MARKET REPORT ON DEMAND

Medical Solutions™

Executive Insights

National Summary

Overall RN demand is very high, especially in CA, TX, AZ, and OH. Prioritize **early requisitioning** and **longer-term contracts (through winter)** for Telemetry, ER, and ICU in your highest-demand markets. Where possible, **lock in winter coverage now** on today's plateaued rates to avoid last-minute premium spikes if census jumps.

California leads open positions in both **Allied Health (522)** and **Nursing (922),** followed by large **Sunbelt states like Texas (Allied: 327; Nursing: 783) and Florida/Arizona across segments**. **Rural** demand is also notable, with **North Carolina (164), Texas (138), Illinois (110), and California (103)** topping rural open roles.

The **persistent high demand within Nursing** and **Allied**, and relatively stable rate environment suggest **staffing constraints** will remain, **not ease**, through Winter.

Nursing Summary

Across Nursing, current blended bill rates sit around **$92.02**, with minimal recent change **(±0.4% over 30–90 days).** By specialty, **L&D** and **OR** command the highest current rates (about **$107–$124** in **California** and **$91–$112** in regions like **Northwest** and **Midwest**). Core bedded units—**MedSurg** and **Telemetry**—are consistently the lowest-priced, often in the **mid-$80s** to **low-$90s** across regions.

Regionally, the **South** has the lowest Nursing bill levels (**current blended $80.96**) but is seeing small positive rate momentum (**up 0.9–1.3% over 30–90 days**). The **Northeast**, **Midwest**, **Northwest**, **Southwest**, **California**, and **Rural** all sit higher, with blended current rates roughly **$88.9–$107.7**, and generally modest month-over-month movement (**most specialties within about ±2–3% over 90 days**).

Overall, bill rates changed modestly: the aggregate current month rate is **$92.27**, with **+0.3% vs 30 days, -0.2% vs 60 days, and +0.1% vs 90 days**. ICU shows the strongest recent growth at **$94.63 current** and **+2.0% vs 30 days**, while L&D is **$107.28 current** but down **0.8% vs 60 days**.

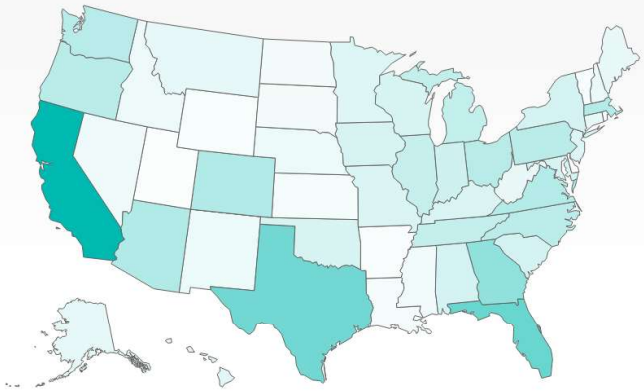
Allied Summary

In Allied Health, **Cardiac Cath Lab** has the highest bill rates with a range of **$110.31–$118.51**, while therapies (**PT, OT, Respiratory**) cluster in the **low–mid $80s**. Over the past year, **Cardiac Cath Lab** rates have stayed elevated (**mostly $112–$118**), whereas **PT** and **Respiratory Therapy** are relatively flat in the **low–mid $80s**. Overall **Allied** rates are **slightly down** over the last 30–90 days, with aggregate moves of about **-0.8% to -1.7%.**

Current month average bill rate across specialties is **$96.42**, with modest recent movement: **up 1.1% over 30 days** but **down 0.6% over 90 days**. By specialty, **Nuclear Medicine** shows strong recent growth **(+5.0% over 30 days, +3.2% over 90 days)**, while **Cardiac Cath Lab** has softened **(-1.5% over 30 days, -3.2% over 90 days)**. **Respiratory Therapy** stands out for very strong short-term rate growth**: +24.7% (30 days), +17.5% (60 days), +13.2% (90 days)**.

National Snapshot: Allied Health

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
Cardiac Cath Lab	1.6 %	7.3 %	35.6 %
CT (Computed Tomography)	-4.1 %	-7.6 %	12.6 %
Nuclear Medicine	-0.6 %	-12.9 %	-10.3 %
OT (Occupational Therapy)	2.3 %	0.9 %	14.1 %
PT (Physical Therapy)	2.4 %	2.8 %	16.5 %
Radiology	-18.3 %	-32.7 %	-23.5 %
Respiratory Therapy	-5.8 %	-9.2 %	3.5 %

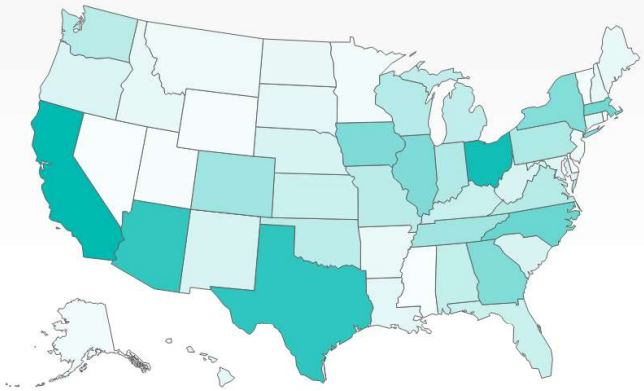
BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
Cardiac Cath Lab	$110.31	$118.51	
CT (Computed Tomography)	$104.11	$107.00	
Nuclear Medicine	$101.62	$113.07	
OT (Occupational Therapy)	$77.28	$89.34	
PT (Physical Therapy)	$82.44	$87.74	
Radiology	$90.40	$96.46	
Respiratory Therapy	$82.39	$85.56	

Specialty Type	Current Month	30 Days	60 Days	90 Days
Cardiac Cath Lab	$117.64	0.2 %	-1.7 %	3.5 %
CT (Computed Tomography)	$106.38	-1.3 %	-1.1 %	-0.5 %
Nuclear Medicine	$107.80	-3.4 %	-1.7 %	-3.9 %
OT (Occupational Therapy)	$86.61	-0.3 %	-3.2 %	5.2 %
PT (Physical Therapy)	$86.91	0.5 %	1.7 %	-1.2 %
Radiology	$92.33	-2.2 %	-3.6 %	-4.4 %
Respiratory Therapy	$85.32	-0.2 %	-2.0 %	-0.7 %

National Snapshot: Nursing

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
ER (Emergency Room)	8.1 %	27.7 %	88.1 %
ICU (Intensive Care Unit)	7.4 %	30.2 %	61.0 %
L&D (Labor and Delivery)	6.0 %	23.6 %	47.5 %
Med Surg (Medical Surgical)	12.5 %	26.4 %	49.2 %
OR (Operating Room)	1.0 %	9.5 %	54.5 %
Stepdown	15.0 %	39.7 %	80.2 %
Telemetry	22.5 %	34.0 %	75.1 %

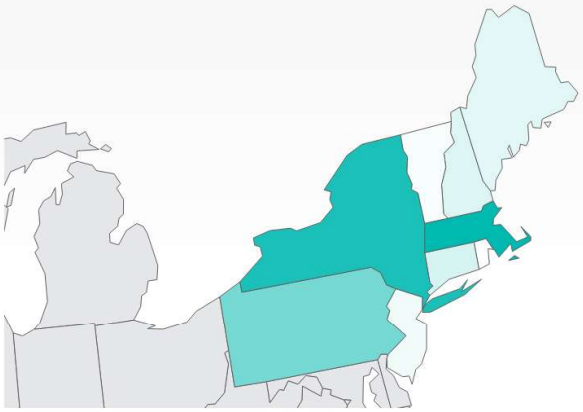
BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
ER (Emergency Room)	$88.47	$90.64	
ICU (Intensive Care Unit)	$90.51	$94.31	
L&D (Labor and Delivery)	$103.62	$107.56	
Med Surg (Medical Surgical)	$85.52	$87.08	
OR (Operating Room)	$93.59	$96.95	
Stepdown	$86.65	$89.46	
Telemetry	$87.27	$90.87	

Specialty Type	Current Month	30 Days	60 Days	90 Days
ER (Emergency Room)	$90.68	-0.5 %	0.2 %	-0.2 %
ICU (Intensive Care Unit)	$93.00	-0.5 %	0.4 %	0.2 %
L&D (Labor and Delivery)	$107.36	-0.7 %	-0.2 %	1.5 %
Med Surg (Medical Surgical)	$86.98	-0.6 %	-0.4 %	-0.3 %
OR (Operating Room)	$98.74	0.7 %	1.6 %	1.7 %
Stepdown	$90.18	-0.6 %	0.4 %	0.2 %
Telemetry	$89.75	-0.7 %	-0.5 %	-1.7 %

Regional Snapshot: Nursing | Northeast

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
ER (Emergency Room)	-4.9 %	14.5 %	112.0 %
ICU (Intensive Care Unit)	36.6 %	32.1 %	38.7 %
L&D (Labor and Delivery)	0.5 %	34.8 %	75.5 %
Med Surg (Medical Surgical)	6.5 %	51.0 %	61.0 %
OR (Operating Room)	55.0 %	52.5 %	104.4 %
Stepdown	4.1 %	52.5 %	160.3 %
Telemetry	31.2 %	32.8 %	99.1 %

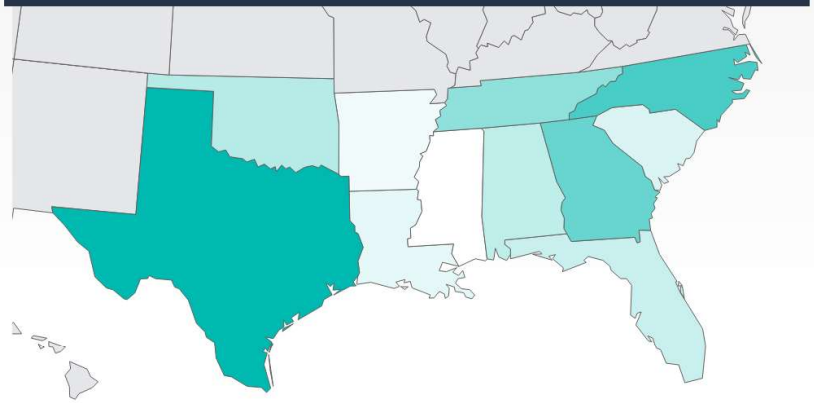
BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
ER (Emergency Room)	$90.37	$94.53	
ICU (Intensive Care Unit)	$89.64	$98.24	
L&D (Labor and Delivery)	$96.48	$104.75	
Med Surg (Medical Surgical)	$87.10	$93.18	
OR (Operating Room)	$94.40	$101.59	
Stepdown	$89.20	$95.29	
Telemetry	$89.42	$95.95	

Specialty Type	Current Month	30 Days	60 Days	90 Days
ER (Emergency Room)	$92.72	-1.3 %	-1.2 %	-1.7 %
ICU (Intensive Care Unit)	$96.04	2.0 %	0.7 %	4.1 %
L&D (Labor and Delivery)	$106.07	0.1 %	0.3 %	0.9 %
Med Surg (Medical Surgical)	$89.35	-1.4 %	-4.5 %	-4.1 %
OR (Operating Room)	$98.26	-1.7 %	-5.5 %	1.0 %
Stepdown	$91.78	-3.8 %	-1.6 %	-7.0 %
Telemetry	$94.46	0.7 %	-3.5 %	-0.3 %

Regional Snapshot: Nursing | South

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
ER (Emergency Room)	-10.5 %	-5.0 %	40.9 %
ICU (Intensive Care Unit)	13.1 %	35.9 %	61.4 %
L&D (Labor and Delivery)	14.5 %	38.0 %	66.4 %
Med Surg (Medical Surgical)	20.5 %	35.9 %	61.7 %
OR (Operating Room)	-12.4 %	-11.3 %	7.6 %
Stepdown	5.0 %	14.1 %	32.1 %
Telemetry	5.5 %	27.2 %	56.0 %

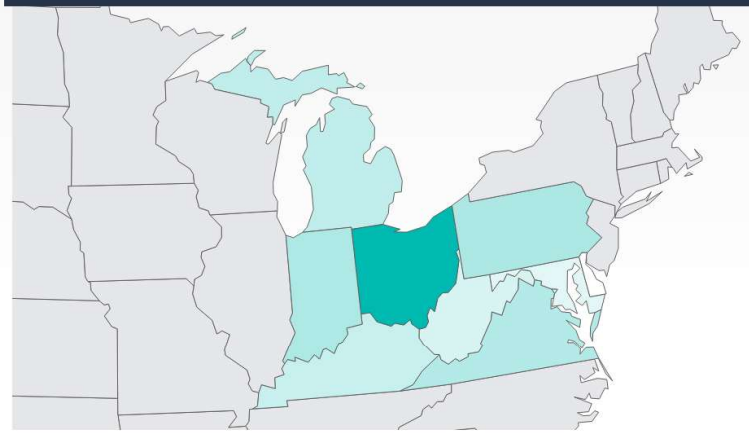
BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
ER (Emergency Room)	$74.39	$80.09	
ICU (Intensive Care Unit)	$73.69	$81.08	
L&D (Labor and Delivery)	$81.64	$90.56	
Med Surg (Medical Surgical)	$74.27	$78.00	
OR (Operating Room)	$76.66	$86.31	
Stepdown	$78.46	$82.36	
Telemetry	$74.64	$79.27	

Specialty Type	Current Month	30 Days	60 Days	90 Days
ER (Emergency Room)	$80.63	1.6 %	1.9 %	1.3 %
ICU (Intensive Care Unit)	$79.93	3.8 %	1.2 %	3.7 %
L&D (Labor and Delivery)	$91.04	3.1 %	1.9 %	3.4 %
Med Surg (Medical Surgical)	$78.10	1.0 %	0.1 %	1.5 %
OR (Operating Room)	$84.51	0.7 %	3.1 %	3.5 %
Stepdown	$82.21	-1.0 %	0.1 %	-0.4 %
Telemetry	$79.47	0.7 %	1.1 %	0.2 %

Regional Snapshot: Nursing | Mid-Atlantic

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
ER (Emergency Room)	37.6 %	82.9 %	208.9 %
ICU (Intensive Care Unit)	25.7 %	34.7 %	53.6 %
L&D (Labor and Delivery)	12.0 %	16.7 %	50.0 %
Med Surg (Medical Surgical)	11.9 %	22.3 %	41.8 %
OR (Operating Room)	8.8 %	44.5 %	83.2 %
Stepdown	2.9 %	26.3 %	121.2 %
Telemetry	58.8 %	55.2 %	94.8 %

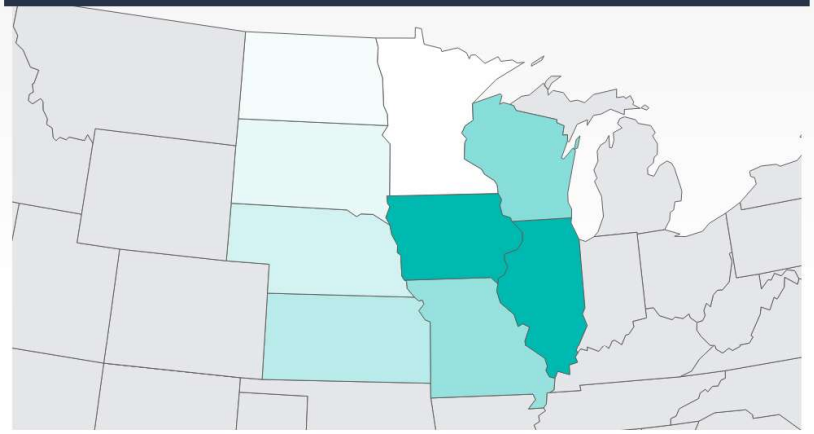
BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
ER (Emergency Room)	$81.96	$87.72	
ICU (Intensive Care Unit)	$83.69	$87.18	
L&D (Labor and Delivery)	$86.78	$97.04	
Med Surg (Medical Surgical)	$83.23	$84.82	
OR (Operating Room)	$90.15	$93.34	
Stepdown	$86.04	$90.27	
Telemetry	$85.24	$90.58	

Specialty Type	Current Month	30 Days	60 Days	90 Days
ER (Emergency Room)	$85.29	-0.3 %	-0.8 %	-1.2 %
ICU (Intensive Care Unit)	$88.13	0.4 %	-0.1 %	-0.7 %
L&D (Labor and Delivery)	$99.72	2.4 %	3.4 %	4.1 %
Med Surg (Medical Surgical)	$85.87	0.6 %	0.5 %	0.4 %
OR (Operating Room)	$93.80	0.1 %	-0.5 %	0.9 %
Stepdown	$91.78	0.7 %	1.2 %	1.5 %
Telemetry	$88.06	-3.8 %	-2.1 %	-1.0 %

Regional Snapshot: Nursing | Midwest

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
ER (Emergency Room)	14.0 %	42.5 %	94.4 %
ICU (Intensive Care Unit)	-17.7 %	1.3 %	40.4 %
L&D (Labor and Delivery)	-21.0 %	-5.4 %	14.5 %
Med Surg (Medical Surgical)	16.0 %	29.9 %	42.0 %
OR (Operating Room)	8.7 %	18.5 %	92.7 %
Stepdown	15.2 %	38.2 %	54.2 %
Telemetry	7.8 %	18.2 %	54.7 %

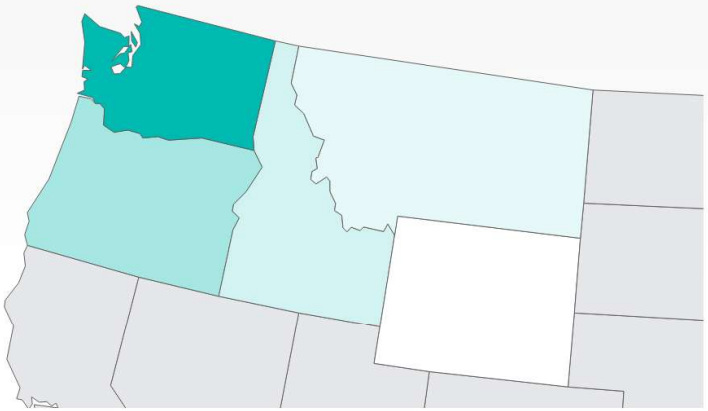
BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
ER (Emergency Room)	$88.77	$90.43	
ICU (Intensive Care Unit)	$90.54	$93.14	
L&D (Labor and Delivery)	$103.26	$107.56	
Med Surg (Medical Surgical)	$89.44	$91.74	
OR (Operating Room)	$93.34	$100.32	
Stepdown	$90.20	$92.85	
Telemetry	$91.40	$95.09	

Specialty Type	Current Month	30 Days	60 Days	90 Days
ER (Emergency Room)	$91.06	-0.8 %	0.4 %	0.6 %
ICU (Intensive Care Unit)	$93.12	-1.5 %	-0.5 %	0.8 %
L&D (Labor and Delivery)	$106.95	0.4 %	0.6 %	0.6 %
Med Surg (Medical Surgical)	$90.82	-1.3 %	-1.4 %	-1.0 %
OR (Operating Room)	$101.09	1.8 %	3.0 %	0.8 %
Stepdown	$92.56	-0.9 %	-1.0 %	-0.4 %
Telemetry	$94.24	-0.5 %	0.8 %	-2.1 %

Regional Snapshot: Nursing | Northwest

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
ER (Emergency Room)	-8.0 %	49.0 %	86.3 %
ICU (Intensive Care Unit)	14.3 %	60.0 %	104.3 %
L&D (Labor and Delivery)	11.4 %	29.8 %	40.0 %
Med Surg (Medical Surgical)	-8.3 %	9.0 %	72.9 %
OR (Operating Room)	-38.6 %	-28.2 %	34.2 %
Stepdown	48.0 %	32.1 %	76.2 %
Telemetry	123.5 %	94.9 %	117.1 %

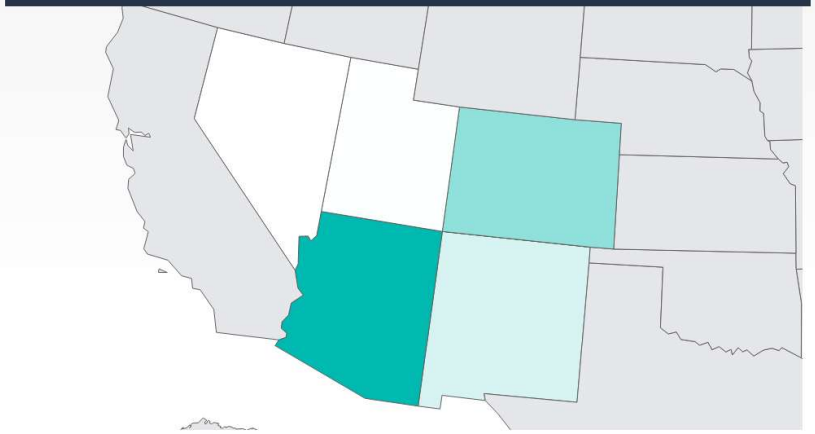
BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
ER (Emergency Room)	$87.42	$93.03	
ICU (Intensive Care Unit)	$88.41	$92.74	
L&D (Labor and Delivery)	$107.29	$111.31	
Med Surg (Medical Surgical)	$83.62	$87.00	
OR (Operating Room)	$93.75	$99.53	
Stepdown	$89.79	$94.88	
Telemetry	$84.60	$88.44	

Specialty Type	Current Month	30 Days	60 Days	90 Days
ER (Emergency Room)	$91.28	-0.3 %	-0.8 %	1.6 %
ICU (Intensive Care Unit)	$92.32	1.2 %	1.1 %	0.6 %
L&D (Labor and Delivery)	$112.38	0.1 %	1.2 %	2.3 %
Med Surg (Medical Surgical)	$86.08	-0.7 %	-0.4 %	-0.5 %
OR (Operating Room)	$100.93	-0.6 %	1.1 %	-0.1 %
Stepdown	$92.64	-2.4 %	-3.1 %	-1.9 %
Telemetry	$89.61	1.9 %	1.2 %	3.0 %

Regional Snapshot: Nursing | Southwest

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
ER (Emergency Room)	30.8 %	54.5 %	59.1 %
ICU (Intensive Care Unit)	28.8 %	73.0 %	99.2 %
L&D (Labor and Delivery)	-18.8 %	-4.3 %	-4.3 %
Med Surg (Medical Surgical)	3.4 %	-10.0 %	15.3 %
OR (Operating Room)	2.3 %	16.7 %	101.5 %
Stepdown	105.1 %	242.7 %	153.2 %
Telemetry	11.7 %	24.6 %	87.4 %

BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
ER (Emergency Room)	$85.06	$87.57	
ICU (Intensive Care Unit)	$85.55	$88.46	
L&D (Labor and Delivery)	$96.33	$110.13	
Med Surg (Medical Surgical)	$79.77	$89.87	
OR (Operating Room)	$84.42	$92.71	
Stepdown	$86.74	$91.53	
Telemetry	$82.99	$85.72	

Specialty Type	Current Month	30 Days	60 Days	90 Days
Telemetry	$86.66	0.8 %	1.3 %	0.4 %
Stepdown	$89.08	0.5 %	0.1 %	-1.8 %
OR (Operating Room)	$95.05	1.2 %	2.2 %	4.2 %
Med Surg (Medical Surgical)	$88.98	-0.1 %	4.0 %	2.4 %
L&D (Labor and Delivery)	$104.07	0.5 %	0.6 %	-0.1 %
ICU (Intensive Care Unit)	$88.52	-0.7 %	0.7 %	-0.4 %
ER (Emergency Room)	$88.92	0.6 %	2.4 %	1.6 %

Regional Snapshot: Nursing | California

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
ER (Emergency Room)	33.6 %	49.6 %	131.4 %
ICU (Intensive Care Unit)	-16.2 %	8.2 %	56.3 %
L&D (Labor and Delivery)	22.4 %	38.5 %	82.1 %
Med Surg (Medical Surgical)	-12.5 %	-7.9 %	-12.5 %
OR (Operating Room)	-2.2 %	-2.2 %	51.7 %
Stepdown	11.8 %	137.5 %	171.4 %
Telemetry	29.3 %	40.6 %	76.4 %

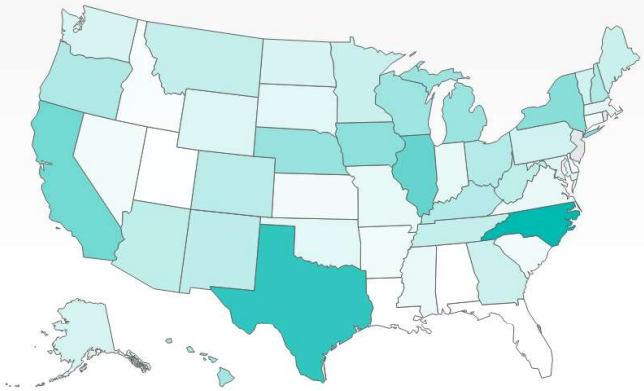
BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
ER (Emergency Room)	$101.15	$104.48	
ICU (Intensive Care Unit)	$105.95	$113.41	
L&D (Labor and Delivery)	$118.74	$127.84	
Med Surg (Medical Surgical)	$86.84	$93.58	
OR (Operating Room)	$109.94	$118.37	
Stepdown	$90.46	$115.12	
Telemetry	$93.84	$103.96	

Specialty Type	Current Month	30 Days	60 Days	90 Days
ER (Emergency Room)	$105.49	1.0 %	1.0 %	0.9 %
ICU (Intensive Care Unit)	$111.85	1.3 %	3.4 %	1.7 %
L&D (Labor and Delivery)	$124.56	-0.6 %	-0.7 %	2.6 %
Med Surg (Medical Surgical)	$92.00	0.1 %	2.2 %	-2.1 %
OR (Operating Room)	$117.08	1.4 %	3.4 %	-0.7 %
Stepdown	$97.14	-1.2 %	-0.5 %	-1.5 %
Telemetry	$97.87	0.1 %	0.0 %	0.7 %

National Snapshot: Rural

JOB DEMAND TRENDS



Low Job Demand — High Job Demand

Specialty Type	30 Days	60 Days	90 Days
ER (Emergency Room)	3.1 %	13.7 %	46.6 %
ICU (Intensive Care Unit)	1.2 %	15.9 %	19.1 %
L&D (Labor and Delivery)	-18.4 %	2.9 %	28.6 %
Med Surg (Medical Surgical)	2.5 %	32.2 %	34.5 %
OR (Operating Room)	-12.7 %	-17.1 %	11.5 %
Stepdown	9.9 %	48.7 %	78.8 %
Telemetry	-7.1 %	5.6 %	25.3 %

BILL RATE TRENDS (PLACED)

Specialty Type	Min	Max	12 Month Trend
ER (Emergency Room)	$88.12	$90.05	
ICU (Intensive Care Unit)	$89.42	$91.70	
L&D (Labor and Delivery)	$101.36	$107.19	
Med Surg (Medical Surgical)	$85.75	$87.11	
OR (Operating Room)	$94.56	$98.22	
Stepdown	$84.46	$92.40	
Telemetry	$84.98	$94.18	

Specialty Type	Current Month	30 Days	60 Days	90 Days
ER (Emergency Room)	$90.37	-0.9 %	0.8 %	-0.1 %
ICU (Intensive Care Unit)	$92.27	-0.1 %	0.9 %	1.6 %
L&D (Labor and Delivery)	$106.29	-0.6 %	1.4 %	0.7 %
Med Surg (Medical Surgical)	$87.70	0.4 %	1.4 %	1.2 %
OR (Operating Room)	$98.38	1.3 %	2.2 %	1.4 %
Stepdown	$91.39	-1.5 %	-0.4 %	-1.6 %
Telemetry	$87.69	-4.8 %	-4.0 %	-6.6 %