



## AHA Data & Insights

2022 Q2

# Health Care Jobs Report

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## Region 7

Arkansas  
Louisiana  
Oklahoma  
Texas



## 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 Proluent 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.



Get Access

## About Proluent

Proluent 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™, Proluent'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, Proluent 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:

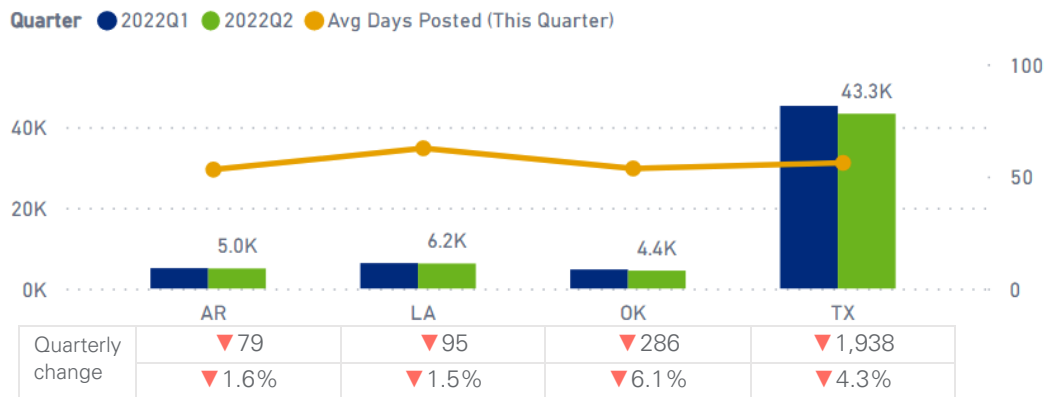
1. In general, job postings across Region 7 have declined by 3.1% from Q1.
2. There are greater declines since Q1 in general nursing (-5.0%) and Registered Nursing (-5.5%) postings.
3. The time to fill for RN positions has increased slightly (+4%) to 52 days.
4. Full-time (70%) and day shift (27%) positions continue to be broadly available and robust opportunities exist across all specialties.
5. Postings with hiring bonuses have declined by 11.2%. The value of bonuses has also declined by 2.1%, ranging from \$11K to \$14K, depending on the specialty.

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



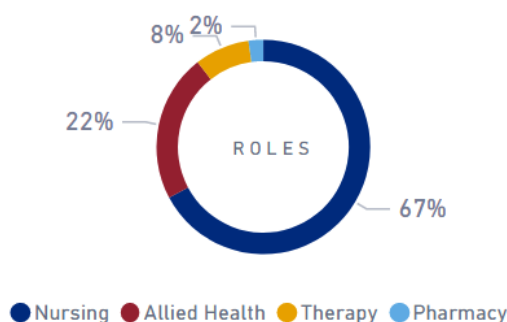
**58,842** ▼3.1%

Average Job Postings From Last Quarter

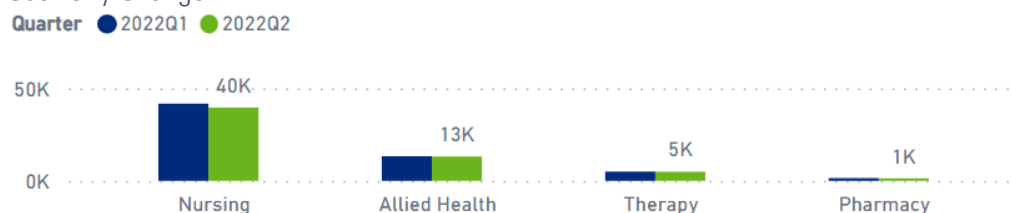
**113** **2,963**  
Employers Locations

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

### Job Postings by Role



### Quarterly Change



### Key Observations

- Job postings across the region have declined by 3.1%.
- Nursing continues to constitute the majority (67%) of job postings.
- Average days posted decreased by 4.2%.

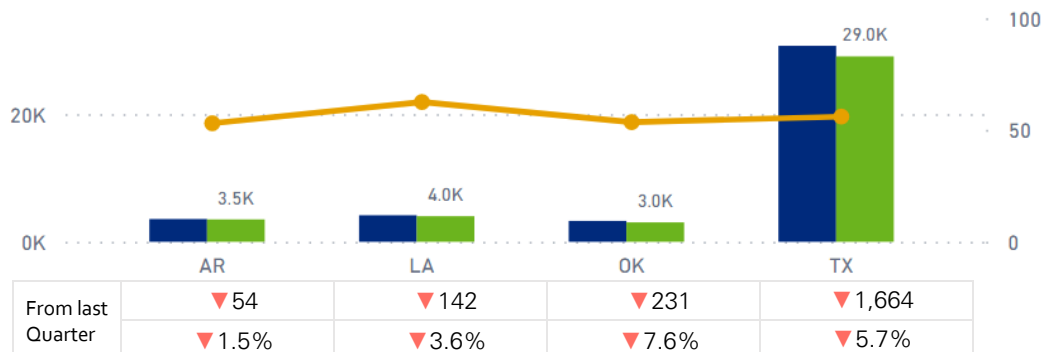
### Job Postings by Role and State

	AR	LA	OK	TX
Allied Health	1,042	1,486	901	9,680
2022Q2 vs. 2022Q1	▼2.5%	▲3.8%	▼3.9%	▼1.5%
Nursing	3,491	3,993	3,028	29,014
2022Q2 vs. 2022Q1	▼1.5%	▼3.4%	▼7.1%	▼5.4%
Pharmacy	66	138	65	1,045
2022Q2 vs. 2022Q1	▼10.8%	▼12.1%	▼3.0%	▼6.3%
Therapy	353	569	430	3,541
2022Q2 vs. 2022Q1	▲2.9%	▲2.2%	▼3.6%	▼1.6%

## All Nursing

### Job Postings by State

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



39,467

▼5.0%

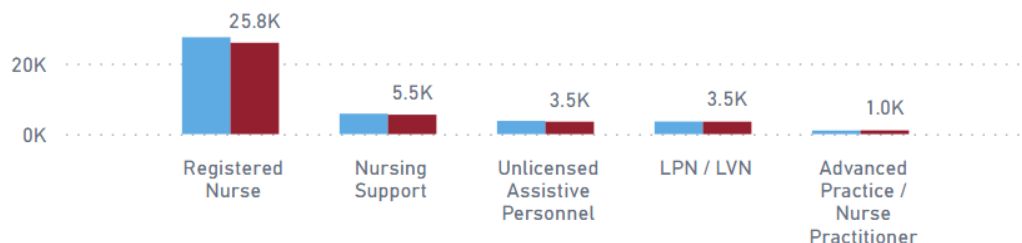
Average Job Postings

From Last Quarter

- Nursing job postings constitute the majority (67%) of the health care job postings in this region.

### Job Postings by Title

Quarter ● 2022Q1 ● 2022Q2

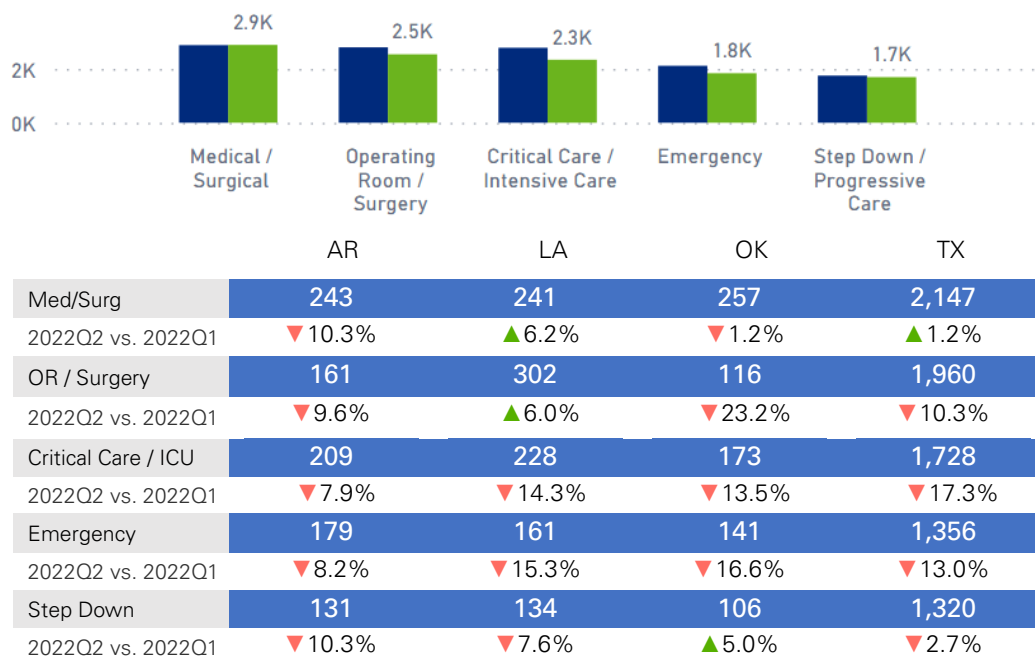


#### Key Observations

- General nursing job postings have declined by 5.5% in Q2.
- TX has the largest number of job postings.

### Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2



	AR	LA	OK	TX
Med/Surg	243	241	257	2,147
2022Q2 vs. 2022Q1	▼10.3%	▲6.2%	▼1.2%	▲1.2%
OR / Surgery	161	302	116	1,960
2022Q2 vs. 2022Q1	▼9.6%	▲6.0%	▼23.2%	▼10.3%
Critical Care / ICU	209	228	173	1,728
2022Q2 vs. 2022Q1	▼7.9%	▼14.3%	▼13.5%	▼17.3%
Emergency	179	161	141	1,356
2022Q2 vs. 2022Q1	▼8.2%	▼15.3%	▼16.6%	▼13.0%
Step Down	131	134	106	1,320
2022Q2 vs. 2022Q1	▼10.3%	▼7.6%	▲5.0%	▼2.7%

# Registered Nursing

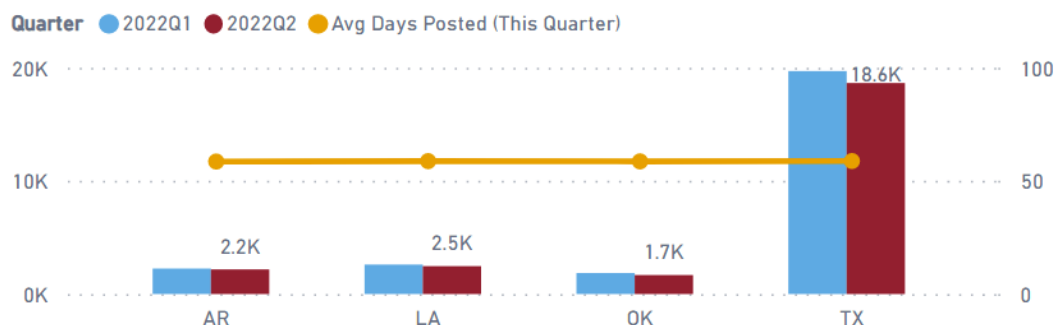
## Overview

RN positions continue to make up 63% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

**24,939** ▼ **5.5%**

Average Job Postings From Last Quarter

## Job Postings by State

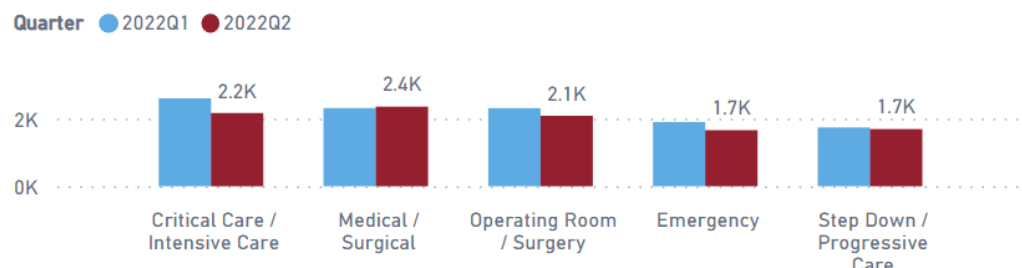


From last Quarter	▼ 75	▼ 135	▼ 172	▼ 1,181
	▼ 3.2%	▼ 5.0%	▼ 9.1%	▼ 5.8%

### Key Observations

- Registered Nurse job postings declined by 5.5% in Q2, with declines in all specialty areas.
- The average number of days to fill for RN postings remain steady at 56 days.

## Job Postings by Specialty



	AR	LA	OK	TX
Critical Care / ICU	189	214	160	1,602
2022Q2 vs. 2022Q1	▼ 9.1%	▼ 17.1%	▼ 13.0%	▼ 17.8%
Med/Surg	209	179	193	1,771
2022Q2 vs. 2022Q1	▼ 11.4%	0.0%	▲ 1.0%	▲ 3.9%
OR / Surgery	123	237	105	1,619
2022Q2 vs. 2022Q1	▼ 15.2%	▲ 2.6%	▼ 24.5%	▼ 9.8%
Emergency	169	134	128	1,225
2022Q2 vs. 2022Q1	▼ 7.1%	▼ 14.1%	▼ 14.1%	▼ 13.2%
Step Down	131	134	105	1,319
2022Q2 vs. 2022Q1	▼ 10.3%	▼ 7.6%	▲ 8.2%	▼ 2.2%

### Key Observations

- RN job postings are prevalent in all specialty areas.

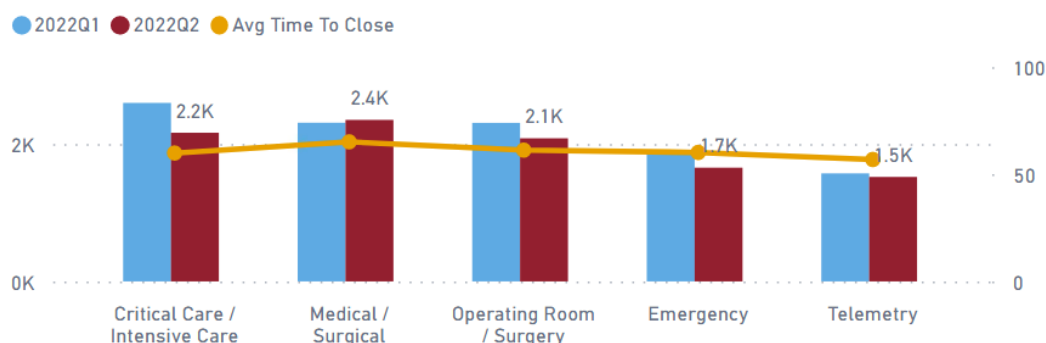
## Registered Nursing

### Time to Fill

Average Days Posted by State

	AR	LA	OK	TX
2022Q1	55	62	52	56
2022Q2	51	63	55	56

Average Days Posted for Specialties with Highest Posting Count



56 days

Average

0.0%

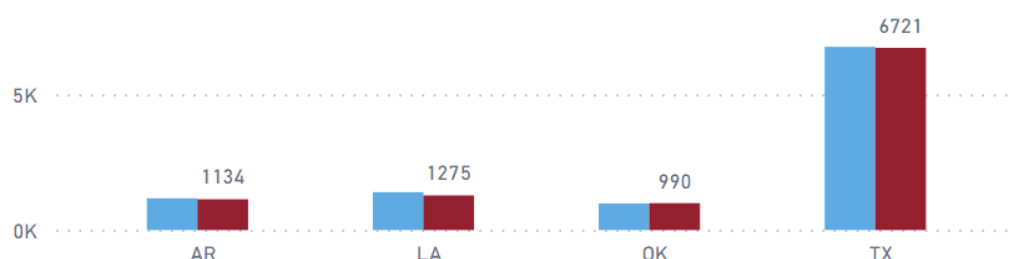
From Last Quarter

#### Key Observations

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

### New Graduate Job Postings by State

Quarter ● 2022Q1 ● 2022Q2



10,120

Average Job Postings

▼ 1.8%

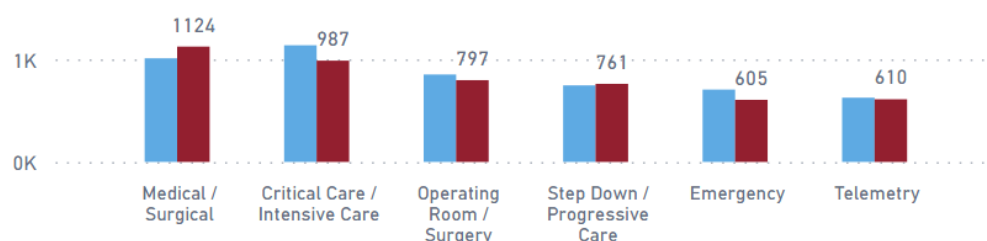
From Last Quarter

#### Key Observations

- New Graduate RN job postings have declined by 1.8% across the region in Q2.
- Despite declines, new graduate RN job postings continue to be available across all specialties, especially Medical / Surgical and Critical Care.

### New Graduate Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2

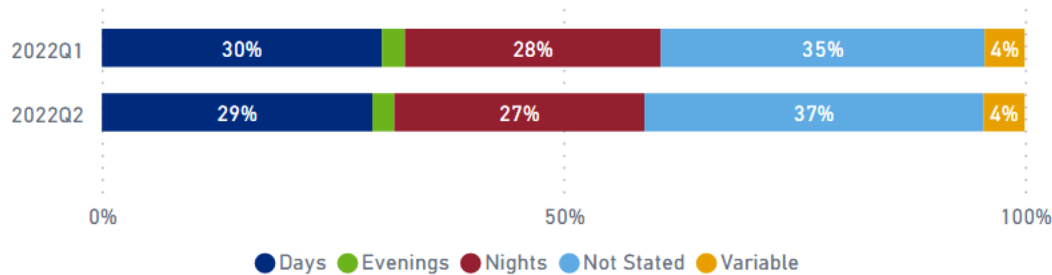




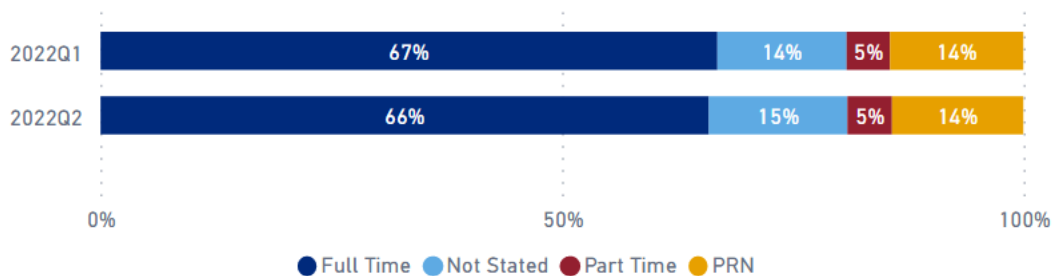
## Registered Nursing

### Job Features

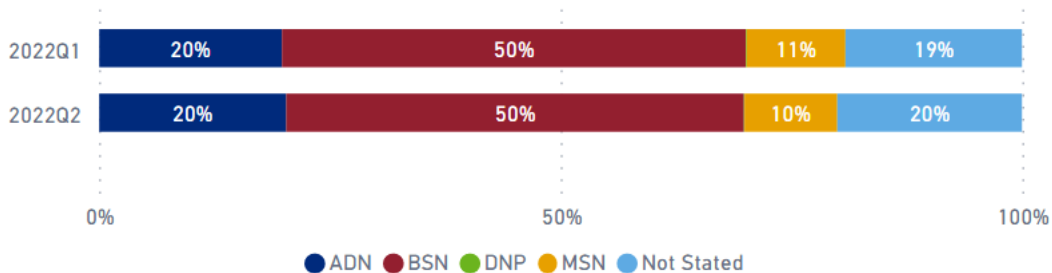
#### Shift Type



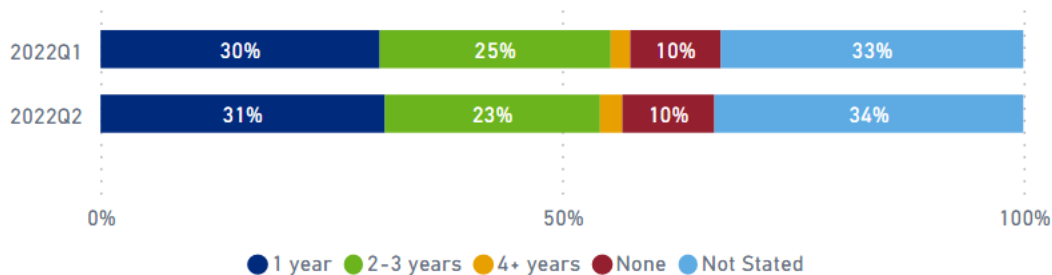
#### Employment Type



#### Educational Requirements



#### Experience Requirements



#### Key Observations

- Of the total RN job postings, 29% are day shift positions. Variable shifts make up 14% of RN job postings.
- Full-time positions make up 66% of job postings.

#### Key Observations

- Educational requirements remain consistently focused on the BSN level (50%).
- Slightly less than half (44%) of posted positions do not list required experience, reflective of the continuing recruitment challenges.

## Registered Nursing

### Compensation Trends

#### Job Postings with Salary

	AR	LA	OK	TX
Postings	2,177	2,446	1,688	18,659
w/ Salary	19	63	118	343
Percentage	0.9%	2.6%	7.0%	1.8%

\* 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

	AR	LA	OK	TX
Postings	2,177	2,446	1,688	18,659
w/ Bonus	407	758	490	6,102
Percentage	18.7%	40.0%	29.0%	32.7%

**7,757** ▼ **11.2%**

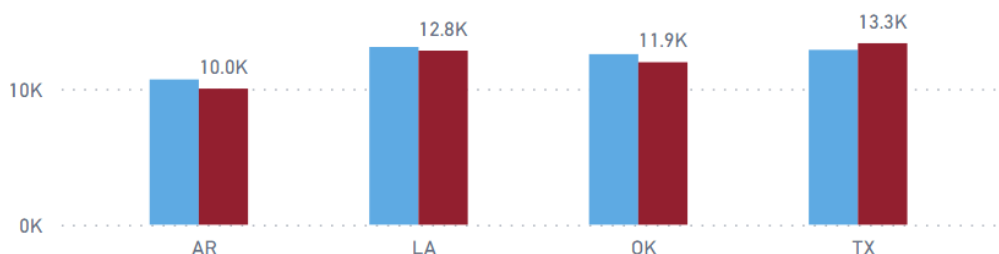
Postings with Bonus From Last Quarter

#### Hiring Bonus by State (\$)

**\$12,027** ▼ **2.1%**

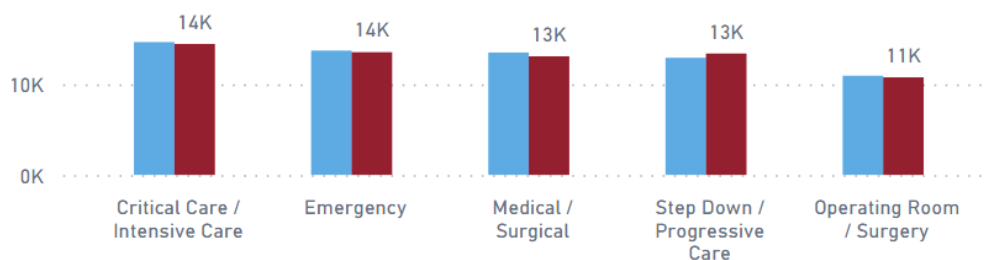
Average Bonus From Last Quarter

Quarter ● 2022Q1 ● 2022Q2



#### Hiring Bonus by Specialty (\$)

Quarter ● 2022Q1 ● 2022Q2



#### Key Observations

- Job postings with hiring bonuses have declined by 11.2% in Q2.
- The value of hiring bonuses (\$12K) has declined by 2.1%.
- 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

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