



AHA Data & Insights

2021 Q3 – 2022 Q1

Health Care Jobs Report

Region 5

Illinois
Indiana
Michigan
Ohio
Wisconsin



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 Region 5. This partnership also provides member hospitals free access to local workforce market data.



Get Access

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](#).

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Executive Summary

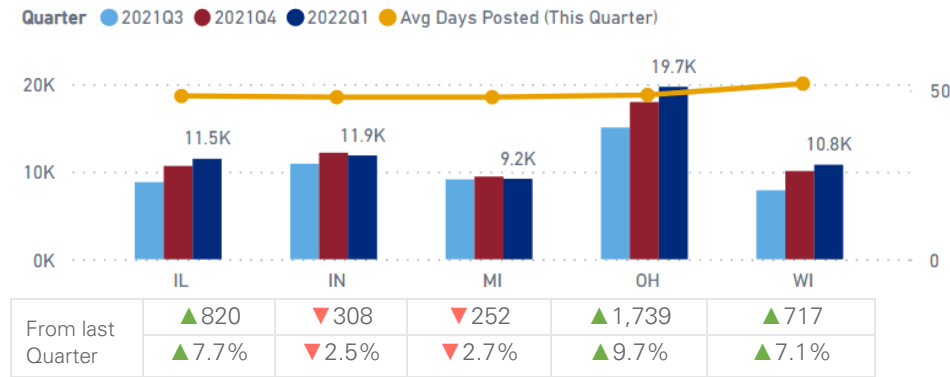
Quick insights from this quarter’s findings:

- 1. Average quarterly job postings across Region 5 have risen 4.5%. There has been an increase in postings for all roles, especially in nursing.
- 2. The average number of postings for Registered Nurse positions has risen 5.1% during Q1, and the average number of days posted remains high at 49 days.
- 3. Increasing volatility in job postings across the region with increased postings in IL, OH, WI, and declined postings in IN and MI.
- 4. Over 31% of the average RN job postings were for day shifts and 65% were for full-time positions.
- 5. Opportunities increased 4.9% for new graduate nurses across the region in almost all specialties.
- 6. The use of hiring bonuses remains prevalent and is an important compensation practice for hard-to-recruit specialties.

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).

Job Postings by State



63,029 ▲4.5%

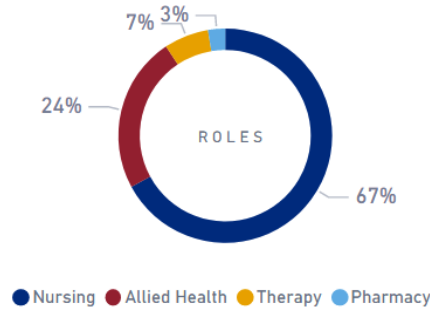
Average Job Postings From Last Quarter

127 **2,950**

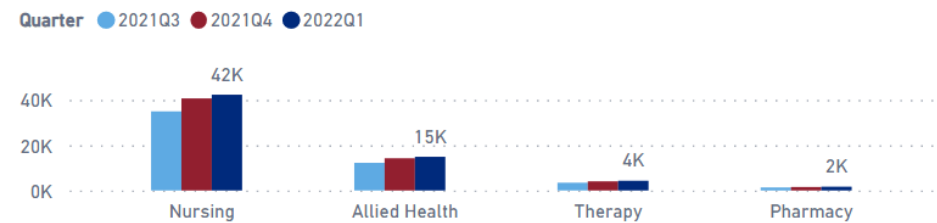
Employers Locations

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

Job Postings by Role



Quarterly Change



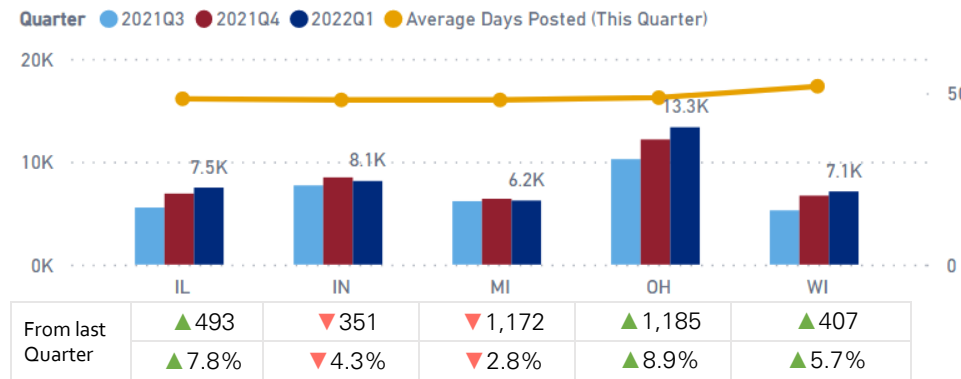
Job Postings by Role and State

	IL	IN	MI	OH	WI
Nursing	7480	8121	6220	13342	7105
2022Q1 vs. 2021Q4	▲8.4%	▼4.1%	▼2.6%	▲9.7%	▲6.1%
Allied Health	2840	2593	2110	4535	2777
2022Q1 vs. 2021Q4	▲5.7%	▼1.3%	▼3.6%	▲8.2%	▲8.7%
Therapy	881	893	553	1269	671
2022Q1 vs. 2021Q4	▲8.2%	▼0.5%	▼1.3%	▲11.1%	▲11.3%
Pharmacy	276	256	311	552	244
2022Q1 vs. 2021Q4	▲6.5%	▲6.2%	▼2.5%	▲17.9%	▲8.9%

Key Observations

- Job postings in all roles continue to rise in IL, OH, and WI; but have started to decline in IN and MI.
- Nursing continues to constitute the majority of job postings.

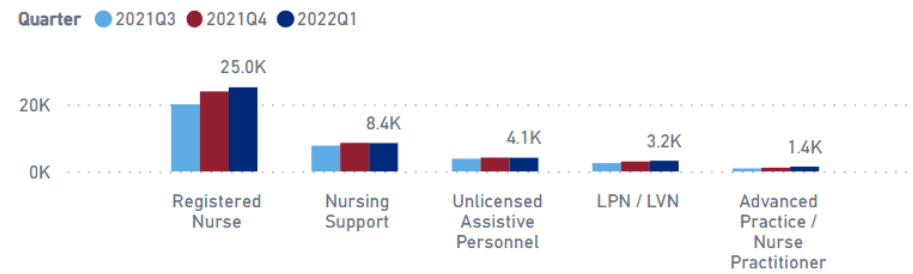
Job Postings by State



42,182 ▲ 3.9%
Average Job Postings From Last Quarter

- Nursing job postings constitute the majority (66.9%) of the health care job postings in Region 5.

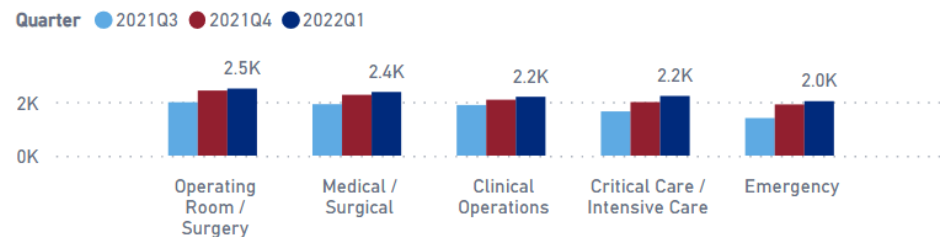
Job Postings by Title



Key Observations

- Nursing job postings increased in all states except IN and MI. Nursing job postings also increased in almost all specialties.
- The average number of days a nursing job is posted for in this region remains steady at 49 days.

Job Postings by Specialty



Key Observations

- There is increasing volatility in job postings by specialty, especially in IN and MI.

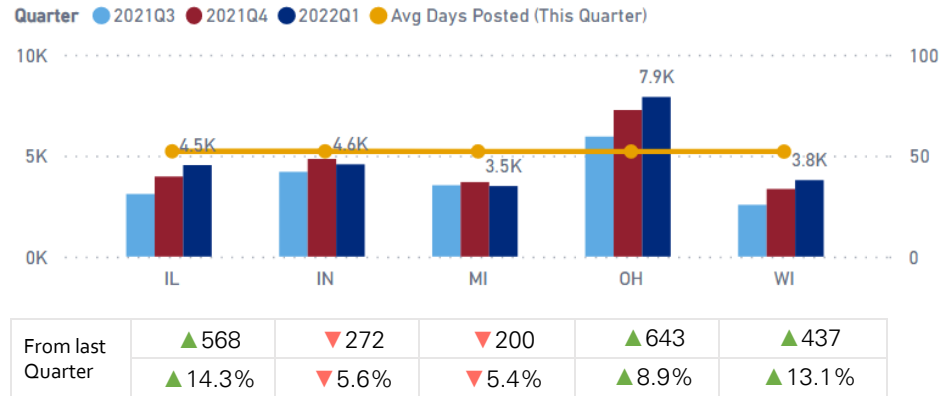
	IL	IN	MI	OH	WI
OR / Surgery	414	487	312	799	484
2022Q1 vs. 2021Q4	▲ 6.4%	▼ 4.5%	▼ 13.3%	▲ 11.4%	▲ 8.3%
Med/Surg	294	392	386	846	451
2022Q1 vs. 2021Q4	▲ 17.6%	▼ 8.2%	▼ 6.3%	▲ 11.3%	▲ 8.9%
Clinical Operations	485	422	340	662	282
2022Q1 vs. 2021Q4	▲ 13.3%	▼ 2.1%	▲ 1.2%	▲ 10.1%	▼ 0.7%
Critical Care / ICU	401	372	385	714	349
2022Q1 vs. 2021Q4	▲ 9.0%	▼ 7.9%	▲ 20.3%	▲ 16.9%	▲ 20.8%
Emergency	382	321	252	686	386
2022Q1 vs. 2021Q4	▲ 17.2%	▼ 0.3%	▼ 6.0%	▲ 9.6%	▲ 6.3%

Overview

RN positions make up 59% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

24,271 ▲ **5.1 %**
 Average Job Postings From Last Quarter

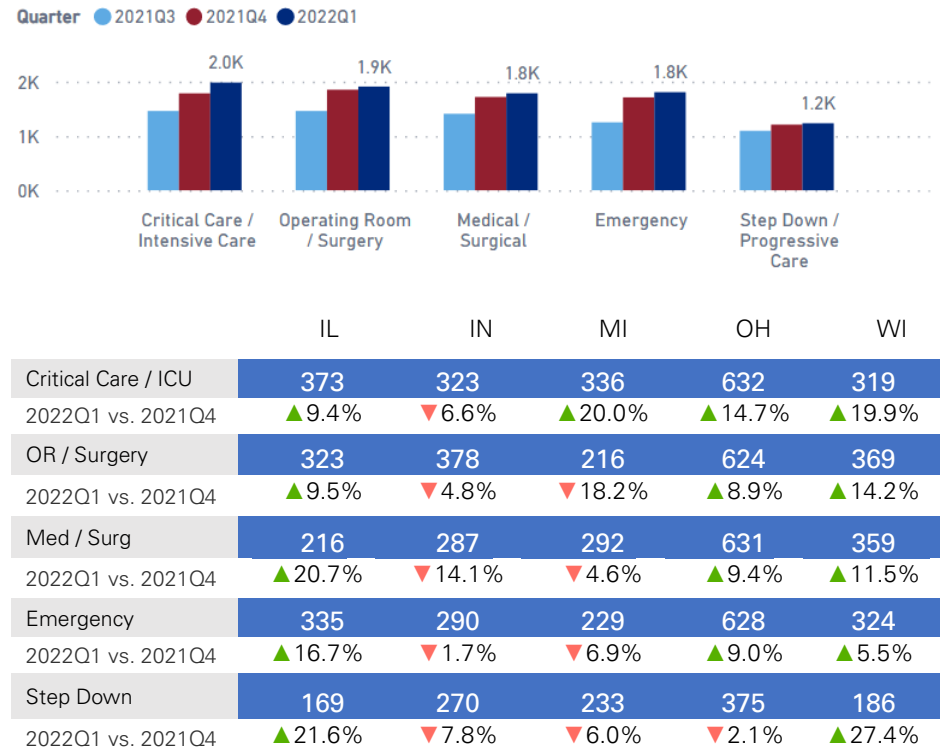
Job Postings by State



Key Observations

- RN job postings declined in IN and MI, but have continued to rise in IL, OH, and WI.
- The average number of days for RN job postings in this region was 55 days.

Job Postings by Specialty



Key Observations

- Job postings for RNs generally increased in most clinical specialties, except for IN and MI.

Time to Fill

Average Days Posted by State

	IL	IN	MI	OH	WI
2021Q3	45	44	45	44	44
2021Q4	47	46	47	46	51
2022Q1	53	54	52	56	61

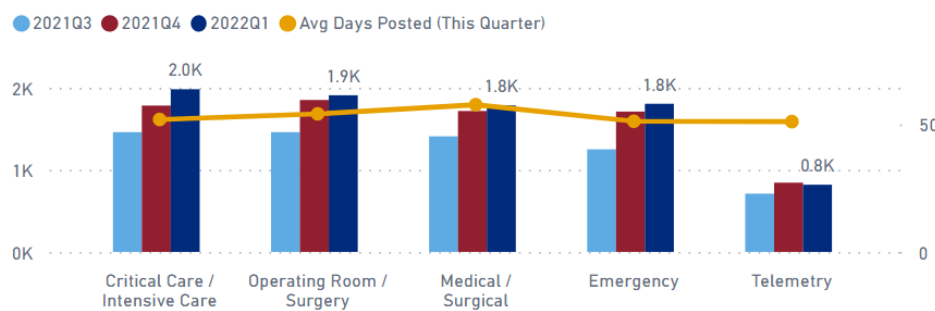
55 days

▲ 2.2%

Average

From Last Quarter

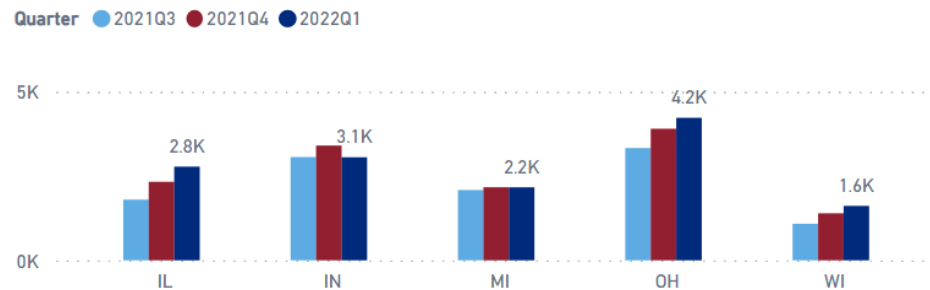
Average Days Posted for Specialties with Highest Posting Count



Key Observations

- Hard-to-fill positions are measured by the number of days it takes for a posting to close.
- It's important to note that the removal of a posting does not necessarily mean that the position was filled.

New Graduate Job Postings by State



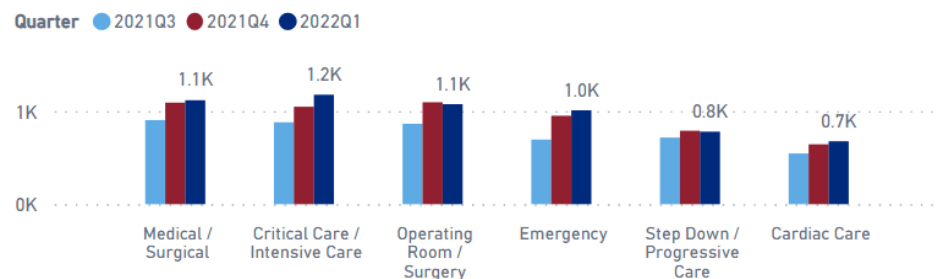
13,820

▲ 4.9%

Average Job Postings

From Last Quarter

New Graduate Job Postings by Specialty

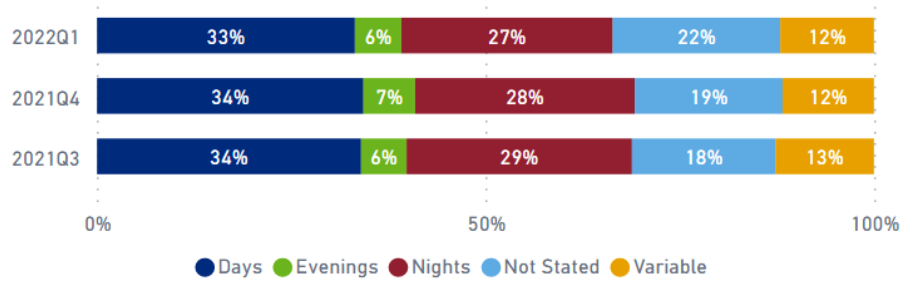


Key Observations

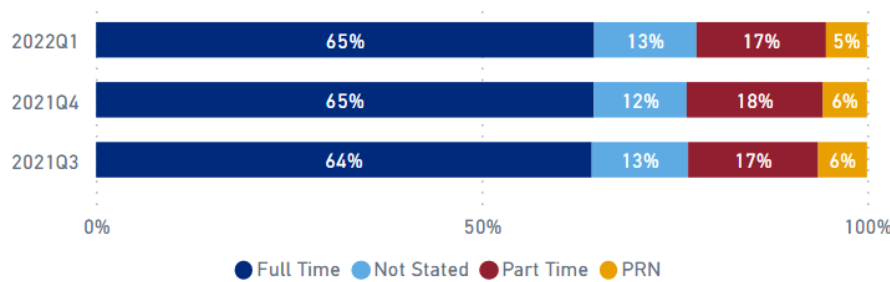
- Opportunities for new RN graduates in Q1 increased in all states, except IN and MI. New graduate opportunities were seen in most specialties.

Job Features

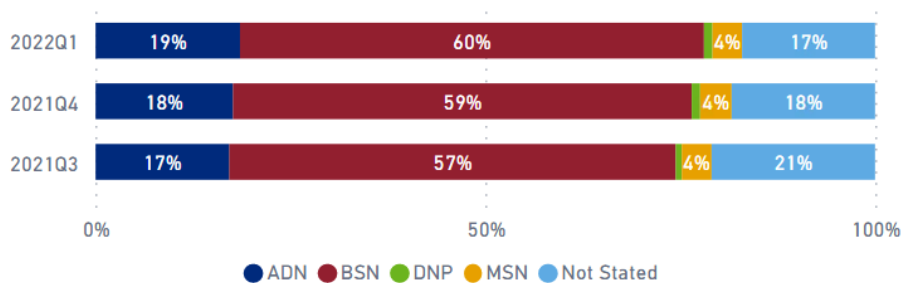
Shift Type (Q3 vs. Q4)



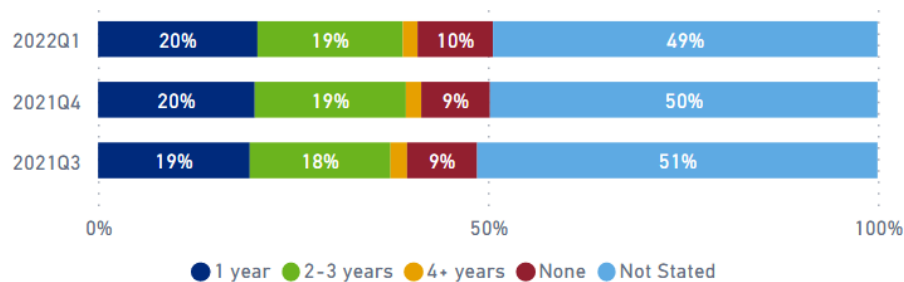
Employment Type (Q3 vs. Q4)



Educational Requirements (Q3 vs. Q4)



Experience Requirements (Q3 vs. Q4)



Key Observations

- Available shifts and employment types remain stable.
- Of the total RN positions being recruited, almost one-third were for day shifts.
- More than half of the RN postings were for full-time positions.

Key Observations

- There has been an increasing focus on educational credentials with the BSN as the most common educational requirement.
- Nearly half of all RN postings do not list any experience requirements.
- For RN postings, 10% appear to be eligible for new graduates however almost half of the job postings do not include experience requirements.

Compensation Trends

Job Postings with Salary

	IL	IN	MI	OH	WI
Postings	4,547	4,586	3,504	7,919	3,800
w/ Salary	56	253	326	596	134
Percentage	1.2%	5.5%	9.3%	7.5%	3.5%

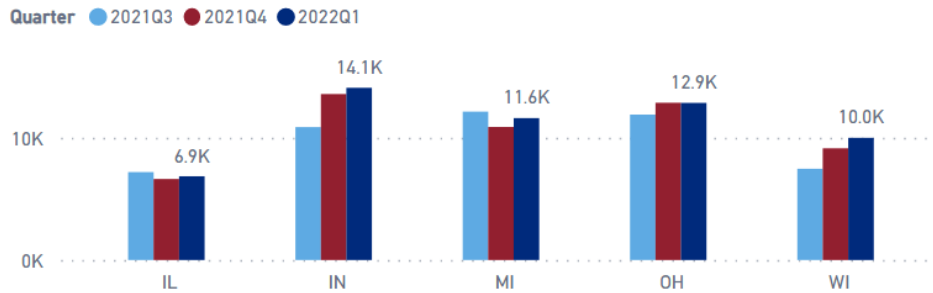
* Job postings do not include sufficient salary data to provide a valid and reliable analysis of salary levels in each state.

Job Postings with Bonus

	IL	IN	MI	OH	WI
Postings	4,547	4,586	3,504	7,919	3,800
w/ Bonus	1,490	2,001	1,018	2,235	1,294
Percentage	32.8%	43.6%	29.1%	28.2%	34.1%

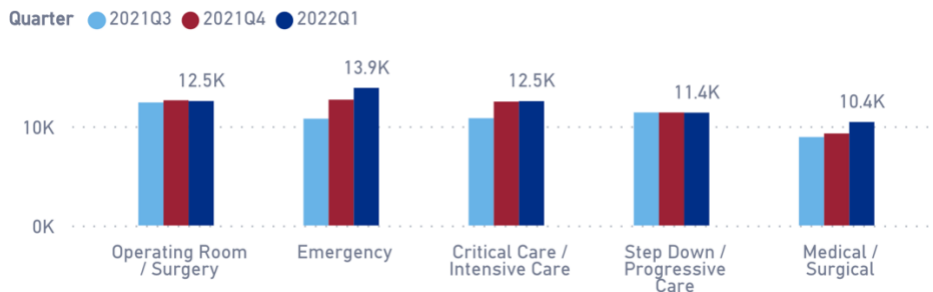
8,038 ▲ **12.7%**
 Postings with Bonus From Last Quarter

Hiring Bonus by State



\$11,079 ▲ **4.4%**
 Average Bonus From Last Quarter

Hiring Bonus by Specialty



Key Observations

- Hiring bonuses are prevalent in all states, especially IN.
- Hiring bonuses are prevalent in all high-volume specialties.



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.