



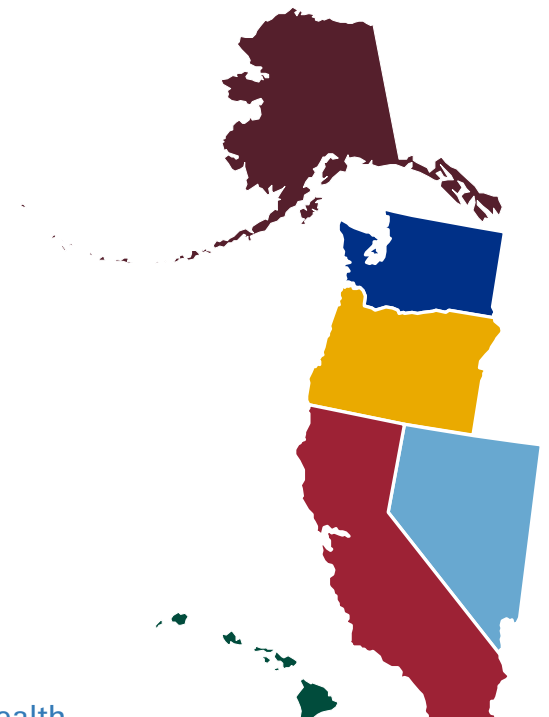
AHA Data & Insights

2022 Q2

Health Care Jobs Report

Region 9

Alaska
California
Hawaii
Nevada
Oregon
Washington



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:

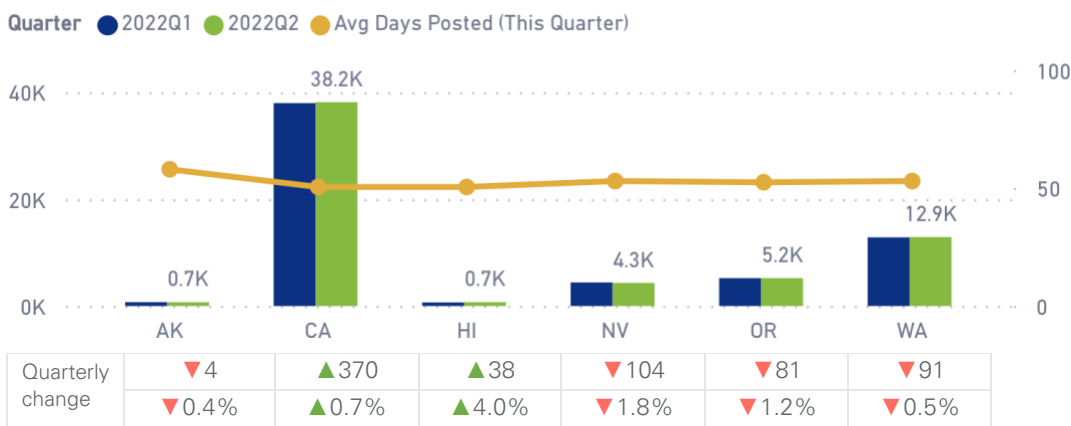
- 1. In general, job postings across Region 9 have increased by 0.3% from Q1 to Q2.
- 2. Job postings in both general nursing and registered nursing declined by 1.2% and 1.7% respectively.
- 3. The time to fill for RN positions has declined by 3.7% to 52 days.
- 4. Full-time (65%) and day shift (31%) positions continue to be broadly available and robust opportunities exist across all specialties.
- 5. Postings with hiring bonuses have declined by 1.5%. The value of bonuses (\$10.5K) has increased by 5.9% in Q2. Bonuses are available across all specialties.

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



62,103 ▲ 0.3%

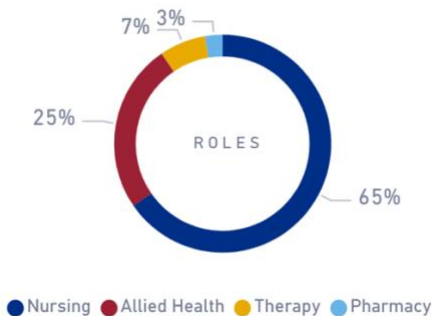
Average Job Postings From Last Quarter

126 **2,363**

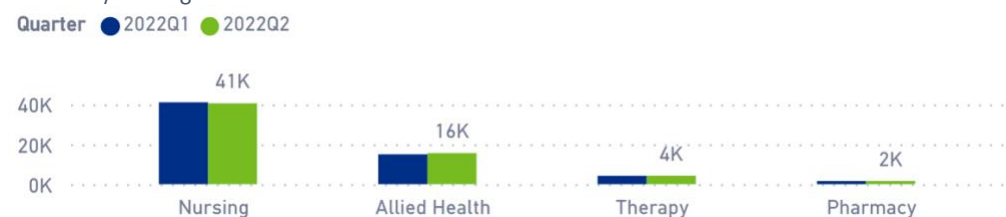
Employers Locations

- **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



Job Postings by Role and State

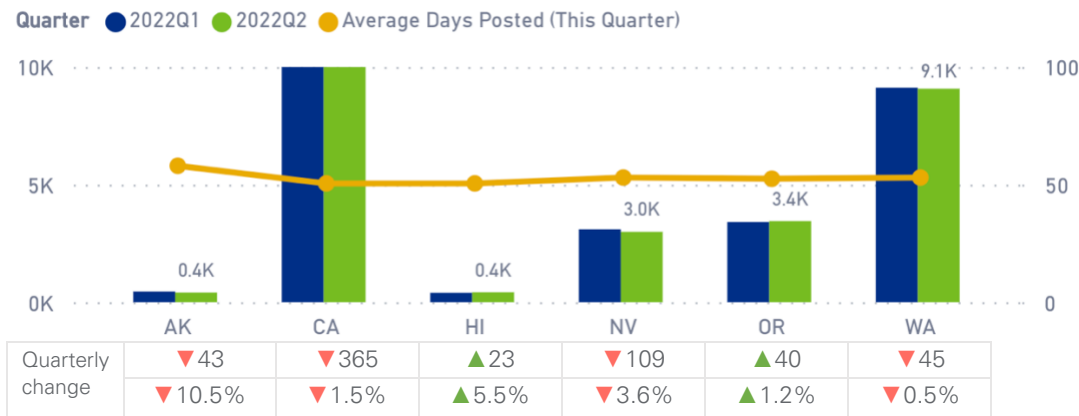
	AK	CA	HI	NV	OR	WA
Allied Health	190	10,172	218	927	1,295	2,808
2022Q2 vs. 2022Q1	▲ 16.6%	▲ 4.7%	▲ 8.5%	▲ 5.3%	▼ 2.6%	▲ 3.4%
Nursing	409	24,238	422	2,993	3,448	9,077
2022Q2 vs. 2022Q1	▼ 9.5%	▼ 1.5%	▲ 5.8%	▼ 3.5%	▲ 1.2%	▼ 0.5%
Pharmacy	7	1,053	28	92	125	319
2022Q2 vs. 2022Q1	0.0%	▲ 3.2%	▲ 12.0%	▼ 11.5%	▲ 8.7%	▼ 0.6%
Therapy	109	2,720	55	320	361	717
2022Q2 vs. 2022Q1	▲ 2.8%	▲ 2.0%	▲ 10.0%	▼ 3.6%	▼ 2.7%	▲ 2.1%

Key Observations

- Job postings across the region have increased slightly (+0.3%).
- Nursing continues to constitute the majority (65%) of job postings.
- The average days posted has declined by 0.9%.

All Nursing

Job Postings by State

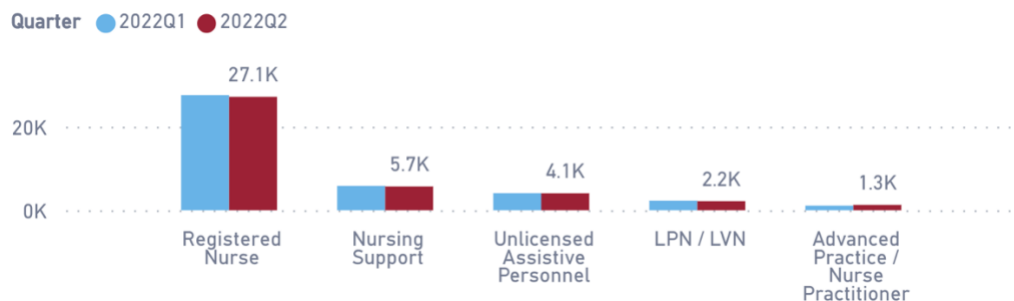


40,515 ▼ **1.2%**

Average Job Postings From Last Quarter

- Nursing job postings constitute the majority (65%) of the health care job postings in this region.

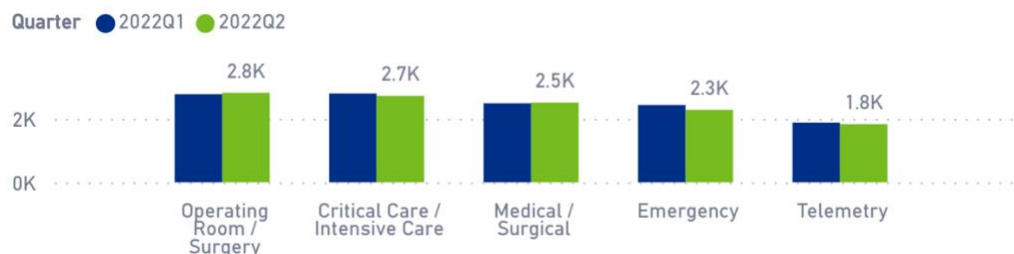
Job Postings by Title



Key Observations

- General nursing job postings have declined by 1.2% in Q2, led by AK and NV.
- CA and WA have the largest number of job postings.

Job Postings by Specialty



	AK	CA	HI	NV	OR	WA
OR / Surgery	26	1,650	23	171	325	628
2022Q2 vs. 2022Q1	▼ 16.1%	▼ 0.7%	▲ 35.3%	▲ 11.8%	▲ 4.5%	▲ 4.1%
Critical Care / ICU	27	1,835	17	232	148	467
2022Q2 vs. 2022Q1	▼ 18.2%	▼ 2.8%	▲ 70.0%	▼ 17.4%	▲ 5.7%	▲ 3.3%
Med/Surg	23	1,578	8	306	219	380
2022Q2 vs. 2022Q1	▲ 21.1%	▼ 2.0%	0.0%	▼ 6.4%	▲ 14.7%	▲ 13.4%
Emergency	22	1,407	21	173	203	459
2022Q2 vs. 2022Q1	▲ 10.1%	▼ 4.2%	▲ 75.0%	▼ 8.0%	▲ 6.3%	▼ 17.9%
Telemetry	7	1,436	8	143	53	188
2022Q2 vs. 2022Q1	▲ 75.0%	▼ 1.2%	0.0%	▼ 10.1%	▲ 20.5%	▼ 12.1%

Registered Nursing

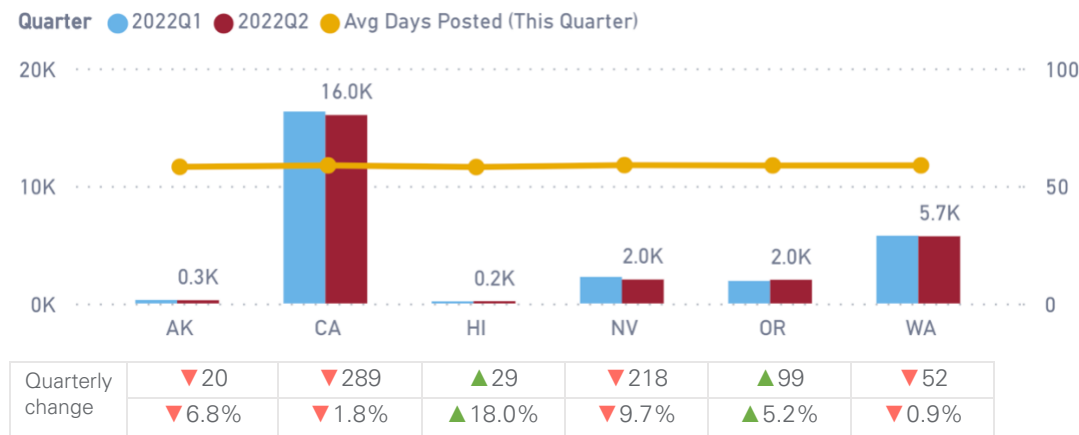
Overview

RN positions continue to make up 65% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

26,257 ▼ 1.7 %

Average Job Postings From Last Quarter

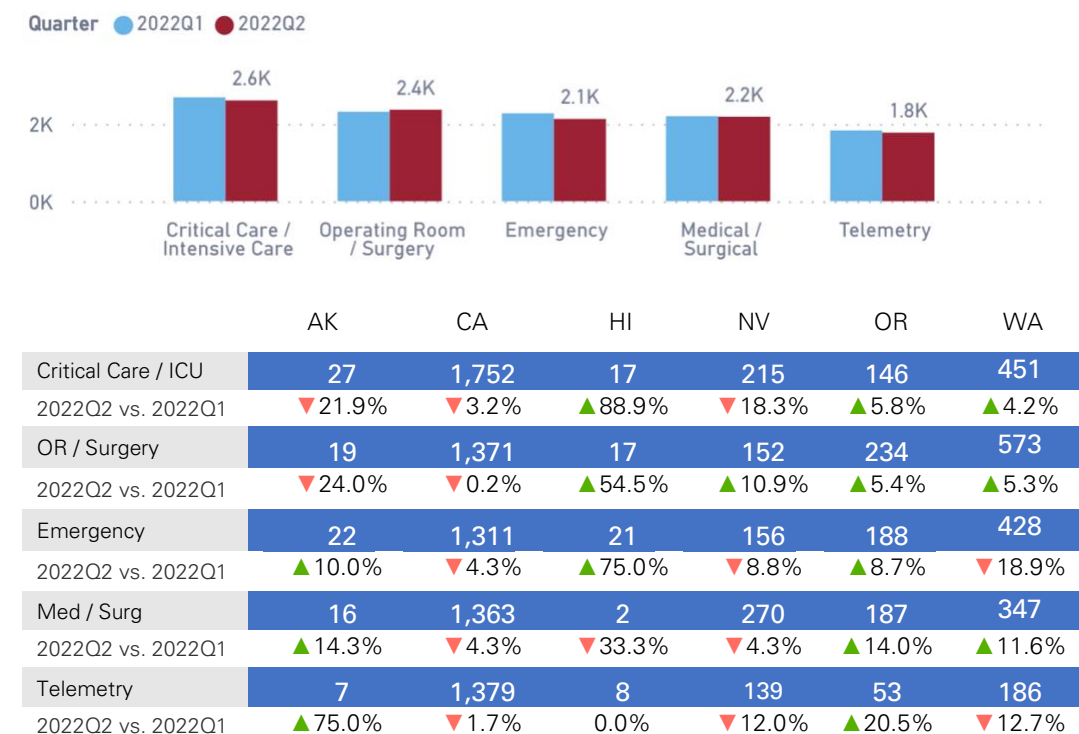
Job Postings by State



Key Observations

- RN job postings declined by 1.7% in Q2, with small declines in all specialties except in OR.
- The average number of days to fill for RN postings decreased by 3.7% to 52 days.

Job Postings by Specialty



Key Observations

- RN job postings are prevalent in all specialty areas.
- HI experienced a significant increase in postings in all specialties except for Medical / Surgical and Telemetry.

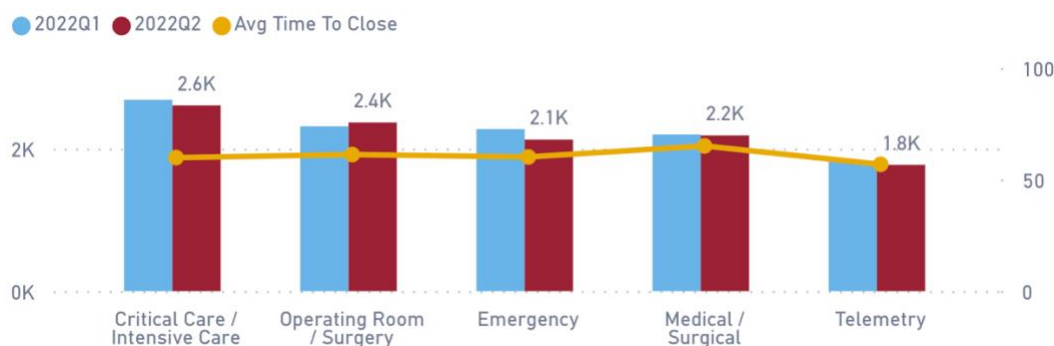
Registered Nursing

Time to Fill

Average Days Posted by State

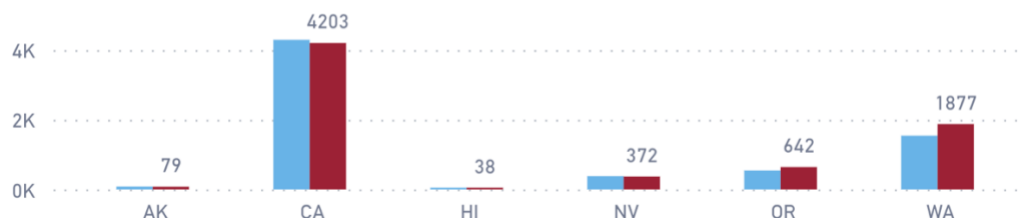
	AK	CA	HI	NV	OR	WA
2022Q1	63	50	53	50	52	54
2022Q2	53	51	48	56	53	52

Average Days Posted for Specialties with Highest Posting Count



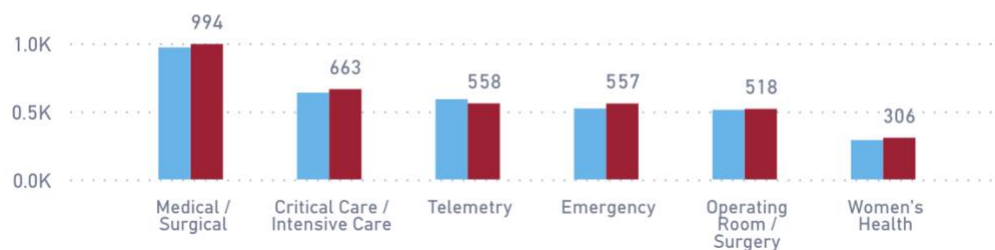
New Graduate Job Postings by State

Quarter ● 2022Q1 ● 2022Q2



New Graduate Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2



52 days ▼ **3.7%**

Average From Last Quarter

Key Observations

- Time to fill for RN positions has increased by 4% to 52 days.
- Job opportunities remain in all specialty areas and recruitment remains a challenge in all specialties.

7,211 ▲ **4.7%**

Average Job Postings From Last Quarter

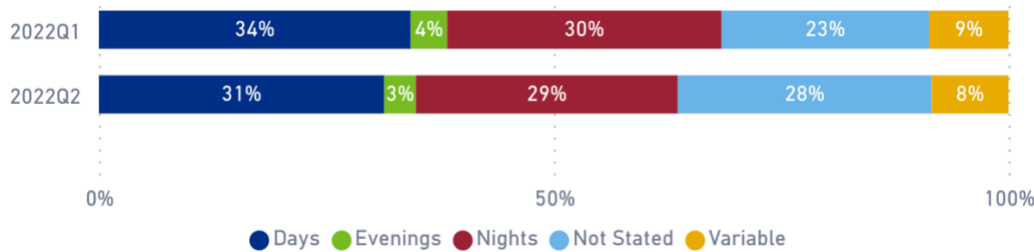
Key Observations

- New graduate RN job postings have increased 4.7% in Q2.
- New graduate RN job postings continue to be available in all specialties, especially in Medical / Surgical and Critical Care.

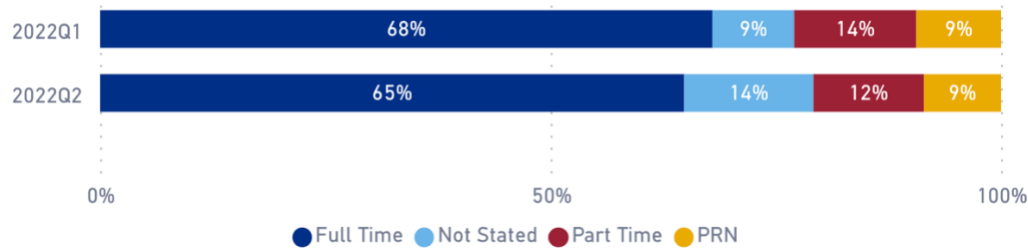
Registered Nursing

Job Features

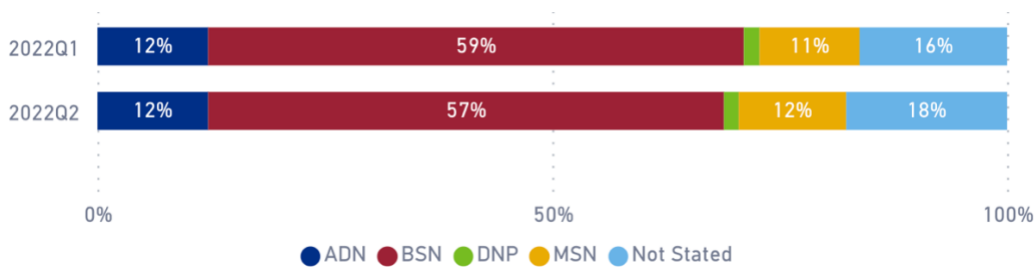
Shift Type



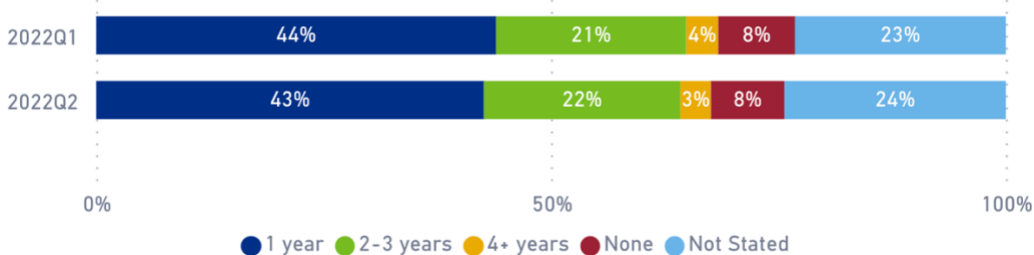
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 31% are day shift positions.
- Variable shifts make up 8% of job postings.
- Full-time positions make up 65% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (57%).
- About a third (32%) of posted positions do not list experience requirements, reflective of the continuing recruitment challenges.

Registered Nursing

Compensation Trends

Job Postings with Salary

	AK	CA	HI	NV	OR	WA
Postings	283	16,046	190	2,044	2,031	5,726
w/ Salary	18	495	2	458	724	621
Percentage	6.4%	3.1%	1.1%	22.4%	35.6%	10.8%

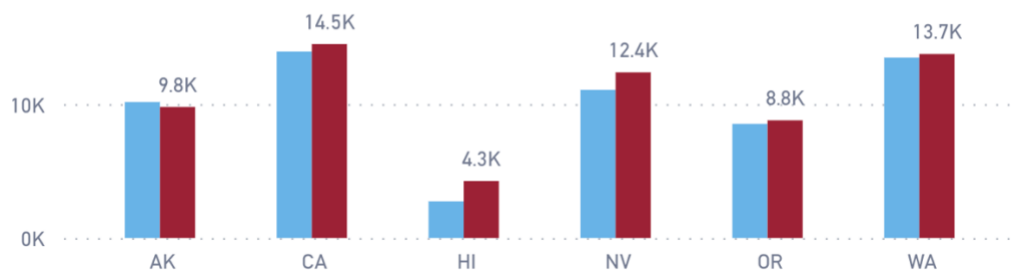
* Job postings do not include sufficient salary data to provide a valid and reliable analysis of salary levels in each state.

Job Postings with Bonus

	AK	CA	HI	NV	OR	WA
Postings	283	16,046	190	2,044	2,031	5,726
w/ Bonus	123	4,400	12	137	1,100	3,153
Percentage	43.5%	27.4%	6.3%	6.7%	54.2%	55.1%

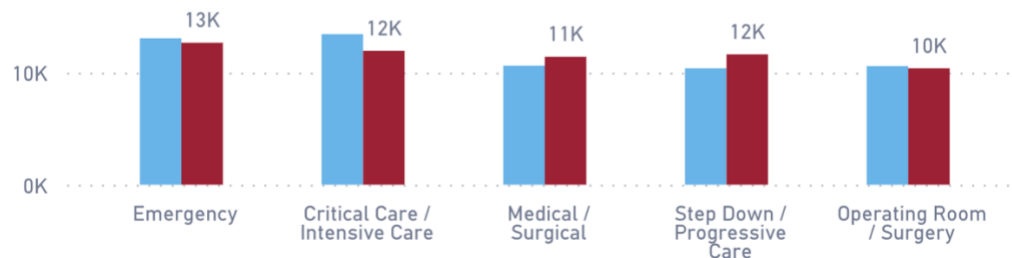
Hiring Bonus by State (\$)

Quarter ● 2022Q1 ● 2022Q2



Hiring Bonus by Specialty (\$)

Quarter ● 2022Q1 ● 2022Q2



8,925 ▼ **1.5%**

Postings with Bonus From Last Quarter

\$10,566 ▲ **5.9%**

Average Bonus From Last Quarter

Key Observations

- Job postings with hiring bonuses have declined by 1.5%.
- The value of hiring bonuses (\$10.5K) has increased by 5.9% in Q2.
- Bonuses in HI are less than half of the bonuses offered in other states.
- Hiring 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.



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