%	194	11	5.67%
Substance Abuse and Behavioral Disorder Counselors	16	23%	152	9	5.92%
Nursing Aide/Assistant	13	18%	958	45	4.70%
Certified Home Health Aide			Unreported		
Personal Care Aide			Unreported		
Licensed Clinical Social Worker	37	52%	373	27	7.24%
Bachelor's Social Worker	11	15%	138	14	10.14%
Licensed Master's Social Worker			Unreported		
Social Worker Care Coordinator/Case Manager/Care Transition			Unreported		
Care Manager / Coordinator	15	21%	241	11	4.56%
Care or Patient Navigator	15	21%	241	11	4.56%
Community Health Worker	13	18%	129	3	2.33%
Peer Support Worker	22	31%	172	20	11.63%

Most Common Reported Degree Requirement for Non-Licensed Care Coordination Positions: Bachelor's Degree



Job Title and Vacancy Rate Statewide Snapshots by Job Title

Primary Care Physician Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	0.00%
Nassau Queens PPS	Downstate	Long Island	4.58%
Advocate Community Partners	Downstate	NYC	8.81%
NYU Lutheran PPS	Downstate	NYC	8.43%
Maimonides Medical Center	Downstate	NYC	14.88%
SBH Health System	Downstate	NYC	7.85%
New York-Presbyterian/Queens	Downstate	NYC	14.47%
OneCity Health PPS	Downstate	NYC	9.54%
Bronx Health Access	Downstate	NYC	0.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	5.10%
New York-Presbyterian	Downstate	NYC	7.20%
Alliance for Better Health Care	Upstate	Capital Region	17.92%
Albany Medical Center Hospital	Upstate	Capital Region	3.21%
Central NY Care Collaborative	Upstate	Central NY	3.45%
Finger Lakes PPS	Upstate	Finger Lakes	10.71%
Montefiore Medical Center	Upstate	Mid-Hudson	5.10%
WMCHHealth PPS	Upstate	Mid-Hudson	4.46%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	44.07%
Adirondack Health Institute	Upstate	North Country	5.17%
Care Compass Network	Upstate	Southern Tier	8.53%
North Country Initiative	Upstate	Tug Hill Seaway	10.26%
Community Partners Western NY	Upstate	Western NY	12.00%
Millennium Care Collaborative	Upstate	Western NY	11.63%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Primary Care Nurse Practitioner Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	6.35%
Nassau Queens PPS	Downstate	Long Island	11.76%
Advocate Community Partners	Downstate	NYC	15.27%
NYU Lutheran PPS	Downstate	NYC	24.19%
Maimonides Medical Center	Downstate	NYC	33.33%
SBH Health System	Downstate	NYC	12.82%
New York-Presbyterian/Queens	Downstate	NYC	6.38%
OneCity Health PPS	Downstate	NYC	13.64%
Bronx Health Access	Downstate	NYC	0.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	13.64%
New York-Presbyterian	Downstate	NYC	8.30%
Alliance for Better Health Care	Upstate	Capital Region	21.21%
Albany Medical Center Hospital	Upstate	Capital Region	4.05%
Central NY Care Collaborative	Upstate	Central NY	7.72%
Finger Lakes PPS	Upstate	Finger Lakes	40.02%
Montefiore Medical Center	Upstate	Mid-Hudson	3.85%
WMCHealth PPS	Upstate	Mid-Hudson	6.09%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	30.00%
Adirondack Health Institute	Upstate	North Country	10.26%
Care Compass Network	Upstate	Southern Tier	8.76%
North Country Initiative	Upstate	Tug Hill Seaway	11.11%
Community Partners Western NY	Upstate	Western NY	10.00%
Millennium Care Collaborative	Upstate	Western NY	12.50%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Psychiatric Nurse Practitioner Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	0.00%
Nassau Queens PPS	Downstate	Long Island	33.33%
Advocate Community Partners	Downstate	NYC	0.00%
NYU Lutheran PPS	Downstate	NYC	33.33%
Maimonides Medical Center	Downstate	NYC	27.59%
SBH Health System	Downstate	NYC	27.27%
New York-Presbyterian/Queens	Downstate	NYC	0.00%
OneCity Health PPS	Downstate	NYC	23.17%
Bronx Health Access	Downstate	NYC	Unreported
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	19.80%
New York-Presbyterian	Downstate	NYC	0.00%
Alliance for Better Health Care	Upstate	Capital Region	23.67%
Albany Medical Center Hospital	Upstate	Capital Region	31.91%
Central NY Care Collaborative	Upstate	Central NY	15.91%
Finger Lakes PPS	Upstate	Finger Lakes	40.02%
Montefiore Medical Center	Upstate	Mid-Hudson	19.05%
WMCHealth PPS	Upstate	Mid-Hudson	25.00%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	17.65%
Adirondack Health Institute	Upstate	North Country	22.22%
Care Compass Network	Upstate	Southern Tier	10.00%
North Country Initiative	Upstate	Tug Hill Seaway	33.33%
Community Partners Western NY	Upstate	Western NY	10.00%
Millennium Care Collaborative	Upstate	Western NY	2.94%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Staff Registered Nurse Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	4.17%
Nassau Queens PPS	Downstate	Long Island	3.08%
Advocate Community Partners	Downstate	NYC	6.96%
NYU Lutheran PPS	Downstate	NYC	14.41%
Maimonides Medical Center	Downstate	NYC	9.73%
SBH Health System	Downstate	NYC	10.59%
New York-Presbyterian/Queens	Downstate	NYC	4.02%
OneCity Health PPS	Downstate	NYC	7.10%
Bronx Health Access	Downstate	NYC	0.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	4.20%
New York-Presbyterian	Downstate	NYC	4.70%
Alliance for Better Health Care	Upstate	Capital Region	6.25%
Albany Medical Center Hospital	Upstate	Capital Region	6.83%
Central NY Care Collaborative	Upstate	Central NY	6.56%
Finger Lakes PPS	Upstate	Finger Lakes	27.21%
Montefiore Medical Center	Upstate	Mid-Hudson	6.30%
WMCHHealth PPS	Upstate	Mid-Hudson	9.18%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	16.88%
Adirondack Health Institute	Upstate	North Country	8.61%
Care Compass Network	Upstate	Southern Tier	6.16%
North Country Initiative	Upstate	Tug Hill Seaway	11.29%
Community Partners Western NY	Upstate	Western NY	3.91%
Millennium Care Collaborative	Upstate	Western NY	4.08%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Licensed Practical Nurse Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	3.51%
Nassau Queens PPS	Downstate	Long Island	2.86%
Advocate Community Partners	Downstate	NYC	6.04%
NYU Lutheran PPS	Downstate	NYC	3.90%
Maimonides Medical Center	Downstate	NYC	3.37%
SBH Health System	Downstate	NYC	9.55%
New York-Presbyterian/Queens	Downstate	NYC	5.24%
OneCity Health PPS	Downstate	NYC	6.31%
Bronx Health Access	Downstate	NYC	1.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	5.40%
New York-Presbyterian	Downstate	NYC	6.30%
Alliance for Better Health Care	Upstate	Capital Region	4.45%
Albany Medical Center Hospital	Upstate	Capital Region	4.74%
Central NY Care Collaborative	Upstate	Central NY	7.40%
Finger Lakes PPS	Upstate	Finger Lakes	16.68%
Montefiore Medical Center	Upstate	Mid-Hudson	2.67%
WMCHHealth PPS	Upstate	Mid-Hudson	8.60%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	15.45%
Adirondack Health Institute	Upstate	North Country	11.72%
Care Compass Network	Upstate	Southern Tier	6.87%
North Country Initiative	Upstate	Tug Hill Seaway	10.19%
Community Partners Western NY	Upstate	Western NY	12.52%
Millennium Care Collaborative	Upstate	Western NY	12.73%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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RN Care Coordinators Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	1.85%
Nassau Queens PPS	Downstate	Long Island	6.36%
Advocate Community Partners	Downstate	NYC	7.65%
NYU Lutheran PPS	Downstate	NYC	3.19%
Maimonides Medical Center	Downstate	NYC	6.98%
SBH Health System	Downstate	NYC	5.03%
New York-Presbyterian/Queens	Downstate	NYC	35.83%
OneCity Health PPS	Downstate	NYC	3.93%
Bronx Health Access	Downstate	NYC	8.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	1.42%
New York-Presbyterian	Downstate	NYC	7.48%
Alliance for Better Health Care	Upstate	Capital Region	21.64%
Albany Medical Center Hospital	Upstate	Capital Region	23.00%
Central NY Care Collaborative	Upstate	Central NY	14.18%
Finger Lakes PPS	Upstate	Finger Lakes	27.21%
Montefiore Medical Center	Upstate	Mid-Hudson	5.41%
WMCHHealth PPS	Upstate	Mid-Hudson	4.88%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	16.44%
Adirondack Health Institute	Upstate	North Country	9.22%
Care Compass Network	Upstate	Southern Tier	3.26%
North Country Initiative	Upstate	Tug Hill Seaway	26.67%
Community Partners Western NY	Upstate	Western NY	8.30%
Millennium Care Collaborative	Upstate	Western NY	12.87%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Psychiatrist Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	0.00%
Nassau Queens PPS	Downstate	Long Island	1.55%
Advocate Community Partners	Downstate	NYC	19.75%
NYU Lutheran PPS	Downstate	NYC	4.55%
Maimonides Medical Center	Downstate	NYC	12.32%
SBH Health System	Downstate	NYC	9.04%
New York-Presbyterian/Queens	Downstate	NYC	15.79%
OneCity Health PPS	Downstate	NYC	13.38%
Bronx Health Access	Downstate	NYC	6.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	2.25%
New York-Presbyterian	Downstate	NYC	2.28%
Alliance for Better Health Care	Upstate	Capital Region	14.35%
Albany Medical Center Hospital	Upstate	Capital Region	14.79%
Central NY Care Collaborative	Upstate	Central NY	6.45%
Finger Lakes PPS	Upstate	Finger Lakes	138.64%
Montefiore Medical Center	Upstate	Mid-Hudson	9.20%
WMCHHealth PPS	Upstate	Mid-Hudson	21.90%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	16.00%
Adirondack Health Institute	Upstate	North Country	27.27%
Care Compass Network	Upstate	Southern Tier	23.53%
North Country Initiative	Upstate	Tug Hill Seaway	7.69%
Community Partners Western NY	Upstate	Western NY	0.00%
Millennium Care Collaborative	Upstate	Western NY	1.79%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Psychologist Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	10.00%
Advocate Community Partners	Downstate	NYC	5.79%
NYU Lutheran PPS	Downstate	NYC	5.00%
Maimonides Medical Center	Downstate	NYC	7.37%
SBH Health System	Downstate	NYC	4.83%
New York-Presbyterian/Queens	Downstate	NYC	0.00%
OneCity Health PPS	Downstate	NYC	7.49%
Bronx Health Access	Downstate	NYC	0.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	2.85%
New York-Presbyterian	Downstate	NYC	4.64%
Alliance for Better Health Care	Upstate	Capital Region	9.16%
Albany Medical Center Hospital	Upstate	Capital Region	13.33%
Central NY Care Collaborative	Upstate	Central NY	2.41%
Finger Lakes PPS	Upstate	Finger Lakes	2.73%
Montefiore Medical Center	Upstate	Mid-Hudson	0.00%
WMCHHealth PPS	Upstate	Mid-Hudson	4.08%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	0.00%
Adirondack Health Institute	Upstate	North Country	16.67%
Care Compass Network	Upstate	Southern Tier	0.00%
North Country Initiative	Upstate	Tug Hill Seaway	6.67%
Community Partners Western NY	Upstate	Western NY	0.00%
Millennium Care Collaborative	Upstate	Western NY	0.00%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Medical Assistant Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	5.18%
Nassau Queens PPS	Downstate	Long Island	7.25%
Advocate Community Partners	Downstate	NYC	6.39%
NYU Lutheran PPS	Downstate	NYC	3.33%
Maimonides Medical Center	Downstate	NYC	2.46%
SBH Health System	Downstate	NYC	8.00%
New York-Presbyterian/Queens	Downstate	NYC	12.82%
OneCity Health PPS	Downstate	NYC	5.31%
Bronx Health Access	Downstate	NYC	0.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	3.46%
New York-Presbyterian	Downstate	NYC	11.20%
Alliance for Better Health Care	Upstate	Capital Region	5.59%
Albany Medical Center Hospital	Upstate	Capital Region	4.52%
Central NY Care Collaborative	Upstate	Central NY	2.93%
Finger Lakes PPS	Upstate	Finger Lakes	9.03%
Montefiore Medical Center	Upstate	Mid-Hudson	4.93%
WMCHHealth PPS	Upstate	Mid-Hudson	10.84%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	8.36%
Adirondack Health Institute	Upstate	North Country	8.04%
Care Compass Network	Upstate	Southern Tier	4.10%
North Country Initiative	Upstate	Tug Hill Seaway	22.36%
Community Partners Western NY	Upstate	Western NY	6.73%
Millennium Care Collaborative	Upstate	Western NY	4.27%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Social & Human Service Assistant Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	0.00%
Advocate Community Partners	Downstate	NYC	19.48%
NYU Lutheran PPS	Downstate	NYC	5.60%
Maimonides Medical Center	Downstate	NYC	14.34%
SBH Health System	Downstate	NYC	13.44%
New York-Presbyterian/Queens	Downstate	NYC	25.00%
OneCity Health PPS	Downstate	NYC	5.67%
Bronx Health Access	Downstate	NYC	Unreported
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	5.35%
New York-Presbyterian	Downstate	NYC	8.57%
Alliance for Better Health Care	Upstate	Capital Region	7.53%
Albany Medical Center Hospital	Upstate	Capital Region	5.58%
Central NY Care Collaborative	Upstate	Central NY	6.78%
Finger Lakes PPS	Upstate	Finger Lakes	1.07%
Montefiore Medical Center	Upstate	Mid-Hudson	6.21%
WMCHHealth PPS	Upstate	Mid-Hudson	1.56%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	1.64%
Adirondack Health Institute	Upstate	North Country	0.00%
Care Compass Network	Upstate	Southern Tier	4.50%
North Country Initiative	Upstate	Tug Hill Seaway	3.88%
Community Partners Western NY	Upstate	Western NY	7.18%
Millennium Care Collaborative	Upstate	Western NY	6.62%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Substance Abuse & Behavioral Disorder Counselor

Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	2.94%
Advocate Community Partners	Downstate	NYC	4.48%
NYU Lutheran PPS	Downstate	NYC	5.26%
Maimonides Medical Center	Downstate	NYC	9.80%
SBH Health System	Downstate	NYC	10.26%
New York-Presbyterian/Queens	Downstate	NYC	4.17%
OneCity Health PPS	Downstate	NYC	2.79%
Bronx Health Access	Downstate	NYC	2.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	2.80%
New York-Presbyterian	Downstate	NYC	8.23%
Alliance for Better Health Care	Upstate	Capital Region	6.21%
Albany Medical Center Hospital	Upstate	Capital Region	6.25%
Central NY Care Collaborative	Upstate	Central NY	7.44%
Finger Lakes PPS	Upstate	Finger Lakes	12.67%
Montefiore Medical Center	Upstate	Mid-Hudson	6.36%
WMCHHealth PPS	Upstate	Mid-Hudson	8.49%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	0.00%
Adirondack Health Institute	Upstate	North Country	5.00%
Care Compass Network	Upstate	Southern Tier	23.64%
North Country Initiative	Upstate	Tug Hill Seaway	16.28%
Community Partners Western NY	Upstate	Western NY	2.91%
Millennium Care Collaborative	Upstate	Western NY	2.85%

Color Key

Vacancy Rate 8% or higher

PPS did not submit data

Nursing Aide / Assistant Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	4.73%
Nassau Queens PPS	Downstate	Long Island	4.06%
Advocate Community Partners	Downstate	NYC	1.43%
NYU Lutheran PPS	Downstate	NYC	5.69%
Maimonides Medical Center	Downstate	NYC	3.51%
SBH Health System	Downstate	NYC	1.98%
New York-Presbyterian/Queens	Downstate	NYC	2.40%
OneCity Health PPS	Downstate	NYC	4.01%
Bronx Health Access	Downstate	NYC	Unreported
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	1.74%
New York-Presbyterian	Downstate	NYC	2.90%
Alliance for Better Health Care	Upstate	Capital Region	9.29%
Albany Medical Center Hospital	Upstate	Capital Region	9.60%
Central NY Care Collaborative	Upstate	Central NY	8.67%
Finger Lakes PPS	Upstate	Finger Lakes	7.76%
Montefiore Medical Center	Upstate	Mid-Hudson	4.27%
WMCHHealth PPS	Upstate	Mid-Hudson	Unreported
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	14.74%
Adirondack Health Institute	Upstate	North Country	13.50%
Care Compass Network	Upstate	Southern Tier	11.78%
North Country Initiative	Upstate	Tug Hill Seaway	12.02%
Community Partners Western NY	Upstate	Western NY	12.84%
Millennium Care Collaborative	Upstate	Western NY	12.06%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Certified Home Health Aide Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	0.00%
Advocate Community Partners	Downstate	NYC	0.00%
NYU Lutheran PPS	Downstate	NYC	2.04%
Maimonides Medical Center	Downstate	NYC	0.07%
SBH Health System	Downstate	NYC	1.72%
New York-Presbyterian/Queens	Downstate	NYC	0.00%
OneCity Health PPS	Downstate	NYC	1.16%
Bronx Health Access	Downstate	NYC	Unreported
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	0.30%
New York-Presbyterian	Downstate	NYC	0.00%
Alliance for Better Health Care	Upstate	Capital Region	4.22%
Albany Medical Center Hospital	Upstate	Capital Region	3.04%
Central NY Care Collaborative	Upstate	Central NY	16.41%
Finger Lakes PPS	Upstate	Finger Lakes	3.93%
Montefiore Medical Center	Upstate	Mid-Hudson	Unreported
WMCHHealth PPS	Upstate	Mid-Hudson	Unreported
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	15.12%
Adirondack Health Institute	Upstate	North Country	12.90%
Care Compass Network	Upstate	Southern Tier	17.10%
North Country Initiative	Upstate	Tug Hill Seaway	16.15%
Community Partners Western NY	Upstate	Western NY	6.16%
Millennium Care Collaborative	Upstate	Western NY	7.76%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Personal Care Aide Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	0.00%
Advocate Community Partners	Downstate	NYC	0.00%
NYU Lutheran PPS	Downstate	NYC	2.83%
Maimonides Medical Center	Downstate	NYC	1.31%
SBH Health System	Downstate	NYC	2.50%
New York-Presbyterian/Queens	Downstate	NYC	0.00%
OneCity Health PPS	Downstate	NYC	0.81%
Bronx Health Access	Downstate	NYC	Unreported
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	0.00%
New York-Presbyterian	Downstate	NYC	0.00%
Alliance for Better Health Care	Upstate	Capital Region	10.15%
Albany Medical Center Hospital	Upstate	Capital Region	8.28%
Central NY Care Collaborative	Upstate	Central NY	12.21%
Finger Lakes PPS	Upstate	Finger Lakes	1.02%
Montefiore Medical Center	Upstate	Mid-Hudson	Unreported
WMCHHealth PPS	Upstate	Mid-Hudson	Unreported
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	5.34%
Adirondack Health Institute	Upstate	North Country	7.19%
Care Compass Network	Upstate	Southern Tier	5.95%
North Country Initiative	Upstate	Tug Hill Seaway	12.54%
Community Partners Western NY	Upstate	Western NY	17.03%
Millennium Care Collaborative	Upstate	Western NY	18.82%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Licensed Clinical Social Worker Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	9.09%
Advocate Community Partners	Downstate	NYC	5.56%
NYU Lutheran PPS	Downstate	NYC	20.78%
Maimonides Medical Center	Downstate	NYC	13.59%
SBH Health System	Downstate	NYC	11.53%
New York-Presbyterian/Queens	Downstate	NYC	11.32%
OneCity Health PPS	Downstate	NYC	9.11%
Bronx Health Access	Downstate	NYC	6.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	13.00%
New York-Presbyterian	Downstate	NYC	4.34%
Alliance for Better Health Care	Upstate	Capital Region	6.20%
Albany Medical Center Hospital	Upstate	Capital Region	4.10%
Central NY Care Collaborative	Upstate	Central NY	3.88%
Finger Lakes PPS	Upstate	Finger Lakes	2.34%
Montefiore Medical Center	Upstate	Mid-Hudson	8.46%
WMCHHealth PPS	Upstate	Mid-Hudson	7.92%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	9.59%
Adirondack Health Institute	Upstate	North Country	10.32%
Care Compass Network	Upstate	Southern Tier	2.33%
North Country Initiative	Upstate	Tug Hill Seaway	12.50%
Community Partners Western NY	Upstate	Western NY	13.04%
Millennium Care Collaborative	Upstate	Western NY	10.78%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Bachelor's Social Worker Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	5.00%
Advocate Community Partners	Downstate	NYC	16.67%
NYU Lutheran PPS	Downstate	NYC	4.23%
Maimonides Medical Center	Downstate	NYC	0.50%
SBH Health System	Downstate	NYC	9.41%
New York-Presbyterian/Queens	Downstate	NYC	2.22%
OneCity Health PPS	Downstate	NYC	4.21%
Bronx Health Access	Downstate	NYC	Unreported
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	2.82%
New York-Presbyterian	Downstate	NYC	11.90%
Alliance for Better Health Care	Upstate	Capital Region	0.00%
Albany Medical Center Hospital	Upstate	Capital Region	0.00%
Central NY Care Collaborative	Upstate	Central NY	8.00%
Finger Lakes PPS	Upstate	Finger Lakes	2.34%
Montefiore Medical Center	Upstate	Mid-Hudson	6.78%
WMCHHealth PPS	Upstate	Mid-Hudson	9.70%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	0.00%
Adirondack Health Institute	Upstate	North Country	6.25%
Care Compass Network	Upstate	Southern Tier	0.00%
North Country Initiative	Upstate	Tug Hill Seaway	0.00%
Community Partners Western NY	Upstate	Western NY	0.83%
Millennium Care Collaborative	Upstate	Western NY	2.12%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Licensed Master's Social Worker Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	4.17%
Advocate Community Partners	Downstate	NYC	6.54%
NYU Lutheran PPS	Downstate	NYC	14.80%
Maimonides Medical Center	Downstate	NYC	9.25%
SBH Health System	Downstate	NYC	8.26%
New York-Presbyterian/Queens	Downstate	NYC	1.71%
OneCity Health PPS	Downstate	NYC	5.62%
Bronx Health Access	Downstate	NYC	3.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	6.66%
New York-Presbyterian	Downstate	NYC	1.58%
Alliance for Better Health Care	Upstate	Capital Region	8.47%
Albany Medical Center Hospital	Upstate	Capital Region	7.24%
Central NY Care Collaborative	Upstate	Central NY	4.71%
Finger Lakes PPS	Upstate	Finger Lakes	2.34%
Montefiore Medical Center	Upstate	Mid-Hudson	10.74%
WMCHHealth PPS	Upstate	Mid-Hudson	13.36%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	12.50%
Adirondack Health Institute	Upstate	North Country	15.28%
Care Compass Network	Upstate	Southern Tier	1.26%
North Country Initiative	Upstate	Tug Hill Seaway	0.00%
Community Partners Western NY	Upstate	Western NY	9.84%
Millennium Care Collaborative	Upstate	Western NY	6.41%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Social Worker Care Coordinator Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	2.73%
Nassau Queens PPS	Downstate	Long Island	0.76%
Advocate Community Partners	Downstate	NYC	3.85%
NYU Lutheran PPS	Downstate	NYC	7.74%
Maimonides Medical Center	Downstate	NYC	11.25%
SBH Health System	Downstate	NYC	9.23%
New York-Presbyterian/Queens	Downstate	NYC	6.67%
OneCity Health PPS	Downstate	NYC	7.42%
Bronx Health Access	Downstate	NYC	5.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	6.27%
New York-Presbyterian	Downstate	NYC	2.00%
Alliance for Better Health Care	Upstate	Capital Region	12.92%
Albany Medical Center Hospital	Upstate	Capital Region	9.17%
Central NY Care Collaborative	Upstate	Central NY	13.01%
Finger Lakes PPS	Upstate	Finger Lakes	Unreported
Montefiore Medical Center	Upstate	Mid-Hudson	Unreported
WMCHealth PPS	Upstate	Mid-Hudson	Unreported
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	6.85%
Adirondack Health Institute	Upstate	North Country	8.33%
Care Compass Network	Upstate	Southern Tier	4.44%
North Country Initiative	Upstate	Tug Hill Seaway	1.56%
Community Partners Western NY	Upstate	Western NY	2.08%
Millennium Care Collaborative	Upstate	Western NY	5.26%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Care Manager/Coordinator Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	0.00%
Nassau Queens PPS	Downstate	Long Island	9.73%
Advocate Community Partners	Downstate	NYC	30.82%
NYU Lutheran PPS	Downstate	NYC	8.61%
Maimonides Medical Center	Downstate	NYC	8.15%
SBH Health System	Downstate	NYC	4.41%
New York-Presbyterian/Queens	Downstate	NYC	7.00%
OneCity Health PPS	Downstate	NYC	6.55%
Bronx Health Access	Downstate	NYC	6.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	8.56%
New York-Presbyterian	Downstate	NYC	13.89%
Alliance for Better Health Care	Upstate	Capital Region	7.41%
Albany Medical Center Hospital	Upstate	Capital Region	4.15%
Central NY Care Collaborative	Upstate	Central NY	10.29%
Finger Lakes PPS	Upstate	Finger Lakes	1.07%
Montefiore Medical Center	Upstate	Mid-Hudson	3.83%
WMCHealth PPS	Upstate	Mid-Hudson	5.68%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	5.49%
Adirondack Health Institute	Upstate	North Country	5.97%
Care Compass Network	Upstate	Southern Tier	7.61%
North Country Initiative	Upstate	Tug Hill Seaway	8.41%
Community Partners Western NY	Upstate	Western NY	4.48%
Millennium Care Collaborative	Upstate	Western NY	4.15%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Care or Patient Navigator Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	0.00%
Advocate Community Partners	Downstate	NYC	1.32%
NYU Lutheran PPS	Downstate	NYC	19.15%
Maimonides Medical Center	Downstate	NYC	9.03%
SBH Health System	Downstate	NYC	10.00%
New York-Presbyterian/Queens	Downstate	NYC	14.08%
OneCity Health PPS	Downstate	NYC	9.70%
Bronx Health Access	Downstate	NYC	7.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	12.61%
New York-Presbyterian	Downstate	NYC	25.95%
Alliance for Better Health Care	Upstate	Capital Region	1.09%
Albany Medical Center Hospital	Upstate	Capital Region	4.76%
Central NY Care Collaborative	Upstate	Central NY	11.73%
Finger Lakes PPS	Upstate	Finger Lakes	9.65%
Montefiore Medical Center	Upstate	Mid-Hudson	3.83%
WMCHHealth PPS	Upstate	Mid-Hudson	5.68%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	3.45%
Adirondack Health Institute	Upstate	North Country	0.00%
Care Compass Network	Upstate	Southern Tier	5.88%
North Country Initiative	Upstate	Tug Hill Seaway	9.38%
Community Partners Western NY	Upstate	Western NY	20.75%
Millennium Care Collaborative	Upstate	Western NY	16.92%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Community Health Worker Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	0.00%
Advocate Community Partners	Downstate	NYC	100.00%
NYU Lutheran PPS	Downstate	NYC	24.14%
Maimonides Medical Center	Downstate	NYC	19.44%
SBH Health System	Downstate	NYC	12.00%
New York-Presbyterian/Queens	Downstate	NYC	0.00%
OneCity Health PPS	Downstate	NYC	3.88%
Bronx Health Access	Downstate	NYC	3.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	19.11%
New York-Presbyterian	Downstate	NYC	19.96%
Alliance for Better Health Care	Upstate	Capital Region	3.33%
Albany Medical Center Hospital	Upstate	Capital Region	23.33%
Central NY Care Collaborative	Upstate	Central NY	5.76%
Finger Lakes PPS	Upstate	Finger Lakes	9.65%
Montefiore Medical Center	Upstate	Mid-Hudson	2.52%
WMCHHealth PPS	Upstate	Mid-Hudson	3.57%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	2.82%
Adirondack Health Institute	Upstate	North Country	7.69%
Care Compass Network	Upstate	Southern Tier	3.70%
North Country Initiative	Upstate	Tug Hill Seaway	25.00%
Community Partners Western NY	Upstate	Western NY	5.94%
Millennium Care Collaborative	Upstate	Western NY	6.50%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Peer Support Worker Vacancy Rates

PPS	Upstate / Downstate	Region	Vacancy Rate
Suffolk Care Collaborative	Downstate	Long Island	Unreported
Nassau Queens PPS	Downstate	Long Island	0.00%
Advocate Community Partners	Downstate	NYC	17.86%
NYU Lutheran PPS	Downstate	NYC	56.00%
Maimonides Medical Center	Downstate	NYC	23.73%
SBH Health System	Downstate	NYC	26.04%
New York-Presbyterian/Queens	Downstate	NYC	23.08%
OneCity Health PPS	Downstate	NYC	20.23%
Bronx Health Access	Downstate	NYC	0.00%
SIPPS	Downstate	NYC	Unreported
Mount Sinai	Downstate	NYC	19.49%
New York-Presbyterian	Downstate	NYC	3.85%
Alliance for Better Health Care	Upstate	Capital Region	7.75%
Albany Medical Center Hospital	Upstate	Capital Region	19.67%
Central NY Care Collaborative	Upstate	Central NY	3.20%
Finger Lakes PPS	Upstate	Finger Lakes	12.67%
Montefiore Medical Center	Upstate	Mid-Hudson	10.83%
WMCHHealth PPS	Upstate	Mid-Hudson	17.02%
Refuah Health Center	Upstate	Mid-Hudson	Unreported
Bassett PPS	Upstate	Mohawk Valley	4.87%
Adirondack Health Institute	Upstate	North Country	21.51%
Care Compass Network	Upstate	Southern Tier	8.82%
North Country Initiative	Upstate	Tug Hill Seaway	10.64%
Community Partners Western NY	Upstate	Western NY	14.55%
Millennium Care Collaborative	Upstate	Western NY	12.90%

Color Key	Vacancy Rate 8% or higher	PPS did not submit data
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Summary Snapshot: High Vacancy Rates by Job Title

Number of PPSs with 8%+ Vacancy Rates, by Job Title

Job Title	# of PPSs with 8%+ Vacancy Rate
Primary Care Physician	12
Primary Care Nurse Practitioner	16
Psychiatric Nurse Practitioner	17
Staff Registered Nurse	8
Licensed Practical Nurse	8
RN Care Coordinators/Case Managers/Care Transitions	11
Psychiatrist	13
Psychologist	4
Medical Assistant	8
Social and Human Service Assistants	5
Substance Abuse and Behavioral Disorder Counselors	7

Job Title	# of PPSs with 8%+ Vacancy Rate
Nursing Aide/Assistant	9
Certified Home Health Aide	5
Personal Care Aide	6
Licensed Clinical Social Worker	14
Bachelor's Social Worker	3
Licensed Master's Social Worker	9
Social Worker Care Coordinator/Case Manager/Care Transition	6
Care Manager / Coordinator	8
Care or Patient Navigator	12
Community Health Worker	9
Peer Support Worker	16

Fewest PPSs

Most PPSs

Note: Only 23 PPSs submitted vacancy rate data

Appendix: Job titles crosswalk to 2010 Standard Occupational Classification

Job Titles Crosswalk

Physicians	
Primary Care	29-1062 Family and General Practitioners and 29-1065 Pediatricians, General
Other Specialties (Except Psychiatrists)	not 29-1062 or 29-1075 (also exclude 29-1066 Psychiatrists)
Physician Assistants	29-1071 Physician Assistants
Primary Care	"Primary Care" is not differentiated as a separate category from 29-1071 Physician Assistants
Other Specialties	29-1071 Physician Assistants (need to exclude "Primary Care")
Nurse Practitioners	29-1171 Nurse Practitioners
Primary Care	"Primary Care" and "Psychiatric NPs" are not differentiated as a separate category from 29-1171 Nurse Practitioners
Other Specialties (Except Psychiatric NPs)	29-1171 Nurse Practitioners (need to exclude "Primary Care" and "Psychiatric NPs")
Midwives	29-1161 Nurse Midwives
Nursing	
Nurse Managers/Supervisors	11-9111 Medical and Health Services Managers "Nurse Managers" are not broken out as a separate category
Staff Registered Nurses	29-1141 Registered Nurses
Other Registered Nurses (Utilization Review, Staff Development, etc.)	Not differentiated as a separate category from 29-1141
LPNs	29-2061 Licensed Practical and Licensed Vocational Nurses
Other	
Social and Human Service Assistants	21-1093 Social and Human Service Assistants
Psychiatric Aides/Techs	31-1013 Psychiatric Aides and 29-2053 Psychiatric Technicians
Other	

Note: This list was presented to PPSs in the Workforce Reporting Summary webinar, released December 2015.

Job Titles Crosswalk

Clinical Support	
Medical Assistants	31-9092 Medical Assistants
Nurse Aides/Assistants	31-1014 Nursing Assistants
Patient Care Techs	29-2030 Diagnostic Related Technologists and Technicians and 29-2050 Health Practitioner Support Technologists and Technicians and 29-2090 Miscellaneous Health Technologists and Technicians
Clinical Laboratory Technologists and Technicians	29-2010 Clinical Laboratory Technologists and Technicians
Other	
Behavioral Health (Except Social Workers providing Case/Care Management, etc.)	
Psychiatrists	29-1066 Psychiatrists
Psychologists	19-3031 Clinical, Counseling, and School Psychologists
Psychiatric Nurse Practitioners	Not differentiated as a separate category from 29-1171
Licensed Clinical Social Workers	21-1023 Mental Health and Substance Abuse Social Workers
Substance Abuse and Behavioral Disorder Counselors	21-1011 Substance Abuse and Behavioral Disorder Counselors
Other Mental Health/Substance Abuse Titles Requiring Certification	
Social and Human Service Assistants	21-1093 Social and Human Service Assistants
Psychiatric Aides/Techs	31-1013 Psychiatric Aides and 29-2053 Psychiatric Technicians
Other	

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Job Titles Crosswalk

Nursing Care Managers/Coordinators/Navigators/Coaches	
RN Care Coordinators/Case Managers/Care Transitions	Not differentiated from 29-1141 (Registered Nurses) and/or 29-1171 (Nurse Practitioners)
LPN Care Coordinators/Case Managers	Not differentiated from 29-2061 (Licensed Practical and Licensed Vocational Nurses)
Social Worker Case Management/Care Management	21-1022 Healthcare Social Workers
Bachelor's Social Work	No classification identified for this title
Licensed Masters Social Workers	No classification identified for this title
Social Worker Care Coordinators/Case Managers/Care Transition	21-1022 Healthcare Social Workers
Other	
Non-licensed Care Coordination/Case Management/Care Management/Patient Navigators/Community Health Workers (Except RNs, LPNs, and Social Workers)	
Care Manager/Coordinator	No classification identified for this title
Care or Patient Navigator	No classification identified for this title
Community Health Worker	21-1094 Community Health Workers
Peer Support Worker	Not differentiated from 21-1094 (Community Health Workers)
Patient Education	Not differentiated as a separate category from 21-1091 Health Educators
Certified Asthma Educators	Not differentiated as a separate category from 21-1091 Health Educators
Certified Diabetes Educators	Not differentiated as a separate category from 21-1091 Health Educators
Health Coach	No classification identified for this title
Health Educators	21-1091 Health Educators
Other	

Note: This list was presented to PPSs in the Workforce Reporting Summary webinar, released December 2015.

Job Titles Crosswalk

Care or Patient Navigator	No classification identified for this title
Community Health Worker	21-1094 Community Health Workers
Peer Support Worker	Not differentiated from 21-1094 (Community Health Workers)
Patient Education	Not differentiated as a separate category from 21-1091 Health Educators
Certified Asthma Educators	Not differentiated as a separate category from 21-1091 Health Educators
Certified Diabetes Educators	Not differentiated as a separate category from 21-1091 Health Educators
Health Coach	No classification identified for this title
Health Educators	21-1091 Health Educators
Other	
Administrative Support -- All Titles	
Office Clerks	43-9060 Office Clerks, General
Secretaries and Administrative Assistants	43-6010 Secretaries and Administrative Assistants
Coders/Billers	29-2071 Medical Records and Health Information Technicians
Dietary/Food Service	11-9051 Food Service Managers
Financial Service Representatives	41-3031 Securities, Commodities, and Financial Services Sales Agents
Housekeeping	37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers
Medical Interpreters	27-3091 Interpreters and Translators
Patient Service Representatives	43-4051 Customer Service Representatives
Transportation	No classification identified for this title
Other	

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Job Titles Crosswalk

Janitors and cleaners	37-2011 Janitors and Cleaners
Health Information Technology	
Health Information Technology Managers	11-3021 Computer and Information Systems Managers
Hardware Maintenance	No classification identified for this title
Software Programmers	15-1130 Software Developers and Programmers
Technical Support	15-1150 Computer Support Specialists
Other	
Home Health Care	
Certified Home Health Aides	31-1011 Home Health Aides
Personal Care Aides	39-9021 Personal Care Aides
Other	
Other Allied Health	
Nutritionists/Dieticians	29-1031 Dietitians and Nutritionists
Occupational Therapists	29-1122 Occupational Therapists
Occupational Therapy Assistants/Aides	31-2010 Occupational Therapy Assistants and Aides
Pharmacists	29-1051 Pharmacists
Pharmacy Technicians	29-2052 Pharmacy Technicians
Physical Therapists	29-1123 Physical Therapists
Physical Therapy Assistants/Aides	31-2020 Physical Therapist Assistants and Aides
Respiratory Therapists	29-1126 Respiratory Therapists
Speech Language Pathologists	29-1127 Speech-Language Pathologists
Other	

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Thank you