



## AHA Data & Insights

2022 Q3

# Health Care Jobs Report

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## Region 6

Iowa  
Kansas  
Minnesota  
Missouri  
Nebraska  
North Dakota  
South Dakota



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.



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## 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:

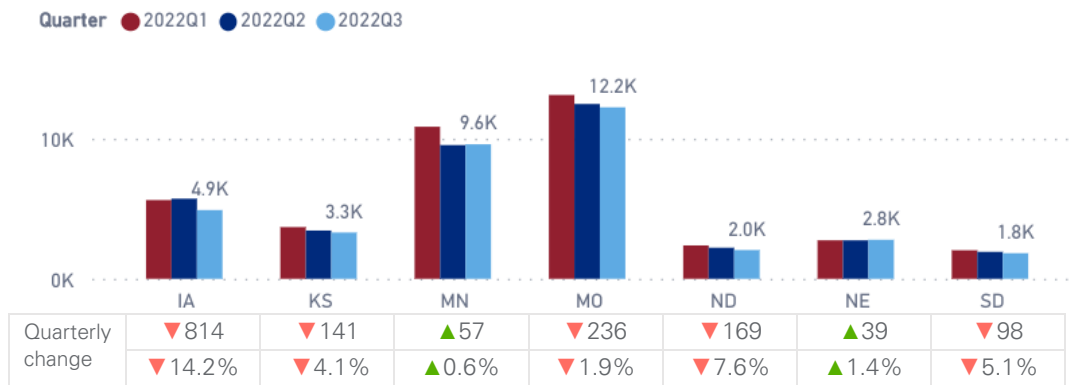
1. Total job postings across Region 6 have declined by 3.6% from the previous quarter.
2. There are similar declines in general nursing (4.2%) and registered nursing (1.3%) from Q2 to Q3.
3. The time to fill for RN positions has decreased by 11.1% to 56 days.
4. New graduate job postings in this region have declined by 9.4%.
5. Although job postings have declined across all nursing clinical specialties, full time (60%) and day shift (26%) positions continue to be broadly available.
6. Postings with hiring bonuses have declined by 4.4%. The value of hiring bonuses has declined by 3.0% for an average of \$11,331.

Brief definition of the roles mentioned in this report:

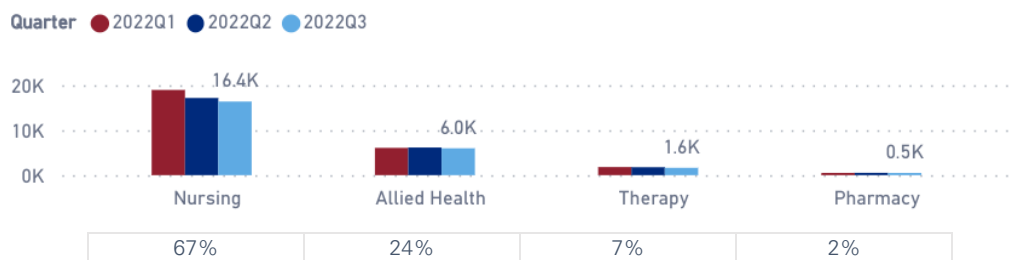
Role	Definition
Nursing	Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.).
Allied Health	Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical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



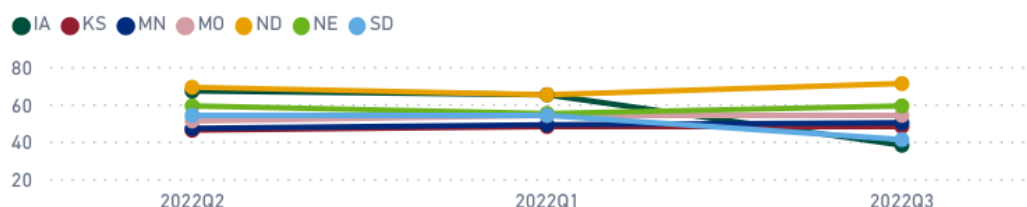
### Job Postings by Role



### Job Postings by Role and State

	IA	KS	MN	MO	ND	NE	SD
Allied Health	1,201	665	2,516	2,599	532	662	400
Quarterly Change	▼10.9%	▼3.5%	▼1.2%	▲3.5%	▼2.4%	▲7.5%	▼1.0%
Nursing	3,235	2,382	6,243	8,378	1,304	1,904	1,295
Quarterly Change	▼16.5%	▼3.0%	▲1.9%	▼3.2%	▼10.8%	▲1.8%	▼5.6%
Pharmacy	91	55	223	255	35	60	22
Quarterly Change	▼9.9%	▼1.8%	▼0.4%	▼13.3%	▼18.6%	▼3.2%	▼21.4%
Therapy	376	200	616	1005	178	157	109
Quarterly Change	▼4.1%	▼17.1%	▼4.6%	▼0.5%	▲6.0%	▼19.9%	▼9.2%

### Average Days Posted



24,461 ▼3.6%

Average Job Postings

From Last Quarter

101

Employers

1,879

Locations

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

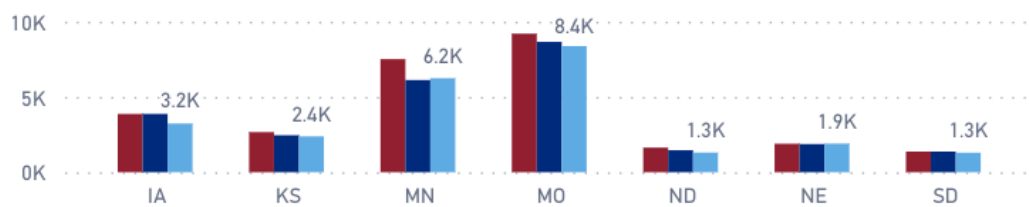
### Key Observations

- Job postings across the region have declined by 3.6%.
- Nursing continues to constitute the majority of job postings (67%).
- The average days posted is 52; a decrease of 7.1% from Q2.

## All Nursing

### Job Postings by State

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



Quarterly change	▼ 641	▼ 73	▲ 119	▼ 279	▼ 158	▲ 34	▼ 77
	▼ 19.8%	▼ 3.1%	▲ 1.9%	▼ 3.3%	▼ 12.1%	▲ 1.8%	▼ 5.9%

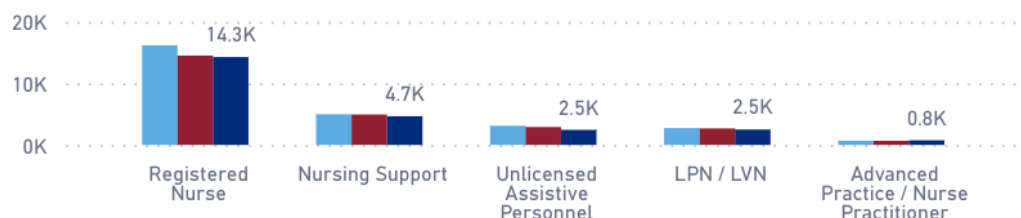
**24,634** ▼ 4.2%

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

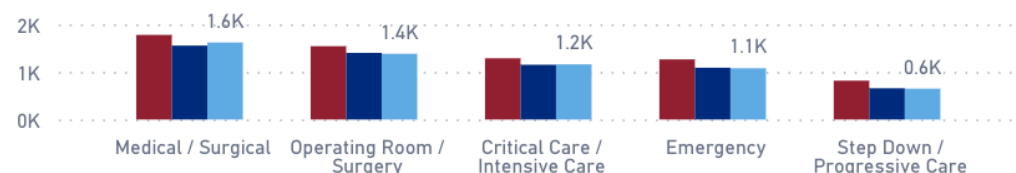


#### Key Observations

- General nursing job postings have declined by 4.2%.
- MO and MN continue to have the largest number of job postings.

### Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



	IA	KS	MN	MO	ND	NE	SD
Med/Surg	201	128	580	493	85	90	43
Quarterly Change	▼ 18.0%	▼ 2.3%	▲ 16.0%	▲ 7.2%	▲ 3.7%	▼ 2.2%	▼ 4.4%
OR / Surgery	197	156	257	595	73	72	33
Quarterly Change	▼ 16.2%	▲ 17.3%	▼ 2.7%	▲ 4.4%	▼ 13.1%	▼ 5.3%	▼ 15.4%
Critical Care / ICU	109	95	283	494	68	72	39
Quarterly Change	▼ 9.9%	▼ 14.4%	▼ 4.4%	▲ 6.0%	▲ 7.9%	▲ 14.3%	▲ 21.9%
Emergency	127	113	335	346	54	78	25
Quarterly Change	▼ 14.8%	▲ 3.7%	▼ 0.6%	▼ 0.3%	0.0%	▲ 20.0%	▼ 10.7%
Step Down	32	63	111	319	23	95	6
Quarterly Change	▼ 3.0%	▲ 8.6%	▲ 6.7%	▼ 7.3%	▼ 8.0%	▲ 13.1%	▼ 33.3%

# Registered Nursing

## Overview

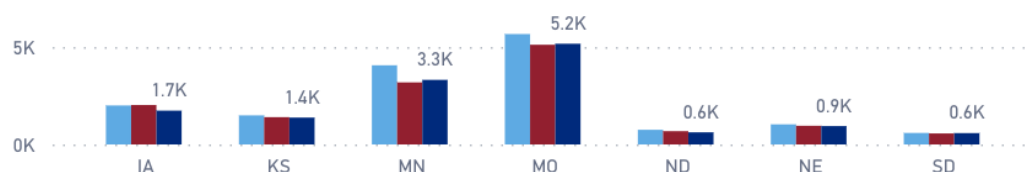
RN positions continue to make up 54% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

**13,757** ▼ **1.3%**

Average Job Postings From Last Quarter

## Job Postings by State

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



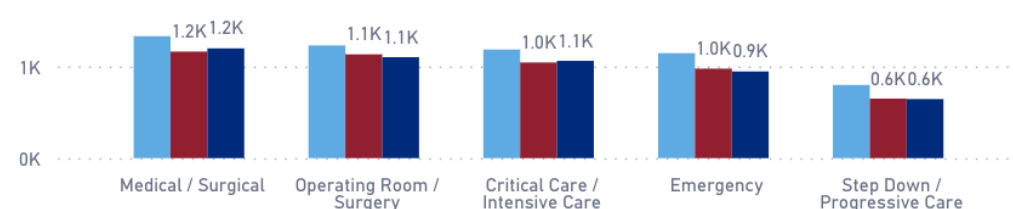
Quarterly change	▼ 288	▼ 22	▲ 130	▲ 53	▼ 59	▼ 15	▲ 17
	▼ 14.2%	▼ 1.6%	▲ 4.1%	▲ 1.0%	▼ 8.7%	▼ 1.6%	▲ 3.0%

### Key Observations

- RN job postings declined by 1.3% in Q3.
- RN job postings declined in all states except MN, MO, and SD.

## Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



	IA	KS	MN	MO	ND	NE	SD
Med / Surg	144	117	381	393	52	76	34
Quarterly Change	▼ 15.3%	▼ 0.8%	▲ 14.1%	▲ 7.4%	▼ 3.7%	▼ 7.3%	▼ 10.5%
OR / Surgery	149	118	197	506	51	57	23
Quarterly Change	▼ 21.6%	▼ 0.8%	▲ 3.1%	▲ 4.3%	▼ 16.4%	▼ 8.1%	▼ 4.2%
Critical Care / ICU	95	91	261	447	56	67	37
Quarterly Change	▲ 3.1%	▼ 13.3%	▼ 5.8%	▲ 4.9%	▲ 14.3%	▲ 13.6%	▲ 27.6%
Emergency	113	102	277	313	49	69	22
Quarterly Change	▼ 18.1%	▲ 8.5%	▼ 4.8%	▼ 2.5%	▲ 2.1%	▲ 15.0%	▼ 8.3%
Step Down	31	63	108	318	23	95	6
Quarterly Change	▼ 3.1%	▲ 10.5%	▲ 6.9%	▼ 7.3%	▼ 8.0%	▲ 14.5%	▼ 25.0%

### Key Observations

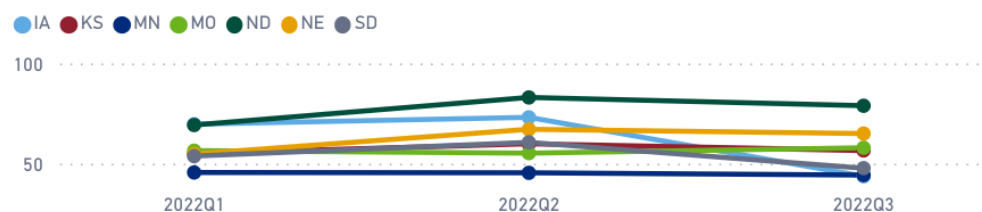
- RN job postings are volatile across all specialty areas.

# Registered Nursing

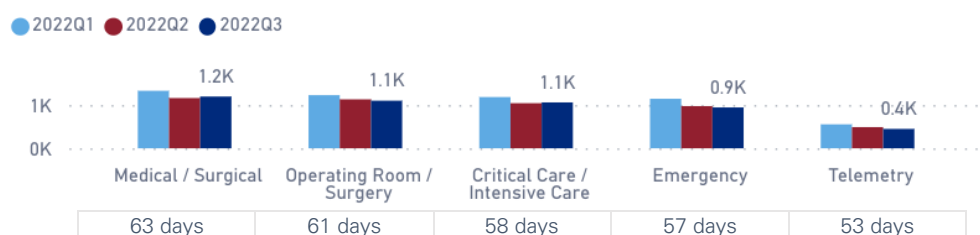
## Time to Fill

### Average Days Posted by State

	IA	KS	MN	NO	ND	NE	SD
2022Q1	70	55	46	57	69	55	54
2022Q2	73	60	45	55	83	67	61
2022Q3	44	57	45	58	80	65	48

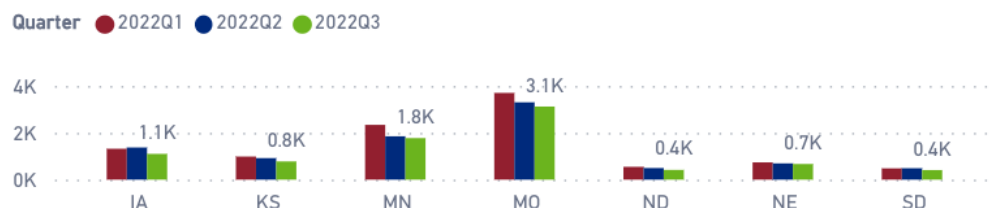


### Average Days Posted for Specialties with Highest Posting Count

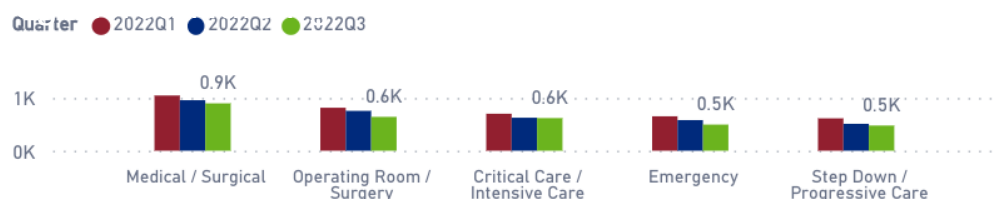


## New Graduate Job Postings

### By State



### By Specialty



56 days

Average

▼ 11.1%

From Last Quarter

### Key Observations

- Time to Fill for RN positions has decreased by 11.1% to 56 days.
- All specialty areas have similar numbers of job postings, with days to fill ranging from 53 to 63 days.

8,265

Average Job Postings

▼ 9.4%

From Last Quarter

### Key Observations

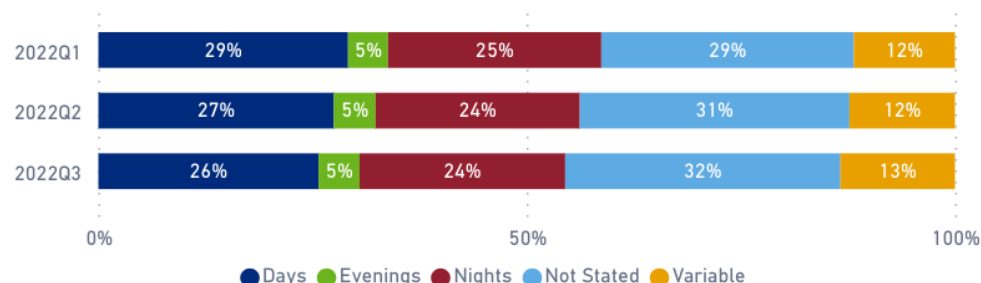
- New graduate RN postings have declined by 9.4% across the region in Q3.
- New graduate job postings continue to be available across all specialties.



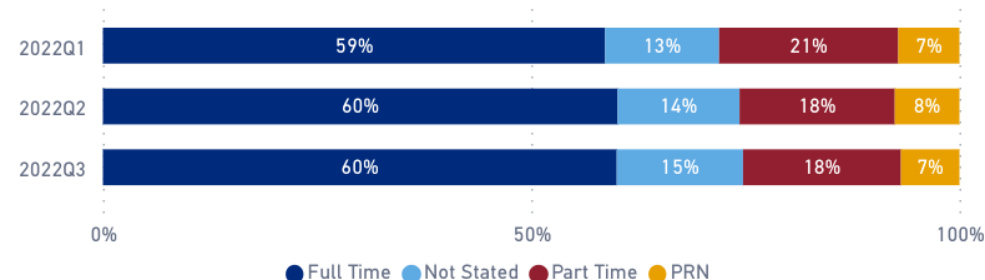
## Registered Nursing

### Job Features

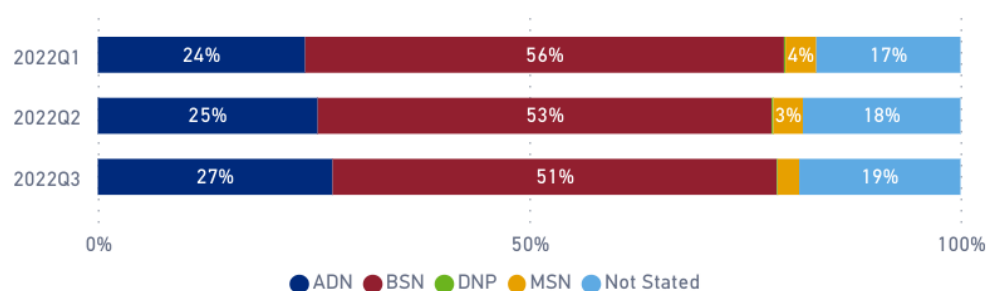
#### Shift Type



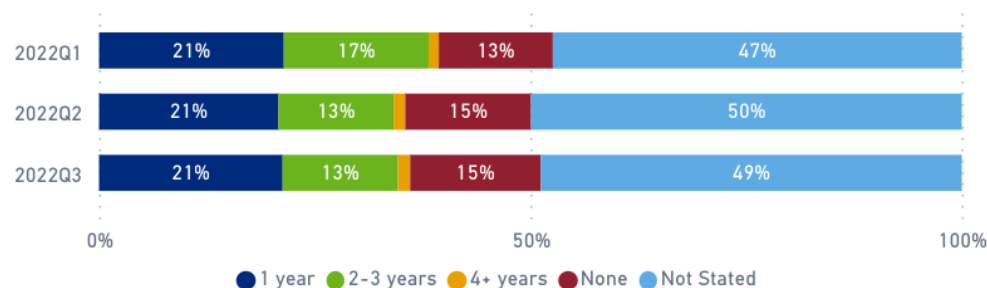
#### Employment Type



#### Educational Requirements



#### Experience Requirements



#### Key Observations

- Of the total RN job postings, 26% are day shift positions.
- Variable shifts make up 13% of shifts.
- Full-time positions make up 60% of job postings.

#### Key Observations

- Educational requirements remain consistently focused on the BSN level (51%).
- Over half (64%) of positions do not list required experience, reflective of the continuing recruitment challenges.

## Registered Nursing

### Compensation Trends

#### Job Postings with Salary

	IA	KS	MN	MO	ND	NE	SD
Postings	1,749	1,388	3,334	5,188	634	959	597
w/ Salary	209	32	1,030	702	279	85	292
Percentage	11.9%	2.3%	30.9%	13.5%	44.0%	8.9%	48.9%

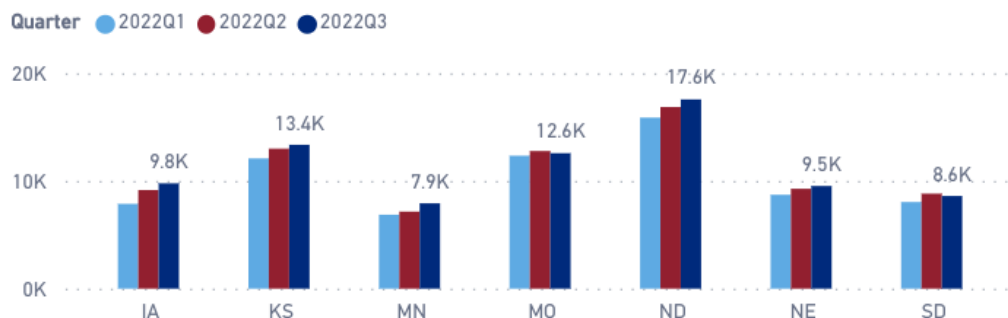
\* Job postings do not include sufficient salary data to provide a valid and reliable analysis of salary levels in each state.

#### Job Postings with Bonus

	IA	KS	MN	MO	ND	NE	SD
Postings	1,749	1,388	3,334	5,188	634	959	597
w/ Bonus	976	400	702	2,172	234	451	290
Percentage	55.8%	28.8%	21.1%	41.9%	36.9%	47.1%	48.5%

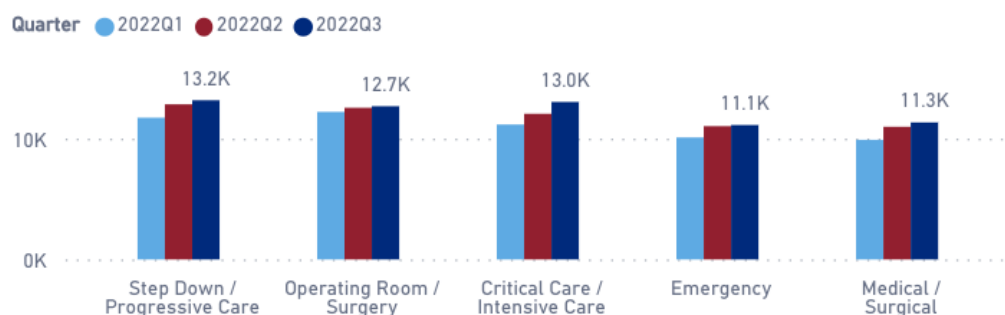
**5,225** ▼ 4.4%  
Postings with Bonus From Last Quarter

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



**\$11,331** ▼ 3.0%  
Average Bonus From Last Quarter

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



#### Key Observations

- Job postings with hiring bonuses have decreased by 4.4%.
- The average hiring bonus decreased slightly (-3.0%) but remained available across all specialties.
- The average bonus level posted is \$11,331.
- The highest bonus rates are in ND and similar across all 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

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