



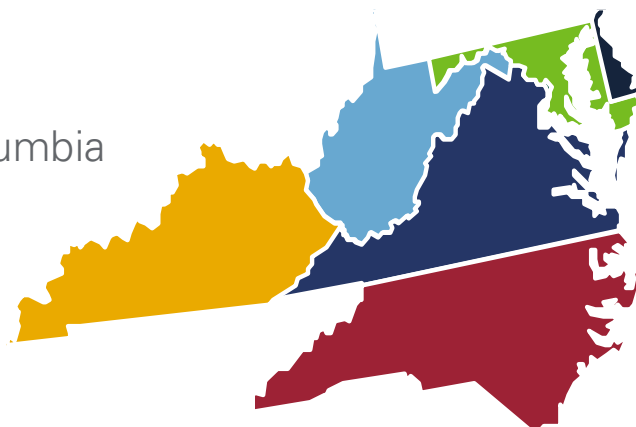
AHA Data & Insights

2022 Q3

Health Care Jobs Report

Region 3

Delaware
Kentucky
Maryland
North Carolina
Virginia
West Virginia
District of Columbia



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:

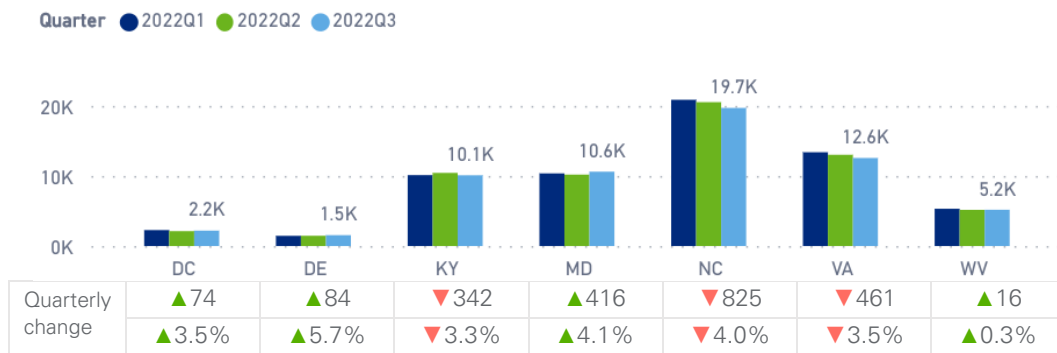
1. Total job postings across Region 3 have declined by 1.6% from the previous quarter.
2. There are similar declines in general nursing (1.7%) and registered nursing (1.1%) from Q2 to Q3.
3. The time to fill for RN positions has increased 3.3% to 63 days.
4. New graduate job postings in this region have declined by 11.3%.
5. Although job postings have declined across all nursing clinical specialties, full time (68%) and day shift (27%) positions continue to be broadly available.
6. Postings with hiring bonuses have increased slightly. The value of hiring bonuses has declined by 1.0% to an average of \$11,537.

Brief definition of the roles mentioned in this report:

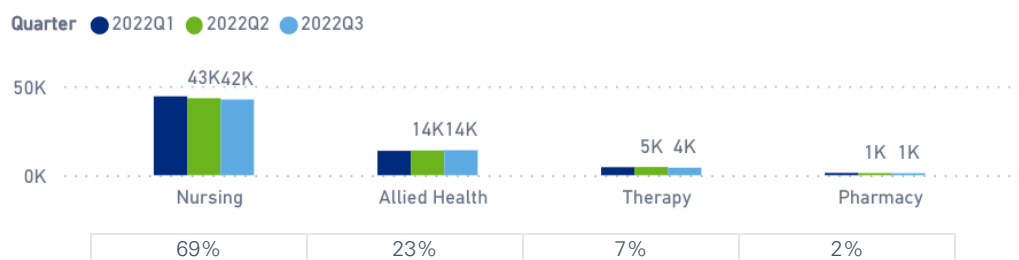
Role	Definition
Nursing	Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.).
Allied Health	Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical 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



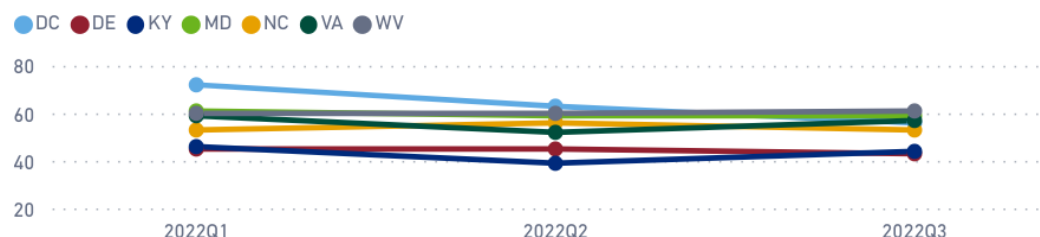
Job Postings by Role



Job Postings by Role and State

	DC	DE	KY	MD	NC	VA	WV
Allied Health	472	333	2,199	2,692	4,209	2,970	1,167
Quarterly Change	▲ 12.4%	▲ 4.4%	▼ 4.0%	▲ 8.9%	▼ 1.3%	▼ 1.6%	▲ 5.3%
Nursing	1,515	1,056	6,985	6,862	14,061	8,382	3,624
Quarterly Change	▲ 0.5%	▲ 10.9%	▼ 2.2%	▲ 3.0%	▼ 4.3%	▼ 3.1%	▲ 0.9%
Pharmacy	50	33	190	215	349	223	90
Quarterly Change	▲ 19.0%	▼ 10.8%	▼ 14.4%	▼ 2.3%	▼ 9.1%	▲ 7.2%	▼ 18.2%
Therapy	160	127	722	841	1,092	991	294
Quarterly Change	▲ 3.9%	▼ 19.1%	▼ 7.6%	▼ 0.1%	▼ 8.8%	▼ 13.7%	▼ 16.2%

Average Days Posted



61,904 ▼ 1.6%

Average Job Postings

From Last Quarter

128

Employers

3,180

Locations

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

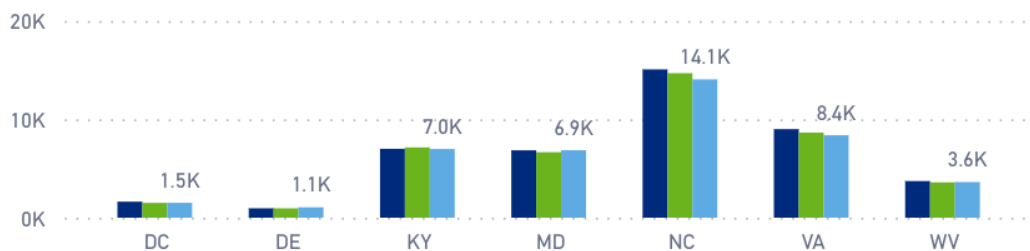
Key Observations

- Job postings across the region have decreased by 1.6%.
- Nursing continues to constitute the majority of job postings.
- The average days posted remains at 53 days this quarter.

All Nursing

Job Postings by State

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



Quarterly change	▲8	▲104	▼159	▲202	▼630	▼270	▲34
	▲0.5%	▲9.8%	▼2.3%	▲2.9%	▼4.5%	▼3.2%	▲0.9%

42,377

▼1.7%

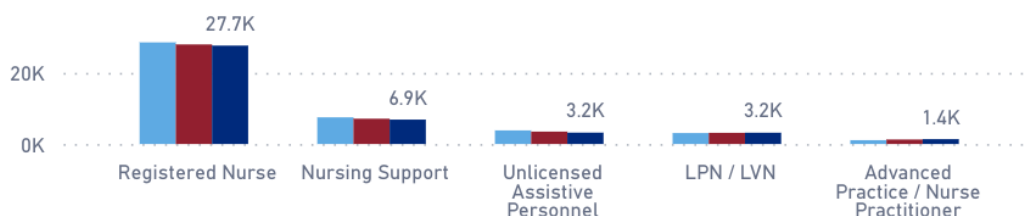
Average Job Postings

From Last Quarter

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

Job Postings by Title

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3

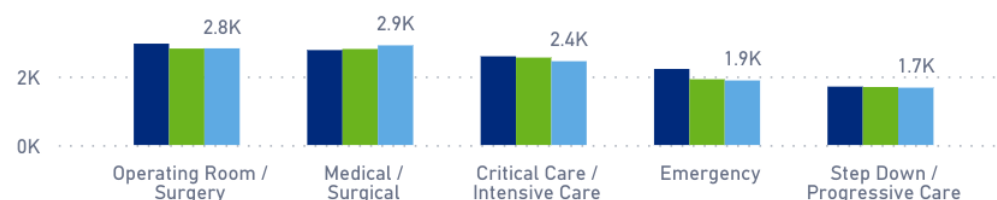


Key Observations

- General nursing job postings have declined by 1.7%.
- NC continues to have the largest number of job postings.

Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



	DC	DE	KY	MD	NC	VA	WV
Med / Surg	63	29	587	503	764	654	303
Quarterly Change	▲3.3%	▲16.0%	▲3.0%	▲12.3%	▲0.9%	▲2.2%	▲2.0%
OR / Surgery	176	75	356	338	1084	587	200
Quarterly Change	▲13.5%	▲10.3%	▲4.4%	▼11.3%	▲5.0%	▼8.1%	▲3.1%
Critical Care / ICU	104	51	504	422	686	489	185
Quarterly Change	▼1.0%	▼30.8%	▼5.6%	▲2.2%	▼11.7%	▼0.6%	▼1.6%
Emergency	42	30	279	325	660	351	194
Quarterly Change	▲31.3%	▼14.3%	▼14.3%	▼9.1%	▲5.5%	▼2.4%	▼1.7%
Step Down	59	38	347	223	506	387	110
Quarterly Change	▲15.7%	▲26.7%	▲3.0%	▼5.9%	▼4.7%	▼1.0%	▼2.7%

Registered Nursing

Overview

RN positions make up 68% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

26,770

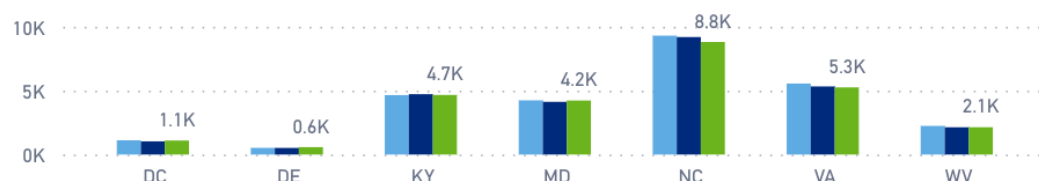
▼1.1%

Average Job Postings

From Last Quarter

Job Postings by State

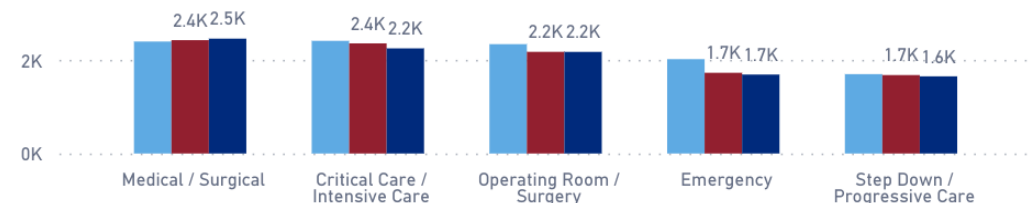
Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



Quarterly change	▲66	▲61	▼62	▲102	▼385	▼74	▲4
	▲6.4%	▲11.8%	▼1.3%	▲2.5%	▼4.2%	▼1.4%	▲0.2%

Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



	DC	DE	KY	MD	NC	VA	WV
Med/Surg	43	15	503	425	659	553	255
Quarterly Change	▼12.2%	0.0%	▲4.6%	▲10.4%	▼3.5%	▲1.8%	▼3.8%
Critical Care / ICU	90	42	476	348	666	443	176
Quarterly Change	▼8.2%	▲23.5%	▼4.4%	▼1.7%	▼11.3%	▲0.7%	▼0.6%
OR / Surgery	159	59	301	256	779	461	155
Quarterly Change	▲16.1%	▲7.3%	▲5.6%	▼12.3%	▲3.9%	▼7.2%	0.0%
Step Down	57	38	340	223	501	381	108
Quarterly Change	▲16.3%	▲26.7%	▲1.5%	▼5.9%	▼5.3%	▼0.8%	▼2.7%
Emergency	41	24	274	264	602	307	174
Quarterly Change	▲28.1%	▼14.3%	▼8.4%	▲1.1%	▼2.4%	▼1.3%	▼1.1%

Key Observations

- RN job postings have only slightly declined (-1.1%) in Q3.

Key Observations

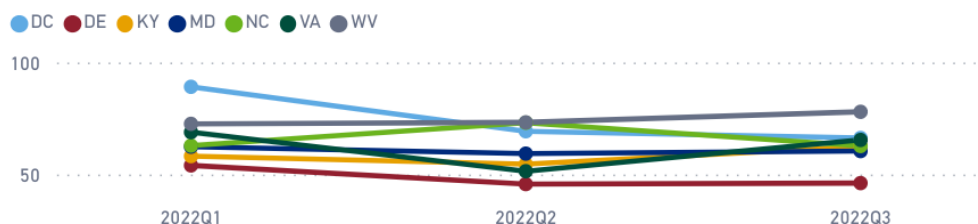
- RN job postings remained steady in most states, with small variations in all specialty areas.

Registered Nursing

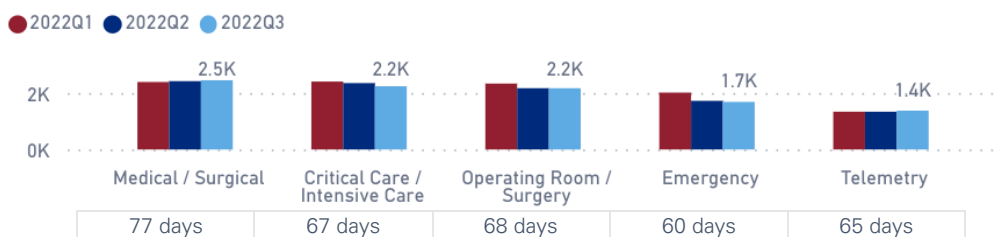
Time to Fill

Average Days Posted by State

	DC	DE	KY	MD	NC	VA	WV
2022Q1	89	54	58	62	63	69	73
2022Q2	69	46	55	59	73	51	73
2022Q3	66	46	62	60	63	65	78

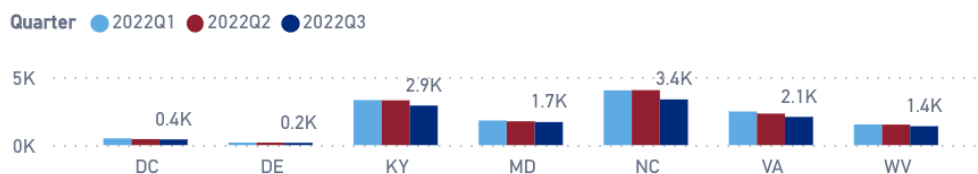


Average Days Posted for Specialties with Highest Posting Count

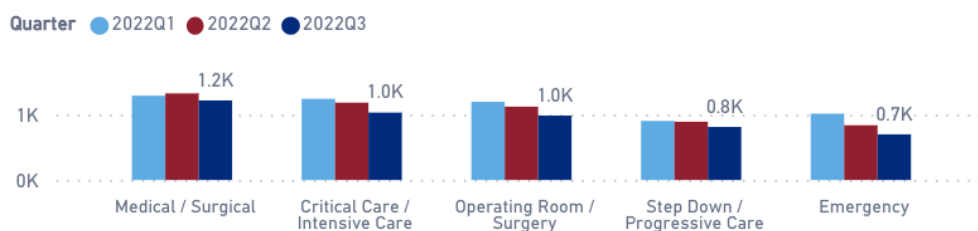


New Graduate Job Postings

By State



By Specialty



63 days

Average

▲3.3%

From Last Quarter

Key Observations

- The time to fill for RN positions has increased slightly to 63 days.
- Medical / Surgical has the highest numbers of job postings and remains the most difficult to fill at 77 days.

11,997

Average Job Postings

▼11.3%

From Last Quarter

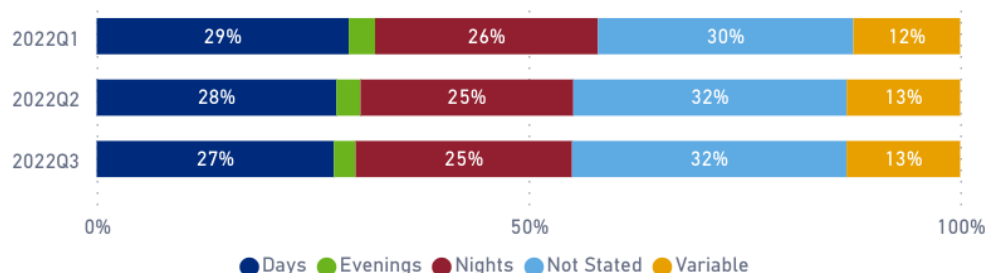
Key Observations

- New graduate RN postings have declined by 11.3% across the region in Q3.
- New graduate RN job postings continue to be available in all specialties.

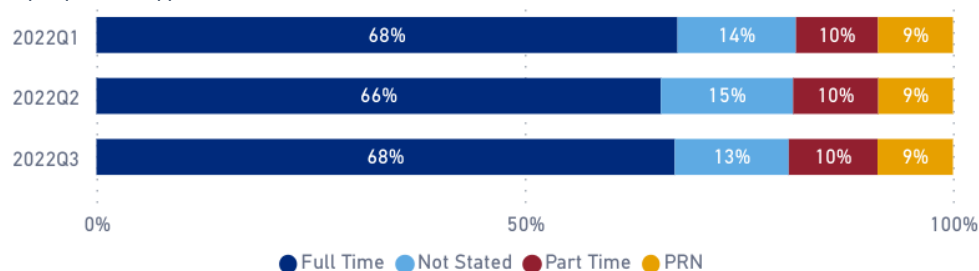
Registered Nursing

Job Features

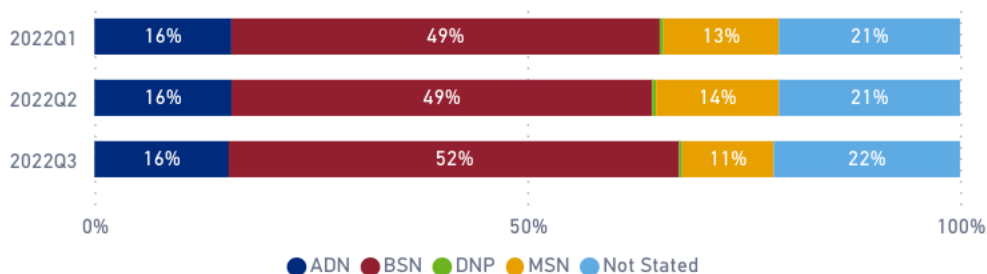
Shift Type



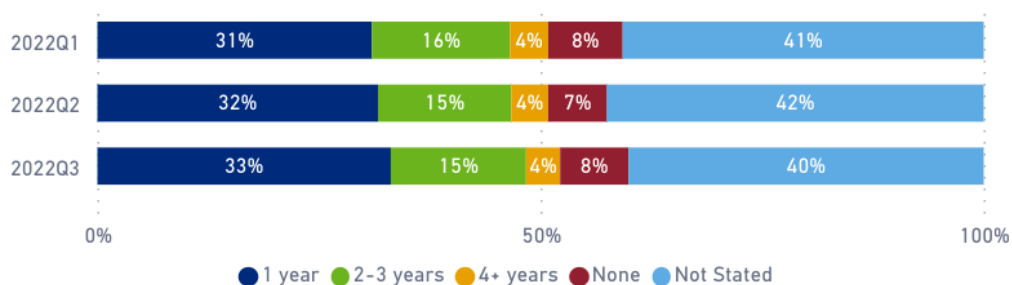
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 27% are day shift positions.
- Variable shifts make up 13% of job postings.
- Full-time positions make up 68% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (52%).
- Slightly less than half of the posted positions do not list experience requirements, reflective of the continuing recruitment challenges.

Registered Nursing

Compensation Trends

Job Postings with Salary

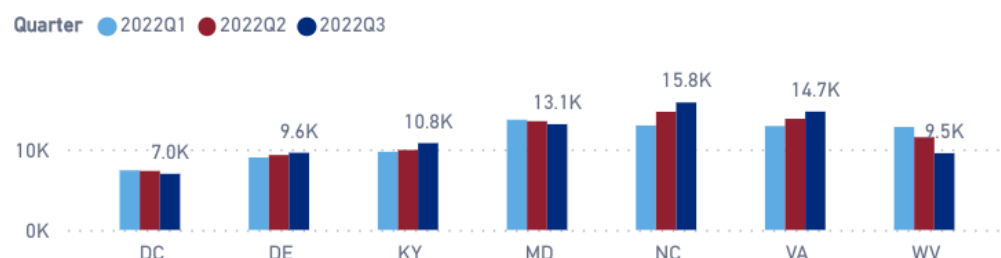
	DC	DE	KY	MD	NC	VA	WV
Postings	1,112	589	4,683	4,241	8,828	5,273	2,154
w/ Salary	65	5	506	110	49	363	27
Percentage	5.8%	0.8%	10.8%	2.6%	0.6%	6.9%	1.3%

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

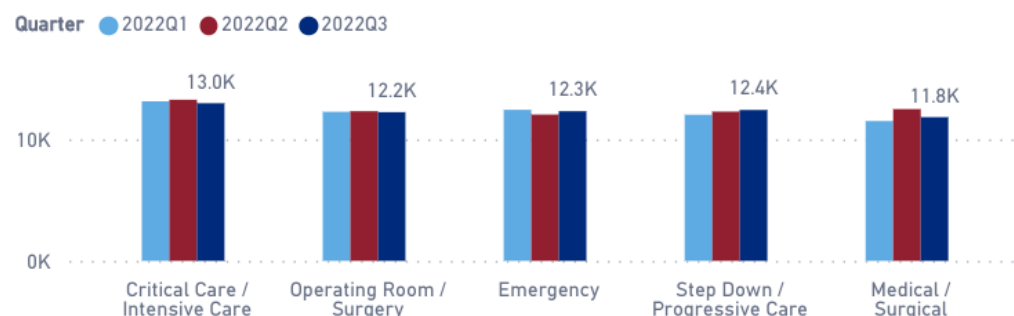
Job Postings with Bonus

	DC	DE	KY	MD	NC	VA	WV
Postings	1,112	589	4,683	4,241	8,828	5,273	2,154
w/ Bonus	128	234	788	780	2,953	2,013	147
Percentage	11.5%	39.7%	16.8%	18.4%	33.5%	38.2%	6.8%

Hiring Bonus by State (\$)



Hiring Bonus by Specialty (\$)



7,043

▲ 0.7%

Postings
with Bonus

From Last
Quarter

\$11,537

▼ 1.0%

Average
Bonus

From Last
Quarter

Key Observations

- Job postings with hiring bonuses have remained steady.
- The average hiring bonus decreased slightly by 1.0% but remain available across all specialties.
- The average bonus level is \$11,537.
- The highest bonus rates are in NC and VA.



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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