2022 Q3
Health Care Jobs Report

Region 5
Illinois
Indiana
Michigan
Ohio
Wisconsin
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.

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 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
      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:

<table>
<thead>
<tr>
<th>Role</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>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.).</td>
</tr>
<tr>
<td>Allied Health</td>
<td>Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical or support roles (aides, techs).</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>Includes professional (DPh, RPh), technical (pharm tech), and support roles (pharmacy clerical, purchasing) within the pharmacy function.</td>
</tr>
<tr>
<td>Therapy</td>
<td>Includes professional (PT, OT, speech), technical, and support roles (therapy assistants, aides, clerical).</td>
</tr>
</tbody>
</table>
Regional Overview

Job Postings by State

<table>
<thead>
<tr>
<th>State</th>
<th>Quarter 2021Q4</th>
<th>Quarter 2022Q1</th>
<th>Quarter 2022Q2</th>
<th>Quarter 2022Q3</th>
</tr>
</thead>
<tbody>
<tr>
<td>IL</td>
<td>12K</td>
<td>12K</td>
<td>12K</td>
<td>12K</td>
</tr>
<tr>
<td>IN</td>
<td>13K</td>
<td>13K</td>
<td>13K</td>
<td>13K</td>
</tr>
<tr>
<td>MI</td>
<td>9K</td>
<td>9K</td>
<td>9K</td>
<td>9K</td>
</tr>
<tr>
<td>OH</td>
<td>22K</td>
<td>22K</td>
<td>22K</td>
<td>22K</td>
</tr>
<tr>
<td>WI</td>
<td>11K</td>
<td>11K</td>
<td>11K</td>
<td>11K</td>
</tr>
</tbody>
</table>

Quarterly change:
- IL: ▼ 331 ▼ 2.6%
- IN: ▼ 455 ▼ 3.3%
- MI: △ 55 △ 0.6%
- OH: ▼ 1,455 ▼ 6.1%
- WI: △ 385 △ 3.7%

Job Postings by Role

<table>
<thead>
<tr>
<th>Quarter</th>
<th>2021Q4</th>
<th>2022Q1</th>
<th>2022Q2</th>
<th>2022Q3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>40K</td>
<td>40K</td>
<td>40K</td>
<td>40K</td>
</tr>
<tr>
<td>Allied Health</td>
<td>17K</td>
<td>17K</td>
<td>17K</td>
<td>17K</td>
</tr>
<tr>
<td>Therapy</td>
<td>5K</td>
<td>5K</td>
<td>5K</td>
<td>5K</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>2K</td>
<td>2K</td>
<td>2K</td>
<td>2K</td>
</tr>
</tbody>
</table>

Distribution:
- Nursing: 65%
- Allied Health: 25%
- Therapy: 7%
- Pharmacy: 3%

Job Postings by Role and State

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

Average Days Posted

- Illinois (IL): 52 days
- Indiana (IN): 52 days
- Michigan (MI): 52 days
- Ohio (OH): 52 days
- Wisconsin (WI): 52 days

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

<table>
<thead>
<tr>
<th>State</th>
<th>2021Q4</th>
<th>2022Q1</th>
<th>2022Q2</th>
<th>2022Q3</th>
</tr>
</thead>
<tbody>
<tr>
<td>IL</td>
<td>7.8K</td>
<td>7.8K</td>
<td>7.8K</td>
<td>7.1K</td>
</tr>
<tr>
<td>IN</td>
<td>8.7K</td>
<td>8.7K</td>
<td>8.7K</td>
<td>8.7K</td>
</tr>
<tr>
<td>MI</td>
<td>5.6K</td>
<td>5.6K</td>
<td>5.6K</td>
<td>5.6K</td>
</tr>
<tr>
<td>OH</td>
<td>14.8K</td>
<td>14.8K</td>
<td>14.8K</td>
<td>14.8K</td>
</tr>
<tr>
<td>WI</td>
<td>7.1K</td>
<td>7.1K</td>
<td>7.1K</td>
<td>7.1K</td>
</tr>
</tbody>
</table>

Quarterly change:

- IL: ▼ 354 ▼ 4.5%
- IN: ▼ 492 ▼ 5.6%
- MI: ▼ 19 ▼ 0.3%
- OH: ▼ 1,201 ▼ 8.1%
- WI: ▲ 191 ▲ 2.7%

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 Title

Registered Nurse: 28K
Nursing Support: 8K
Unlicensed Assistive Personnel: 4K
LPN / LVN: 3K
Advanced Practice / Nurse Practitioner: 2K

Job Postings by Specialty

Medical / Surgical: 2.9K
Operating Room / Surgery: 2.8K
Critical Care / Intensive Care: 2.4K
Emergency: 1.9K
Step Down / Progressive Care: 1.5K

OR / Surgery:
- IL: 473 (▲ 4.0%)
- IN: 437 (▼ 12.9%)
- MI: 327 (▲ 2.8%)
- OH: 957 (▼ 9.5%)
- WI: 455 (▼ 4.0%)

Med/Surg:
- IL: 409 (▲ 6.0%)
- IN: 338 (▼ 3.7%)
- MI: 396 (▲ 6.2%)
- OH: 1,177 (▼ 6.3%)
- WI: 559 (▲ 6.9%)

Critical Care / ICU:
- IL: 358 (▼ 11.2%)
- IN: 313 (▼ 7.9%)
- MI: 378 (▲ 0.3%)
- OH: 831 (▼ 3.9%)
- WI: 366 (▼ 4.4%)

Emergency:
- IL: 316 (▼ 11.5%)
- IN: 305 (▼ 4.4%)
- MI: 225 (▲ 6.1%)
- OH: 661 (▼ 4.6%)
- WI: 383 (▲ 6.5%)

Step Down:
- IL: 171 (▼ 10.0%)
- IN: 257 (▼ 18.2%)
- MI: 209 (▼ 5.4%)
- OH: 521 (▼ 3.7%)
- WI: 195 (▼ 3.0%)

Average Job Postings: 43,891 ▼ 4.1% From Last Quarter

- Nursing job postings constitute the majority (65%) of the health care job postings in this region.

Report Generated by Prolucent Health
Overview
RN positions make up 61% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

Job Postings by State

<table>
<thead>
<tr>
<th>Quarter</th>
<th>2021Q4</th>
<th>2022Q1</th>
<th>2022Q2</th>
<th>2022Q3</th>
</tr>
</thead>
<tbody>
<tr>
<td>IL</td>
<td>4.7K</td>
<td>4.8K</td>
<td></td>
<td>2.2K</td>
</tr>
<tr>
<td>IN</td>
<td></td>
<td></td>
<td>5.3K</td>
<td></td>
</tr>
<tr>
<td>MI</td>
<td></td>
<td></td>
<td>3.2K</td>
<td></td>
</tr>
<tr>
<td>OH</td>
<td></td>
<td></td>
<td></td>
<td>4.0K</td>
</tr>
<tr>
<td>WI</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

From last Quarter:
- IL: ▼ 276 (▼ 5.6%)
- IN: ▼ 357 (▼ 6.9%)
- MI: ▲ 53 (▲ 1.7%)
- OH: ▼ 763 (▼ 7.7%)
- WI: ▲ 73 (▲ 1.9%)

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.

Job Postings by Specialty

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

Key Observations
- RN job postings are volatile across all specialty areas.
**Time to Fill**

**Average Days Posted by State**

<table>
<thead>
<tr>
<th>Quarter</th>
<th>IL</th>
<th>IN</th>
<th>MI</th>
<th>OH</th>
<th>WI</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021Q3</td>
<td>55</td>
<td>53</td>
<td>46</td>
<td>45</td>
<td>51</td>
</tr>
<tr>
<td>2021Q4</td>
<td>63</td>
<td>67</td>
<td>51</td>
<td>63</td>
<td>59</td>
</tr>
<tr>
<td>2022Q1</td>
<td>61</td>
<td>63</td>
<td>53</td>
<td>57</td>
<td>58</td>
</tr>
<tr>
<td>2022Q2</td>
<td>51</td>
<td>54</td>
<td>47</td>
<td>61</td>
<td>62</td>
</tr>
</tbody>
</table>

**Average Days Posted for Specialties with Highest Posting Count**

- Operating Room / Surgery: 60 days
- Medical / Surgical: 70 days
- Critical Care / Intensive Care: 61 days
- Emergency: 54 days
- Telemetry: 54 days

**New Graduate Job Postings**

**By State**

- **2021Q4**: 2.3K
- **2022Q1**: 2.9K
- **2022Q2**: 1.9K
- **2022Q3**: 1.6K

**By Specialty**

- Medical / Surgical: 1.3K
- Critical Care / Intensive Care: 1.1K
- Operating Room / Surgery: 1.0K
- Emergency: 0.8K
- Step Down / Progressive Care: 0.8K

---

**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.

**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

- 2021Q4: 33% Days, 6% Evenings, 30% Nights, 19% Not Stated, 11% Variable
- 2022Q1: 33% Days, 6% Evenings, 29% Nights, 21% Not Stated, 12% Variable
- 2022Q2: 32% Days, 6% Evenings, 28% Nights, 20% Not Stated, 13% Variable
- 2022Q3: 33% Days, 6% Evenings, 26% Nights, 20% Not Stated, 13% Variable

Employment Type

- 2021Q4: 65% Full Time, 12% Not Stated, 18% Part Time, 5% PRN
- 2022Q1: 65% Full Time, 12% Not Stated, 17% Part Time, 5% PRN
- 2022Q2: 64% Full Time, 16% Not Stated, 16% Part Time, 5% PRN
- 2022Q3: 64% Full Time, 17% Not Stated, 15% Part Time, 5% PRN

Educational Requirements

- 2021Q4: 21% ADN, 57% BSN, 4% DNP, 17% MSN, 17% Not Stated
- 2022Q1: 22% ADN, 58% BSN, 3% DNP, 16% MSN, 16% Not Stated
- 2022Q2: 21% ADN, 59% BSN, 3% DNP, 16% MSN, 16% Not Stated
- 2022Q3: 22% ADN, 58% BSN, 3% DNP, 17% MSN, 17% Not Stated

Experience Requirements

- 2021Q4: 19% 1 year, 19% 2-3 years, 8% 4+ years, 53% None, 17% Not Stated
- 2022Q1: 19% 1 year, 18% 2-3 years, 8% 4+ years, 52% None, 16% Not Stated
- 2022Q2: 19% 1 year, 16% 2-3 years, 9% 4+ years, 53% None, 16% Not Stated
- 2022Q3: 20% 1 year, 16% 2-3 years, 10% 4+ years, 52% None, 16% Not Stated

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.
## Compensation Trends

### Job Postings with Salary

<table>
<thead>
<tr>
<th></th>
<th>IL</th>
<th>IN</th>
<th>MI</th>
<th>OH</th>
<th>WI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postings</td>
<td>4,666</td>
<td>4,798</td>
<td>3,176</td>
<td>9,219</td>
<td>3,988</td>
</tr>
<tr>
<td>w/ Salary</td>
<td>142</td>
<td>470</td>
<td>201</td>
<td>601</td>
<td>202</td>
</tr>
<tr>
<td>Percentage</td>
<td>3.0%</td>
<td>9.8%</td>
<td>6.3%</td>
<td>6.5%</td>
<td>5.1%</td>
</tr>
</tbody>
</table>

* 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

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

### Hiring Bonus by State ($)

- **IL**: $7.5K, **IN**: $11.8K, **MI**: $13.6K, **OH**: $12.4K, **WI**: $9.4K

### Hiring Bonus by Specialty ($)

- **Emergency**: $12.1K, **Operating Room / Surgery**: $12.5K, **Critical Care / Intensive Care**: $12.1K, **Step Down / Progressive Care**: $10.9K, **Medical / Surgical**: $10.9K

### 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.

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.