



AHA Data & Insights

2022 Q3

Health Care Jobs Report

Region 5

Illinois
Indiana
Michigan
Ohio
Wisconsin



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](#).

Table of Contents

Executive Summary	4
Regional Overview	5
Job Postings by State	
Job Postings by Role	
Job Postings by Role and State	
Average Days Posted	
All Nursing	6
Job Postings by State	
Job Postings by Title	
Job Postings by Specialty	
Registered Nursing	7
Job Postings by State	
Job Postings by Specialty	
Time to Fill	8
Average Days Posted by State	
Average Days Posted for Specialties	
New Graduate Job Postings by State	
New Graduate Job Postings by Specialty	
Job Features	9
Shift Type	
Employment Type	
Educational Requirements	
Experience Requirements	
Compensation Trends	10
Job Postings with Salary	
Job Postings with Bonus	
Hiring Bonus by State	
Hiring Bonus by Specialty	

Executive Summary

Quick insights from this quarter's findings:

1. Total job postings across Region 5 have declined by 2.6% from the previous quarter.
2. There are similar declines in general nursing (4.1%) and registered nursing (4.7%) from Q2 to Q3.
3. The time to fill for RN positions has decreased by 3.7% to 52 days.
4. New graduate job postings in this region have declined by 14.6%.
5. Although job postings have declined across all nursing clinical specialties, full time (64%) and day shift (33%) positions continue to be broadly available.
6. Postings with hiring bonuses have increased by 1.3%. The value of hiring bonuses has decreased by 1.2% to an average of \$10,965.

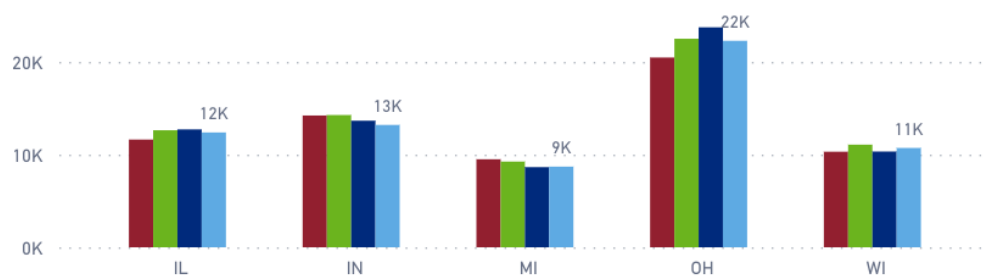
Brief definition of the roles mentioned in this report:

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

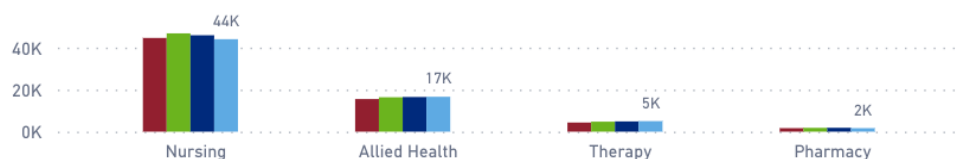
Quarter ● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3



Quarterly change	▼ 331	▼ 455	▲ 55	▼ 1,455	▲ 385
	▼ 2.6%	▼ 3.3%	▲ 0.6%	▼ 6.1%	▲ 3.7%

Job Postings by Role

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



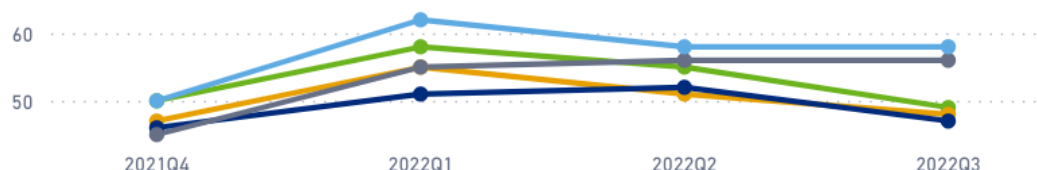
65%	25%	7%	3%
-----	-----	----	----

Job Postings by Role and State

	IL	IN	MI	OH	WI
Allied Health	3,139	3,092	2,262	5,417	2,700
Quarterly Change	▲ 0.8%	▲ 1.1%	▲ 2.4%	▼ 2.0%	▲ 4.2%
Nursing	7,838	8,711	5,567	14,814	7,059
Quarterly Change	▼ 4.3%	▼ 5.3%	▼ 0.3%	▼ 7.5%	▲ 2.8%
Pharmacy	295	298	301	528	251
Quarterly Change	▼ 5.4%	▼ 9.1%	▼ 1.0%	▼ 19.4%	▲ 0.8%
Therapy	1,117	1,102	574	1,521	708
Quarterly Change	▲ 1.3%	▲ 3.2%	▲ 4.4%	▼ 1.0%	▲ 13.3%

Average Days Posted

● IL ● IN ● MI ● OH ● WI



67,294 ▼ 2.6%

Average Job Postings From Last Quarter

140 **3,114**

Employers Locations

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

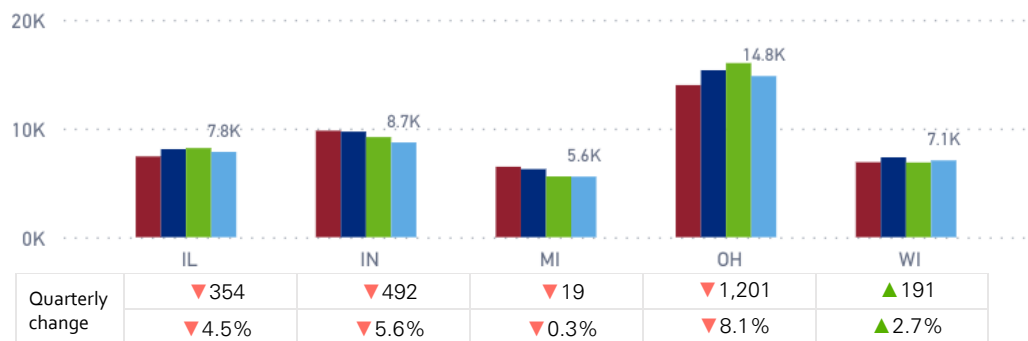
Key Observations

- Job postings across the region have decreased by 2.6%.
- Nursing continues to constitute the majority of job postings.
- Average days posted is 52; a decrease of 5.4% from Q2.

All Nursing

Job Postings by State

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



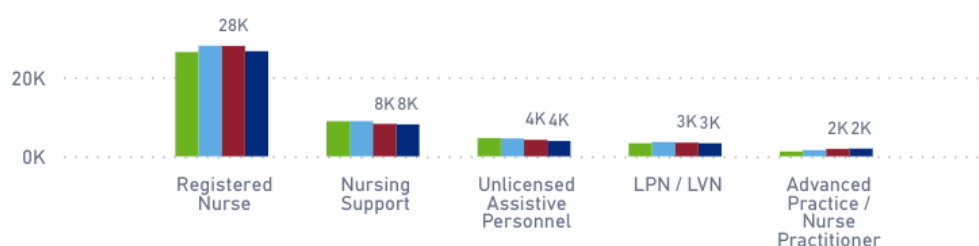
43,891 ▼4.1%

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

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

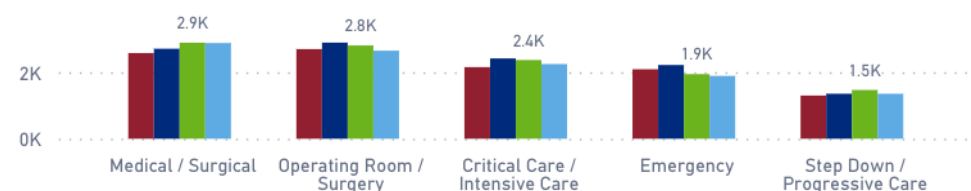


Key Observations

- General nursing job postings have declined by 4.1%.
- OH continues to have the largest number of nursing job postings.

Job Postings by Specialty

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



	IL	IN	MI	OH	WI
OR / Surgery	473	437	327	957	455
Quarterly Change	▲4.0%	▼12.9%	▲2.8%	▼9.5%	▼4.0%
Med/Surg	409	338	396	1,177	559
Quarterly Change	▲6.0%	▼3.7%	▲6.2%	▼6.3%	▲6.9%
Critical Care / ICU	358	313	378	831	366
Quarterly Change	▼11.2%	▼7.9%	▲0.3%	▼3.9%	▼4.4%
Emergency	316	305	225	661	383
Quarterly Change	▼11.5%	▼4.4%	▲6.1%	▼4.6%	▲5.5%
Step Down	171	257	209	521	195
Quarterly Change	▼10.0%	▼18.2%	▼5.4%	▼3.7%	▼3.0%

Registered Nursing

Overview

RN positions make up 61% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

25,766

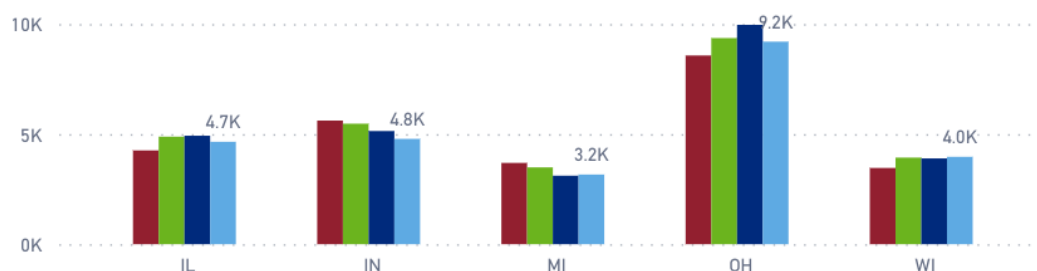
▼4.7%

Average Job Postings

From Last Quarter

Job Postings by State

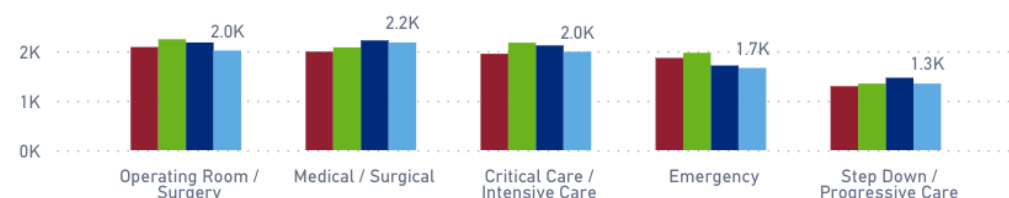
Quarter ● 2021Q4 ● 2022Q1 ● 2022Q2 ● 2022Q3



From last Quarter	▼276	▼357	▲53	▼763	▲73
	▼5.6%	▼6.9%	▲1.7%	▼7.7%	▲1.9%

Job Postings by Specialty

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



	IL	IN	MI	OH	WI
Critical Care / ICU	318	274	338	739	318
Quarterly Change	▼12.6%	▼7.7%	▲0.3%	▼4.5%	▼6.7%
OR / Surgery	358	328	227	761	336
Quarterly Change	▲3.8%	▼19.6%	▲5.1%	▼9.7%	▼6.9%
Med / Surg	301	249	272	911	441
Quarterly Change	▲4.5%	▲0.8%	▲0.7%	▼8.2%	▲5.8%
Emergency	268	265	209	574	343
Quarterly Change	▼10.1%	▼4.3%	▲8.3%	▼8.2%	▲8.9%
Step Down	167	255	209	517	195
Quarterly Change	▼10.7%	▼18.8%	▼5.4%	▼3.9%	▼3.0%

Key Observations

- RN job postings have declined by 4.7% in Q3.
- RN job postings declined in IL, IN, and OH; with slight increases in MI and WI.

Key Observations

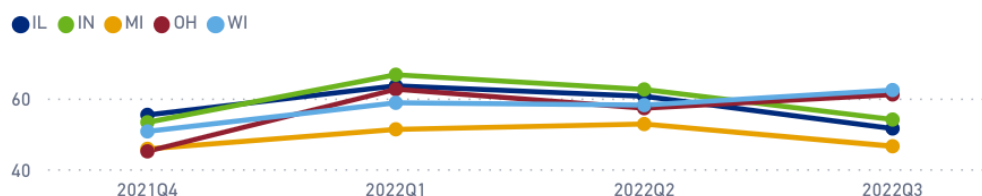
- RN job postings are volatile across all specialty areas.

Registered Nursing

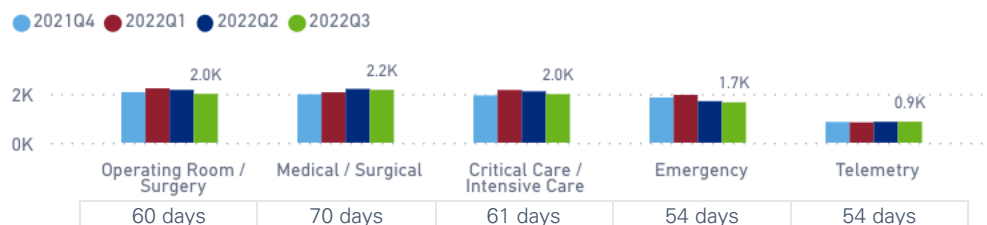
Time to Fill

Average Days Posted by State

	IL	IN	MI	OH	WI
2021Q3	55	53	46	45	51
2021Q4	63	67	51	63	59
2022Q1	61	63	53	57	58
2022Q2	51	54	47	61	62

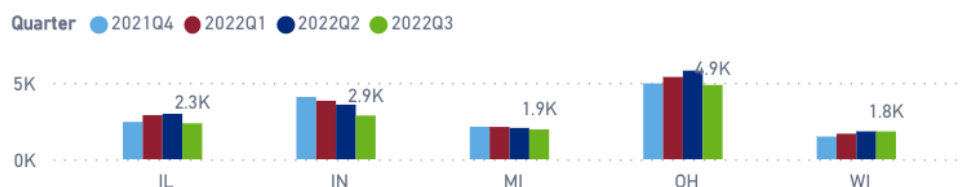


Average Days Posted for Specialties with Highest Posting Count

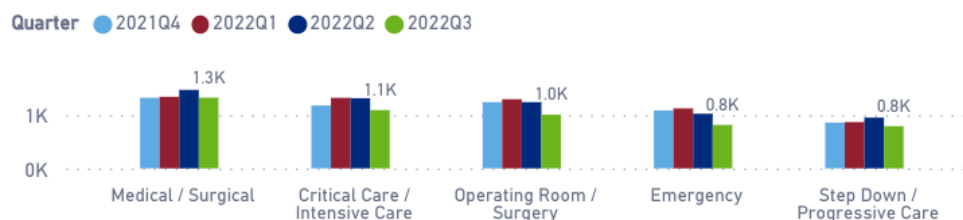


New Graduate Job Postings

By State



By Specialty



52 days

Average

▼ 3.7%

From Last Quarter

Key Observations

- The time to fill for RN positions has decreased by 3.7% to 52 days.
- Medical/Surgical, OR, and Critical Care have similar numbers of job postings, with days to fill ranging from 60 to 70 days.

13,822

Average Job Postings

▼ 14.6%

From Last Quarter

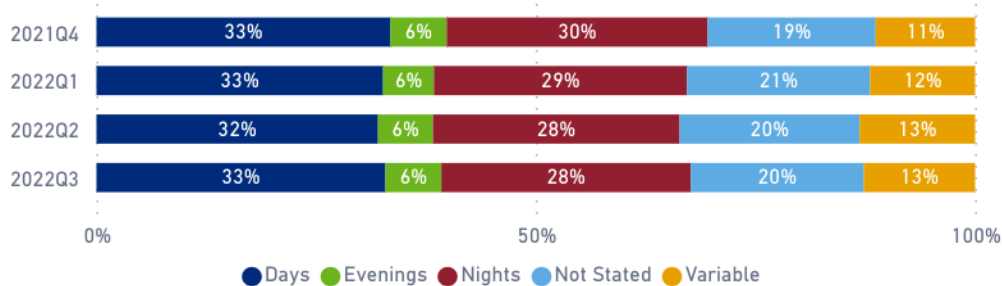
Key Observations

- New Graduate RN job postings have declined by 14.6% across the region in Q3.
- New graduate RN job postings continue to be available in all specialties.

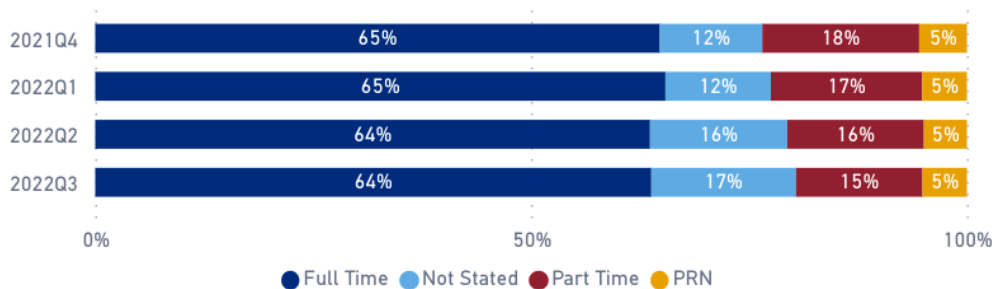
Registered Nursing

Job Features

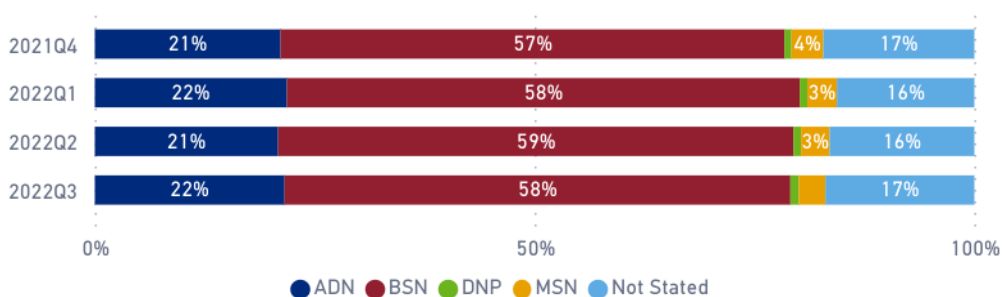
Shift Type



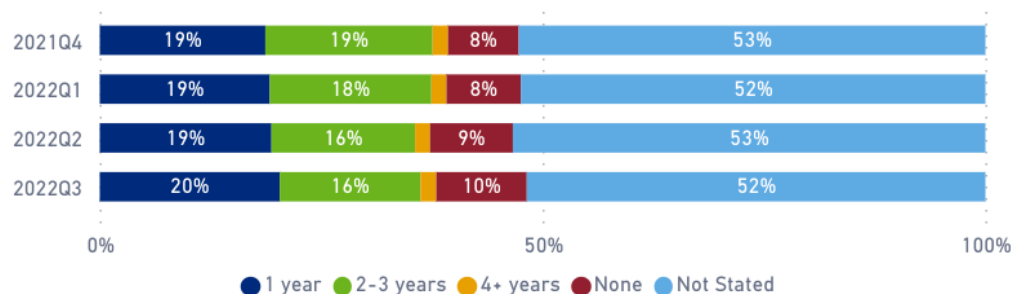
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 33% are day shift positions.
- Variable shifts still make up 13% of RN job postings.
- Full-time positions make up 64% of job postings.

Key Observations

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

Registered Nursing

Compensation Trends

Job Postings with Salary

	IL	IN	MI	OH	WI
Postings	4,666	4,798	3,176	9,219	3,988
w/ Salary	142	470	201	601	202
Percentage	3.0%	9.8%	6.3%	6.5%	5.1%

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

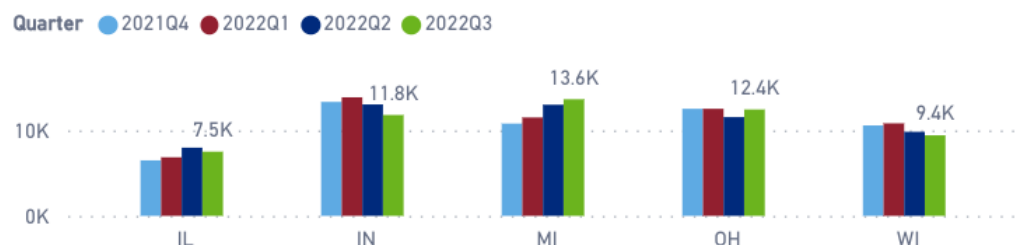
Job Postings with Bonus

	IL	IN	MI	OH	WI
Postings	4,666	4,798	3,176	9,219	3,988
w/ Bonus	1,889	2,437	1,018	2,829	1,335
Percentage	40.5%	50.8%	32.1%	30.7%	33.5%

9,508 ▲ **1.3%**

Postings with Bonus From Last Quarter

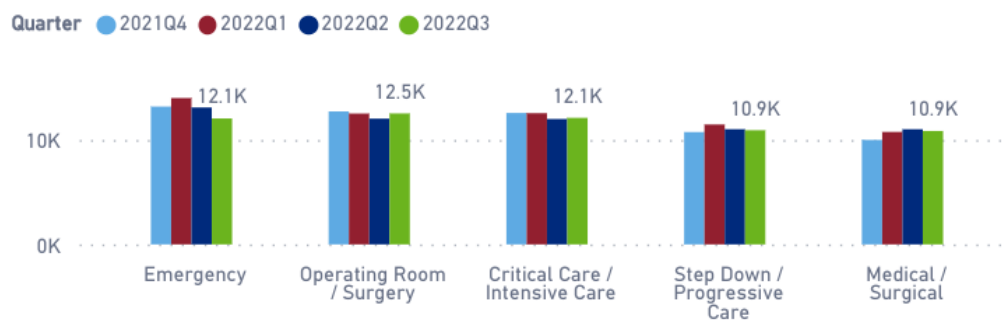
Hiring Bonus by State (\$)



\$10,965 ▼ **1.2%**

Average Bonus From Last Quarter

Hiring Bonus by Specialty (\$)



Key Observations

- Job postings with hiring bonuses have increased by 1.3%.
- The average hiring bonus decreased slightly by 1.2% but remains available across all specialties.
- The average bonus level posted is \$10,965.
- The highest bonus rates are in MI and are similar across most 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.



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.