

CATH/EP/IR INDUSTRY SNAPSHOT & HISTORICAL TRENDS

2021 WAGE SURVEY



Presented by:

springboard

HEALTHCARE STAFFING + EDUCATION

Confidential Report · ©2022 by Springboard, Inc.

springboard

HEALTHCARE STAFFING + EDUCATION

Since 2011, Springboard Healthcare has made its mark on the cardiovascular care industry through in-depth wage surveys conducted with expert Cath Lab (Cath), Electrophysiology Lab (EP), Interventional Radiology Lab (IR) nurses and technologists from across the United States. We are eternally grateful to all of the healthcare heroes who participated in the 2021 Wage Survey and are excited to share this year's unique findings.



Regions

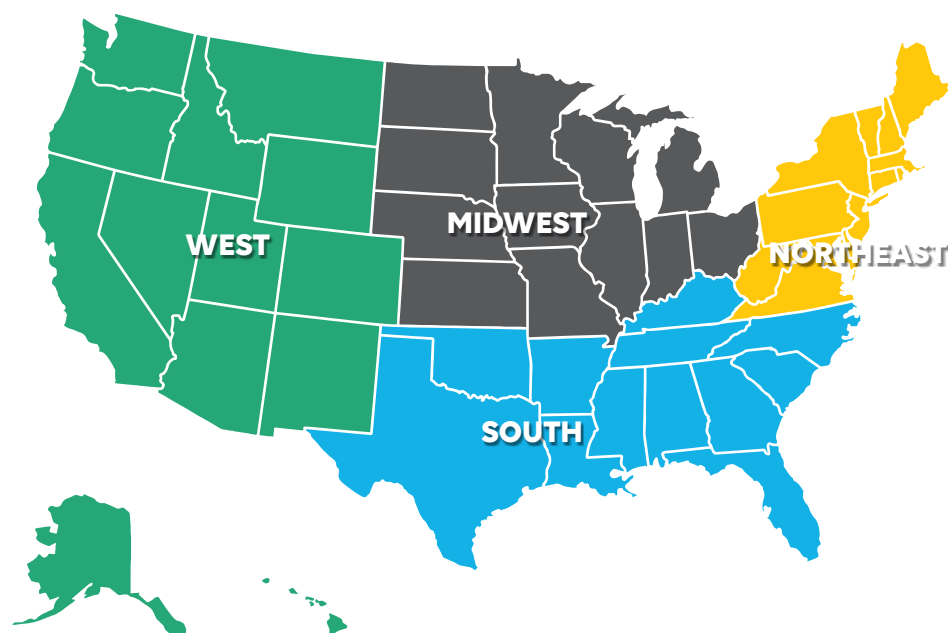
The regions reported on in the survey are broken down as follows:

West: WA, OR, ID, MT, WY, CO, NM, UT, CA, NV, AZ, AK, HI

Midwest: ND, SD, NE, KS, MN, IA, MO, WI, IL, MI, IN, OH

South: OK, TX, AR, LA, MS, AL, TN, KY, NC, SC, GA, FL

Northeast: ME, VT, NH, MA, RI, DE, CT, NY, NJ, PA, WV, VA, MD, DC



Methodology

The survey was held over a period of approximately 8 weeks between October and December 2021. Data was collected via Survey Monkey and Sense HQ. All past respondents were emailed with the opportunity to participate in the survey. Additionally, survey participation was promoted via Springboard Healthcare's Facebook, Instagram, and LinkedIn networks. The survey was also promoted by Cardiovascular Credentialing International (CCI) via email and social media, and we thank them for their partnership. In total, we received 2056 responses from Cath/EP/IR professionals.

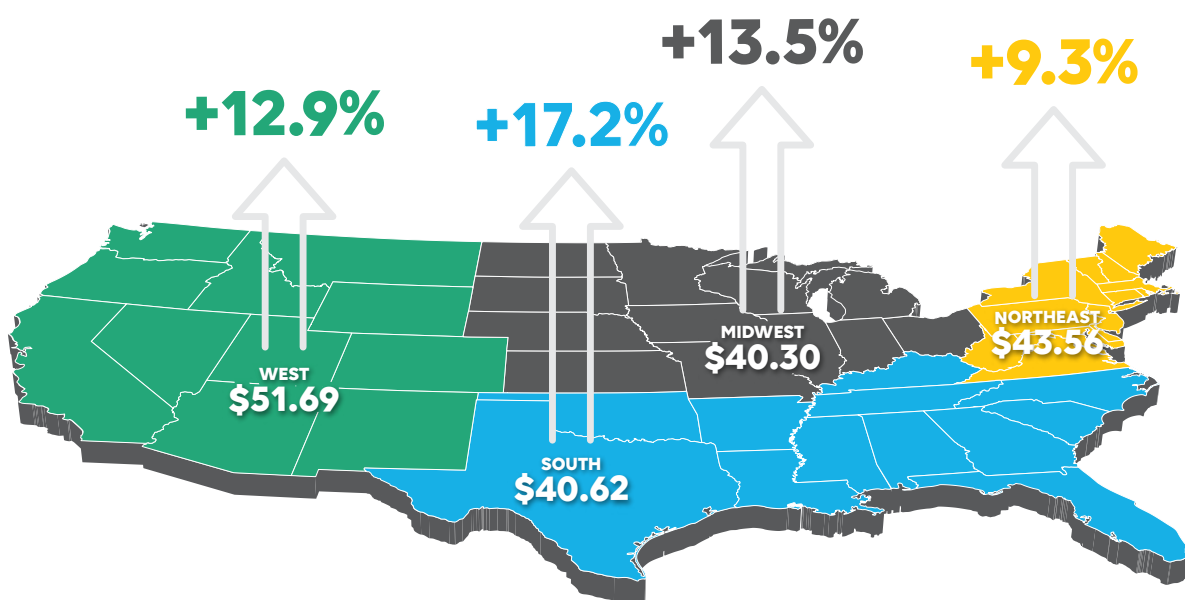


2021 Key Findings

In the years since Springboard Healthcare's inaugural wage survey in 2011, the West has consistently recorded the steadiest growth in Cath/EP/IR wage increases. This is especially true with permanent RNs, whose wages increased from \$43.72 in 2011 to \$47.61 in 2018; a staggering 11% growth. In 2020, wage increases in the West were relatively flat, increasing only to \$47.74, likely due to COVID. However, in 2021 wages in the West increased 15.88% to \$55.32. While for purpose of hourly rate, the South had the highest permanent RN rate increase, outpacing wage increases in the West with a 24% increase from 2020. Nationwide, permanent RN wages increased 17.23% and technologist wages increased 17.32% from 2020 to 2021. Travel RN's and Techs saw the largest increase from \$58.14 in 2020 to \$75.58 in 2021, a substantial 30% growth in one year. Travel staff wages in 2021 grew 2.29 times faster than permanent positions in the same year.

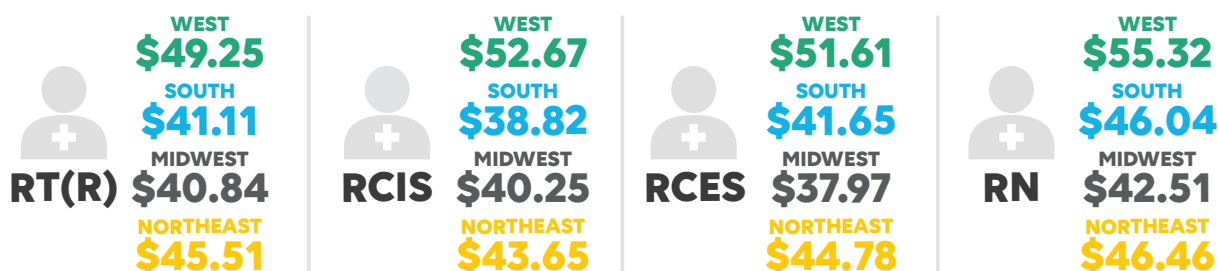
Average Compensation Growth by Region for Permanent Employees

Here is a brief summary of compensation growth for permanent Cath/EP/IR staff from 2020 to 2021 by region.



Average Compensation by Licensure Type for Permanent Employees

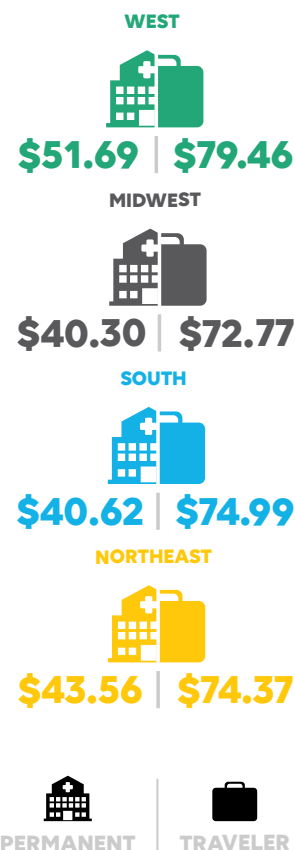
Across certified permanent professionals (RT, RCIS, RCES) and registered nurses (RN), as in past wage surveys, we see the highest average RN compensation rates in the West and the lowest in the Midwest, with a \$12.81 per hour difference between the highest and lowest paying regions. The combined RN regional average wage per hour was \$40.59 in 2020 and increased \$7.03 per hour in 2021 to \$47.62. The highest average permanent Tech (RT, RCIS, RCES) compensation rates were in the West at \$50.72, an 11.32% increase from 2020. The Northeast saw the highest percent growth in compensation from \$35.34 in 2020 to \$44.18 in 2021, a 25.02% increase.



Average Compensation by Region for Travelers vs. Permanent Staff

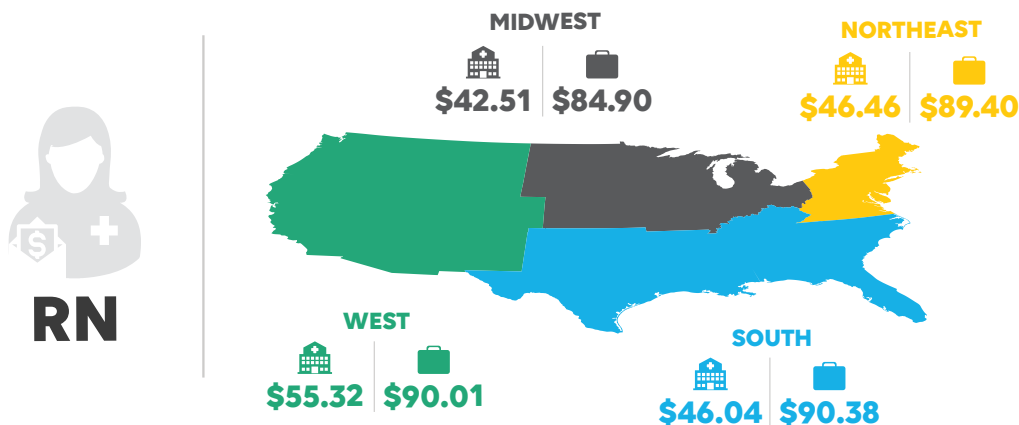
Within the total cohort of survey respondents, 296 were traveling clinicians (travelers). When comparing the hourly rate of travelers to non travelers, as expected, travelers in all regions made more per hour than non-travelers, with a regional average difference of \$31.36 in 2021 with an average traveler wage of \$75.40. Travelers made 30% more from 2020 to 2021. We see the greatest difference between traveler and non-traveler pay in the South, with a \$34.37 difference in favor of travelers.

The hourly wage difference in favor of travelers in other regions is: Midwest \$30.81, Northeast \$34.37, and West \$27.77.



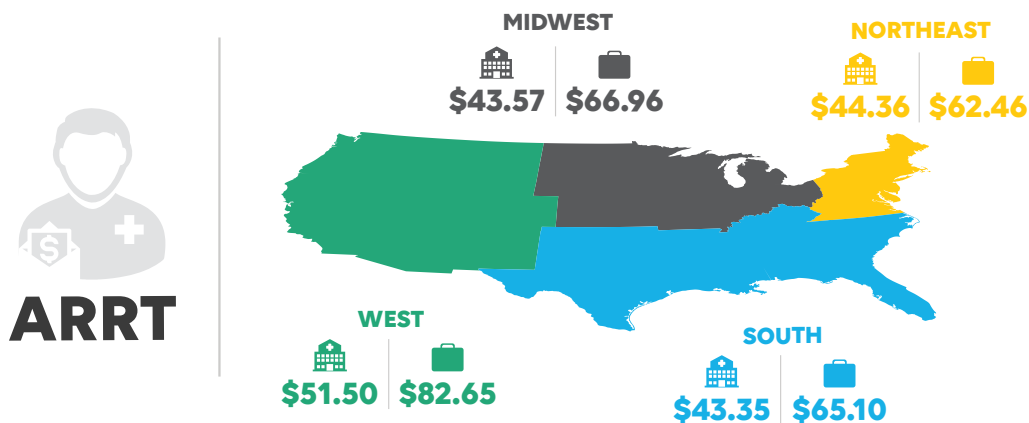
Average Registered Nurse Compensation by Region

For Cath/EP/IR RNs, the highest compensation region for permanent staff was the West at \$55.32 per hour and the lowest was the Midwest at \$42.51 per hour, a \$12.81 difference per hour. The highest paying region for travelers was the West at \$90.01 per hour and the lowest was the Midwest at \$84.90 per hour, a \$5.11 difference per hour. **In 2021, travel RNs across all regions made an average of 81.69% more than their permanent counterparts.**



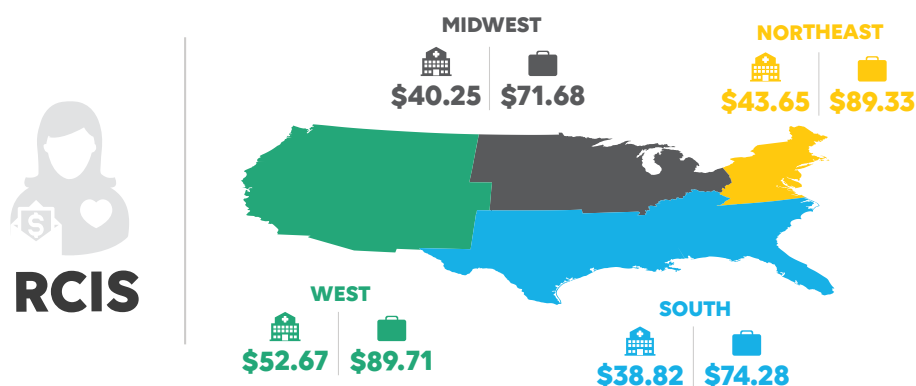
Average Compensation for Radiologic Technologists Certified by ARRT by Region

For Radiologic Technologists certified by the American Registry of Radiological Technologists (ARRT), the highest compensation region for permanent staff was the West at \$51.50 per hour and the lowest was the South at \$43.35 per hour, an \$8.15 difference per hour. The highest paying region for travelers was the West at \$82.65 per hour and the lowest was the Northeast at \$62.46 per hour, a \$20.19 difference per hour. **In 2021, travel radiological technologists across all regions made an average of 47.1% more than their permanent counterparts.**



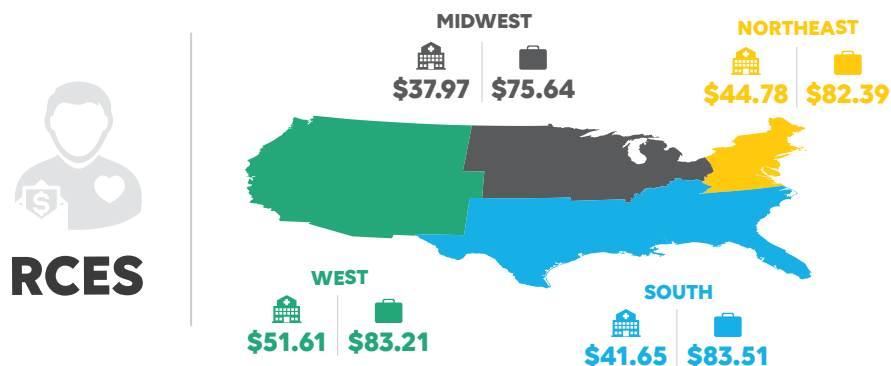
Average RCIS Compensation by Region

For Registered Cardiovascular Invasive Specialists (RCIS) certified by Cardiovascular Credentialing International (CCI), the highest compensation region for permanent staff was the West at \$52.67 per hour and the lowest was the South at \$38.82 per hour, a \$13.85 difference per hour. The highest paying region for travelers was the West at \$89.71 per hour and the lowest was the Midwest at \$71.68 per hour, an \$18.03 difference per hour. **In 2021, travel RCIS staff across all regions made an average of 80.67% more than their permanent counterparts.**



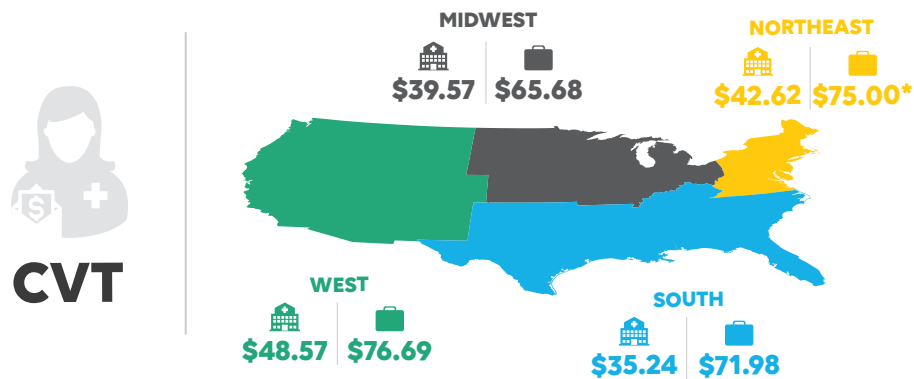
Average RCES Compensation by Region

For Registered Cardiovascular Electrophysiology Specialists (RCES) certified by Cardiovascular Credentialing International (CCI), the highest compensation region for permanent staff was the West at \$51.61 per hour and the lowest was the Midwest at \$37.97 per hour, a \$13.64 difference per hour. The highest paying region for travelers was the South at \$83.51 per hour and the lowest was the Midwest at \$75.64 per hour, a \$7.87 difference per hour. **In 2021, travel RCES staff made 85.85% more than their permanent counterparts.**



Average Cardiovascular Technologist Compensation by Region

For Cardiovascular Technologists (CVT) (technologists not registered or credentialed through ARRT or CCI), the highest compensation region for permanent staff was the West at \$48.57 per hour and the lowest was the South at \$35.24 per hour, a \$13.33 difference per hour. The highest paying region for travelers was the West at \$76.69 per hour and the lowest was the Midwest at \$65.68 per hour, an \$11.01 difference per hour. **In 2021, cardiovascular technologists made 71.26% more than their permanent counterparts.**



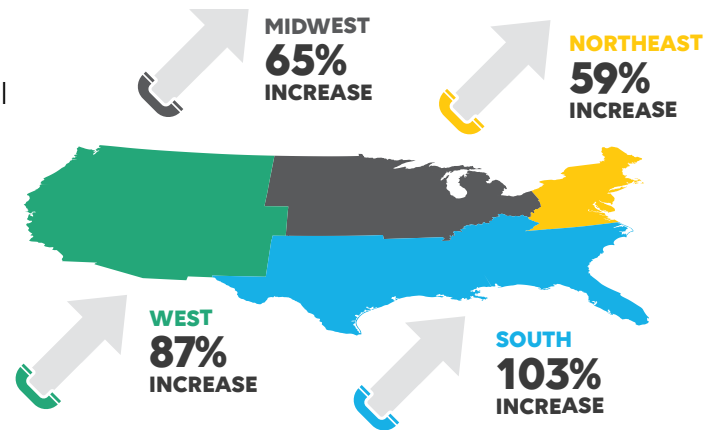
*Data set included only one respondent.



On-Call Rates

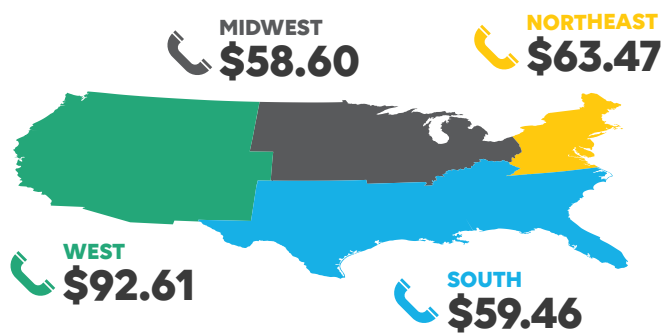
75% of respondents worked weekly on-call hours in 2021. **The average nationwide on-call rate increased 84.69% from \$4.76 per hour in 2020 to \$8.75 per hour in 2021.** This is an overall wage increase of \$3.99 per hour.

The highest on-call wage was in the West at \$11.89 per hour, while the lowest was in the Midwest at \$6.71 per hour. **The South experienced a 103% jump in on-call wages from \$3.83 per hour in 2020 to \$7.80 per hour in 2021.** The Northeast grew only 59% from \$6.05 per hour in 2020 to \$9.61 per hour in 2021.



Callback Rates

The average callback rate across all regions in 2021 was \$66.92 per hour. **The West experienced the highest callback rate at \$92.61 per hour.** This was a 58.04% higher than the lowest region, the Midwest and a difference of \$34.01. The Midwest had an average callback rate of \$58.60. The Northeast had the second highest callback rate at \$63.47 per hour, while the South had an average callback rate of \$59.46. The average callback rate in the Midwest, Northeast and the South was \$60.11 per hour, a \$32.50 difference from the West. Those working callback in the West make 54.07% more than the rest of the country.

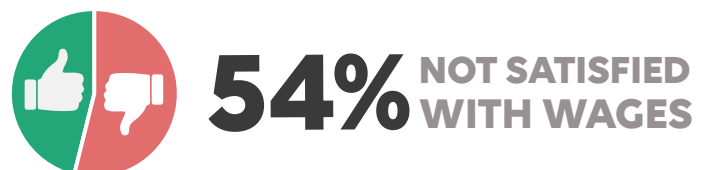


Compensation Satisfaction

We asked survey respondents how satisfied they were with their current compensation. **54% reported being "dissatisfied" with their wages.** In all regions, **respondents who were most**

"satisfied" had a higher hourly wage than those who were "not satisfied."

The West had the highest satisfaction rate with 58.44% of respondents being satisfied with their wages. The Northeast had the lowest satisfaction rate with only 43.1% of respondents being satisfied.



Employer Satisfaction

We asked survey respondents how satisfied they were with their current employer and 47.29% reported being "dissatisfied." The West had the lowest employer dissatisfaction rate at 38.02%. The Midwest had the highest employer dissatisfaction rate at 52.17%.



47.29% NOT SATISFIED
WITH EMPLOYER

Wages Increases

In 2020, at the beginning of the pandemic, more than a third of cardiovascular care professionals were impacted by a reduction in compensation. In stark contrast, 62% of respondents had their wages increase in 2021.

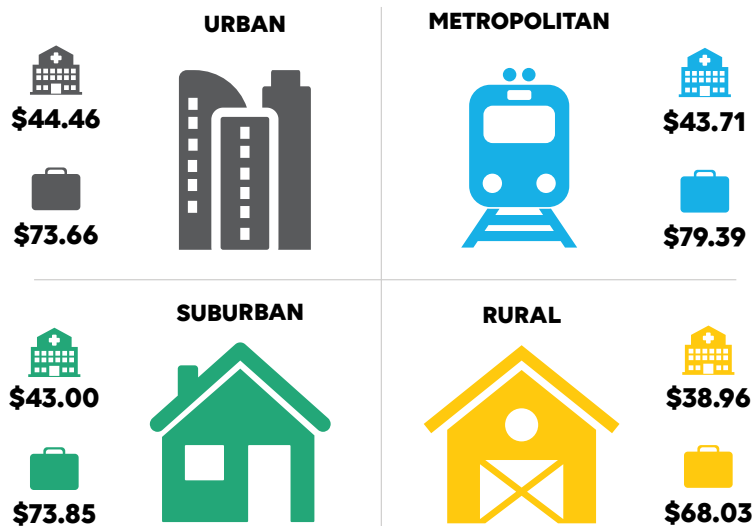
5% SAW A WAGE
INCREASE OF 20%+

57% SAW A WAGE
INCREASE OF 1-10%

20% SAW NO INCREASE
IN WAGES

Wages By Market Type

As consistent with past surveys, average permanent staff wages were the highest in urban areas at \$44.46 per hour and the lowest in rural areas at \$38.96 per hour, a \$5.50 per hour wage difference. However, for travel wages, the highest were found in Metropolitan areas at an average of \$79.39 per hour and the lowest in rural areas at \$68.03 per hour, an \$11.36 per hour wage difference.





Experience and Education

In 2021, the data continued to reinforce the trend that wages notably increase based on level of experience in the field and amount of education received. Responses also confirmed that cardiovascular healthcare professionals who travel earn more than their permanent counterparts by a staggering amount.



EDUCATION TIP

For more information about training options available to help nurses and technologists achieve their RCIS and RCES certifications, visit Springboard Healthcare's education page: springboardhealthcare.com/sbhc-education.



Experience Level

Those making the highest hourly wages had 21 or more years of experience. The most significant wage increase was observed between those with 6-10 years of experience vs. those with 21 or more years of experience, with the latter group making more than \$4.19 per hour more. The second largest wage increase was noted between those with 11-20 years of experience vs. those with 21 or more years of experience, at a difference of \$2.71 per hour.



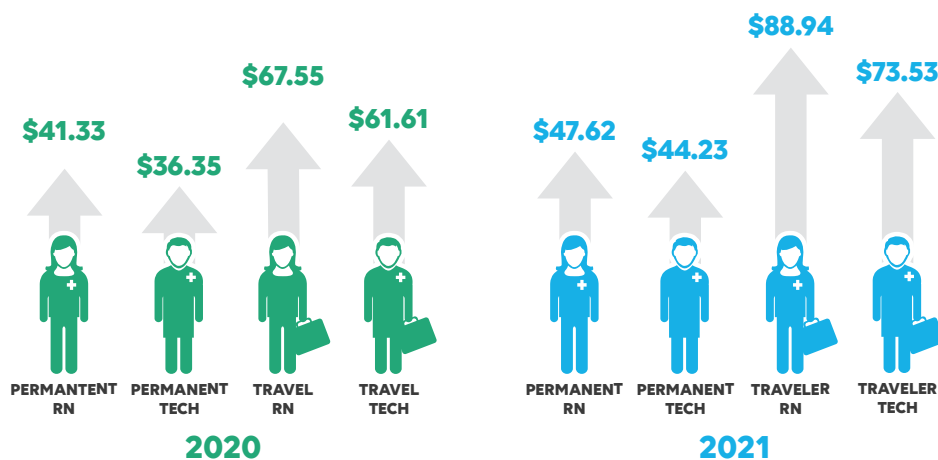
Education Level

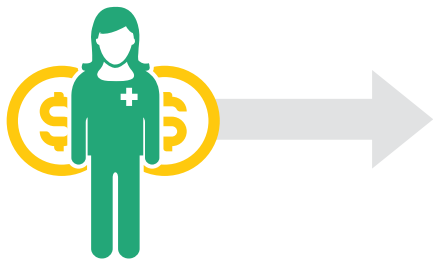
The largest group of respondents (38.8%) reported having an associate degree with the second largest group (35.7%) having a bachelor's degree. The greatest pay disparity was between those with a doctorate degree receiving the highest pay at an average of \$81.45 per hour vs. those having a master's degree earning an average of \$50.98 per hour, a difference of \$30.47 per hour.



Permanent vs. Traveler Wages for RNs and Technologists

Between 2020 and 2021, the average wage for permanent RNs increased 15.22% vs. traveling RNs who saw a wage increase of 31.66%. During the same period, the average wage for permanent technologists increased 21.67% vs. traveling technologists who saw a wage increase of 22.59%. In 2021, traveling RNs made 89% more than their permanent counterparts, while traveling technologists made 70.8% more than their permanent counterparts.



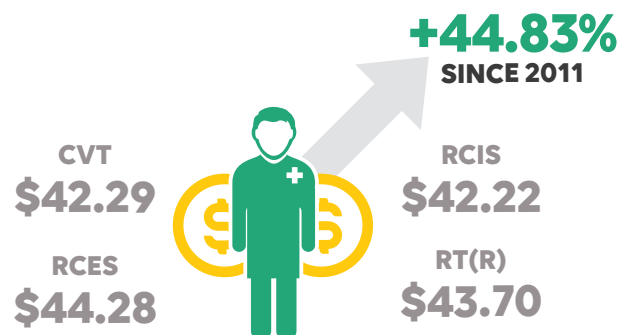


RN Compensation

From 2020 to 2021, permanent RN compensation increased across the country: the South (24.37%), West (15.88%), Midwest (13.2%), and the Northeast (8%). The average compensation for RNs increased year-over-year by 17.23%, which is \$6.99 per hour more in 2021.

Technologist Compensation

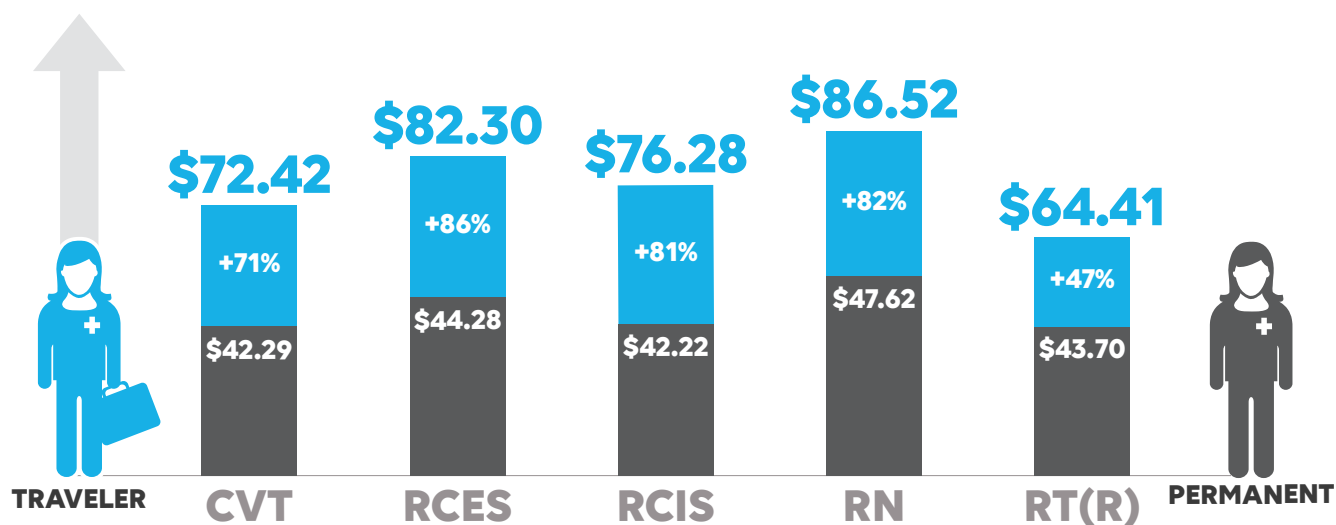
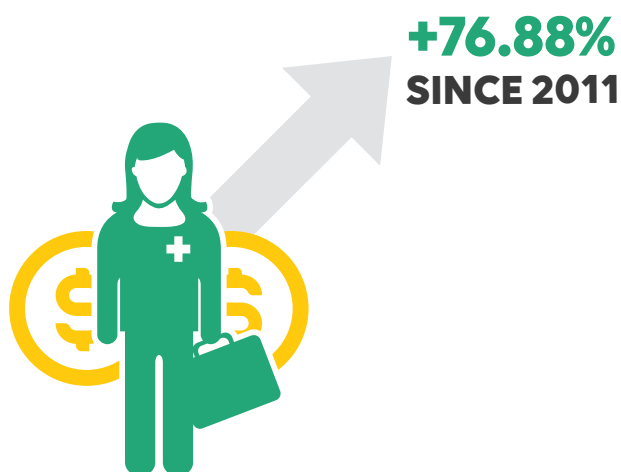
On average, compensation for permanent technologists increased year-over-year with a jump between 2011 and 2021 over \$12.88, an over 41% increase. This cohort represents technologists certified by ARRT or CCI as their primary certification. Certifications that include ARRT or CVT, RCIS and RCES. While there might be individuals with dual certifications (e.g., RCIS and ARRT or RN), their title and primary duties reflect the CCI or ARRT. On average, permanent technologists in 2021 made \$3.39 less than permanent RNs. Whereas, travel technologists made \$13.41 less than travel RNs.



Traveler Compensation

Traveler compensation increased year-over-year with a 76.88% jump from 2011 to 2021. The average permanent RN hourly wage in 2021 was \$47.62 vs. \$86.52 for those who traveled, an 81.69% difference. The average permanent technologist hourly wage in 2021 was \$43.12 vs. \$73.85 for those who traveled.

Travelers, on average, make \$20.71 to \$38.90 more per hour than their non-traveling counterparts. We can correlate this to an increased demand for traveling healthcare professionals during the Covid-19 pandemic.





Key Takeaways

Wage Growth:

Permanent RN wages saw growth by 13.89% from 2020 to 2021 and 17.22% since 2021. Permanent RN and technologist wages continue to increase steadily. Technologists realized a higher hourly wage gain from 2011 to 2021 of \$13.69; whereas RNs gained \$10.67. In addition, Traveler wages increased from 2011 to 2021 with an increase of \$32.85, a 76.88% increase.

Regional Differences:

As in years past, the highest permanent and travel wages are in the West and the lowest percent increase in wages in 2021. Unlike previous surveys, in 2021 the South had the largest percent increase in wages for permanent and travel staff. The lowest wages for permanent employees in 2021 were in the Midwest at \$40.30 per hour.

Wage Satisfaction:

Not surprisingly, wage differences by region correlated with wage satisfaction. In the 2017, 2020 and 2021 wage surveys, the West had the highest wage satisfaction (along with the highest wages). Unlike other surveys, in 2021 the Northeast had the lowest wage satisfaction. In 2021, we asked a new question, "How satisfied are you with your current employer?" Overall, 47.3% of employees are dissatisfied with their employers.

Education and Experience:

Education and experience matter with those possessing 21+ years of experience garnering the highest wages, earning 16.99% more than those with 6-10 years of experience. For education, having a college degree makes a big difference. Those with a bachelor's degree earned 13.57% more than those with an associate degree. Those with a master's degree earned 12.38% more than those with a bachelor's degree.

It Pays to Travel:

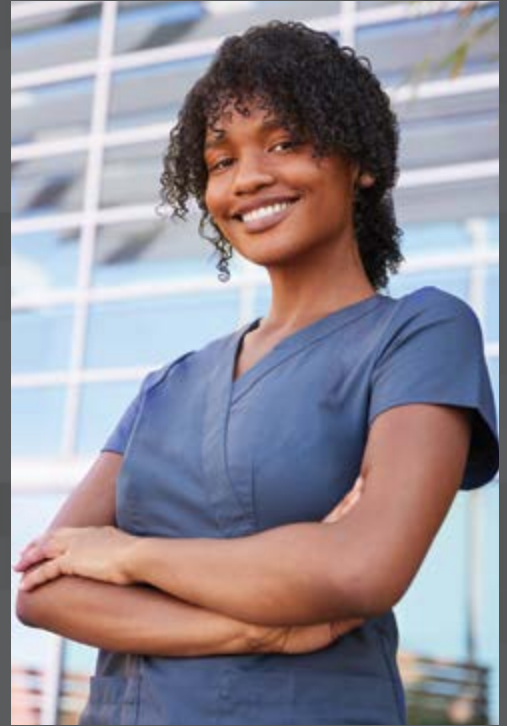
Traveling healthcare professionals continue to make significantly more than their non-traveling counterparts. In 2021, the average difference was 71.61% in favor of travelers. Trend analysis across all surveys shows an increase of almost 76.88% from 2011 to 2021. Whereas the increase between these years for permanent technologists was 44.83% and 28.88% for permanent RNs.



springboard

HEALTHCARE STAFFING + EDUCATION

At Springboard Healthcare, we know that medical staffing shortages can mean the difference between life and death. Since its founding in 2002, it has been our mission to provide healthcare facilities in need with access to top-tier medical talent they require to save lives. Specializing in cardiovascular care, we have connected hundreds of hospitals across the U.S. with thousands of expert traveling clinicians when they need them most.



However, we do not stop there. Whether you are a healthcare worker, a medical facility administrator, or medical educator, we offer a variety of career, consulting and educational services to help you meet the challenges you face in the healthcare industry today.

Confidential Report • NOT for Distribution. ©2022 by Springboard, Inc. All rights reserved.

PROPRIETARY DATA. DO NOT DISTRIBUTE OUTSIDE OF YOUR ORGANIZATION. RESULTS EXCLUSIVELY AVAILABLE FOR SURVEY PARTICIPANTS. Your company's use of this report precludes distribution of its contents, in whole or in part, to other companies or individuals outside of your organization in any form - electronic, written or verbal - without the express written permission of Springboard, Inc.



Your Adventure Awaits.

(866) 465-6286 • info@springboardhealthcare.com • springboardhealthcare.com