AHA Data & Insights

2022 Q2
Health Care Jobs Report

Region 6
Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

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 6 have declined by 5.6% between Q1 and Q2.

2. There are even greater declines in general nursing (-8.0%) and registered nursing (-10.4%) job postings.

3. Time to fill RN positions is unchanged at 56 days from Q1 to Q2.

4. Full-time (60%) and day shift (28%) positions continue to be broadly available and robust opportunities for new graduate nurses exist across all specialties.

5. Postings with hiring bonuses have increased by 7.9%, reflecting recruitment challenges. The value of bonuses has increased by 7.3% in Q2.

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

<table>
<thead>
<tr>
<th>State</th>
<th>IA</th>
<th>KS</th>
<th>MN</th>
<th>MO</th>
<th>ND</th>
<th>NE</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022Q1</td>
<td>5,8K</td>
<td>3,7K</td>
<td>9,5K</td>
<td>12,9K</td>
<td>2,2K</td>
<td>2,8K</td>
<td>1,9K</td>
</tr>
<tr>
<td>Change</td>
<td>▲ 229</td>
<td>▼ 242</td>
<td>▼ 1,486</td>
<td>▼ 634</td>
<td>▼ 129</td>
<td>▼ 28</td>
<td>▼ 166</td>
</tr>
<tr>
<td>▲ 3.1%</td>
<td>▼ 5.2%</td>
<td>▼ 10.6%</td>
<td>▼ 3.9%</td>
<td>▼ 4.4%</td>
<td>▼ 0.8%</td>
<td>▼ 6.7%</td>
<td></td>
</tr>
</tbody>
</table>

### Quarterly Change

<table>
<thead>
<tr>
<th>Quarter</th>
<th>2022Q1</th>
<th>2022Q2</th>
</tr>
</thead>
<tbody>
<tr>
<td>20K</td>
<td>26K</td>
<td>9K</td>
</tr>
<tr>
<td>Nursing</td>
<td>▲ 23%</td>
<td>▲ 7%</td>
</tr>
<tr>
<td>Allied Health</td>
<td>▲ 68%</td>
<td>▲ 2%</td>
</tr>
<tr>
<td>Therapy</td>
<td>▼ 23%</td>
<td>▲ 23%</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>▲ 68%</td>
<td>▲ 2%</td>
</tr>
</tbody>
</table>

### Job Postings by Role and State

<table>
<thead>
<tr>
<th>Role</th>
<th>IA</th>
<th>KS</th>
<th>MN</th>
<th>MO</th>
<th>ND</th>
<th>NE</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allied Health</td>
<td>1,378</td>
<td>756</td>
<td>2,547</td>
<td>2,610</td>
<td>545</td>
<td>622</td>
<td>404</td>
</tr>
<tr>
<td>2022Q2 vs. 2022Q1</td>
<td>▲ 4.7%</td>
<td>▼ 3.3%</td>
<td>▲ 4.0%</td>
<td>▼ 2.6%</td>
<td>▼ 1.3%</td>
<td>▲ 0.8%</td>
<td>▼ 7.3%</td>
</tr>
<tr>
<td>Nursing</td>
<td>3,972</td>
<td>2,627</td>
<td>6,124</td>
<td>8,905</td>
<td>1,462</td>
<td>1,875</td>
<td>1,372</td>
</tr>
<tr>
<td>2022Q2 vs. 2022Q1</td>
<td>▲ 0.3%</td>
<td>▼ 6.8%</td>
<td>▼ 18.5%</td>
<td>▼ 5.5%</td>
<td>▼ 10.6%</td>
<td>▼ 1.3%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>103</td>
<td>63</td>
<td>224</td>
<td>305</td>
<td>43</td>
<td>64</td>
<td>28</td>
</tr>
<tr>
<td>2022Q2 vs. 2022Q1</td>
<td>▲ 24.1%</td>
<td>▼ 4.5%</td>
<td>▲ 1.4%</td>
<td>▲ 3.7%</td>
<td>▲ 7.5%</td>
<td>0.0%</td>
<td>▼ 12.5%</td>
</tr>
<tr>
<td>Therapy</td>
<td>394</td>
<td>258</td>
<td>646</td>
<td>1,036</td>
<td>168</td>
<td>196</td>
<td>120</td>
</tr>
<tr>
<td>2022Q2 vs. 2022Q1</td>
<td>▲ 5.9%</td>
<td>0.0%</td>
<td>▼ 3.3%</td>
<td>▲ 2.2%</td>
<td>▲ 10.5%</td>
<td>▲ 11.4%</td>
<td>▼ 38.1%</td>
</tr>
</tbody>
</table>

Key Observations

- Average Job Postings represent the average number of unique jobs that are posted on employer career sites daily during the quarter.
- Job postings across the region have declined by 5.6%.
- Nursing continues to constitute the majority (68%) of job postings.
- The average days posted remains at 56 days.
### Key Observations

- General nursing job postings have dropped across most specialties in all states.
- MO and MN continue to have the largest number of job postings in this region.
Overview
RN positions continue to make up 54% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

Job Postings by State

Key Observations
- RN job postings declined significantly by 10.4% in Q2, with declines in all specialty areas.
- The average number of days to fill job postings remained at 56 days.

Job Postings by Specialty

Key Observations
- RN job postings are prevalent across all specialties, but they have declined this past quarter.
**Time to Fill**

Average Days Posted by State

<table>
<thead>
<tr>
<th></th>
<th>IA</th>
<th>KS</th>
<th>MN</th>
<th>NO</th>
<th>ND</th>
<th>NE</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022Q1</td>
<td>65</td>
<td>48</td>
<td>49</td>
<td>54</td>
<td>66</td>
<td>55</td>
<td>54</td>
</tr>
<tr>
<td>2022Q2</td>
<td>66</td>
<td>46</td>
<td>48</td>
<td>51</td>
<td>69</td>
<td>59</td>
<td>53</td>
</tr>
</tbody>
</table>

Average Days Posted for Specialties with Highest Posting Count

Key Observations

- Average time to fill RN positions remained at 56 days.
- Despite declines in position postings across the specialties, recruitment remains equally challenging in all specialty areas.

**New Graduate Job Postings by State**

Key Observations

- New graduate RN postings have declined by 9.5% across the region in Q2, led by MN and MO.
- Despite declines, new graduate RN job postings continue to be available in all specialties, especially Medical / Surgical.
## Job Features

### Shift Type

- 2022Q1:
  - Days: 29%
  - Evenings: 5%
  - Nights: 25%
  - Not Stated: 29%
  - Variable: 12%

- 2022Q2:
  - Days: 28%
  - Evenings: 5%
  - Nights: 26%
  - Not Stated: 31%
  - Variable: 12%

### Employment Type

- 2022Q1:
  - Full Time: 59%
  - Part Time: 13%
  - PRN: 21%
  - Not Stated: 7%

- 2022Q2:
  - Full Time: 40%
  - Part Time: 14%
  - PRN: 18%
  - Not Stated: 8%

### Educational Requirements

- 2022Q1:
  - ADN: 24%
  - BSN: 55%
  - DNP: 4%
  - MSN: 17%

- 2022Q2:
  - ADN: 25%
  - BSN: 53%
  - DNP: 3%
  - MSN: 18%

### Experience Requirements

- 2022Q1:
  - 1 year: 21%
  - 2-3 years: 17%
  - 4+ years: 13%
  - None: 48%

- 2022Q2:
  - 1 year: 21%
  - 2-3 years: 13%
  - 4+ years: 14%
  - None: 50%

## Key Observations

- Of the total RN job postings, 28% are day shift positions.
- Variable shifts make up 12% of shifts.
- Full-time positions make up 60% of job postings.
- Educational requirements remain consistently focused on the BSN level (53%).
- Over half (64%) of positions do not list required experience, reflective of the continuing recruitment challenges.
Registered Nursing

Compensation Trends

Job Postings with Salary

<table>
<thead>
<tr>
<th></th>
<th>IA</th>
<th>KS</th>
<th>MN</th>
<th>NO</th>
<th>ND</th>
<th>NE</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postings</td>
<td>2,055</td>
<td>1,521</td>
<td>3,202</td>
<td>5,253</td>
<td>694</td>
<td>972</td>
<td>578</td>
</tr>
<tr>
<td>w/ Salary</td>
<td>252</td>
<td>39</td>
<td>851</td>
<td>197</td>
<td>221</td>
<td>42</td>
<td>226</td>
</tr>
<tr>
<td>Percentage</td>
<td>12.3%</td>
<td>2.6%</td>
<td>26.6%</td>
<td>3.8%</td>
<td>31.8%</td>
<td>4.3%</td>
<td>39.1%</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>IA</th>
<th>KS</th>
<th>MN</th>
<th>NO</th>
<th>ND</th>
<th>NE</th>
<th>SD</th>
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</thead>
<tbody>
<tr>
<td>Postings</td>
<td>2,055</td>
<td>1,521</td>
<td>3,202</td>
<td>5,253</td>
<td>694</td>
<td>972</td>
<td>578</td>
</tr>
<tr>
<td>w/ Bonus</td>
<td>1,031</td>
<td>456</td>
<td>847</td>
<td>2,310</td>
<td>244</td>
<td>481</td>
<td>192</td>
</tr>
<tr>
<td>Percentage</td>
<td>50.2%</td>
<td>30.0%</td>
<td>26.5%</td>
<td>44.0%</td>
<td>45.1%</td>
<td>49.5%</td>
<td>49.6%</td>
</tr>
</tbody>
</table>

HiringBonus byState ($) 

HiringBonus by Specialty ($) 

5,561 Postings with Bonus ▲ 7.9% From Last Quarter

$11,131 Average Bonus ▲ 7.3% From Last Quarter

Key Observations

- Job postings with hiring bonuses have increased by 7.9%.
- The value of hiring bonuses ($11K) has increased by 7.3%.
- Bonuses remain prevalent in all states and across all specialties.
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.