



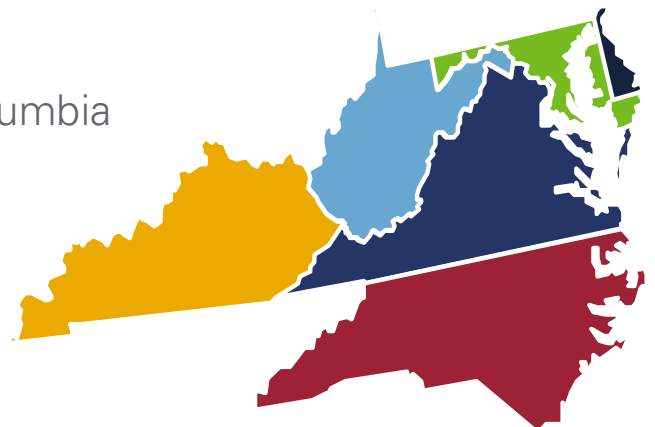
AHA Data & Insights

2022 Q2

Health Care Jobs Report

Region 3

Delaware
Kentucky
Maryland
North Carolina
Virginia
West Virginia
District of Columbia



Background

The American Hospital Association (AHA) is the national association representing hospitals and health systems. This includes nearly 5,000 hospitals, health care systems, networks and providers of care and 43,000 individual members that come together to form the AHA. Through advocacy efforts, the AHA ensures that members' perspectives and needs are heard and addressed in national health policy development, legislative and regulatory debates, and judicial matters. The AHA provides education, networking and solutions for health care leaders and is an important source of information on health care issues and trends. The AHA has recently partnered with Prolucent Health to produce and disseminate quarterly regional workforce reports for member hospitals in this region. This partnership also provides member hospitals free access to local workforce market data.



About Prolucent

Prolucent Health is an innovative workforce management company that provides data-driven solutions to help hospitals and health systems optimize and stabilize their workforce within the clinical enterprise.

This report leverages the data from LiquidCompass™, Prolucent's health care-specific jobs marketplace (Market Console), to provide the health care field with important workforce trends and insights. By applying advanced analytics, artificial intelligence and expert analysis, Prolucent offers this report to the health care field in alignment with its own mission: Accelerating the way health care meets workforce needs.

Data Sources

The data used to generate this report is a subset of the national job posting data that is continually aggregated by LiquidCompass™ on a daily basis. 100% of the data was sourced directly from the career sites of health care employers. No secondary job boards or aggregators (e.g. Indeed, Monster) are sourced to ensure an accurate and valid representation of the health care job market. All job postings in the LiquidCompass marketplace are processed through an intelligence engine that extracts and standardizes an array of important attributes, such as employer type, location, job title, specialty, shift, years of experience and other attributes relevant to hiring managers, job seekers and workforce makers. The way these attributes are presented on job postings varies from posting to posting, and the extraction and standardization of these attributes are part of what makes the LiquidCompass data special. Whenever an attribute isn't available on a particular posting, it is marked as "Not Stated". Salary data, specifically, is rarely included on health care job postings, and is therefore not included in this report. Additionally, while all health care job postings are aggregated by LiquidCompass, this report focuses on just the clinical roles, and analyzes trends on a quarterly basis. Administrative and non-clinical postings are not included in this report. However, detailed analysis by market, employer, job title, and much more is available within the LiquidCompass Market Console, and access to this platform is available at no cost to AHA member hospitals. Custom reporting also is available at a discount to AHA members. To access Market Console, or to find out more about custom reporting, please [click here](#).

Table of Contents

Executive Summary	4
Regional Overview	5
Job Postings by State	
Job Postings by Role	
Job Postings by Role and State	
All Nursing	6
Job Postings by State	
Job Postings by Title	
Job Postings by Specialty	
Registered Nursing	7
Job Postings by State	
Job Postings by Specialty	
Time to Fill	8
Average Days Posted by State	
Average Days Posted for Specialties	
New Graduate Job Postings by State	
New Graduate Job Postings by Specialty	
Job Features	9
Shift Type	
Employment Type	
Educational Requirements	
Experience Requirements	
Compensation Trends	10
Job Postings with Salary	
Job Postings with Bonus	
Hiring Bonus by State	
Hiring Bonus by Specialty	

Executive Summary

Quick insights from this quarter’s findings:

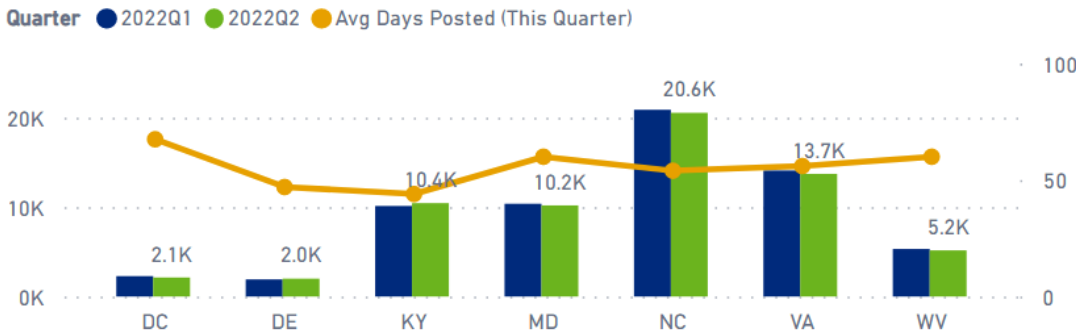
- 1. In general, job postings across Region 3 have slightly declined (-1.2%) since the last quarter.
- 2. There are similar declines in general nursing (-2.3%) and Registered Nursing (-2.1%).
- 3. The time to fill for RN positions has declined by 5.2% to 54 days.
- 4. Full-time (66%) and day shift (28%) RN positions continue to be broadly available and robust opportunities exist across all specialties.
- 5. RN postings with hiring bonuses have increased (+9.1%), reflecting on recruitment challenges. The value of bonuses has increased (+2.5%) over the quarter.

Brief definition of the roles mentioned in this report:

Role	Definition
Nursing	Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.).
Allied Health	Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical or support roles (aides, techs).
Pharmacy	Includes professional (DPh, RPh), technical (pharm tech), and support roles (pharmacy clerical, purchasing) within the pharmacy function.
Therapy	Includes professional (PT, OT, speech), technical, and support roles (therapy assistants, aides, clerical).

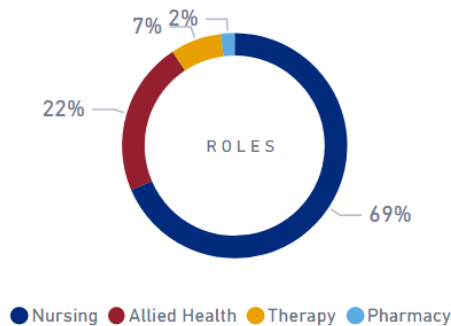
Regional Overview

Job Postings by State

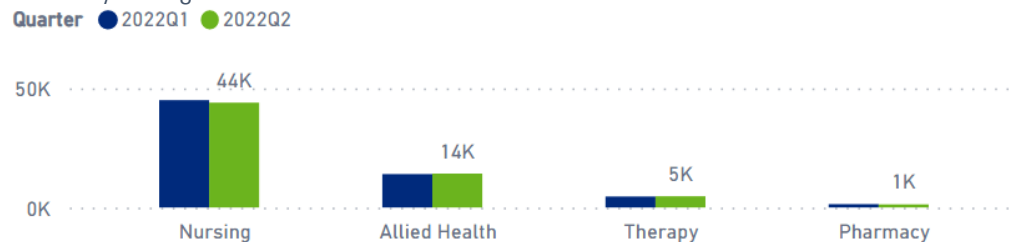


Quarterly change	DC	DE	KY	MD	NC	VA	WV
	▼162	▲137	▲371	▼341	▼705	▼286	▼208
	▼5.9%	▲5.0%	▲2.8%	▼2.4%	▼2.8%	▼1.6%	▼3.2%

Job Postings by Role



Quarterly Change



Job Postings by Role and State

	DC	DE	KY	MD	NC	VA	WV
Allied Health	420	448	2,299	2,478	4,291	3,185	1,108
2022Q2 vs. 2022Q1	▼7.3%	▲9.8%	▲4.4%	▲3.8%	▲1.9%	▼0.7%	▼1.7%
Nursing	1,507	1,307	7,142	6,654	14,681	9,118	3,590
2022Q2 vs. 2022Q1	▼7.5%	▲2.8%	▲2.0%	▼2.9%	▼2.5%	▼4.1%	▼3.7%
Pharmacy	42	54	222	220	384	240	110
2022Q2 vs. 2022Q1	▲2.4%	▼14.3%	▲7.2%	▼14.4%	▼9.2%	▼10.1%	0.0%
Therapy	154	185	782	842	1,198	1,181	351
2022Q2 vs. 2022Q1	▲1.3%	▲11.4%	▲9.1%	▼3.8%	▲0.2%	▲5.6%	▼0.6%

64,193 ▼1.2%

Average Job Postings From Last Quarter

136 **3,105**

Employers Locations

- Average Job Postings represent the average number of unique jobs that are posted on employer career sites daily during the quarter.

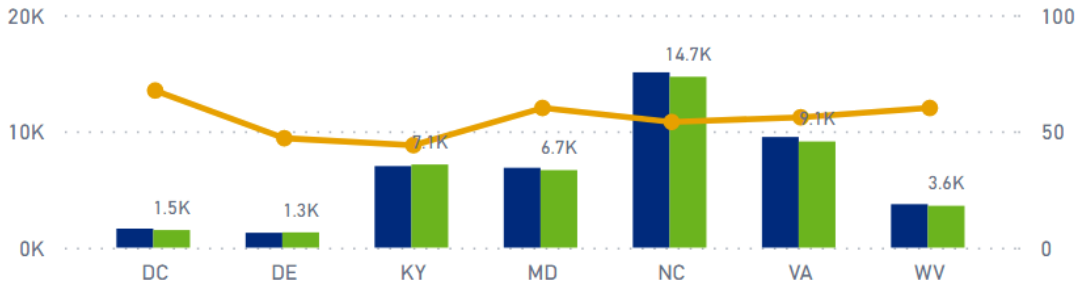
Key Observations

- Job postings across the region have slightly declined (-1.2%).
- Nursing continues to constitute the majority of job postings.
- The average days posted across all positions remains at 55 days.

All Nursing

Job Postings by State

Quarter ● 2022Q1 ● 2022Q2 ● Average Days Posted (This Quarter)



Quarterly change	DC	DE	KY	MD	NC	VA	WV
	▼162	▲137	▲371	▼341	▼705	▼286	▼208
	▼5.9%	▲5.0%	▲2.8%	▼2.4%	▼2.8%	▼1.6%	▼3.2%

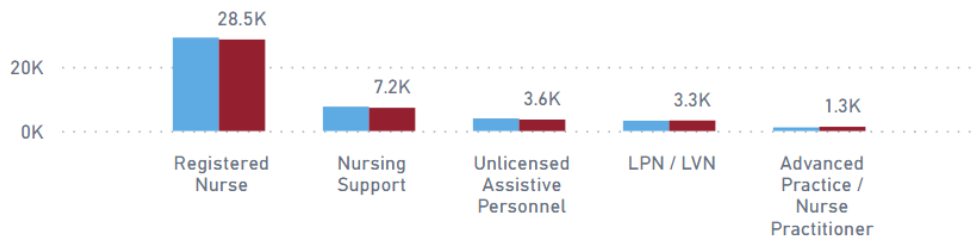
43,899 ▼2.3%

Average Job Postings From Last Quarter

- Nursing job postings constitute the majority (68%) of the health care job postings in this region.

Job Postings by Title

Quarter ● 2022Q1 ● 2022Q2

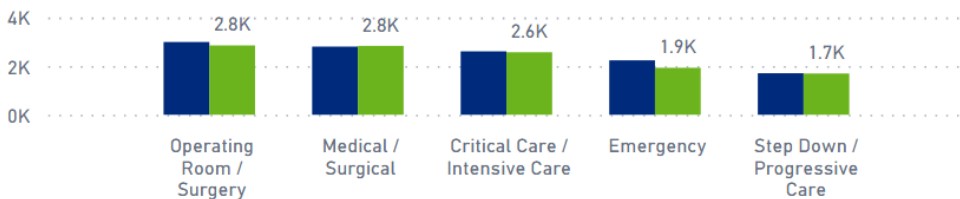


Key Observations

- General nursing job postings have slightly declined by 2.3% in Q2.
- NC continues to have the largest number of job postings.

Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2



	DC	DE	KY	MD	NC	VA	WV
OR / Surgery	155	77	341	381	1032	669	194
2022Q2 vs. 2022Q1	▲4.7%	▲13.2%	▼6.6%	▼6.8%	▼9.9%	▲2.0%	▼2.5%
Med/Surg	61	25	570	448	757	673	297
2022Q2 vs. 2022Q1	▼11.6%	▼13.8%	▼1.2%	▲2.5%	▲5.9%	▼3.7%	▲8.0%
Critical Care / ICU	105	41	534	413	777	511	188
2022Q2 vs. 2022Q1	▼20.5%	▼6.8%	▲1.9%	▼0.7%	▲0.9%	▼7.8%	▲13.9%
Emergency	32	35	307	308	676	371	201
2022Q2 vs. 2022Q1	▼23.8%	▼7.9%	▼8.1%	▼13.2%	▼14.1%	▼17.9%	▼12.2%
Step Down	51	30	337	237	531	396	113
2022Q2 vs. 2022Q1	0.0%	0.0%	▼4.5%	▼0.4%	▼0.6%	▲3.1%	▼3.4%

Registered Nursing

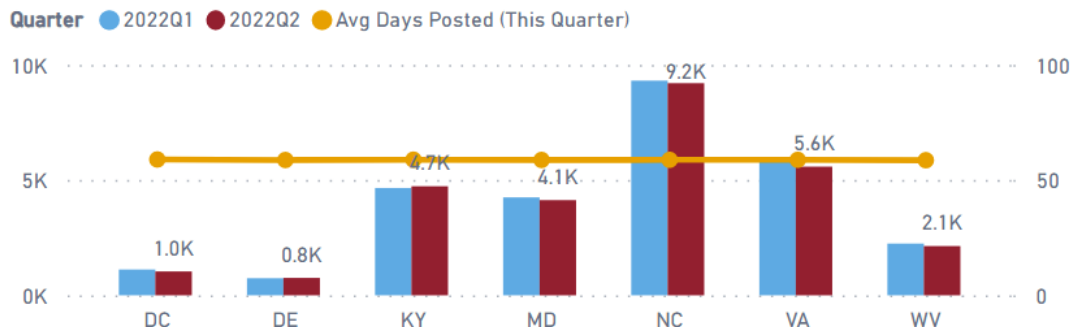
Overview

RN positions continue to make up 63% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

27,545 ▼ 2.1%

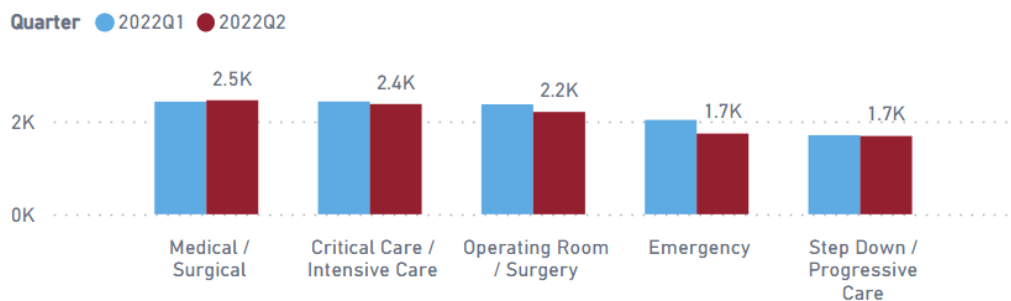
Average Job Postings From Last Quarter

Job Postings by State



Quarterly change	DC	DE	KY	MD	NC	VA	WV
	▼ 84	▲ 13	▲ 73	▼ 120	▼ 111	▼ 257	▼ 108
	▼ 7.5%	▲ 1.8%	▲ 1.5%	▼ 2.8%	▼ 1.2%	▼ 4.4%	▼ 4.8%

Job Postings by Specialty



	DC	DE	KY	MD	NC	VA	WV
Med/Surg	49	15	481	385	683	572	265
2022Q2 vs. 2022Q1	▼ 16.9%	▼ 21.1%	▲ 0.6%	▲ 2.4%	▲ 5.2%	▼ 4.5%	▲ 10.4%
Critical Care / ICU	98	34	498	354	751	457	177
2022Q2 vs. 2022Q1	▼ 22.2%	▼ 8.1%	0.0%	▲ 1.4%	▲ 0.3%	▼ 9.9%	▲ 12.7%
OR / Surgery	137	55	285	292	750	525	155
2022Q2 vs. 2022Q1	▲ 7.0%	▲ 1.9%	▼ 8.9%	▼ 11.5%	▼ 12.7%	▲ 0.4%	▼ 1.3%
Emergency	32	28	299	261	617	321	176
2022Q2 vs. 2022Q1	▼ 20.0%	▼ 12.5%	▼ 7.1%	▼ 13.6%	▼ 14.7%	▼ 20.1%	▼ 15.0%
Step Down	49	30	335	237	529	390	111
2022Q2 vs. 2022Q1	▼ 3.9%	0.0%	▼ 5.1%	▼ 0.4%	▼ 0.4%	▲ 2.4%	▼ 4.3%

Key Observations

- RN job postings declined by 2.1% in Q2, led by a decline in Emergency and Step Down positions.
- The average number of days to fill for RN job postings declined by 5.2% to 54 days.

Key Observations

- RN job postings are prevalent in all specialty areas.

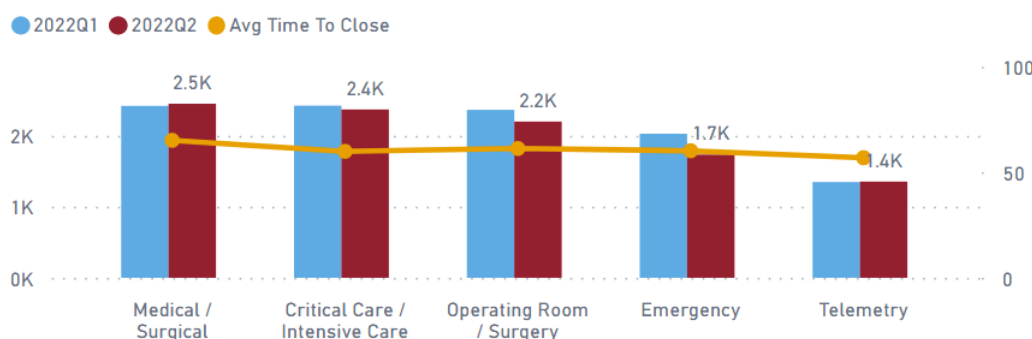
Registered Nursing

Time to Fill

Average Days Posted by State

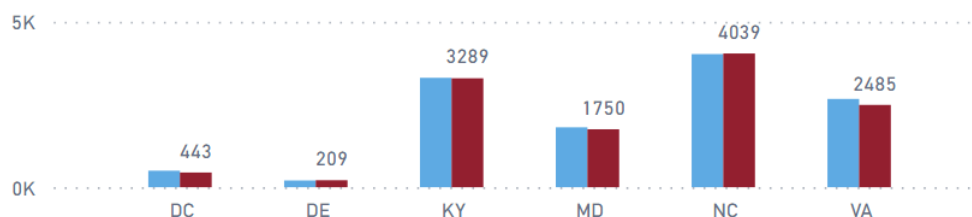
	DC	DE	KY	MD	NC	VA	WV
2022Q1	72	47	49	61	53	60	60
2022Q2	63	47	39	59	55	52	60

Average Days Posted for Specialties with Highest Posting Count



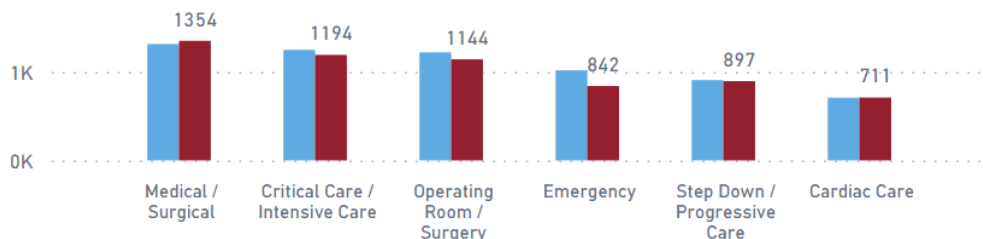
New Graduate Job Postings by State

Quarter ● 2022Q1 ● 2022Q2



New Graduate Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2



54 days ▼ **5.2%**

Average From Last Quarter

Key Observations

- The time to fill for RN positions has declined by 5.2% to 54 days.
- Medical / Surgical, Critical Care, and OR have the highest number of postings and remain the most difficult to fill.

13,722 ▼ **2.1%**

Average Job Postings From Last Quarter

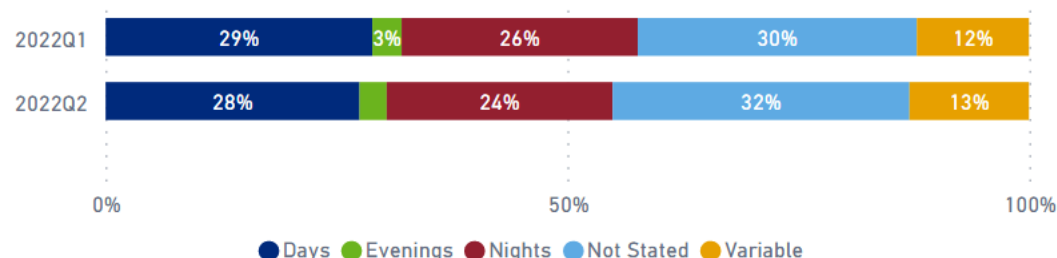
Key Observations

- New graduate RN postings have declined by 2.1% across the region in Q2, led by NC and KY.
- New graduate RN job postings continue to be available in all specialties, especially Medical / Surgical, Critical Care, and OR.

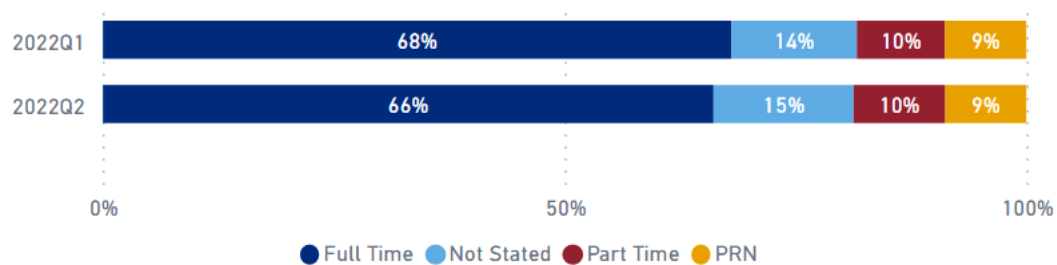
Registered Nursing

Job Features

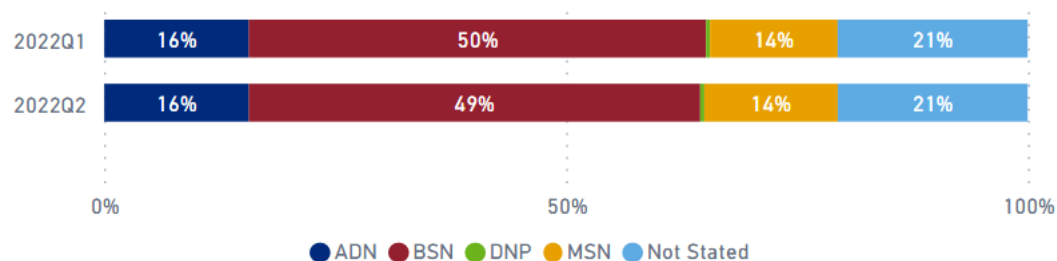
Shift Type



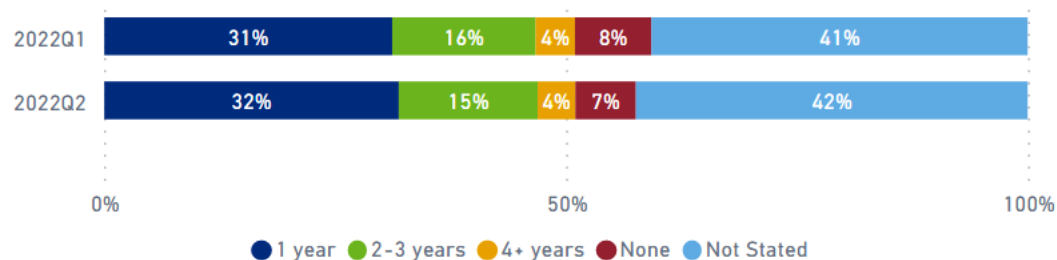
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 28% are day shift positions.
- Variable shifts make up 13% of job postings.
- Full-time positions make up 66% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (49%).
- About half of the posted positions do not list experience requirements, reflective of the continuing recruitment challenges.

Registered Nursing

Compensation Trends

Job Postings with Salary

	DC	DE	KY	MD	NC	VA	WV
Postings	1,043	659	4,737	4,139	9,216	5,594	2,148
w/ Salary	33	196	448	99	54	396	9
Percentage	3.2%	29.7%	9.5%	2.4%	0.6%	7.1%	0.4%

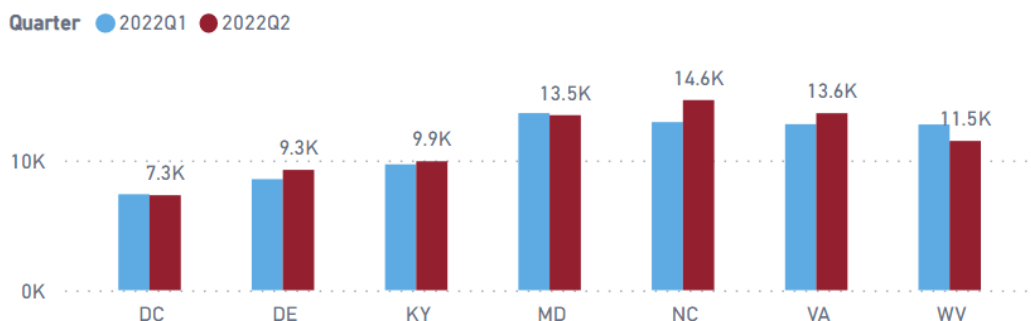
* Job postings do not include sufficient salary data to provide a valid and reliable analysis of salary levels in each state.

Job Postings with Bonus

	DC	DE	KY	MD	NC	VA	WV
Postings	1,043	659	4,737	4,139	9,216	5,594	2,148
w/ Bonus	145	190	703	695	2,667	1,665	164
Percentage	13.9%	28.8%	14.8%	16.8%	28.9%	29.8%	7.6%

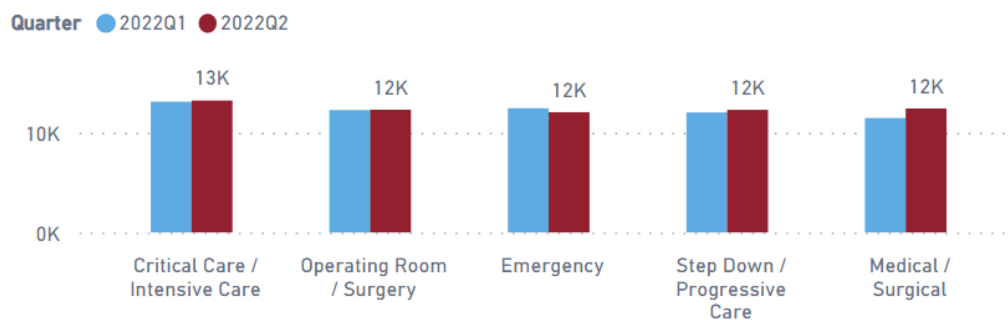
6,229 ▲ **9.1%**
 Postings with Bonus From Last Quarter

Hiring Bonus by State (\$)



\$11,395 ▲ **2.5%**
 Average Bonus From Last Quarter

Hiring Bonus by Specialty (\$)



Key Observations

- Job postings with hiring bonuses have increased by 9.1%.
- The value of hiring bonuses (\$11K+) has increased by 2.5%.
- Bonuses are prevalent in all states and across all specialties.
- All specialties have bonus levels averaging \$12K or above.



Connect with us at ProLucent

- ProLucent Health provides this robust hiring analytics report by leveraging data from our LiquidCompass jobs marketplace.
- As an AHA Member, you have free access to this platform that provides specific, market-based data intelligence not available through any other source. This data can help you make the necessary workforce strategy decisions now.
- [Click here](#) to obtain login information to the platform. Custom reporting is also available to meet your organization's data needs including detailed information regarding your local metropolitan market and workforce trends.



Get Access

ProLucent invites you to learn about options for Premium Access and our other workforce management solutions. Have questions or need help? Contact judy.holden@prolucent.com.