



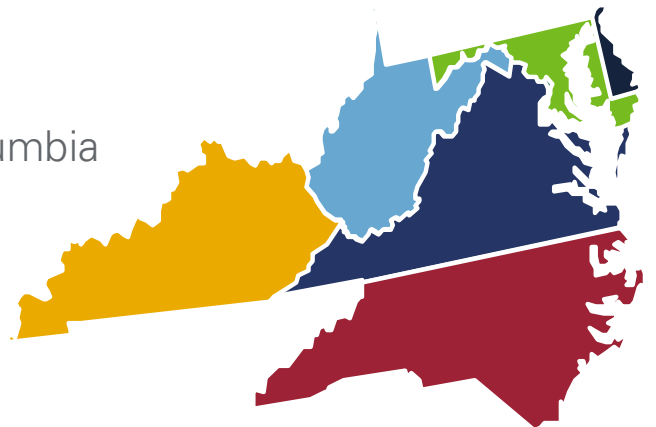
AHA Data & Insights

2022 Q4

Health Care Job Postings Report

Region 3

Delaware
Kentucky
Maryland
North Carolina
Virginia
West Virginia
District of Columbia



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 3 have declined by 1.6% from the previous quarter.
2. There are larger declines in general nursing (2.1%) and registered nursing (2.4%) job postings from the previous quarter.
3. The time to fill RN positions remains at 65 days.
4. New graduate RN job postings in this region have increased by 4.4%.
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 68% and 30% of RN job postings respectively.
7. RN job postings with hiring bonuses have increased by 7.5%. The average value of hiring bonuses has increased by 6.6% to an average of \$12,186.

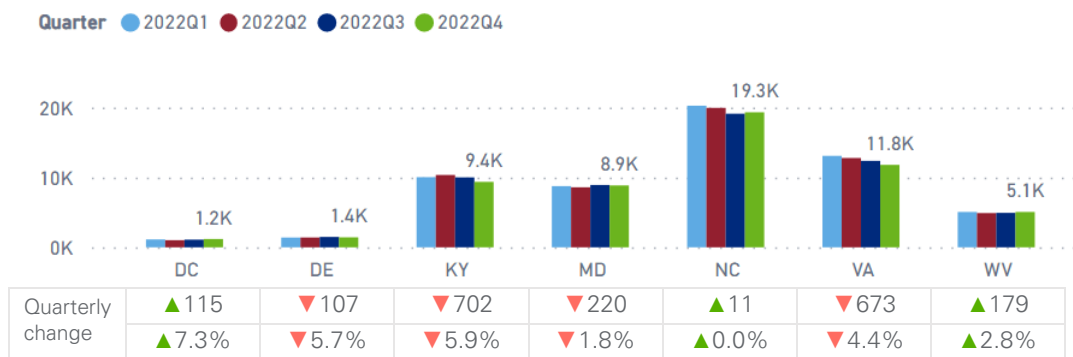
Please note that this report is based on all health care job postings available on employer career sites. While these job postings represent those positions being recruited for by an employer, they are not an accurate representation of a vacancy rate, as employers may not post all vacant positions.

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

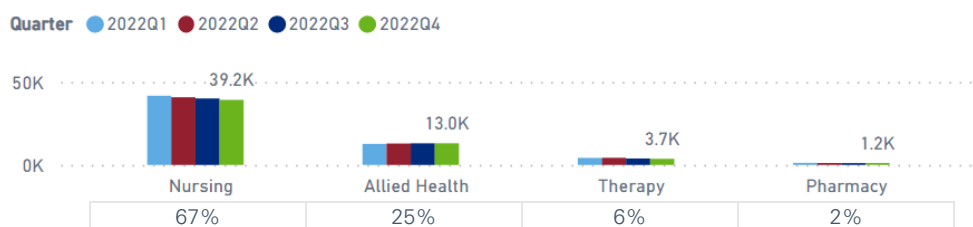
Job Postings by State



56,999 ▼ 1.6%

Average Job Postings From Last Quarter

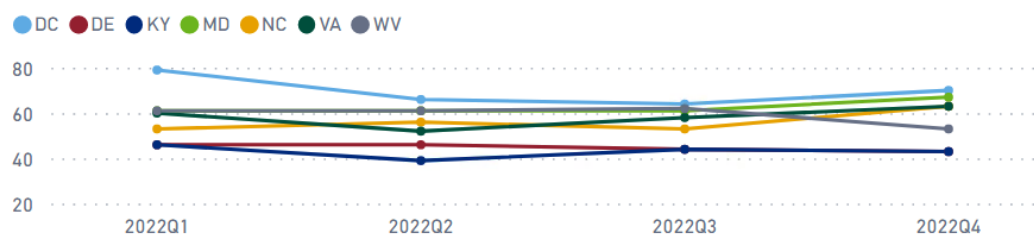
Job Postings by Role



Job Postings by Role and State

	DC	DE	KY	MD	NC	VA	WV
Allied Health	335	278	2,014	2,265	4,062	2,882	1,184
Quarterly Change	▲ 16.7%	▼ 10.0%	▼ 6.7%	▲ 0.3%	▲ 1.7%	▼ 0.6%	▲ 10.3%
Nursing	703	970	6,520	5,779	13,859	7,799	3,524
Quarterly Change	▲ 3.1%	▼ 4.9%	▼ 6.1%	▼ 1.1%	▲ 0.8%	▼ 5.9%	▲ 1.2%
Pharmacy	40	37	178	209	369	238	89
Quarterly Change	▲ 33.3%	▲ 19.4%	▼ 4.8%	▲ 8.9%	▲ 7.9%	▲ 8.7%	▲ 7.2%
Therapy	107	133	650	600	1,038	881	256
Quarterly Change	▲ 20.2%	▲ 14.7%	▼ 9.3%	▼ 4.3%	▼ 1.0%	▼ 9.5%	▼ 10.5%

Average Days Posted



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

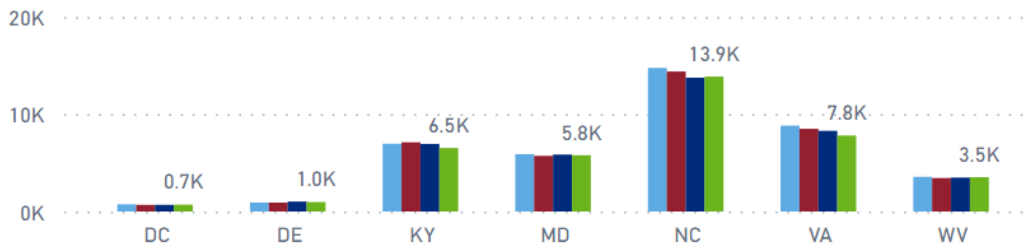
Key Observations

- Job postings across the region have decreased by 1.6%.
- Nursing continues to constitute the majority of job postings (67%).
- Average days posted has gone up slightly to 57 days this quarter.
- Pharmacy job postings have increased in nearly all states.

All Nursing

Job Postings by State

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



Quarterly change	DC	DE	KY	MD	NC	VA	WV
	▲21	▼50	▼422	▼66	▲116	▼486	▲42
	▲3.0%	▼5.2%	▼6.5%	▼1.1%	▲0.8%	▼6.2%	▲1.2%

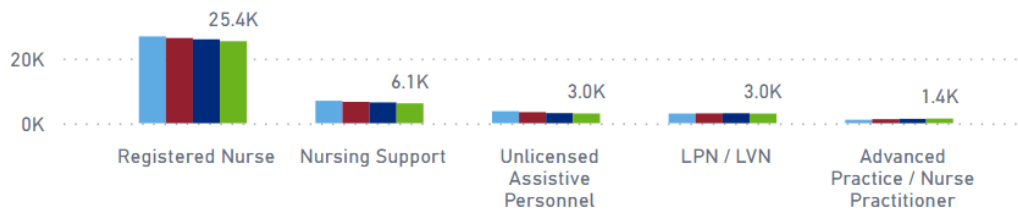
39,054 ▼2.1%

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

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

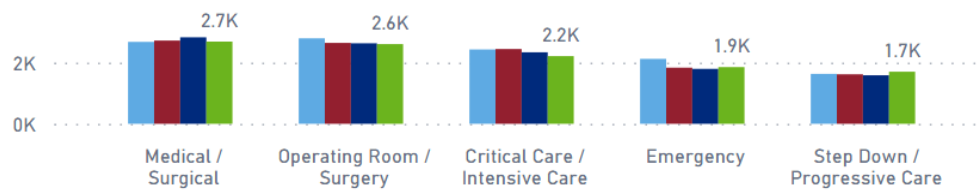


Key Observations

- General nursing job postings have declined 0.3%.
- PA continues to have the largest number of job postings.

Job Postings by Specialty

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



Key Observations

- WV has posting increases across all specialty areas, followed by NC and DE.
- Postings for Step Down and Emergency specialties increased across all states except KY.

	DC	DE	KY	MD	NC	VA	WV
Med / Surg	36	35	471	438	799	594	312
Quarterly Change	▼16.3%	▲25.0%	▼19.2%	▼5.6%	▲5.0%	▼8.5%	▲5.4%
OR / Surgery	58	76	300	269	1144	549	207
Quarterly Change	▼6.5%	▲1.3%	▼15.3%	▼10.6%	▲6.5%	▼4.7%	▲11.3%
Critical Care / ICU	39	48	443	395	676	411	198
Quarterly Change	▼18.8%	▼5.9%	▼11.6%	▲3.1%	▼1.5%	▼15.6%	▲10.6%
Emergency	37	33	248	268	690	390	184
Quarterly Change	▲37.0%	▲10.0%	▼10.8%	▲0.4%	▲4.7%	▲11.4%	▲1.1%
Step Down	25	45	340	212	572	382	124
Quarterly Change	▲8.7%	▲18.4%	▼2.6%	▲12.8%	▲13.3%	▲0.3%	▲24.0%

Registered Nursing

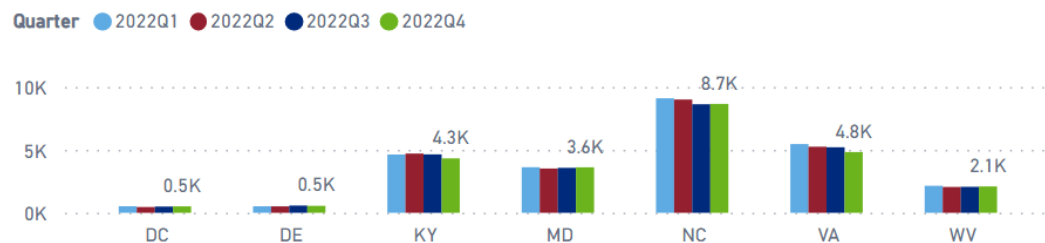
Overview

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

24,570 ▼ 2.4 %

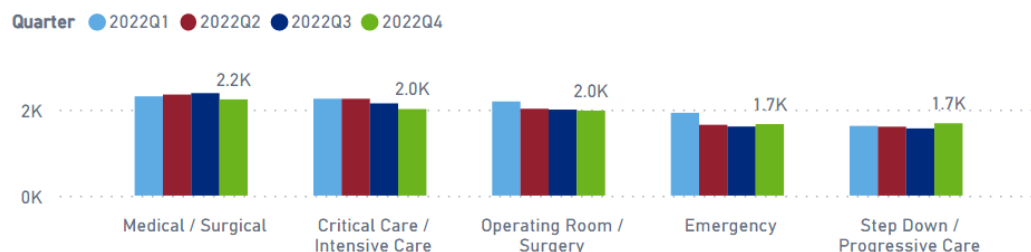
Average Job Postings From Last Quarter

Job Postings by State



Quarterly change	DC	DE	KY	MD	NC	VA	WV
	▲19	▼20	▼319	▲45	▲28	▼379	▲32
	▲3.9%	▼3.5%	▼6.9%	▲1.3%	▲0.3%	▼7.3%	▲1.6%

Job Postings by Specialty



	DC	DE	KY	MD	NC	VA	WV
Med/Surg	21	20	393	384	673	494	252
Quarterly Change	▼16.0%	▲33.3%	▼21.4%	▼0.8%	▲2.3%	▼9.9%	▲1.2%
Critical Care / ICU	33	37	419	323	650	362	188
Quarterly Change	▼15.4%	▼11.9%	▼11.6%	▲3.2%	▼2.4%	▼17.9%	▲11.2%
OR / Surgery	47	57	257	209	842	417	148
Quarterly Change	▼6.0%	▼3.4%	▼14.0%	▼5.9%	▲8.5%	▼7.5%	▲3.5%
Emergency	34	26	238	221	636	346	161
Quarterly Change	▲30.8%	▲8.3%	▼12.5%	▲3.8%	▲5.6%	▲13.1%	▼1.2%
Step Down	24	45	334	212	566	378	122
Quarterly Change	▲14.3%	▲18.4%	▼2.3%	▲12.8%	▲13.2%	▲0.8%	▲24.5%

Key Observations

- While RN job postings have declined by 2.4% overall; DC, NC, MD, and WV are seeing increases.

Key Observations

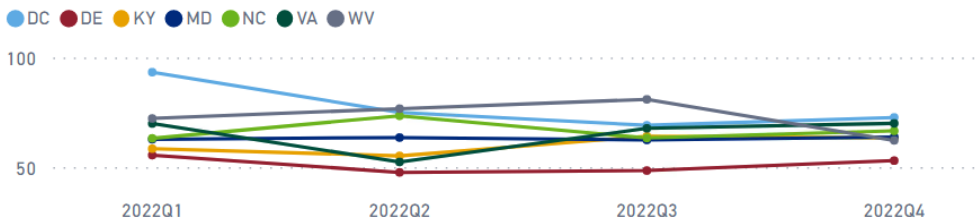
- RN job postings are down across the board dramatically in KY, while up nearly across the board in WV.

Registered Nursing

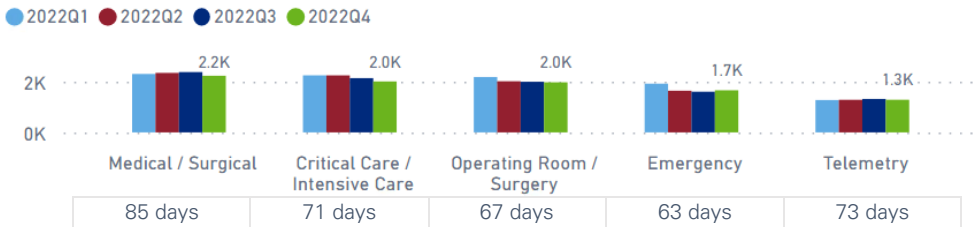
Time to Fill

Average Days Posted by State

	DC	DE	KY	MD	NC	VA	WV
2022Q1	93	55	58	63	63	70	72
2022Q2	75	47	55	63	73	52	77
2022Q3	69	48	64	62	63	68	81
2022Q4	73	53	63	64	66	70	62

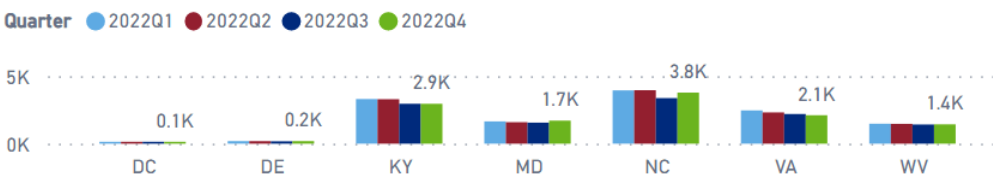


Average Days Posted for Specialties

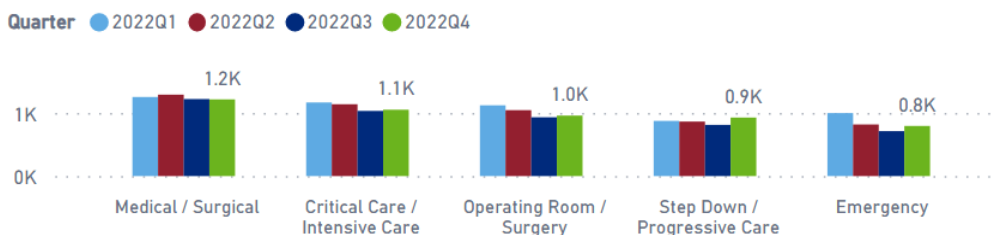


New Graduate Job Postings

By State



By Specialty



65 days

0%

Average Time to Fill

Change from Last Quarter

Key Observations

- Time to fill for RN positions remains at 65 days this quarter.
- Medical / Surgical has the highest number of job postings and remains the most difficult to fill at 85 days.

12,233

▲ 4.4%

Average Job Postings

From Last Quarter

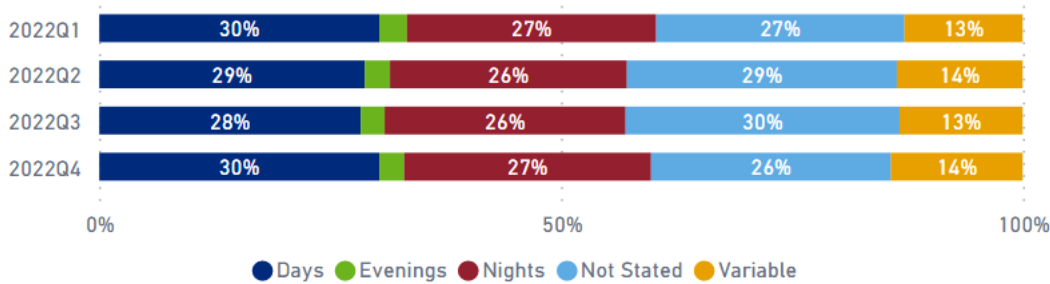
Key Observations

- New graduate RN postings have increased by 4.4%.
- New graduate RN job postings continue to be posted for all specialties.

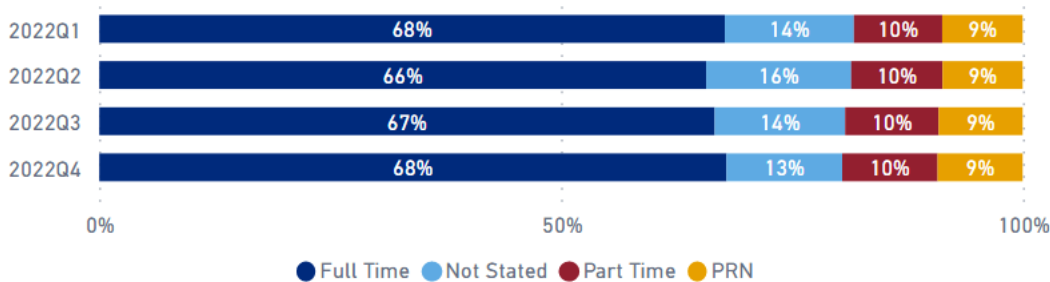
Registered Nursing

Job Features

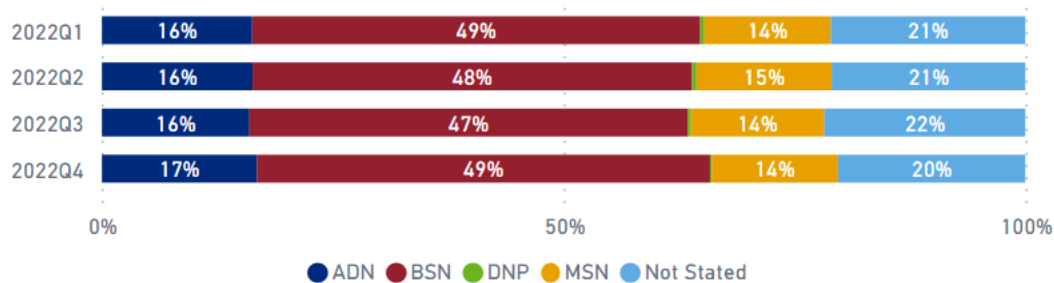
Shift Type



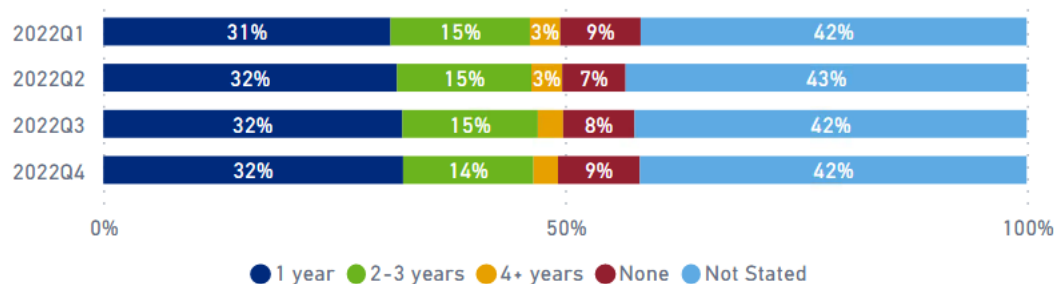
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 30% are day shift positions.
- Full-time positions continue to represent more than two thirds of all job postings across the region.

Key Observations

- Educational requirements remain consistently focused on the BSN level (49%).
- 20% of posted positions do not list experience requirements.

Registered Nursing

Compensation Trends

Job Postings with Salary

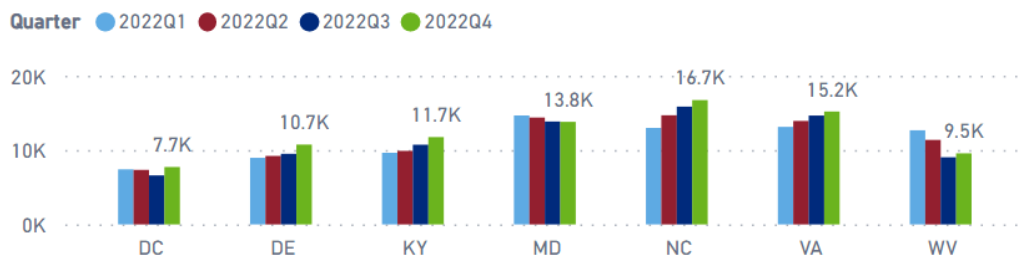
	DC	DE	KY	MD	NC	VA	WV
Postings	516	558	4,337	3,624	8,676	4,845	2,103
w/ Salary	69	7	461	132	71	407	36
Percentage	13.4%	1.3%	10.6%	3.6%	0.8%	8.4%	1.7%

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

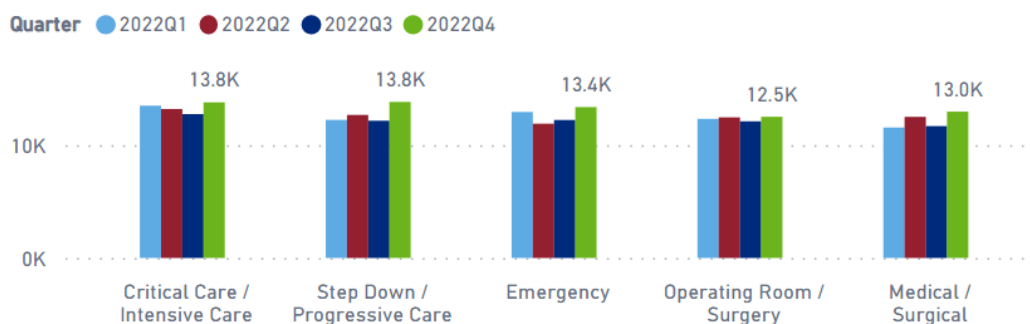
Job Postings with Bonus

	DC	DE	KY	MD	NC	VA	WV
Postings	516	558	4,337	3,624	8,676	4,845	2,103
w/ Bonus	108	215	1,032	712	3,276	1,865	121
Percentage	20.9%	38.5%	23.8%	19.6%	37.8%	38.5%	5.8%

Hiring Bonus by State (\$)



Hiring Bonus by Specialty (\$)



7,329 ▲ **7.5%**

Postings with Bonus From Last Quarter

\$12,186 ▲ **6.6%**

Average Bonus From Last Quarter

Key Observations

- Job postings with hiring bonuses show successive quarterly increases in five out of seven states.
- The average hiring bonus increased by 6.6%, with bonuses represented across all specialties.
- The average bonus level is \$12,186.
- The highest bonus rates are in NC and VA.



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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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