

# JANUARY 2021 FACT SHEET

## North Dakota Hospital Vacancy Rates

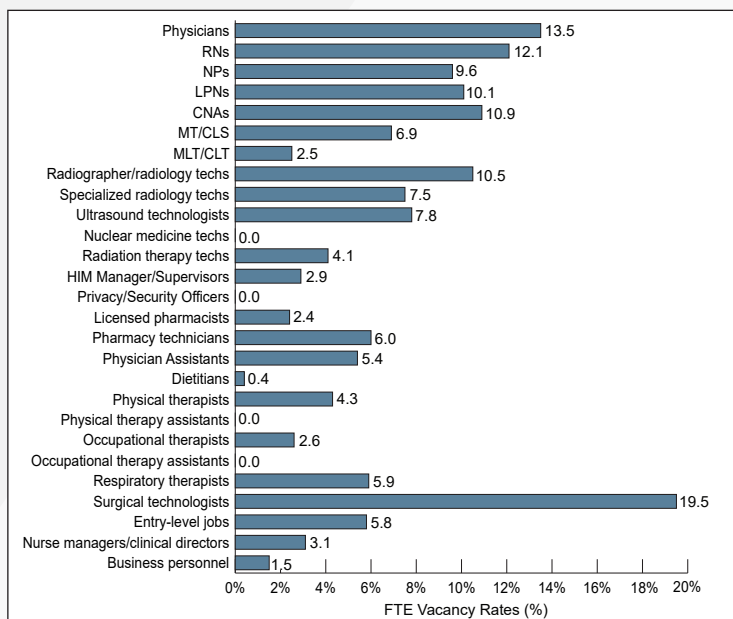


Vacancy rates are an important consideration when assessing quality care within a healthcare facility. Without a proper patient to professional ratio, patients may not receive the adequate attention they need for their health concerns. Further, professionals may become overworked and burnt out, potentially resulting in further vacancies. The following information outlines statewide aggregate vacancy rates and vacancy rates between CAHs and PPS hospitals to identify professions that need attention.

### Aggregate Vacancy Rates

North Dakota's 2018 statewide vacancy rates for hospital-staff types are presented in Figure 1.<sup>1</sup>

**Figure 1. Statewide Aggregate Hospital Workforce Vacancy Rates, 2018<sup>1</sup>**



The highest statewide vacancy rates were:<sup>1</sup>

- Surgical technologists (19.5%)
- Physicians (13.5%)
- RNs (12.1%)

### Aggregate Vacancy Rate Differences (2014 to 2018)

*Surgical technologists* had the largest vacancy rate increase (7.9% in 2014 to 19.5% in 2018).<sup>1,2</sup>

*Radiographer/radiology techs* also saw a considerable increase in the statewide vacancy rate (0.35% in 2014 to 10.5% in 2018).<sup>1,2</sup>

*MLT/CLT* personnel had a decrease in the vacancy rate (9.5% in 2014 to 2.5% in 2018).<sup>1,2</sup>

### CAH and PPS Hospitals

Figure 2 shows statewide vacancy rates for the different personnel categories for Critical Access Hospitals (CAHs) and Prospective Payment System (PPS) hospitals.

Among CAHs, the highest vacancy rates were:<sup>1</sup>

- Surgical technologists (27.7%)
- Respiratory therapists (18.0%)
- Ultrasound technologists (14.5%)

Among PPS hospitals the highest vacancy rates were:<sup>1</sup>

- Surgical technologists (18.6%)
- Physicians (13.6%)
- RNs (12.8%)

### CAH and PPS Hospital Vacancy Rate Differences (2014 to 2018)

*Surgical technologists'* vacancy rates for CAHs and PPS hospitals jumped from 4.4% and 8.4% in 2014 to rates of 27.7% and 18.6% in 2018, respectively.<sup>1,2</sup>

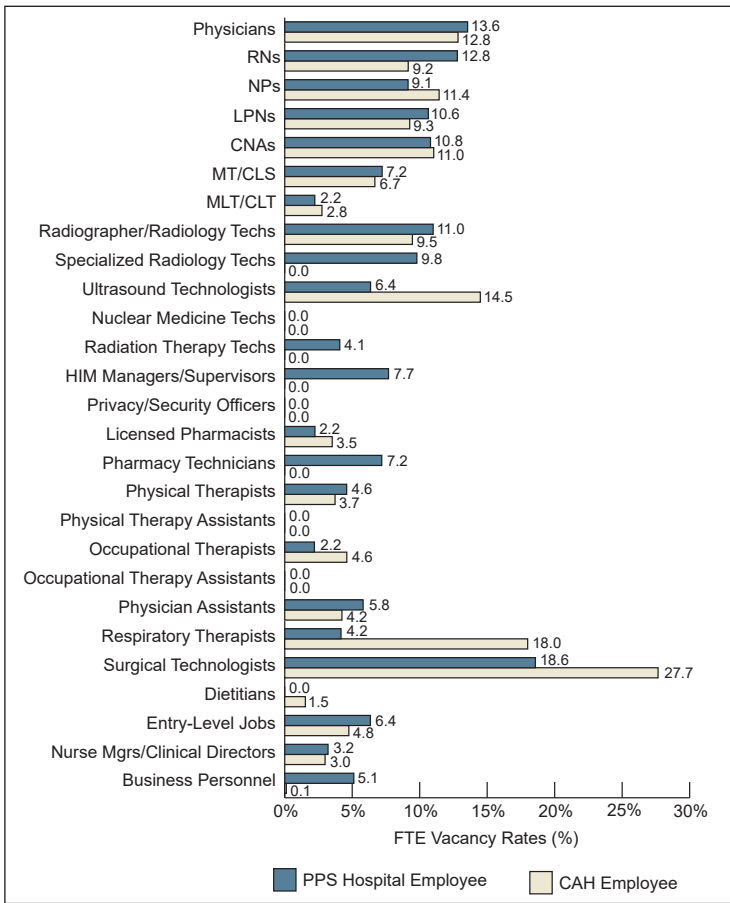
*Respiratory therapists* working within CAHs also had a considerable vacancy rate increase, from 2.6% in 2014 to 18.0% in 2018.<sup>1,2</sup>

*Radiology techs* had an increase in the vacancy rate in PPS hospitals (2014: 2.4%, 2018: 11.0%), as did *specialized radiology techs* (2014: 1.0%, 2018: 9.8%).<sup>1,2</sup>

*Physician assistants* saw a decrease in the vacancy rate within PPS hospitals with a decline from 14.1% in 2014 to 5.8% in 2018.<sup>1,2</sup>

*Radiation therapy techs* saw a decline in the vacancy rate within CAHs with a vacancy rate of 20.0% in 2014 dropping to 0.0% in 2018.<sup>1,2</sup>

**Figure 2. Statewide Hospital Workforce Vacancy Rates by CAH and PPS Hospitals<sup>1</sup>**



**Conclusion**

Vacancy rates are an important factor when considering adequate care in North Dakota healthcare facilities. The data show that there are many vacancies, especially among surgical techs, and these rates seem to be increasing. Measures should be taken to recruit and retain members in these positions to ensure quality care for North Dakota residents.

**Data**

1. Center for Rural Health. (2018). 2018 North Dakota Hospital Workforce Survey (Data File)
2. Center for Rural Health. (2014). 2014 North Dakota Hospital Workforce Survey (Data File)