AHA Data & Insights

2022 Q2
Health Care Jobs Report

Region 5
Illinois
Indiana
Michigan
Ohio
Wisconsin

Report Generated by Prolucent Health
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 5 have remained fairly steady (-0.4).

2. There has been a decline of 1.2% in general nursing postings and a slight increase of 0.6% for registered nursing postings specifically.

3. The time to fill for RN positions averages 54 days. This is 1.4% lower from last quarter, but significantly higher than a year ago.

4. Full-time day shift positions continue to be broadly available and robust opportunities for new graduate nurses exist across all specialties.

5. Postings with hiring bonuses have declined by 3.2%, but still represent between 26% and 45% of all positions. The value of bonuses has increased by 1.4%, led by increases in Michigan and Illinois.

Brief definition of the roles mentioned in this report:

<table>
<thead>
<tr>
<th>Role</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>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.).</td>
</tr>
<tr>
<td>Allied Health</td>
<td>Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical or support roles (aides, techs).</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>Includes professional (DPh, RPh), technical (pharm tech), and support roles (pharmacy clerical, purchasing) within the pharmacy function.</td>
</tr>
<tr>
<td>Therapy</td>
<td>Includes professional (PT, OT, speech), technical, and support roles (therapy assistants, aides, clerical).</td>
</tr>
</tbody>
</table>
Regional Overview

Job Postings by State

- **Quarterly change**
  - IL: ▲347, ▲3.1%
  - IN: ▼461, ▼4.0%
  - MI: ▼539, ▼5.9%
  - OH: ▲1,322, ▲6.8%
  - WI: ▼703, ▼7.0%

Job Postings by Role

- **Quarterly Change**
  - Nursing: ▲41K, ▲3.2%
  - Allied Health: ▼15K, ▼4.8%
  - Therapy: ▲4K, ▲10.3%
  - Pharmacy: ▼2K, ▼5.8%

Job Postings by Role and State

- **IL**
  - Allied Health: 2840, ▲0.1%
  - Nursing: 7590, ▲3.2%
  - Pharmacy: 294, ▲5.8%
  - Therapy: 989, ▲10.3%

- **IN**
  - Allied Health: 2461, ▼3.3%
  - Nursing: 7397, ▼4.8%
  - Pharmacy: 264, ▼3.1%
  - Therapy: 821, ▼1.4%

- **MI**
  - Allied Health: 2177, ▲4.2%
  - Nursing: 5445, ▼10.3%
  - Pharmacy: 304, ▼2.3%
  - Therapy: 561, ▲2.6%

- **OH**
  - Allied Health: 4940, ▲10.2%
  - Nursing: 13874, ▼1.4%
  - Pharmacy: 592, ▲7.6%
  - Therapy: 1341, ▲6.0%

- **WI**
  - Allied Health: 2372, ▼6.9%
  - Nursing: 6217, ▼6.8%
  - Pharmacy: 213, ▼3.2%
  - Therapy: 539, ▼10.9%

Key Observations

- **Average Job Postings** represent the average number of unique jobs that are posted on employer career sites daily during the quarter.
- **Employers:** 119
- **Locations:** 2,590

- Job postings across the region have generally flattened in Q2.
- IL and OH continue to see increases.
- Nursing continues to constitute the majority of job postings.
- The average days posted has slightly increased to 50 days across all postings.
Job Postings by State

Job Postings by Title

Job Postings by Specialty

Key Observations

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

- General nursing job postings have slightly declined by 1.2% in Q2.

- OH continues to have the largest number of nursing job postings.
Overview

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

Job Postings by State

From last Quarter ▲88 ▼179 ▼351 ▲619 ▼24 ▲2.0% ▼4.0% ▼10.3% ▲7.9% ▼0.7%

Job Postings by Specialty

Critical Care / ICU 1.9K 1.9K 1.9K 1.6K 1.3K
Operating Room / Surgery 1.9K 1.9K 1.9K
Medical / Surgical
Emergency
Step Down / Progressive Care

Key Observations

- RN job postings declined in all specialties except for Medical / Surgical and Telemetry.
- RN job postings rose slightly (+0.6%) in Q2, led by a 7.9% increase in OH and 2% increase in IL.
- RN postings declined in IN, MI, and WI.
- The average number of days to fill for RN job postings declined slightly (-1.8%) to 53 days.
Time to Fill

Average Days Posted by State

<table>
<thead>
<tr>
<th>Quarter</th>
<th>IL</th>
<th>IN</th>
<th>MI</th>
<th>OH</th>
<th>WI</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021Q3</td>
<td>45</td>
<td>44</td>
<td>45</td>
<td>44</td>
<td>44</td>
</tr>
<tr>
<td>2021Q4</td>
<td>47</td>
<td>46</td>
<td>47</td>
<td>46</td>
<td>51</td>
</tr>
<tr>
<td>2022Q1</td>
<td>53</td>
<td>54</td>
<td>52</td>
<td>56</td>
<td>61</td>
</tr>
<tr>
<td>2022Q2</td>
<td>55</td>
<td>50</td>
<td>51</td>
<td>54</td>
<td>61</td>
</tr>
</tbody>
</table>

Average Days Posted for Specialties with Highest Posting Count

- Critical Care / Intensive Care
- Operating Room / Surgery
- Medical / Surgical
- Emergency
- Step Down / Progressive Care

Key Observations

- The time to fill for RN positions has declined by 1.8% in Q2 but remains far higher than the 44 days to fill that was the case a year ago.
- Medical / Surgical positions are both the largest in number and most difficult to fill.

New Graduate Job Postings by State

13,960 Average Job Postings ▲ 3.7% From Last Quarter

New Graduate Job Postings by Specialty

- Medical / Surgical
- Critical Care / Intensive Care
- Operating Room / Surgery
- Emergency
- Step Down / Progressive Care
- Cardiac Care

Key Observations

- New Graduate RN job postings have increased 3.7% across the Region in Q2, led by OH, IL, and WI. New graduate RN job postings continue to be available in all specialties, especially Medical / Surgical.
Job Features

Shift Type

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Days</th>
<th>Evenings</th>
<th>Nights</th>
<th>Not Stated</th>
<th>Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021Q3</td>
<td>34%</td>
<td>6%</td>
<td>29%</td>
<td>18%</td>
<td>12%</td>
</tr>
<tr>
<td>2021Q4</td>
<td>34%</td>
<td>7%</td>
<td>29%</td>
<td>19%</td>
<td>11%</td>
</tr>
<tr>
<td>2022Q1</td>
<td>33%</td>
<td>6%</td>
<td>28%</td>
<td>21%</td>
<td>12%</td>
</tr>
<tr>
<td>2022Q2</td>
<td>32%</td>
<td>7%</td>
<td>27%</td>
<td>21%</td>
<td>13%</td>
</tr>
</tbody>
</table>

Employment Type

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Full Time</th>
<th>Not Stated</th>
<th>Part Time</th>
<th>PRN</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021Q3</td>
<td>64%</td>
<td>12%</td>
<td>17%</td>
<td>6%</td>
</tr>
<tr>
<td>2021Q4</td>
<td>64%</td>
<td>12%</td>
<td>18%</td>
<td>6%</td>
</tr>
<tr>
<td>2022Q1</td>
<td>65%</td>
<td>13%</td>
<td>17%</td>
<td>5%</td>
</tr>
<tr>
<td>2022Q2</td>
<td>63%</td>
<td>17%</td>
<td>15%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Educational Requirements

<table>
<thead>
<tr>
<th>Quarter</th>
<th>ADN</th>
<th>BSN</th>
<th>DNP</th>
<th>MSN</th>
<th>Not Stated</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021Q3</td>
<td>17%</td>
<td>57%</td>
<td>4%</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>2021Q4</td>
<td>18%</td>
<td>59%</td>
<td>4%</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>2022Q1</td>
<td>18%</td>
<td>60%</td>
<td>4%</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>2022Q2</td>
<td>17%</td>
<td>60%</td>
<td>4%</td>
<td>18%</td>
<td></td>
</tr>
</tbody>
</table>

Experience Requirements

<table>
<thead>
<tr>
<th>Quarter</th>
<th>1 year</th>
<th>2-3 years</th>
<th>4+ years</th>
<th>None</th>
<th>Not Stated</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021Q3</td>
<td>19%</td>
<td>18%</td>
<td>8%</td>
<td>52%</td>
<td></td>
</tr>
<tr>
<td>2021Q4</td>
<td>20%</td>
<td>20%</td>
<td>8%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>2022Q1</td>
<td>20%</td>
<td>19%</td>
<td>9%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>2022Q2</td>
<td>20%</td>
<td>17%</td>
<td>10%</td>
<td>51%</td>
<td></td>
</tr>
</tbody>
</table>

Key Observations

- Of the total RN job postings, 34% are day shift positions. Variable shifts still make up 13% of RN job postings.
- Full-time positions make up 63% of job postings.
- Educational requirements remain consistently focused on the BSN level.
- Over half of posted positions do not list experience requirements, reflective of the continuing recruitment challenges.
**Compensation Trends**

**Job Postings with Salary**

<table>
<thead>
<tr>
<th></th>
<th>IL</th>
<th>IN</th>
<th>MI</th>
<th>OH</th>
<th>WI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postings</td>
<td>4,586</td>
<td>4,282</td>
<td>3,063</td>
<td>8,433</td>
<td>3,546</td>
</tr>
<tr>
<td>w/ Salary</td>
<td>52</td>
<td>244</td>
<td>156</td>
<td>557</td>
<td>111</td>
</tr>
<tr>
<td>Percentage</td>
<td>1.1%</td>
<td>5.7%</td>
<td>5.1%</td>
<td>6.6%</td>
<td>3.1%</td>
</tr>
</tbody>
</table>

* 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**

<table>
<thead>
<tr>
<th></th>
<th>IL</th>
<th>IN</th>
<th>MI</th>
<th>OH</th>
<th>WI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postings</td>
<td>4,586</td>
<td>4,282</td>
<td>3,063</td>
<td>8,433</td>
<td>3,546</td>
</tr>
<tr>
<td>w/ Bonus</td>
<td>1,455</td>
<td>1,922</td>
<td>984</td>
<td>2,197</td>
<td>1,220</td>
</tr>
<tr>
<td>Percentage</td>
<td>31.7%</td>
<td>44.9%</td>
<td>32.1%</td>
<td>26.1%</td>
<td>34.4%</td>
</tr>
</tbody>
</table>

**Hiring Bonus by State ($)**

**Hiring Bonus by Specialty ($)**

- Job postings with hiring bonuses have declined by 3.2% in Q2; however, hiring bonuses have continued to rise in IL and MI.
- The average hiring bonus has increased slightly by 1.4%. The highest bonus ($13K) is available in Emergency departments, but all specialty areas offer significant bonuses above $10K.

*Report Generated by Prolucent Health*
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.

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.