



AHA Data & Insights

2022 Q2

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 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:

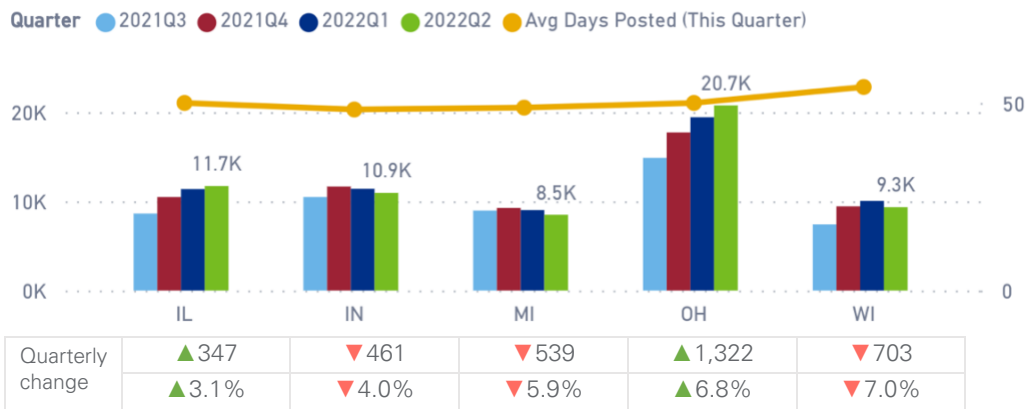
- 1. In general, job postings across Region 5 have remained fairly steady (-0.4).
- 2. There has been a decline of 1.2% in general nursing postings and a slight increase of 0.6% for registered nursing postings specifically.
- 3. The time to fill for RN positions averages 54 days. This is 1.4% lower from 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:

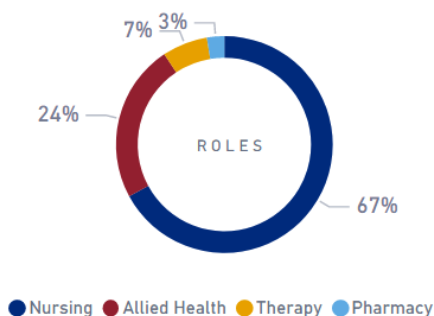
Role	Definition
Nursing	Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.).
Allied Health	Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical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

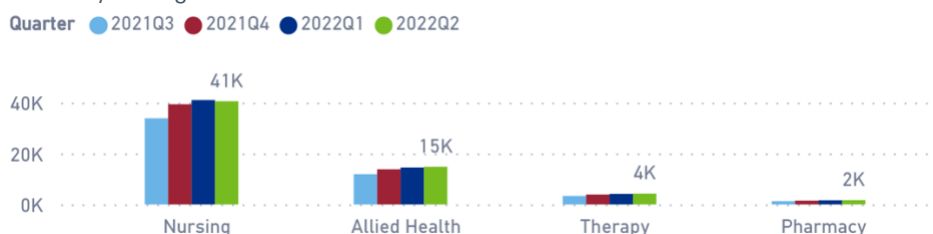
Job Postings by State



Job Postings by Role



Quarterly Change



Job Postings by Role and State

	IL	IN	MI	OH	WI
Allied Health	2840	2461	2177	4940	2372
2022Q2 vs. 2022Q1	▲ 0.1%	▼ 3.3%	▲ 4.2%	▲ 10.2%	▼ 6.9%
Nursing	7590	7397	5445	13874	6217
2022Q2 vs. 2022Q1	▲ 3.2%	▼ 4.8%	▼ 10.3%	▲ 5.7%	▼ 6.8%
Pharmacy	294	264	304	592	213
2022Q2 vs. 2022Q1	▲ 5.8%	▲ 3.1%	▼ 2.3%	▲ 7.6%	▼ 3.2%
Therapy	989	821	561	1341	539
2022Q2 vs. 2022Q1	▲ 10.3%	▼ 1.4%	▲ 2.6%	▲ 6.0%	▼ 10.9%

61,231 ▼ 0.04%

Average Job Postings From Last Quarter

119 **2,590**
Employers Locations

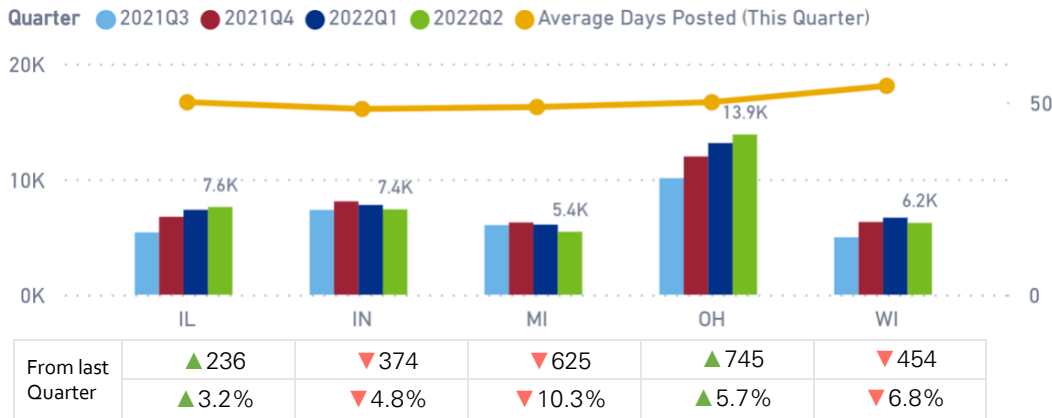
- Average Job Postings represent the average number of unique jobs that are posted on employer career sites daily during the quarter.

Key Observations

- Job postings across the region have generally flattened in Q2.
- 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.

All Nursing

Job Postings by State

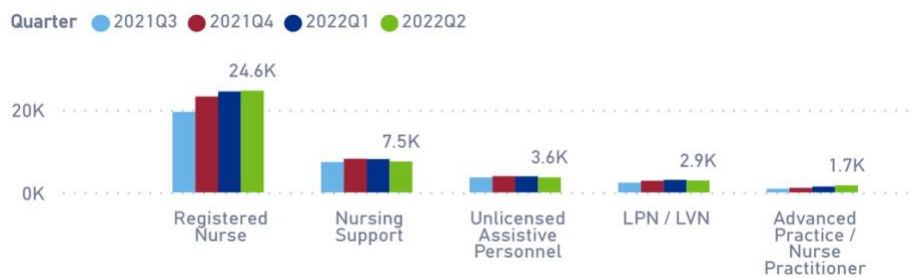


40,433 ▼ **1.2%**

Average Job Postings From Last Quarter

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

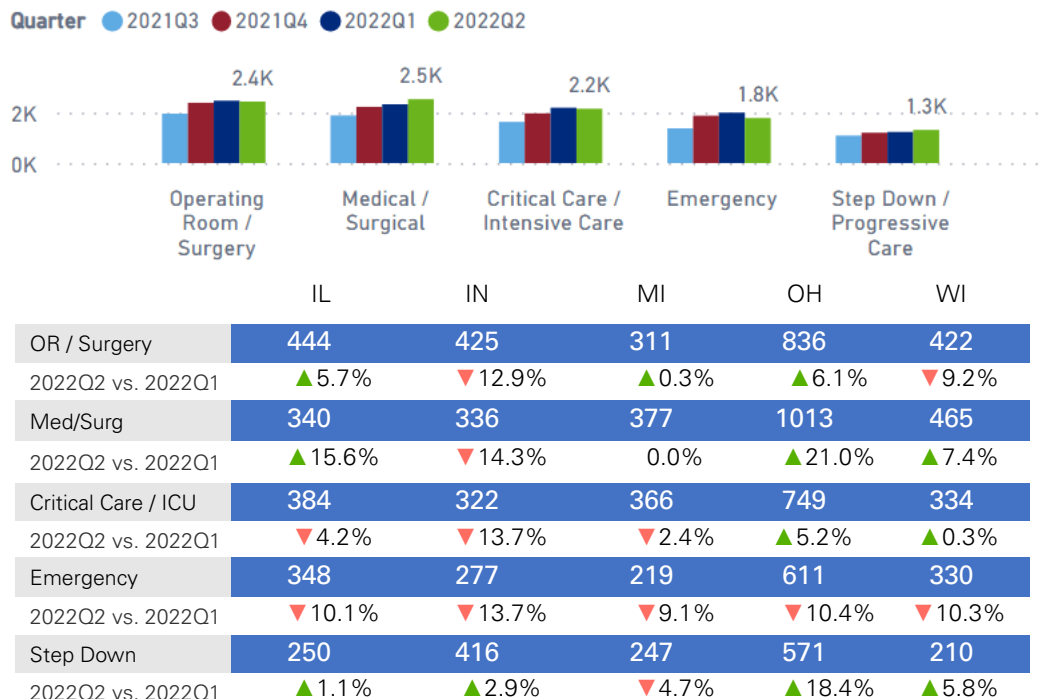
Job Postings by Title



Key Observations

- General nursing job postings have slightly declined by 1.2% in Q2.
- OH continues to have the largest number of nursing job postings.

Job Postings by Specialty



Registered Nursing

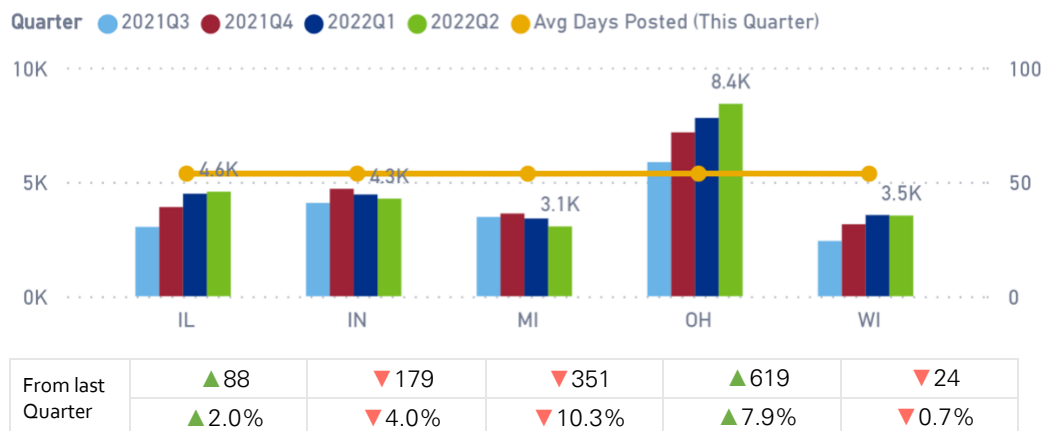
Overview

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

23,832 ▲ **0.6%**

Average Job Postings From Last Quarter

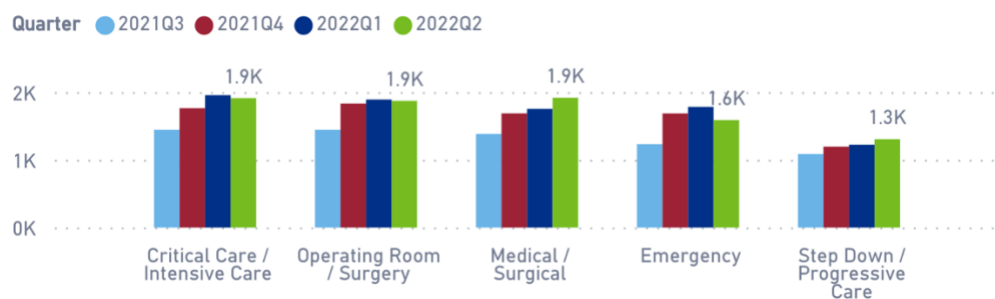
Job Postings by State



Key Observations

- 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.

Job Postings by Specialty



	IL	IN	MI	OH	WI
Critical Care / ICU	344	280	327	665	295
2022Q2 vs. 2022Q1	▼ 7.8%	▼ 13.3%	▼ 0.3%	▲ 5.7%	▼ 3.0%
OR / Surgery	336	345	211	661	318
2022Q2 vs. 2022Q1	▲ 2.4%	▼ 9.0%	▼ 1.4%	▲ 7.0%	▼ 9.7%
Med / Surg	249	242	273	781	371
2022Q2 vs. 2022Q1	▲ 15.3%	▼ 15.7%	▼ 3.5%	▲ 24.6%	▲ 9.1%
Emergency	293	254	198	557	285
2022Q2 vs. 2022Q1	▼ 13.8%	▼ 12.7%	▼ 9.6%	▼ 11.0%	▼ 6.9%
Step Down	175	280	222	446	182
2022Q2 vs. 2022Q1	▲ 1.2%	▲ 3.3%	▼ 4.7%	▲ 19.3%	▲ 5.8%

Key Observations

- RN job postings declined in all specialties except for Medical / Surgical and Telemetry.

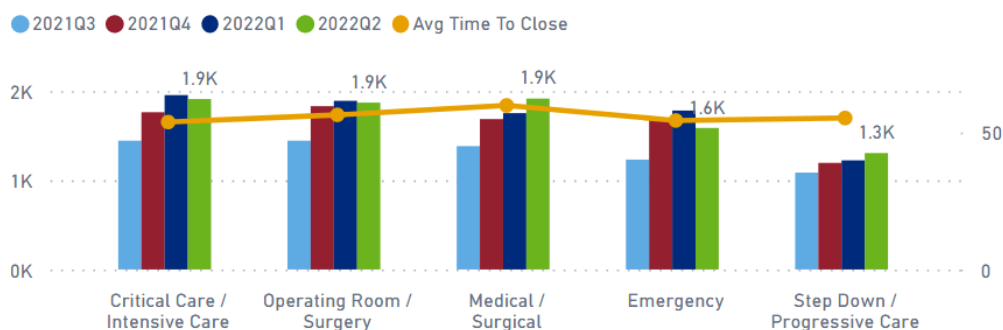
Registered Nursing

Time to Fill

Average Days Posted by State

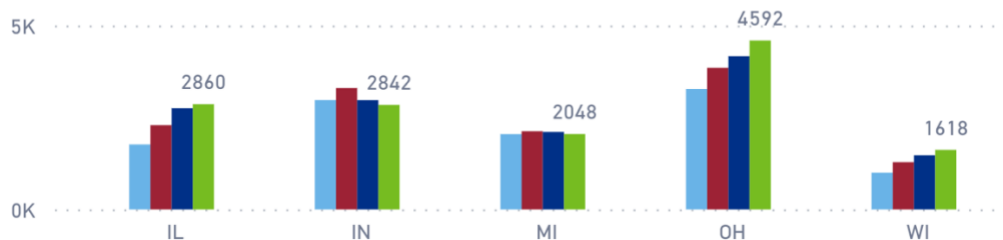
	IL	IN	MI	OH	WI
2021Q3	45	44	45	44	44
2021Q4	47	46	47	46	51
2022Q1	53	54	52	56	61
2022Q2	55	50	51	54	61

Average Days Posted for Specialties with Highest Posting Count



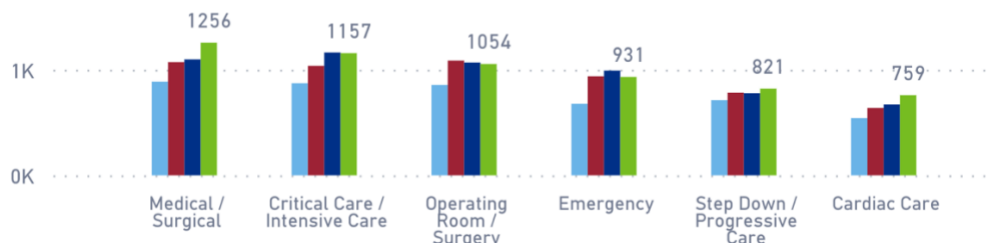
New Graduate Job Postings by State

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



New Graduate Job Postings by Specialty

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



54 days ▼ 1.8%

Average From Last Quarter

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.

13,960 ▲ 3.7%

Average Job Postings From Last Quarter

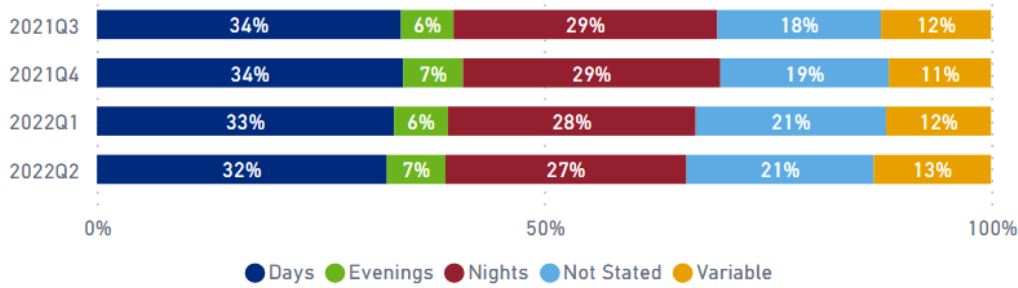
Key Observations

- 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.

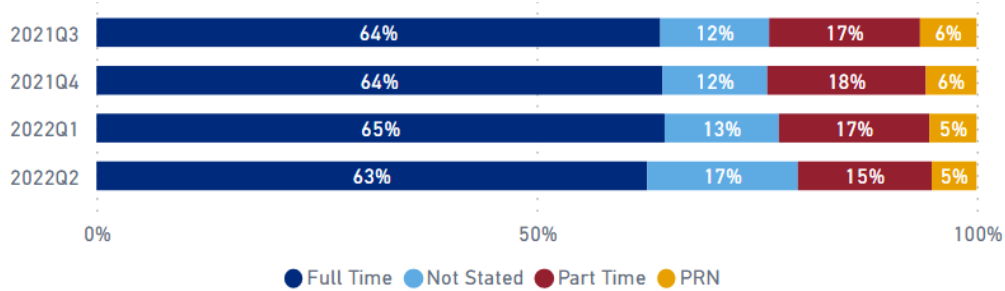
Registered Nursing

Job Features

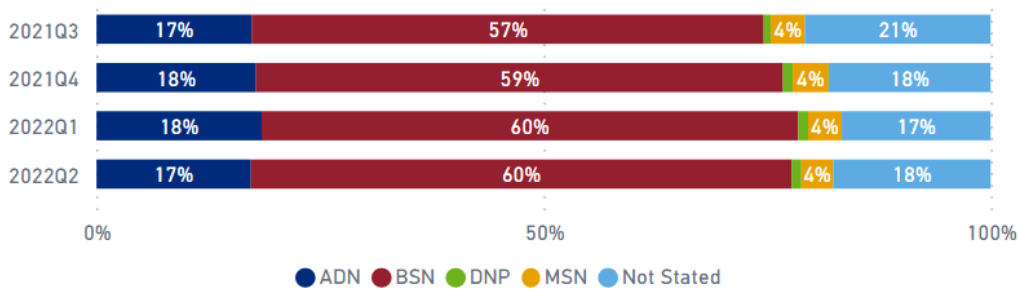
Shift Type



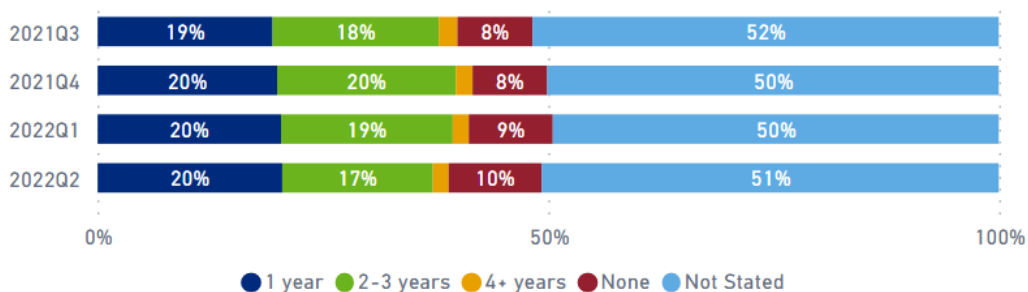
Employment Type



Educational Requirements



Experience Requirements



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.

Key Observations

- 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.

Registered Nursing

Compensation Trends

Job Postings with Salary

	IL	IN	MI	OH	WI
Postings	4,586	4,282	3,063	8,433	3,546
w/ Salary	52	244	156	557	111
Percentage	1.1%	5.7%	5.1%	6.6%	3.1%

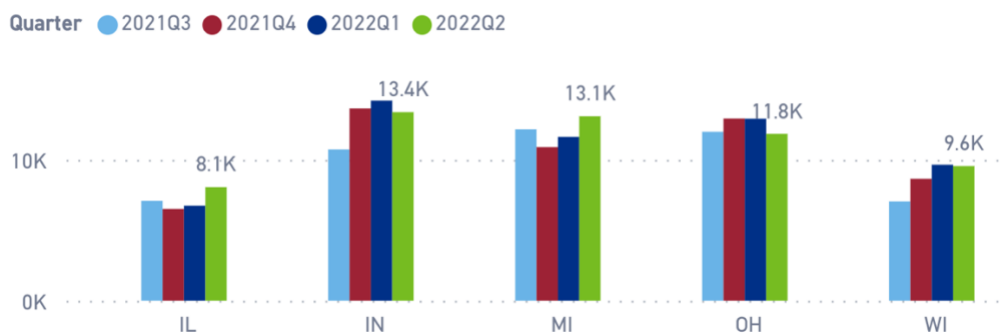
* Job postings do not include sufficient salary data to provide a valid and reliable analysis of salary levels in each state.

Job Postings with Bonus

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

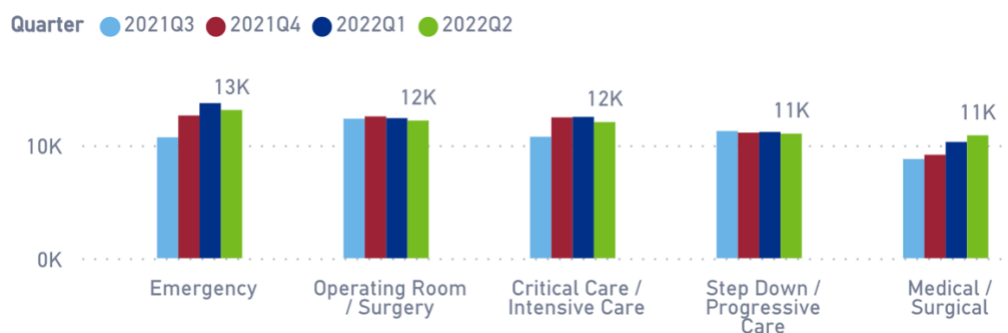
7,778 ▼ 3.2%
 Postings with Bonus From Last Quarter

Hiring Bonus by State (\$)



\$11,189 ▲ 1.4%
 Average Bonus From Last Quarter

Hiring Bonus by Specialty (\$)



Key Observations

- 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.



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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