



AHA Data & Insights

2022 Q4

Health Care Job Postings Report

Region 8

Arizona
Colorado
Idaho
Montana
New Mexico
Utah
Wyoming



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.



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 8 have declined by 5.7% from the previous quarter.
2. There are similar declines in general nursing (6.7%) and registered nursing (5.4%) job postings from the previous quarter.
3. The time to fill for RN positions has decreased by 5.7% to 50 days.
4. New graduate RN job postings in this region have increased by 2.8%.
5. RN job postings have declined across all major nursing clinical specialties.
6. Full time and day shift positions continue to be broadly available and make up 68% and 28% of RN job postings respectively.
7. RN job postings with hiring bonuses have increased by 2.5%. The average value of hiring bonuses has decreased by 4.0% to an average of \$11,585.

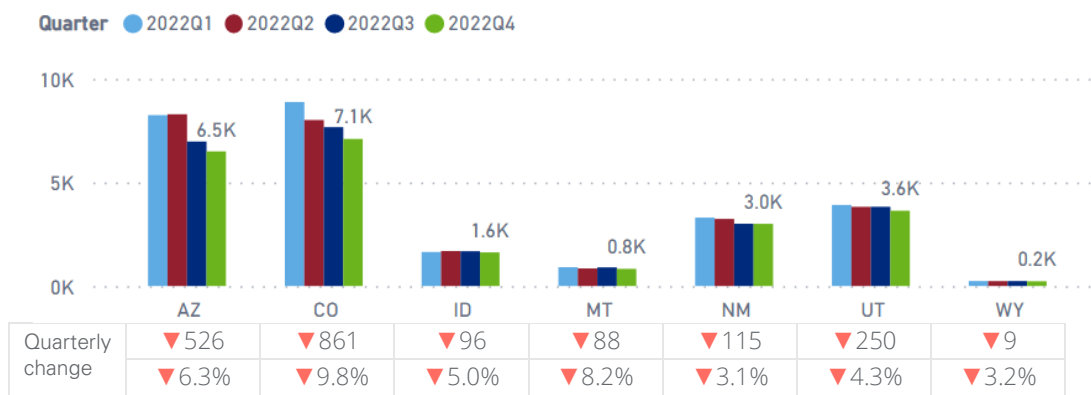
Please note that this report is based on all health care job postings available on employer career sites. While these job postings represent those positions being recruited for by an employer, they are not an accurate representation of a vacancy rate, as employers may not post all vacant positions.

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

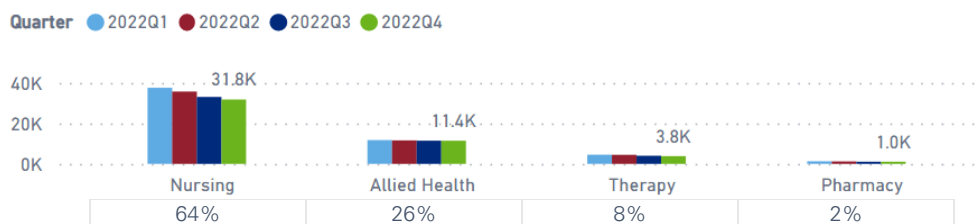
Job Postings by State



22,889 ▼5.7%

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 (64%).

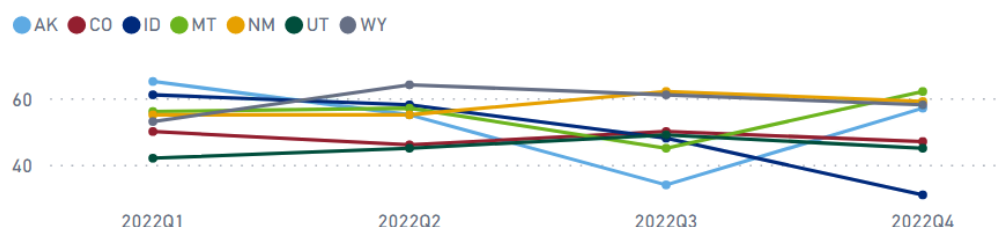
Job Postings by Role and State

	AZ	CO	ID	MT	NM	UT	WY
Allied Health	1,544	1,766	283	201	700	1,376	71
Quarterly Change	▼6.9%	▼3.2%	▼6.3%	▲4.1%	▼1.3%	▼3.8%	▲4.4%
Nursing	4,063	4,699	1,206	561	1,930	1,995	133
Quarterly Change	▼7.8%	▼8.9%	▼4.9%	▼11.7%	▲1.0%	▼5.4%	▼2.9%
Pharmacy	240	140	36	18	60	83	5
Quarterly Change	▲5.3%	▼5.4%	▲16.1%	▲20.0%	0.0%	▼8.8%	▲66.7%
Therapy	645	489	96	46	309	176	18
Quarterly Change	▼4.4%	▼7.7%	▲26.3%	▼16.4%	▼4.3%	▼7.4%	▼37.9%

Key Observations

- Job postings across the region have decreased by 5.7%.
- Average days posted has gone up slightly to 51 days this quarter.

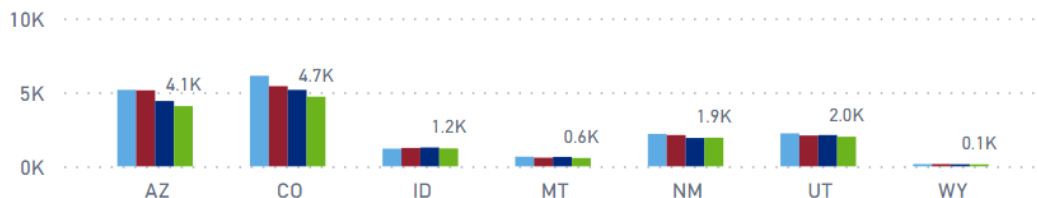
Average Days Posted



All Nursing

Job Postings by State

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



Quarterly change	AZ	CO	ID	MT	NM	UT	WY
	▼343	▼458	▼62	▼74	▲19	▼114	▼4
	▼8.4%	▼9.7%	▼5.1%	▼13.2%	▲1.0%	▼5.7%	▼3.0%

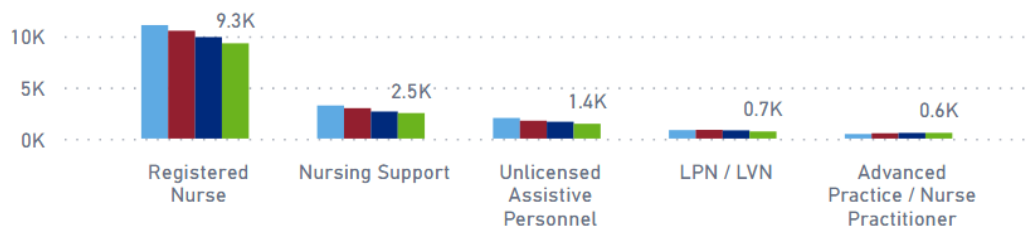
14,504 ▼6.7%

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

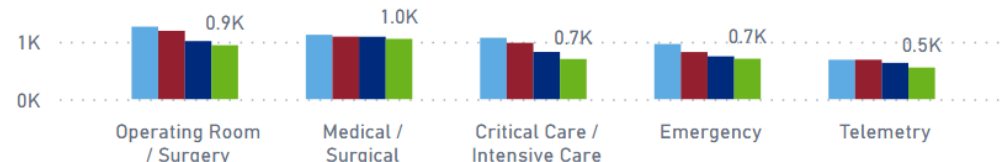


Key Observations

- General nursing job postings have declined 6.7%.
- CO and AZ continue to have the largest number of job postings.

Job Postings by Specialty

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



	AZ	CO	ID	MT	NM	UT	WY
OR / Surgery	298	355	46	34	94	100	9
Quarterly Change	▼8.6%	▼3.3%	▼13.2%	▼8.1%	▲2.2%	▼17.4%	▼25.0%
Med / Surg	315	448	27	35	135	83	4
Quarterly Change	▼18.0%	▲9.3%	▼20.6%	0.0%	▲19.5%	▼18.6%	▼33.3%
Critical Care / ICU	228	183	45	29	114	95	3
Quarterly Change	▼10.6%	▼29.6%	▼6.3%	▼9.4%	▲1.8%	▼13.6%	0.0%
Emergency	215	253	28	13	118	70	5
Quarterly Change	▼2.3%	▼11.5%	0.0%	0.0%	▲7.3%	▼11.4%	▼28.6%
Telemetry	243	182	23	6	39	54	2
Quarterly Change	▼3.6%	▼20.5%	▼23.3%	0.0%	▼29.1%	▼5.3%	▲100.0%

Key Observations

- With the exception of Telemetry, NM shows increased postings across all categories.

Registered Nursing

Overview

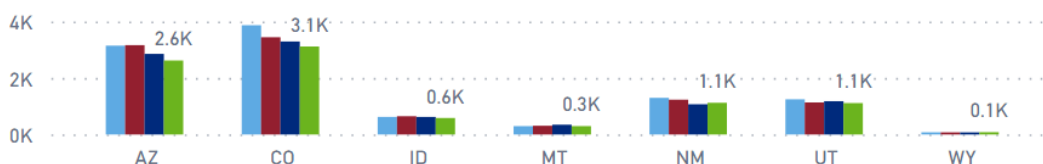
RN positions make up 54% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

8,913 ▼ **5.4 %**

Average Job Postings From Last Quarter

Job Postings by State

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



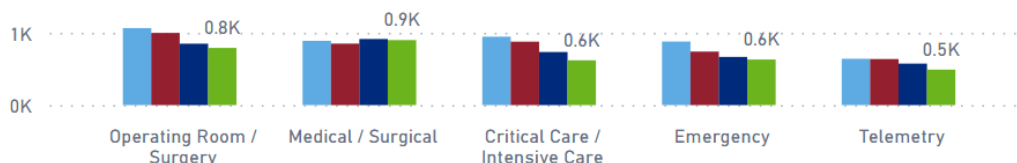
Quarterly change	AZ	CO	ID	MT	NM	UT	WY
	▼235	▼176	▼38	▼50	▲53	▼68	▲7
	▼8.2%	▼5.4%	▼6.1%	▼14.5%	▲5.0%	▼5.8%	▲9.7%

Key Observations

- RN job postings have declined by 5.4%.

Job Postings by Specialty

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



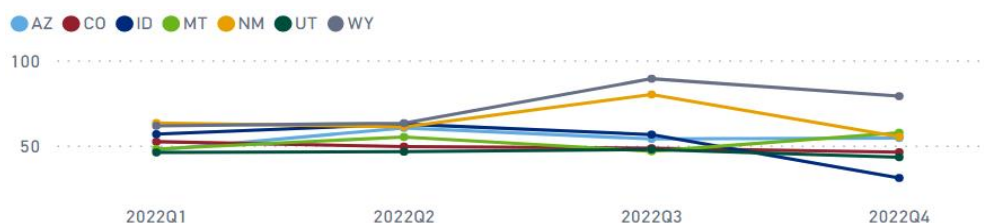
	AZ	CO	ID	MT	NM	UT	WY
OR / Surgery	242	305	39	27	89	82	5
Quarterly Change	▼10.0%	▼4.4%	▲2.6%	▲10.0%	▼9.9%	▼21.2%	▼16.7%
Med / Surg	245	416	15	33	117	68	3
Quarterly Change	▼20.5%	▲11.8%	▼40.0%	0.0%	▲34.5%	▼18.1%	▼25.0%
Critical Care / ICU	206	159	42	26	107	75	3
Quarterly Change	▼11.2%	▼30.9%	▼6.7%	▼13.3%	▲3.9%	▼15.7%	0.0%
Emergency	195	223	23	13	108	62	5
Quarterly Change	▼1.0%	▼12.2%	▲4.5%	0.0%	▲9.1%	▼17.3%	0.0%
Telemetry	204	166	23	6	39	50	1
Quarterly Change	▼8.5%	▼18.6%	▼23.3%	0.0%	▼29.1%	▼5.7%	0.0%

Registered Nursing

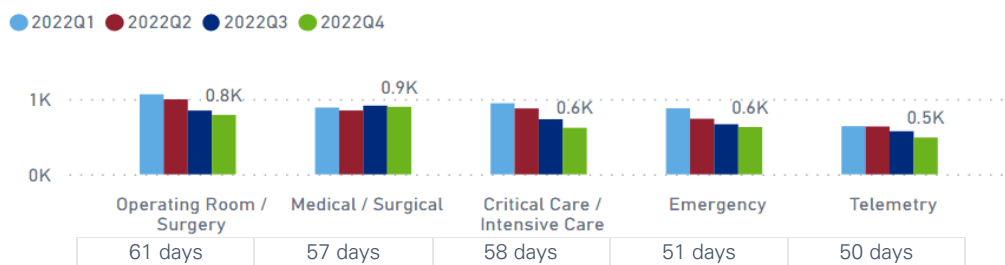
Time to Fill

Average Days Posted by State

	AZ	CO	ID	MT	NM	UT	WY
2022Q1	47	52	57	48	63	46	61
2022Q2	60	49	62	55	61	46	63
2022Q3	54	48	56	47	80	48	89
2022Q4	54	46	31	57	55	43	79

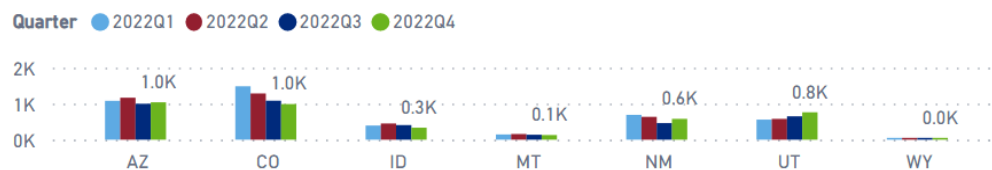


Average Days Posted for Specialties

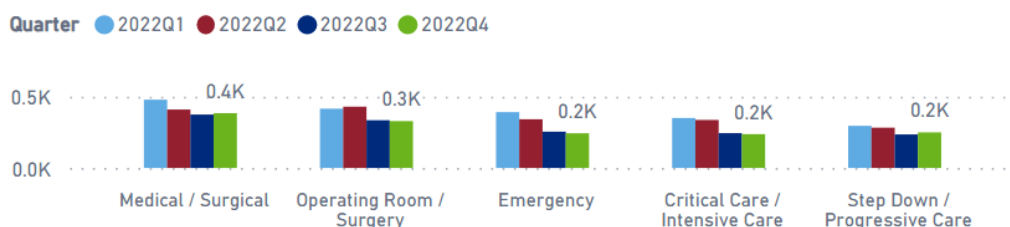


New Graduate Job Postings

By State



By Specialty



50 days ▼ 5.7%

Average Time to Fill From Last Quarter

Key Observations

- Time to fill for RN positions has decreased to 50 days this quarter.
- Operating Room / Surgery has the most number of postings and remains the most difficult to fill at 61 days.

3,854 ▲ 2.8%

Average Job Postings From Last Quarter

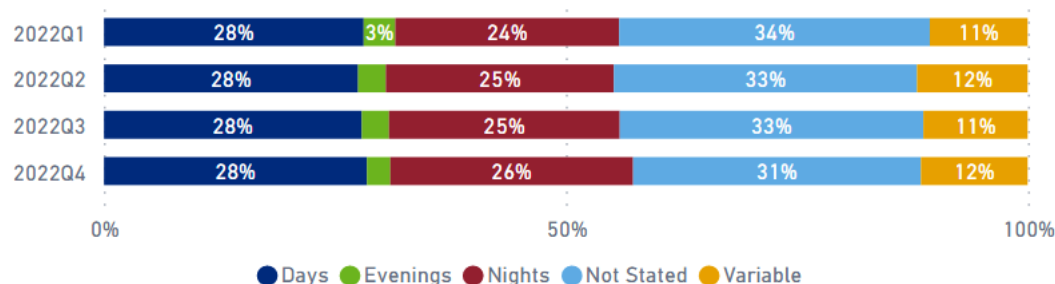
Key Observations

- New graduate RN postings have increased by 2.8%.
- New graduate RN job postings continue to be available in all specialties.

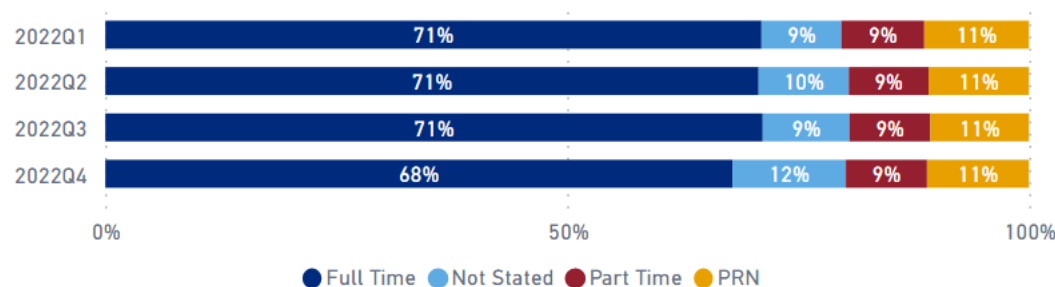
Registered Nursing

Job Features

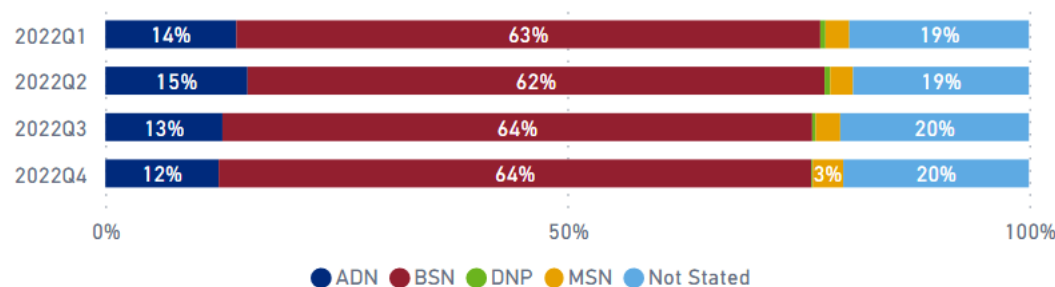
Shift Type



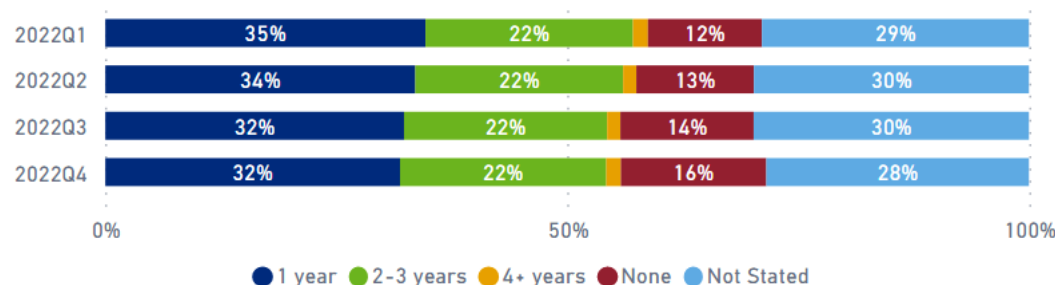
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 28% are day shift positions.
- Variable shifts make up 12% of job postings.
- Full-time positions make up 68% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (64%).
- 28% of posted positions do not list experience requirements.

Registered Nursing

Compensation Trends

Job Postings with Salary

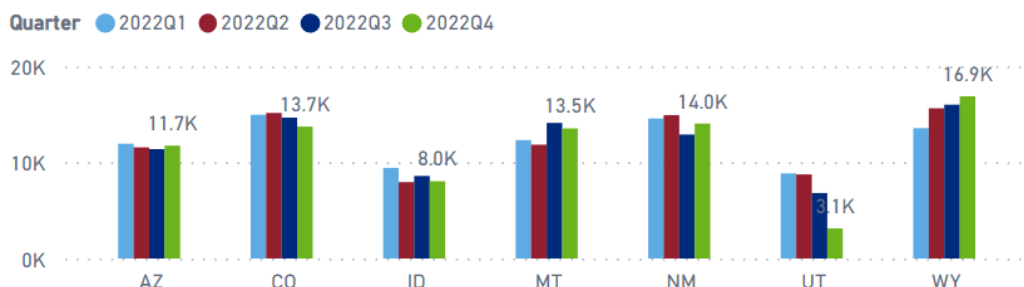
	AZ	CO	ID	MT	NM	UT	WY
Postings	2,626	3,124	591	302	1,124	1,126	75
w/ Salary	218	2,807	27	90	72	519	-
Percentage	8.3%	89.9%	4.6%	29.8%	6.4%	46.1%	-

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

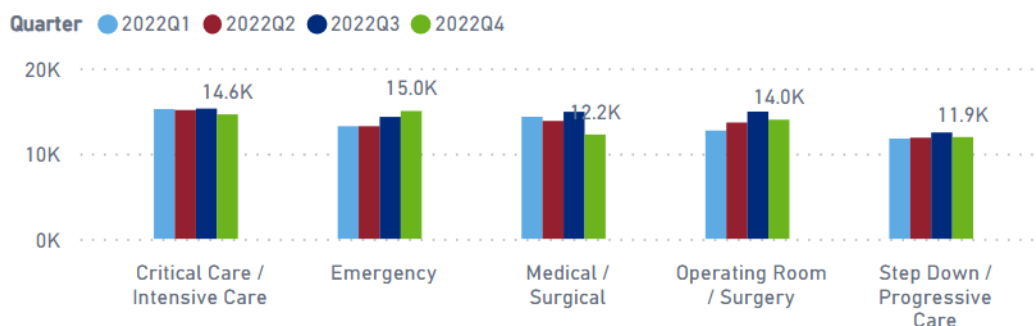
Job Postings with Bonus

	AZ	CO	ID	MT	NM	UT	WY
Postings	2,626	3,124	591	302	1,124	1,126	75
w/ Bonus	1,232	1,481	179	1733	406	429	36
Percentage	46.9%	47.4%	30.3%	57.3%	36.1%	38.1%	48.0%

Hiring Bonus by State (\$)



Hiring Bonus by Specialty (\$)



3,936 ▲ **2.5%**

Postings with Bonus From Last Quarter

\$11,585 ▼ **4.0%**

Average Bonus From Last Quarter

Key Observations

- Job postings with hiring bonuses have remained steady.
- The average hiring bonus decreased by 4.0% and remain available across all specialties.
- The average bonus level is \$11,585.
- The highest bonus rates are in WY.



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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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