

Health Workforce Needs in a Time of Transformation: Health Care Jobs, Professional Development, & Career Pathways

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Fastest Growing Occupations:

10 Occupations with the Highest Percent Change of Employment between 2014-2024

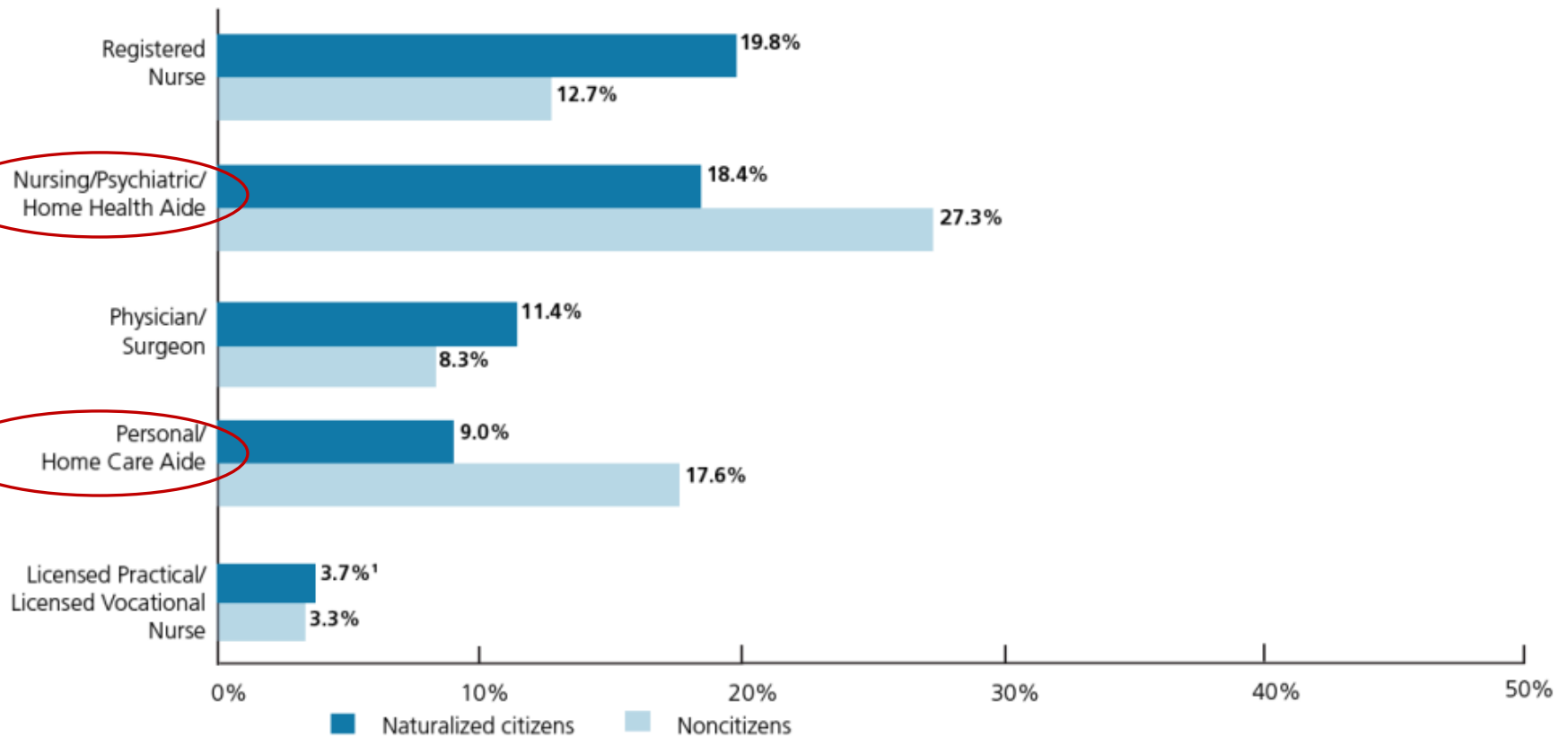
OCCUPATION	GROWTH RATE, 2014-24	2016 MEDIAN PAY
Wind turbine service technicians	108%	\$52,260 per year
Occupational therapy assistants	43%	\$59,010 per year
Physical therapist assistants	41%	\$56,610 per year
Physical therapist aides	39%	\$25,680 per year
Home health aides	38%	\$22,600 per year
Commercial divers	37%	\$49,090 per year
Nurse practitioners	35%	\$100,910 per year
Physical therapists	34%	\$85,400 per year
Statisticians	34%	\$80,500 per year
Ambulance drivers and attendants, except emergency medical technicians	33%	\$23,850 per year

**Aides/assistants
among top 10
fastest growing,
but also low paid
jobs...**

Change in Racial/Ethnic Mix within Occupations for Selected Groups

RACE AND ETHNICITY	DIRECTION OF CHANGE	OCCUPATION	AVERAGE ANNUAL RATE OF CHANGE
AFRICAN AMERICAN (NON-HISPANIC)	increase	Podiatrists	0.343
		Respiratory Therapists	0.336
		Massage Therapists	0.311
		Health Diagnosing and Treating Practitioner Support Technicians	0.247
		Therapists, All Other	0.226
	decrease	Radiation Therapists	-0.184
		Dietitians and Nutritionists	-0.229
		Physical Therapist Assistants and Aides	-0.304
		Recreational Therapists	-0.361
		Physician Assistants	-0.495
HISPANIC	increase	Medical Assistants and Other Healthcare Support Occupations	.786
		Dental Assistants	.729
		Audiologists	.722
		Therapists, All Other	.679
		Opticians, Dispensing	.607
	decrease	Physical Therapist Assistants and Aides	-0.027
		Occupational Therapist Assistants and Aides	-0.114
		Miscellaneous Health Technologists and Technicians	-0.172
		Radiation Therapists	-0.417
		Recreational Therapists	-0.808

Most Common Healthcare Job Categories of U.S. Immigrants



Source: Author calculation of data from American Community Survey 2011-2013 extracted from: Ruggles S, Genadek K, Goeken R, Grover J, Sobek M. *Integrated Public Use Microdata Series: Version 6.0* [Machine-readable database] Minneapolis: University of Minnesota, 2015.

Note: All differences are statistically significant at $p < 0.001$ using two sample (unpaired) t-test for all comparisons unless otherwise noted.

1. Not statistically significant at $p < 0.001$

Figure 4:
Percent of
male and female
non-veterans in
healthcare
occupations

Male
Female

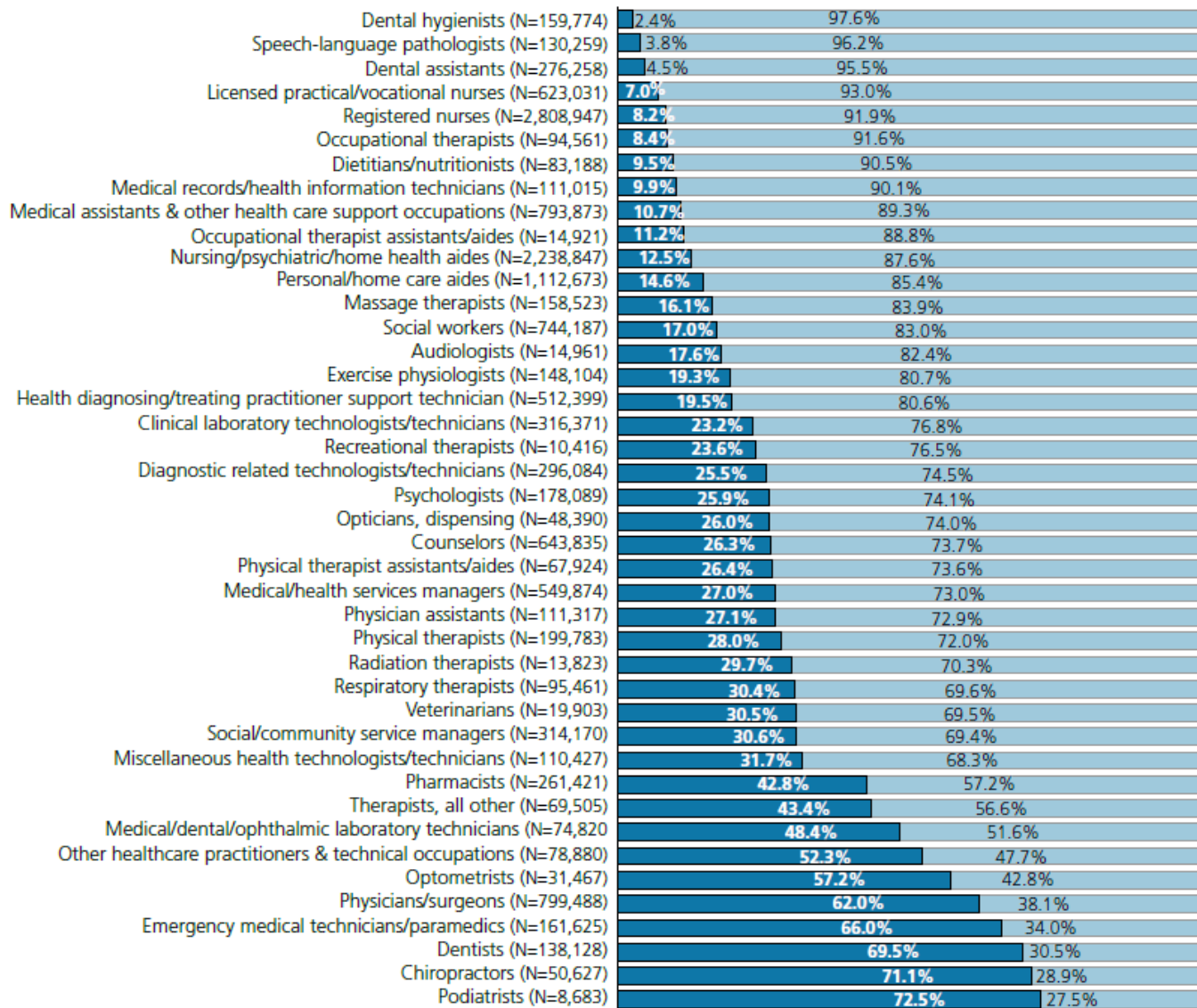
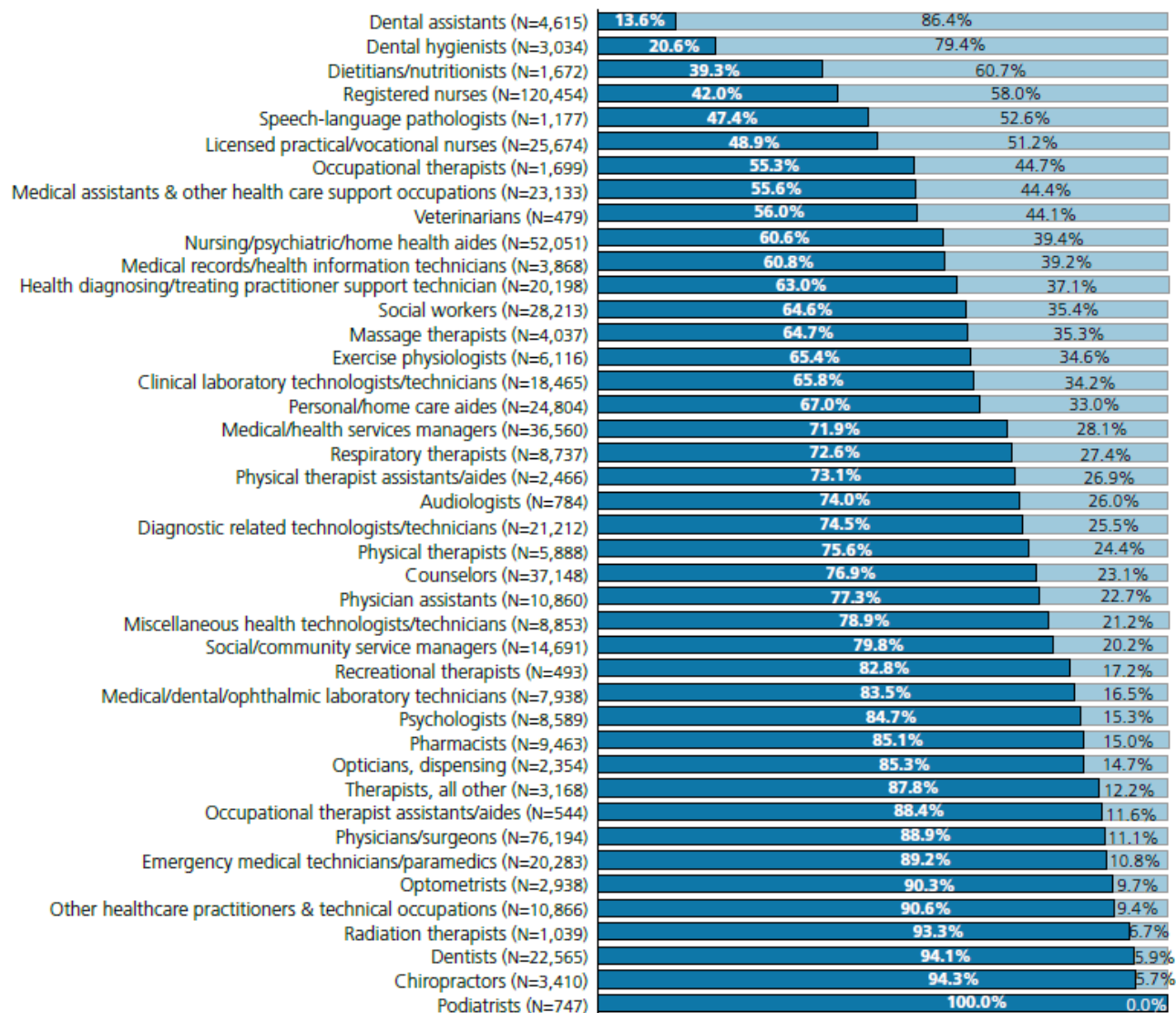


Figure 5:
Percent of male
and female
veterans in
healthcare
occupations

Male
Female



What We Know about Who Works in the Health Workforce & Their Career Pathways

Growth of jobs occurring among low-skilled jobs

- Many are concentrated in long-term care

Health workforce is female-dominant, similar racial/ethnic and immigrant mix to rest of labor force

- But higher percent of females racial/ethnic minorities, and immigrants in low-skilled jobs

Career ladder opportunity or not?

- Opportunities for young male veterans to enter health careers
- Unclear career pathways for many occupations
- Many of those in low-skilled jobs experience high poverty, high reliance on state/federal assistance programs, and high unemployment
- Yet studies are showing low-skilled workers increasingly used in flexible and novel ways (e.g., electronic health record adoption)

Questions? Contact:

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