AHA Data & Insights

2022 Q4
Health Care
Job Postings
Report

Region 6

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

Report Generated By

Prolucent Health

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.

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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[TM], 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[TM] 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

Quick insights from this quarter's findings:

1. Total job postings across Region 6 have declined by 2.5% from the previous quarter.
2. There are slightly greater declines in general nursing (2.8%) and registered nursing (4.0%) job postings from the previous quarter.
3. The time to fill RN positions has decreased to 51 days.
4. New graduate RN job postings in this region have increased by 3.4%
5. RN job postings have declined across all nursing clinical specialties except for step down/ progressive care.
6. Full time and day shift positions continue to be broadly available and make up 57% and 26% of RN job postings respectively.
7. RN job postings with hiring bonuses have decreased 4.4%. The average value of hiring bonuses has decreased by 3.0% to an average of $11,331.

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.
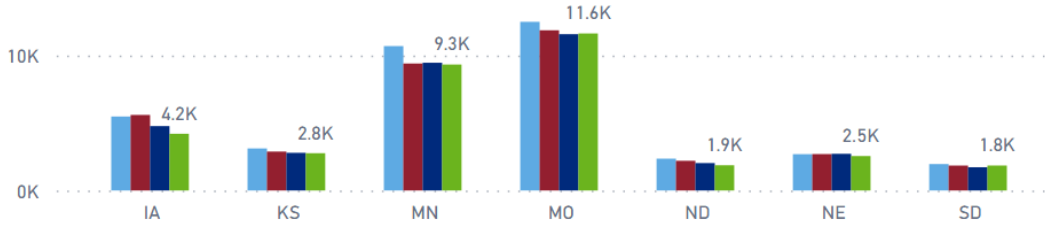
Brief definition of the roles mentioned in this report:

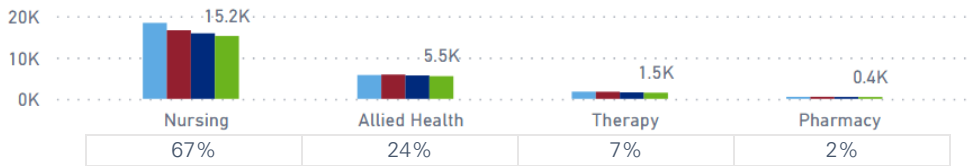| Role	Definition
Nursing	Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.).
Allied Health	Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical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

34,198 ▼2.5%
Average Job Postings | From Last Quarter

	IA	KS	MN	MO	ND	NE	SD
	4.2K	2.8K	9.3K	11.6K	1.9K	2.5K	1.8K
Quarterly change	▼520	▼61	▼454	▼10	▼148	▼142	▲163
	▼9.8%	▼1.9%	▼3.4%	▼0.1%	▼6.0%	▼4.4%	▲7.0%

▪ **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

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

Nursing	Allied Health	Therapy	Pharmacy
15.2K	5.5K	1.5K	0.4K
67%	24%	7%	2%

▪ Nursing continues to constitute the majority of job postings (67%).

Job Postings by Role and State

	IA	KS	MN	MO	ND	NE	SD
Allied Health	1,015	528	2,428	2,469	465	636	399
Quarterly Change	▼12.3%	▼1.5%	▼1.1%	▲1.6%	▼10.4%	▲0.8%	▲13.4%
Nursing	2,780	2,032	6,123	7,933	1,207	1,723	1,324
Quarterly Change	▼12.5%	▼0.2%	▼1.2%	▼0.1%	▼7.0%	▼8.1%	▲5.8%
Pharmacy	81	48	201	239	29	61	13
Quarterly Change	▼3.6%	▲4.3%	▼4.3%	▼0.4%	▼17.1%	▲3.4%	▼18.8%
Therapy	326	153	583	998	165	129	110
Quarterly Change	▼7.4%	▼9.5%	▼4.0%	▲2.3%	▼5.7%	▼14.0%	▲7.8%

Key Observations

▪ Job postings across the region have decreased by 2.5%.
▪ Average days posted has gone down slightly to 52 days.
▪ SD postings are up across nearly all categories.

Average Days Posted

● IA ● KS ● MN ● MO ● ND ● NE ● SD

All Nursing

Job Postings by State

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

	IA	KS	MN	MO	ND	NE	SD
Quarterly change	▼396	▼5	▼75	▼8	▼91	▼152	▲72
	▼14.2%	▼0.2%	▼1.2%	▼0.1%	▼7.5%	▼8.8%	▲5.4%

Job Postings by Title

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

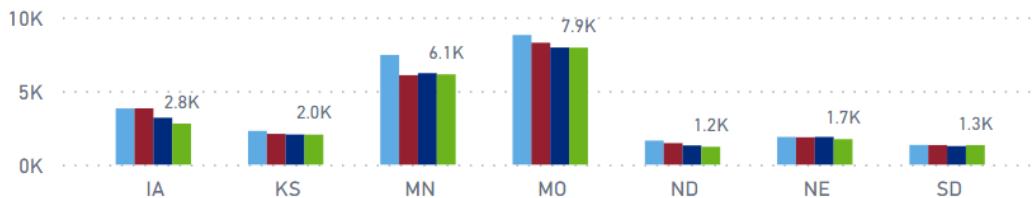## Job Postings by Specialty

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

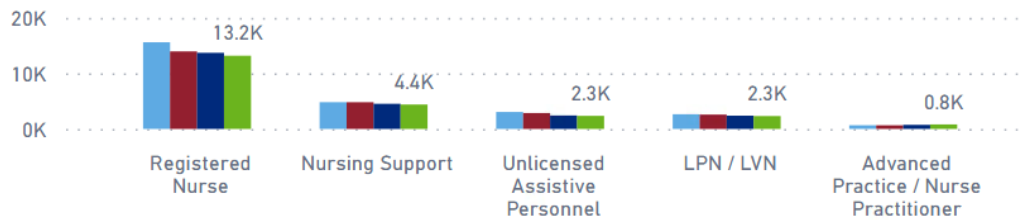|	IA	KS	MN	MO	ND	NE	SD
Med/Surg	154	110	584	525	86	80	35
Quarterly Change	▼22.2%	▲11.1%	▲0.9%	▲7.6%	▲2.4%	▼7.0%	▼14.6%
OR / Surgery	169	118	234	595	63	67	42
Quarterly Change	▼13.8%	▼7.1%	▼7.9%	▲8.6%	▼12.5%	▼5.6%	▲50.0%
Critical Care / ICU	85	104	257	458	60	82	34
Quarterly Change	▼22.0%	▲31.6%	▼8.9%	▲0.2%	▼10.4%	▲15.5%	▼10.5%
Emergency	114	90	323	311	51	58	21
Quarterly Change	▼9.5%	▼15.1%	▼3.6%	▼0.3%	▼5.6%	▼25.6%	▼16.0%
Step Down	29	55	98	315	23	93	4
Quarterly Change	▼9.4%	0.0%	▼10.9%	▲7.1%	0.0%	▼2.1%	▲33.3%

23,030
Average Job Postings

▼2.8%
From Last Quarter

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

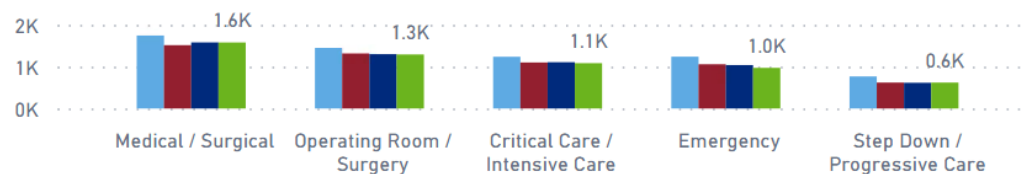### Key Observations

- General nursing job postings have declined 2.8%.
- MO continues to have the largest number of job postings.

Key Observations

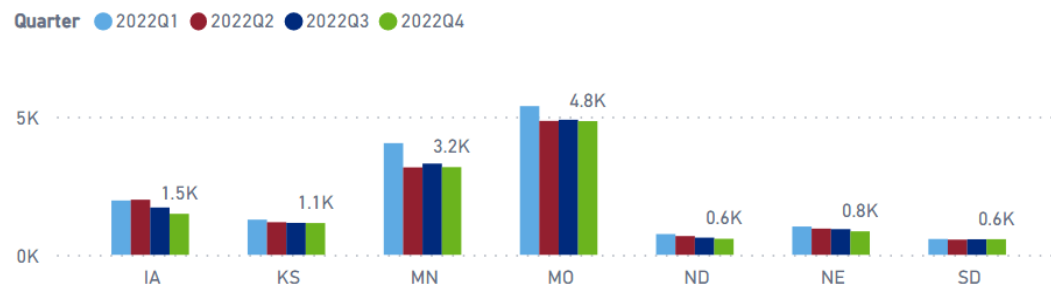- MO has increases across nearly all specialties.

Overview

RN positions make up 55% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

12,643 ▼**4.0%**

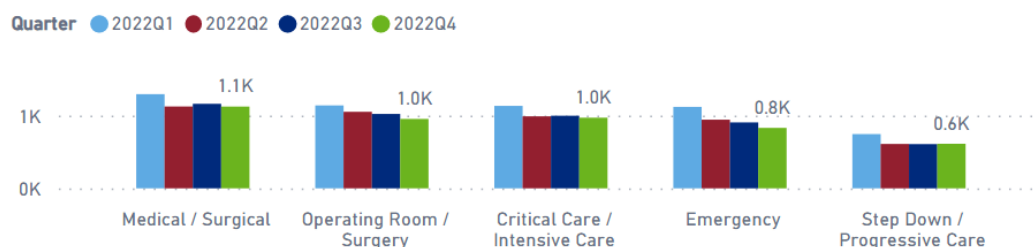Average Job Postings | From Last Quarter

Job Postings by State

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

Quarterly change	▼229	▼7	▼128	▼50	▼41	▼79	▲3
	▼13.4%	▼0.6%	▼3.9%	▼1.0%	▼6.6%	▼8.5%	▲0.5%

Key Observations

- RN job postings declined by 4.0% in Q4.
- RN job postings declined in most states.
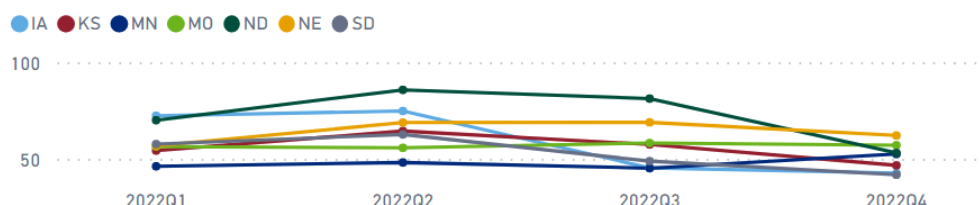
Job Postings by Specialty

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

	IA	KS	MN	MO	ND	NE	SD
Med / Surg	116	91	372	407	43	66	28
Quarterly Change	▼19.4%	▲3.4%	▼2.4%	▲4.1%	▼15.7%	▼9.6%	▼15.2%
OR / Surgery	106	74	165	495	39	50	24
Quarterly Change	▼27.9%	▼18.7%	▼15.4%	▲6.9%	▼23.5%	▼12.3%	▲33.3%
Critical Care / ICU	74	97	241	400	50	76	32
Quarterly Change	▼22.1%	▲29.3%	▼7.3%	▼2.2%	▼10.7%	▲15.2%	▼11.1%
Emergency	102	85	269	259	44	53	18
Quarterly Change	▼9.7%	▼11.5%	▼2.9%	▼7.2%	▼10.2%	▼23.2%	▼18.2%
Step Down	28	53	97	314	23	93	4
Quarterly Change	▼9.7%	▼1.9%	▼10.2%	▲7.2%	0.0%	▼2.1%	▲33.3%

Registered Nursing

Time to Fill

Average Days Posted by State

	IA	KS	MN	MO	ND	NE	SD
2022Q1	72	54	46	56	70	57	58
2022Q2	75	64	48	56	86	69	63
2022Q3	45	57	45	58	81	69	49
2022Q4	43	47	53	57	53	62	42

Average Days Posted for Specialties

● 2022Q1 ● 2022Q2 ● 2022Q3 ● 2022Q4

Medical / Surgical	Operating Room / Surgery	Critical Care / Intensive Care	Emergency	Telemetry
74 days	57 days	60 days	56 days	46 days
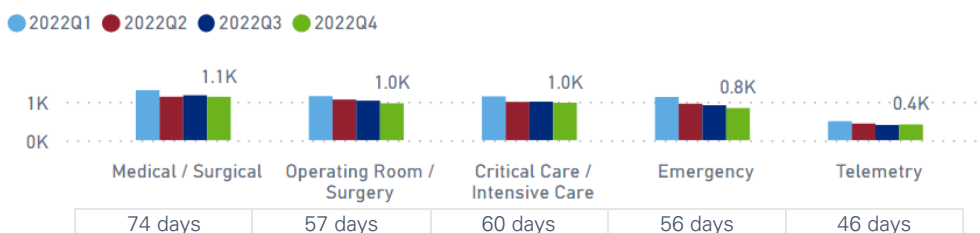
New Graduate Job Postings

By State

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

By Specialty

Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3 ● 2022Q4
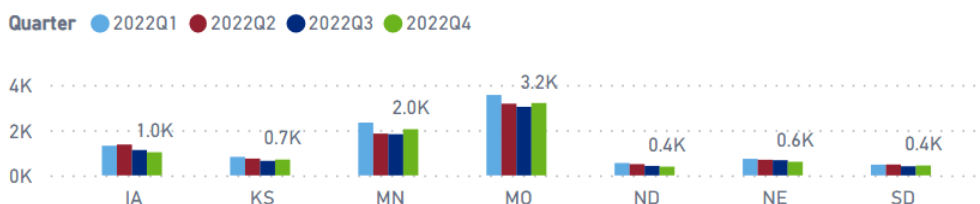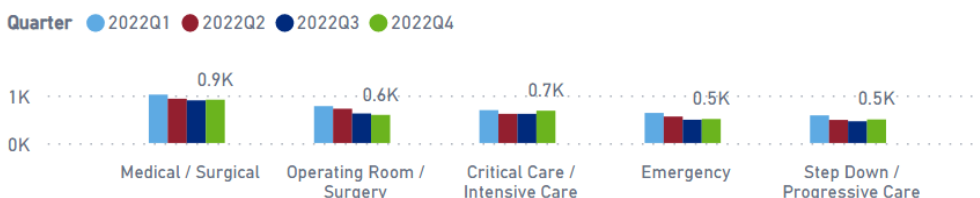
51 days ▼10.5%

Average Time to Fill | From Last Quarter

Key Observations

- Time to fill for RN positions has gone down to 51 days this quarter.

8,380 ▲3.4%

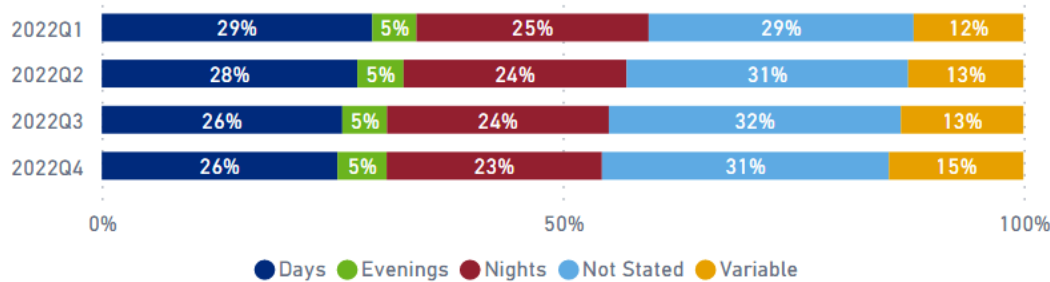Average Job Postings | From Last Quarter

Key Observations

- New graduate RN postings have increased by 3.4%.
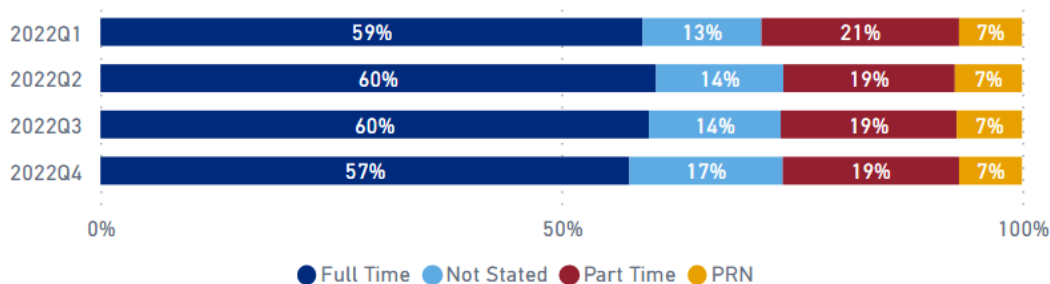- New graduate RN job postings continue to be available in all specialties.
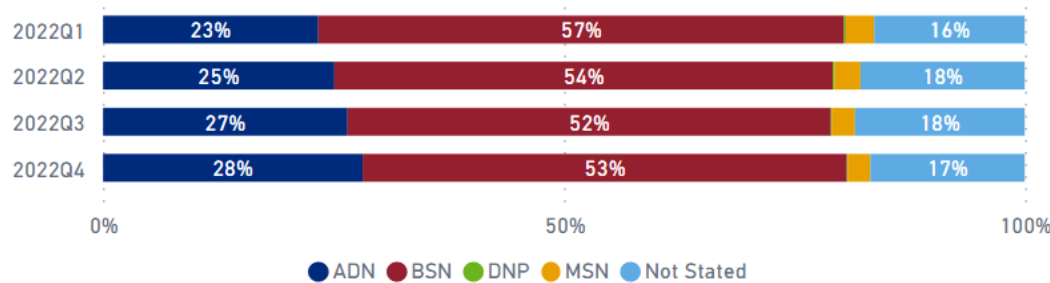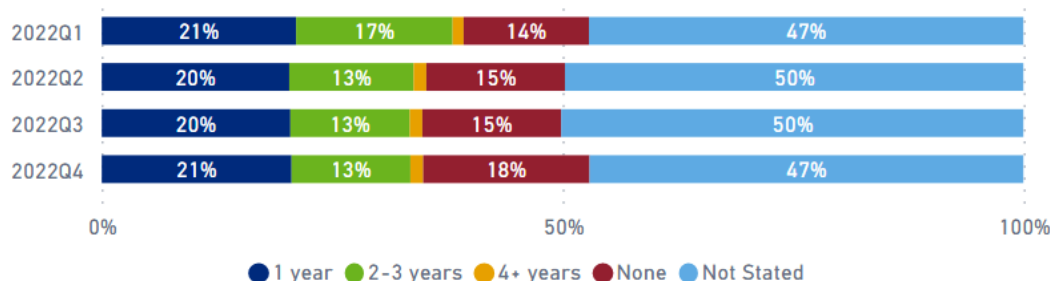
Registered Nursing

Job Features

Shift Type

	Days	Evenings	Nights	Not Stated	Variable
2022Q1	29%	5%	25%	29%	12%
2022Q2	28%	5%	24%	31%	13%
2022Q3	26%	5%	24%	32%	13%
2022Q4	26%	5%	23%	31%	15%

● Days ● Evenings ● Nights ● Not Stated ● Variable

Employment Type

	Full Time	Not Stated	Part Time	PRN
2022Q1	59%	13%	21%	7%
2022Q2	60%	14%	19%	7%
2022Q3	60%	14%	19%	7%
2022Q4	57%	17%	19%	7%

● Full Time ● Not Stated ● Part Time ● PRN

Educational Requirements

	ADN	BSN	DNP	MSN	Not Stated
2022Q1	23%	57%			16%
2022Q2	25%	54%			18%
2022Q3	27%	52%			18%
2022Q4	28%	53%			17%

● ADN ● BSN ● DNP ● MSN ● Not Stated

Experience Requirements

	1 year	2-3 years	4+ years	None	Not Stated
2022Q1	21%	17%		14%	47%
2022Q2	20%	13%		15%	50%
2022Q3	20%	13%		15%	50%
2022Q4	21%	13%		18%	47%

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

Key Observations

- Of the total RN job postings, 26% are day shift positions.
- Variable shifts make up 15% of job postings.
- Full-time positions make up 57% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (53%).
- 47% of posted positions do not list experience requirements.

Compensation Trends

Job Postings with Salary

	IA	KS	MN	MO	ND	NE	SD
Postings	1,496	1,158	3,193	4,857	589	861	575
w/ Salary	171	58	943	919	279	78	474
Percentage	11.4%	5.0%	29.5%	18.9%	47.4%	9.1%	82.4%

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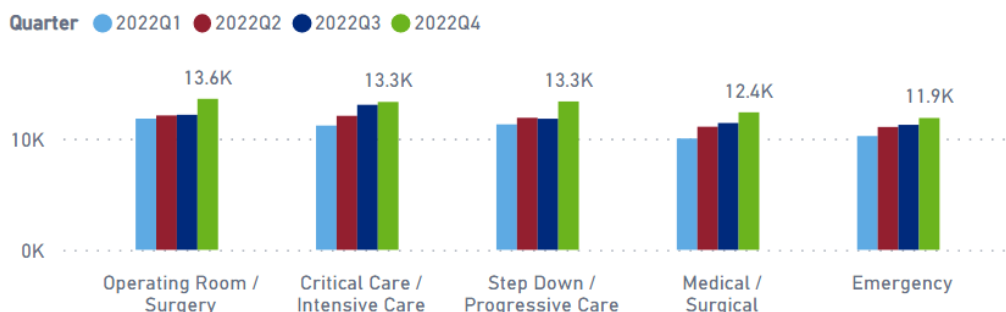
Job Postings with Bonus

	IA	KS	MN	MO	ND	NE	SD
Postings	1,496	1,158	3,193	4,857	589	861	575
w/ Bonus	812	380	718	2,150	203	365	425
Percentage	54.3%	32.8%	22.5%	44.3%	34.5%	42.4%	73.9%

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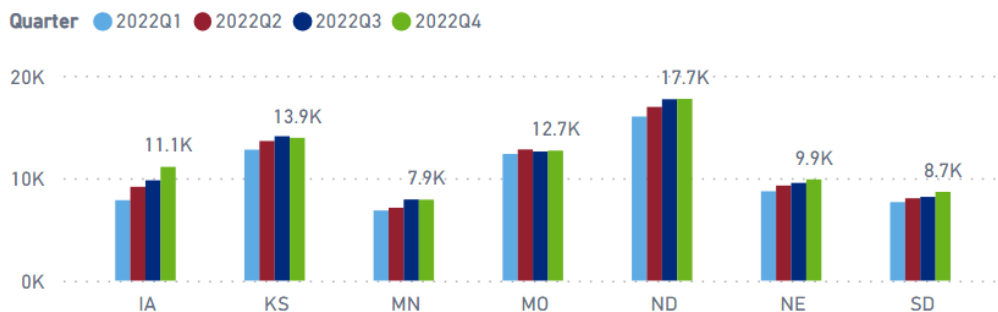
Hiring Bonus by Specialty ($)

5,053 ▼1.3%
Postings with Bonus — From Last Quarter

$11,692 ▲2.6%
Average Bonus — From Last Quarter

Key Observations

- Job postings with hiring bonuses have gone down by 1.3% from previous quarter.
- The average hiring bonus increased by 2.6% and remains available across all specialties.
- The average bonus level posted is $11,692.
- The highest bonus rates are in ND.

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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.