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

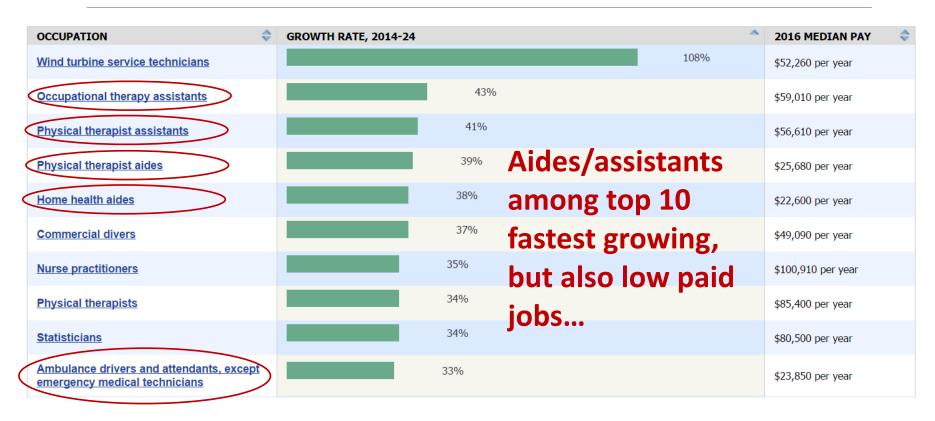
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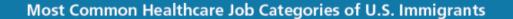
Fastest Growing Occupations: 10 Occupations with the Highest Percent Change of Employment between 2014-2024

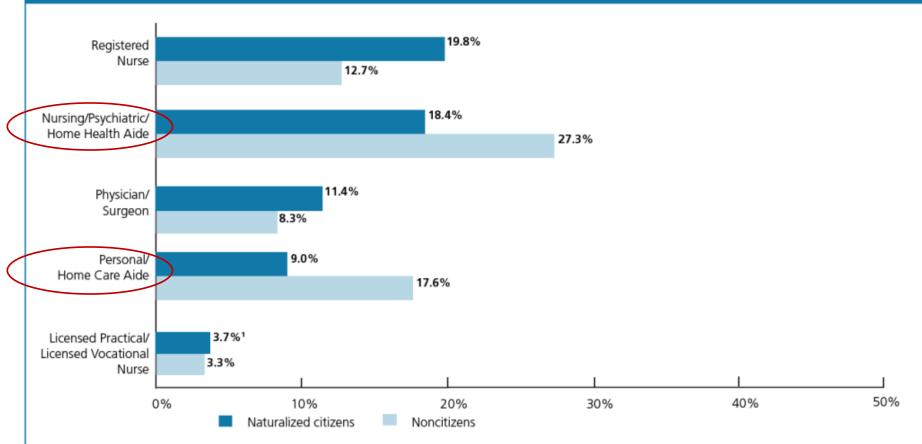


Change in Racial/Ethnic Mix within Occupations for Selected Groups

RACE AND ETHNICITY	DIRECTION OF CHANGE	OCCUPATION	AVERAGE ANNUAL RATE OF CHANGE
AFRICAN AMERICAN	increase	Podiatrists	0.343
(NON-HISPANIC)		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







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

Dental hypionists (N. 450 774)	2.4% 97.6%		
Dental hygienists (N=159,774) Speech-language pathologists (N=130,259)	3.8% 96.2%		
	4.5% 95.5%		
Dental assistants (N=276,258) Licensed practical/vocational nurses (N=623,031)			
Registered nurses (N=2,808,947)	8.2% 91.9%		
Occupational therapists (N=94,561)	8.4% 91.6%		
	9.5% 90.5%		
Dietitians/nutritionists (N=83,188)	9.5% 90.5% 9.9% 90.1%		
Medical records/health information technicians (N=111,015) Medical assistants & other health care support occupations (N=793,873)	10.7% 89.3%		
· · · · · · · · · · · · · · · · · · ·	11.2% 88.8%		
Occupational therapist assistants/aides (N=14,921) Nursing/psychiatric/home health aides (N=2,238,847)	12.5% 87.6%		
Personal/home care aides (N=1,112,673)	14.6% 85.4%		
Massage therapists (N=158,523)	16.1% 83.9%		
Social workers (N=744.187)	17.0% 83.0%		
Audiologists (N=14,961)	17.6% 83.0% 82.4%		
Exercise physiologists (N=148,104)	19.3% 80.7%		
Health diagnosing/treating practitioner support technician (N=512,399)	19.5% 80.6%		
Clinical laboratory technologists/technicians (N=316,371)	23.2% 76.8%		
Recreational therapists (N=10,416)	23.6% 76.5%		
Diagnostic related technologists/technicians (N=296,084)	25.5% 74.5%		
Psychologists (N=178,089)	25.9% 74.1%		
Opticians, dispensing (N=48,390)	26.0% 74.1%		
Counselors (N=643,835)	26.3% 73.7%		
Physical therapist assistants/aides (N=67,924)	26.4% 73.6%		
Medical/health services managers (N=549,874)	27.0% 73.0%		
Physician assistants (N=111,317)	27.1% 72.9%		
Physical therapists (N=199,783)	28.0% 72.0%		
Radiation therapists (N=13,823)	29.7% 70.3%		
Respiratory therapists (N=95,461)	30.4% 69.6%		
Veterinarians (N=19,903)	30.5% 69.5%		
Social/community service managers (N=314,170)	30.6% 69.4%		
Miscellaneous health technologists/technicians (N=110,427)	31.7% 68.3%		
Pharmacists (N=261,421)	42.8% 57.2%		
Therapists, all other (N=69,505)	43.4% 56.6%		
Medical/dental/ophthalmic laboratory technicians (N=74,820	48.4% 51.6%		
Other healthcare practitioners & technical occupations (N=78,880)	52.3% 47.7%		
Optometrists (N=31,467)	57.2% 42.8%		
Physicians/surgeons (N=799,488)	62.0% 38.1%		
Emergency medical technicians/paramedics (N=161,625)	66.0% 34.0%		
Dentists (N=138,128)	69.5% 30.5%		
Chiropractors (N=50,627)	71.1% 28.9%		
Podiatrists (N=8,683)	72.5 % 27.5%		



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

Male

Female

Dental assistants (N=4.615)	13.6%	86.4%		
Dental hygienists (N=3,034)	20.6%	79.4%		
Dietitians/nutritionists (N=1,672)	39.3%	60.7%		
Registered nurses (N=120,454)	42.0%		58.0%	
Speech-language pathologists (N=1,177)	47.4%		52.6%	
Licensed practical/vocational nurses (N=25,674)	48.9%		51.2%	
Occupational therapists (N=1,699)	55.3%	44.7%		
Medical assistants & other health care support occupations (N=23,133)	55.6%	4	44.4%	
Veterinarians (N=479)	56.0%		44.1%	
Nursing/psychiatric/home health aides (N=52,051)	60.6%	39.4%		
Medical records/health information technicians (N=3,868)	60.8%		39.2%	
Health diagnosing/treating practitioner support technician (N=20,198)	63.0%		37.1%	
Social workers (N=28,213)	64.6%	35.4%		
Massage therapists (N=4,037)	64.7%		35.3%	
Exercise physiologists (N=6,116)	65.4%		34.6%	
Clinical laboratory technologists/technicians (N=18,465)	65.8%		34.2%	
Personal/home care aides (N=24,804)	67.0%		33.0%	
Medical/health services managers (N=36,560)	71.9%		28.1%	
Respiratory therapists (N=8,737)	72.6%		27.4%	
Physical therapist assistants/aides (N=2,466)	73.19		26.9%	
Audiologists (N=784)	74.0		26.0%	
Diagnostic related technologists/technicians (N=21,212)	74.5	%	25.5%	
Physical therapists (N=5,888)	75.6		24.4%	
Counselors (N=37,148)	76.9		23.1%	
Physician assistants (N=10,860)		3%	22.7%	
Miscellaneous health technologists/technicians (N=8,853)		3.9%	21.2%	
Social/community service managers (N=14,691)		79.8%	20.2%	
Recreational therapists (N=493)		82.8%	17.2%	
Medical/dental/ophthalmic laboratory technicians (N=7,938)		83.5%	16.5%	
Psychologists (N=8,589)		84.7%	15.3%	
Pharmacists (N=9,463)		85.1%	15.0%	
Opticians, dispensing (N=2,354)		85.3%	14.7%	
Therapists, all other (N=3,168)		87.8%	12.2%	
Occupational therapist assistants/aides (N=544)		88.4%	11.6%	
Physicians/surgeons (N=76,194)		88.9%	11.1%	
Emergency medical technicians/paramedics (N=20,283)		89.2%	10.8%	
Optometrists (N=2,938)		90.3%	9.7%	
Other healthcare practitioners & technical occupations (N=10,866)		90.6% 93.3%	9.4% 6.79	
Radiation therapists (N=1,039) Dentists (N=22.565)		93.3%	5.79	
		94.1%	5.7	
Chiropractors (N=3,410)		100.0%		
Podiatrists (N=747)		100.0%	0.0	



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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