



## AHA Data & Insights

2022 Q2

# Health Care Jobs Report

---

## Region 6

Iowa  
Kansas  
Minnesota  
Missouri  
Nebraska  
North Dakota  
South Dakota



## 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 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.

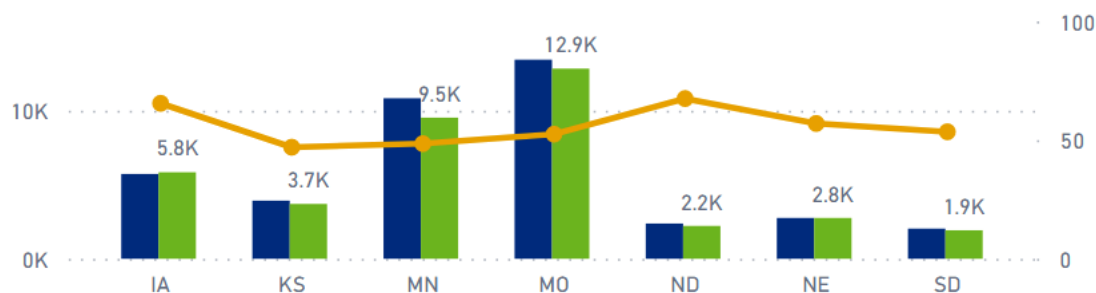
Brief definition of the roles mentioned in this report:

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

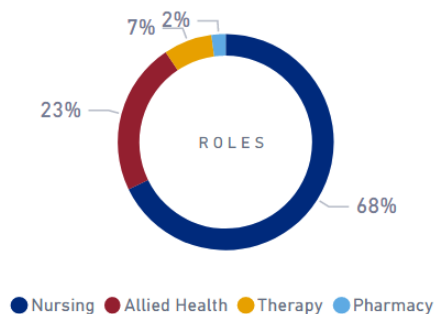
### Job Postings by State

Quarter ● 2022Q1 ● 2022Q2 ● Avg Days Posted (This Quarter)



Quarterly change	IA	KS	MN	MO	ND	NE	SD
	▲229	▼242	▼1,486	▼634	▼129	▼28	▼166
	▲3.1%	▼5.2%	▼10.6%	▼3.9%	▼4.4%	▼0.8%	▼6.7%

### Job Postings by Role



### Quarterly Change

Quarter ● 2022Q1 ● 2022Q2



### Job Postings by Role and State

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

**38,847** ▼5.6%

Average Job Postings From Last Quarter

**110** **1,852**  
Employers Locations

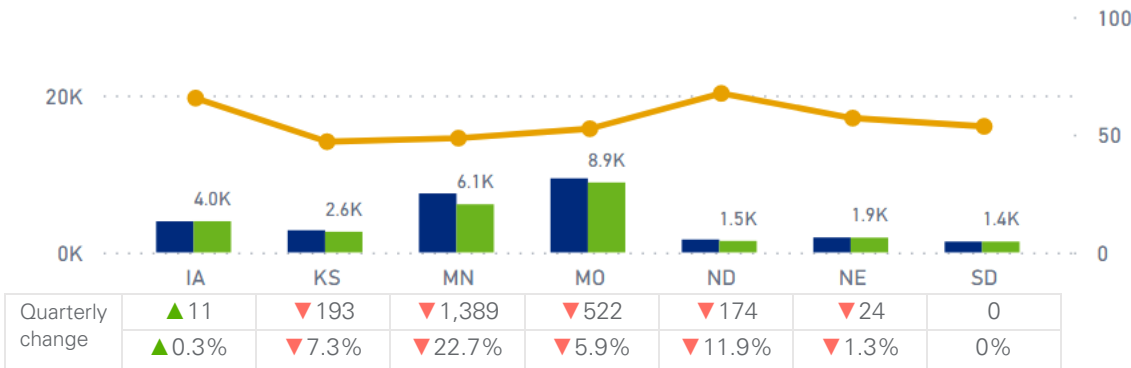
- Average Job Postings represent the average number of unique jobs that are posted on employer career sites daily during the quarter.

### Key Observations

- Job postings across the region have declined by 5.6%.
- Nursing continues to constitute the majority (68%) of job postings.
- The average days posted remains at 56 days.

# All Nursing

## Job Postings by State



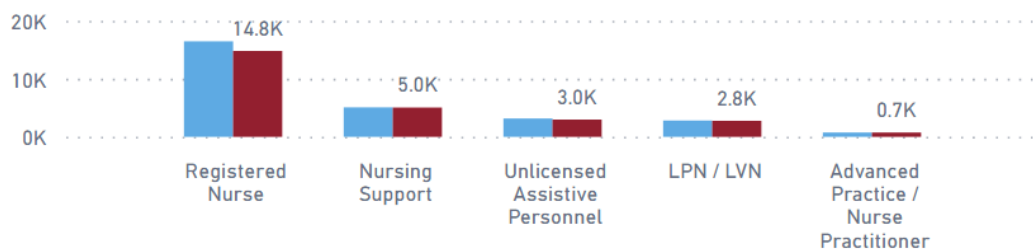
**26,237** ▼8.0%

Average Job Postings From Last Quarter

- Nursing job postings constitute the majority (68%) of the health care job postings in this region.

## Job Postings by Title

Quarter ● 2022Q1 ● 2022Q2

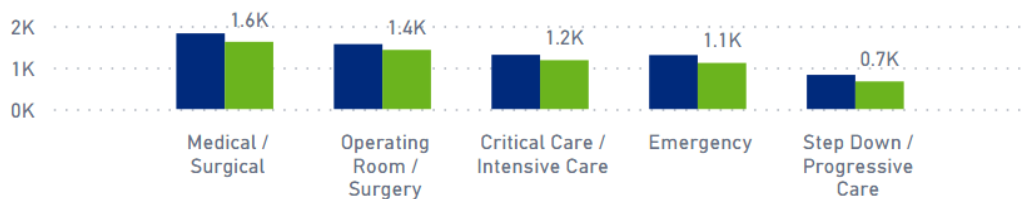


### Key Observations

- General nursing job postings have declined by 8.0% in Q2.
- MO and MN continue to have the largest number of job postings.

## Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2



### Key Observations

- General nursing job postings have dropped across most specialties in all states.

	IA	KS	MN	MO	ND	NE	SD
Med/Surg	258	167	500	476	82	92	45
2022Q2 vs. 2022Q1	▲1.6%	▼4.6%	▼18.7%	▼14.2%	▼2.4%	▲3.4%	▼13.5%
OR / Surgery	244	139	264	579	84	76	1
2022Q2 vs. 2022Q1	▲6.6%	▼18.2%	▼28.6%	▼2.9%	▼12.5%	▲8.6%	▲18.2%
Critical Care / ICU	123	118	296	482	63	63	32
2022Q2 vs. 2022Q1	▲7.9%	▼11.3%	▼8.6%	▼13.9%	▼12.5%	▼16.0%	▲10.3%
Emergency	156	120	337	351	54	65	28
2022Q2 vs. 2022Q1	▼2.5%	▼10.4%	▼6.6%	▼24.7%	▼21.7%	▼16.7%	▼12.5%
Step Down	34	58	104	351	25	84	9
2022Q2 vs. 2022Q1	▼12.8%	▼23.7%	▼46.1%	▼10.1%	▼13.8%	▼1.2%	▼18.2%

# Registered Nursing

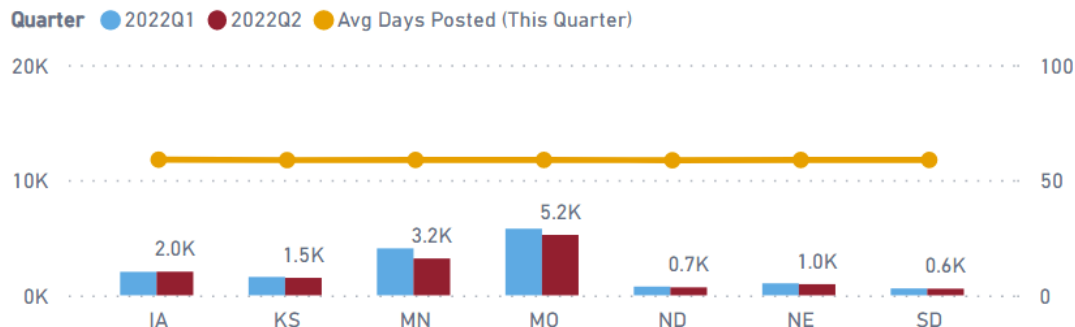
## Overview

RN positions continue to make up 54% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

**14,184** ▼ **10.4%**

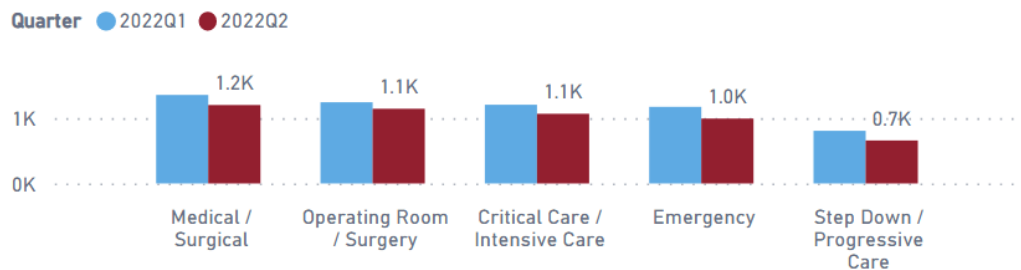
Average Job Postings From Last Quarter

## Job Postings by State



Quarterly change	IA	KS	MN	MO	ND	NE	SD
	▲ 12	▼ 79	▼ 908	▼ 536	▼ 71	▼ 74	▼ 25
	▲ 0.6%	▼ 5.0%	▼ 22.2%	▼ 9.3%	▼ 9.4%	▼ 7.1%	▼ 4.2%

## Job Postings by Specialty



	IA	KS	MN	MO	ND	NE	SD
Med / Surg	172	140	334	379	54	82	38
2022Q2 vs. 2022Q1	▼ 1.7%	▼ 4.8%	▼ 17.9%	▼ 16.5%	▲ 5.9%	▲ 7.9%	▼ 13.6%
OR / Surgery	191	124	191	489	61	62	24
2022Q2 vs. 2022Q1	▲ 5.5%	▼ 13.9%	▼ 28.2%	▼ 3.0%	▼ 9.0%	▲ 5.1%	▲ 14.3%
Critical Care / ICU	99	112	277	440	49	59	29
2022Q2 vs. 2022Q1	▼ 2.0%	▼ 11.1%	▼ 5.8%	▼ 16.8%	▼ 7.5%	▼ 20.3%	▲ 7.4%
Emergency	140	105	291	324	48	60	24
2022Q2 vs. 2022Q1	▼ 2.8%	▼ 12.5%	▼ 8.5%	▼ 23.9%	▼ 23.8%	▼ 18.9%	▼ 11.1%
Step Down	33	58	101	349	25	83	8
2022Q2 vs. 2022Q1	▼ 13.2%	▼ 14.7%	▼ 46.3%	▼ 10.3%	▼ 13.3%	▼ 1.2%	▼ 11.1%

### 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.

### Key Observations

- RN job postings are prevalent across all specialties, but they have declined this past quarter.

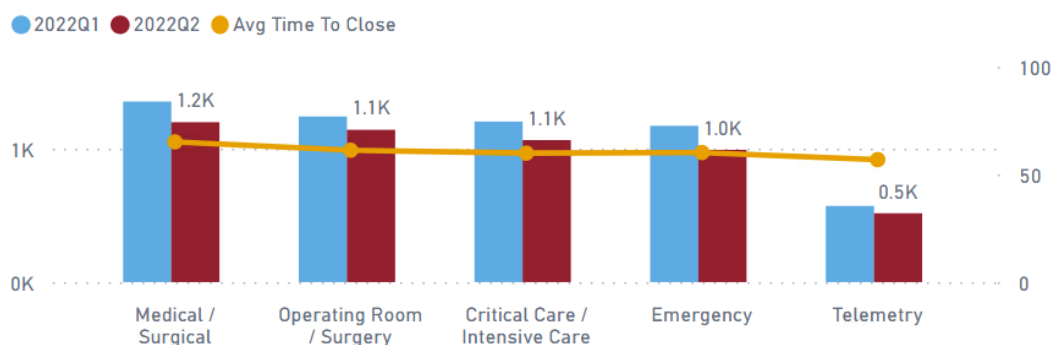
# Registered Nursing

## Time to Fill

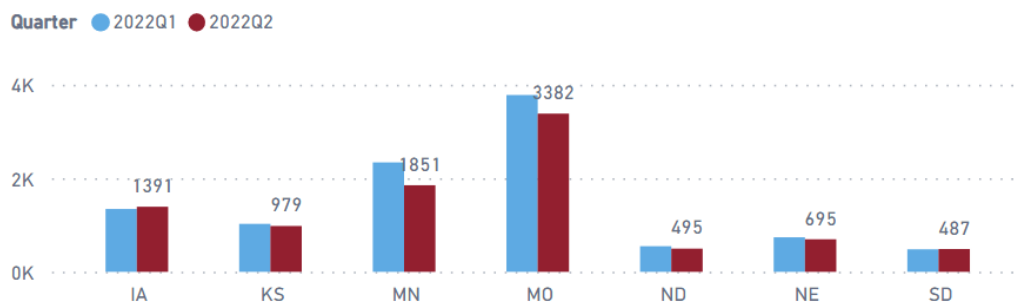
Average Days Posted by State

	IA	KS	MN	NO	ND	NE	SD
2022Q1	65	48	49	54	66	55	54
2022Q2	66	46	48	51	69	59	53

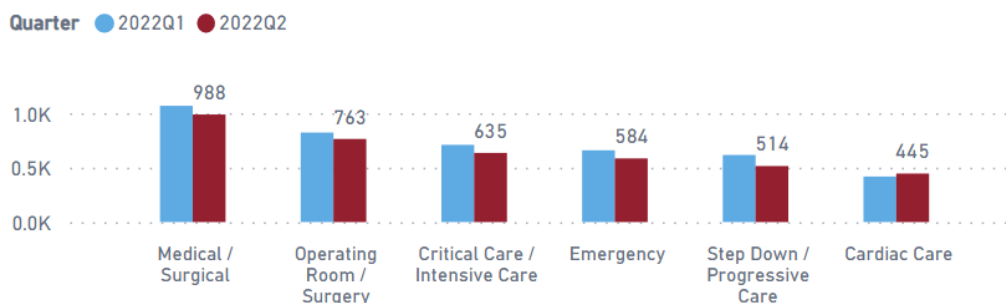
Average Days Posted for Specialties with Highest Posting Count



## New Graduate Job Postings by State



## New Graduate Job Postings by Specialty



**56 days** **0%**  
Average From Last Quarter

### 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.

**9,280** **▼9.5%**  
Average Job Postings From Last Quarter

### Key Observations

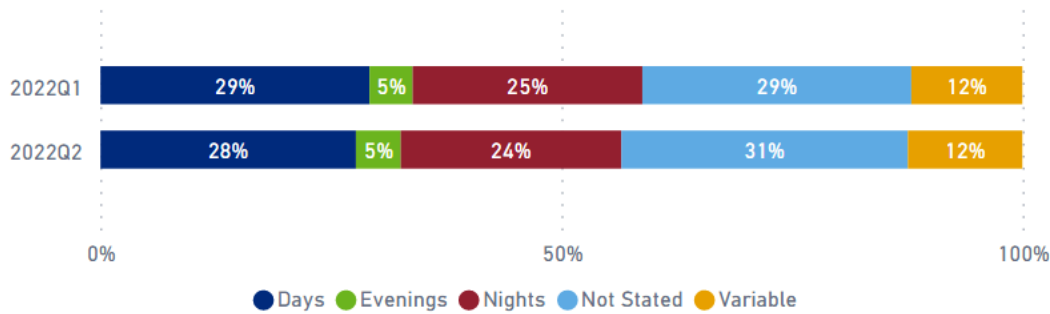
- New graduate RN postings have declined by 9.5% across the region in Q2, led by MN and MO.
- Despite declines, new graduate RN job postings continue to be available in all specialties, especially Medical / Surgical.



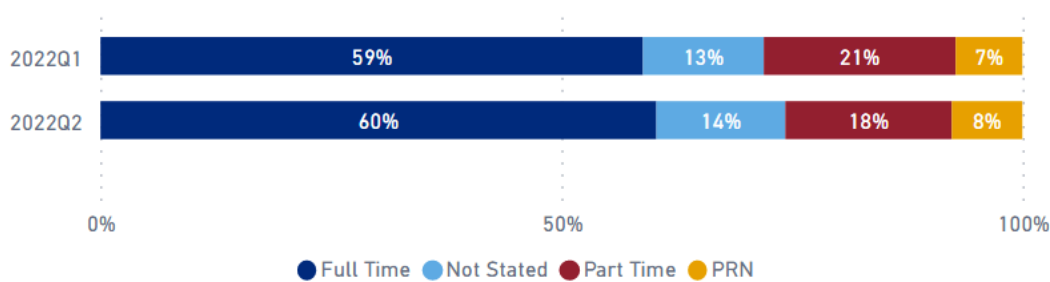
# Registered Nursing

## Job Features

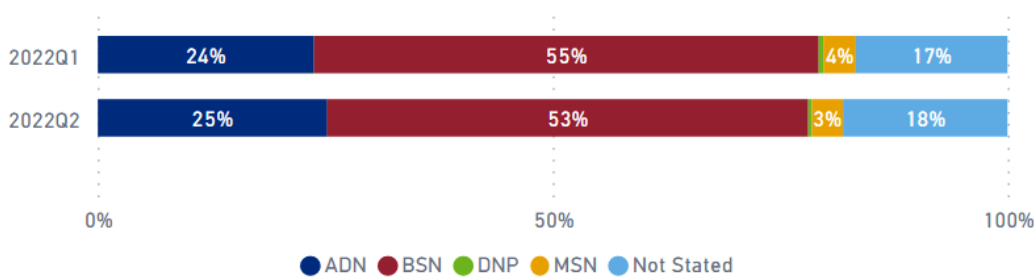
### Shift Type



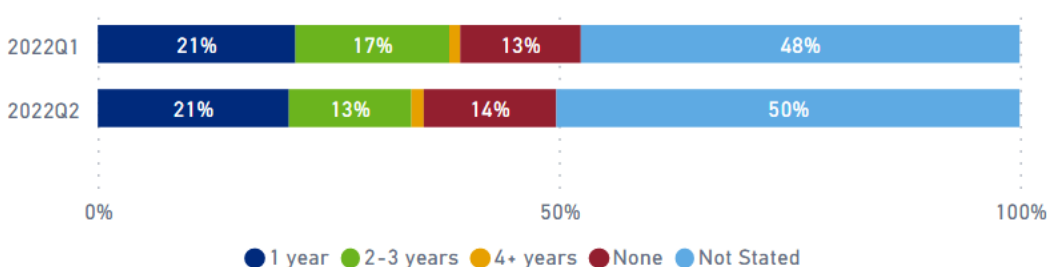
### Employment Type



### Educational Requirements



### Experience Requirements



### 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.

### Key Observations

- 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

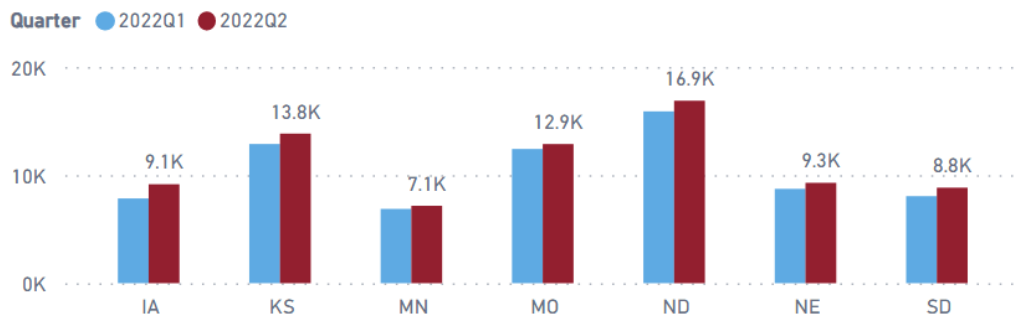
	IA	KS	MN	NO	ND	NE	SD
Postings	2,055	1,521	3,202	5,253	694	972	578
w/ Salary	252	39	851	197	221	42	226
Percentage	12.3%	2.6%	26.6%	3.8%	31.8%	4.3%	39.1%

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

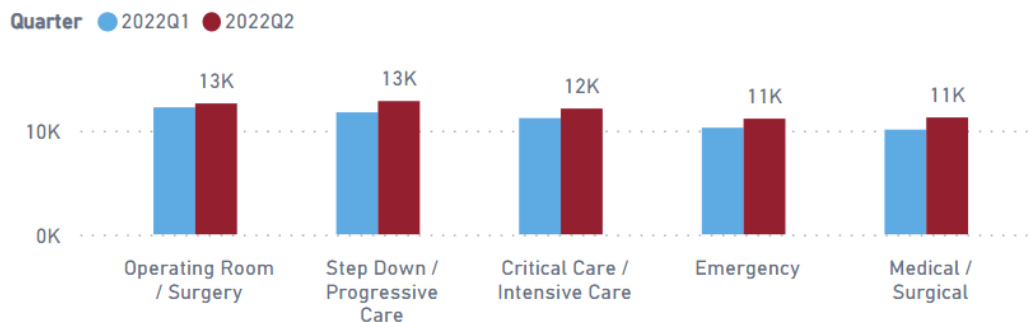
### Job Postings with Bonus

	IA	KS	MN	NO	ND	NE	SD
Postings	2,055	1,521	3,202	5,253	694	972	578
w/ Bonus	1,031	456	847	2,310	244	481	192
Percentage	50.2%	30.0%	26.5%	44.0%	35.1%	49.5%	33.2%

### Hiring Bonus by State (\$)



### Hiring Bonus by Specialty (\$)



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

**\$11,131** ▲ **7.3%**  
 Average Bonus 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.



## 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

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](mailto:judy.holden@prolucent.com).