iHire's Healthcare Hiring Pulse Report

2021 – 2022

iHire

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Introduction

Welcome to iHire's **Healthcare Hiring Pulse Report: 2021–2022**, an insider's look at recruitment and employment trends in **14 healthcare industries** throughout the past year.

Like 2020, 2021 was turbulent, with COVID-19 and the "Great Resignation" affecting every industry in some way. However, healthcare hiring remained steady, as iHire's platform saw **9.7 million** total job postings across its healthcare talent communities.

Recruitment is expected to pick up as we move into 2022, but a **worker shortage**, **feelings of burnout amongst employees**, and general uncertainty still hang over the medical fields. Meanwhile, additional complications are arising due to healthcare employees increasingly leaving their jobs.

According to the U.S. Bureau of Labor Statistics' **Job Openings and Labor Turnover Summary (JOLTS)**, the healthcare and social assistance industries reported the second largest number of "quits" in November 2021, with 52,000 resignations. Because of the high turnover rates, employers must now not only hire the right talent to fill open positions, but also backfill spots left by departing staff.

To help employers make informed hiring decisions, this iHire report offers a look at healthcare employment trends from the last 12 months, and gives data-driven insights into how the industry performed during one of its toughest years.
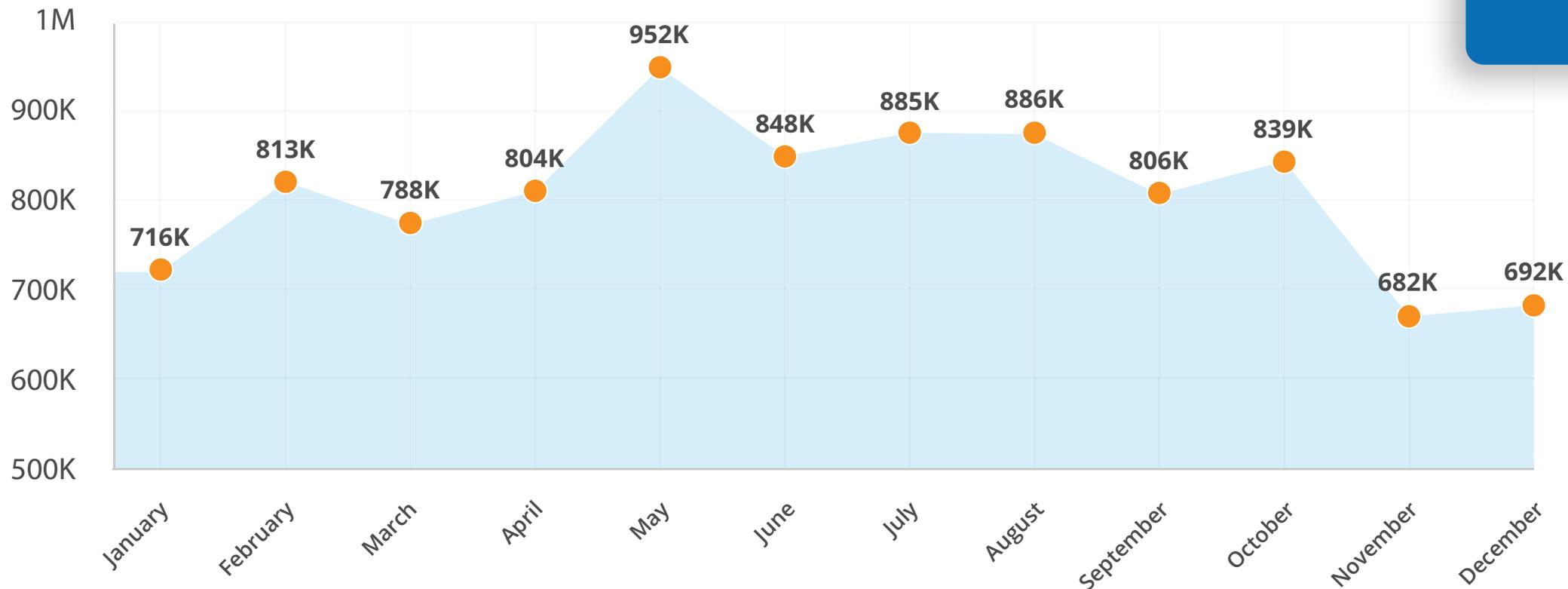
iHire's 14 Healthcare Talent Communities

- Advanced Practitioners
- Dental
- Health Care Administration
- Med Techs
- Medical Administration
- Mental Health
- Nursing
- Nutrition
- Optometry
- Pharmacy
- Physicians
- Radiology
- Social Services
- Therapy

Total Healthcare Jobs on iHire

iHire's platform promoted 9.7 million total healthcare job postings in 2021. While the largest increases in postings occurred from May through August, the numbers remained steady until they experienced a drop in the final two months of the year.

Healthcare Jobs on iHire by Month

Month	Value
January	716K
February	813K
March	788K
April	804K
May	952K
June	848K
July	885K
August	886K
September	806K
October	839K
November	682K
December	692K

Values indicate the total number of healthcare job postings on iHire per month in 2021.

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Total Healthcare Jobs on iHire by Industry

Industry	Job Postings
Nursing	**5.4**M
Therapy	**814**K
Med Techs	**540**K
Health Care Administration	**439**K
Pharmacy	**395**K
Mental Health	**367**K
Social Services	**346**K
Physicians	**341**K
Radiology	**295**K
Dental	**262**K
Advanced Practitioners	**194**K
Medical Administration	**141**K
Optometry	**103**K
Nutrition	**88**K

0   1M   2M   3M   4M   5M   6M
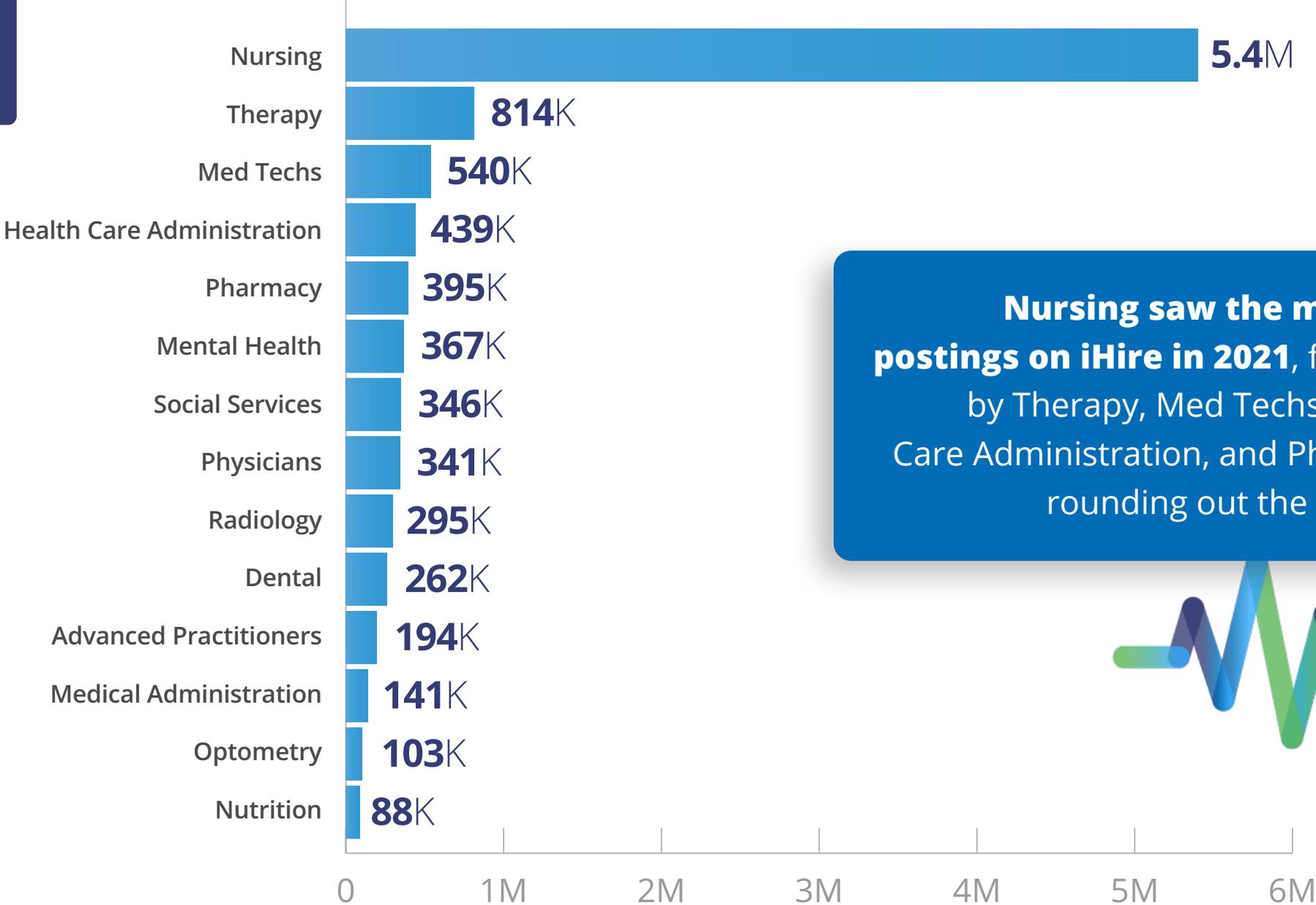
Nursing saw the most job postings on iHire in 2021, followed by Therapy, Med Techs, Health Care Administration, and Pharmacy rounding out the top five.

Values indicate the total number of job postings for each industry in 2021.

Popular Healthcare Career Titles

Top 10 Healthcare Career Titles

1. Registered Nurse (RN) — 2.7M
2. Nurse Assistant (CNA) — 709K
3. Home Health Aide — 529K
4. Licensed Practical Nurse (LPN) — 526K
5. Pharmacy Technician — 241K
6. Nursing Manager/Supervisor — 221K
7. Speech-Language Pathologist — 203K
8. Registered Medical Assistant (RMA) — 194K
9. Physical Therapist — 164K
10. Nurse Practitioner (NP) — 159K

Values indicate the number of job postings for each title in 2021.

Top 10 Career Titles Desired by Job Seekers

1. Nurse Practitioner (NP) — 13.6K
2. Nurse Assistant (CNA) — 12.8K
3. Dental Assistant — 10.8K
4. Social Worker/LSW — 10.6K
5. Registered Nurse (RN) — 9.2K
6. Case Manager — 9.2K
7. Office Manager/Practice Admin — 9.0K
8. Phlebotomist — 8.9K
9. Registered Medical Assistant (RMA) — 7.4K
10. Certified Medical Assistant (CMA) — 5.8K

Career titles are ranked based on the number of candidates who joined iHire and sought each title in 2021.

Not surprisingly, the top hiring industries, many of the most popular healthcare career titles related to nursing. **Registered Nurse (RN)** took the first spot by a large margin, and was the second most sought career title by employers on the entire iHire platform. Furthermore, Nurse Assistant (CNA), Home Health Aide, and Licensed Practical Nurse (LPN) were top career titles on iHire, indicating the pressing need for healthcare personnel.

In terms of healthcare job seekers who joined iHire in 2021, candidates most strongly desired Nurse Practitioner (NP) roles, followed by Nurse Assistant (CNA) and Dental Assistant positions.

In-Demand Healthcare Candidate Skills & Credentials

Skill/Credential	Value
Nursing	4.9M
Healthcare Management	4.3M
Registered Nurse (RN)	4.2M
Patient Care	3.7M
Scheduling	3.5M
Management	3.4M
Training and Development	3.3M
Basic Life Support	2.6M
Staff Supervision	2.5M
Health Care	2.5M
Organization	2.2M
Referrals	2.1M
Communications	1.9M
Leadership	1.9M
Reimbursement	1.7M

Values indicate the number of job postings active on iHire as of Jan. 1, 2022, that specify a particular skill or credential.

Top Hiring States & Cities

TOP HIRING STATES

1. California	6. New York	11. Virginia
2. Texas	7. Ohio	12. Washington
3. Florida	8. North Carolina	13. Michigan
4. Pennsylvania	9. Massachusetts	14. Maryland
5. Illinois	10. Georgia	15. Indiana

TOP HIRING CITIES

1. Houston	6. Springfield	11. Portland
2. New York	7. Phoenix	12. Seattle
3. Chicago	8. Dallas	13. Boston
4. Atlanta	9. Philadelphia	14. Baltimore
5. Los Angeles	10. San Antonio	15. Miami
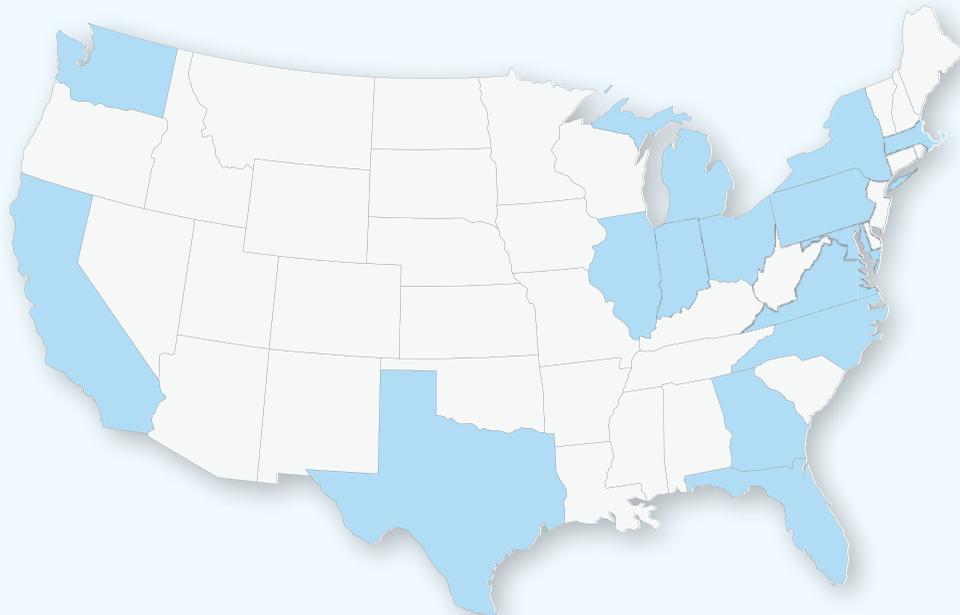
Geographic areas are ranked according to the number of active healthcare job postings on iHire as of Jan. 1, 2022.

Conclusion

2021 stretched the healthcare world thin. This year, employers will need to make concerted efforts to lower turnover rates, increase retention, and attract high-quality talent to keep their hospitals, practices, offices, and facilities running smoothly.

Find your next great hire.

Get Started

About iHire

iHire is a leading career-oriented platform that powers a family of 57 industry-focused talent networks, including WorkInSports, iHireVeterinary, iHireDental, iHireConstruction, and iHireChefs. For more than 20 years, iHire has combined advanced job matching technology with our expertise in the talent acquisition space to connect job seekers with employers in their desired sector. With an industry-specific, candidate-centric, and data-driven approach to recruitment, iHire helps candidates find meaningful work, and employers find unique, high-quality talent – faster, easier, and more effectively than a general job board. Visit **www.iHire.com** for more information.

About the Data

Unless specified or linked to an external source, all data in this report is pulled from iHire's healthcare job and job seeker databases, which include information from jobs posted directly through iHire as well as jobs aggregated from 30,000+ online sources.