



## AHA Data & Insights

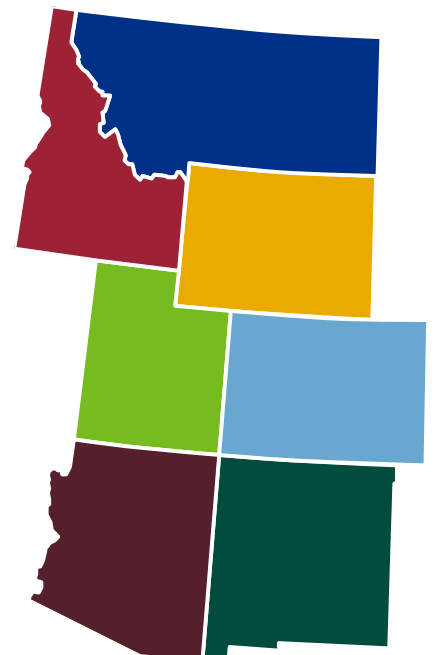
2022 Q2

# Health Care Jobs Report

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## Region 8

Arizona  
Colorado  
Idaho  
Montana  
New Mexico  
Utah  
Wyoming



## 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. In general, job postings across Region 8 have declined by 3.4% from Q1.
- 2. There are greater declines in general nursing (-5.5%) and Registered Nursing (-5.2%).
- 3. Time to fill RN positions has increased slightly by 4% to 52 days.
- 4. Full-time (70%) and day shift (27%) positions continue to be broadly available and robust opportunities exist across all specialties.
- 5. Postings with hiring bonuses have increased by 5.3%. The value of bonuses (\$11K) has also increased by 7.3% and are available across all specialties.

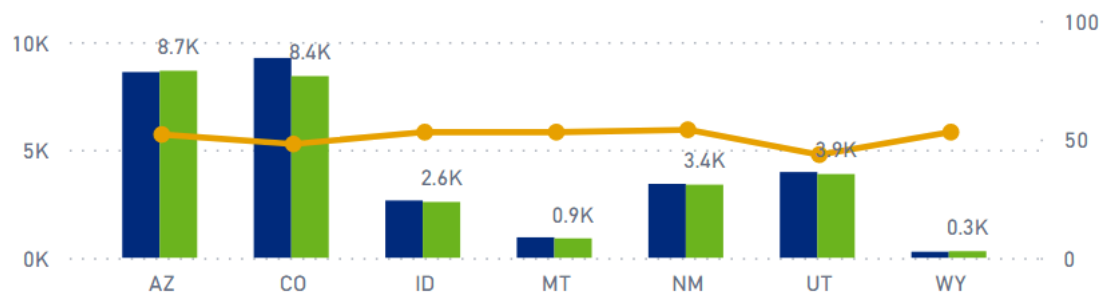
Brief definition of the roles mentioned in this report:

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

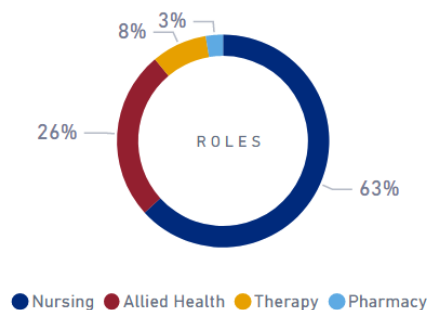
### Job Postings by State

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



Quarterly change	AZ	CO	ID	MT	NM	UT	WY
	▲61	▼842	▼68	▼49	▼38	▼92	▲24
	▲0.7%	▼9.1%	▼2.6%	▼5.2%	▼1.1%	▼2.3%	▲8.6%

### Job Postings by Role



### Quarterly Change

Quarter ● 2022Q1 ● 2022Q2



### Job Postings by Role and State

	AZ	CO	ID	MT	NM	UT	WY
Allied Health	2,129	2,010	567	211	746	1,462	89
2022Q2 vs. 2022Q1	▲1.7%	▼4.0%	▼2.4%	▲7.7%	▲4.2%	▲5.6%	▲20.3%
Nursing	5,337	5,611	1,791	595	2,183	171	304
2022Q2 vs. 2022Q1	▼0.4%	▼11.3%	▼0.9%	▼9.6%	▼3.4%	▼6.4%	▲4.9%
Pharmacy	304	171	72	25	65	100	4
2022Q2 vs. 2022Q1	▲2.4%	▲6.9%	▼15.3%	▲4.2%	▼7.1%	▲9.9%	▼50.0%
Therapy	890	620	153	66	390	223	38
2022Q2 vs. 2022Q1	▲4.8%	▼8.1%	▼13.6%	▼2.9%	▲4.0%	▼13.6%	▲15.2%

**28,114** ▼3.4%

Average Job Postings From Last Quarter

**88** **1,304**

Employers Locations

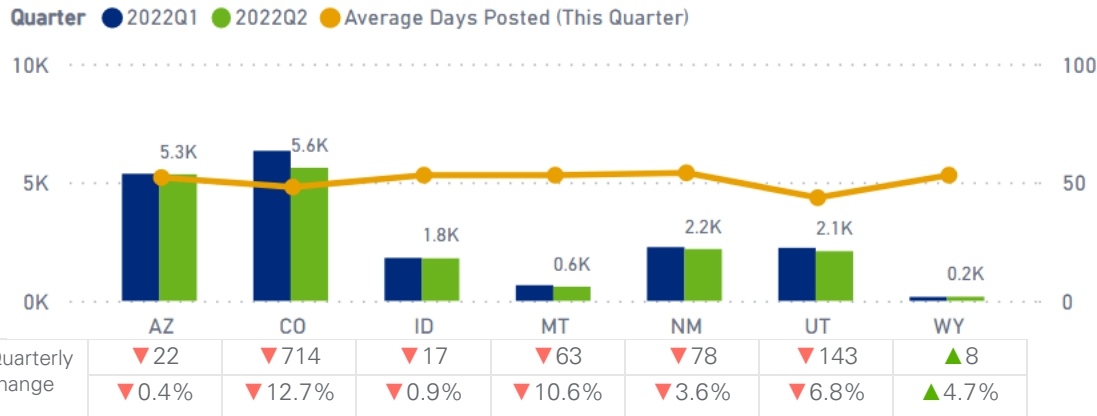
- Average Job Postings represent the average number of unique jobs that are posted on employer career sites daily during the quarter.

### Key Observations

- Job postings across the region have declined by 3.4%.
- Nursing continues to constitute the majority (63%) of job postings.
- Average days posted for all positions has increased by 15.7%.

# All Nursing

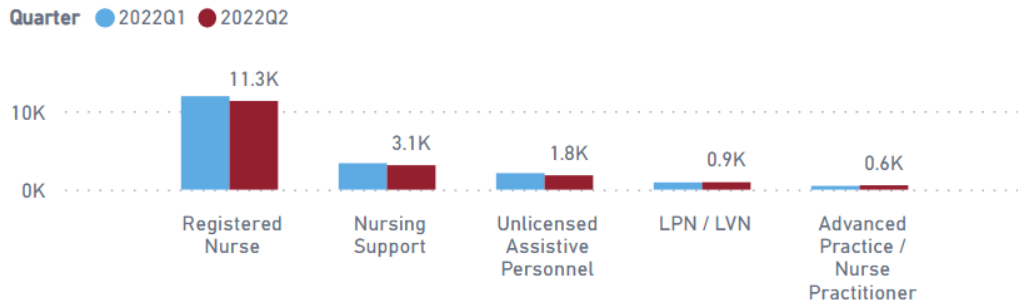
## Job Postings by State



**17,685** ▼5.5%  
 Average Job Postings From Last Quarter

- Nursing job postings constitute the majority (63%) of the health care job postings in this region.

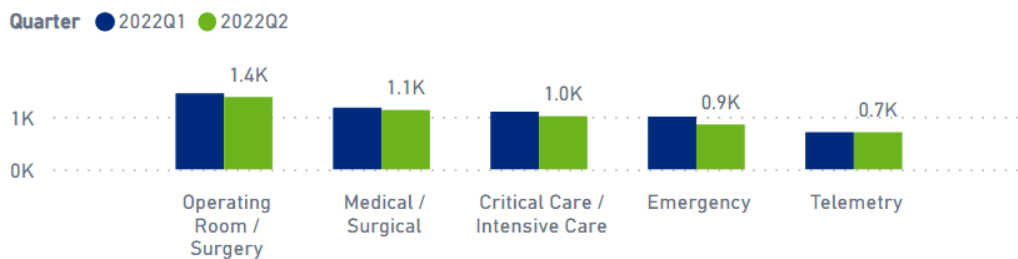
## Job Postings by Title



### Key Observations

- General nursing job postings have declined by 5.5% in Q2, led by CO and MT.
- AZ and CO have the largest number of job postings.

## Job Postings by Specialty



### Key Observations

- Job postings in the region dropped in Q2 across all specialties.

	AZ	CO	ID	MT	NM	UT	WY
OR / Surgery	458	486	125	34	123	127	18
2022Q2 vs. 2022Q1	▲0.7%	▼10.3%	▼3.1%	▲3.0%	▼8.2%	▼8.6%	▲80.0%
Med / Surg	446	339	62	32	135	105	6
2022Q2 vs. 2022Q1	▲19.6%	▼13.1%	▼22.5%	▼15.8%	▼20.6%	▼5.4%	▼14.3%
Critical Care / ICU	346	286	63	36	152	121	3
2022Q2 vs. 2022Q1	▼7.2%	▼15.4%	▼3.1%	▲24.1%	▲0.7%	▼9.7%	0.0%
Emergency	258	279	68	16	144	79	7
2022Q2 vs. 2022Q1	▼10.4%	▼17.9%	▼17.1%	▼5.9%	▼25.0%	0.0%	▲250.0%
Telemetry	286	271	34	6	56	48	1
2022Q2 vs. 2022Q1	▲2.9%	▼2.5%	▼5.6%	▼40.0%	▲19.1%	▼11.1%	▼80.0%

# Registered Nursing

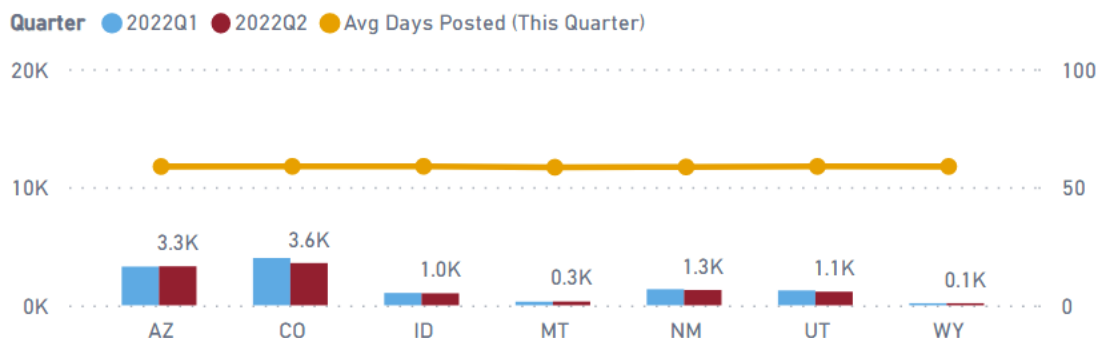
## Overview

RN positions continue to make up 60% of all nursing postings this quarter, making it the largest nursing category of jobs posted.

10,711 ▼ 5.2%

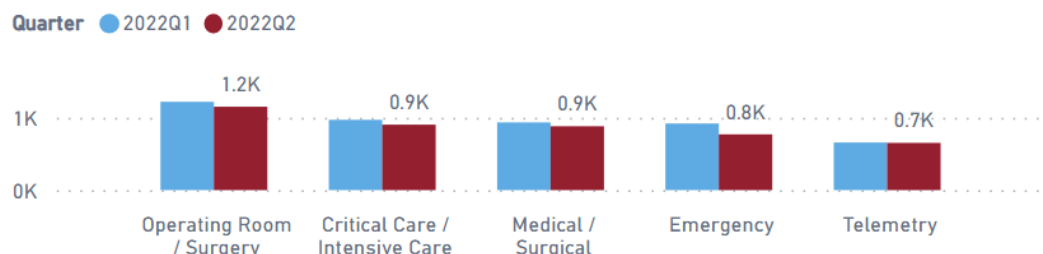
Average Job Postings From Last Quarter

## Job Postings by State



Quarterly change	AZ	CO	ID	MT	NM	UT	WY
	▲25	▼434	▼34	▲3	▼61	▼116	▲9
	▲0.7%	▼10.3%	▼3.2%	▲0.9%	▼4.3%	▼8.9%	▲10.5%

## Job Postings by Specialty



	AZ	CO	ID	MT	NM	UT	WY
OR / Surgery	370	435	94	23	108	111	10
2022Q2 vs. 2022Q1	▼1.3%	▼9.9%	▼2.1%	▲21.1%	▼11.5%	▼5.9%	▲66.7%
Med / Surg	321	304	49	23	98	82	4
2022Q2 vs. 2022Q1	▲22.5%	▼15.1%	▼26.9%	▼20.7%	▼22.8%	▼3.5%	▼33.3%
Critical Care / ICU	308	259	61	30	144	98	3
2022Q2 vs. 2022Q1	▼6.7%	▼11.3%	▼4.7%	▲25.0%	▲1.4%	▼14.8%	0.0%
Emergency	226	256	60	16	132	76	3
2022Q2 vs. 2022Q1	▼10.3%	▼20.5%	▼23.1%	▼5.9%	▼23.3%	0.0%	▲50.0%
Telemetry	259	251	34	6	55	45	1
2022Q2 vs. 2022Q1	▲4.9%	▼5.3%	▼5.6%	▼25.0%	▲17.0%	▼16.7%	▼80.0%

### Key Observations

- RN job postings declined by 5.2% in Q2, with declines in all specialty areas.
- The average number of days to fill job postings increased by 4% to 52 days.

### Key Observations

- RN job postings are prevalent in all specialty areas.
- Medical / Surgical job postings in AZ increased by 22% in Q2, but dropped in all other states within the region.

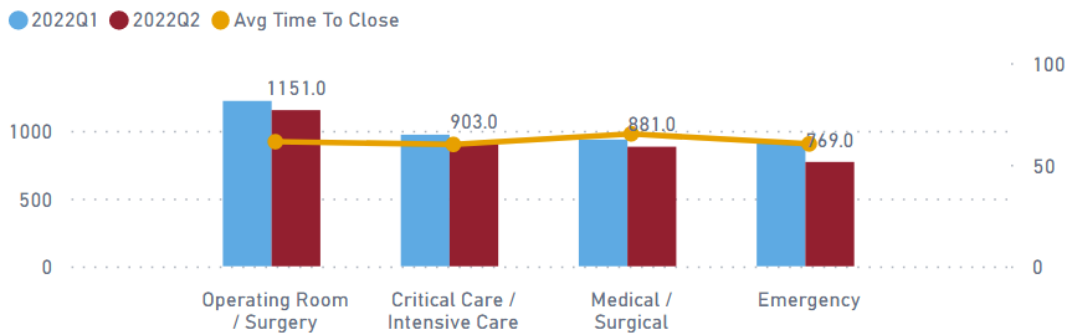
# Registered Nursing

## Time to Fill

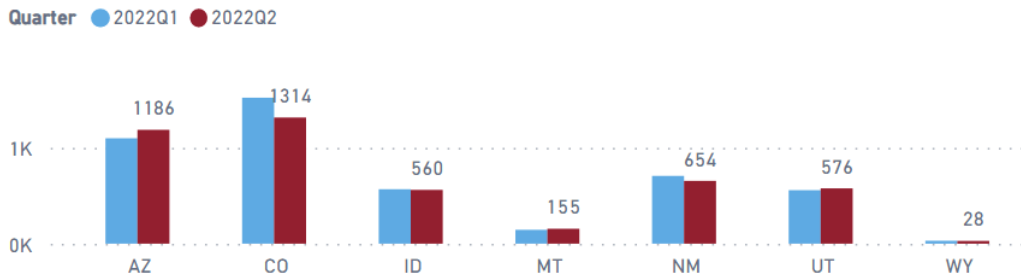
Average Days Posted by State

	AZ	CO	ID	MT	NM	UT	WY
2022Q1	48	50	51	54	54	42	52
2022Q2	56	46	55	52	54	45	54

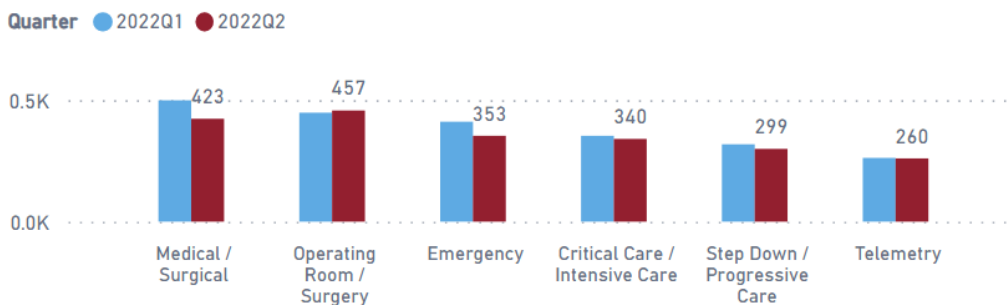
Average Days Posted for Specialties with Highest Posting Count



## New Graduate Job Postings by State



## New Graduate Job Postings by Specialty



52 days

▲4%

Average

From Last Quarter

### Key Observations

- Time to fill RN positions increased 4% to 52 days.
- Despite declines in position postings across specialties, recruitment remains equally challenging in all specialty areas.

4,473

▼3.2%

Average Job Postings

From Last Quarter

### Key Observations

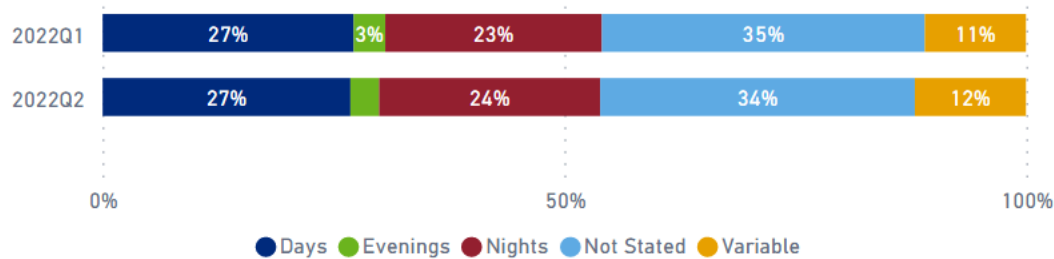
- New graduate RN postings have declined by 3.2% across the region in Q2.
- Despite declines, new graduate RN job postings continue to be available in all specialties, especially Medical / Surgical and OR.



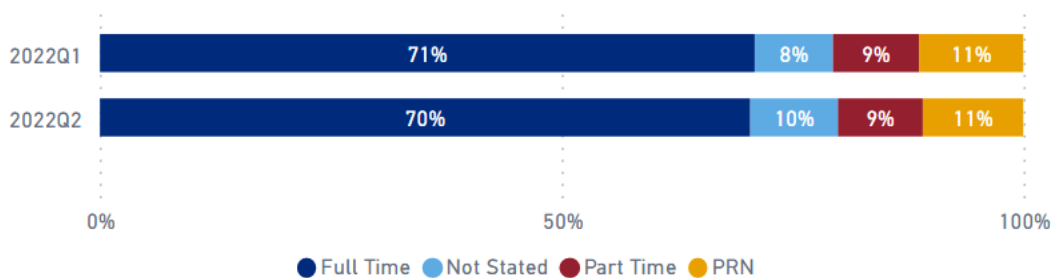
# Registered Nursing

## Job Features

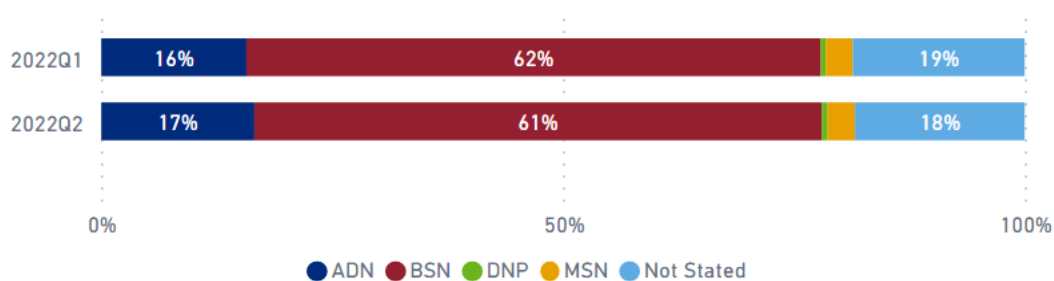
### Shift Type



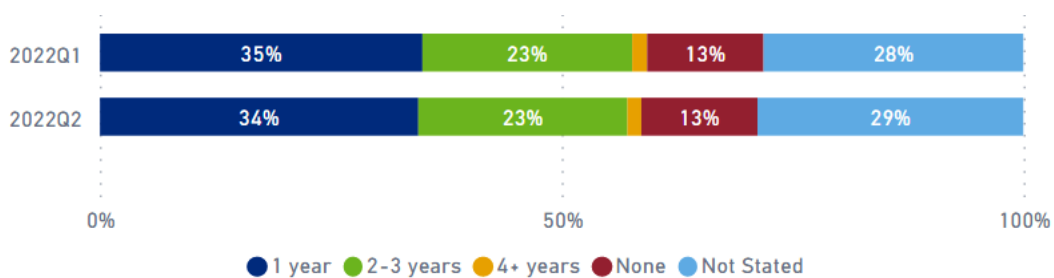
### Employment Type



### Educational Requirements



### Experience Requirements



### Key Observations

- Of the total RN job postings, 27% are day shift positions.
- Variable shifts make up 11% of shifts.
- Full-time positions make up 70% of job postings.

### Key Observations

- Educational requirements remain consistently focused on the BSN level (61%).
- Slightly less than half (42%) of positions have no required experience listed, reflective of the continuing recruitment challenges.

# Registered Nursing

## Compensation Trends

### Job Postings with Salary

	AZ	CO	ID	MT	NM	UT	WY
Postings	3,308	3,586	1,020	324	1,302	1,153	87
w/ Salary	172	3,023	11	87	20	218	-
Percentage	5.2%	84.3%	1.2%	26.9%	1.5%	18.9%	-

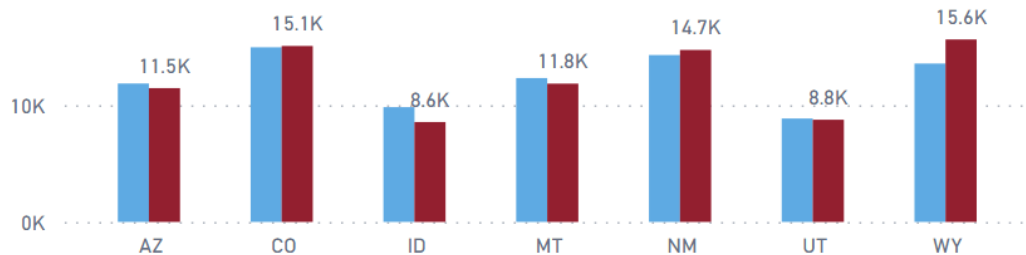
\* Job postings do not include sufficient salary data to provide a valid and reliable analysis of salary levels in each state.

### Job Postings with Bonus

	AZ	CO	ID	MT	NM	UT	WY
Postings	3,308	3,586	1,020	324	1,302	1,153	87
w/ Bonus	1,573	1,608	377	172	337	108	33
Percentage	47.6%	44.8%	37.0%	53.1%	25.9%	9.4%	37.9%

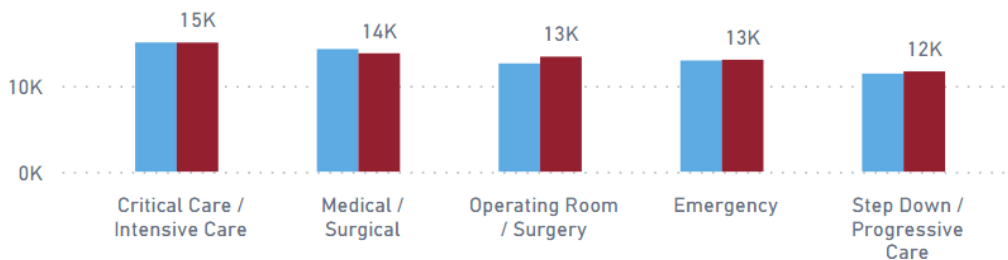
### Hiring Bonus by State (\$)

Quarter ● 2022Q1 ● 2022Q2



### Hiring Bonus by Specialty (\$)

Quarter ● 2022Q1 ● 2022Q2



**4,208** ▲ 5.3%

Postings with Bonus From Last Quarter

**\$11,131** ▲ 7.3%

Average Bonus From Last Quarter

### Key Observations

- Job postings with hiring bonuses have increased by 5.3%.
- The value of hiring bonuses (\$11K) has increased 7.3%.
- 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.



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