



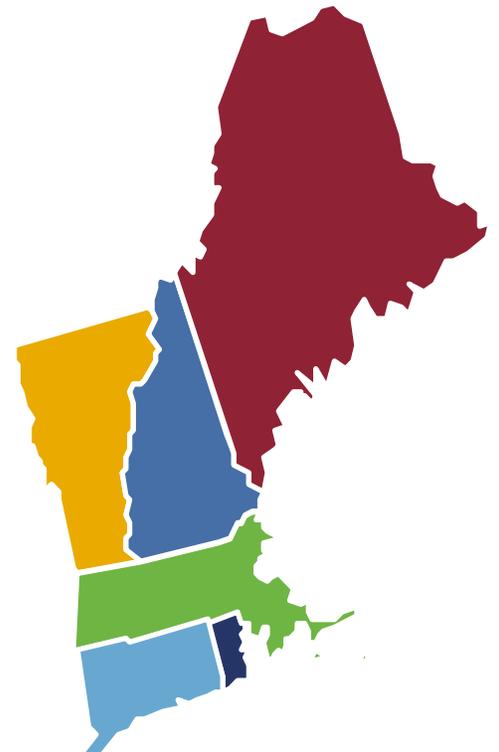
AHA Data & Insights

2022 Q2

Health Care Jobs Report

Region 1

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont



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](#).

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Executive Summary

Quick insights from this quarter's findings:

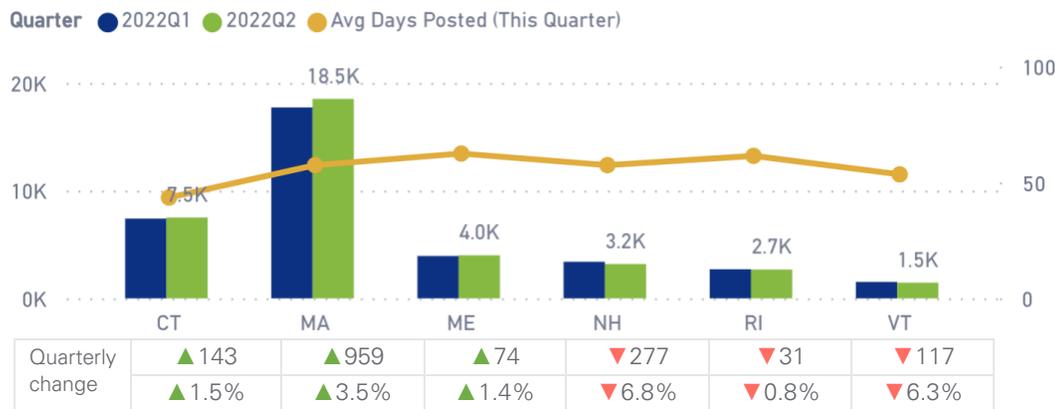
1. In general, job postings across Region 1 have slightly increased (+1.8%) from the previous quarter.
2. There are similar increases in general nursing (+1.2%) and registered nursing (+1.9%) from Q1 to Q2.
3. The time to fill for RN positions has declined by 6.8% to 54 days from the previous quarter.
4. Full-time (51%) and day shift (32%) positions continue to be broadly available and robust opportunities exist across all registered nursing specialties.
5. Postings with hiring bonuses have declined slightly (-0.9%). The value of bonuses has increased by 2.6% this past quarter.

Brief definition of the roles mentioned in this report:

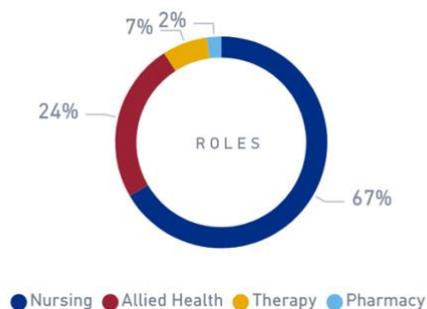
Role	Definition
Nursing	Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.).
Allied Health	Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical 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

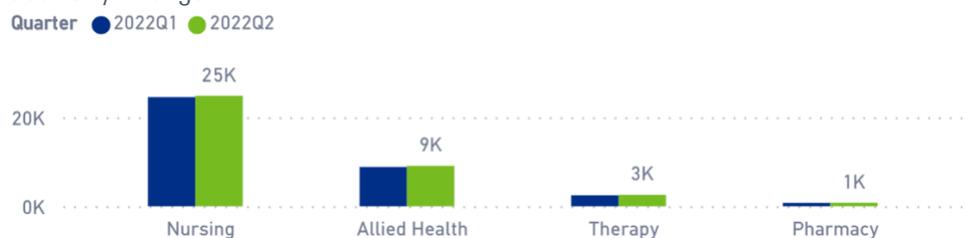
Job Postings by State



Job Postings by Role



Quarterly Change



Job Postings by Role and State

	CT	MA	ME	NH	RI	VT
Allied Health	1,791	4,947	794	592	687	283
2022Q2 vs. 2022Q1	▲ 0.4%	▲ 5.3%	▲ 1.3%	▼ 3.3%	▲ 0.3%	▼ 1.7%
Nursing	5,086	11,981	2,921	2,142	1,736	987
2022Q2 vs. 2022Q1	▲ 1.6%	▲ 4.3%	▲ 0.7%	▼ 8.7%	▼ 1.1%	▼ 6.7%
Pharmacy	132	498	40	48	63	26
2022Q2 vs. 2022Q1	▼ 2.9%	▲ 10.4%	▼ 21.6%	▼ 4.0%	▲ 1.6%	▲ 4.0%
Therapy	495	1,089	242	405	189	158
2022Q2 vs. 2022Q1	▲ 4.2%	▲ 0.9%	▲ 22.8%	▲ 4.7%	▼ 5.5%	▲ 0.6%

37,332 ▲ 1.8%

Average Job Postings From Last Quarter

103 Employers **1,373** Locations

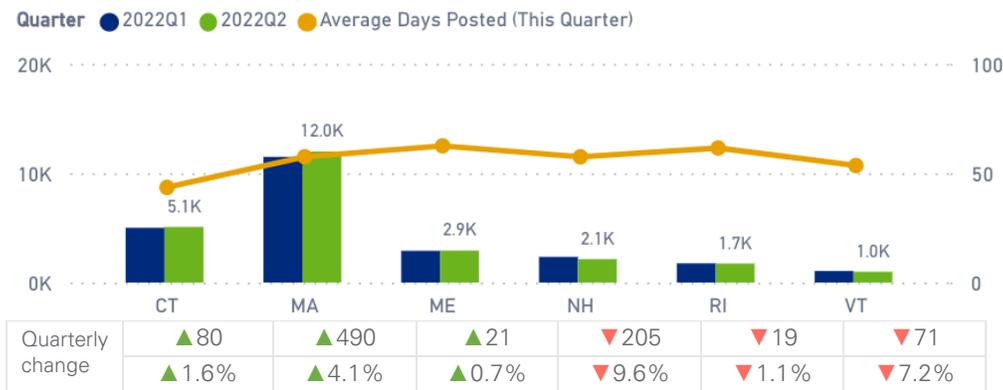
- Average Job Postings represent the average number of unique jobs that are posted on employer career sites daily during the quarter.

Key Observations

- Job postings across the region have slightly increased (+1.8%), dominated by a 3.5% increase in MA.
- Nursing continues to constitute the majority of job postings.
- Average days posted have decreased by 6.9%.

All Nursing

Job Postings by State

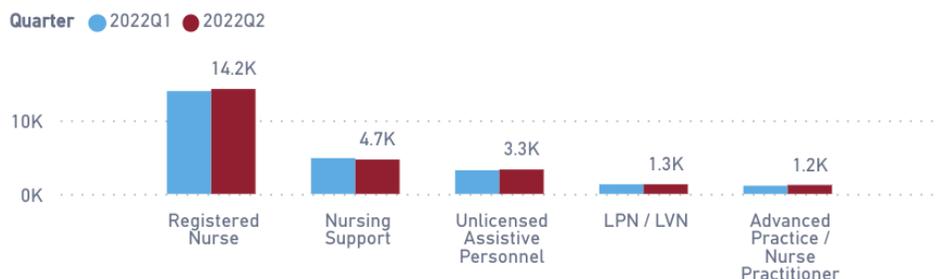


24,768 ▲ **1.2%**

Average Job Postings From Last Quarter

- Nursing job postings constitute the majority (66%) of the health care job postings in this region.

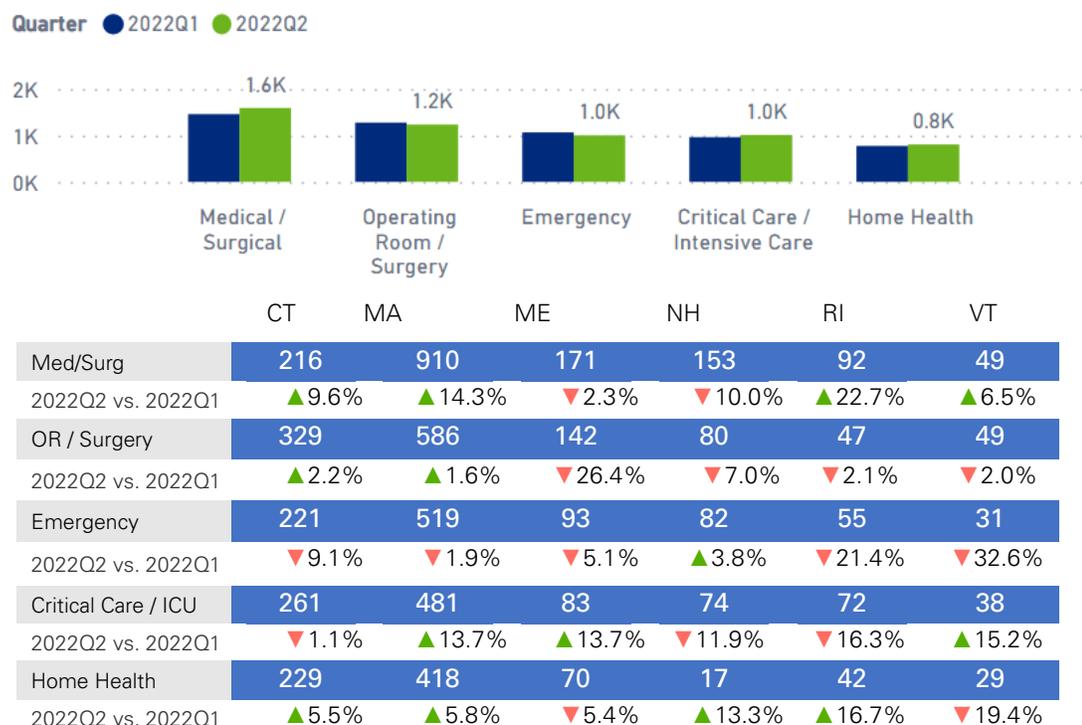
Job Postings by Title



Key Observations

- General nursing job postings have slightly increased (+1.2%) in Q2.
- MA continues to have the largest number of job postings.

Job Postings by Specialty



Registered Nursing

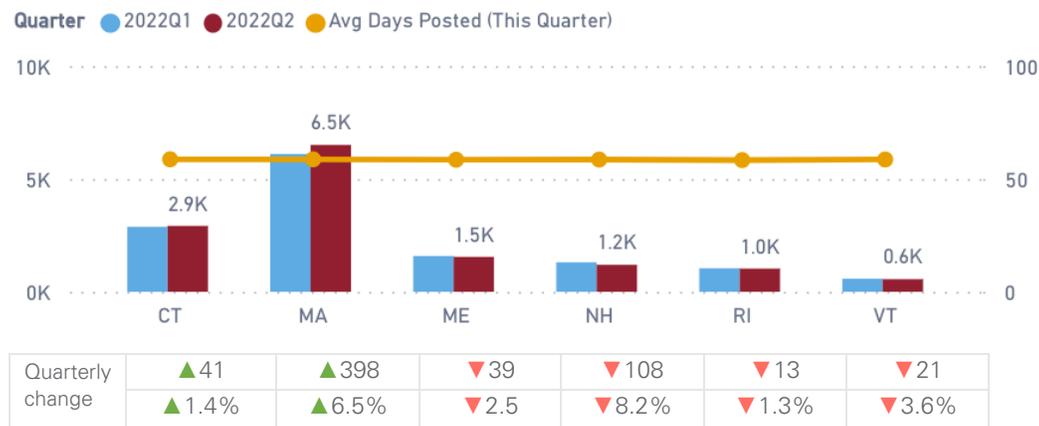
Overview

RN positions make up 56% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

13,749 ▲ **1.9 %**

Average Job Postings From Last Quarter

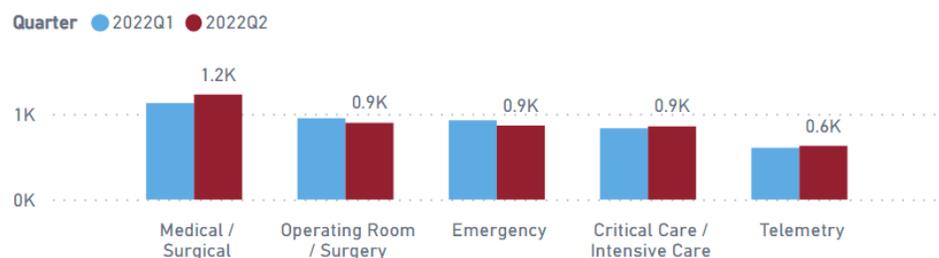
Job Postings by State



Key Observations

- RN job postings increased slightly (+1.9%) in Q2, led by a 6.5% increase in MA.
- The average number of days to fill RN job postings declined by 6.8% to 54 days.

Job Postings by Specialty



Key Observations

- RN job postings increased in Medical / Surgical, Telemetry, and Critical Care and decreased in OR and Emergency.

	CT	MA	ME	NH	RI	VT
Med / Surg	162	666	138	137	83	40
2022Q2 vs. 2022Q1	▲8.7%	▲18.7%	▼9.2%	▼11.6%	▲22.1%	▼2.4%
OR / Surgery	249	397	117	62	32	38
2022Q2 vs. 2022Q1	▲3.8%	▲0.3%	▼29.5%	▼13.9%	▼15.8%	▲2.7%
Emergency	179	447	82	76	49	31
2022Q2 vs. 2022Q1	▼6.8%	▼4.1%	▼4.7%	▲4.1%	▼23.4%	▼29.5%
Critical Care/ ICU	190	405	78	74	69	38
2022Q2 vs. 2022Q1	▼8.2%	▲13.8%	▲14.7%	▼11.9%	▼17.9%	▲15.2%
Telemetry	152	269	71	101	16	18
2022Q2 vs. 2022Q1	▲10.9%	▲4.3%	▼4.1%	▲5.2%	▼11.1%	▼14.3%

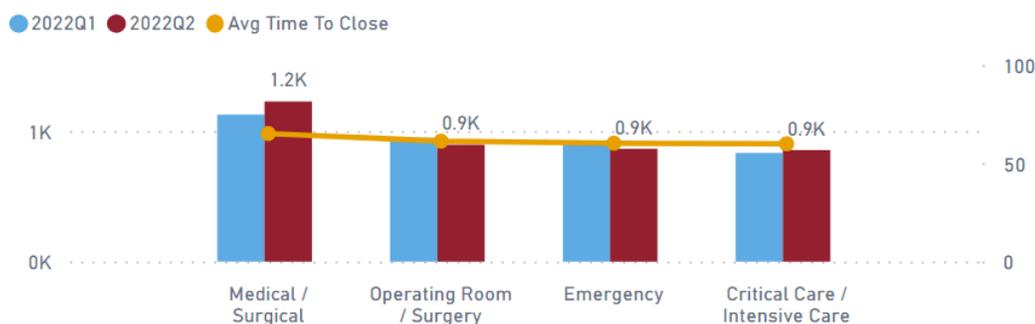
Registered Nursing

Time to Fill

Average Days Posted by State

	CT	MA	ME	NH	RI	VT
2022Q1	47	59	63	59	63	57
2022Q2	40	56	62	56	60	50

Average Days Posted for Specialties with Highest Posting Count



54 days ▼ **6.8%**

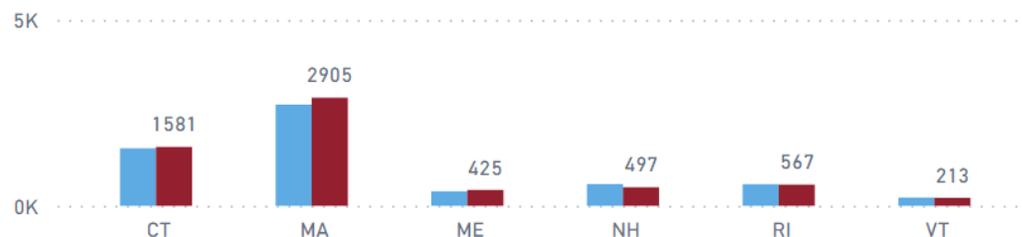
Average From Last Quarter

Key Observations

- Time to fill RN positions has declined by 6.8% to 54 days.
- Medical / Surgical has the highest number of vacancies and remains the most difficult to fill with its average time to close being 65 days.

New Graduate Job Postings by State

Quarter ● 2022Q1 ● 2022Q2



6,188 ▲ **2.5%**

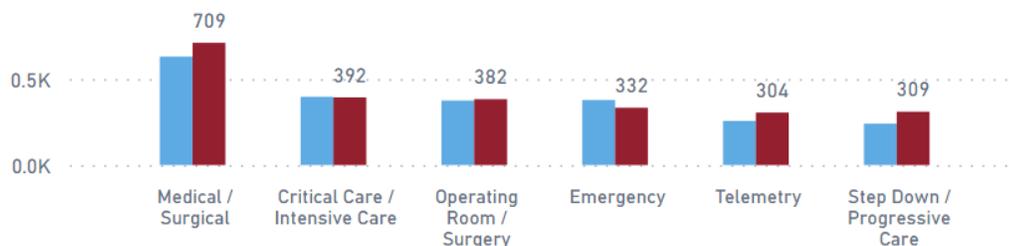
Average Job Postings From Last Quarter

Key Observations

- New graduate RN job postings have increased 2.5% across the region in Q2, led by MA.
- New graduate RN job postings continue to be available in all specialties, especially Medical / Surgical.

New Graduate Job Postings by Specialty

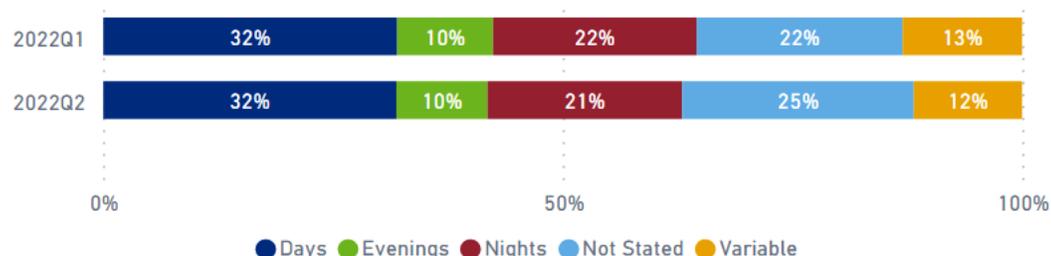
Quarter ● 2022Q1 ● 2022Q2



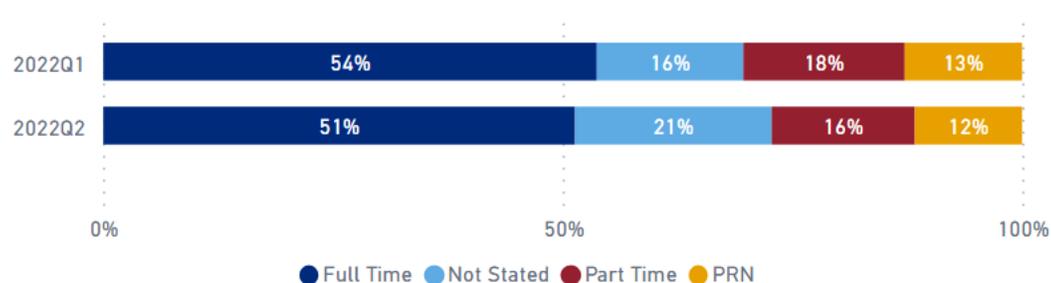
Registered Nursing

Job Features

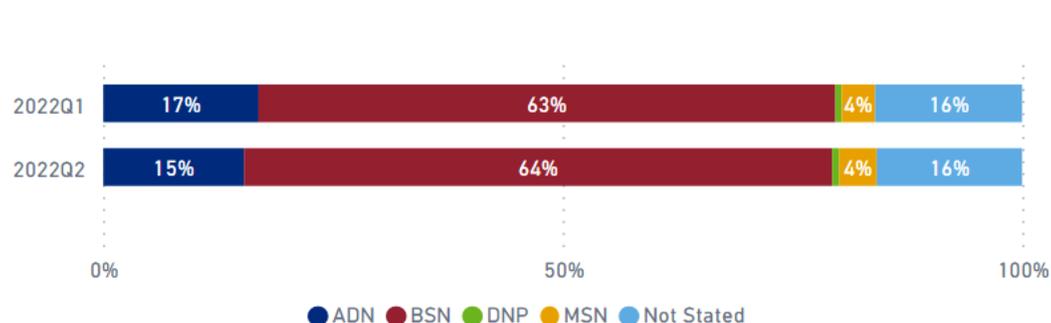
Shift Type



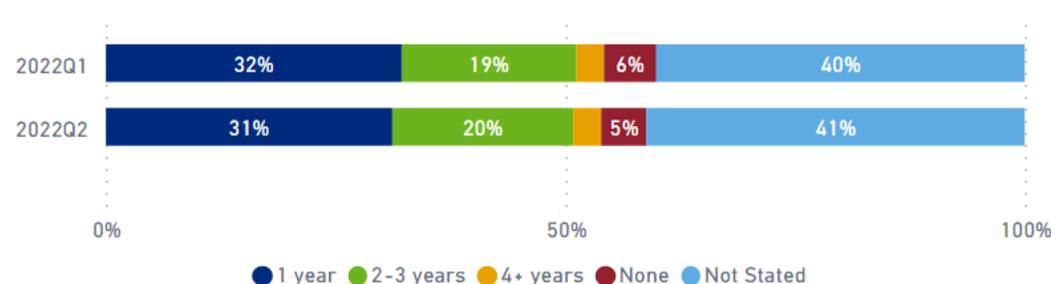
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 32% are day shift positions.
- Variable shifts make up 12% of job postings.
- Full-time positions make up 51% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (64%).
- Slightly less than half (46%) of posted positions do not list experience requirements, reflective of the continuing recruitment challenges.

Registered Nursing

Compensation Trends

Job Postings with Salary

	CT	MA	ME	NH	RI	VT
Postings	2,933	6,523	1,562	1,209	1,039	582
w/ Salary	105	37	5	6	8	38
Percentage	3.6%	0.6%	0.3%	0.5%	0.8%	6.5%

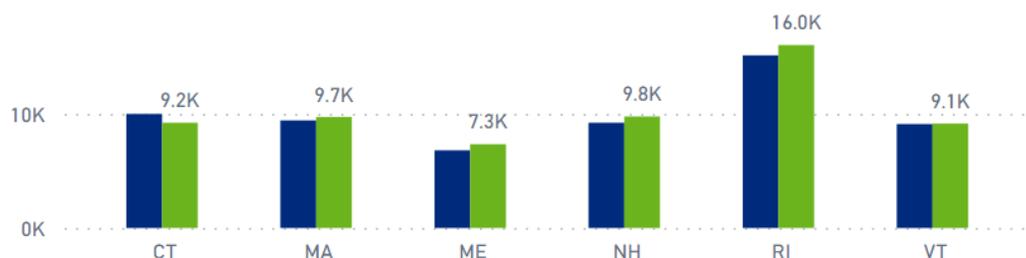
* Job postings do not include sufficient salary data to provide a valid and reliable analysis of salary levels in each state.

Job Postings with Bonus

	CT	MA	ME	NH	RI	VT
Postings	2,933	6,523	1,562	1,209	1,039	582
w/ Bonus	284	1,414	762	421	256	202
Percentage	9.7%	21.7%	48.8%	34.8%	24.6%	34.7%

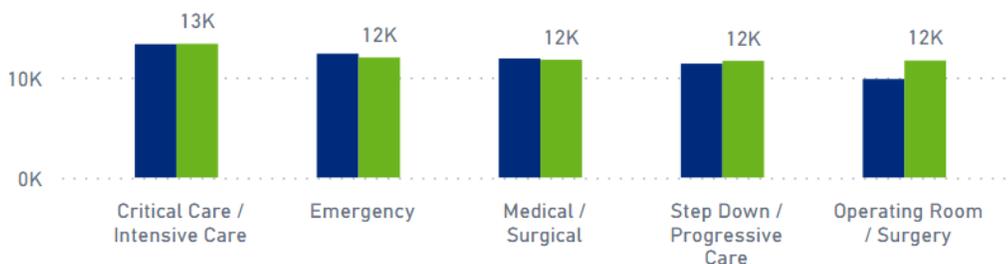
Hiring Bonus by State (\$)

Quarter ● 2022Q1 ● 2022Q2



Hiring Bonus by Specialty (\$)

Quarter ● 2022Q1 ● 2022Q2



3,339 ▼ **0.9%**

Postings with Bonus From Last Quarter

\$10,204 ▲ **2.6%**

Average Bonus From Last Quarter

Key Observations

- Job postings with hiring bonuses have declined slightly (-0.9%); however, hiring bonuses continue to be prevalent.
- The average hiring bonus increased by 2.6% and remains common in 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.



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