



# AHA Data & Insights

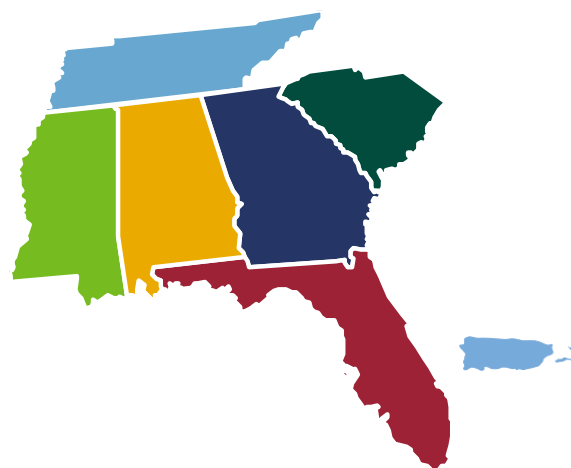
2022 Q3

# Health Care Jobs Report

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## Region 4

Alabama  
Florida  
Georgia  
Mississippi  
South Carolina  
Tennessee  
Puerto Rico



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:

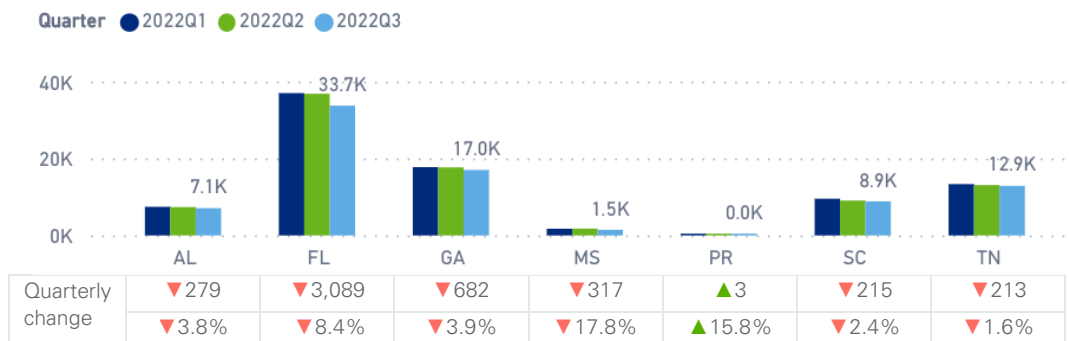
1. Total job postings across Region 4 have declined by 5.6% from the previous quarter.
2. There are similar declines in general nursing (6.6%) and registered nursing (5.7%) from Q2 to Q3.
3. The time to fill for RN positions has decreased by 4.8% to 59 days.
4. New graduate job postings in this region have declined by 10.7%.
5. Although job postings have declined across all nursing clinical specialties, full time (64%) and day shift (34%) positions continue to be broadly available.
6. Postings with hiring bonuses have declined by 8.9%. The value of hiring bonuses has increased by 4.7% to an average of \$15,511.

Brief definition of the roles mentioned in this report:

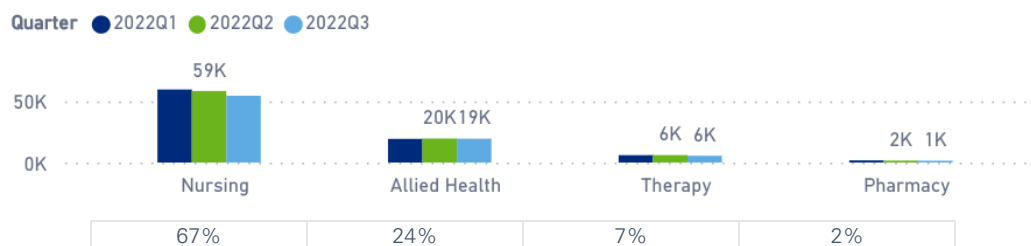
Role	Definition
Nursing	Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.).
Allied Health	Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical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



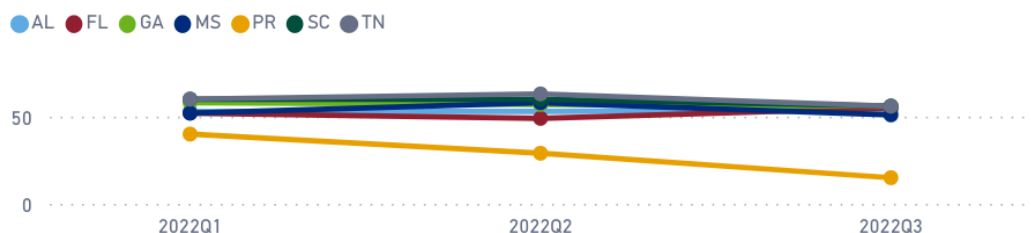
### Job Postings by Role



### Job Postings by Role and State

	AL	FL	GA	MS	PR	SC	TN
Allied Health	1,549	8,533	4,126	326	11	2,068	2,882
Quarterly Change	▲3.9%	▼1.3%	▲1.4%	▼16.0%	▲22.2%	▼3.3%	▲2.2%
Nursing	4,998	22,137	11,348	1010	5	6,039	9,092
Quarterly Change	▼5.4%	▼10.4%	▼4.4%	▼16.3%	▲25.0%	▼1.4%	▼2.6%
Pharmacy	101	621	279	20	2	171	260
Quarterly Change	▼10.6%	▼12.0%	▼13.9%	▼9.1%	▼33.3%	▲1.8%	▼4.1%
Therapy	449	2,453	1,266	112	4	582	661
Quarterly Change	▼8.0%	▼11.5%	▼4.7%	▼33.3%	▲33.3%	▼9.3%	▼3.6%

### Average Days Posted



81,105 ▼5.6%

Average Job Postings From Last Quarter

144 3,606

Employers Locations

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

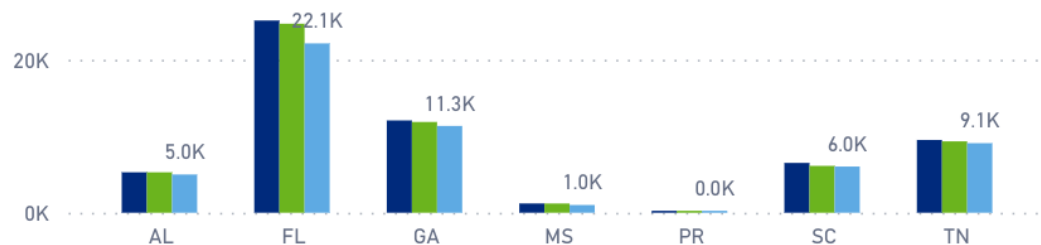
### Key Observations

- Job postings across the region have declined by 5.6%.
- Nursing continues to constitute the majority of job postings (67%).
- The average days posted is 49; a decrease of 3.5% from Q2.

## All Nursing

### Job Postings by State

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



Quarterly change	▼ 286	▼ 2,572	▼ 517	▼ 197	▲ 1	▼ 88	▼ 240
	▼ 5.7%	▼ 11.6%	▼ 4.6%	▼ 19.5%	▲ 20.0%	▼ 1.5%	▼ 2.6%

54,548

▼ 6.6%

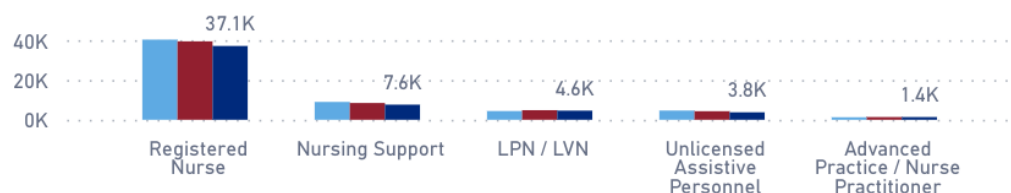
Average Job Postings

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

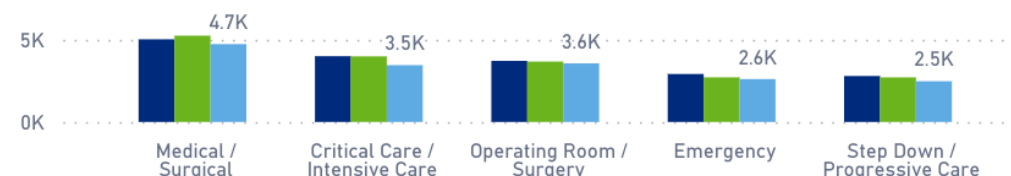


### Key Observations

- General nursing job postings have declined by 6.6%.
- FL continues to have the largest number of job postings.

### Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



	AL	FL	GA	MS	PR	SC	TN
Med/Surg	371	1,857	851	97	-	666	894
Quarterly Change	▼ 1.3%	▼ 13.3%	▼ 16.7%	▼ 22.4%	-	▼ 5.7%	▲ 1.7%
Critical Care / ICU	394	1,511	610	64	1	314	562
Quarterly Change	▼ 8.2%	▼ 20.6%	▼ 9.6%	▼ 28.9%	0.0%	▲ 3.3%	▼ 4.4%
OR / Surgery	337	1,542	680	63	1	435	506
Quarterly Change	▼ 0.6%	▼ 7.0%	▲ 2.7%	▼ 12.5%	0.0%	▼ 1.1%	▲ 0.8%
Emergency	194	1,095	477	60	-	296	487
Quarterly Change	▼ 5.8%	▼ 6.5%	▼ 1.2%	▼ 21.1%	-	▲ 0.7%	▲ 0.6%
Step Down	197	1,295	375	27	-	211	371
Quarterly Change	▼ 3.0%	▼ 13.0%	▼ 5.8%	▼ 25.0%	-	▲ 2.4%	▼ 2.1%

# Registered Nursing

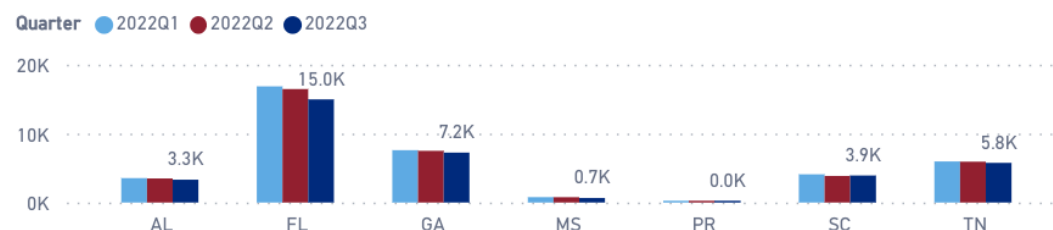
## Overview

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

**35,862** ▼ **5.7%**

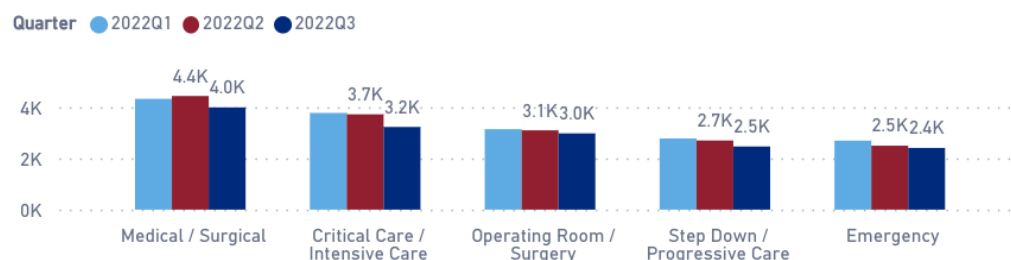
Average Job Postings From Last Quarter

## Job Postings by State



Quarterly change	▼ 179	▼ 1,500	▼ 259	▼ 121	▲ 2	▲ 65	▼ 170
	▼ 5.1%	▼ 9.1%	▼ 3.5%	▼ 15.6%	▲ 28.6%	▲ 1.7%	▼ 2.9%

## Job Postings by Specialty



	AL	FL	GA	MS	PR	SC	TN
Med/Surg	291	1,621	680	74	-	600	724
Quarterly Change	▼ 5.5%	▼ 11.5%	▼ 18.8%	▼ 26.7%	-	▼ 4.6%	▼ 0.5%
Critical Care / ICU	368	1,427	540	61	-	300	527
Quarterly Change	▼ 9.4%	▼ 20.0%	▼ 11.5%	▼ 29.9%	-	▲ 5.3%	▼ 3.8%
OR / Surgery	281	1,306	580	56	-	360	393
Quarterly Change	▼ 0.4%	▼ 7.2%	▲ 1.9%	▼ 9.7%	-	▲ 0.3%	▼ 5.3%
Step Down	195	1,295	371	27	-	210	367
Quarterly Change	▼ 3.5%	▼ 13.5%	▼ 6.5%	▼ 25.0%	-	▲ 4.0%	▼ 1.3%
Emergency	170	1,029	428	56	-	279	446
Quarterly Change	▼ 10.5%	▼ 5.2%	▼ 0.7%	▼ 15.2%	-	▲ 1.5%	▼ 0.7%

### Key Observations

- RN job postings declined by 5.7% in Q3.
- RN job postings declined in all states except SC and PR.

### Key Observations

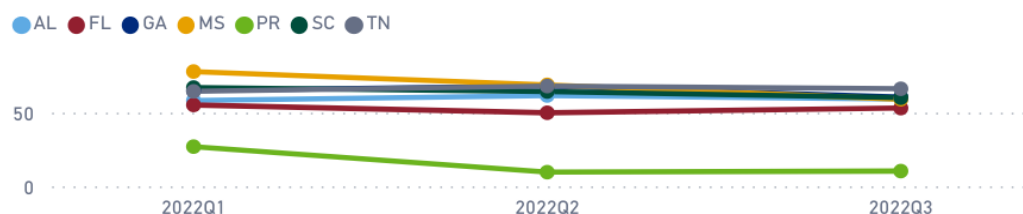
- RN job postings have declined across most specialty areas.

## Registered Nursing

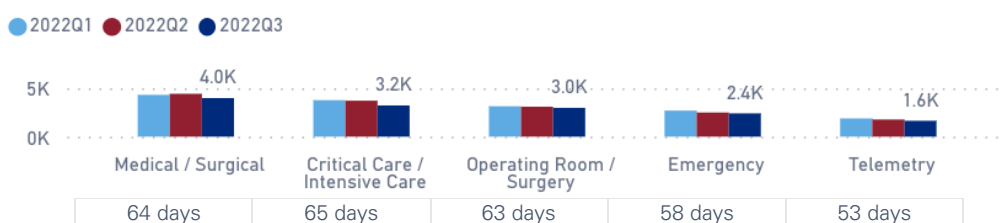
### Time to Fill

Average Days Posted by State

	AL	FL	GA	MS	PR	SC	TN
2022Q1	58	55	65	78	27	67	64
2022Q2	62	50	68	68	10	64	68
2022Q3	60	53	61	59	10	60	66

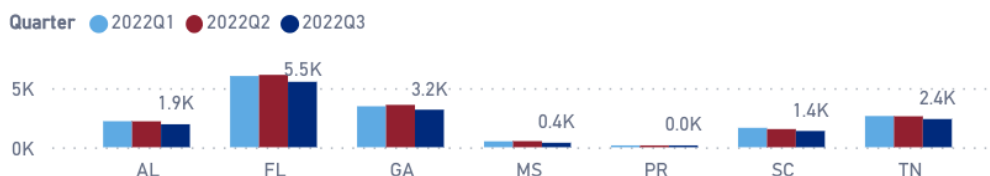


Average Days Posted for Specialties with Highest Posting Count

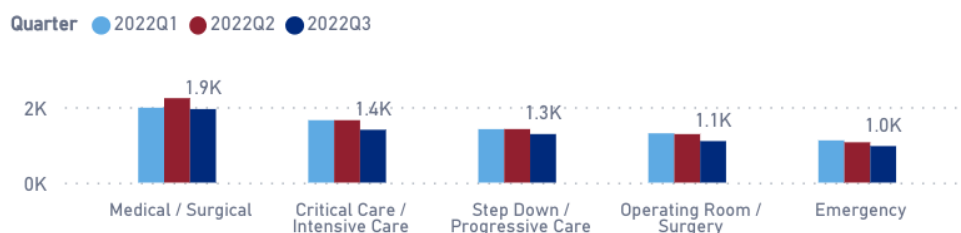


### New Graduate Job Postings

By State



By Specialty



59 days

▼ 4.8%

Average

From Last Quarter

#### Key Observations

- Time to fill for RN positions has decreased by 4.8% to 59 days.
- Medical/Surgical and Critical Care have slightly higher number of job postings and remain the most difficult to fill at 64 and 65 days.

14,780

▼ 10.7%

Average Job Postings

From Last Quarter

#### Key Observations

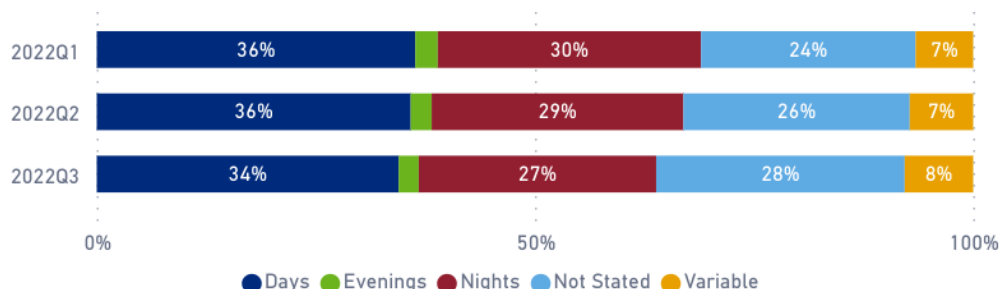
- New graduate RN postings have declined by 10.7% across the region.
- New graduate RN job postings continue to be available in all specialties, especially Medical/Surgical.



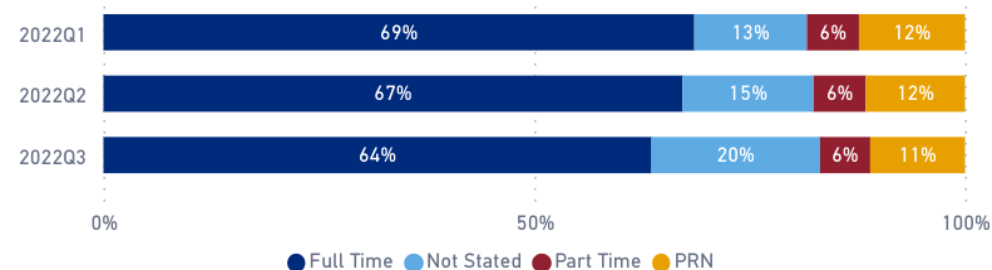
## Registered Nursing

### Job Features

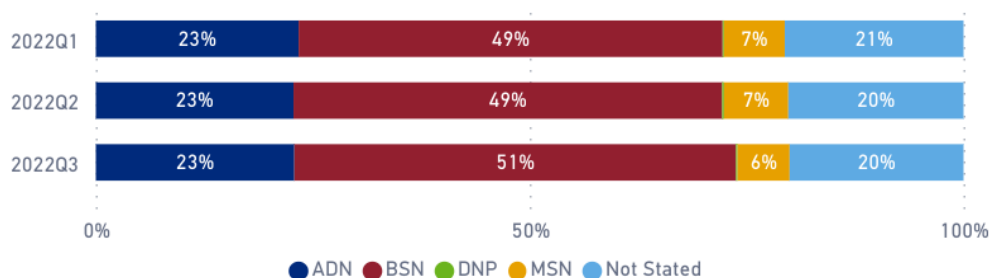
#### Shift Type



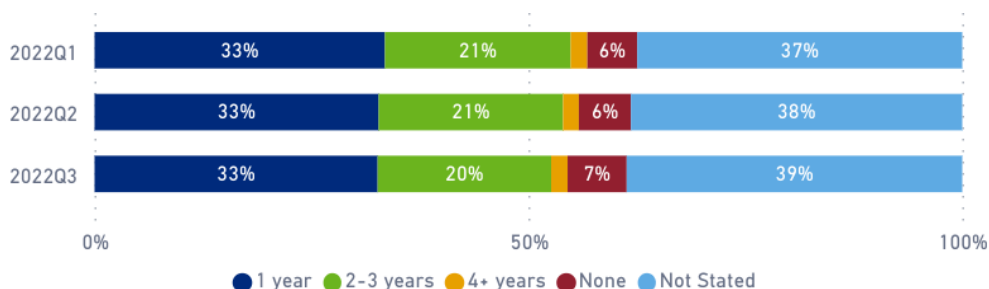
#### Employment Type



#### Educational Requirements



#### Experience Requirements



#### Key Observations

- Of the total RN job postings, 34% are day shift positions.
- Variable shifts make up 8% of job postings.
- Full-time positions make up 64% of job postings.

#### Key Observations

- Educational requirements remain consistently focused on the BSN level (51%).
- About half (46%) of posted positions do not list experience requirements, reflective of the continuing recruitment challenges.

## Registered Nursing

### Compensation Trends

#### Job Postings with Salary

	AL	FL	GA	MS	PR	SC	TN
Postings	3,330	14,981	7,260	656	3	3,935	5,776
w/ Salary	759	1,381	146	9	-	29	70
Percentage	22.8%	9.2%	2.0%	1.4%	-	0.7%	1.2%

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

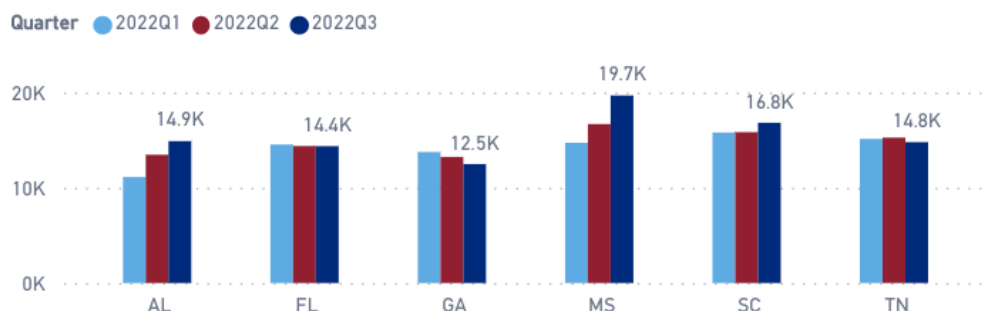
#### Job Postings with Bonus

	AL	FL	GA	MS	PR	SC	TN
Postings	3,330	14,981	7,260	656	3	3,935	5,776
w/ Bonus	868	5,762	1,138	130	-	1,415	2,061
Percentage	26.1%	38.5%	15.7%	19.8%	33.3%	36.0%	35.7%

**11,374** ▼ **8.9%**

Postings with Bonus From Last Quarter

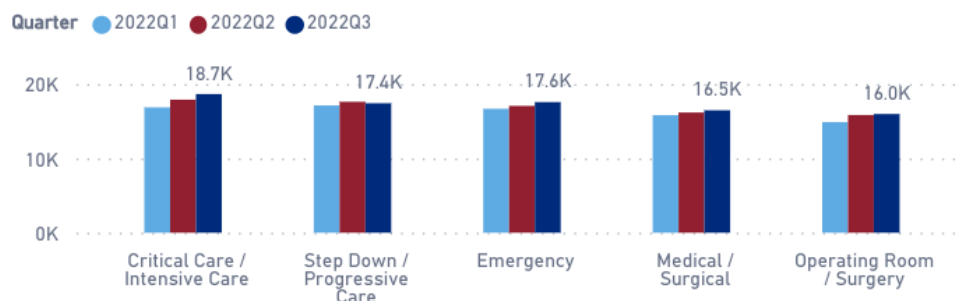
#### Hiring Bonus by State (\$)



**\$15,511** ▲ **4.7%**

Average Bonus From Last Quarter

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



#### Key Observations

- Job postings with hiring bonuses have declined by 8.9%.
- The average bonus increased slightly by 4.7% but remained available across all specialties.
- The average bonus level posted is \$15,511.
- The highest bonus rate is in MS and SC.



## 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

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](mailto:judy.holden@prolucent.com).