

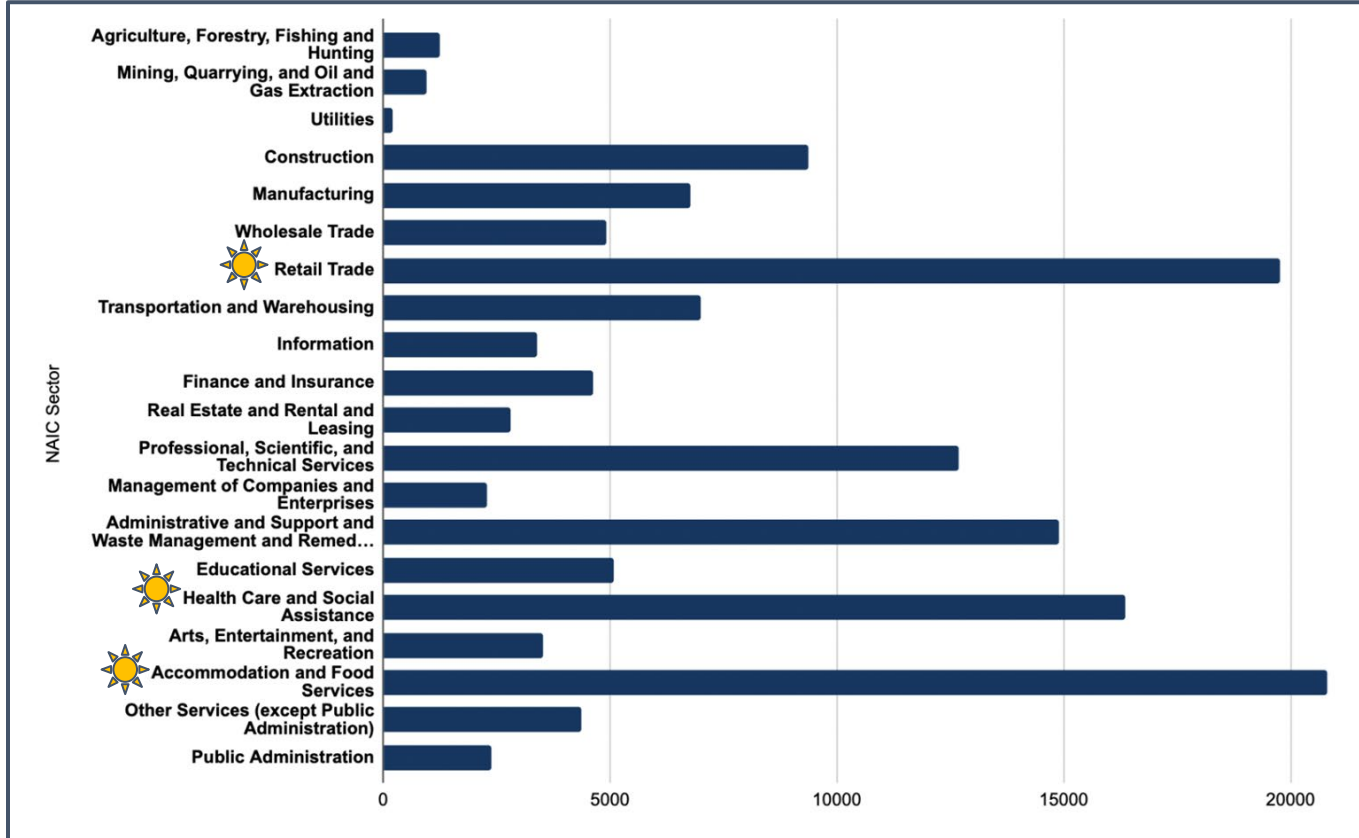
NoCo Healthcare Future Summit



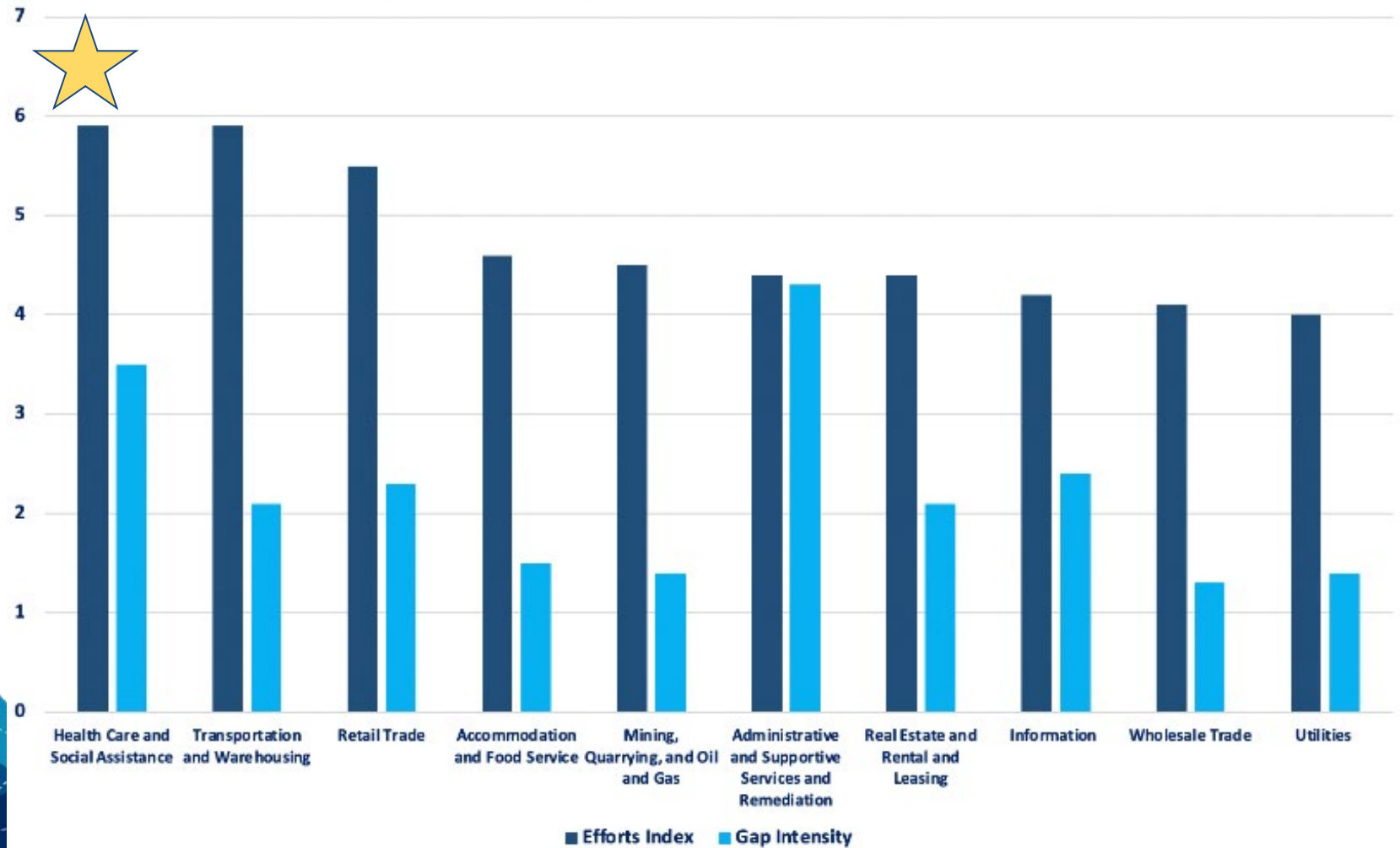
November 30th, 2022

Dr. Thomas Hartman | Dr. Caitlin McKennie

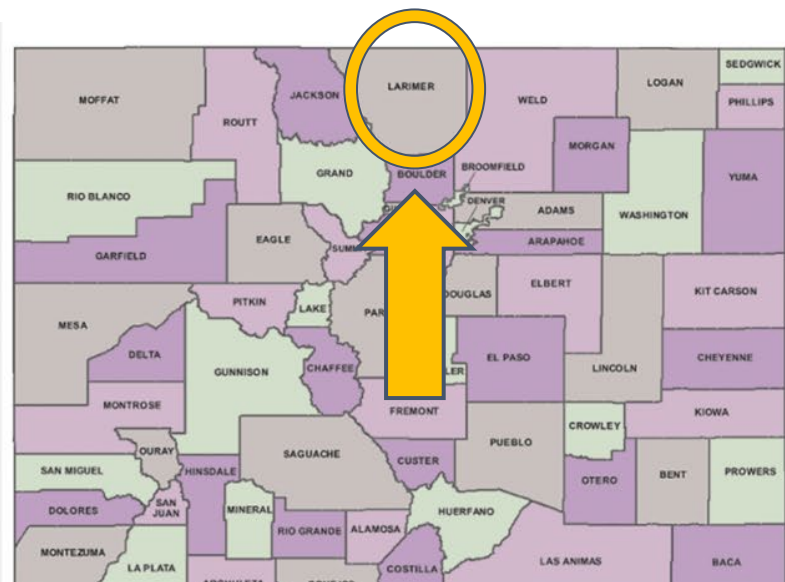
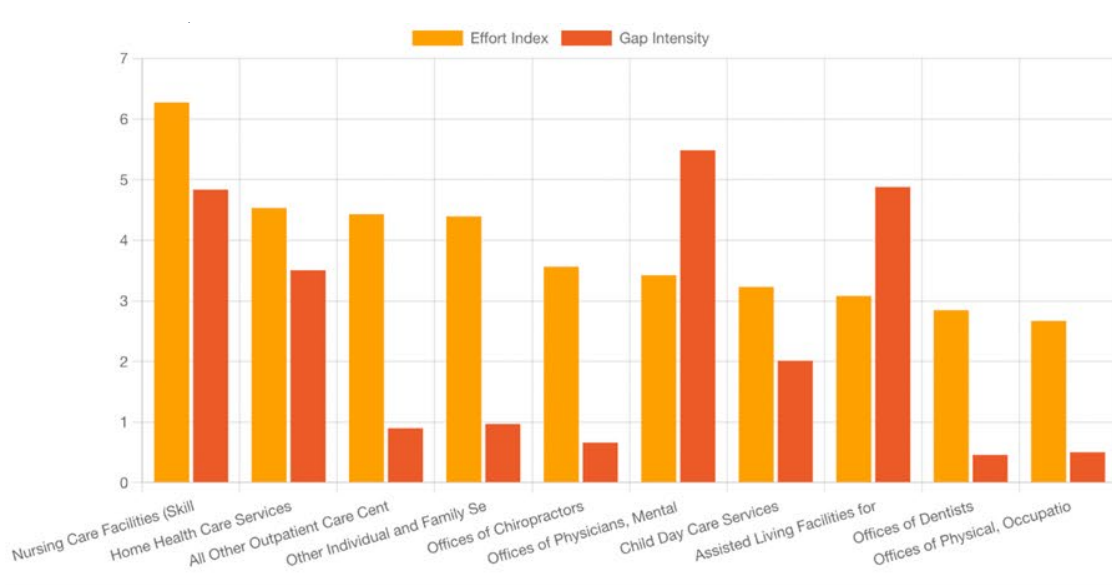
2021 Hires to Colorado by Industry



Effort Index, Gap Intensity by Industry in Colorado

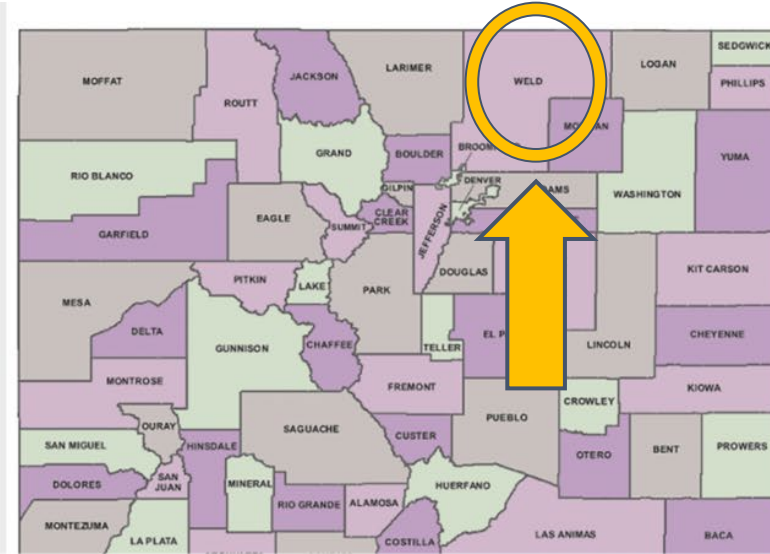
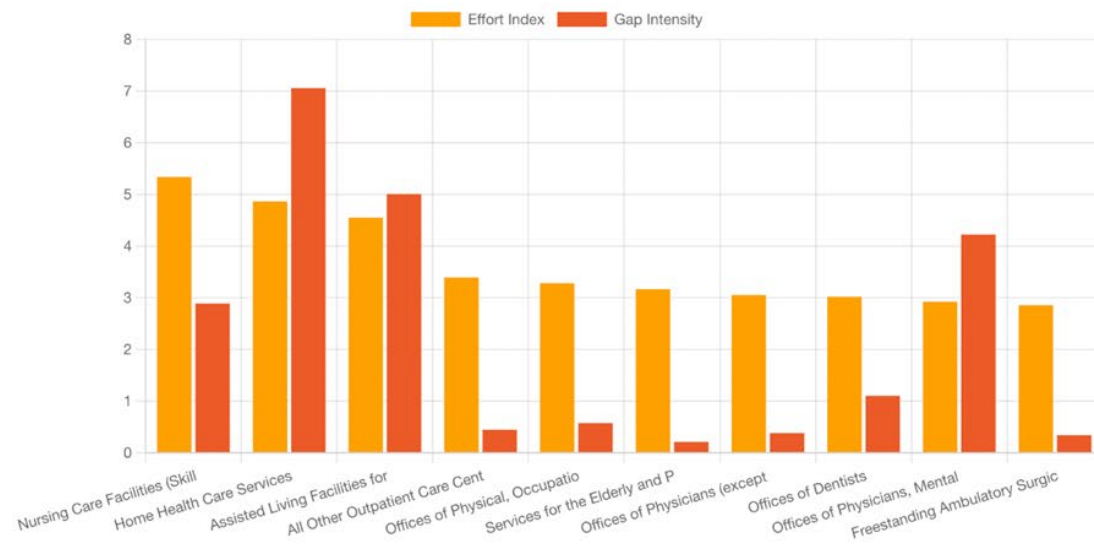


Effort Index, Gap Intensity in Larimer County



Source: Colorado Future Jobs Project

Effort Index, Gap Intensity in Weld County



Source: Colorado Future Jobs Project



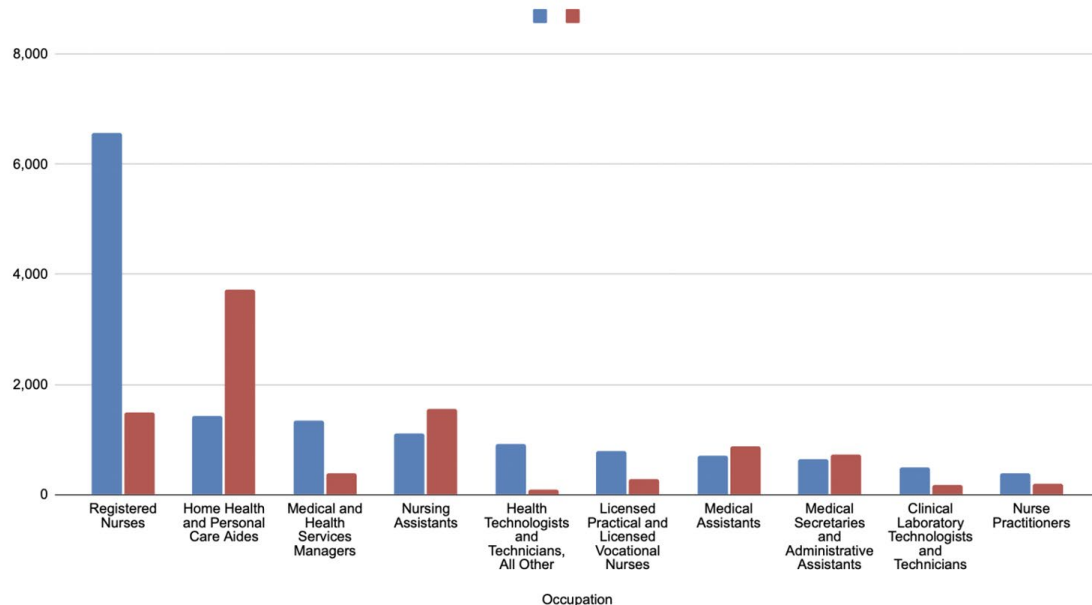


Employment Situation: Top Posted Occupations in Colorado



- Blue bars indicate average monthly postings
- Red bars represent average monthly hires

Avg Monthly Postings (Aug 2021 - Aug 2022) and Avg Monthly Hires (Aug 2021 - Aug 2022)

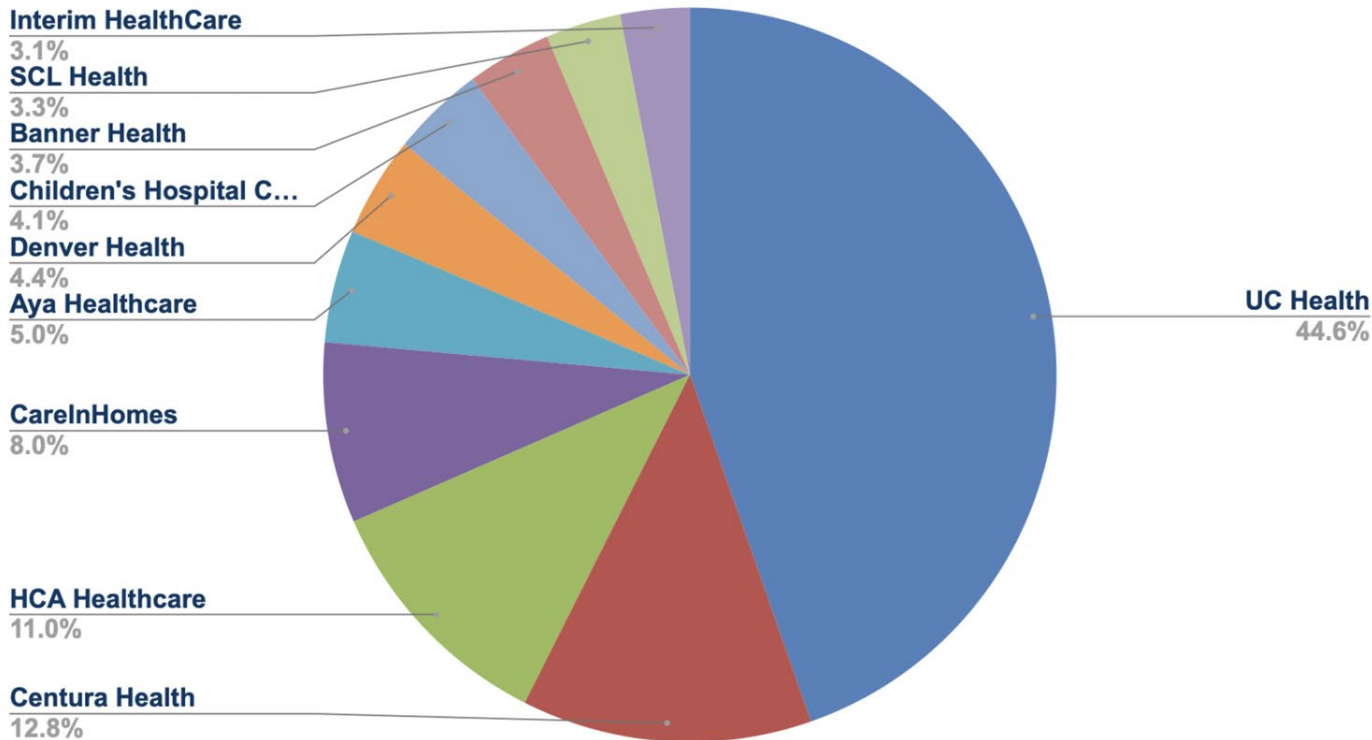


Source: JobsEQ Econometric Modeling Platform



Top Hiring Healthcare Facilities in Colorado

Unique Postings (Aug 2021 - Aug 2022)



Source: JobsEQ Econometric Modeling Platform



Colorado Industry Recovery

Comparing Sub-sector Employment Levels in Health Services: February 2022 vs. February 2020

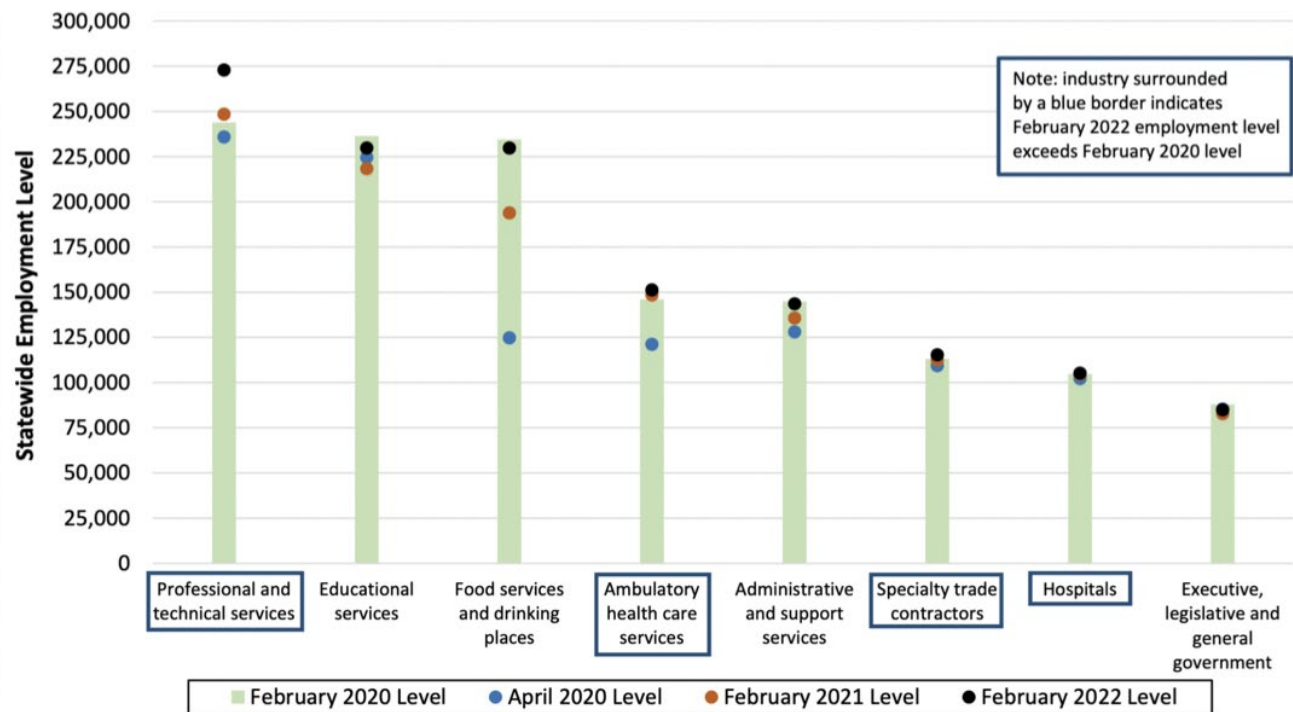
- Ambulatory services: **103.6%**
- Hospitals: **100.5%**
- Nursing and residential care facilities: **88.5%**
- Social assistance: **98.5%**



Source: Office of Labor Market Information, CDLE



Measuring Employment Loss and Recovery Compared to February 2020 Level (Colorado's Largest* Group of Industry Subsectors)

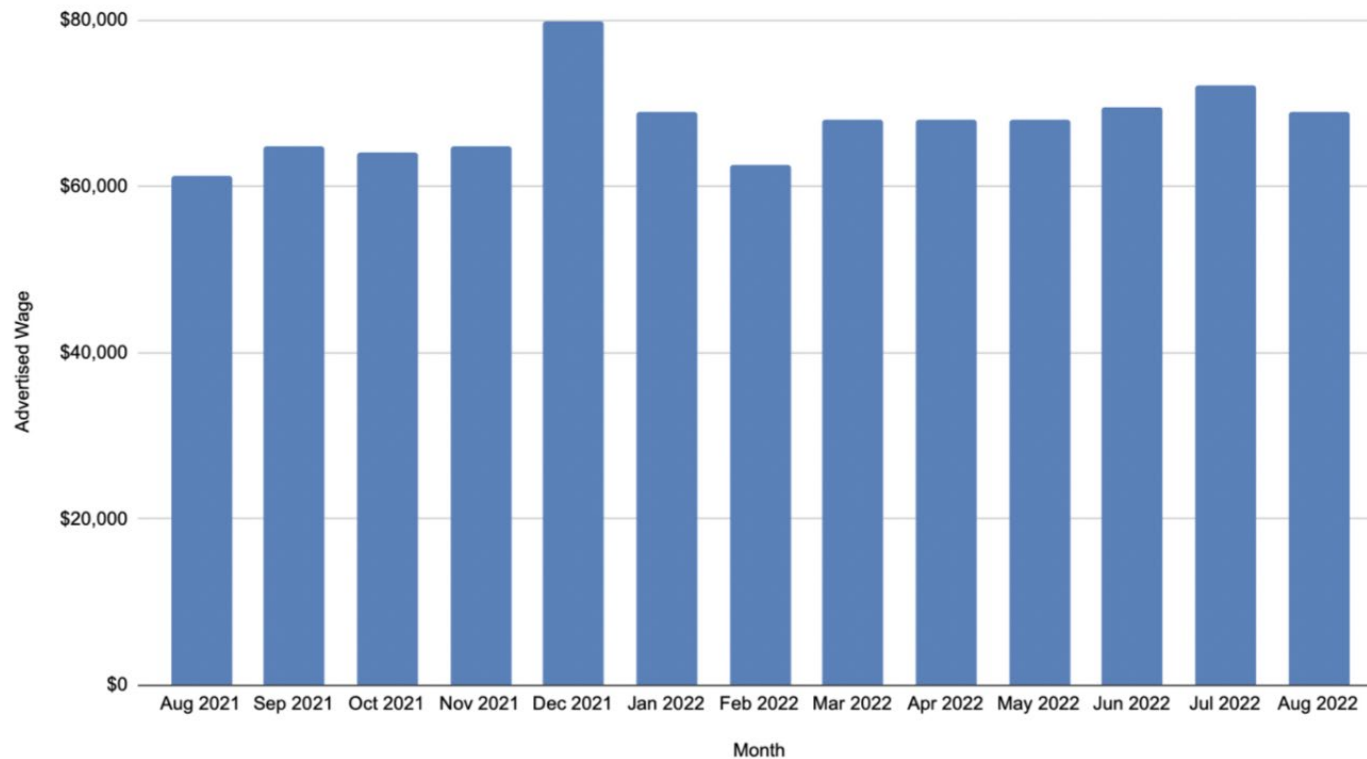


Source: Colorado Department of Labor and Employment, Office of Labor Market Information

*This list of industry subsectors is determined by the statewide employment level of those industries in February 2020. These eight industries accounted for 47.9% of Colorado's total industry employment in February 2020. The data comes from the Quarterly Census of Employment and Wages (QCEW) program and reflect all ownership types within each respective industry (private sector, as well as local, state, and federal government). These data are not seasonally adjusted.



Advertised Annual Salary Trends for Healthcare Jobs in Colorado (August 2021 - August 2022)



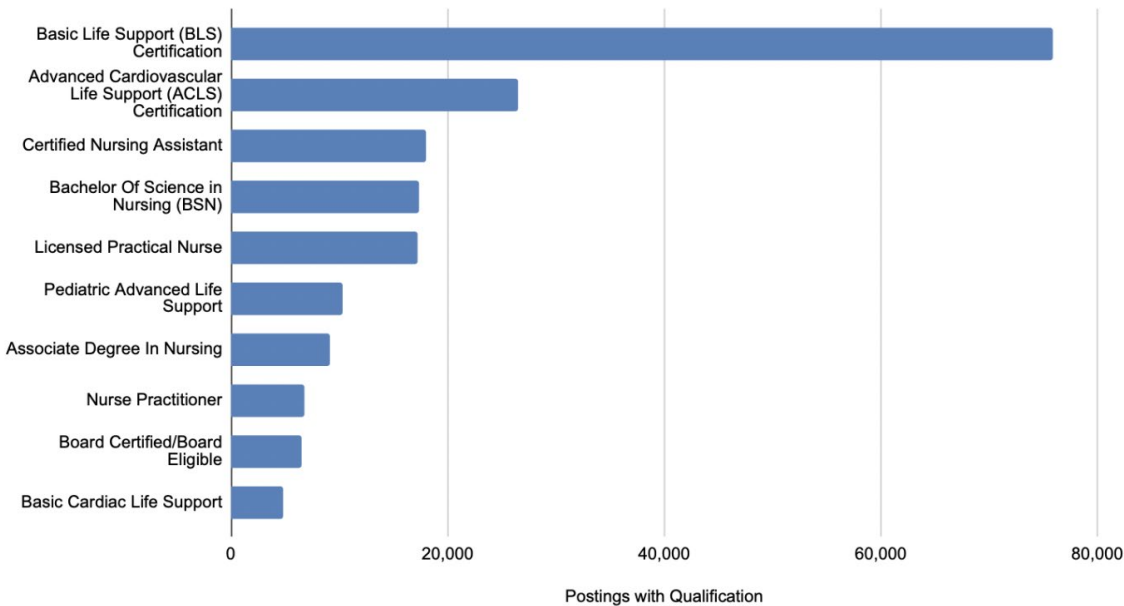
Source: JobsEQ Econometric Modeling Platform



Top Qualifications from Talent Pool



Postings with Qualification



Source: JobsEQ Econometric Modeling Platform



Experience Level Sought by Colorado Employers



Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	139,900	52%
0 - 1 Years	61,469	23%
2 - 3 Years	54,928	21%
4 - 6 Years	8,076	3%
7 - 9 Years	1,080	0%
10+ Years	1,539	1%

Source: JobsEQ Econometric Modeling Platform



Colorado Workforce
Development Council



Resources Available

Colorado Workforce Development Council



Strategies & Resources

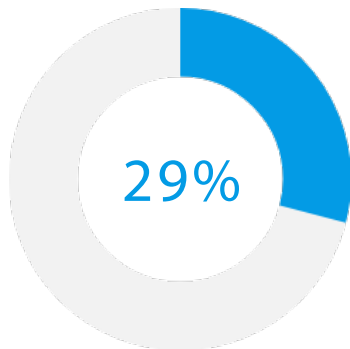
- Sector Strategies
- [Career Pathways](#)
- Work-based Learning
- Expanding Access to the Talent Development Network
- Job Quality
- Talent Pipeline Report
- Stimulus & Policy



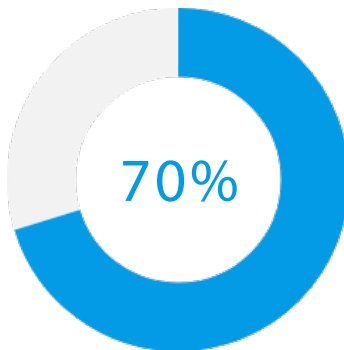


Engagement & Turnover Crisis

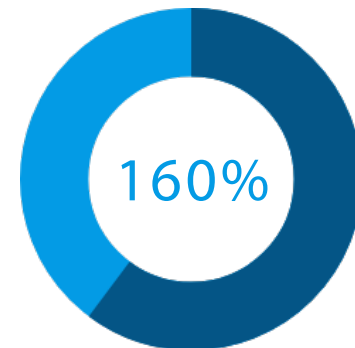
- > RN turnover costs the average hospital \$5.2-9M annually
- > A 1% improvement in RN turnover saves the average hospital \$262K annually



2021 Healthcare **Turnover**
+ 9% vs 2020



Disengaged Employees



% Salary **Replacement Cost**



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