



AHA Data & Insights

2022 Q2

Health Care Jobs Report

Region 2

New Jersey
New York
Pennsylvania



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:

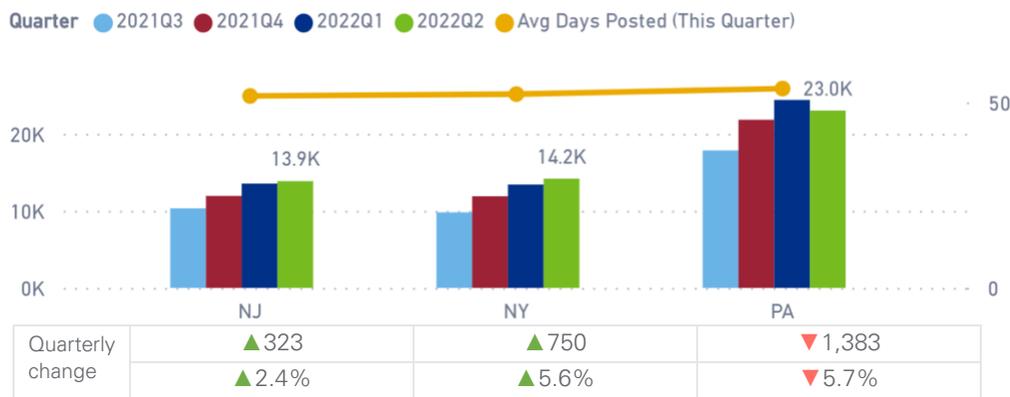
- 1. In general, the average job postings across Region 2 have remained fairly steady (-0.1%).
- 2. Job postings in general nursing and registered nursing have declined by 2.5% and 2.3% respectively.
- 3. Time to fill for RN postings remains a challenge and has increased by 5.5% over the last quarter. This is reflective of the continuing challenges in recruitment and retention.
- 4. Full-time day shift positions continue to be broadly available and robust opportunities for new graduate nurses exist across all specialties.
- 5. Hiring bonuses are still common, but their value and frequency of inclusion in job postings have declined by 2.1% and 6.8% respectively. Pennsylvania continues to have the most hiring bonuses at the highest value.

Brief definition of the roles mentioned in this report:

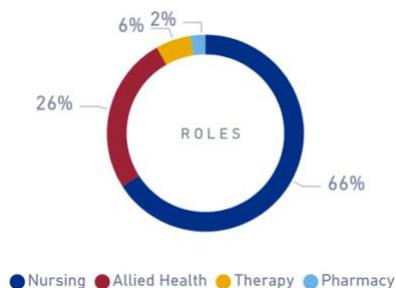
| Role | Definition |
|---------------|---|
| Nursing | Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.). |
| Allied Health | Includes a diverse number of exempt and hourly licensed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

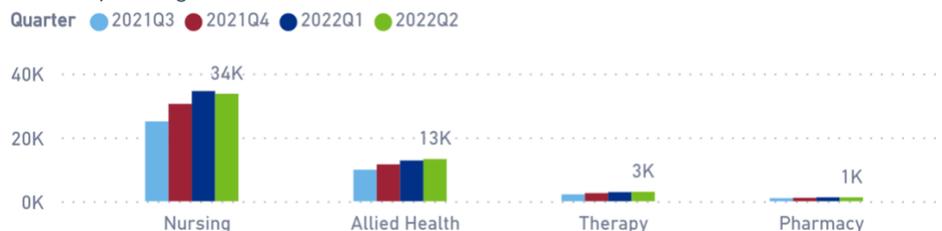
Job Postings by State



Job Postings by Role



Quarterly Change



Job Postings by Role and State

| | NJ | NY | PA |
|-------------------|--------|---------|---------|
| Allied Health | 3196 | 4574 | 5420 |
| 2022Q2 vs. 2022Q1 | ▲ 8.3% | ▲ 11.4% | ▼ 4.9% |
| Nursing | 9377 | 8558 | 15719 |
| 2022Q2 vs. 2022Q1 | ▼ 0.2% | ▲ 2.5% | ▼ 6.1% |
| Pharmacy | 259 | 367 | 609 |
| 2022Q2 vs. 2022Q1 | ▲ 8.4% | ▲ 16.1% | ▼ 10.2% |
| Therapy | 1022 | 665 | 1265 |
| 2022Q2 vs. 2022Q1 | ▲ 8.5% | ▲ 16.1% | ▼ 0.6% |

51,031 ▼ **0.01%**

Average Job Postings From Last Quarter

97 **2,196**

Employers Locations

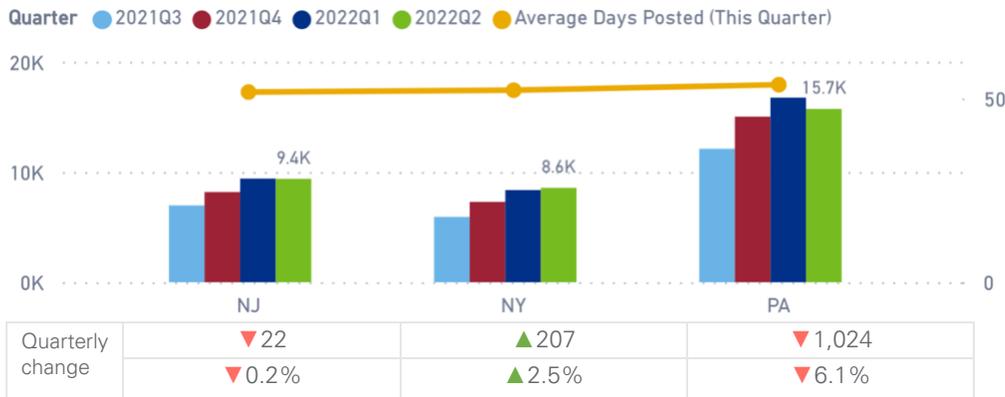
- Average Job Postings represent the average number of unique jobs that are posted on employer career sites daily during the quarter.

Key Observations

- Job postings across the region have generally flattened in Q2. NY and NJ continue to see increases while PA has seen a decline in postings.
- Nursing continues to constitute the majority of job postings.
- Average days posted remains flat at 52 days.

All Nursing

Job Postings by State

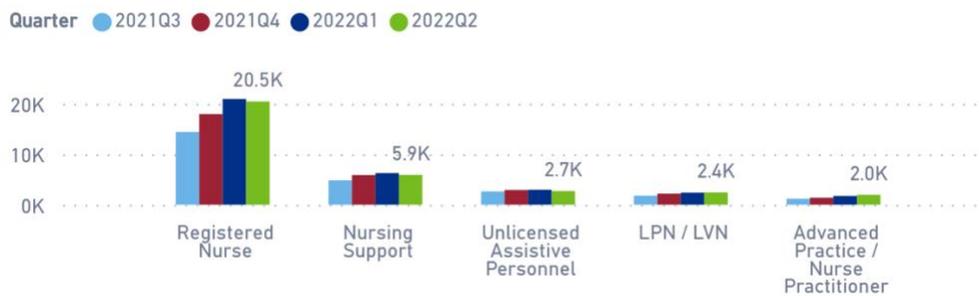


33,599 ▼ **2.5%**

Average Job Postings From Last Quarter

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

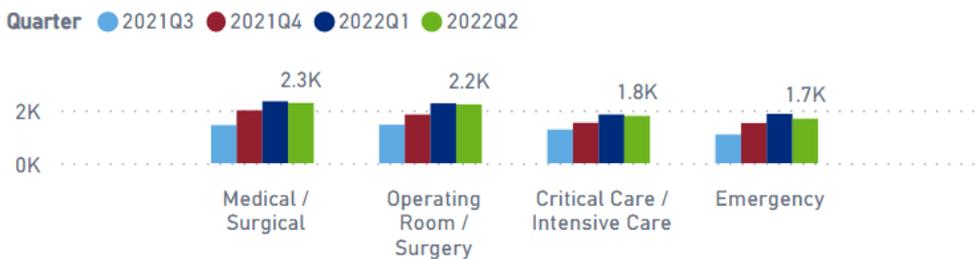
Job Postings by Title



Key Observations

- Nursing job postings have dropped 2.5% in Q2.
- PA continues to have the largest number of nursing job postings overall but is seeing a decline in the four top specialties.

Job Postings by Specialty



| | NJ | NY | PA |
|---------------------|--------|---------|---------|
| Med/Surg | 606 | 435 | 1228 |
| 2022Q2 vs. 2022Q1 | ▲ 5.4% | ▲ 3.6% | ▼ 8.1% |
| OR / Surgery | 558 | 532 | 1128 |
| 2022Q2 vs. 2022Q1 | ▼ 4.8% | ▲ 18.2% | ▼ 7.2% |
| Critical Care / ICU | 715 | 347 | 719 |
| 2022Q2 vs. 2022Q1 | ▲ 8.3% | ▼ 3.1% | ▼ 11.7% |
| Emergency | 580 | 469 | 625 |
| 2022Q2 vs. 2022Q1 | ▼ 6.6% | ▼ 7.5% | ▼ 14.4% |

Registered Nursing

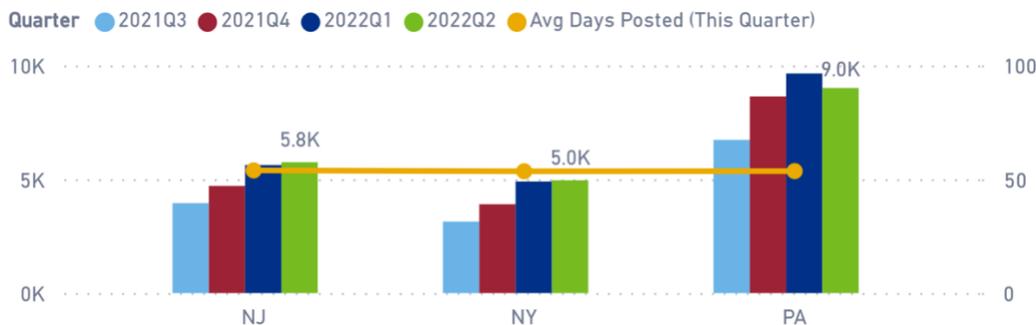
Overview

RN positions make up 71% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

19,718 ▼ 2.3%

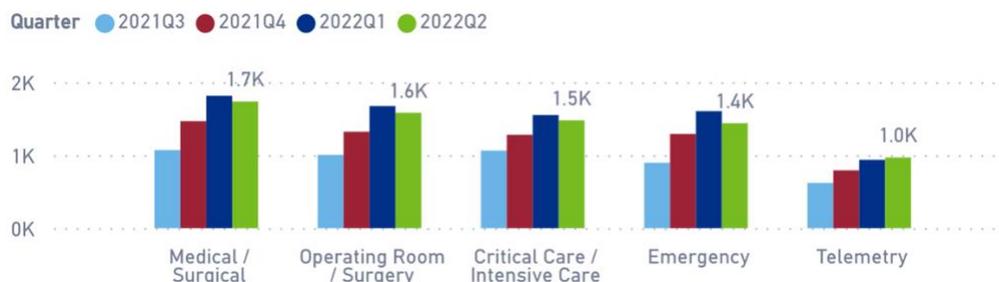
Average Job Postings From Last Quarter

Job Postings by State



| Quarterly change | NJ | NY | PA |
|--------------------|--------|--------|--------|
| Change in Postings | ▲ 125 | ▲ 56 | ▼ 639 |
| Percentage Change | ▲ 2.2% | ▲ 1.1% | ▼ 6.6% |

Job Postings by Specialty



| | NJ | NY | PA |
|---------------------|---------|---------|---------|
| Med / Surg | 500 | 369 | 866 |
| 2022Q2 vs. 2022Q1 | ▲ 6.8% | ▲ 3.4% | ▼ 12.3% |
| OR / Surgery | 466 | 357 | 758 |
| 2022Q2 vs. 2022Q1 | ▼ 7.7% | ▲ 17.0% | ▼ 12.1% |
| Critical Care / ICU | 576 | 305 | 596 |
| 2022Q2 vs. 2022Q1 | ▲ 6.9% | ▼ 6.7% | ▼ 12.9% |
| Emergency | 513 | 433 | 491 |
| 2022Q2 vs. 2022Q1 | ▼ 7.2% | ▼ 8.3% | ▼ 15.1% |
| Telemetry | 359 | 118 | 491 |
| 2022Q2 vs. 2022Q1 | ▲ 34.0% | ▲ 9.3% | ▼ 12.2% |

Key Observations

- RN job postings declined by 2.3% across Region 2.
- The average number of days for RN job postings remain steady at 53.
- Despite a decline in job postings, PA still leads the region in RN job postings.

Key Observations

- RN job postings declined in almost all clinical specialties, except telemetry.

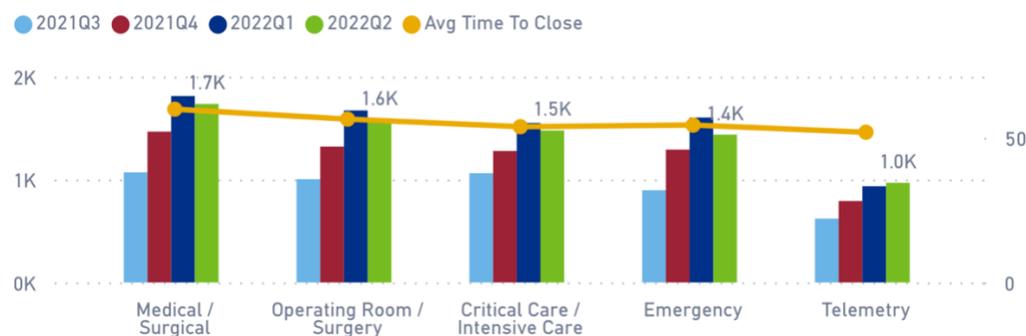
Registered Nursing

Time to Fill

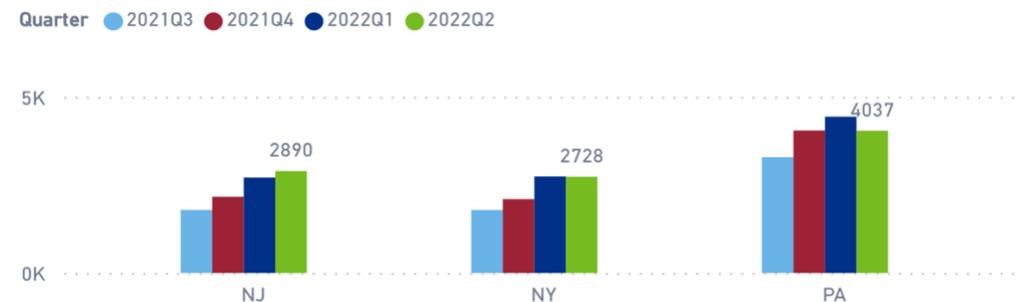
Average Days Posted by State

| | NJ | NY | PA |
|--------|----|----|----|
| 2021Q3 | 46 | 47 | 53 |
| 2021Q4 | 48 | 51 | 49 |
| 2022Q1 | 57 | 52 | 55 |
| 2022Q2 | 56 | 59 | 58 |

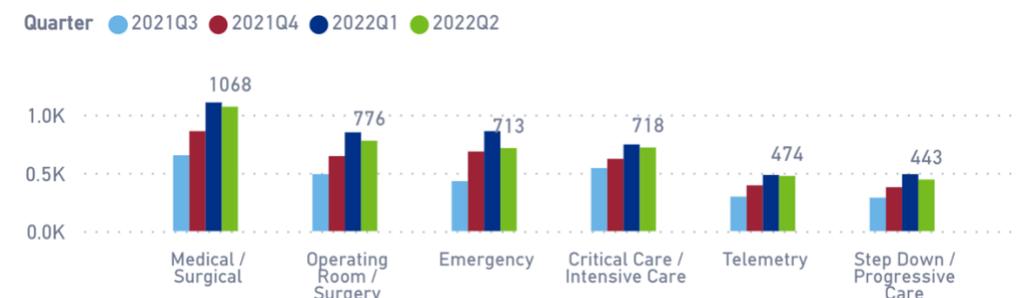
Average Days Posted for Specialties with Highest Posting Count



New Graduate Job Postings by State



New Graduate Job Postings by Specialty



58 days

▲ 5.5%

Average

From Last Quarter

Key Observations

- Time to fill for RN positions have increased by 5.5% in Q2 and gone up from an average of 49 to 58 days over the last year.
- Medical / Surgical and Perioperative nursing have the highest number of job postings and the longest time to fill.

9,655

▼ 2.3%

Average Job Postings

From Last Quarter

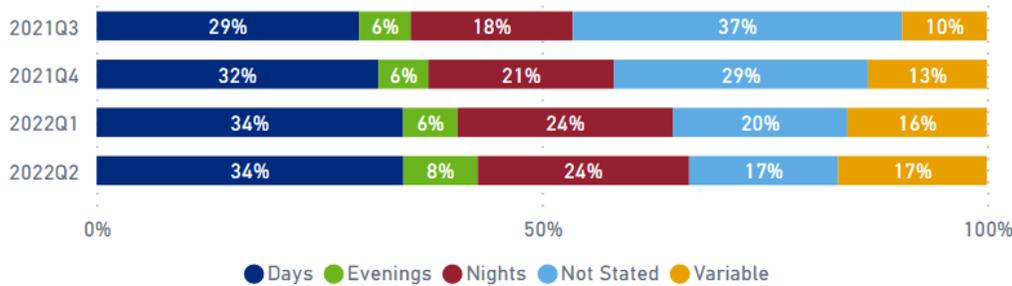
Key Observations

- New Graduate RN job postings have declined by 2.3%.
- New graduate RN job postings continue to be available in all specialties.

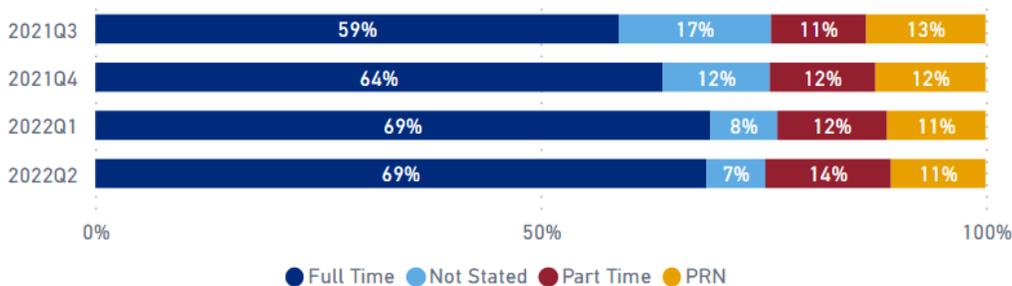
Registered Nursing

Job Features

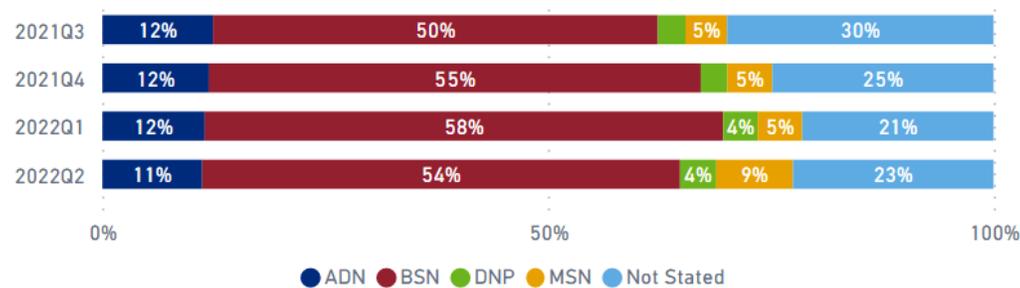
Shift Type



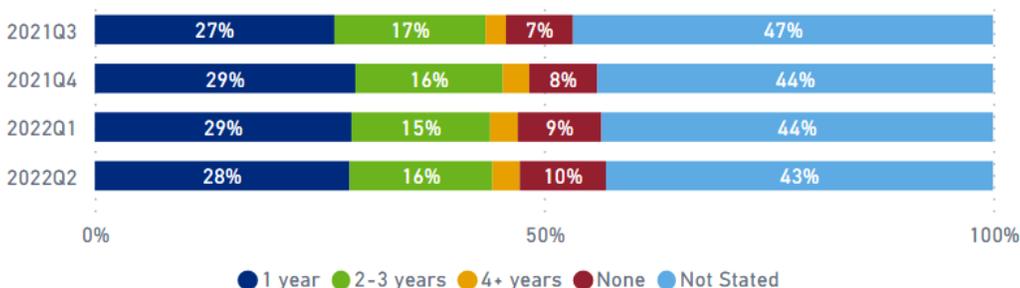
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, day shift postings make up 34%.
- Variable shifts still make up 17% of RN job postings.
- Full-time positions make up 69% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level.
- Over half of posted positions do not state experience requirements, reflective of the continuing recruitment challenges.

Registered Nursing

Compensation Trends

Job Postings with Salary

| | NJ | NY | PA |
|------------|-------|-------|-------|
| Postings | 5,765 | 4,971 | 9,027 |
| w/ Salary | 287 | 669 | 1,755 |
| Percentage | 5.0% | 13.5% | 19.4% |

* 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

| | NJ | NY | PA |
|------------|-------|-------|-------|
| Postings | 5,765 | 4,971 | 9,027 |
| w/ Bonus | 380 | 223 | 3,227 |
| Percentage | 6.6% | 4.5% | 35.7% |

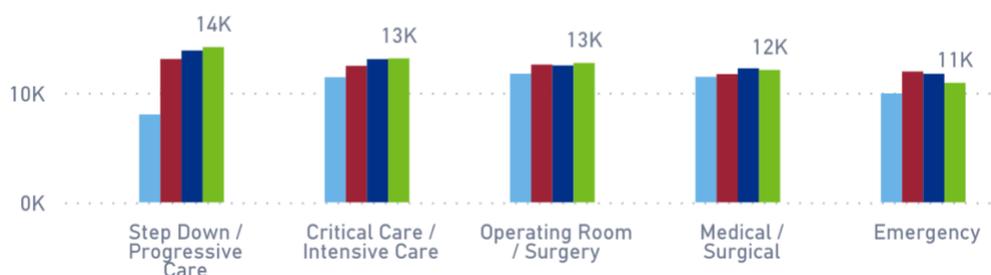
Hiring Bonus by State (\$)

Quarter ● 2021Q3 ● 2021Q4 ● 2022Q1 ● 2022Q2



Hiring Bonus by Specialty (\$)

Quarter ● 2021Q3 ● 2021Q4 ● 2022Q1 ● 2022Q2



3,830 ▼ **6.8%**

Postings with Bonus From Last Quarter

\$11,275 ▼ **2.1%**

Average Bonus From Last Quarter

Key Observations

- Jobs posted with listed hiring bonuses have declined by 6.8% in the last quarter.
- Hiring bonuses have continued to rise in PA.
- The average hiring bonus has declined slightly (-2.1%).
- Hiring bonuses are highest in Step Down, Progressive Care, ICU, and Perioperative.



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

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