



AHA Data & Insights

2022 Q3

Health Care Jobs Report

Region 9

Alaska
California
Hawaii
Nevada
Oregon
Washington



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:

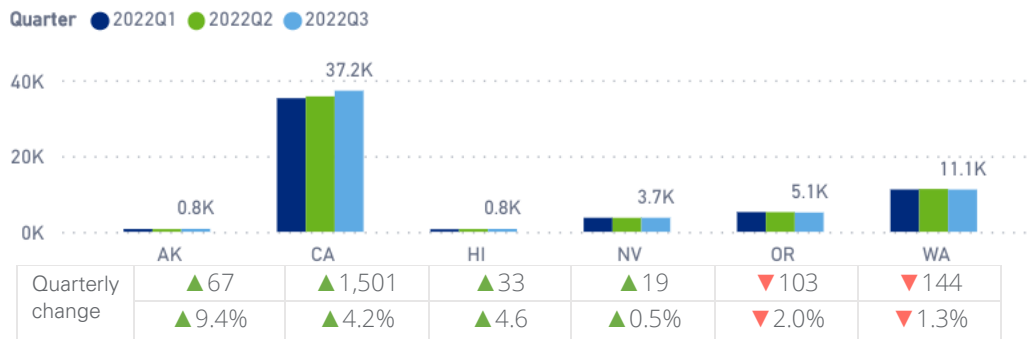
1. Total job postings across Region 9 have increased by 2.4% from the previous quarter.
2. Both general nursing and registered nursing job postings have increased by 2.4% from Q2 to Q3.
3. The time to fill for RN positions has decreased by 9.6% to 47 days.
4. New graduate job postings in this region have declined by 9.9%.
5. Full time (64%) and day shift (31%) positions continue to be broadly available.
6. Postings with hiring bonuses have slightly declined by 0.3%. The value of hiring bonuses has increased by 5.3% for an average of \$11,165.

Brief definition of the roles mentioned in this report:

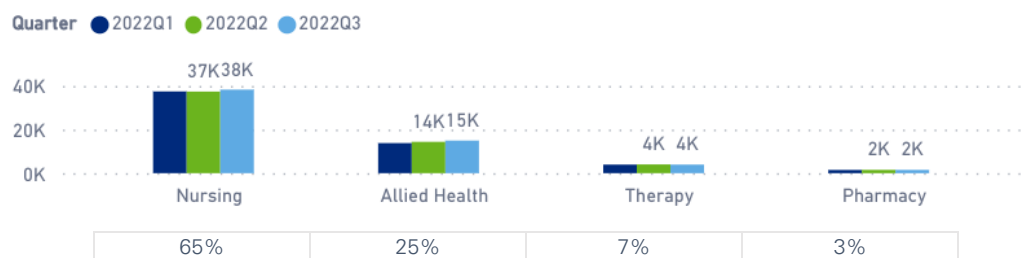
Role	Definition
Nursing	Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.).
Allied Health	Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical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



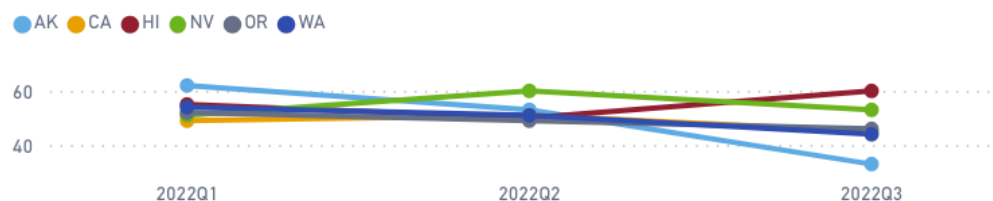
Job Postings by Role



Job Postings by Role and State

	AK	CA	HI	NV	OR	WA
Allied Health	200	10,053	230	821	1,291	2,357
Quarterly Change	▲ 7.0%	▲ 6.3%	▲ 5.5%	▲ 5.5%	▲ 0.2%	▼ 3.7%
Nursing	466	23,652	439	2,564	3,312	7,891
Quarterly Change	▲ 14.5%	▲ 4.0%	▲ 4.0%	0.0%	▼ 3.1%	▲ 0.1%
Pharmacy	8	942	32	73	128	320
Quarterly Change	▲ 14.3%	▼ 4.2%	▲ 14.3%	▼ 5.2%	▲ 2.4%	▲ 8.8%
Therapy	103	2,585	55	253	356	579
Quarterly Change	▼ 5.5%	▲ 1.1%	0.0%	▼ 7.7%	▼ 0.8%	▼ 12.7%

Average Days Posted



58,710 ▲ 2.4%

Average Job Postings From Last Quarter

118 **2,169**

Employers Locations

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

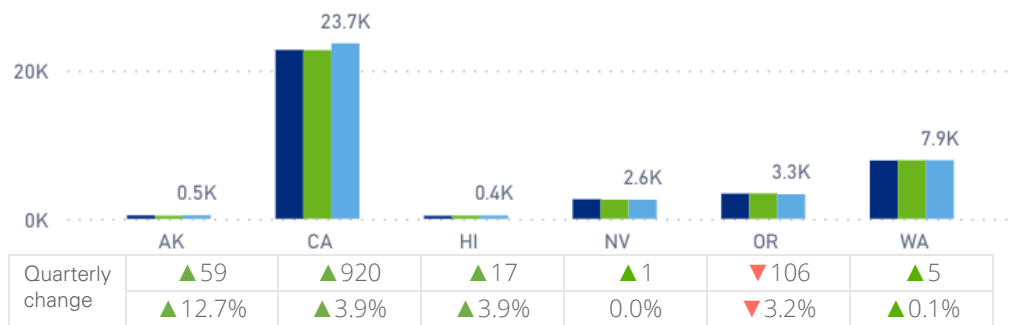
Key Observations

- Job postings across the region have increased by 2.4%
- Nursing continues to constitute the majority of job postings (65%).
- The average days posted is 47; a decrease of 9.6% from Q2.

All Nursing

Job Postings by State

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



38,264

▲ 2.4%

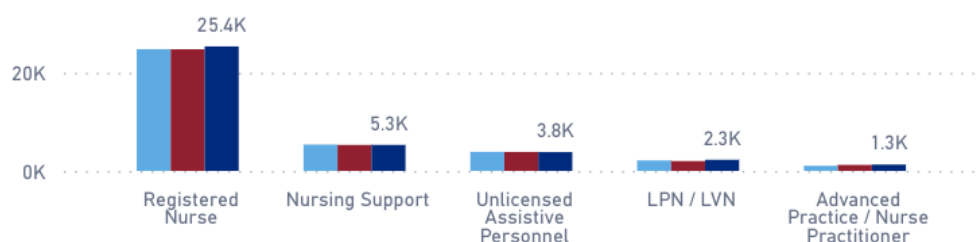
Average Job Postings

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

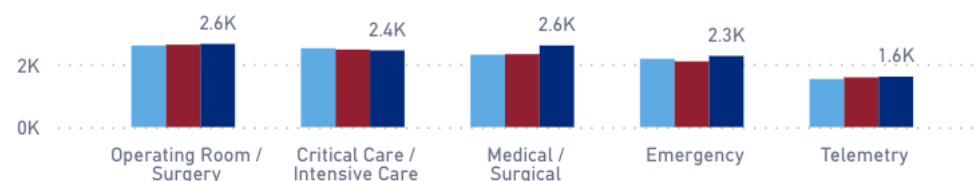


Key Observations

- General nursing job postings have increased by 2.4%.
- CA continues to have the largest number of job postings.

Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3



	AK	CA	HI	NV	OR	WA
OR / Surgery	33	1,692	27	132	296	462
Quarterly Change	▲ 26.9%	▲ 7.0%	▲ 17.4%	▼ 9.6%	▼ 8.9%	▼ 10.5%
Critical Care / ICU	22	1,668	20	191	142	392
Quarterly Change	▼ 18.5%	▼ 1.8%	▲ 17.6%	▲ 4.4%	▼ 4.1%	▲ 1.0%
Med/Surg	18	1,619	10	281	228	435
Quarterly Change	▼ 21.7%	▲ 11.8%	▲ 25.0%	▲ 5.2%	▲ 4.1%	▲ 24.3%
Emergency	33	1,376	19	158	208	466
Quarterly Change	▲ 50.0%	▲ 8.9%	▼ 9.5%	▲ 6.8%	▲ 2.5%	▲ 8.9%
Telemetry	11	1,267	5	97	58	165
Quarterly Change	▼ 96.2%	0.0%	▼ 98.4%	▼ 50.0%	▼ 76.1%	▲ 71.9%

Registered Nursing

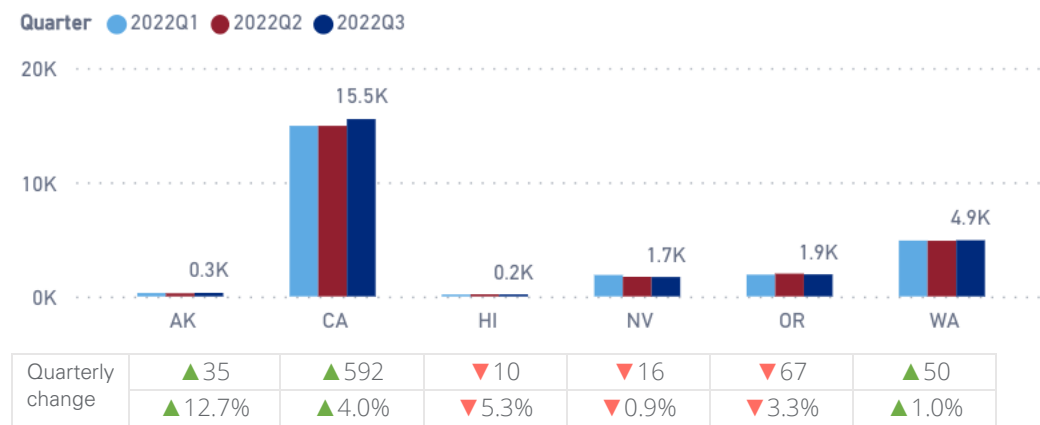
Overview

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

24,567 ▲ 2.4 %

Average Job Postings From Last Quarter

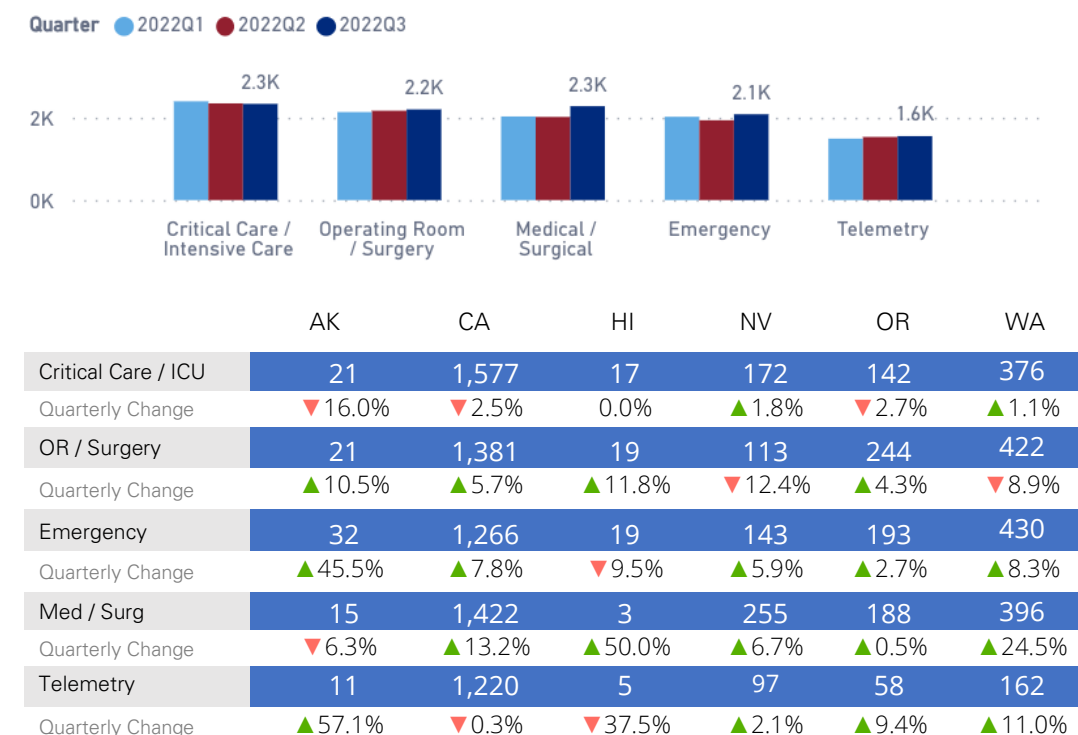
Job Postings by State



Key Observations

- RN job postings have increased slightly by 2.4% in Q3, led by increases in AK, CA, and WA.

Job Postings by Specialty



Key Observations

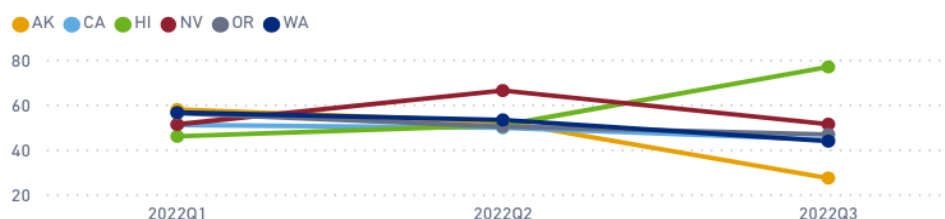
- RN job postings are volatile across all specialty areas.

Registered Nursing

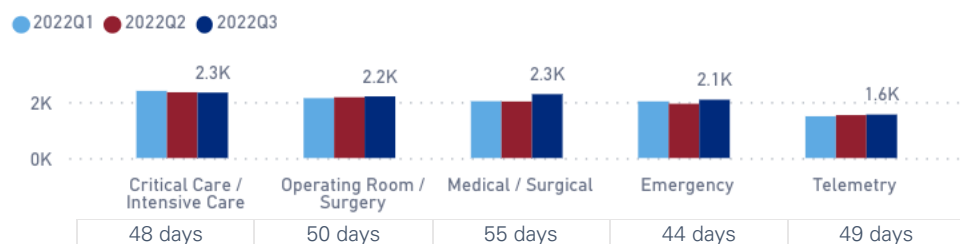
Time to Fill

Average Days Posted by State

	AK	CA	HI	NV	OR	WA
2022Q1	58	51	46	51	56	56
2022Q2	52	50	51	66	50	53
2022Q3	27	44	77	51	47	44

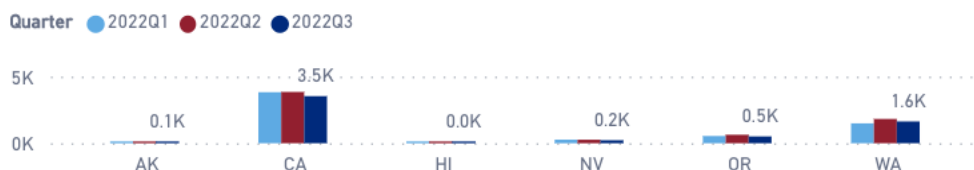


Average Days Posted for Specialties with Highest Posting Count

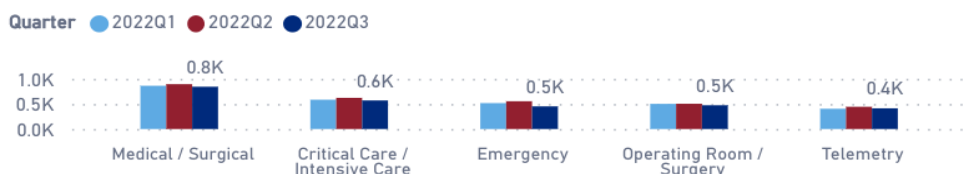


New Graduate Job Postings

By State



By Specialty



47 days

Average

▼9.6%

From Last Quarter

Key Observations

- Time to fill for RN positions has decreased by 9.6% to 47 days.
- Medical/Surgical, OR, and Critical Care have similar numbers of job postings, with days to fill ranging from 48 to 55 days.

6,015

Average Job Postings

▼9.9%

From Last Quarter

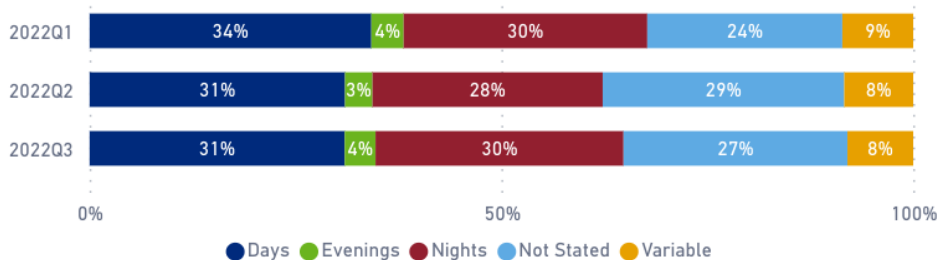
Key Observations

- New graduate RN job postings have declined by 9.9% across the region in Q3.
- New graduate RN job postings continue to be available in all specialties.

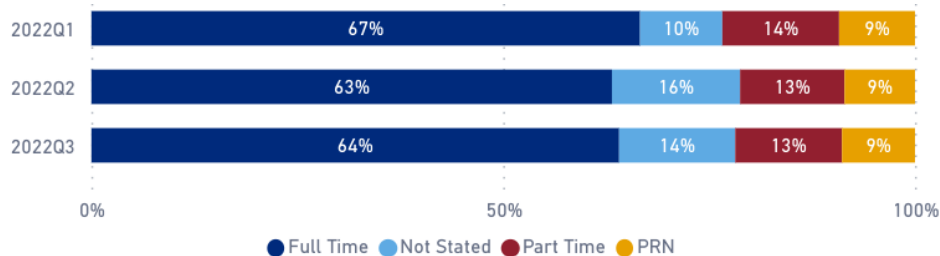
Registered Nursing

Job Features

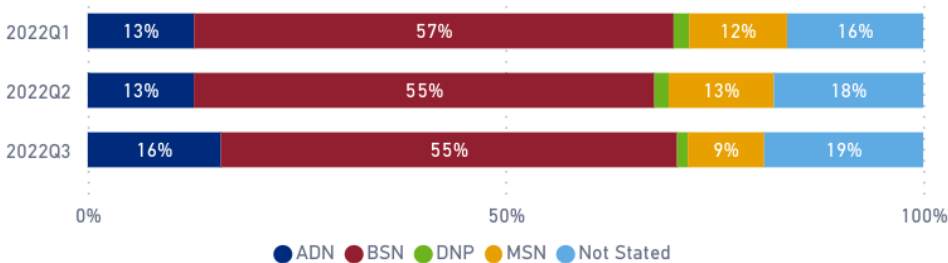
Shift Type



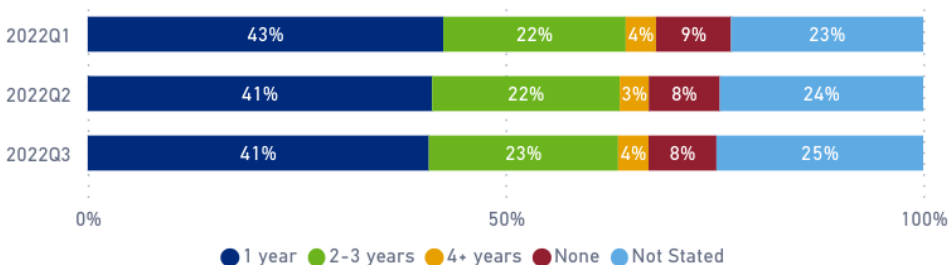
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 31% 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 (55%).
- About a third (33%) of posted positions do not list experience requirements, reflective of the continuing recruitment challenges.

Registered Nursing

Compensation Trends

Job Postings with Salary

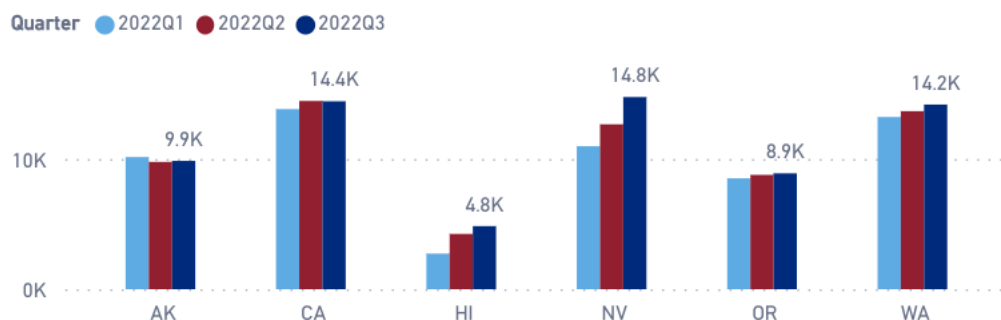
	AK	CA	HI	NV	OR	WA
Postings	318	15,537	181	1,708	1,947	4,939
w/ Salary	34	506	2	768	685	586
Percentage	10.7%	3.3%	1.1%	45.0%	35.2%	11.9%

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

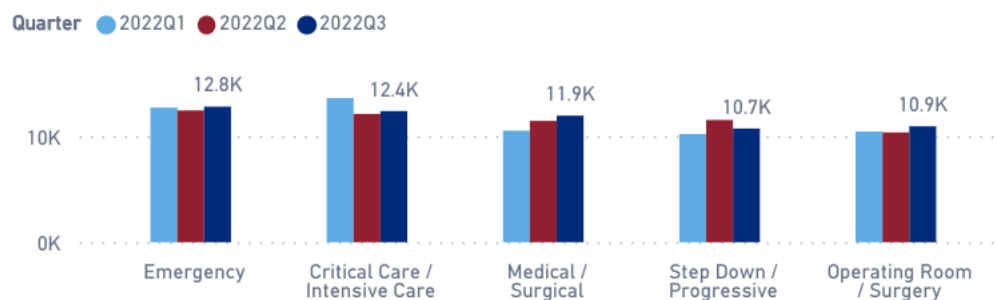
Job Postings with Bonus

	AK	CA	HI	NV	OR	WA
Postings	318	15,537	181	1,708	1,947	4,939
w/ Bonus	168	4,183	11	128	1,046	2,718
Percentage	52.8%	26.9%	6.0%	7.5%	53.7%	55.0%

Hiring Bonus by State (\$)



Hiring Bonus by Specialty (\$)



8,254 ▼ **0.3%**

Postings with Bonus From Last Quarter

\$11,165 ▲ **5.3%**

Average Bonus From Last Quarter

Key Observations

- Job postings with hiring bonuses have declined slightly by 0.3%.
- The average hiring bonus increased by 5.3% and remain available across all specialties.
- The average bonus level posted is \$11,165.
- The highest bonus rates are in CA, NV, WA, and in the Emergency and Critical Care specialties.



Connect with us at Proluent

- Proluent 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

Proluent invites you to learn about options for Premium Access and our other workforce management solutions. Have questions or need help? Contact judy.holden@proluent.com.