



## AHA Data & Insights

2022 Q4

# Health Care Job Postings Report

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## Region 5

Illinois  
Indiana  
Michigan  
Ohio  
Wisconsin



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 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.



## 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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# Regional Executive Summary

Quick insights from this quarter's findings:

1. Total job postings across Region 5 have declined by 2.5% from the previous quarter.
2. There are similar declines in general nursing (2.3%) and registered nursing (2.8%) job postings from the previous quarter.
3. The time to fill for RN positions has increased to 55 days.
4. New graduate RN job postings in this region have increased by 4.6%
5. RN job postings have declined across all nursing clinical specialties except for emergency and step down/ progressive care.
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 slightly increased by 1.5%. The average value of hiring bonuses has increased by 3.2% to an average of \$12,295.

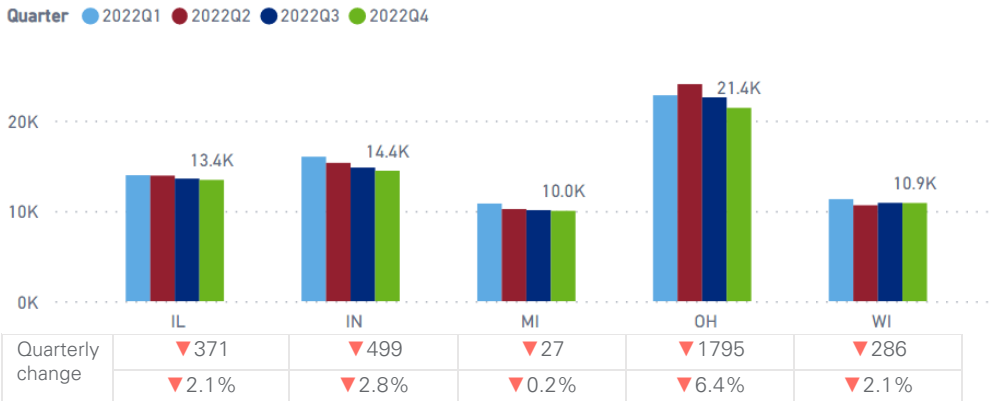
*Please note that this report is based on all health care job postings available on employer career sites. While these job postings represent those positions being recruited for by an employer, they are not an accurate representation of a vacancy rate, as employers may not post all vacant positions.*

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).

# Regional Overview

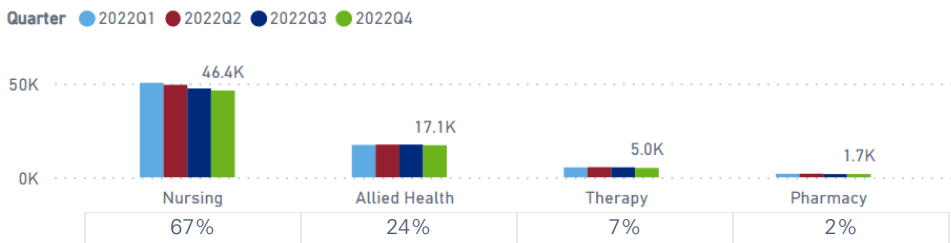
## Job Postings by State



**70,166** ▼2.5%

Average Job Postings From Last Quarter

## Job Postings by Role



- Average Job Postings represent the average number of unique jobs that are posted on employer career sites daily during the quarter.
- Nursing continues to constitute the majority of job postings (67%).

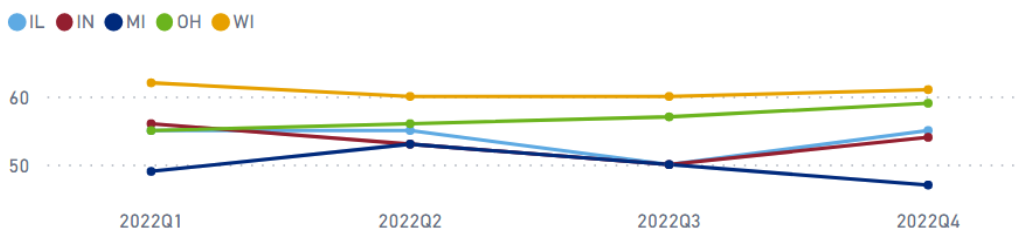
## Job Postings by Role and State

	IL	IN	MI	OH	WI
Allied Health	3,308	3,304	2,501	5,298	2,711
Quarterly Change	▼1.1%	▼3.4%	▼2.5%	▼2.4%	▲0.2%
Nursing	8,683	9,747	6,536	14,196	7,196
Quarterly Change	▼0.8%	▼1.7%	▲0.8%	▼5.8%	▼0.5%
Pharmacy	293	308	302	541	261
Quarterly Change	▼0.3%	▼0.3%	▼5.0%	▲1.5%	▲7.0%
Therapy	1,147	1,089	664	1,377	704
Quarterly Change	▼3.1%	▼5.8%	▼7.4%	▼10.7%	▼0.6%

## Key Observations

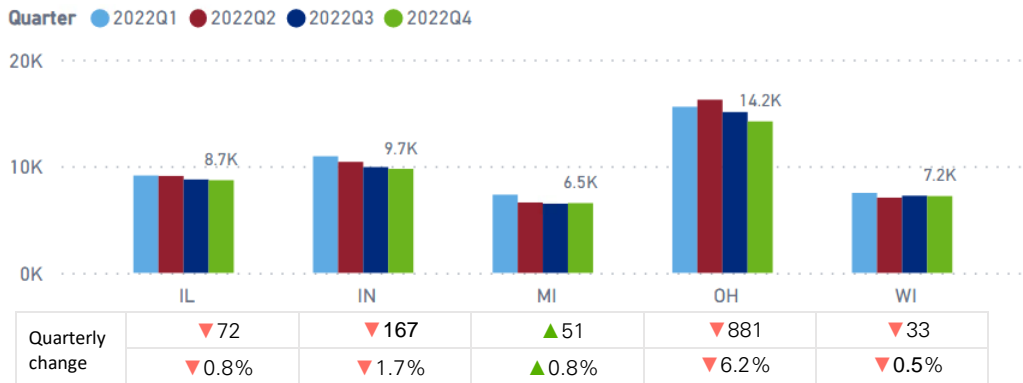
- Job postings across the region have decreased by 2.5%.
- Average days posted has gone up slightly to 55 days.

## Average Days Posted



# All Nursing

## Job Postings by State

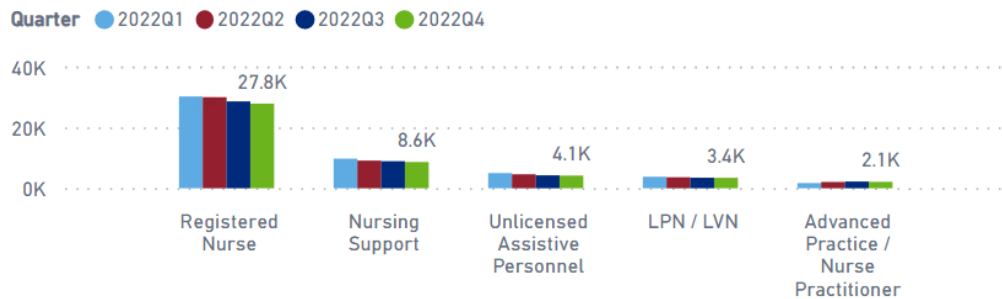


**46,275** ▼2.3%

Average Job Postings From Last Quarter

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

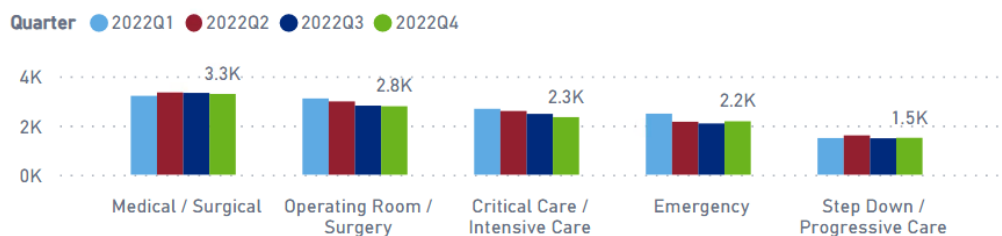
## Job Postings by Title



### Key Observations

- General nursing job postings have declined 2.3%.
- OH continues to have the largest number of job postings.

## Job Postings by Specialty



### Key Observations

- Emergency is up across all states, with the exception of OH.

	IL	IN	MI	OH	WI
OR / Surgery	554	492	366	934	434
Quarterly Change	▲5.3%	▲0.2%	▲3.4%	▼3.5%	▼7.3%
Med/Surg	589	546	441	1120	586
Quarterly Change	▲8.7%	▼6.3%	▼0.9%	▼4.8%	▲1.6%
Critical Care / ICU	377	439	398	767	358
Quarterly Change	▼3.8%	▼2.4%	▼3.4%	▼8.5%	▼5.5%
Emergency	397	410	302	650	410
Quarterly Change	▲7.9%	▲3.8%	▲15.3%	▼2.8%	▲6.2%
Step Down	220	313	271	531	163
Quarterly Change	▲18.3%	▼5.7%	▲16.8%	▲0.4%	▼18.5%

# Registered Nursing

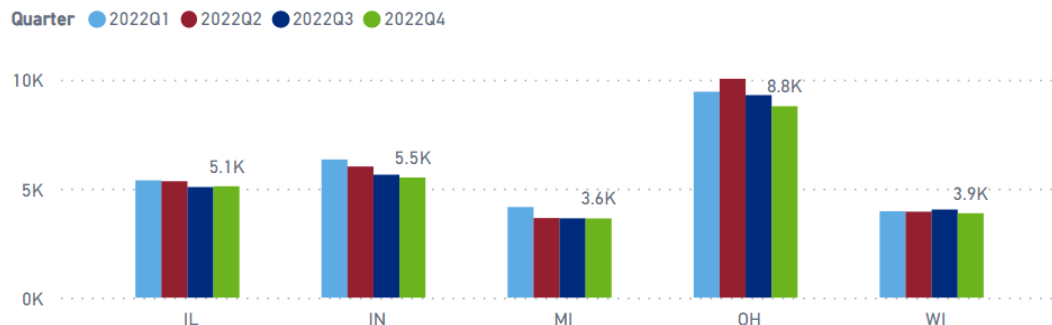
## Overview

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

26,891 ▼ 2.8%

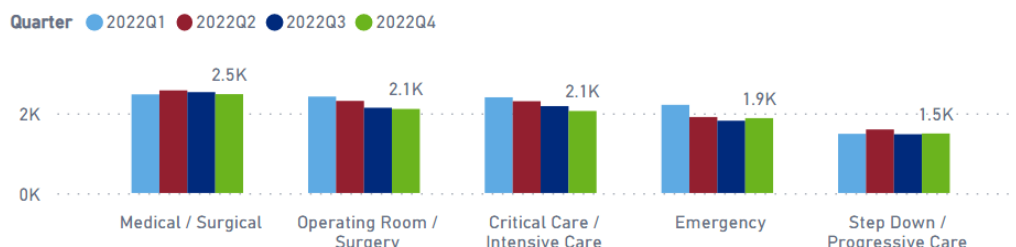
Average Job Postings From Last Quarter

## Job Postings by State



From last Quarter	IL	IN	MI	OH	WI
	▲ 37	▼ 127	▼ 4	▼ 511	▼ 169
	▲ 0.7%	▼ 2.3%	▼ 0.1%	▼ 5.5%	▼ 4.2%

## Job Postings by Specialty



	IL	IN	MI	OH	WI
Critical Care / ICU	330	406	339	672	308
Quarterly Change	▼ 3.8%	0.0%	▼ 4.8%	▼ 10.0%	▼ 5.5%
OR / Surgery	411	391	253	749	302
Quarterly Change	▲ 3.5%	▲ 4.3%	▲ 1.2%	▼ 3.0%	▼ 11.7%
Med / Surg	432	417	292	878	459
Quarterly Change	▲ 10.2%	▼ 9.0%	▼ 7.3%	▼ 3.6%	▲ 1.5%
Emergency	324	367	276	555	354
Quarterly Change	▲ 10.2%	▲ 6.1%	▲ 13.1%	▼ 4.6%	▲ 2.6%
Step Down	220	310	271	527	163
Quarterly Change	▼ 18.3%	▼ 5.8%	▼ 16.8%	▲ 0.4%	▼ 18.5%

### Key Observations

- RN job postings declined by 2.8% in Q4.
- RN job postings declined in all states except IL.

### Key Observations

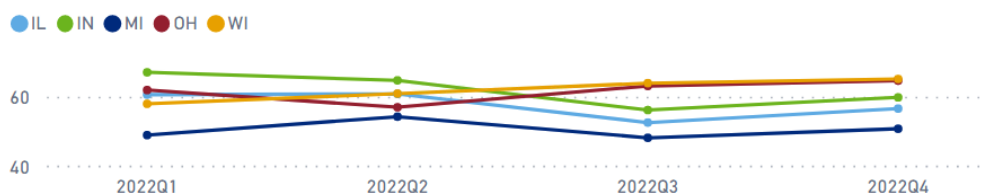
- RN job postings have remained steady across all specialty areas.

# Registered Nursing

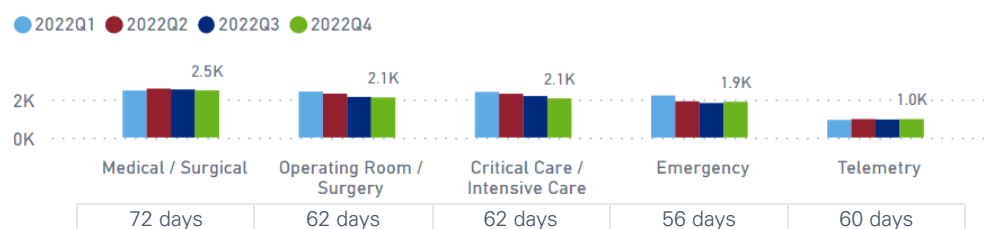
## Time to Fill

### Average Days Posted by State

	IL	IN	MI	OH	WI
2022Q1	61	67	49	62	58
2022Q2	61	65	54	57	61
2022Q3	52	56	48	63	64
2022Q4	57	60	51	65	65

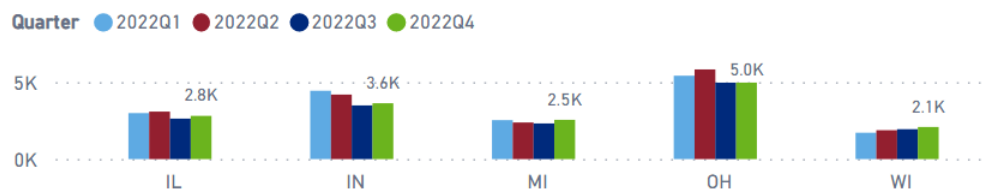


### Average Days Posted for Specialties

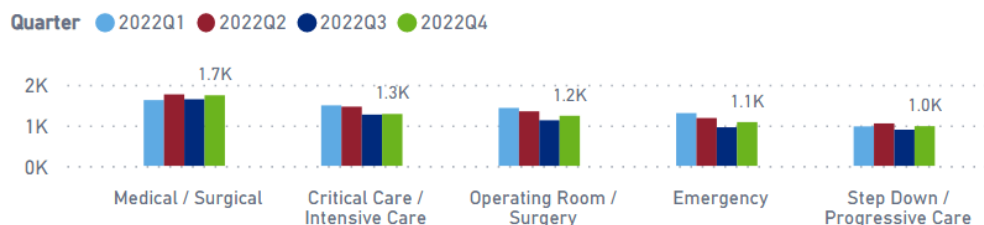


## New Graduate Job Postings

### By State



### By Specialty



**60 days** ▲ **3.8%**

Average Time to Fill From Last Quarter

### Key Observations

- Time to fill for RN positions has gone up to 60 days this quarter.

**16,026** ▲ **4.6%**

Average Job Postings From Last Quarter

### Key Observations

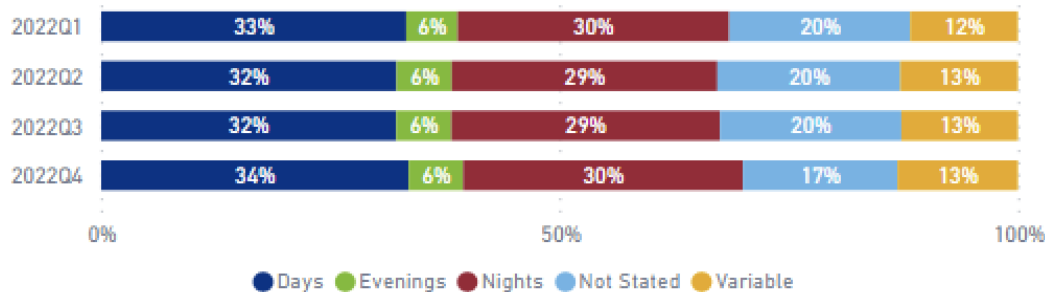
- New graduate RN postings have increased by 4.6%.
- New graduate RN job postings continue to be available in all specialties.



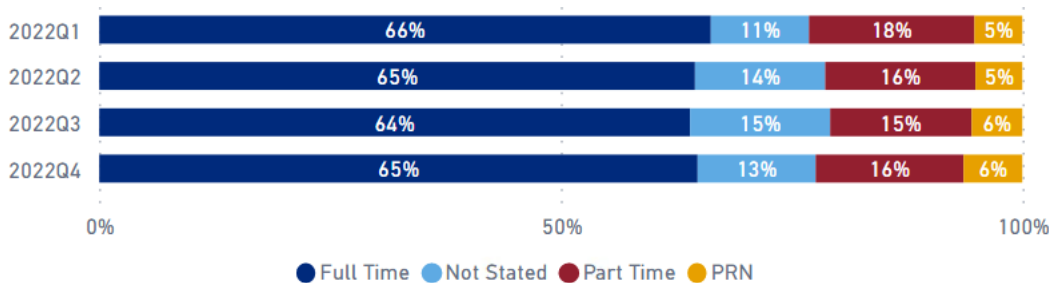
# Registered Nursing

## Job Features

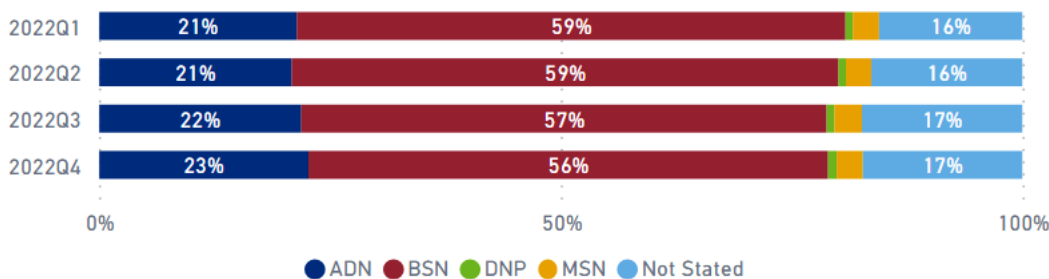
### Shift Type



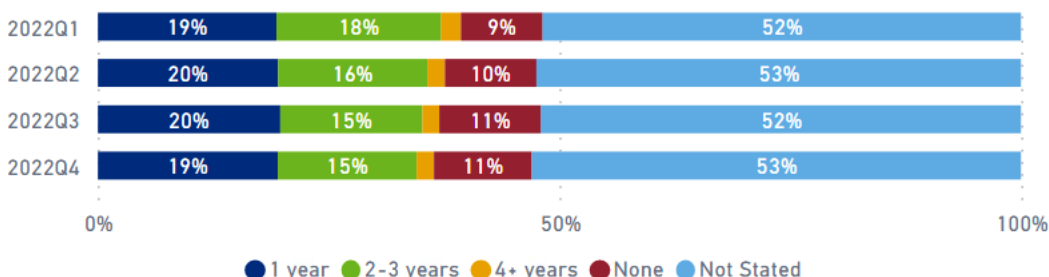
### Employment Type



### Educational Requirements



### Experience Requirements



### Key Observations

- Of the total RN job postings, 34% are day shift positions.
- Variable shifts make up 13% of job postings.
- Full-time positions make up 65% of job postings.

### Key Observations

- Educational requirements remain consistently focused on the BSN level (56%).
- 53% of posted positions do not list experience requirements.

# Registered Nursing

## Compensation Trends

### Job Postings with Salary

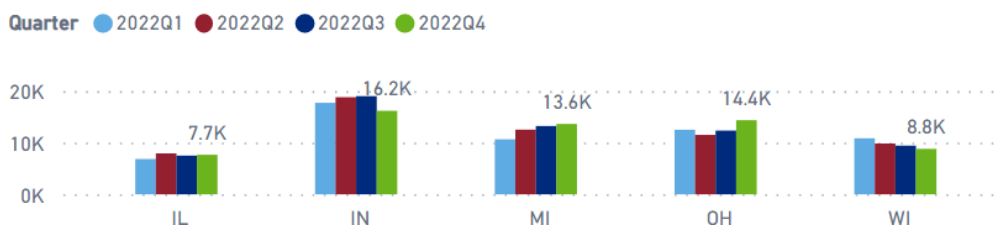
	IL	IN	MI	OH	WI
Postings	5,122	5,526	3,644	8,791	3,887
w/ Salary	710	500	217	622	255
Percentage	13.9%	9.0%	6.0%	7.1%	6.6%

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

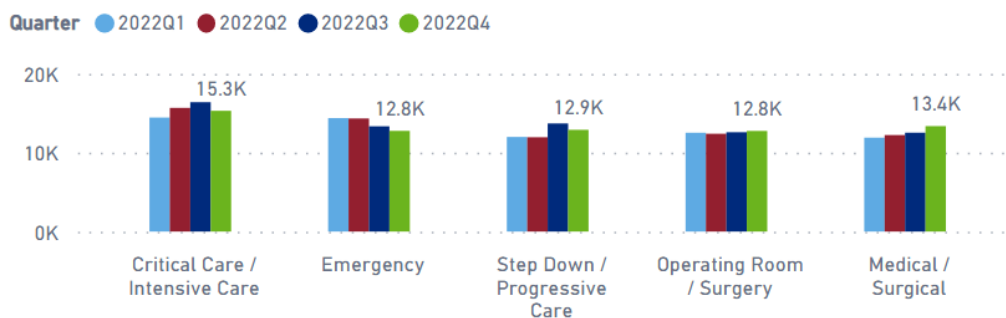
### Job Postings with Bonus

	IL	IN	MI	OH	WI
Postings	5,122	5,526	3,644	8,791	3,887
w/ Bonus	2,573	2,691	1,439	2,817	1,274
Percentage	50.2%	48.7%	39.5%	32.0%	32.8%

### Hiring Bonus by State (\$)



### Hiring Bonus by Specialty (\$)



**10,794** ▲ **1.5%**

Postings with Bonus From Last Quarter

**\$12,295** ▲ **3.2%**

Average Bonus From Last Quarter

### Key Observations

- Job postings with hiring bonuses have increased by 1.5%.
- The average hiring bonus increased by 3.2% with bonuses represented across all specialties.
- The average bonus level posted is \$12,295.
- The highest bonus rates are in IN.



## 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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