AHA Data & Insights

2022 Q3

Health Care Jobs Report

Region 2

New Jersey
New York
Pennsylvania

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.

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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

Quick insights from this quarter's findings:

1. Total job postings across Region 2 have declined by 3.2% from the previous quarter in all roles.
2. There are smaller declines in general nursing (3.0%) and registered nursing (2.7%) from Q2 to Q3.
3. The time to fill for RN positions has decreased by 10.5% to 51 days.
4. New graduate job postings in this region have declined by 12.7%.
5. Although job postings have declined across all nursing clinical specialties, full time (63%) and day shift (32%) positions continue to be broadly available.
6. Postings with hiring bonuses have increased 7.9%. The value of hiring bonuses increased 1.4% to an average of $12,621.

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).

Job Postings by State

Quarter ● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3
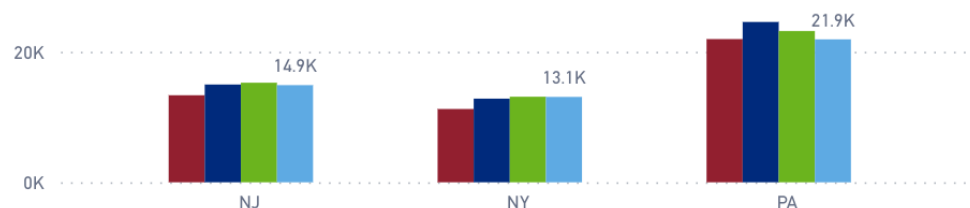
	NJ	NY	PA
Quarterly change	▼369	▼28	▼1,273
	▼2.4%	▼0.2%	▼5.5%

Job Postings by Role

Quarter ● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3

Nursing	Allied Health	Therapy	Pharmacy
67%	24%	7%	2%
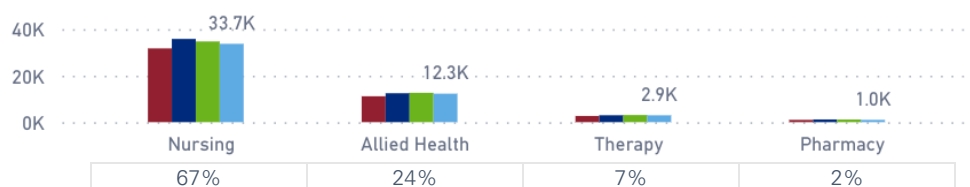
Job Postings by Role and State

	NJ	NY	PA
Allied Health	3,541	3,596	5,116
Quarterly Change	▲1.2%	▼2.7%	▼5.6%
Nursing	10,094	8,617	14,973
Quarterly Change	▼2.8%	▲1.2%	▼5.3%
Pharmacy	245	242	502
Quarterly Change	▼13.7%	▼7.3%	▼17.7%
Therapy	1,008	629	1,312
Quarterly Change	▼7.7%	▼1.6%	▼1.6%

Average Days Posted

● NJ ● NY ● PA

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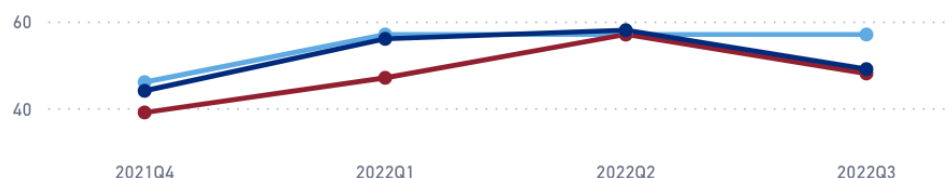
49,875 ▼**3.2%**

Average Job Postings | From Last Quarter

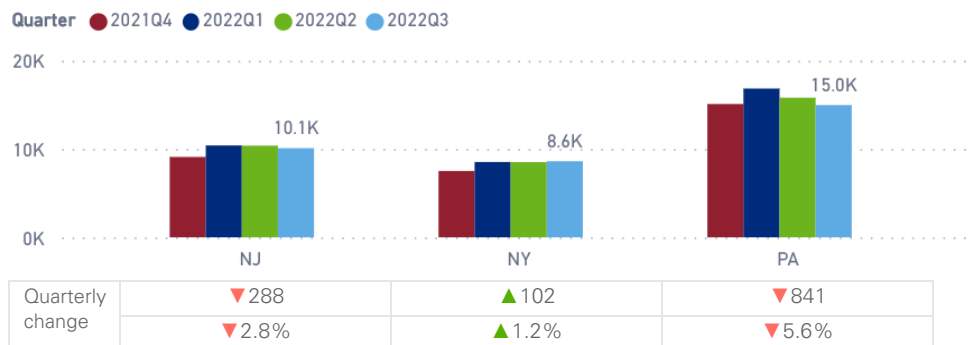**109** | **2,353**

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 decreased by 3.2%.
- Nursing continues to constitute the majority of job postings (67%).
- Average days posted this quarter is 51.

All Nursing

Job Postings by State

Quarter ● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3

Quarterly change	NJ	NY	PA
	▼288	▲102	▼841
	▼2.8%	▲1.2%	▼5.6%

Job Postings by Title

Quarter ● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3

Job Postings by Specialty

Quarter ● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3

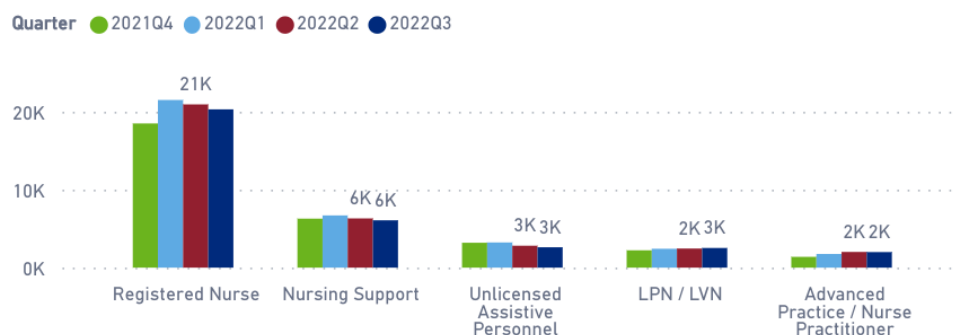|	NJ	NY	PA
Med/Surg	734	379	1,139
Quarterly Change	▲1.2%	▲10.8%	▼6.0%
OR / Surgery	621	538	1,032
Quarterly Change	▼4.5%	▲11.9%	▼7.8%
Critical Care / ICU	750	284	696
Quarterly Change	▼0.4%	▼3.4%	▲1.6%
Emergency	610	292	591
Quarterly Change	▼8.8%	▼15.6%	▼0.5%

33,626   ▼**3.0%**

Average Job Postings   From Last Quarter

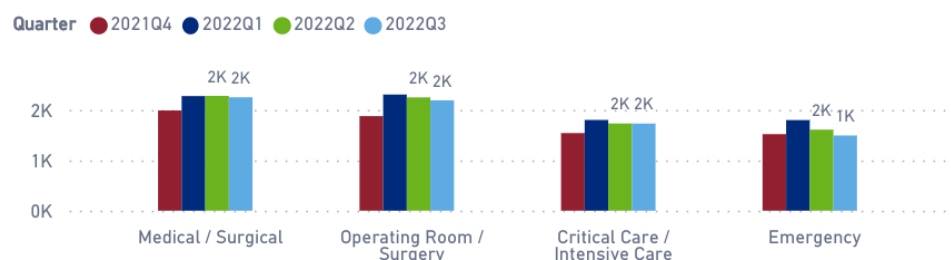- Nursing job postings constitute the majority (68%) of the health care job postings in this region.

Key Observations

- General nursing job postings have declined by 3.0%.
- PA continues to have the largest number of job postings.
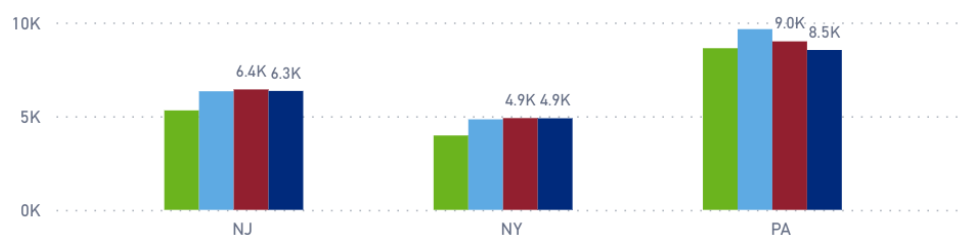
Registered Nursing

Overview

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

19,766 **▼2.7%**

Average Job Postings | From Last Quarter
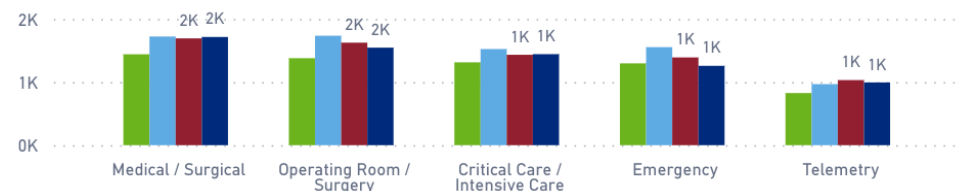
Job Postings by State

| Quarter | ● 2021Q4 | ● 2022Q1 | ● 2022Q2 | ● 2022Q3 |

	NJ	NY	PA
Quarterly change	▼80	▼11	▼460
	▼1.2%	▼0.2%	▼5.1%

Job Postings by Specialty

| Quarter | ● 2021Q4 | ● 2022Q1 | ● 2022Q2 | ● 2022Q3 |

	NJ	NY	PA
Med / Surg	604	245	591
Quarterly Change	▲3.8%	▲23.0%	▼6.9%
OR / Surgery	518	366	661
Quarterly Change	▼6.2%	▲13.7%	▼11.9%
Critical Care / ICU	607	245	591
Quarterly Change	▼0.8%	▼2.8%	▲3.9%
Emergency	541	268	448
Quarterly Change	▼8.6%	▼18.8%	▼4.3%
Telemetry	420	154	420
Quarterly Change	▲3.4%	▲2.0%	▼11.4%

Registered Nursing

Time to Fill

51 days   ▼10.5%

Average   From Last Quarter

Average Days Posted by State

	NJ	NY	PA
2021Q4	47	37	44
2022Q1	60	45	57
2022Q2	63	53	63
2022Q3	62	45	46

● NJ ● NY ● PA
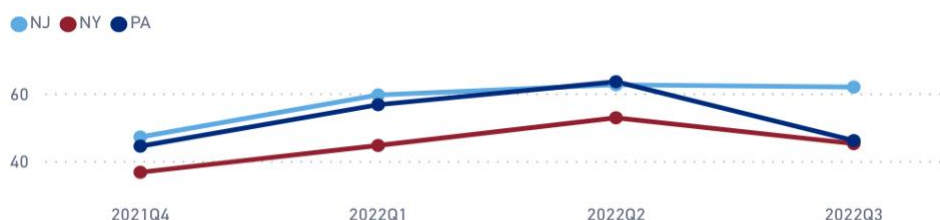
Average Days Posted for Specialties with Highest Posting Count
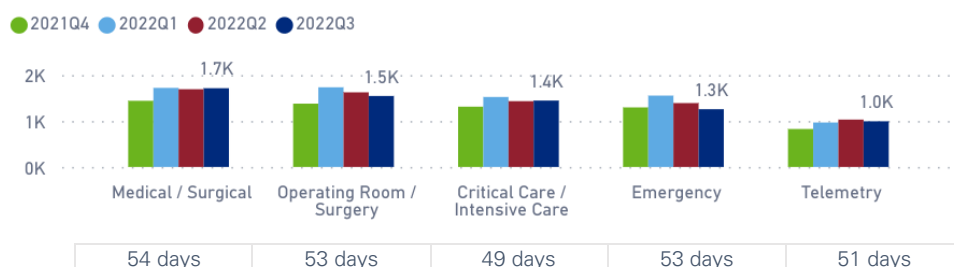
● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3

54 days	53 days	49 days	53 days	51 days
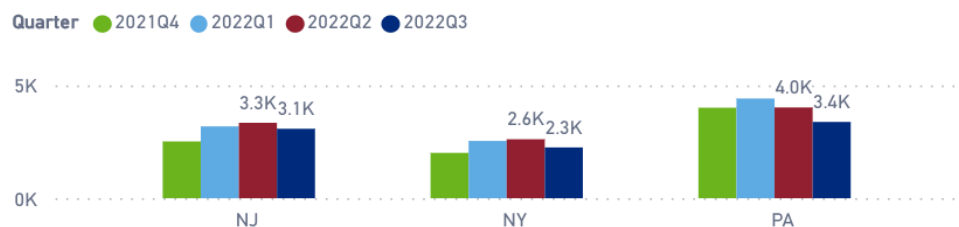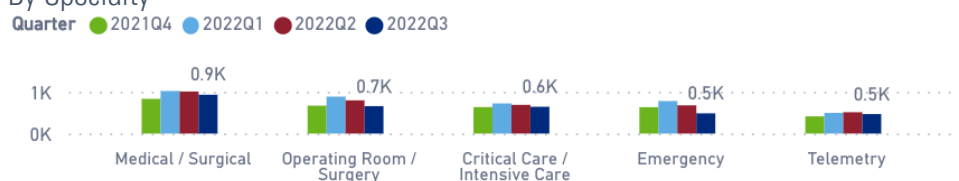
Key Observations

- Time to fill for RN positions has declined by 10.5% to 51 days.
- Medical / Surgical has the highest number of job postings and remains the most difficult to fill at 54 days.

New Graduate Job Postings

8,713   ▼12.7%

Average Job Postings   From Last Quarter

By State

Quarter ● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3

By Specialty

Quarter ● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3

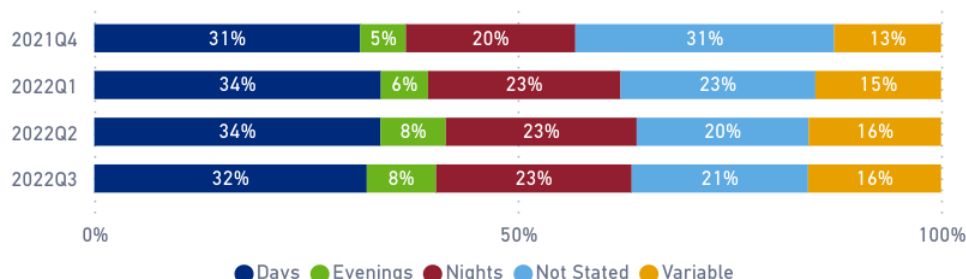#### Key Observations

- New Graduate RN job postings have declined by 12.7% across the region in Q3.
- New graduate RN job postings continue to be available in all specialties, especially Medical / Surgical.
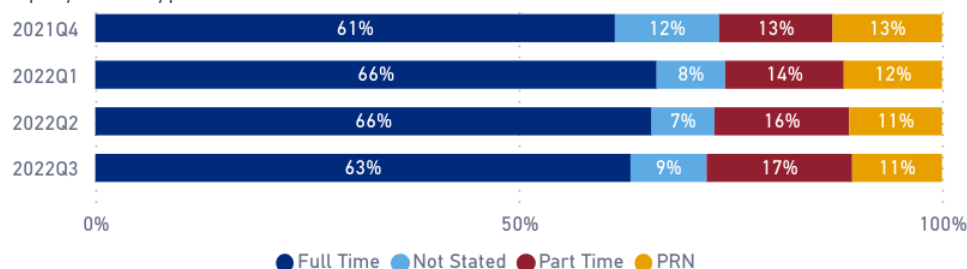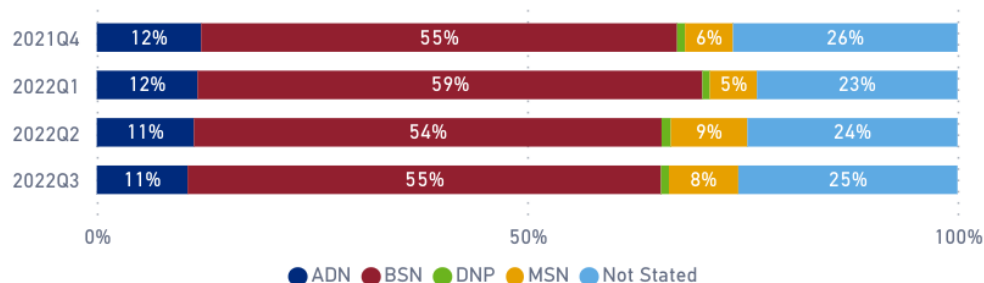
Job Features

Shift Type

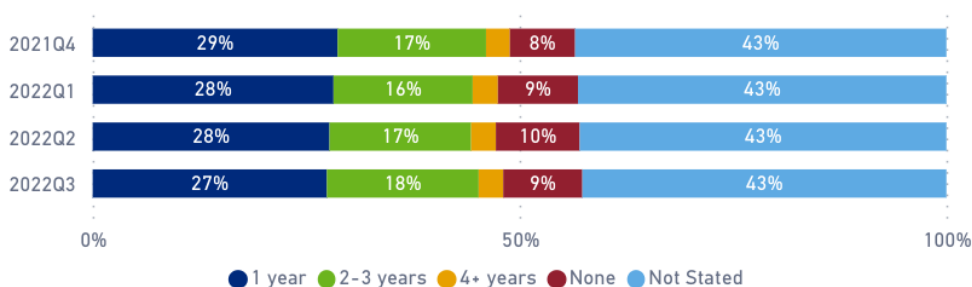|	Days	Evenings	Nights	Not Stated	Variable
2021Q4	31%	5%	20%	31%	13%
2022Q1	34%	6%	23%	23%	15%
2022Q2	34%	8%	23%	20%	16%
2022Q3	32%	8%	23%	21%	16%

● Days ● Evenings ● Nights ● Not Stated ● Variable

Employment Type

	Full Time	Not Stated	Part Time	PRN
2021Q4	61%	12%	13%	13%
2022Q1	66%	8%	14%	12%
2022Q2	66%	7%	16%	11%
2022Q3	63%	9%	17%	11%

● Full Time ● Not Stated ● Part Time ● PRN

Educational Requirements

	ADN	BSN	DNP	MSN	Not Stated
2021Q4	12%	55%		6%	26%
2022Q1	12%	59%		5%	23%
2022Q2	11%	54%		9%	24%
2022Q3	11%	55%		8%	25%

● ADN ● BSN ● DNP ● MSN ● Not Stated

Experience Requirements

	1 year	2-3 years	4+ years	None	Not Stated
2021Q4	29%	17%		8%	43%
2022Q1	28%	16%		9%	43%
2022Q2	28%	17%		10%	43%
2022Q3	27%	18%		9%	43%

● 1 year ● 2-3 years ● 4+ years ● None ● Not Stated

Key Observations

- Of the total RN job postings, day shift postings make up 32%.
- Variable shifts still make up 16% of RN job postings.
- Full-time positions make up 63% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level.
- Over half of posted positions do not state experience requirements, reflective of the continuing recruitment challenges.

Compensation Trends

Job Postings with Salary

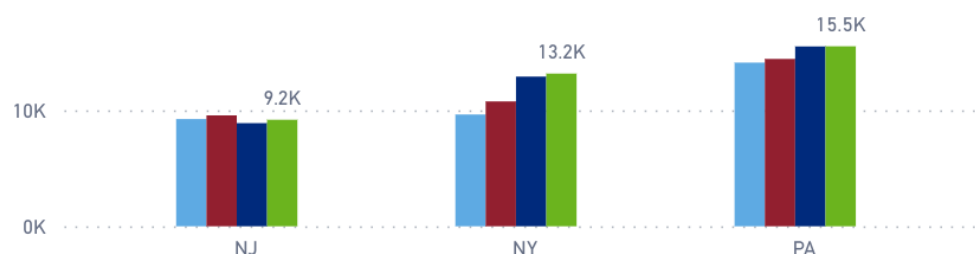|	NJ	NY	PA
Postings	6,362	4,904	8,547
w/ Salary	355	352	1,897
Percentage	5.6%	7.2%	22.2%

* 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

	NJ	NY	PA
Postings	6,362	4,904	8,547
w/ Bonus	611	623	3,815
Percentage	9.6%	12.7%	44.6%

Hiring Bonus by State ($)

Hiring Bonus by Specialty ($)
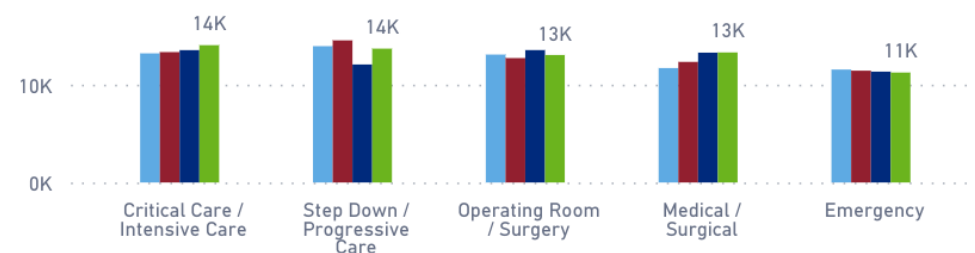
5,049 ▲7.9%

Postings with Bonus — From Last Quarter

$12,621 ▲1.4%

Average Bonus — From Last Quarter

Key Observations

- Jobs posted with listed hiring bonuses have increased by 7.9% in the last quarter.
- The average hiring bonuses increased by 1.4% and remains common in all specialties.
- The average bonus level posted is $12,621.
- PA has the highest average hiring bonus available.

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- 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.