



AHA Data & Insights

2022 Q3

Health Care Jobs Report

Region 8

Arizona
Colorado
Idaho
Montana
New Mexico
Utah
Wyoming



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:

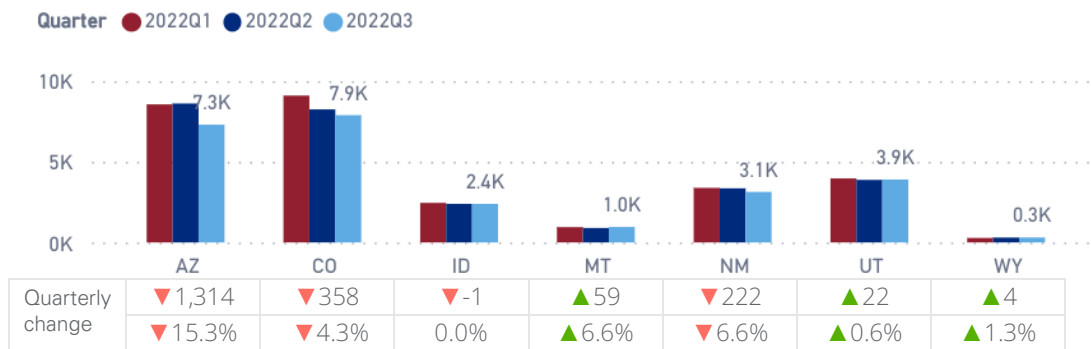
1. Total job postings across Region 8 have declined by 6.5% from the previous quarter.
2. There are similar declines in general nursing (6.1%) and registered nursing (5.4%) from Q2 to Q3.
3. The time to fill for RN positions has decreased by 1.9% to 51 days.
4. New graduate job postings in this region have declined by 14.6%.
5. Although job postings have declined across most nursing clinical specialties, full time (71%) and day shift (27%) positions continue to be broadly available.
6. Postings with hiring bonuses have declined by 1.0%. The value of hiring bonuses has decreased by 1.3% for an average of \$12,153.

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



25,866 ▼ **6.5%**

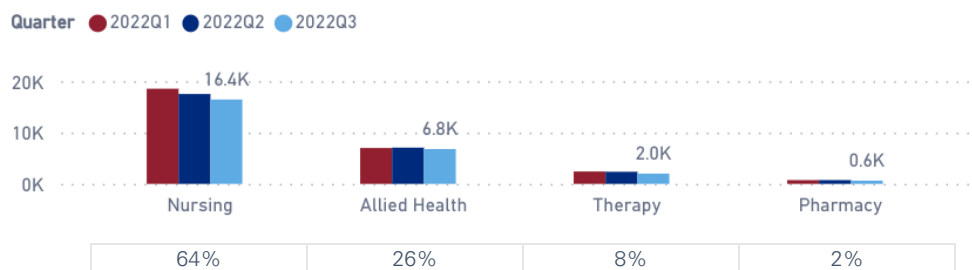
Average Job Postings From Last Quarter

87 **1,264**

Employers Locations

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

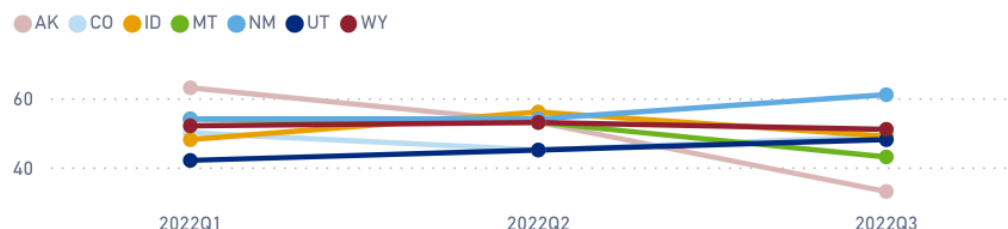
Job Postings by Role



Job Postings by Role and State

	AZ	CO	ID	MT	NM	UT	WY
Allied Health	1,791	1,928	502	220	752	1,482	114
Quarterly Change	▼ 15.4%	0.0%	▼ 4.7%	▲ 4.3%	▲ 2.6%	▲ 1.6%	▲ 28.1%
Nursing	4,572	5,268	1,685	654	1,981	2,131	152
Quarterly Change	▼ 13.9%	▼ 4.9%	▲ 2.7%	▲ 9.9%	▼ 8.6%	▲ 1.8%	▼ 11.1%
Pharmacy	240	151	51	18	69	95	5
Quarterly Change	▼ 20.8%	▼ 11.2%	▼ 27.1%	▼ 28.0%	▲ 6.2%	▼ 5.0%	▲ 25.0%
Therapy	695	542	149	64	330	190	35
Quarterly Change	▼ 21.4%	▼ 11.1%	▼ .3%	▼ 3.0%	▼ 14.9%	▼ 14.8%	▼ 7.9%

Average Days Posted



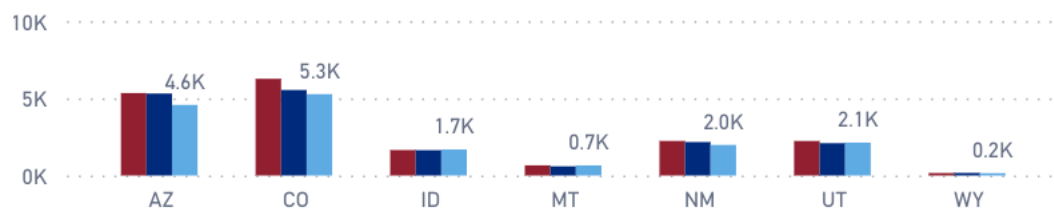
Key Observations

- Job postings across the region have declined by 6.5%.
- Nursing continues to constitute the majority of job postings (64%).
- Average days posted is 50; a decrease of 3.8% from Q2.

All Nursing

Job Postings by State

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



Quarterly change	AZ	CO	ID	MT	NM	UT	WY
	▼737	▼271	▲45	▲59	▼187	▲37	▼19
	▼16.1%	▼5.1%	▲2.7%	▲9.0%	▼9.4%	▲1.7%	▼12.5%

16,366

▼6.1%

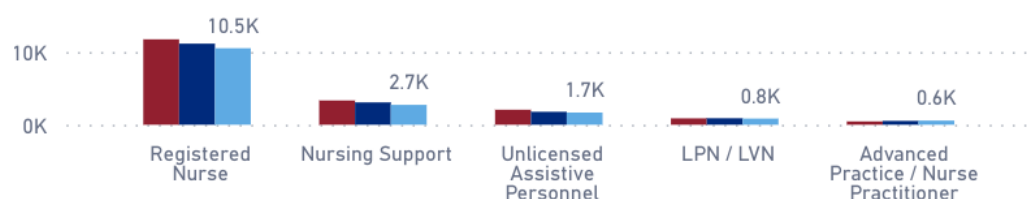
Average Job Postings

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

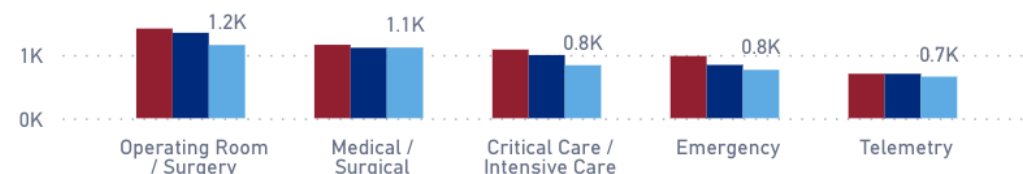


Key Observations

- General nursing job postings have declined by 6.1%.
- AZ and CO have the largest number of job postings.

Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



	AZ	CO	ID	MT	NM	UT	WY
OR / Surgery	385	397	92	38	109	122	12
Quarterly Change	▼15.9%	▼18.3%	▼13.2%	▲11.8%	▼8.4%	▼3.9%	▼33.3%
Med / Surg	386	410	57	37	116	102	7
Quarterly Change	▼13.3%	▲21.3%	▲11.8%	▲15.6%	▼14.1%	▼2.9%	▼16.7%
Critical Care / ICU	255	260	62	33	112	110	4
Quarterly Change	▼26.3%	▼9.1%	▲8.8%	▼8.3%	▼24.3%	▼9.1%	▲33.3%
Emergency	221	286	47	13	110	79	7
Quarterly Change	▼14.3%	▲2.9%	▼25.4%	▼18.8%	▼21.4%	0.0%	0.0%
Telemetry	254	231	48	7	56	59	1
Quarterly Change	▼14.2%	▼73.5%	▼65.7%	▼89.7%	▼96.9%	▼71.2%	0.0%

Registered Nursing

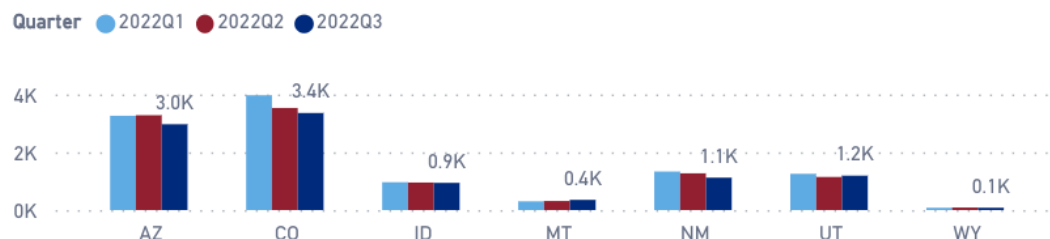
Overview

RN positions continue to make up 60% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

10,012 ▼ **5.4%**

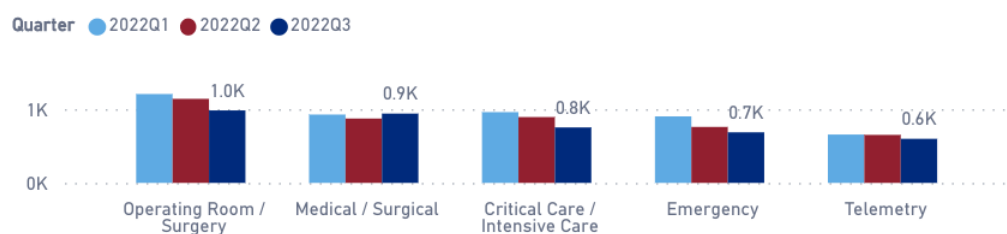
Average Job Postings From Last Quarter

Job Postings by State



Quarterly change	▼ 311	▼ 174	▼ 11	▲ 39	▼ 150	▲ 45	▼ 8
	▼ 9.5%	▼ 4.9%	▼ 1.2%	▲ 12.4%	▼ 11.8%	▲ 3.9%	▼ 9.1%

Job Postings by Specialty



	AZ	CO	ID	MT	NM	UT	WY
OR / Surgery	321	347	77	31	97	104	6
Quarterly Change	▲ 34.8%	▼ 6.3%	▼ 40.0%	▲ 11.0%	▼ 14.4%	▼ 100.0%	▼ 19.8%
Med / Surg	310	372	47	34	88	84	5
Quarterly Change	▲ 11.9%	▲ 47.8%	▼ 10.2%	▲ 2.4%	▼ 13.2%	▲ 20.2%	▼ 3.1%
Critical Care / ICU	233	230	59	30	104	90	4
Quarterly Change	▼ 24.4%	▼ 11.2%	▲ 7.3%	▼ 25.7%	▼ 8.2%	▲ 33.3%	▼ 12.4%
Emergency	198	255	40	13	100	75	5
Quarterly Change	0.0%	▼ 27.3%	▼ 18.8%	▼ 21.9%	▼ 1.3%	▲ 66.7%	▼ 3.1%
Telemetry	225	206	48	7	56	55	1
Quarterly Change	▼ 9.5%	▼ 40.0%	▼ 17.9%	▲ 41.2%	▲ 16.7%	▲ 1.8%	0.0%

Key Observations

- RN job postings declined by 5.4% in Q3.
- RN job postings declined in all states except MT and UT.

Key Observations

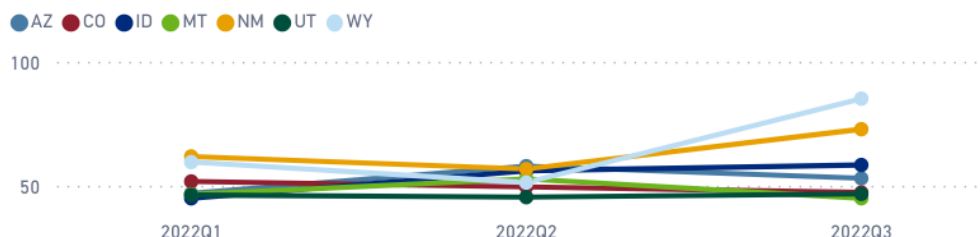
- RN job postings are volatile across all specialty areas.

Registered Nursing

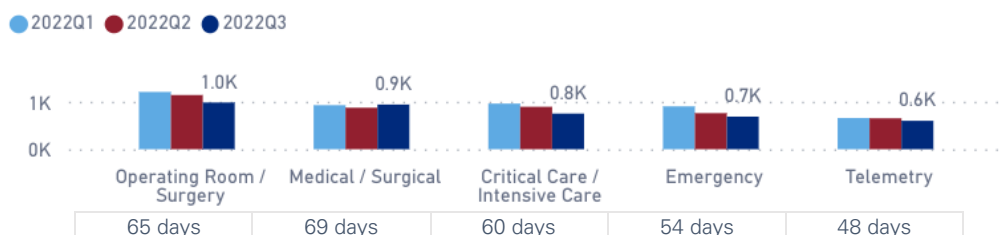
Time to Fill

Average Days Posted by State

	AZ	CO	ID	MT	NM	UT	WY
2022Q1	47	52	45	47	62	46	60
2022Q2	58	50	56	53	57	45	51
2022Q3	53	47	58	45	73	47	85

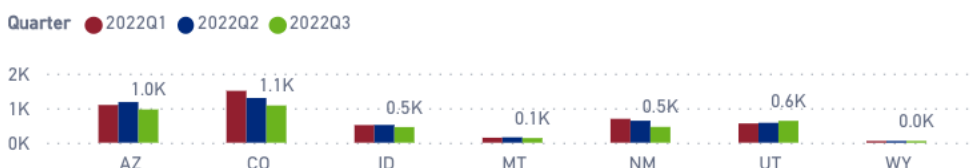


Average Days Posted for Specialties with Highest Posting Count

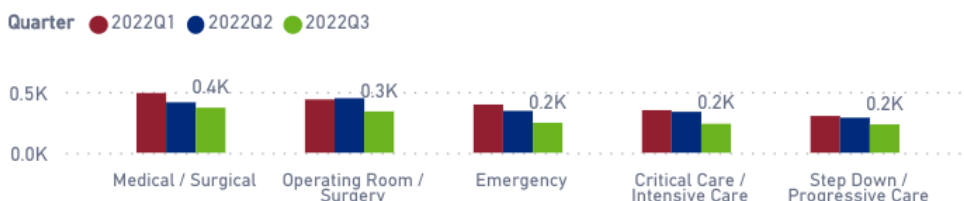


New Graduate Job Postings

By State



By Specialty



51 days

Average

▼ 1.9%

From Last Quarter

Key Observations

- Time to fill RN positions has decreased by 3.8% to 50 days.
- OR and Medical/Surgical have similar numbers of job postings, with days to fill ranging from 65 to 69 days.

3,738

Average Job Postings

▼ 14.6%

From Last Quarter

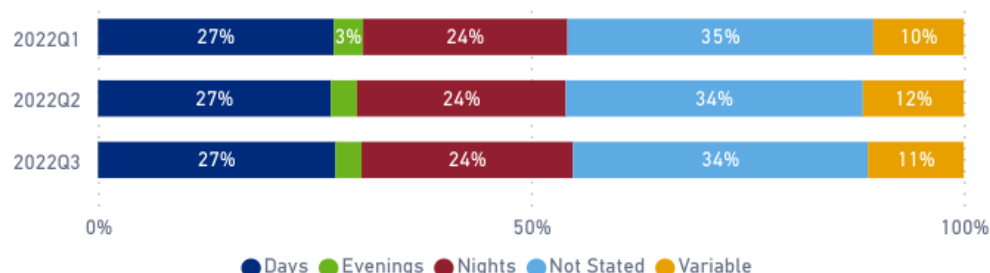
Key Observations

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

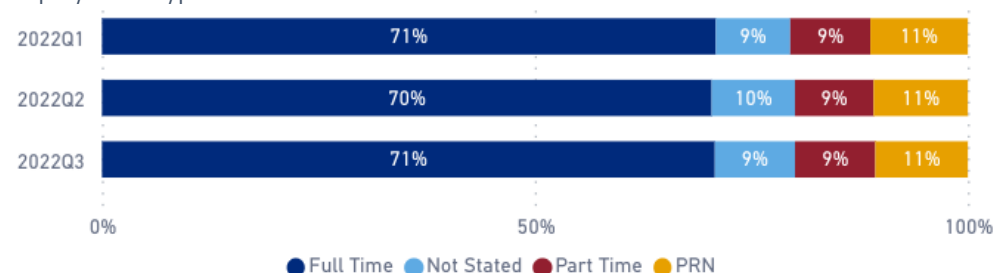
Registered Nursing

Job Features

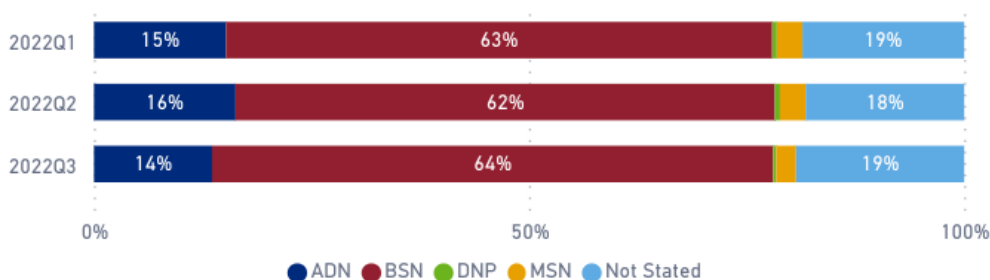
Shift Type



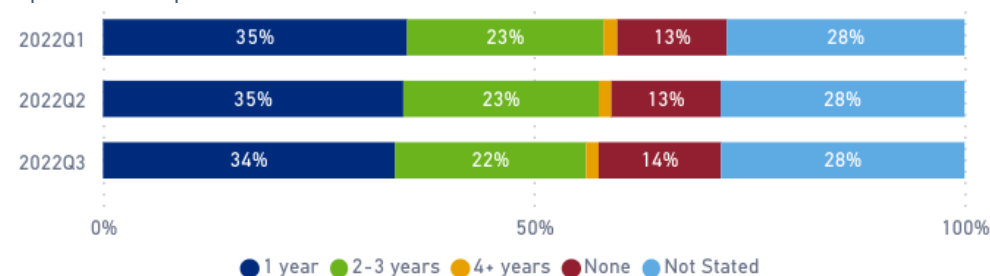
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 27% are day shift positions.
- Variable shifts make up 11% of shifts.
- Full-time positions make up 71% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (64%).
- Slightly less than half (42%) of positions have no required experience listed, reflective of the continuing recruitment challenges.

Registered Nursing

Compensation Trends

Job Postings with Salary

	AZ	CO	ID	MT	NM	UT	WY
Postings	2,978	3,374	954	367	1,132	1,202	75
w/ Salary	238	2,940	16	93	43	535	-
Percentage	8.0%	87.1%	1.7%	25.3%	3.8%	44.5%	-

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

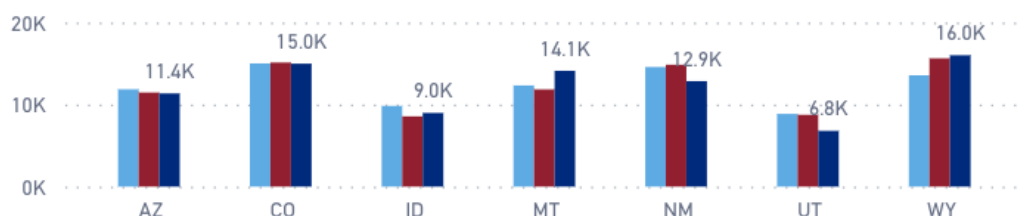
Job Postings with Bonus

	AZ	CO	ID	MT	NM	UT	WY
Postings	2,978	3,374	954	367	1,132	1,202	75
w/ Bonus	1,364	1,572	414	205	344	194	42
Percentage	45.8%	46.6%	43.4%	55.9%	30.4%	16.1%	56.8%

4,135 ▼ 1.0%
Postings with Bonus From Last Quarter

Hiring Bonus by State (\$)

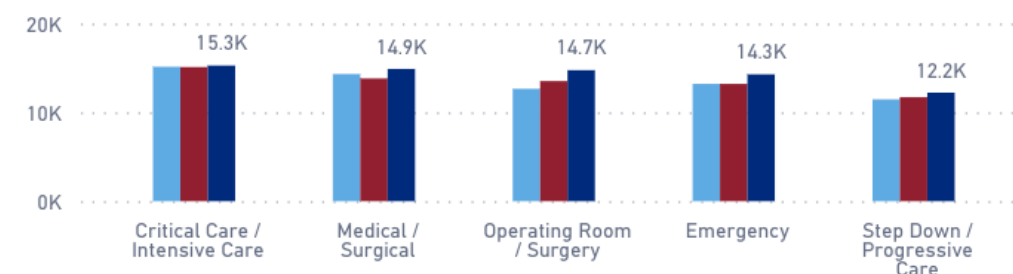
Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



\$12,153 ▼ 1.3%
Average Bonus From Last Quarter

Hiring Bonus by Specialty (\$)

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



Key Observations

- Job postings with hiring bonuses have declined slightly by 1.0%.
- The average hiring bonus decreased slightly by 1.3% but remain available across all specialties.
- The average bonus level posted is \$12,153.
- The highest bonus rates are in CO and WY and the Critical Care specialty.



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.



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