



AHA Data & Insights

2022 Q2

Health Care Jobs Report

Region 4

Alabama
Florida
Georgia
Mississippi
South Carolina
Tennessee
Puerto Rico



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	
All Nursing	6
Job Postings by State	
Job Postings by Title	
Job Postings by Specialty	
Registered Nursing	7
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 by State	
New Graduate Job Postings 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:

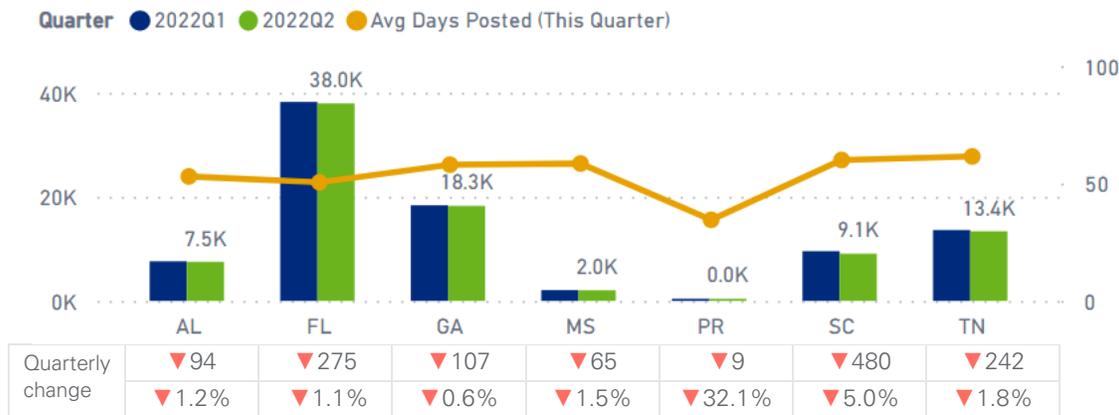
1. In general, job postings across Region 4 have declined slightly (-1.4%) since last quarter.
2. There are similar declines in general nursing (-2.3%) and Registered Nursing (-2.3%) specifically.
3. Time to fill for RN positions remains at 54 days and has not changed since last quarter.
4. Full-time (67%) and day shift (36%) positions continue to be broadly available and robust opportunities exist across all specialties.
5. Postings with hiring bonuses have increased by 1.9%, reflecting recruitment challenges. The value of bonuses has increased by 4.4% in Q2.

Brief definition of the roles mentioned in this report:

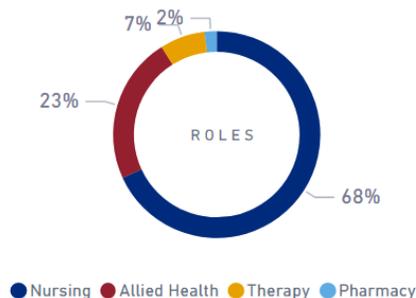
Role	Definition
Nursing	Includes exempt and hourly professional (RN, nursing leadership), technical (LPN/LVN) and unlicensed roles that support the delivery of nursing care (CNA, PCT, PCA, etc.).
Allied Health	Includes a diverse number of exempt and hourly licensed (RCP, RD, LCSW) and unlicensed clinical 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

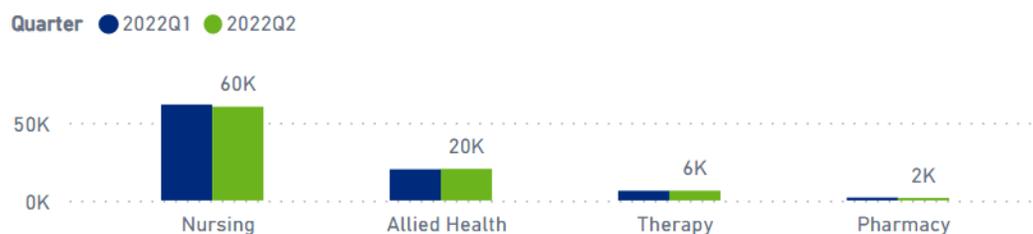
Job Postings by State



Job Postings by Role



Quarterly Change



Job Postings by Role and State

	AL	FL	GA	MS	PR	SC	TN
Allied Health	1,517	8,917	4,339	442	9	2,142	2,879
2022Q2 vs. 2022Q1	▼4.2%	▲2.8%	▲3.9%	▲6.5%	▼30.8%	▼2.8%	0.0%
Nursing	5,375	25,514	12,215	1,372	4	6,122	9,526
2022Q2 vs. 2022Q1	▼0.1%	▼2.0%	▼2.0%	▼5.1%	▼33.3%	▼5.9%	▼1.9%
Pharmacy	114	736	338	22	3	168	272
2022Q2 vs. 2022Q1	▼13.0%	▼13.1%	▼0.9%	▲4.8%	▼40.0%	▼11.1%	▼7.5%
Therapy	503	2,815	1,373	197	3	643	702
2022Q2 vs. 2022Q1	▼1.2%	▲4.7%	▼1.6%	▲7.1%	▼25.0%	▼2.3%	▼4.5%

88,262 ▼1.4%

Average Job Postings From Last Quarter

148 **3,658**

Employers Locations

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

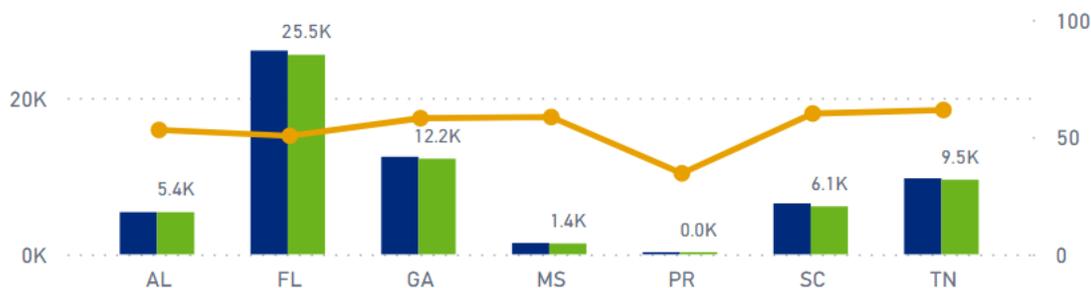
Key Observations

- Job postings across the region have declined by 1.4%.
- Nursing continues to constitute the majority (68%) of job postings.
- The average days posted across all positions has remained the same at 54 days.

All Nursing

Job Postings by State

Quarter ● 2022Q1 ● 2022Q2 ● Average Days Posted (This Quarter)



Quarterly change	AL	FL	GA	MS	PR	SC	TN
	▼4	▼532	▼246	▼73	▼2	▼383	▼188
	▼0.1%	▼2.1%	▼2.0%	▼5.3%	▼50.0%	▼6.3%	▼2.0%

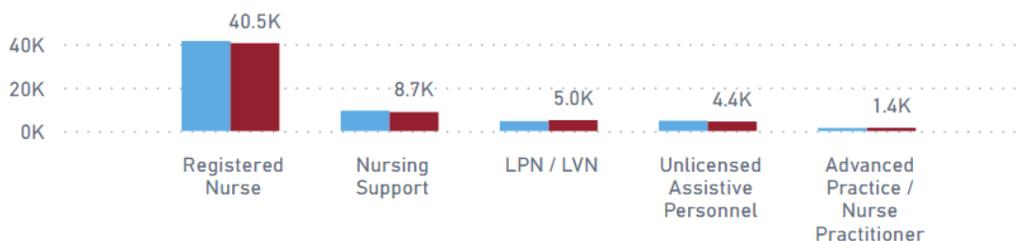
60,031 ▼2.3%

Average Job Postings From Last Quarter

- Nursing job postings constitute the majority (68%) of the health care job postings in this region.

Job Postings by Title

Quarter ● 2022Q1 ● 2022Q2

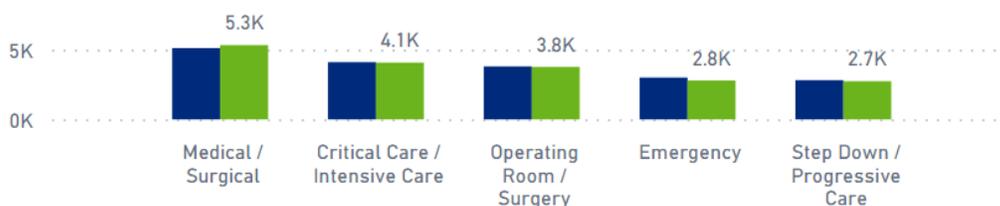


Key Observations

- General nursing job postings have slightly declined by 2.3% in Q2.
- FL continues to have the largest number of job postings.

Job Postings by Specialty

Quarter ● 2022Q1 ● 2022Q2



	AL	FL	GA	MS	PR	SC	TN
Med/Surg	381	2,155	1,048	131	-	706	910
2022Q2 vs. 2022Q1	▲5.8%	▲1.4%	▲10.3%	▲10.1%	-	▼0.1%	▲6.4%
Critical Care / ICU	433	1,918	708	105	-	304	603
2022Q2 vs. 2022Q1	▲0.7%	▲2.7%	▼3.5%	▼2.8%	-	▼6.5%	▼5.5%
OR / Surgery	339	1,708	687	73	1	440	514
2022Q2 vs. 2022Q1	▼6.1%	▲1.8%	▼5.0%	▲10.6%	0.0%	▲3.5%	▼6.0%
Emergency	211	1,186	515	85	-	294	500
2022Q2 vs. 2022Q1	▼14.9%	▼4.4%	▼3.4%	▼9.6%	-	▲1.4%	▼15.5%
Step Down	204	1,503	405	37	1	206	381
2022Q2 vs. 2022Q1	▼4.2%	▼2.8%	0.0%	▲48.0%	0.0%	▼2.4%	▼7.7%

Registered Nursing

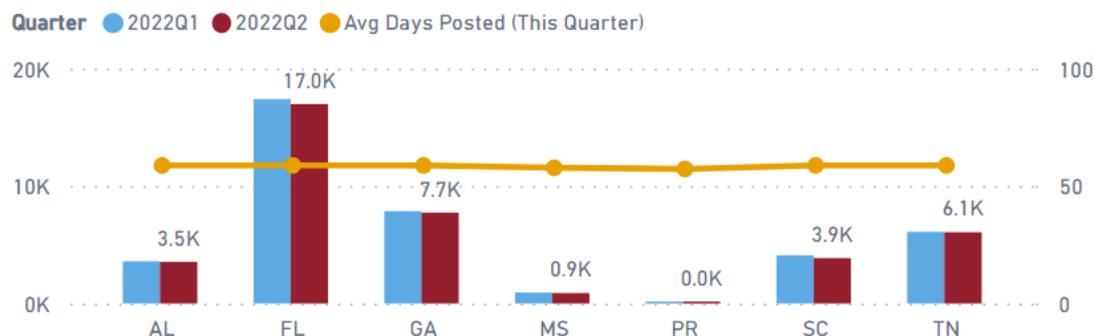
Overview

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

39,063 ▼ 2.3%

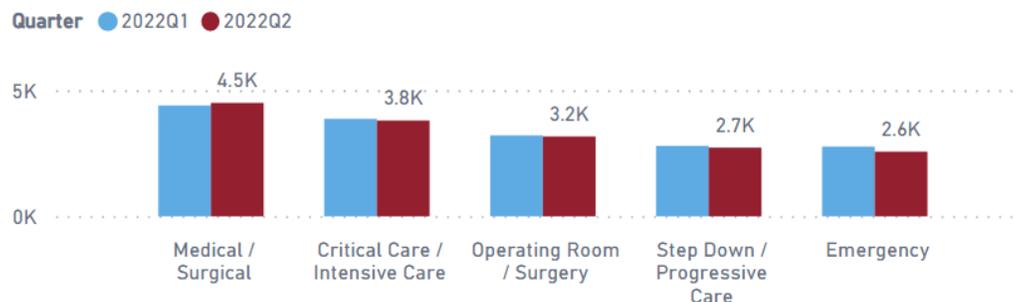
Average Job Postings From Last Quarter

Job Postings by State



Quarterly change	AL	FL	GA	MS	PR	SC	TN
	▼ 52	▼ 444	▼ 152	▼ 43	▼ 1	▼ 245	▼ 58
	▼ 1.4%	▼ 2.5%	▼ 1.9%	▼ 4.4%	▼ 25.0%	▼ 5.8%	▼ 0.9%

Job Postings by Specialty



	AL	FL	GA	MS	PR	SC	TN
Med/Surg	309	1,838	857	106	-	629	759
2022Q2 vs. 2022Q1	▲ 6.2%	▼ 1.0%	▲ 8.5%	▲ 5.0%	-	▼ 2.9%	▲ 6.9%
Critical Care / ICU	410	1,798	641	102	-	285	563
2022Q2 vs. 2022Q1	▼ 0.5%	▲ 1.1%	▼ 4.5%	▼ 4.7%	-	▼ 5.0%	▼ 5.4%
OR / Surgery	282	1,446	586	63	1	359	426
2022Q2 vs. 2022Q1	▼ 6.3%	▲ 0.4%	▼ 6.7%	▲ 10.5%	0.0%	▲ 4.7%	▼ 2.7%
Step Down	202	1,503	403	36	1	202	374
2022Q2 vs. 2022Q1	▼ 4.7%	▼ 2.3%	▼ 0.2%	▲ 44.0%	0.0%	▼ 3.3%	▼ 7.4%
Emergency	194	1,100	454	75	-	275	463
2022Q2 vs. 2022Q1	▼ 13.8%	▼ 4.9%	▼ 4.4%	▼ 9.6%	-	▲ 1.5%	▼ 16.0%

Key Observations

- RN job postings declined by 2.3% in Q2, led by declines in Emergency and Critical Care positions.
- The average number of days to fill for RN job postings remain at 54.

Key Observations

- RN job postings are prevalent in all specialty areas.

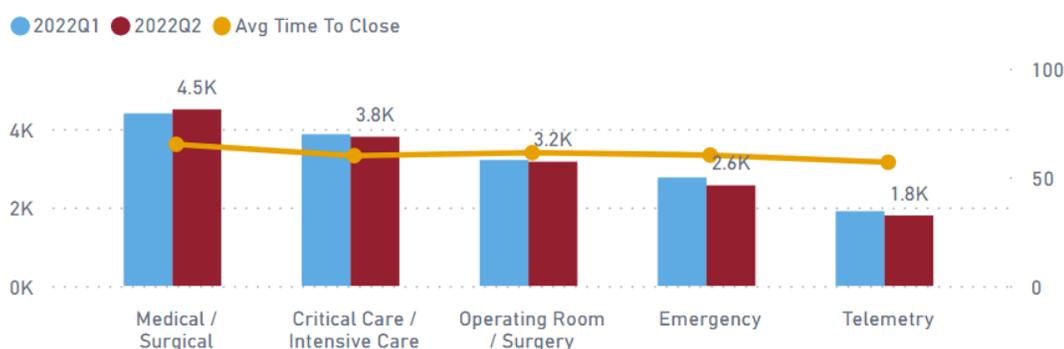
Registered Nursing

Time to Fill

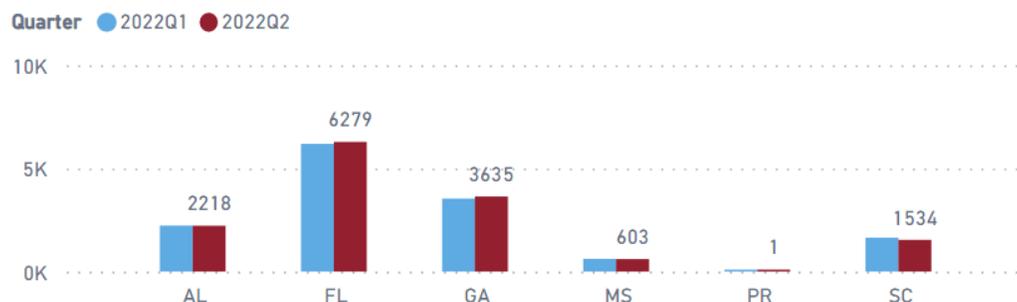
Average Days Posted by State

	AL	FL	GA	MS	PR	SC	TN
2022Q1	53	52	58	53	40	60	60
2022Q2	53	49	58	64	29	60	63

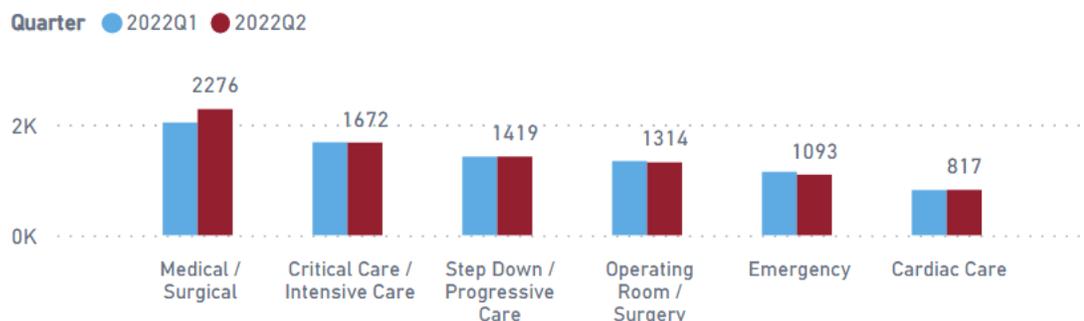
Average Days Posted for Specialties with Highest Posting Count



New Graduate Job Postings by State



New Graduate Job Postings by Specialty



54 days **0%**
Average From Last Quarter

Key Observations

- The time to fill for RN positions remain at 54 days.
- Medical / Surgical, and Critical Care have the highest number of positions and remain the most difficult to fill.

17,009 **▲0.2%**
Average Job Postings From Last Quarter

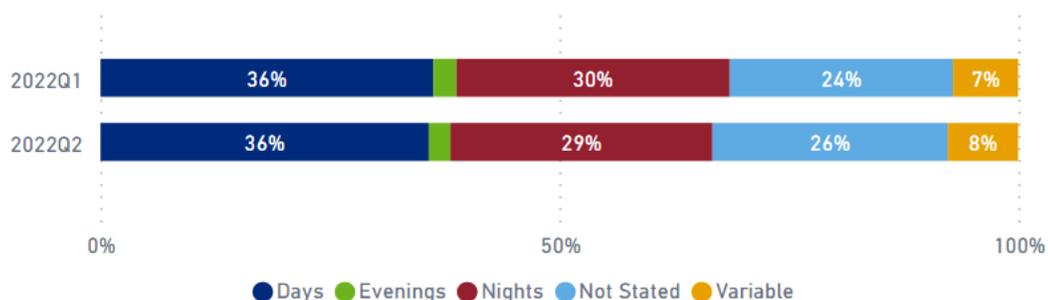
Key Observations

- New graduate RN postings have increased slightly (+2%) across the region in Q2, led by FL and GA.
- New graduate RN job postings continued to be available in all specialties, especially Medical / Surgical.

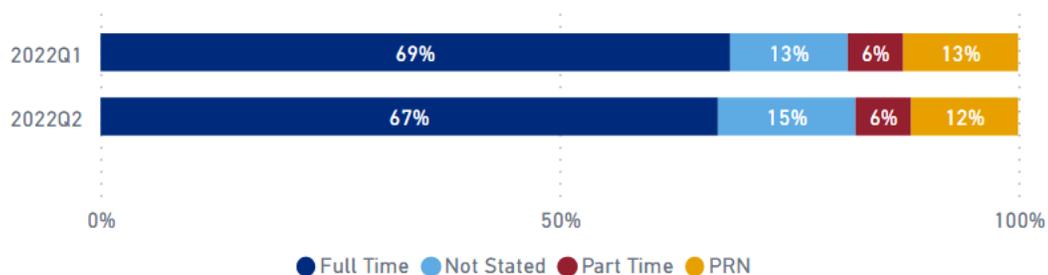
Registered Nursing

Job Features

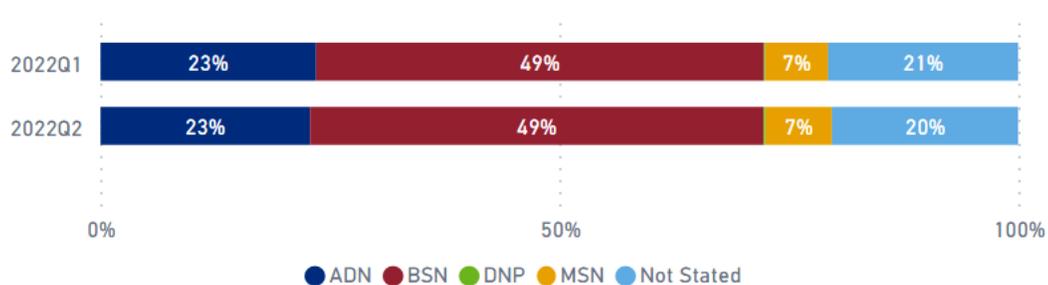
Shift Type



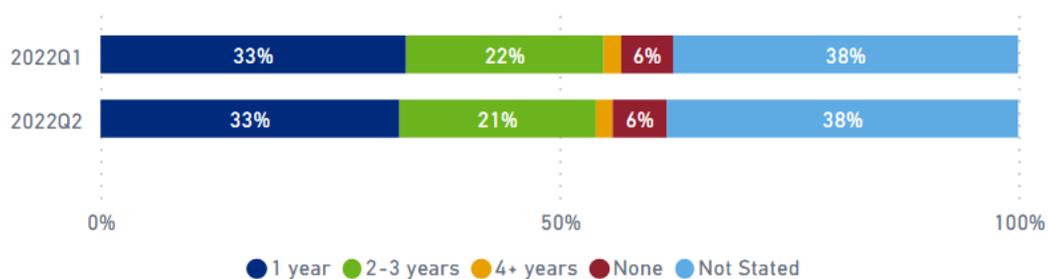
Employment Type



Educational Requirements



Experience Requirements



Key Observations

- Of the total RN job postings, 36% are day shift positions.
- Variable shifts make up 8% of job postings.
- Full-time positions make up 67% of job postings.

Key Observations

- Educational requirements remain consistently focused on the BSN level (49%).
- About half (44%) of posted positions do not list experience requirements, reflective of the continuing recruitment challenges.

Registered Nursing

Compensation Trends

Job Postings with Salary

	AL	FL	GA	MS	PR	SC	TN
Postings	3,559	16,982	7,753	896	2	3,871	6,077
w/ Salary	778	867	124	6	-	19	59
Percentage	21.9%	5.1%	1.6%	0.7%	-	0.5%	1.0%

* 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

	AL	FL	GA	MS	PR	SC	TN
Postings	3,559	16,982	7,753	896	2	3,871	6,077
w/ Bonus	916	6,678	1,506	156	-	1,353	2,128
Percentage	25.7%	39.3%	19.4%	17.4%	-	35.0%	35.0%

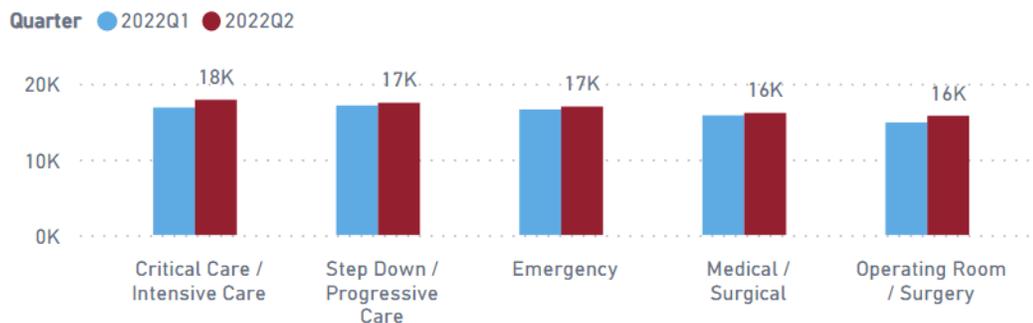
12,737 ▲ **1.9%**
 Postings with Bonus From Last Quarter

Hiring Bonus by State (\$)



\$14,723 ▲ **4.4%**
 Average Bonus From Last Quarter

Hiring Bonus by Specialty (\$)



Key Observations

- Job postings with hiring bonuses have increased by 1.9%.
- The average value of hiring bonuses (\$14K) has increased by 4.4%.
- Bonuses remain prevalent in all states and across all specialties.



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

ProLucent invites you to learn about options for Premium Access and our other workforce management solutions. Have questions or need help? Contact judy.holden@prolucent.com.