

FEBRUARY 2021 FACT SHEET

North Dakota Behavioral Health Facility Workforce Survey

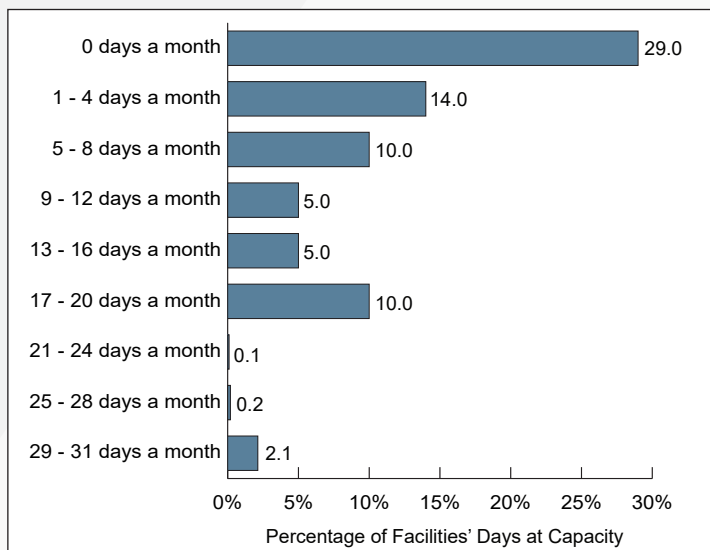


Vacant positions within healthcare facilities may present a problem when considering the ratio of professionals to patients. North Dakota does have demonstrated vacancies within Behavioral Health (BH) facilities. Illustration of these vacancies within the state, as well as factors that influence retention and recruitment, can assist in determining better strategies for filling needed positions within BH facilities.

Facility Capacity

BH facilities reported an average of 60 beds, with some facilities reporting zero beds and one facility reporting 372 beds. Facilities reported an average of 87 clients served in a typical day, with a minimum of three clients and a maximum of 340 clients served in a typical day. The majority of responding facilities reported zero days in a typical month at full capacity (Figure 1).

Figure 1. Days Spent at Full Capacity



Full Time Equivalent and Vacancies

The questionnaire contained a matrix of specific positions with questions regarding the number of Full Time Equivalent (FTE) for each. There were 29 position titles assessed within the questionnaire. BH facilities were asked to report the number of FTE for internal positions, external positions (i.e., contract workers), and vacant positions. The proportion of FTE type to number of hours per week are shown in Table 1.

Table 1. The Proportion of FTE to Number of Hours per Week

Full Time Equivalent (FTE)	Hours per Week
1.00 FTE	40 Hours
0.50 FTE	20 Hours
0.25 FTE	10 Hours

The five most populous positions in BH facilities were (in descending FTE order):

- Direct Care Associates
- Licensed Addiction Counselors
- Registered Nurses
- Technicians
- Business Office Staff

These five positions accounted for more than 670 FTE total. The least populous positions in BH facilities were (in descending FTE order):

- Behavior Analysts
- Licensed Associate Marriage and Family Therapists
- Certified Nurse Assistants
- Licensed Marriage and Family Therapists
- Physical Therapists

These five positions accounted for less than five FTE total.

The positions with the largest vacancy percentages were:

- Licensed Professional Counselors (46%)
- Licensed Professional Clinical Counselors (37%)
- Physician Assistants (29%)
- Human Relations Counselors (28%)
- Licensed Clinical Social Workers (27%)

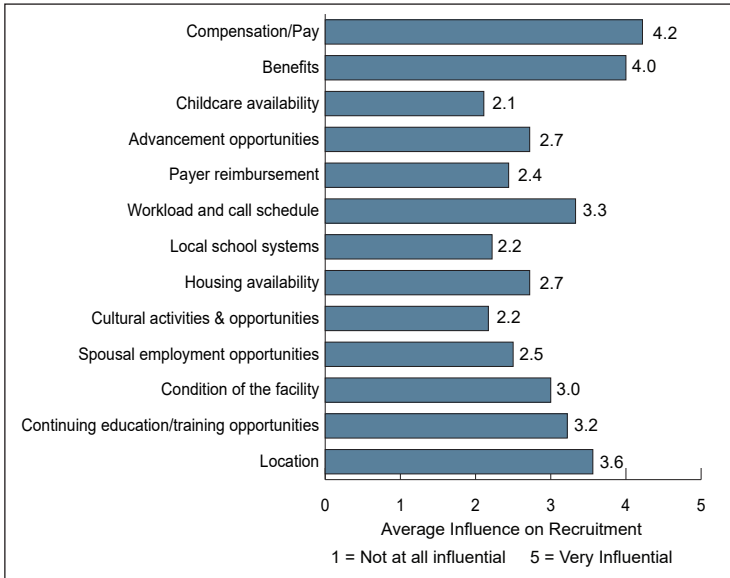
Recruitment and Retention

The facilities were asked to rate the difficulty of filling each of the named positions. The five positions reported as having the highest average difficulty to fill (i.e., reported as “difficult” to “very difficult”) were:

- Psychologists
- Psychiatrists
- Physician Assistants
- Licensed Clinical Social Workers
- Licensed Professional Clinical Counselors

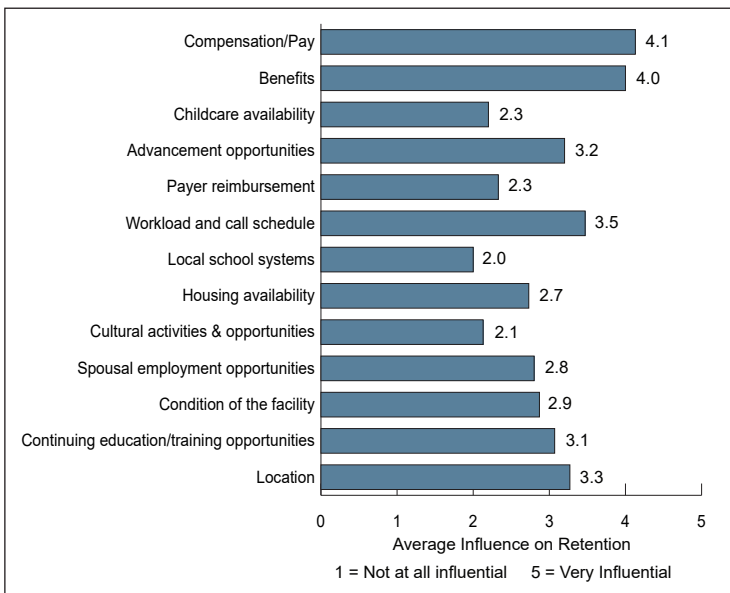
The BH facilities were asked to describe how influential specific factors were in recruiting and retaining employees. The facilities reported that compensation, benefits, and location were the most influential factors for recruiting workforce (Figure 2).

Figure 2. Average Influence Rating for Recruitment, 2020



Similarly, the BH facilities reported that compensation, benefits, workload/call schedule, and location were the most influential factors in retaining workforce (Figure 3).

Figure 3. Average Influence Rating for Retention, 2020



Conclusion

The survey results include Behavioral Health facility characteristics such as capacity, full time equivalent positions, vacancy rates, and factors that influence recruitment and retention. Recruiting and retaining professionals based on the factors discussed may be difficult as the number one influencer listed is compensation. Unless hospitals have the funds to offer competitive pay, it may prove beneficial to explore other factors that influence recruitment and retention in order to fill vacancies.

Data

Center for Rural Health. (2020). 2020 North Dakota Behavioral Health Facility Survey (Data File)