American Hospital Association™

Advancing Health in America

AHA Data & Insights

2022 Q4
Health Care
Job Postings
Report

Region 2

New Jersey
New York
Pennsylvania

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.

Get Access

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.

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Executive Summary

Quick insights from this quarter's findings:

1. Total job postings across Region 2 have declined by 0.9% from the previous quarter.
2. There are declines in general nursing (0.3%) and registered nursing (1.2%) job postings from the previous quarter.
3. The time to fill for RN positions has increased by 11.1% to 60 days.
4. New graduate RN job postings in this region have increased by 3.3%.
5. RN job postings have declined across most nursing clinical specialties except for critical care and medical/surgical.
6. Full time and day shift positions continue to be broadly available and make up 65% and 32% of RN job postings respectively.
7. RN job postings with hiring bonuses have increased by 1.6%. The average value of hiring bonuses has slightly decreased by 0.1% to an average of $12,962.
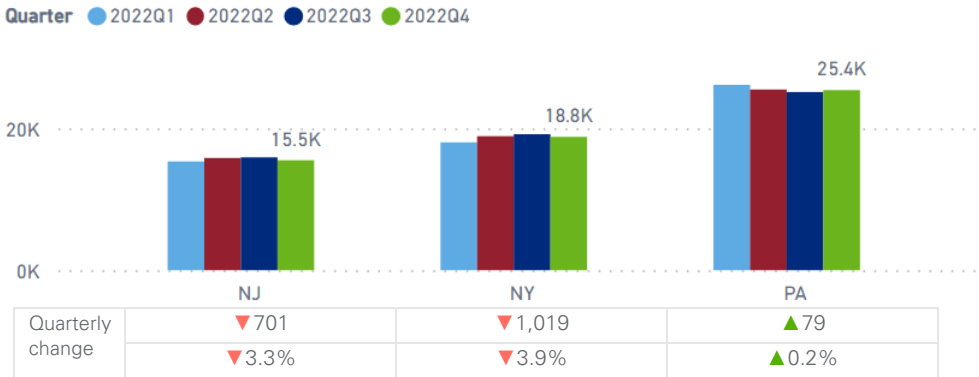
Please note that this report is based on all health care job postings available on employer career sites. While these job postings represent those positions being recruited for by an employer, they are not an accurate representation of a vacancy rate, as employers may not post all vacant positions.

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).

Job Postings by State

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

15.5K (NJ) | 18.8K (NY) | 25.4K (PA)

20K
0K

	NJ	NY	PA
Quarterly change	▼701	▼1,019	▲79
	▼3.3%	▼3.9%	▲0.2%

Job Postings by Role

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

40.1K (Nursing) | 15.0K (Allied Health) | 3.4K (Therapy) | 1.2K (Pharmacy)

40K
20K
0K

Nursing	Allied Health	Therapy	Pharmacy
67%	25%	6%	2%

Job Postings by Role and State

	NJ	NY	PA
Allied Health	3,738	5,347	5,870
Quarterly Change	▼1.4%	▼1.4%	▲0.3%
Nursing	10,592	12,126	17,403
Quarterly Change	▼1.7%	▼2.2%	▲1.9%
Pharmacy	262	392	509
Quarterly Change	▼1.1%	▼7.1%	▼3.4%
Therapy	902	926	1,601
Quarterly Change	▼15.6%	▼0.9%	▼3.7%

Average Days Posted

● NJ ● NY ● PA
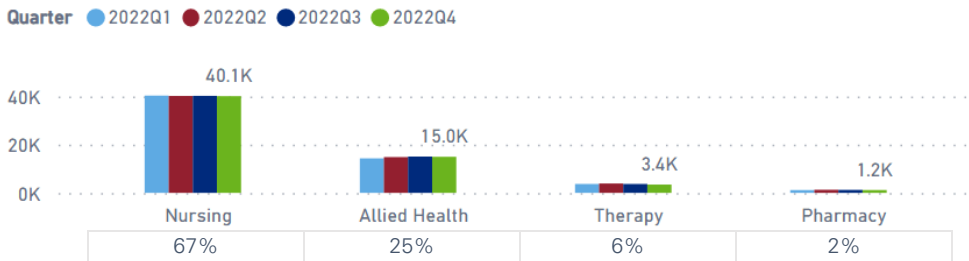
60
50

2022Q1 | 2022Q2 | 2022Q3 | 2022Q4

59,668 ▼0.9%

Average Job Postings | From Last Quarter

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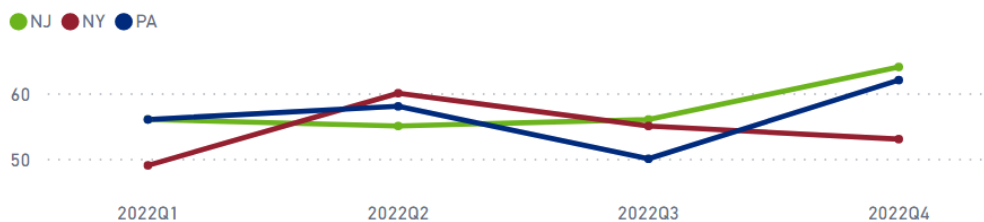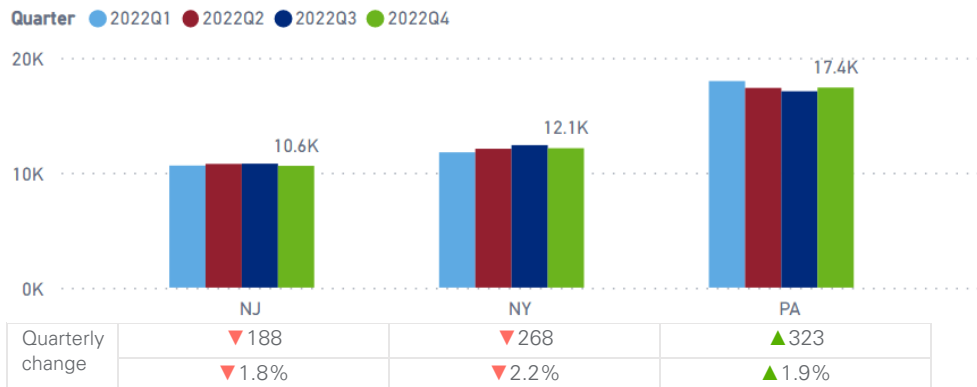
Key Observations

- Job postings across the region are flat overall with variations across the categories.
- Nursing continues to constitute the majority of job postings (67%).
- Average days posted has gone up to 60 days this quarter.

Job Postings by State

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

Quarterly change	NJ	NY	PA
	▼188	▼268	▲323
	▼1.8%	▼2.2%	▲1.9%

Job Postings by Title

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

Job Postings by Specialty

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

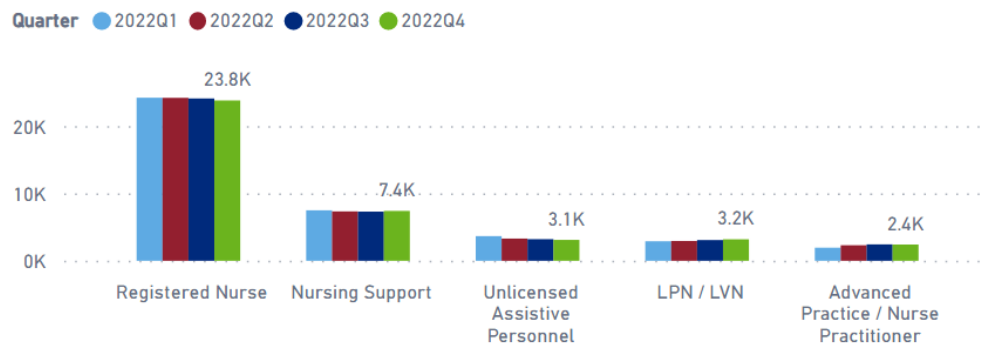|	NJ	NY	PA
Med/Surg	737	579	1,498
Quarterly Change	▼4.7%	▼2.5%	▲6.2%
OR / Surgery	600	747	1,169
Quarterly Change	▼4.2%	▼4.6%	▼0.2%
Critical Care / ICU	815	530	776
Quarterly Change	▲3.2%	▲10.9%	▲0.3%
Emergency	577	473	719
Quarterly Change	▼9.8%	▲0.2%	▲5.3%

40,061
Average Job Postings

▼0.3%
From Last Quarter

- Nursing job postings constitute the majority of the health care job postings in this region.
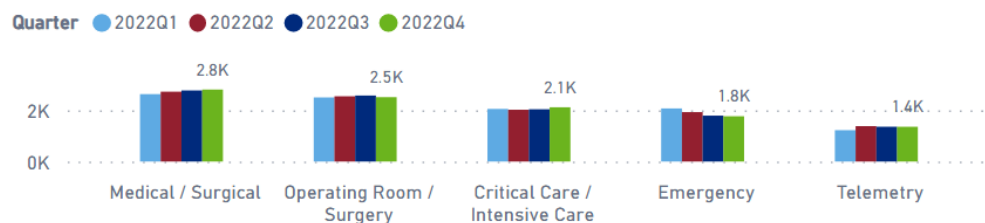
Key Observations

- General nursing job postings have declined 0.3%.
- PA continues to have the largest number of job postings and showing increased posting volume across categories.
- Critical Care/ICU job postings increased in every state across this region.
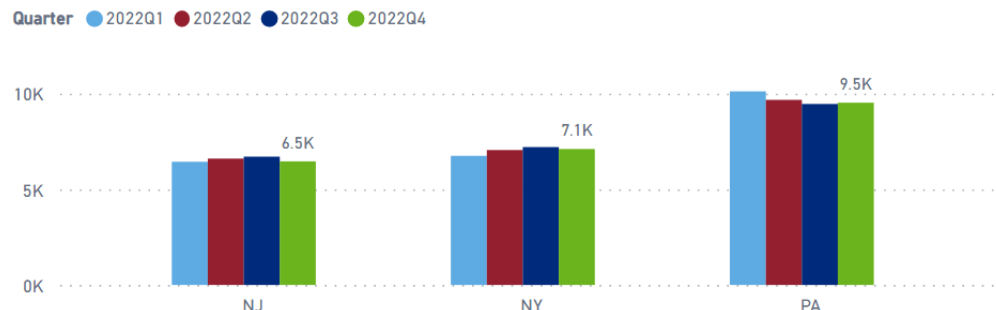
Registered Nursing

Overview

RN positions make up 54% of all nursing postings this quarter, making it the largest nursing category of jobs posted.
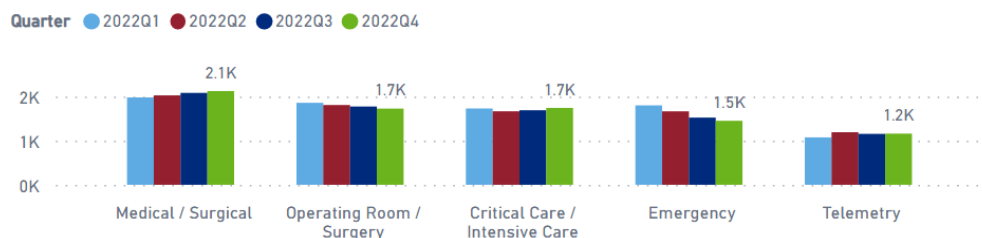
23,104   ▼ 1.2 %

Average Job Postings   From Last Quarter

Job Postings by State

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

Quarterly change	▼245	▼100	▲68
	▼3.7%	▼1.4%	▲0.7%

Key Observations

- RN job postings have declined by 1.2%.

Job Postings by Specialty

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

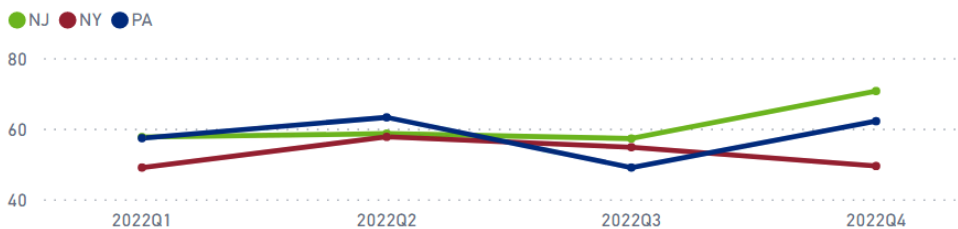|	NJ	NY	PA
Med / Surg	594	484	1046
Quarterly Change	▼5.6%	▼2.0%	▲9.1%
OR / Surgery	503	495	728
Quarterly Change	▼3.6%	▼5.4%	▲0.0%
Critical Care / ICU	640	454	648
Quarterly Change	▲1.7%	▲12.1%	▼1.1%
Emergency	497	425	528
Quarterly Change	▼12.2%	▼0.9%	▲0.2%
Telemetry	456	251	452
Quarterly Change	▲3.2%	▼0.4%	▼1.5%

Key Observations

- RN job postings are volatile across each state and specialty.
- Med/Surg continues to see increases in postings, while OR/Surgery and Emergency decline.
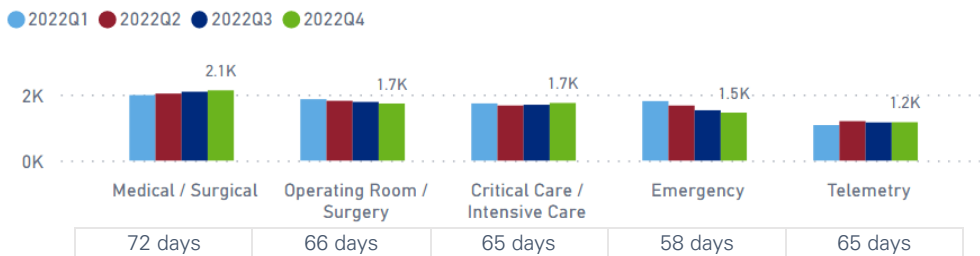
Registered Nursing

Time to Fill

Average Days Posted by State

	NJ	NY	PA
2021Q1	58	49	57
2022Q2	59	58	63
2022Q3	57	55	49
2022Q4	71	49	62

● NJ ● NY ● PA

Average Days Posted for Specialties

● 2022Q1 ● 2022Q2 ● 2022Q3 ● 2022Q4

Medical / Surgical	Operating Room / Surgery	Critical Care / Intensive Care	Emergency	Telemetry
72 days	66 days	65 days	58 days	65 days

New Graduate Job Postings

By State

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

By Specialty

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3 ● 2022Q4
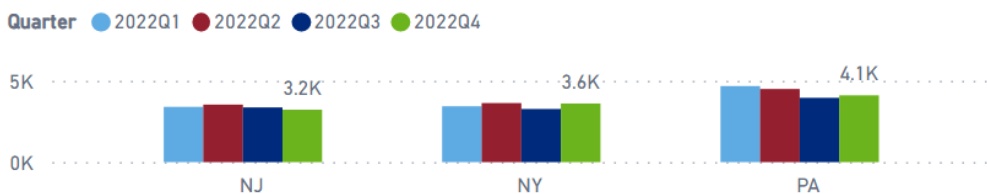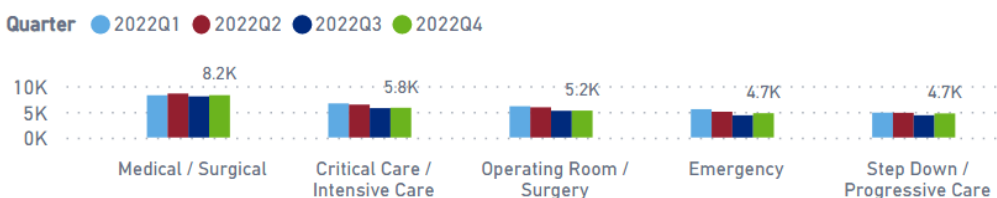
60 days   ▲ 11.1%

Average
Time to Fill

From Last
Quarter

Key Observations

- Time to fill for RN positions has increased by 11.1% to 60 days.
- Medical / Surgical has the highest number of job postings and remains the most difficult to fill at 72 days.

10,903   ▲ 3.3%

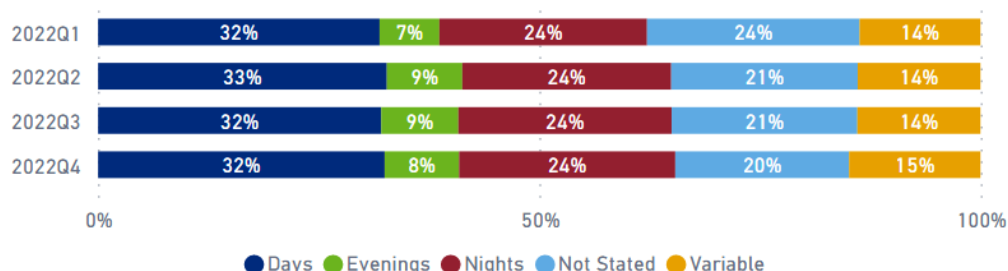Average Job
Postings

From Last
Quarter

Key Observations

- New graduate RN job postings have increased by 3.3% across the region in Q4.
- New graduate RN job postings continue to be available in all specialties, especially Medical / Surgical.
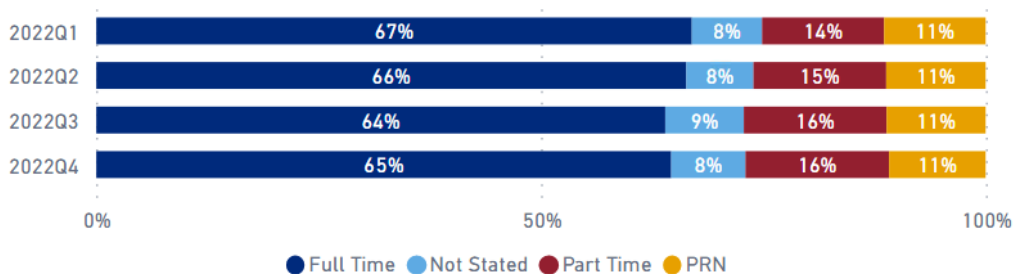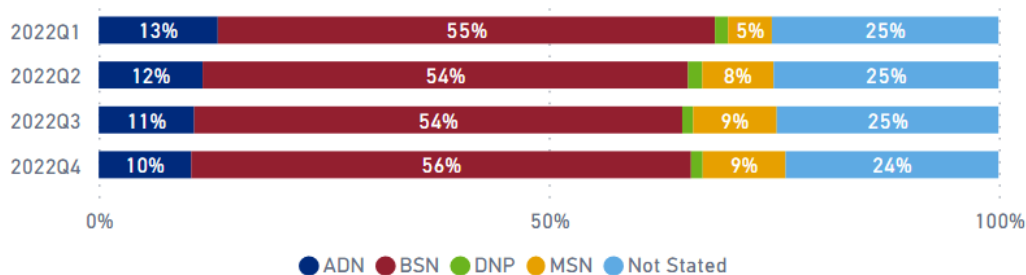
Job Features

Shift Type

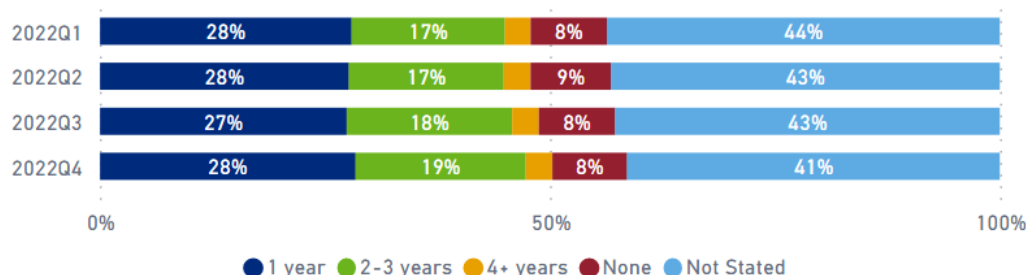|					
2022Q1	32%	7%	24%	24%	14%
2022Q2	33%	9%	24%	21%	14%
2022Q3	32%	9%	24%	21%	14%
2022Q4	32%	8%	24%	20%	15%

0% 50% 100%

● Days ● Evenings ● Nights ● Not Stated ● Variable

Employment Type

2022Q1	67%	8%	14%	11%
2022Q2	66%	8%	15%	11%
2022Q3	64%	9%	16%	11%
2022Q4	65%	8%	16%	11%

0% 50% 100%

● Full Time ● Not Stated ● Part Time ● PRN

Educational Requirements

2022Q1	13%	55%	5%	25%
2022Q2	12%	54%	8%	25%
2022Q3	11%	54%	9%	25%
2022Q4	10%	56%	9%	24%

0% 50% 100%

● ADN ● BSN ● DNP ● MSN ● Not Stated

Experience Requirements

2022Q1	28%	17%	8%	44%
2022Q2	28%	17%	9%	43%
2022Q3	27%	18%	8%	43%
2022Q4	28%	19%	8%	41%

0% 50% 100%

● 1 year ● 2-3 years ● 4+ years ● None ● Not Stated

Key Observations

- Of the total RN job postings, 32% are day shift positions.
- Variable shifts make up 20% of job postings.
- Full-time positions make up 65% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (56%).
- 24% of posted positions do not list experience requirements.

Registered Nursing

Compensation Trends

Job Postings with Salary

	NJ	NY	PA
Postings	6,479	7,125	9,551
w/ Salary	365	2,034	1,993
Percentage	5.6%	28.5%	20.9%

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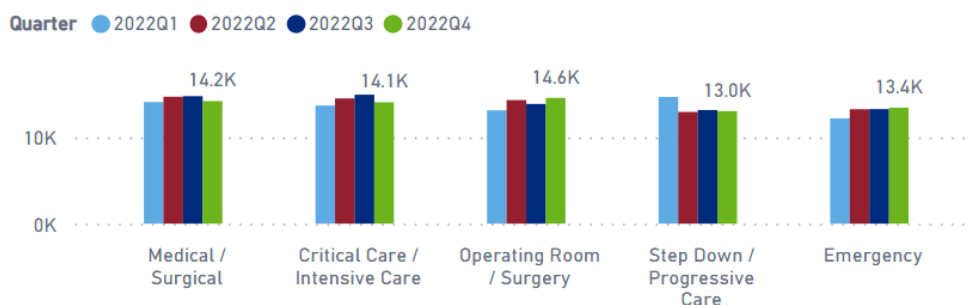
Job Postings with Bonus

	NJ	NY	PA
Postings	6,479	7,125	9,551
w/ Bonus	726	864	4,316
Percentage	11.2%	12.1%	45.2%

Hiring Bonus by State ($)
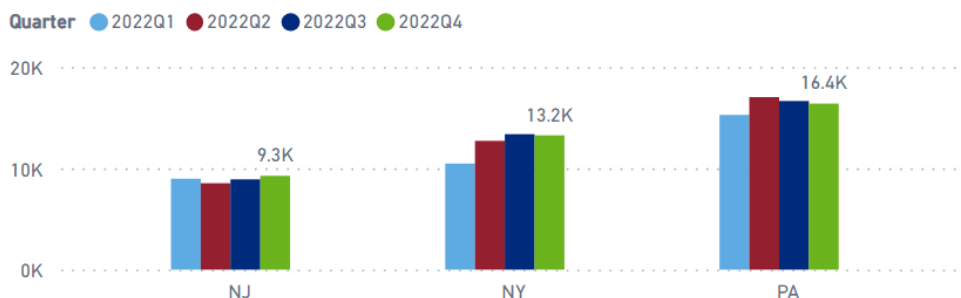
Hiring Bonus by Specialty ($)

5,906   ▲1.6%

Postings with Bonus   From Last Quarter

$12,962   ▼0.1%

Average Bonus   From Last Quarter

Key Observations

- Job postings with hiring bonuses have increased by 1.6%.
- The average hiring bonus slightly declined by 0.1% and remains common in all specialties.
- The average bonus level posted is $12,962.
- PA has the highest average hiring bonus available.

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.