



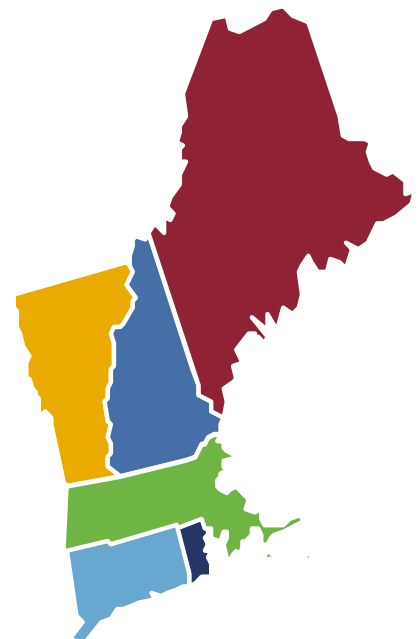
AHA Data & Insights

2022 Q4

Health Care Job Postings Report

Region 1

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont



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 for all categories across Region 1 have declined by 1.5% from the previous quarter.
2. There are greater declines in general nursing (2.3%) and registered nursing (4.4%) job postings from the previous quarter.
3. The time to fill for RN positions has increased by 3.4% to 60 days.
4. New graduate RN job postings in this region have increased by 1.6%.
5. RN job postings have declined across all nursing clinical specialties except for Emergency Services.
6. Full-time and day shift positions continue to be broadly available, making up 56% and 27% of RN job postings respectively.
7. RN job postings with hiring bonuses have increased by 3.3%. The value of hiring bonuses has increased by 7.0% to an average of \$10,846.

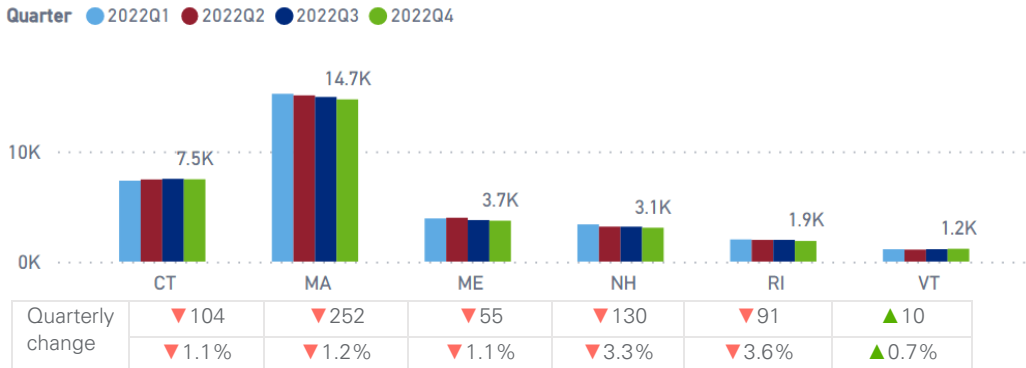
Please note that this report is based on all health care job postings available on employer career sites. While these job postings represent those positions being recruited for by an employer, they are not an accurate representation of a vacancy rate, as employers may not post all vacant positions.

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

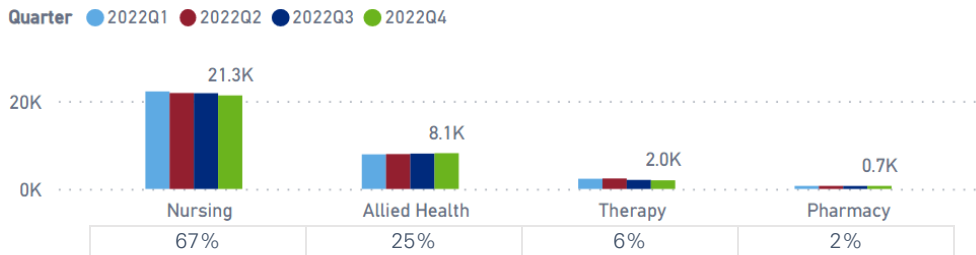
Job Postings by State



32,005 ▼1.5%

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.

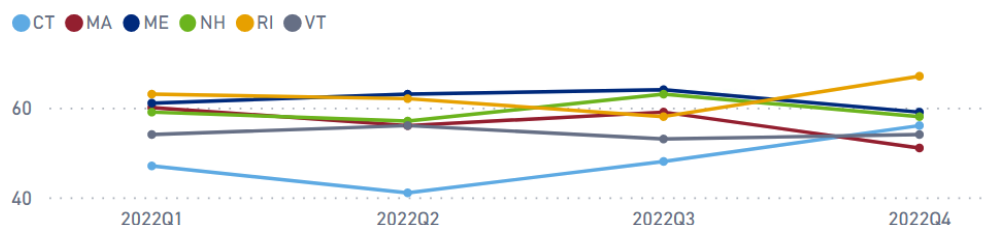
Job Postings by Role and State

	CT	MA	ME	NH	RI	VT
Allied Health	1,868	4,110	783	619	522	219
Quarterly Change	▲2.1%	▲0.7%	▲1.8%	▼1.0%	▲0.8%	▲6.8%
Nursing	5,053	9,371	2,636	2,171	1,192	829
Quarterly Change	▼1.1%	▼2.5%	▼2.7%	▼2.0%	▼8.3%	▲3.0%
Pharmacy	119	396	46	50	54	12
Quarterly Change	0.0%	▼1.2%	▲7.0%	▼2.0%	▲22.7%	▲100.0%
Therapy	432	850	244	230	101	98
Quarterly Change	▼4.8%	▼0.1%	▼0.8%	▼16.4%	▼5.6%	▼8.4%

Key Observations

- Job postings across the region have decreased by 1.5% from last quarter.
- Nursing continues to constitute the majority of job postings (67%).
- Allied Health saw increases across almost all states, however the declines in NH cause the total to remain steady.
- Average days posted remains at 58 this quarter.

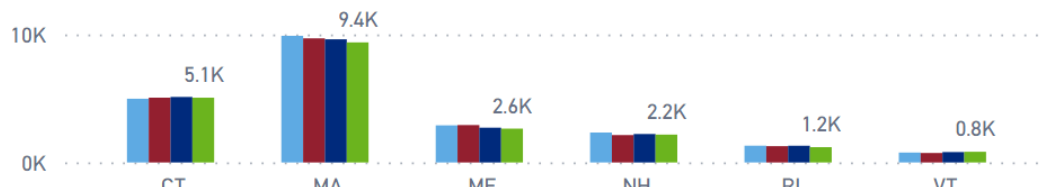
Average Days Posted



All Nursing

Job Postings by State

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



Quarterly change	CT	MA	ME	NH	RI	VT
	▼56	▼242	▼74	▼44	▼108	▲24
	▼1.1%	▼2.6%	▼2.8%	▼2.0%	▼9.1%	▲2.9%

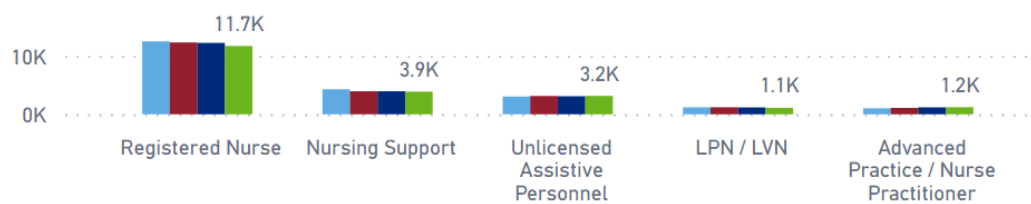
21,184 ▼2.3%

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

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

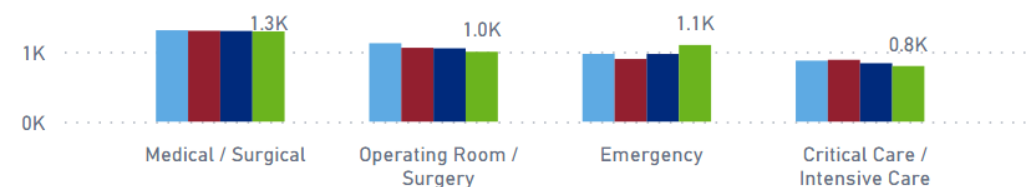


Key Observations

- General nursing job postings have declined 2.3%, dominated by declines in MA and RI.
- MA continues to have the largest number of job postings.

Job Postings by Specialty

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



	CT	MA	ME	NH	RI	VT
Med / Surg	221	677	136	133	54	68
Quarterly Change	▼2.9%	▼6.6%	▼11.9%	▼6.4%	▲2.4%	▲30.6%
OR / Surgery	321	423	109	73	41	31
Quarterly Change	▼15.6%	▲24.2%	▼10.7%	▲66.7%	▲51.1%	▲3.3%
Emergency	285	549	89	85	47	40
Quarterly Change	▼4.0%	▼6.2%	▼10.7%	▲8.5%	▼0.7%	▼15.5%
Critical Care / ICU	213	371	75	67	43	25
Quarterly Change	▼5.8%	▲19.2%	▲14.5%	▼1.5%	▼3.6%	▲10.9%

Registered Nursing

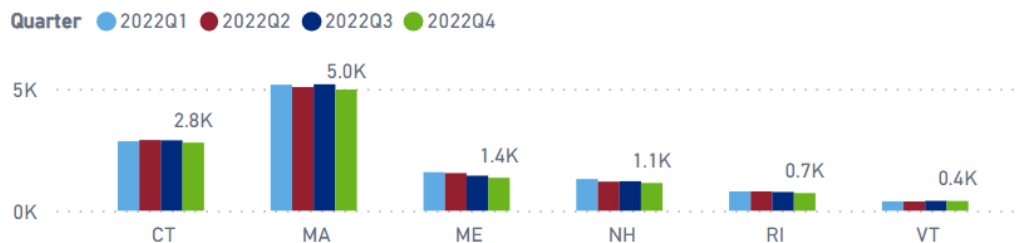
Overview

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

11,372 ▼ 4.4 %

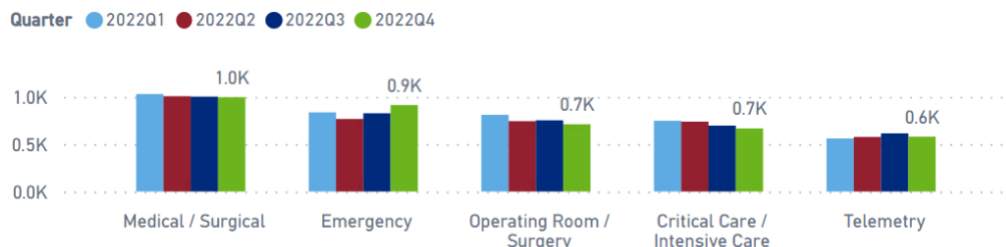
Average Job Postings From Last Quarter

Job Postings by State



Quarterly change	CT	MA	ME	NH	RI	VT
	▼92	▼217	▼86	▼73	▼45	▼6
	▼3.2%	▼4.2%	▼6.0%	▼6.0%	▼5.9%	▼1.5%

Job Postings by Specialty



	CT	MA	ME	NH	RI	VT
Med / Surg	164	505	106	117	52	52
Quarterly Change	▲13.9%	▼3.1%	▼2.8%	▼9.3%	▼16.1%	▲40.5%
Emergency	224	457	75	81	39	37
Quarterly Change	▲15.5%	▲10.4%	▼2.6%	▼6.9%	▲21.9%	▲68.2%
OR / Surgery	224	283	83	61	34	25
Quarterly Change	▼5.1%	▼5.4%	▼19.4%	▼6.2%	▲36.0%	▲4.2%
Critical Care/ ICU	157	309	69	65	42	24
Quarterly Change	▼7.1%	▼1.9%	▼11.5%	▼3.0%	▲2.4%	▼7.7%
Telemetry	137	290	61	76	3	12
Quarterly Change	▼8.1%	▲5.5%	▼12.9%	▼24.0%	▼40.0%	▼20.0%

Key Observations

- RN job postings have declined by 4.4% in Q4, led by a decline in MA when compared to Q3.

Key Observations

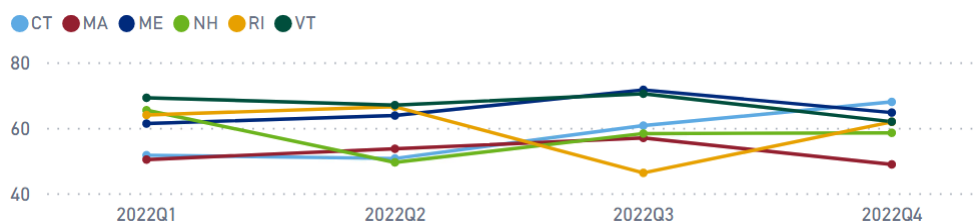
- RN job postings are volatile across each state and specialty.

Registered Nursing

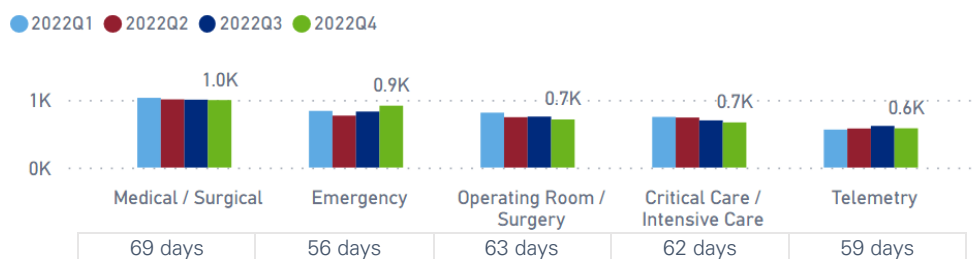
Time to Fill

Average Days Posted by State

	CT	MA	ME	NH	RI	VT
2022Q1	52	50	61	65	64	69
2022Q2	51	54	64	50	66	67
2022Q3	61	57	72	58	46	70
2022Q4	68	49	65	58	62	62

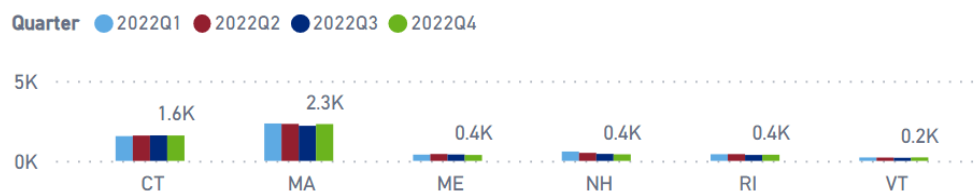


Average Days Posted for Specialties

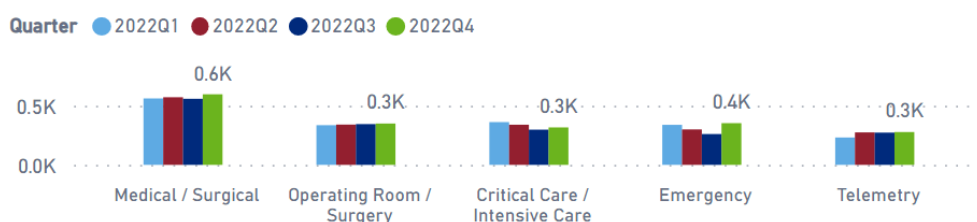


New Graduate Job Postings

By State



By Specialty



60 days ▲ **3.4%**

Average Time to Fill From Last Quarter

Key Observations

- Time to fill for RN positions has increased by 3.4% to 60 days.
- Medical / Surgical has the highest number of job postings and remains the most difficult to fill at 69 days.

5,255 ▲ **1.6%**

Average Job Postings From Last Quarter

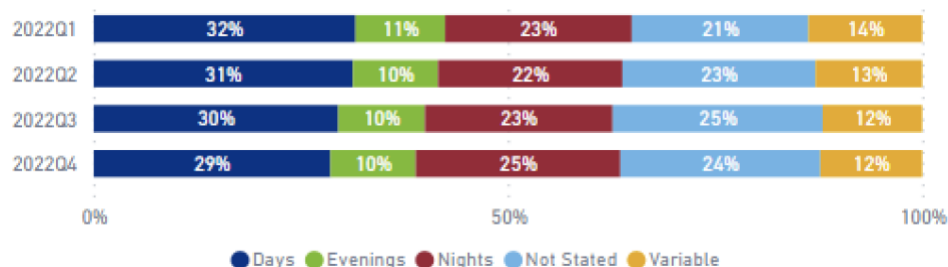
Key Observations

- New graduate RN job postings have increased by 1.6% across the region in Q4.
- New graduate RN job postings continue to be available in all specialties, especially Medical / Surgical.

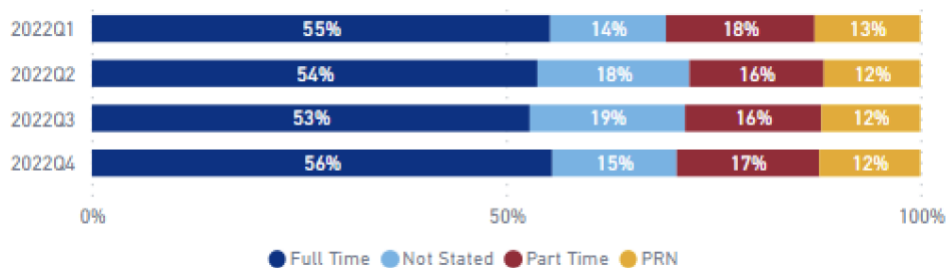
Registered Nursing

Job Features

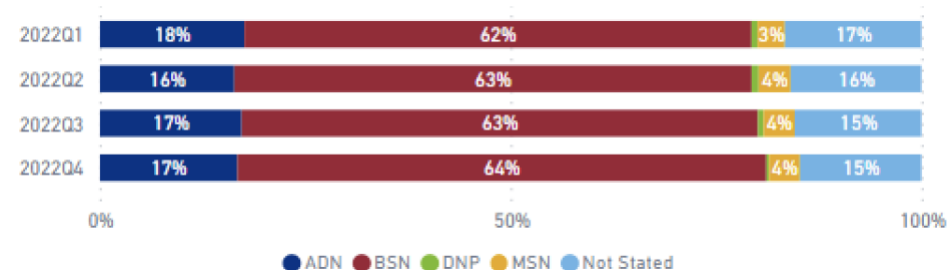
Shift Type



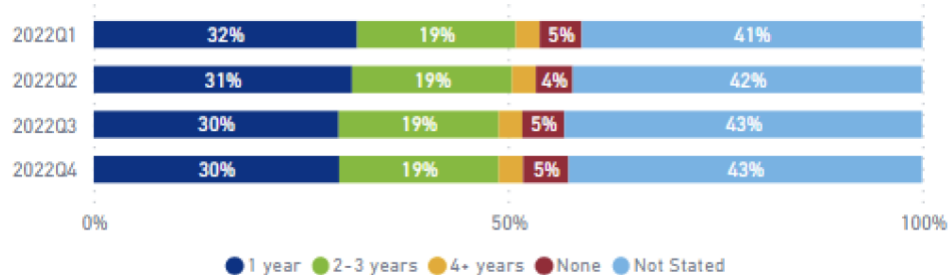
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 29% are day shift positions.
- Variable shifts make up 12% of job postings.
- Full-time positions make up 56% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (64%).
- Slightly less than half (43%) of posted positions do not list experience requirements.

Registered Nursing

Compensation Trends

Job Postings with Salary

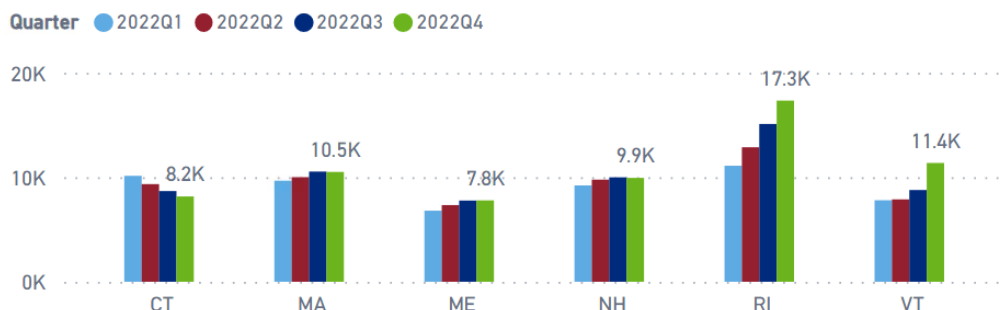
	CT	MA	ME	NH	RI	VT
Postings	2,809	4,992	1,364	1,146	734	405
w/ Salary	107	135	17	41	10	148
Percentage	3.8%	2.7%	1.2%	3.6%	1.4%	31.9%

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

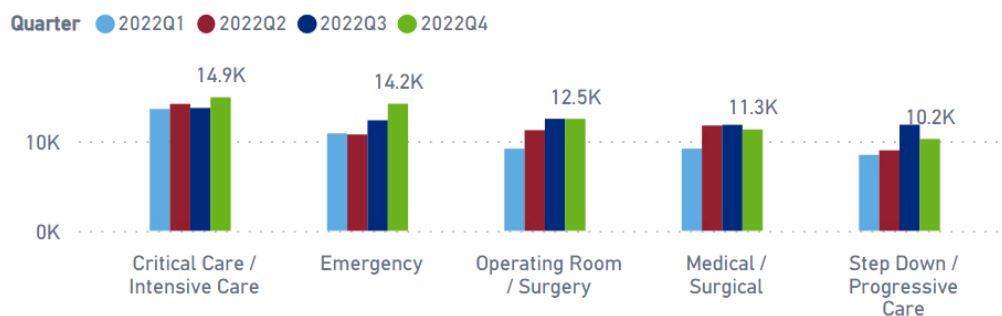
Job Postings with Bonus

	CT	MA	ME	NH	RI	VT
Postings	2,809	4,992	1,364	1,146	734	405
w/ Bonus	362	1,529	706	403	128	133
Percentage	12.9 %	30.6%	51.8%	35.2%	17.5%	32.8%

Hiring Bonus by State (\$)



Hiring Bonus by Specialty (\$)



3,261 ▲ **3.3%**

Postings with Bonus From Last Quarter

\$10,846 ▲ **7.0%**

Average Bonus From Last Quarter

Key Observations

- Job postings with hiring bonuses have increased by 3.3%.
- The average hiring bonus increased by 7.0% and remains common in all specialties.
- The average bonus level posted is \$10,846.
- RI has the highest average hiring bonus available.



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- [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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