

HEALTH

Summary

- » **Gender and race/ethnicity:** Comprising 17% of the workforce, men are underrepresented in this sector. Analysis shows underrepresentation of white workers and overrepresentation of Asian American workers. The largest age group is 25–44 years of age (Exhibits 65, 66 and 67).
- » **Employment and projected demand:** The largest middle-skill occupation is home health and personal care aides, which has 11,965 annual openings (Exhibit 68).
- » **Wages:** The highest paid occupation is registered nurses, with an entry-level wage of \$45.16/hour (Exhibits 69a and 69b).
- » **Specialized skills:** The top skill is patient care, and the top certification is registered nurse (Exhibit 70).

Top Job Titles

- Registered Nurse
- Medical Assistant
- Licensed Vocational Nurse

Exhibit 65. Gender composition of the top occupations in the health workforce

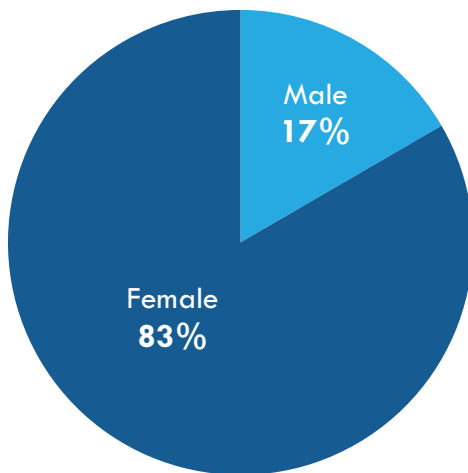


Exhibit 66. Race/ethnicity composition of the top occupations in the health workforce

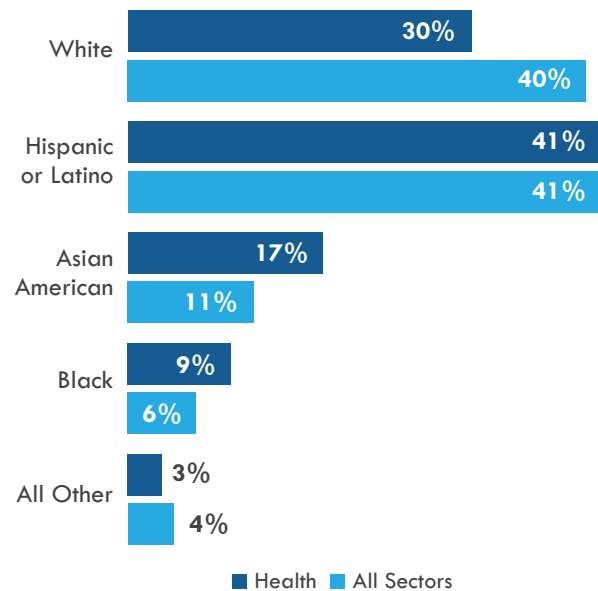


Exhibit 67. Health age groups

| Occupation | 2021 Age Groups | | | |
|---|-----------------|--------|--------|-------|
| | 14–24 | 25–44 | 45–64 | 65+ |
| Dental Assistants | 743 | 2,901 | 1,185 | 108 |
| Dental Hygienists | 77 | 1,038 | 667 | 72 |
| Health Technologists and Technicians, All Other | 126 | 1,106 | 622 | 69 |
| Healthcare Support Workers, All Other | 137 | 531 | 385 | 56 |
| Home Health and Personal Care Aides | 5,531 | 26,759 | 26,987 | 6,228 |
| Licensed Practical and Licensed Vocational Nurses | 407 | 3,343 | 2,585 | 371 |
| Medical Assistants | 1,505 | 6,640 | 2,256 | 212 |
| Medical Records Specialists | 126 | 943 | 889 | 149 |
| Medical Secretaries and Administrative Assistants | 543 | 3,742 | 3,601 | 726 |
| Nursing Assistants | 1,304 | 4,965 | 3,246 | 468 |
| Pharmacy Technicians | 586 | 2,242 | 930 | 91 |
| Phlebotomists | 116 | 677 | 304 | 32 |
| Radiologic Technologists and Technicians | 71 | 1,049 | 640 | 73 |
| Registered Nurses | 766 | 15,454 | 12,719 | 1,534 |
| Social and Human Service Assistants | 335 | 2,423 | 1,811 | 306 |



Exhibit 68. Health employment and occupational projections

| Occupation | 2021 Jobs | 2026 Jobs | 5-Year Change | 5-Year % Change | Annual Openings |
|---|-----------|-----------|---------------|-----------------|-----------------|
| Home Health and Personal Care Aides | 65,503 | 81,181 | 15,678 | 24% | 11,965 |
| Registered Nurses | 30,475 | 32,903 | 2,428 | 8% | 2,138 |
| Nursing Assistants | 9,984 | 11,158 | 1,174 | 12% | 1,507 |
| Medical Assistants | 10,615 | 11,653 | 1,038 | 10% | 1,495 |
| Medical Secretaries and Administrative Assistants | 8,611 | 9,209 | 598 | 7% | 1,073 |
| Social and Human Service Assistants | 4,875 | 5,502 | 627 | 13% | 719 |
| Dental Assistants | 4,936 | 5,305 | 369 | 7% | 668 |
| Licensed Practical and Licensed Vocational Nurses | 6,714 | 7,365 | 651 | 10% | 657 |
| Pharmacy Technicians | 3,849 | 4,017 | 168 | 4% | 311 |
| Health Technologists and Technicians, All Other | 1,924 | 2,202 | 278 | 14% | 200 |
| Medical Records Specialists | 2,107 | 2,194 | 87 | 4% | 168 |
| Radiologic Technologists and Technicians | 1,834 | 1,991 | 157 | 9% | 166 |
| Phlebotomists | 1,129 | 1,248 | 119 | 10% | 161 |
| Healthcare Support Workers, All Other | 1,108 | 1,199 | 91 | 8% | 157 |
| Dental Hygienists | 1,856 | 2,035 | 179 | 10% | 155 |



Exhibit 69a. Health hourly wages in the region

| Occupation | Hourly Wages | | |
|---|-----------------|---------|-----------------|
| | 25th Percentile | Median | 75th Percentile |
| Registered Nurses | \$45.16 | \$54.27 | \$62.66 |
| Dental Hygienists | \$40.48 | \$47.13 | \$49.33 |
| Radiologic Technologists and Technicians | \$35.90 | \$39.86 | \$48.73 |
| Licensed Practical and Licensed Vocational Nurses | \$23.66 | \$28.87 | \$32.94 |
| Phlebotomists | \$17.92 | \$21.67 | \$23.68 |
| Pharmacy Technicians | \$17.79 | \$21.56 | \$25.99 |
| Health Technologists and Technicians, All Other | \$17.74 | \$21.52 | \$27.62 |
| Medical Records Specialists | \$17.70 | \$22.47 | \$29.97 |
| Social and Human Service Assistants | \$17.49 | \$18.89 | \$22.71 |
| Medical Secretaries and Administrative Assistants | \$16.79 | \$18.04 | \$22.19 |
| Dental Assistants | \$16.31 | \$19.25 | \$22.96 |
| Healthcare Support Workers, All Other | \$16.17 | \$18.88 | \$22.73 |
| Medical Assistants | \$15.02 | \$17.89 | \$20.86 |
| Nursing Assistants | \$14.53 | \$17.11 | \$18.44 |
| Home Health and Personal Care Aides | \$14.26 | \$14.28 | \$14.34 |

Exhibit 69b. Health average hourly wages in the region

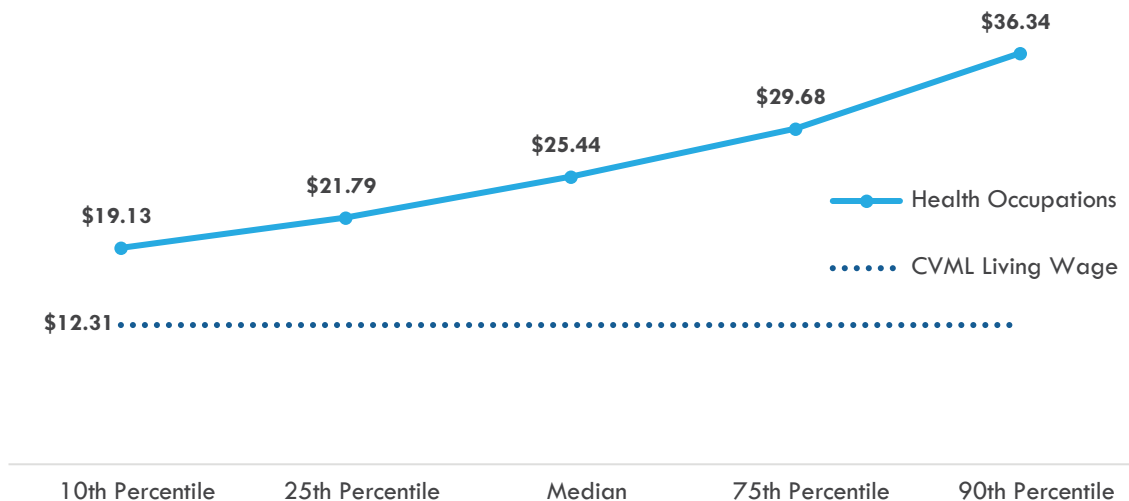


Exhibit 70. Top 10 certifications, specialized skills, and software skills in job postings for health occupations

| Certifications | Specialized Skills | Software Skills |
|--|--------------------------------------|---------------------------------|
| Registered Nurse | Patient Care | Dentrix |
| Basic Life Saving (BLS) | Advanced Cardiac Life Support (ACLS) | ICD-10 |
| Advanced Cardiac Life Support (ACLS) Certification | Cardiopulmonary Resuscitation (CPR) | Meditech |
| Basic Cardiac Life Support Certification | Life Support | Really Simple Syndication (RSS) |
| First Aid CPR AED | Treatment Planning | Medical Software |
| Licensed Vocational Nurse (LVN) | Acute Care | PointClickCare |
| American Heart Association Certification | Vaccination | Prognosis |
| Licensed Practical Nurse (LPN) | Scheduling | Adobe Acrobat |
| Certified Nursing Assistant | Vital Signs Measurement | ICD-9-CM Coding |
| Certified Medical Assistant | Surgery | ActiveX |

Exhibit 71. Health workforce demand (annual job openings), postsecondary supply of students (awards), and additional students needed to fill the gap in the region

