



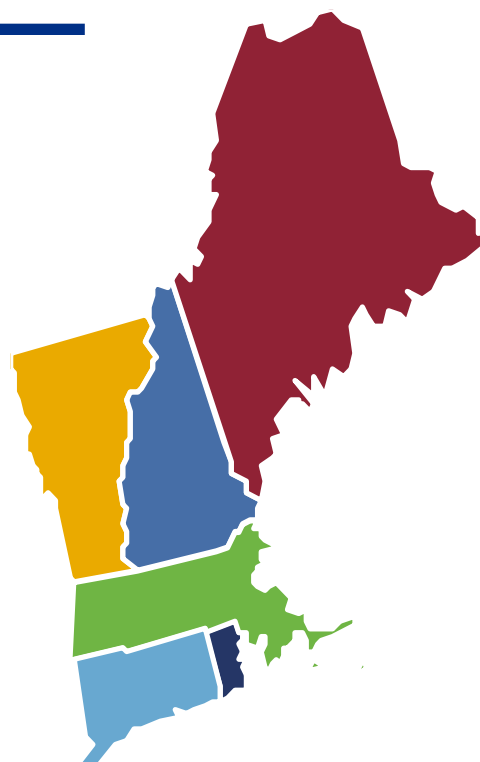
AHA Data & Insights

2022 Q3

Health Care Jobs Report

Region 1

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont



Report Generated By



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:

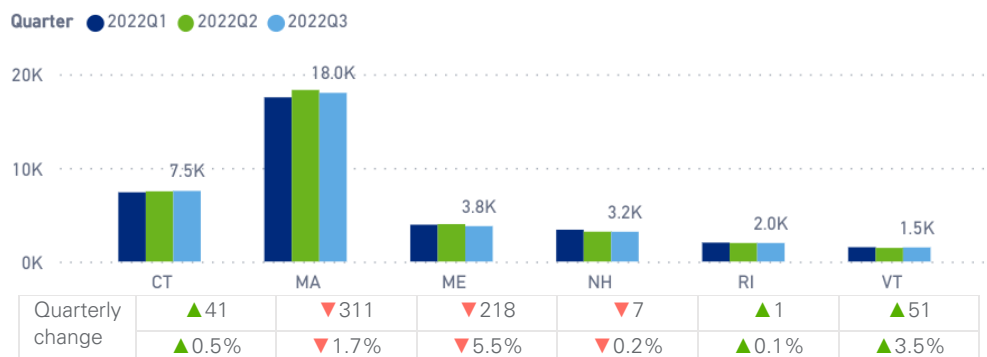
1. Total job postings across Region 1 have declined by 1.2% from the previous quarter.
2. There are smaller declines in general nursing (0.8%) and registered nursing (0.5%) job postings from Q2 to Q3.
3. The time to fill for RN positions has increased by 11.1% to 60 days.
4. New graduate job postings in this region have declined by 9.7%.
5. Although job postings have declined across all nursing clinical specialties, full time (51%) and day shift (30%) positions continue to be broadly available.
6. Postings with hiring bonuses have increased 14.6%. The value of hiring bonuses has increased by 4.2% to an average of \$10,105.

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



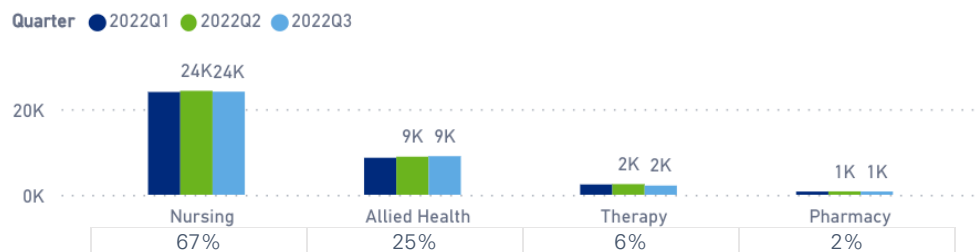
35,987 ▼ 1.2%

Average Job Postings From Last Quarter

101 **1,508**
Employers Locations

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

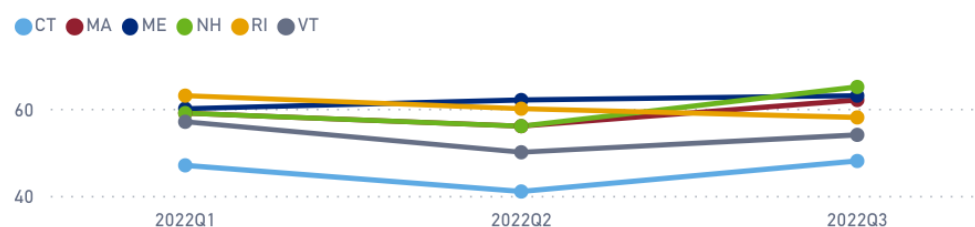
Job Postings by Role



Job Postings by Role and State

	CT	MA	ME	NH	RI	VT
Allied Health	1843	4,932	774	630	525	303
Quarterly Change	▲ 3.1%	▲ 0.6%	▼ 2.5%	▲ 6.4%	▼ 0.9%	▲ 7.1%
Nursing	5,116	11,658	2,716	2,223	1,303	1,052
Quarterly Change	▲ 0.7%	▼ 1.7%	▼ 7.0%	▲ 3.8%	▲ 2.4%	▲ 6.6%
Pharmacy	121	476	43	52	45	28
Quarterly Change	▼ 8.3%	▼ 4.4%	▲ 7.5%	▲ 8.3%	▼ 4.3%	▲ 7.7%
Therapy	456	941	246	275	107	122
Quarterly Change	▼ 7.7%	▼ 11.1%	▼ 1.7%	▼ 32.1%	▼ 17.7%	▼ 22.8%

Average Days Posted

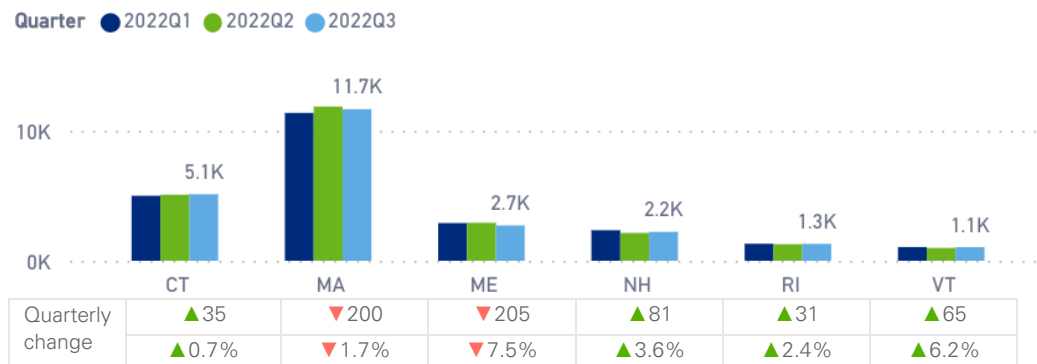


Key Observations

- Job postings across the region have decreased by 1.2%.
- Nursing continues to constitute the majority of job postings (67%).
- Average days posted is 58, a 7.4% increase from Q2.

All Nursing

Job Postings by State



23,982

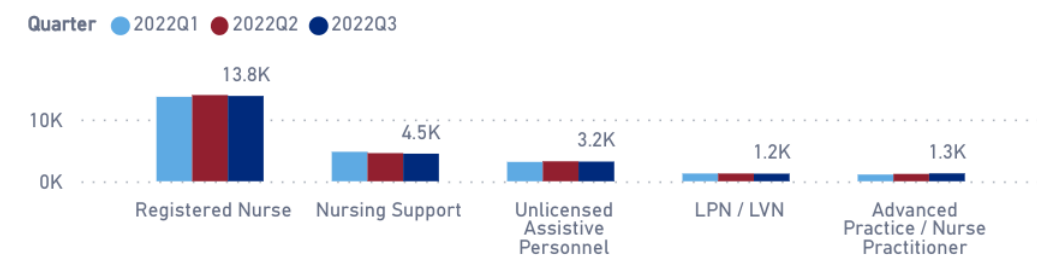
▼0.8%

Average Job Postings

From Last Quarter

- Nursing job postings constitute the majority of the health care job postings in this region.

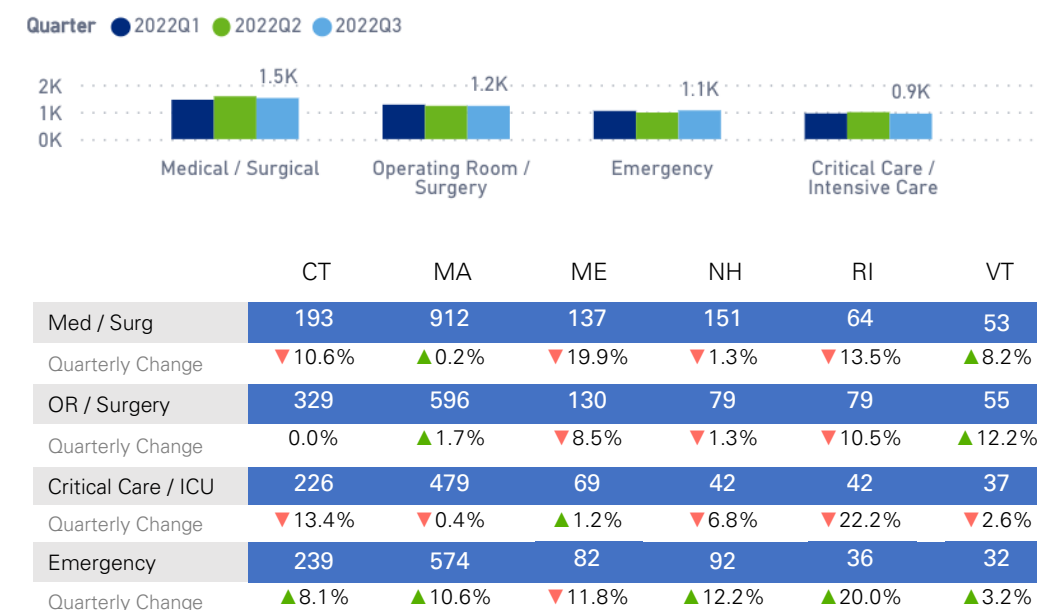
Job Postings by Title



Key Observations

- General nursing job postings have declined 0.8%, dominated by declines in MA and ME.
- MA continues to have the largest number of job postings.

Job Postings by Specialty



Registered Nursing

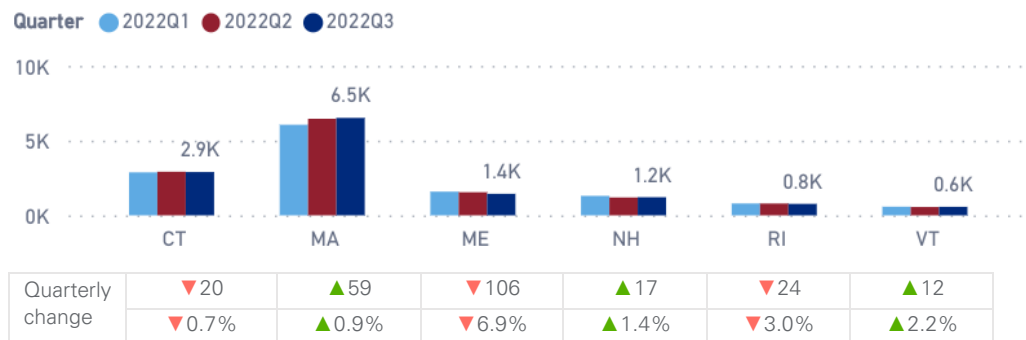
Overview

RN positions make up 56% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

13,402 ▼0.5 %

Average Job Postings From Last Quarter

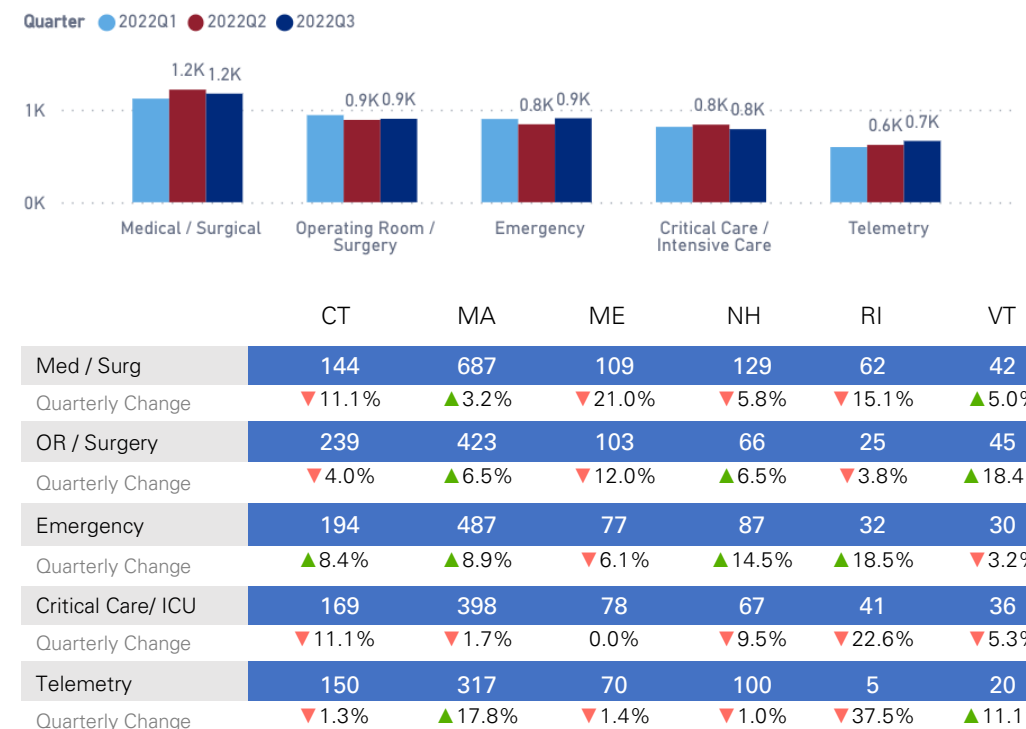
Job Postings by State



Key Observations

- RN job postings have declined by 0.5% in Q3, led a decline in ME when compared to Q2.

Job Postings by Specialty



Key Observations

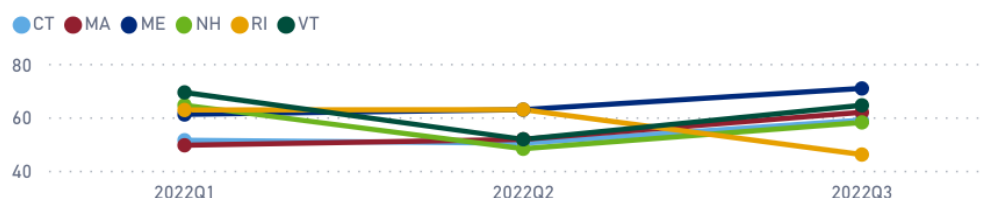
- RN job postings are volatile across each state and specialty.

Registered Nursing

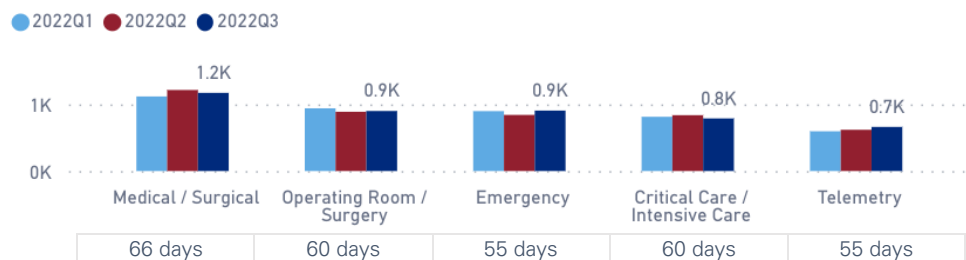
Time to Fill

Average Days Posted by State

	CT	MA	ME	NH	RI	VT
2022Q1	51	49	60	64	63	69
2022Q2	50	52	63	48	63	52
2022Q3	59	61	70	58	46	64

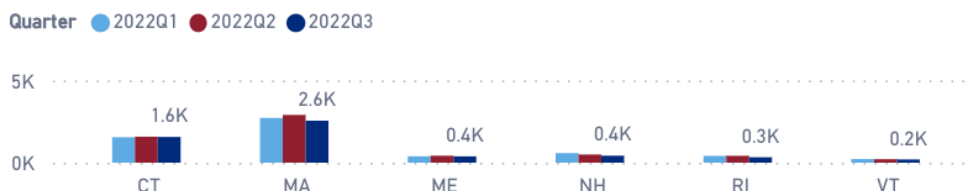


Average Days Posted for Specialties with Highest Posting Count

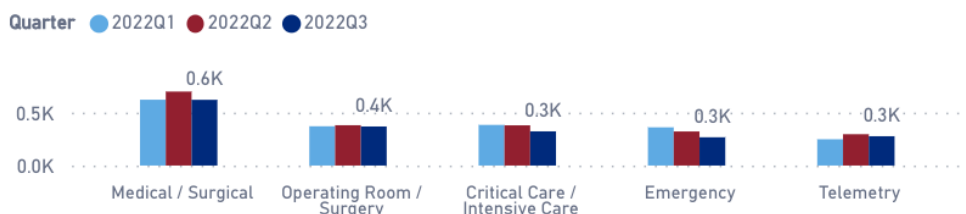


New Graduate Job Postings

By State



By Specialty



60 days

▲ 11.1%

Average

From Last Quarter

Key Observations

- Time to fill for RN positions has increased by 11.1% to 60 days.
- Medical / Surgical has the highest number of job postings and remains the most difficult to fill at 66 days.

5,455

▼ 9.7%

Average Job Postings

From Last Quarter

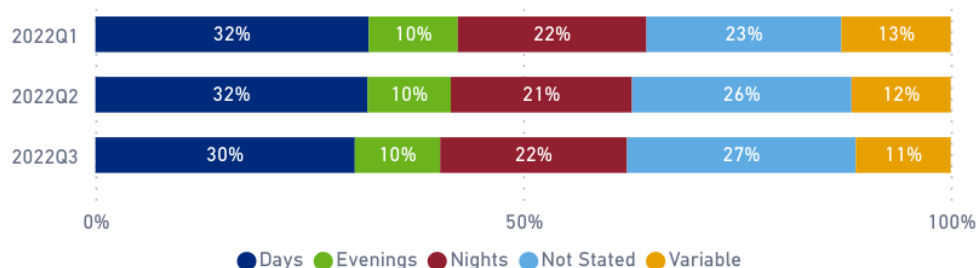
Key Observations

- New graduate RN job postings have declined by 9.7% across the region in Q3.
- New graduate RN job postings continue to be available in all specialties, especially Medical / Surgical.

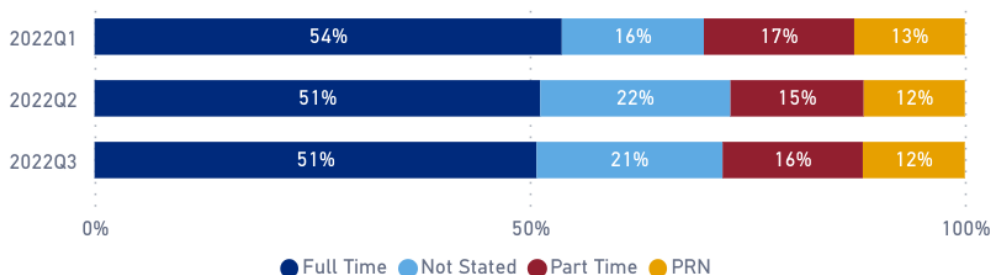
Registered Nursing

Job Features

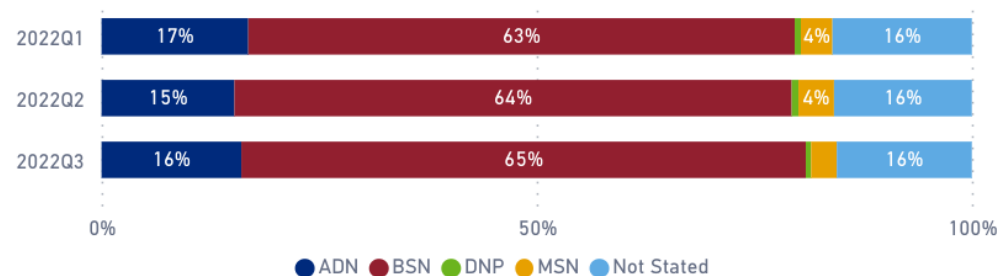
Shift Type



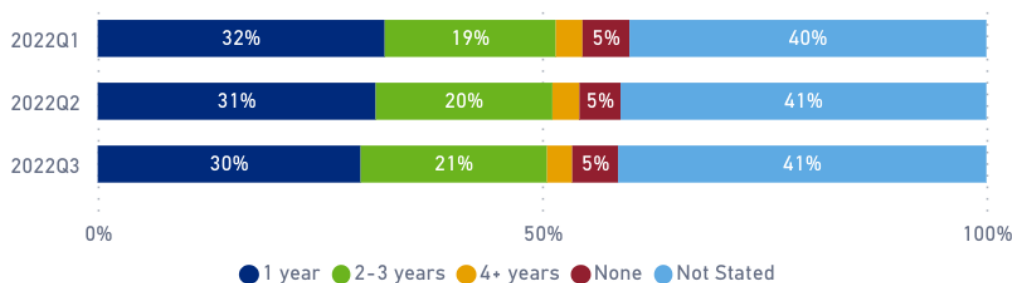
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 30% are day shift positions.
- Variable shifts make up 11% of job postings.
- Full-time positions make up 51% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (65%).
- Slightly less than half (46%) of posted positions do not list experience requirements, reflective of the continuing recruitment challenges.

Registered Nursing

Compensation Trends

Job Postings with Salary

	CT	MA	ME	NH	RI	VT
Postings	2,914	6,532	1,453	1,222	775	583
w/ Salary	83	81	5	26	9	93
Percentage	2.8 %	1.2%	0.3%	2.1%	1.2%	14.6%

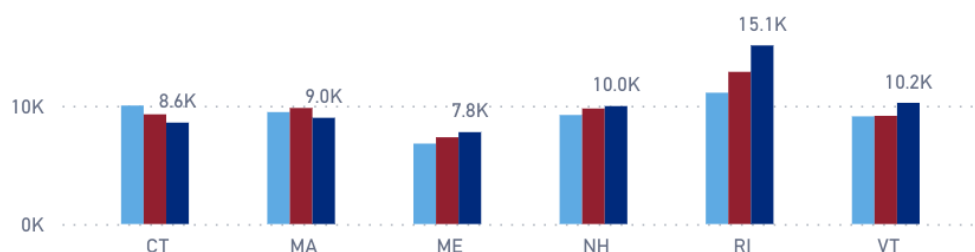
* Job postings do not include sufficient salary data to provide a valid and reliable analysis of salary levels in each state.

Job Postings with Bonus

	CT	MA	ME	NH	RI	VT
Postings	2,914	6,532	1,453	1,222	775	583
w/ Bonus	305	1,867	669	467	148	239
Percentage	10.5 %	28.6%	46.0%	38.2%	19.1%	41.1%

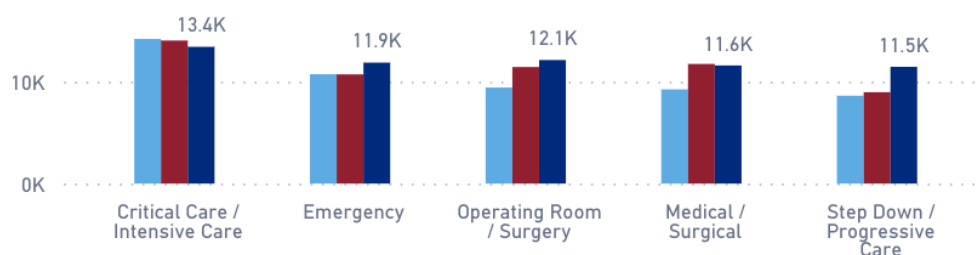
Hiring Bonus by State (\$)

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



Hiring Bonus by Specialty (\$)

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



3,695 ▲ **14.6%**

Postings with Bonus From Last Quarter

\$10,105 ▲ **4.2%**

Average Bonus From Last Quarter

Key Observations

- Job postings with hiring bonuses have increased by 14.6%.
- The average hiring bonus increased by 4.2% and remains common in all specialties.
- The average bonus level posted is \$10,105.
- RI has the highest average hiring bonus available.



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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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.