



# AHA Data & Insights

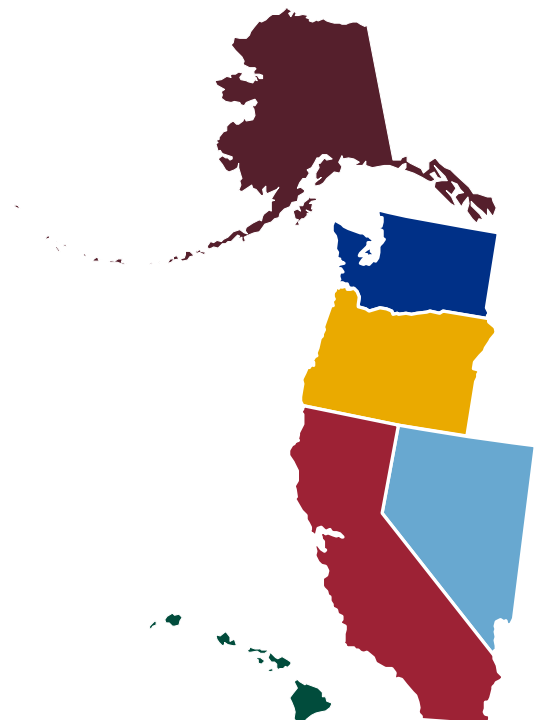
2022 Q4

## Health Care Job Postings Report

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### 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 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](#).

## 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
Overview	
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	8
By State	
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 slightly by 1.0% from the previous quarter.
2. There is a small increase in general nursing (1.1%) and a small decline in registered nursing (0.4%) job postings from the previous quarter.
3. The time to fill for RN positions has increased by 14.6% to 55 days.
4. New graduate RN job postings in this region have increased by 7.7%.
5. RN job postings have increased across all nursing clinical specialties except for critical care and surgery/OR.
6. Full time and day shift positions continue to be broadly available and make up 65% and 31% of RN job postings respectively.
7. RN job postings with hiring bonuses have decreased 6.3%. The average value of hiring bonuses has increased by 1.0% to an average of \$11,282.

*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.*

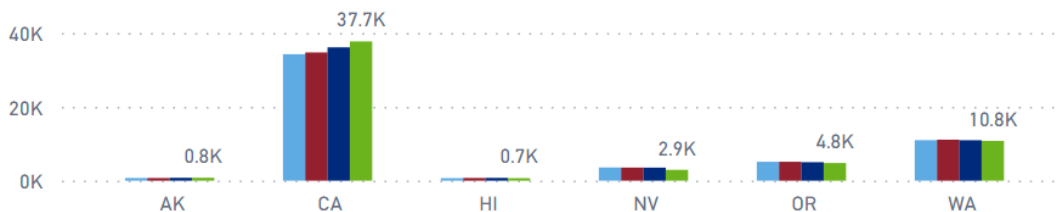
Brief definition of the roles mentioned in this report:

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

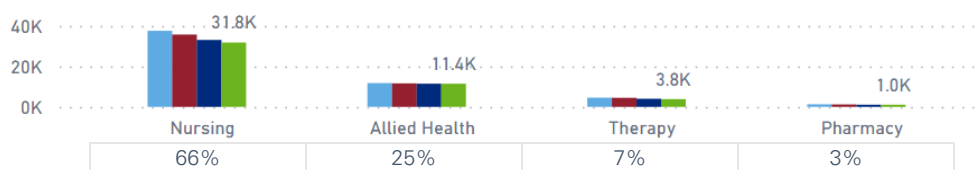
Quarter ● 2022Q1 ● 2022Q2 ● 2022Q3 ● 2022Q4



Quarterly change	AK	CA	HI	NV	OR	WA
	▲ 1	▲ 1,162	▼ 75	▼ 583	▼ 372	▼ 400
	▲ 0.1%	▲ 2.3%	▼ 8.5%	▼ 14.7%	▼ 6.0%	▼ 2.8%

## Job Postings by Role

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

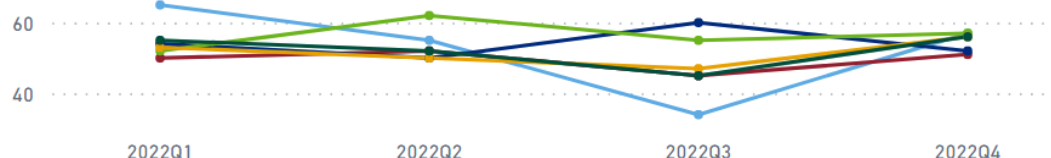


## Job Postings by Role and State

	AK	CA	HI	NV	OR	WA
Allied Health	219	9,831	185	635	1,247	2,152
Quarterly Change	▲ 12.3%	▲ 2.8%	▼ 15.1%	▼ 12.2%	▲ 0.5%	▼ 6.3%
Nursing	452	24,239	390	2,013	3,077	7,817
Quarterly Change	▼ 1.7%	▲ 4.8%	▼ 9.7%	▼ 19.2%	▼ 6.0%	▲ 0.4%
Pharmacy	10	1,037	26	59	93	299
Quarterly Change	▲ 66.7%	▲ 16.5%	▼ 18.8%	▼ 11.9%	▼ 25.6%	▼ 3.9%
Therapy	98	2,591	59	213	348	496
Quarterly Change	▼ 3.9%	▲ 3.6%	▲ 7.3%	▼ 10.9%	▼ 0.3%	▼ 8.0%

## Average Days Posted

● AK ● CA ● HI ● NV ● OR ● WA



**57,586** ▲ 1.0%

Average Job Postings From Last Quarter

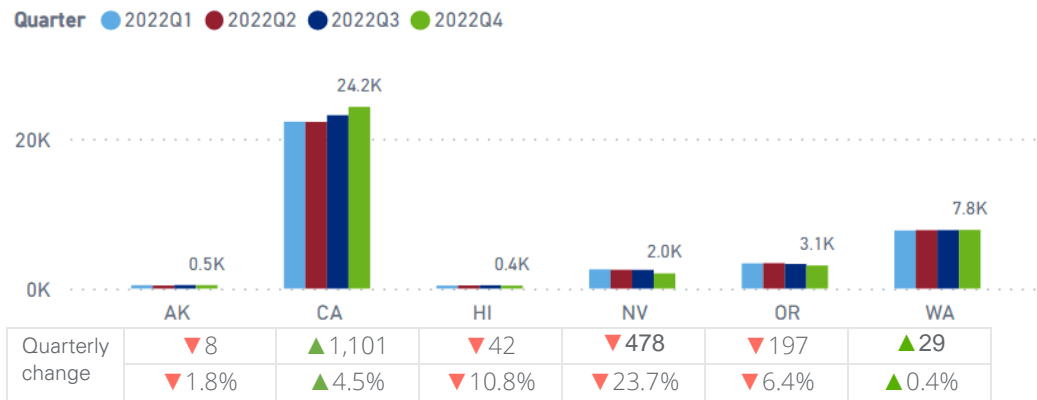
- Average Job Postings represent the average number of unique jobs that are posted on employer career sites daily during the quarter.

### Key Observations

- Job postings across the region have increased by 1.0%.
- Nursing continues to constitute the majority of job postings (66%).
- Average days posted has gone up to 55 days this quarter.
- CA shows increases across all specialty areas.

# All Nursing

## Job Postings by State

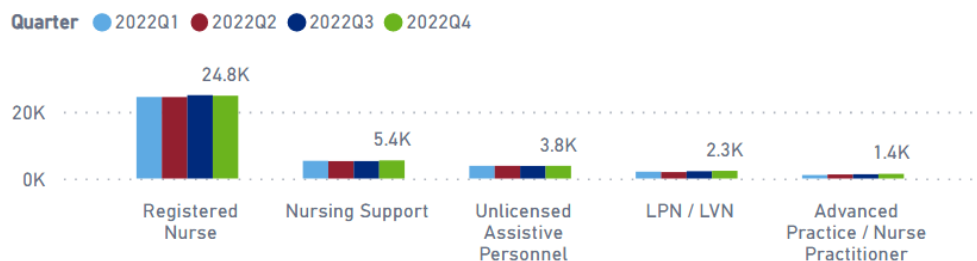


**37,919** ▲1.1%

Average Job Postings From Last Quarter

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

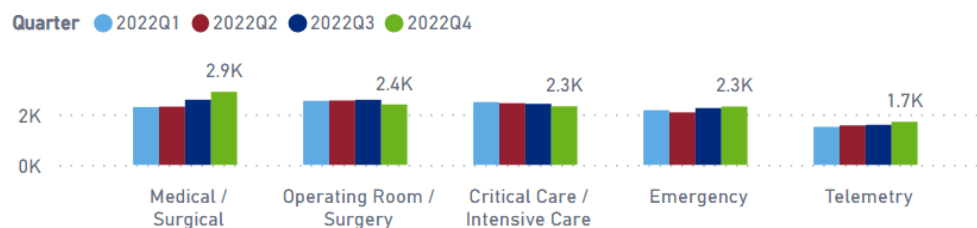
## Job Postings by Title



### Key Observations

- General nursing job postings have increased by 1.1%.
- CA continues to have the largest number of job postings.

## Job Postings by Specialty



	AK	CA	HI	NV	OR	WA
OR / Surgery	31	1,554	24	102	231	451
Quarterly Change	▼6.1%	▼5.5%	▼11.1%	▼17.7%	▼19.8%	▼2.0%
Critical Care / ICU	31	1,661	14	145	116	351
Quarterly Change	▲40.9%	▲0.4%	▼26.3%	▼23.3%	▼18.3%	▼9.8%
Med/Surg	22	1,970	8	212	183	498
Quarterly Change	▲22.2%	▲22.2%	▼20.0%	▼23.7%	▼19.7%	▲15.3%
Emergency	27	1,433	18	163	197	471
Quarterly Change	▼18.2%	▲4.5%	▼5.3%	▲4.5%	▼4.4%	▲1.5%
Telemetry	7	1,341	5	87	65	200
Quarterly Change	▼36.4%	▲6.9%	0.0%	▼9.4%	▲14.0%	▲24.2%

# Registered Nursing

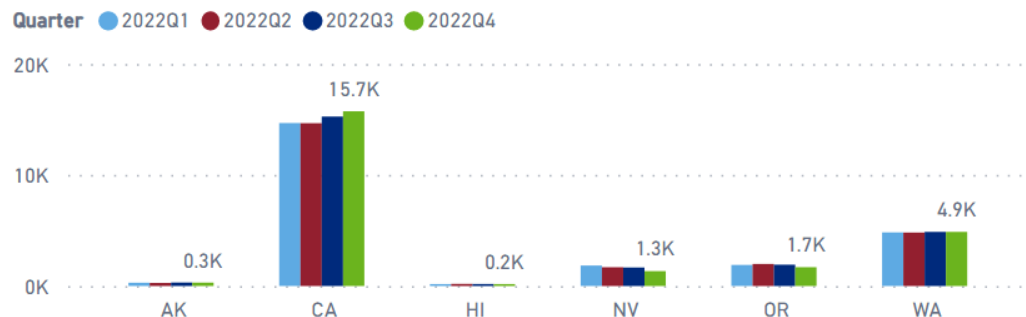
## Overview

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

**24,073** ▼ **0.4%**

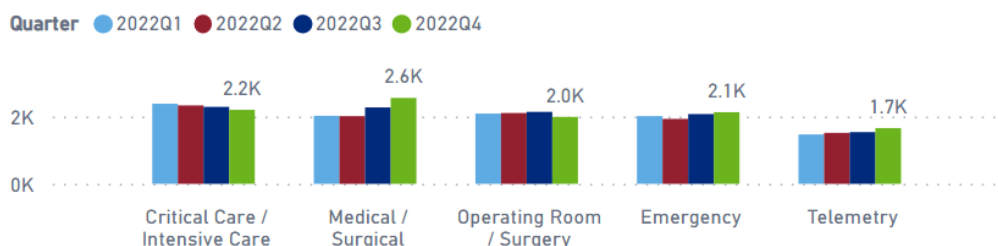
Average Job Postings From Last Quarter

## Job Postings by State



Quarterly change	AK	CA	HI	NV	OR	WA
Count	▼ 6	▲ 478	▼ 21	▼ 327	▼ 226	▲ 1
Percentage	▼ 2.0%	▲ 3.1%	▼ 11.9%	▼ 19.7%	▼ 11.8%	0.0%

## Job Postings by Specialty



	AK	CA	HI	NV	OR	WA
Critical Care / ICU	27	1,575	13	132	115	337
Quarterly Change	▲ 35.0%	▲ 0.6%	▼ 23.5%	▼ 22.8%	▼ 19.0%	▼ 9.7%
OR / Surgery	23	1,258	16	94	191	408
Quarterly Change	▲ 9.5%	▼ 6.0%	▼ 15.8%	▼ 11.3%	▼ 18.7%	▼ 2.9%
Emergency	26	1,333	18	151	179	423
Quarterly Change	▼ 18.8%	▲ 5.7%	▼ 5.3%	▲ 7.1%	▼ 6.3%	▼ 1.4%
Med / Surg	20	1,738	2	200	136	457
Quarterly Change	▲ 33.3%	▲ 22.6%	▼ 33.3%	▼ 20.9%	▼ 27.7%	▲ 15.7%
Telemetry	7	1,301	5	83	65	196
Quarterly Change	▼ 36.4%	▲ 7.6%	0.0%	▼ 13.5%	▲ 14.0%	▲ 24.1%

### Key Observations

- RN job postings have declined by 0.4%.

### Key Observations

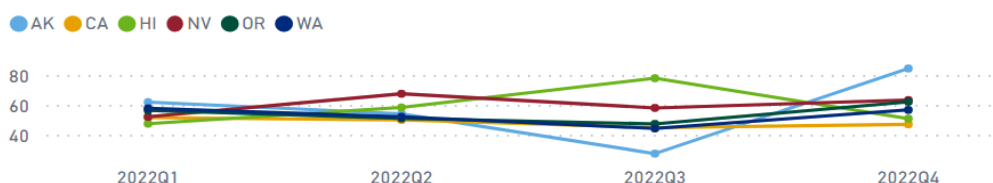
- RN job postings are volatile across each state and specialty.

# Registered Nursing

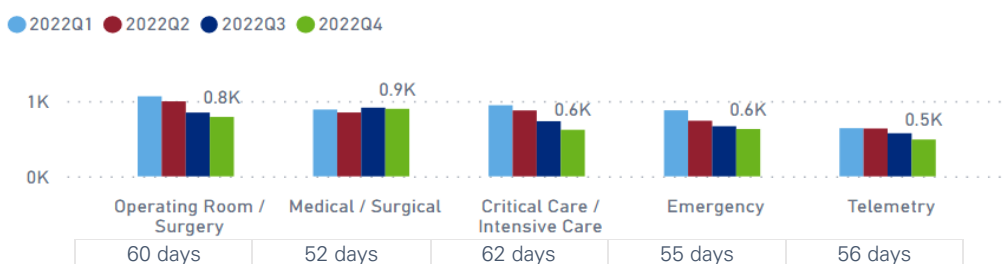
## Time to Fill

Average Days Posted by State

	AK	CA	HI	NV	OR	WA
2022Q1	62	52	47	52	56	58
2022Q2	54	50	58	67	51	52
2022Q3	27	45	78	58	47	44
2022Q4	84	47	51	63	62	57

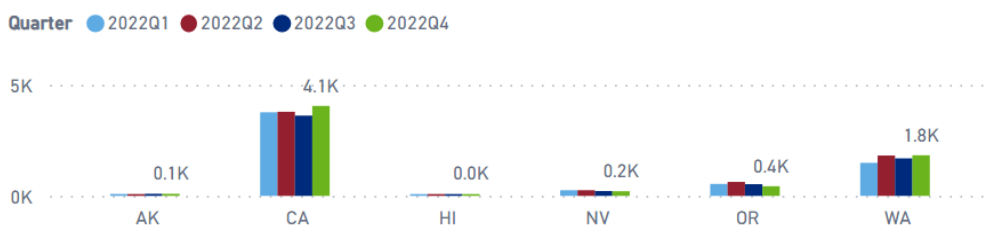


Average Days Posted for Specialties

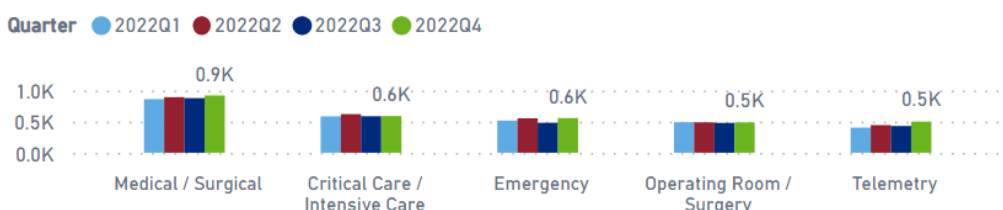


## New Graduate Job Postings

By State



By Specialty



**61 days** ▲ **14.6%**

Average Time to Fill From Last Quarter

### Key Observations

- Time to fill for RN positions has increased to 55 days this quarter.
- Critical Care / Intensive Care is the most difficult to fill specialty at 62 days.

**6,649** ▲ **7.7%**

Average Job Postings From Last Quarter

### Key Observations

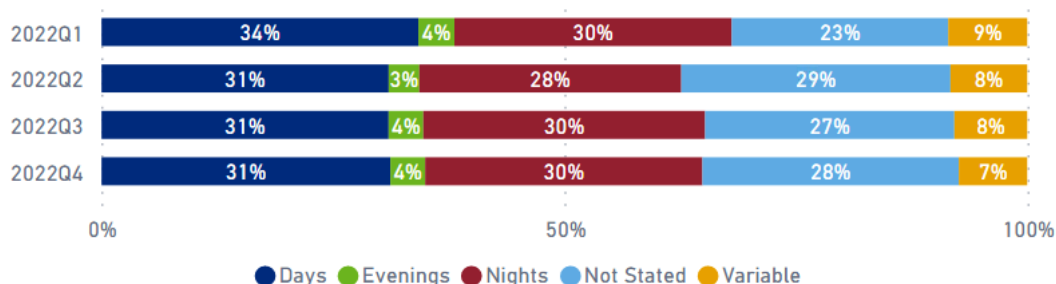
- New graduate RN postings have increased by 7.7%.
- New graduate RN job postings continue to be available in all specialties.



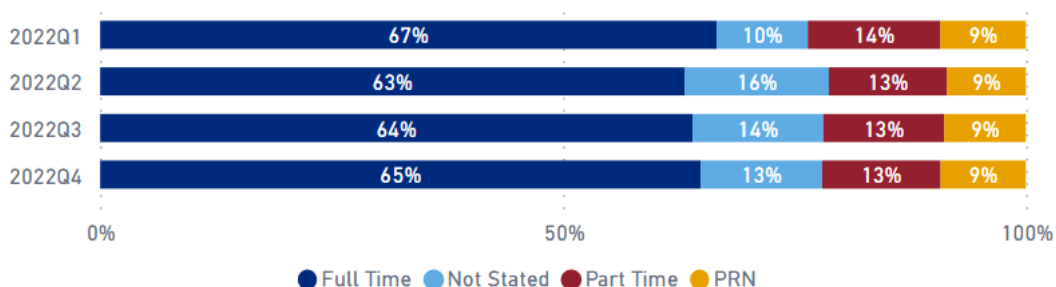
# Registered Nursing

## Job Features

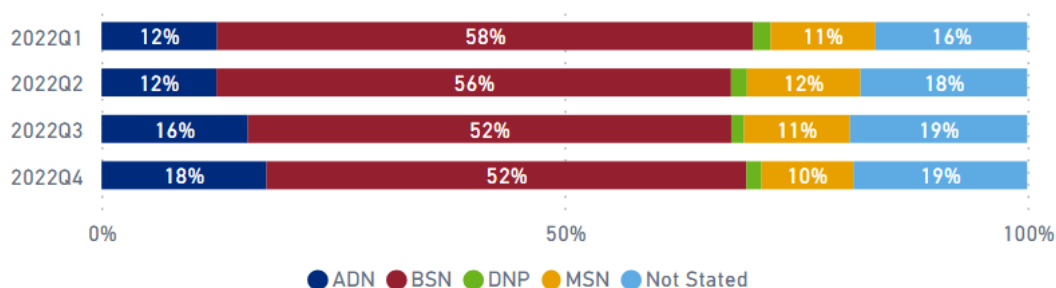
### Shift Type



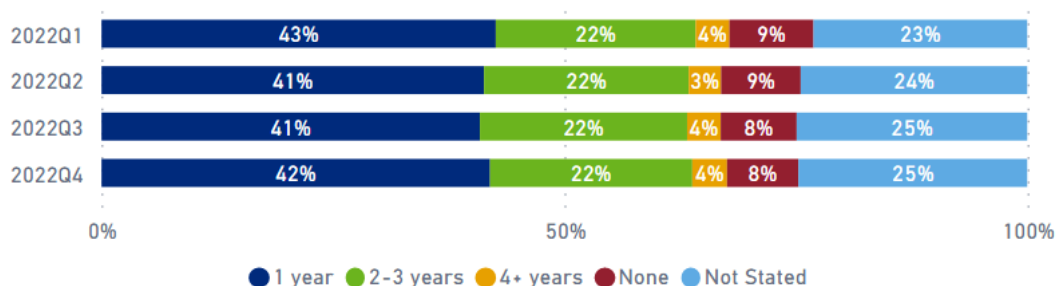
### Employment Type



### Educational Requirements



### Experience Requirements



### Key Observations

- Of the total RN job postings, 31% are day shift positions.
- Variable shifts make up 7% of job postings.
- Full-time positions make up 65% of job postings.

### Key Observations

- Educational requirements remain consistently focused on the BSN level (52%).
- ADN requirement rose consistently through the quarters.
- 25% of posted positions do not list experience requirements.

# Registered Nursing

## Compensation Trends

### Job Postings with Salary

	AK	CA	HI	NV	OR	WA
Postings	305	15,748	154	1,344	1,698	4,885
w/ Salary	58	1,112	4	912	761	733
Percentage	19.0%	7.1%	2.6%	67.9%	44.8%	15.0%

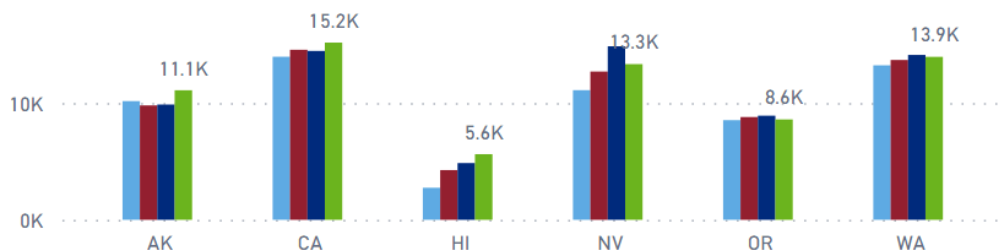
\* Job postings do not include sufficient salary data to provide a valid and reliable analysis of salary levels in each state.

### Job Postings with Bonus

	AK	CA	HI	NV	OR	WA
Postings	305	15,748	154	1,344	1,698	4,885
w/ Bonus	171	4,039	10	92	811	2,751
Percentage	55.9%	25.6%	6.5%	6.8%	47.8%	56.3%

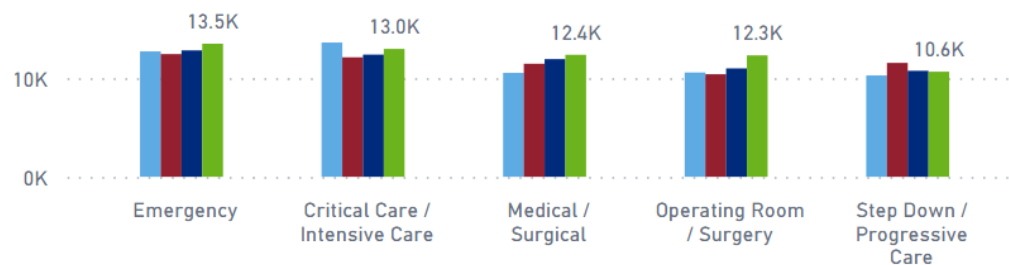
### Hiring Bonus by State (\$)

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



### Hiring Bonus by Specialty (\$)

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



**7,874** ▼ **6.3%**

Postings with Bonus From Last Quarter

**\$11,282** ▲ **1.0%**

Average Bonus From Last Quarter

### Key Observations

- Job postings with hiring bonuses have remained steady.
- The average hiring bonus increased by 1.0% and remain available across all specialties.
- The average bonus level is \$11,282.
- The highest bonus rates are in CA followed by WA and NV.



## 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

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