

- **Technical**

Instructions: The Contractor shall provide value added services by submitting a Market Analysis Report that addresses each market for every AOR awarded to the vendor on the contract. The Market Analysis Report will address the following five labor segments in the AOR:

- **Ancillary Services Labor Segment**
- **Dental Services Labor Segment**
- **Medical Support Services Labor Segment**
- **Nursing Services Labor Segment**
- **Physician Services Labor Segment**

The Contractor may modify the sections under each labor segment to account for the variability across the AORs based on the industry trends, market supply and barriers to entry unique in various markets in the AOR. The Market Analysis Report will address each market in the AOR on the contract; however, the data shall not be proprietary. The Government is not interested in specific price points, but rather an analysis of the industry, by market area, as a means to improve the likelihood of success in acquiring qualified contract workers. In addition to industry factors, the Contractor may also provide information regarding unique Government processes in each AOR that impact market supply or serve as barriers to entry. The Contractor shall provide the initial Market Analysis Report as outlined in Technical Exhibit

2. At a minimum, the report will include the following information, by labor segment:

- **Difficult-to-Fill Labor Categories, by Market Area. Specific labor categories that may be hard to recruit without mitigating strategies based on industry trends.**
- **Time to place candidate in role: Hindrances affecting placement of candidates into positions following submittal of qualifying package, including duration, issues and constraints in Security and Credentialing process.**
- **Barriers to Candidate Availability, by Market Area: Factors affecting candidate availability.**
- **Long-Term Placement / Compensation Costs. The range of costs of compensation components (e.g., direct labor, benefits) to place personnel in a long-term (i.e., at least a year) placement for each market in the AOR.**
- **Per-Diem Staffing / Compensation Costs. The range of costs of compensation components (e.g., direct labor, benefits) needed to place personnel in a per-diem (i.e., daily) temporary placement for each market in the AOR.**
- **Mitigating Strategies to Obtain/Maintain Services, by Market Area: Strategies required to obtain/maintain services, by Market Area.**

**Technical Exhibit 9
Market Analysis Report**

Contractor Name:

Date Submitted:

Area of Responsibility (AOR):

Source of Data:

(Note: Provide the data source (i.e., clearinghouse, tools, experience)

Industry Summary. This section will **address each market** in the AOR under the contract. The Government will consider this information when preparing proposal requests to improve the likelihood of successfully acquiring qualified contract workers. The Contract can modify the sections under each labor segment to account for the variability across the AORs.

- **Ancillary Services Labor Segment:**

- **Difficult-to-Fill Labor Categories, by Market Area.**
- **Time to place candidate in role after submission of qualifying package (i.e., including duration, issues and constraints including but not limited to Security and Credentialing process):**
- **Barriers to Candidate Availability, by Market Area (i.e., labor shortage, standard qualifications, salary constraints, other):**
- **Long-Term Placement / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] to place personnel in a long-term [i.e., at least a year] placement);**
- **Per-Diem Staffing / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] needed to place personnel in a per-diem [i.e., daily or short term] temporary placement):**

- **Mitigating Strategies to Obtain/Maintain Services, by Market Area:**

- **Relocation Bonuses (i.e., identification of the relocation package components covering the costs of moving, storing, housing and travel of relocating candidates):**
- **Retention Bonuses (i.e., identification of a targeted payment components outside the contract worker's regular salary offered as an incentive to maintain employment):**
- **Sign-on Bonuses (i.e., determination of the components needed as an incentive to recruit a contract worker):**
- **Other Considerations:**

- **Dental Services Labor Segment:**

- **Difficult-to-Fill Labor Categories, by Market Area:**
- **Time to place candidate in role after submission of qualifying package (i.e., including duration, issues and constraints including but not limited to Security and Credentialing process):**
- **Barriers to Candidate Availability, by Market Area (i.e., labor shortage, standard qualifications, salary constraints, other):**
- **Long-Term Placement / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] to place personnel in a long-term [i.e., at least a year] placement);**
- **Per-Diem Staffing / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] needed to place personnel in a per-diem [i.e., daily or short term] temporary placement):**

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- **Mitigating Strategies to Obtain/Maintain Services, by Market Area:**
 - **Relocation Bonuses (i.e., identification of the relocation package components covering the costs of moving, storing, housing and travel of relocating candidates):**
 - **Retention Bonuses (i.e., identification of a targeted payment components outside the contract worker's regular salary offered as an incentive to maintain employment):**
 - **Sign-on Bonuses (i.e., determination of the components needed as an incentive to recruit a contract worker):**
 - **Other Considerations:**
- **Medical Support Services Labor Segment:**
 - **Difficult-to-Fill Labor Categories, by Market Area:**
 - **Time to place candidate in role after submission of qualifying package (i.e., including duration, issues and constraints including but not limited to Security and Credentialing process):**
 - **Barriers to Candidate Availability, by Market Area (i.e., labor shortage, standard qualifications, salary constraints, other):**
 - **Long-Term Placement / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] to place personnel in a long-term [i.e., at least a year] placement):**
 - **Per-Diem Staffing / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] needed to place personnel in a per-diem [i.e., daily or short term] temporary placement):**
- **Mitigating Strategies to Obtain/Maintain Services, by Market Area:**
 - **Relocation Bonuses (i.e., identification of the relocation package components covering the costs of moving, storing, housing and travel of relocating candidates):**
 - **Retention Bonuses (i.e., identification of a targeted payment components outside the contract worker's regular salary offered as an incentive to maintain employment):**
 - **Sign-on Bonuses (i.e., determination of the components needed as an incentive to recruit a contract worker):**
 - **Other:**

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- **Other Considerations:**
- **Nursing Services Labor Segment:**
 - **Difficult-to-Fill Labor Categories, by Market Area**
 - **Time to place candidate in role after submission of qualifying package (i.e., including duration, issues and constraints including but not limited to Security and Credentialing process):**
 - **Barriers to Candidate Availability, by Market Area (i.e., labor shortage, standard qualifications, salary constraints, other):**
 - **Long-Term Placement / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] to place personnel in a long-term [i.e., at least a year] placement):**
 - **Per-Diem Staffing / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] needed to place personnel in a per-diem [i.e., daily or short term] temporary placement):**
- **Mitigating Strategies to Obtain/Maintain Services, by Market Area:**
 - **Relocation Bonuses (i.e., identification of the relocation package components covering the costs of moving, storing, housing and travel of relocating candidates):**
 - **Retention Bonuses (i.e., identification of a targeted payment components outside the contract worker's regular salary offered as an incentive to maintain employment):**
 - **Sign-on Bonuses (i.e., determination of the components needed as an incentive to recruit a contract worker):**
 - **Other:**
 - **Other Considerations:**
- **Physician Services Labor Segment:**
 - **Difficult-to-Fill Labor Categories, by Market Area**
 - **Time to place candidate in role after submission of qualifying package (i.e., including duration, issues and constraints including but not limited to Security and Credentialing process):**
 - **Barriers to Candidate Availability, by Market Area (i.e., labor shortage, standard qualifications, salary constraints, other):**
 - **Long-Term Placement / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] to place personnel in a long-term [i.e., at least a year] placement):**
 - **Per-Diem Staffing / Compensation Costs, by Market (i.e., the range of costs of compensation components [e.g., direct labor, benefits] needed to place personnel in a per-diem [i.e., daily or short term] temporary placement):**
- **Mitigating Strategies to Obtain/Maintain Services, by Market Area:**
 - **Relocation Bonuses (i.e., identification of the relocation package components covering the costs of moving, storing, housing and travel of relocating candidates):**
 - **Retention Bonuses (i.e., identification of a targeted payment components outside the contract worker's regular salary offered as an incentive to maintain employment):**

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- **Sign-on Bonuses (i.e., determination of the components needed as an incentive to recruit a contract worker):**
- **Other:**
- **Other Considerations:**

Submitted by: