



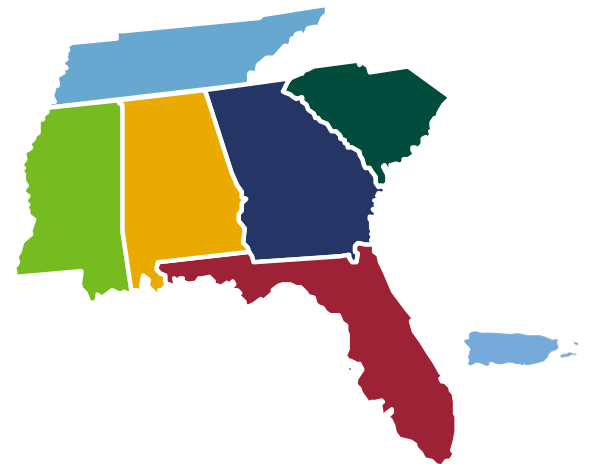
AHA Data & Insights

2022 Q4

Health Care Job Postings Report

Region 4

Alabama
Florida
Georgia
Mississippi
South Carolina
Tennessee
Puerto Rico



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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Executive Summary

Quick insights from this quarter's findings:

1. Total job postings across Region 4 have declined by 4.0% from the previous quarter.
2. There are also declines in general nursing (5.0%) and registered nursing (5.1%) job postings from the previous quarter.
3. The time to fill RN positions has remained steady at 61 days.
4. New graduate RN job postings in this region have increased by 2.5%.
5. RN job postings have declined across all nursing clinical specialties except for step down and progressive care.
6. Full time and day shift positions continue to be broadly available and make up 61% and 33% of RN job postings respectively.
7. Postings with hiring bonuses have decreased by 10%. The average value of hiring bonuses has decreased by 6.3% to an average of \$14,670.

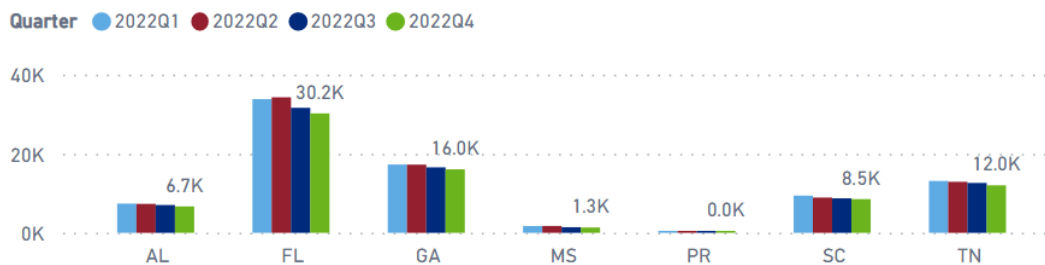
Please note that this report is based on all health care job postings available on employer career sites. While these job postings represent those positions being recruited for by an employer, they are not an accurate representation of a vacancy rate, as employers may not post all vacant positions.

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).

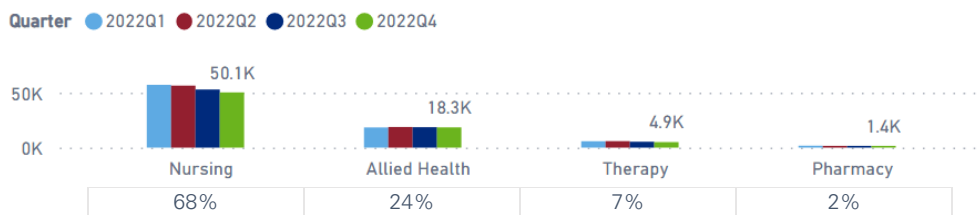
Regional Overview

Job Postings by State



Quarterly change	AL	FL	GA	MS	PR	SC	TN
Change	▼382	▼1,895	▼651	▼100	0	▼110	▼580
Percentage	▼4.7%	▼5.0%	▼3.3%	▼6.5%	0.0%	▼1.0%	▼3.7%

Job Postings by Role

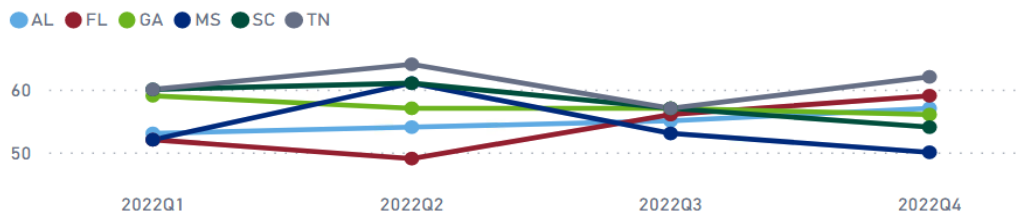


Nursing	68%
Allied Health	24%
Therapy	7%
Pharmacy	2%

Job Postings by Role and State

	AL	FL	GA	MS	PR	SC	TN
Allied Health	1,489	7,805	3,937	323	3	1,947	2,816
Quarterly Change	▼1.5%	▼1.5%	▼1.5%	▲12.2%	0.0%	▼3.1%	▲1.8%
Nursing	4,656	19,688	10,690	891	2	5,846	8,298
Quarterly Change	▼6.0%	▼5.5%	▼3.1%	▼10.2%	▲100.0%	▼1.9%	▼7.0%
Pharmacy	103	575	280	18	1	164	261
Quarterly Change	▲7.3%	▼0.9%	▲3.7%	0.0%	▼50.0%	▲1.9%	▲4.0%
Therapy	413	2,117	1,140	95	2	552	623
Quarterly Change	▼7.8%	▼6.2%	▼7.6%	▼14.4%	▼33.3%	▼4.5%	▼4.2%

Average Days Posted



*Note: PR is not shown in this graph due to its limited data.

74,735 ▼4.0%

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.

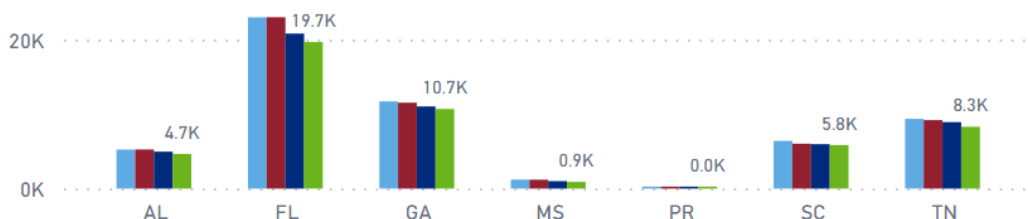
Key Observations

- Job postings across the region have decreased by 4.0%.
- Nursing continues to constitute the majority of job postings (68%).
- Average days posted has gone up from 60 days to 72 days this past quarter.

All Nursing

Job Postings by State

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



Quarterly change	AL	FL	GA	MS	PR	SC	TN
	▼ 299	▼ 1,141	▼ 342	▼ 101	▲ 1	▼ 116	▼ 626
	▼ 6.4%	▼ 5.8%	▼ 3.2%	▼ 11.3%	▲ 50.0%	▼ 2.0%	▼ 7.5%

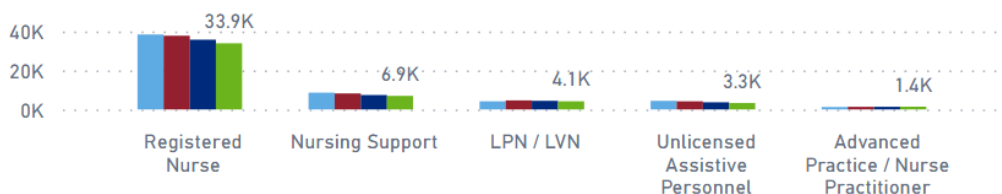
49,976 ▼ **5.0%**

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 ● 2022Q4

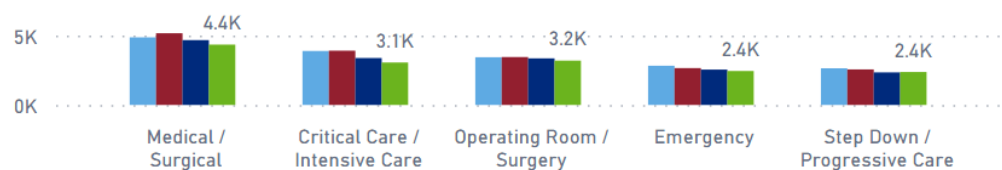


Key Observations

- General nursing job postings have declined 5.0%.
- While FL continues to have the largest number of job postings, TN shows the largest changes from previous periods on a percentage basis.
- Job postings for Step Down have increased across five out of seven states/territories.

Job Postings by Specialty

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



	AL	FL	GA	MS	PR	SC	TN
Med / Surg	375	1746	813	86	-	617	713
Quarterly Change	▲ 1.4%	▼ 3.5%	▼ 3.8%	▼ 10.4%	-	▼ 7.1%	▼ 19.8%
OR / Surgery	317	1318	684	57	-	388	430
Quarterly Change	▼ 5.9%	▼ 6.3%	▲ 4.3%	▼ 8.1%	-	▼ 8.7%	▼ 8.9%
Critical Care / ICU	336	1295	569	54	-	328	476
Quarterly Change	▼ 14.5%	▼ 10.9%	▼ 5.2%	▼ 14.3%	-	▲ 5.5%	▼ 15.0%
Emergency	211	1003	472	56	-	285	419
Quarterly Change	▲ 9.9%	▼ 4.5%	▲ 0.9%	▼ 3.4%	-	▼ 3.4%	▼ 13.8%
Step Down	187	1226	398	29	-	227	307
Quarterly Change	▼ 5.1%	▲ 2.0%	▲ 10.6%	▲ 7.4%	-	▲ 8.6%	▼ 11.8%

Registered Nursing

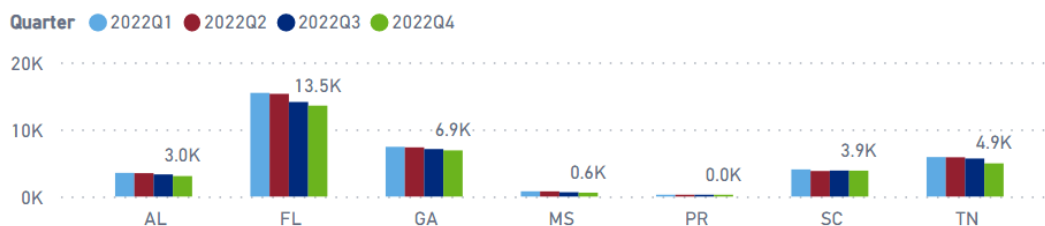
Overview

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

32,808 ▼ 5.1 %

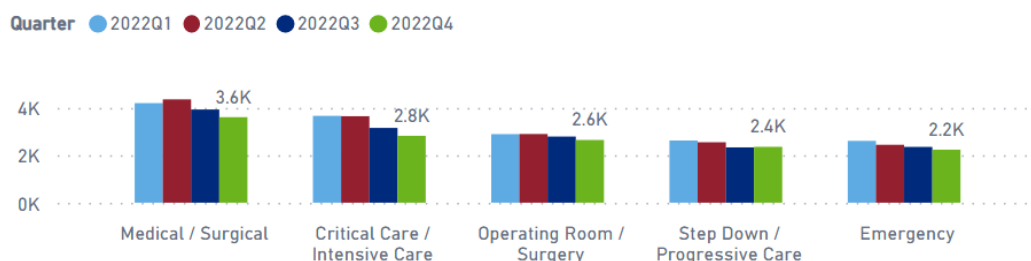
Average Job Postings From Last Quarter

Job Postings by State



Quarterly change	AL	FL	GA	MS	PR	SC	TN
	▼ 249	▼ 541	▼ 200	▼ 60	▲ 1	▼ 14	▼ 720
	▼ 7.6%	▼ 3.8%	▼ 2.8%	▼ 9.4%	▲ 100.0%	▼ 0.4%	▼ 12.7%

Job Postings by Specialty



	AL	FL	GA	MS	PR	SC	TN
Med/Surg	291	1,515	656	66	-	532	548
Quarterly Change	▲ 0.3%	▼ 3.8%	▼ 3.0%	▼ 9.6%	-	▼ 11.0%	▼ 23.9%
Critical Care / ICU	303	1,217	495	54	-	310	442
Quarterly Change	▼ 17.4%	▼ 11.5%	▼ 6.8%	▼ 1.0%	-	▲ 4.4%	▼ 15.8%
OR / Surgery	267	1,129	582	53	-	303	311
Quarterly Change	▼ 5.0%	▼ 4.3%	▲ 4.1%	▼ 3.6%	-	▼ 13.4%	▼ 14.6%
Step Down	186	1,222	391	29	-	226	302
Quarterly Change	▼ 4.6%	▲ 1.7%	▲ 9.5%	▲ 7.4%	-	▲ 8.7%	▼ 12.2%
Emergency	186	932	425	51	-	264	378
Quarterly Change	▲ 10.7%	▼ 5.5%	▲ 1.2%	▼ 7.3%	-	▼ 5.0%	▼ 15.1%

Key Observations

- RN job postings declined by 5.1% in Q4.
- RN job postings declined in all states, except for PR.

Key Observations

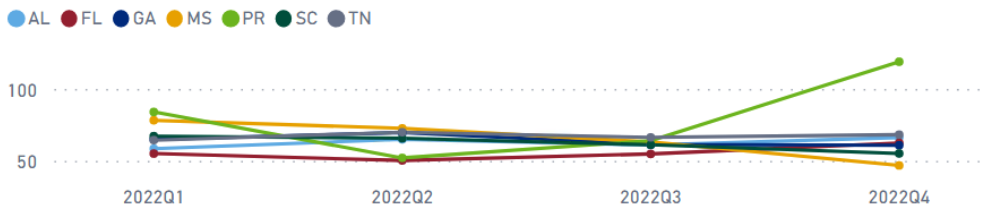
- RN job postings have declined across most specialty areas.
- Job postings for Step Down have increased across four out of seven states/territories.

Registered Nursing

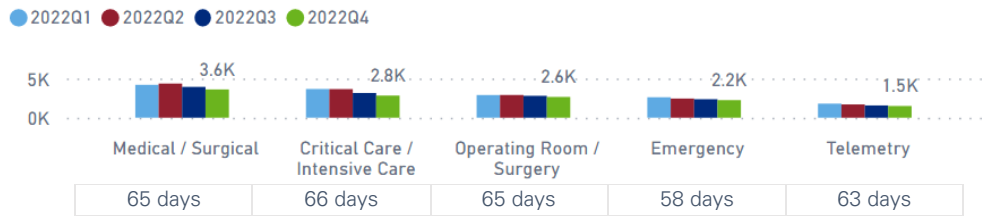
Time to Fill

Average Days Posted by State

	AL	FL	GA	MS	PR	SC	TN
2022Q1	58	55	65	78	84	67	64
2022Q2	65	50	70	73	52	66	70
2022Q3	61	55	61	63	64	61	66
2022Q4	66	62	61	47	119	55	68

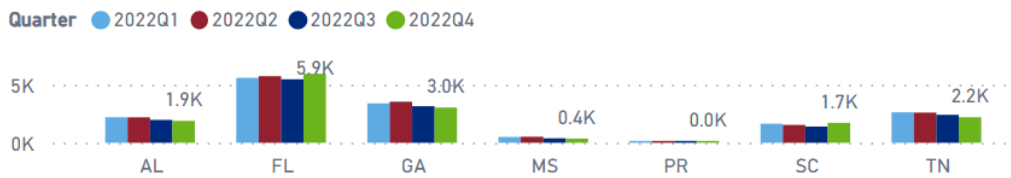


Average Days Posted for Specialties

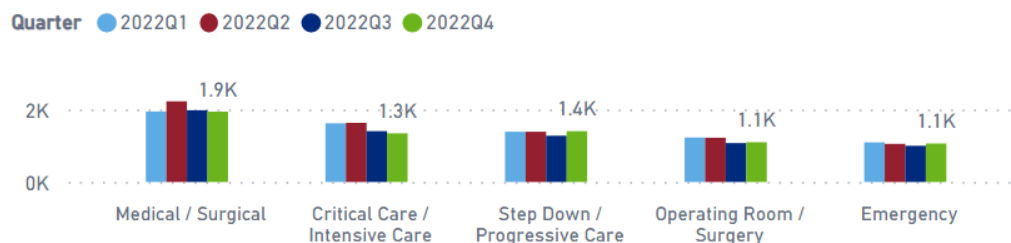


New Graduate Job Postings

By State



By Specialty



61 days **0%**

Average Time to Fill Change from Last Quarter

Key Observations

- Time to fill for RN positions remains at 61 days this quarter.

15,140 **▲2.5%**

Average Job Postings From Last Quarter

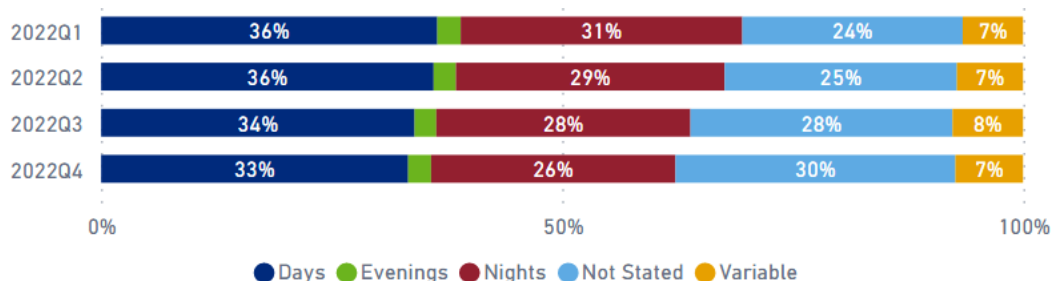
Key Observations

- New graduate RN postings have increased by 2.5%.
- New graduate RN job postings continue to be available in all specialties and have increased in Step Down and Emergency.

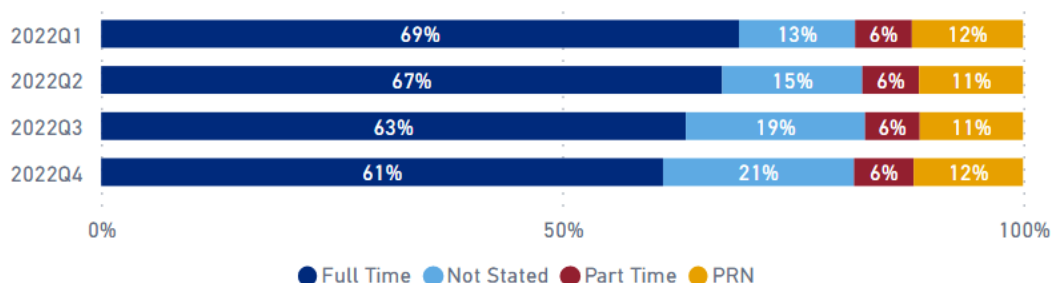
Registered Nursing

Job Features

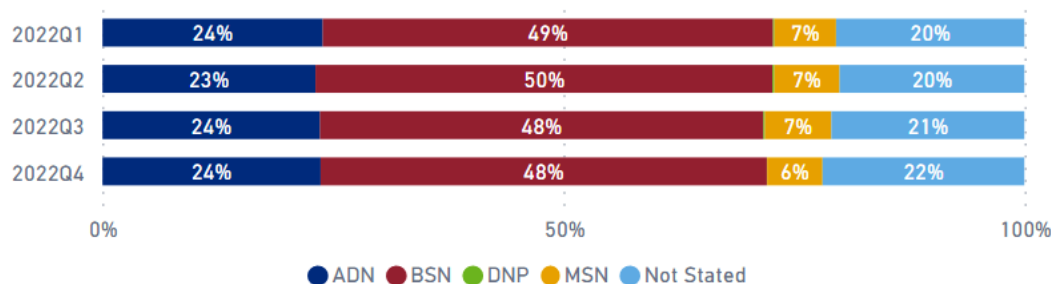
Shift Type



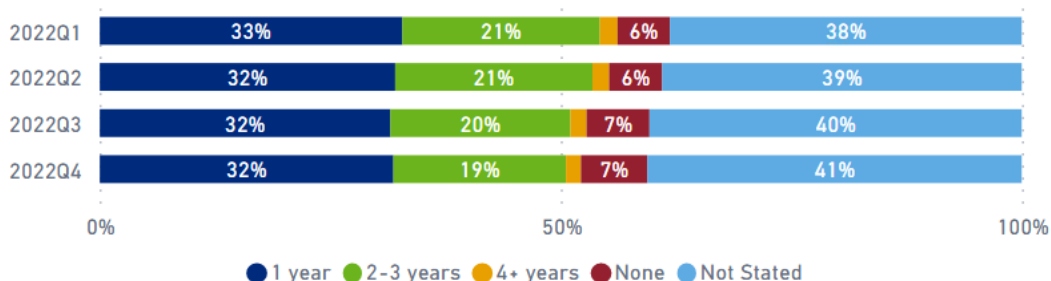
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 33% are day shift positions.
- Variable shifts make up 7% of job postings.
- Full-time positions make up 61% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (48%).
- 41% of posted positions do not list experience requirements.

Registered Nursing

Compensation Trends

Job Postings with Salary

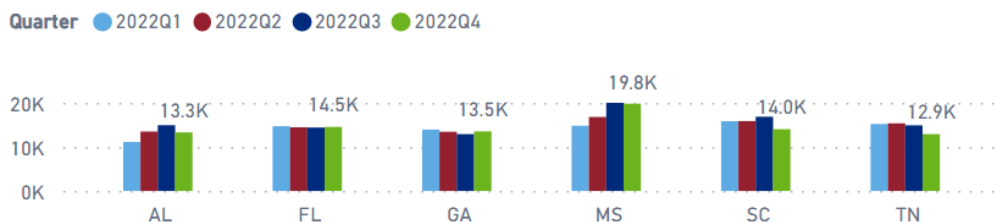
	AL	FL	GA	MS	PR	SC	TN
Postings	3,060	13,551	6,883	580	2	3,869	4,951
w/ Salary	631	1,511	313	10	0	25	73
Percentage	20.6%	11.2%	4.5%	1.7%	-	0.6%	1.5%

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

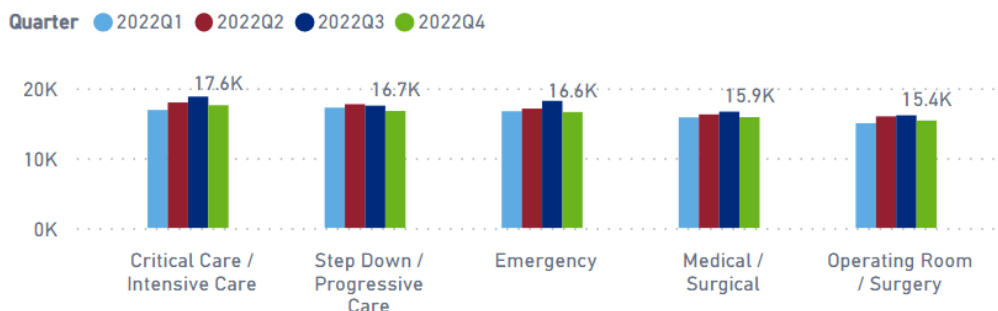
Job Postings with Bonus

	AL	FL	GA	MS	PR	SC	TN
Postings	3,060	13,551	6,883	580	2	3,869	4,951
w/ Bonus	827	5,231	982	106	0	1,270	1,507
Percentage	27.0%	38.6%	14.3%	18.3%	-	32.8%	30.4%

Hiring Bonus by State (\$)



Hiring Bonus by Specialty (\$)



Key Observations

- Job postings with salary inclusion is more prevalent in AL and FL.

9,923 ▼ **10.0%**

Postings with Bonus From Last Quarter

\$14,670 ▼ **6.3%**

Average Bonus From Last Quarter

Key Observations

- Job postings with hiring bonuses have declined by 10.0%.
- The average bonus declined by 6.3% but remained available across all specialties.
- The average bonus level posted is \$14,670.
- The highest bonus rate is in MS.



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- 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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