



2024

ALASKA HEALTHCARE WORKFORCE ANALYSIS

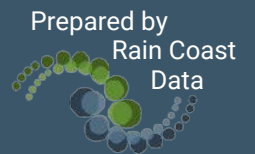


Table of Contents

Overview	Page 3
Alaska Healthcare Jobs, Earnings, and Wages	
Alaska Healthcare Earnings	Page 5
Alaska Healthcare Jobs	Page 6
Healthcare Sector Components	Page 7
Healthcare Change Over Time	Page 8
Healthcare Workers by Quarter	Page 9
Unique Workers by Position	Page 10
Economic Multiplier Impact	Page 11
Wages by Position	Page 12
Location Quotient	Page 13
Alaska Healthcare Growth Projections	
Annual New Hires by Position.....	Page 15
10-Year Growth Outlook	Page 16
Healthcare Worker Churn (Turnover)	Page 17
Healthcare Workforce Development Needs	Page 18
<i>Workforce Development Graph</i>	Page 19
Alaska Healthcare Workforce by Geography	
Distribution of Healthcare Workers	Page 21
Wages by Region	Page 22
Wage Rankings Among States	Page 23
Projected Nurse Shortages	Page 24
Vacancies and the Cost of Travelers	Page 25
Alaska Healthcare Workforce Pipeline	Pages 27-28
Alaska Healthcare Nonresident Workforce	
Nonresident Healthcare Worker Statistics	Page 30
Nonresident Workers by Industry	Page 31
Nonresident Workers by Position	Page 32
Nonresident Registered Nurses	Page 33
Nonresident Conversion	Page 34
Healthcare Workforce Demographics	Pages 36-37
Alaska Healthcare Licensing	Page 39
Appendix	Pages 41-43

Overview

The Alaska Hospital & Healthcare Association (AHHA) commissioned Rain Coast Data to conduct a healthcare workforce statistical analysis. This report includes data and analysis of Alaska healthcare jobs, earnings, wages, growth projections, and workforce demographics. Key study findings are below.

Alaska's Top Industry: Healthcare is the most important economic sector in Alaska in terms of employment and wages. In 2023 the sector paid out \$3.4 billion in direct wages, accounting for 13% of all workforce earnings, more than any other sector in Alaska. Alaska's healthcare jobs made up 11% of the workforce in the state, with more than 44,000 annual average healthcare jobs in 2023. When this analysis is expanded to include the multiplier effect, the total impact of Alaska's healthcare sector was 75,400 jobs across the state's economy with a total Alaska income impact of \$5 billion in 2023.



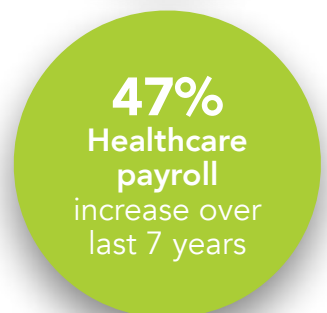
Thousands of New Alaska Healthcare Workers Needed Annually: Workforce growth projections indicate the healthcare sector will add 3,380 new jobs over the next 10 years through growth. Additionally, turnover in key healthcare positions means replacement workers are continually needed to support Alaska's healthcare facilities. More than 9,400 new healthcare workers must be hired across Alaska every year to keep up with staffing needs, including more than 1,400 registered nursing recruits annually.



Healthcare Worker Shortage: There are too few Alaska healthcare workers to fill the current demand for services in Alaska, and job vacancies in the industry are significant. According to the 2024 AHHA Salary and Benefits Report, hospital-based registered nurses had a vacancy rate of 22%, and it took an average of 138 days to fill a vacant position. Alaska is competing with the rest of the country for a limited number of healthcare workers. Projections indicate Alaska is expected to have the most significant shortages moving forward of any state. In 2023, Alaska programs graduated fewer than 800 healthcare workers in key positions, while the number of healthcare workers needed for those positions was 3,471. Travel nurses can be used to meet short-term staffing needs; however, this solution comes at a higher cost. In 2024, traveling registered nurses in Alaska earned 56% more pay on average than non-traveling RNs.



Higher Wages: Alaska providers have repeatedly adjusted wages up to remain competitive in attracting and retaining workers, resulting in significant overall wage increases. Alaska healthcare wages increased by \$1.1 billion, or 47%, from 2016 to 2023. The overall average healthcare wage in Alaska was \$76,439 in 2023. Based on an analysis of healthcare positions nationally, Alaska wages are the highest or second highest for 18% of US healthcare positions — although cost of living can reduce the competitiveness of Alaska's higher wages.



Alaska Healthcare Jobs, Earnings and Wages



Photo by Petersburg Medical Center

Alaska Healthcare Earnings

Healthcare is the largest economic sector in the state of Alaska in terms of wages.

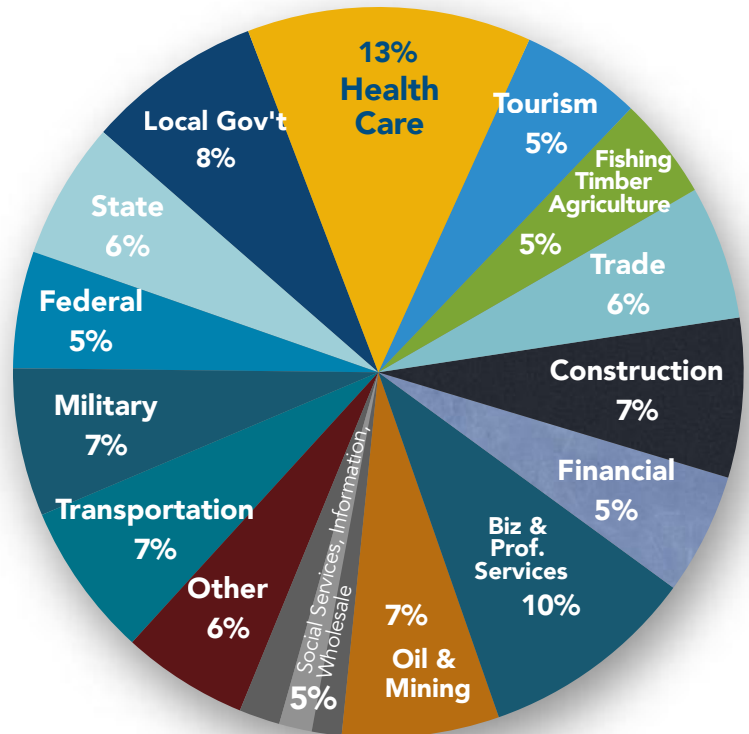
Alaska's healthcare workers earned nearly \$3.4 billion in 2023. The healthcare sector pays out more wages than any other industry in Alaska. Healthcare wages comprised 13% of all state wages, including healthcare wages from government facilities, and self-employed providers. The next largest industries — professional & business services and local government — are responsible for 10% and 8% of all state-wide workforce earnings, respectively.

Alaska healthcare providers have repeatedly adjusted wages up to remain competitive in attracting workers. Total Alaska healthcare wages grew by \$1.1 billion, or 47%, from 2016 to 2023.

Comparatively, Alaska wages overall have grown by 26% during the same period.

With the pressures on the US healthcare industry due to the pandemic, the aging of the American population, and a greater portion of the US populace accessing healthcare, more healthcare workers are needed than at any other point in history. However, there are not enough entering the workforce. Medical and nursing schools graduate a similar number of students as they did two decades ago, while baby boomers are leaving the workforce. Rapid wage growth will slow only if the pool of healthcare workers can be increased on a national basis.

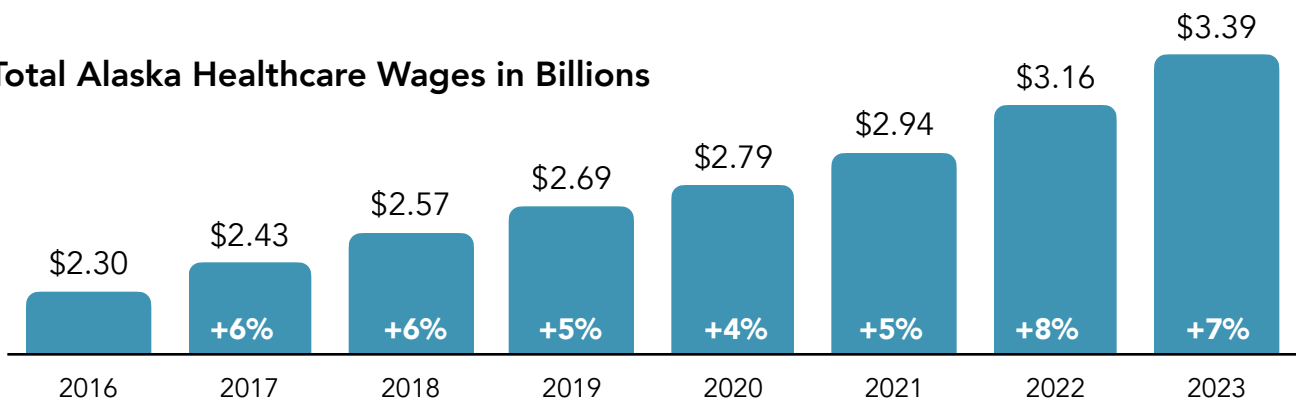
Alaska Workforce Earnings 2023



Note: Combines wages, self-employment earnings, and active duty military compensation. Government healthcare wages (0.6% of all AK earnings) were included in the healthcare sector for this analysis.

47%
wage growth
in 7 years

Total Alaska Healthcare Wages in Billions



Source: Combination of Alaska Department of Labor Employment and Wage data; US Census Nonemployer (self-employment) Statistics; US Bureau of Economic Analysis (SAINC7N Compensation of employees by NAICS industry Govt. and govt. enterprises compensation: Military); and Defense Manpower Data Center.

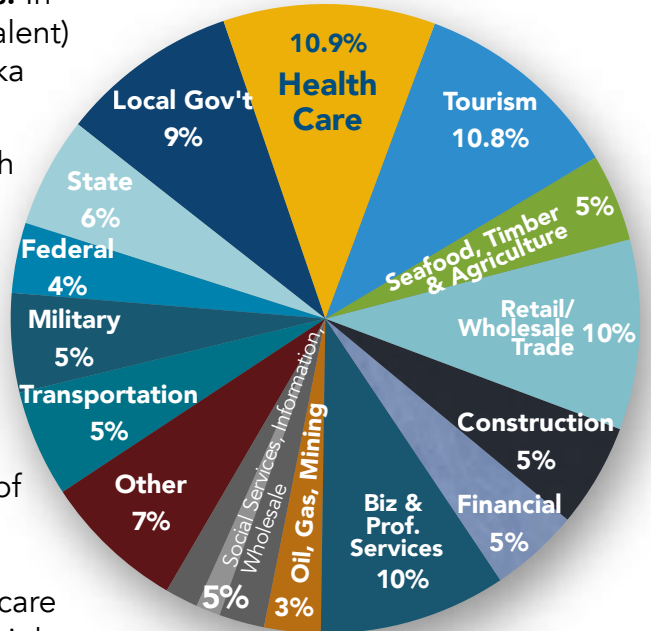
Alaska Healthcare Jobs

Healthcare is also Alaska's largest sector in terms of jobs. In 2023, there were 44,310 annual average (year-round equivalent) healthcare jobs in Alaska, comprising 11% of the total Alaska workforce, just slightly more than tourism.

The Alaska healthcare sector experienced significant growth over the past 30 years, and is projected to continue to add more jobs in Alaska over the next ten years than any other sector. From 2016 to 2023, healthcare employment increased by 11%, for a gain of 4,275 jobs. Four percent of healthcare jobs are government jobs, including municipal hospital staff and federal workers.

Note that "annualized jobs" is the sum of all jobs every month of a calendar year divided by 12. The total number of people working in the regional healthcare industry is much larger than the annual average job number. High worker replacement rates, partly due to the use of traveling healthcare workers, means that total workers significantly exceed total jobs.

Alaska Annualized Jobs 2023

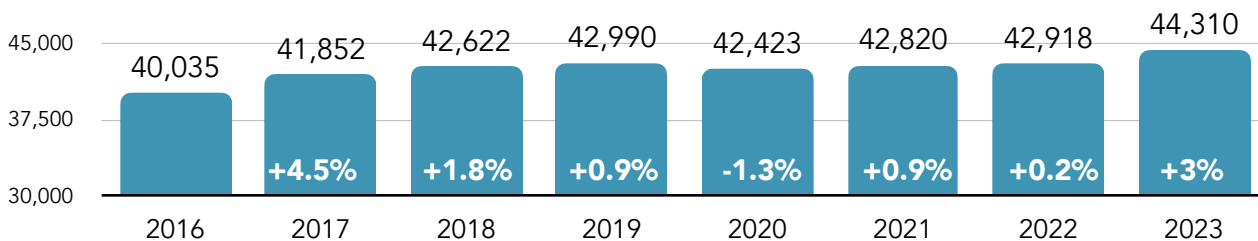


Note: Alaska's government healthcare jobs (0.5% of all AK jobs) were moved from government to the healthcare sector for this analysis.

Alaska Healthcare Earnings and Annualized Jobs

Year	Wages	Annual Average Jobs
2016	\$2,297,364,484	40,035
2017	\$2,432,117,536	41,852
2018	\$2,569,401,303	42,622
2019	\$2,688,744,043	42,990
2020	\$2,789,077,302	42,423
2021	\$2,943,345,050	42,820
2022	\$3,164,300,915	42,918
2023	\$3,387,028,876	44,310
Change 2016-2023	47%	11%
	+\$1.1 billion in wages	+4,275 year-round equivalent jobs

Alaska Healthcare Employment (Annualized Jobs)



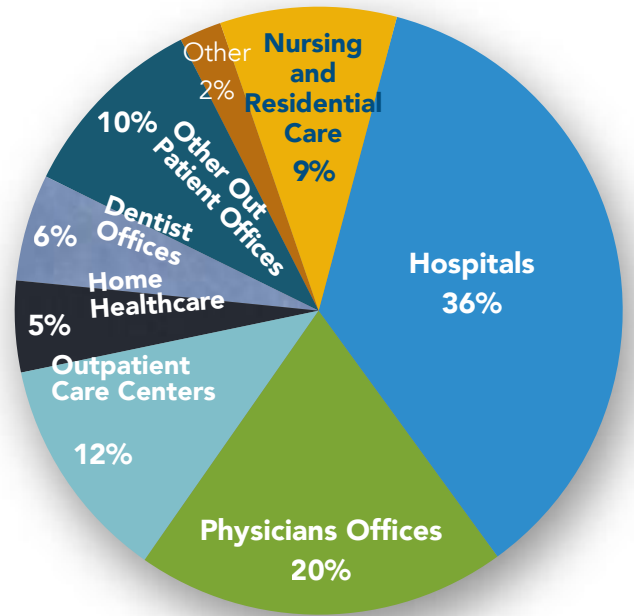
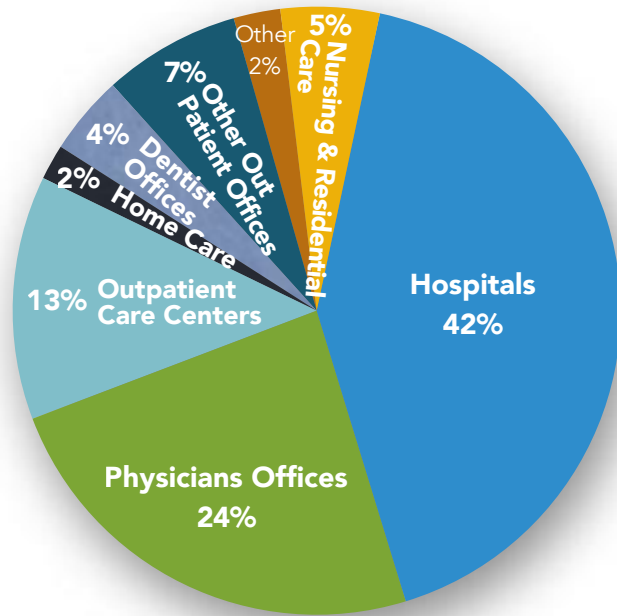
Source: Combination of Alaska Department of Labor Employment and Wage data; US Census Nonemployer (self-employment) Statistics; and U.S. Department of Defense.

Healthcare Sector Components

Hospitals are the largest healthcare employer in the state, employing just over a third (36%) of all healthcare workers and paying out 42% of all healthcare wages. Physician offices make up the next largest component, with 20% of all workers and 24% of all wages. Nursing and residential care facilities account for 9% of all healthcare jobs, and 5% of total wages.

\$3.4 Billion Workforce Earnings

44,310 Annualized Jobs



Alaska Healthcare Earnings and Annualized Jobs, 2023				
NAICS Code	Category	Sub-type	Total Wages	Annualized Jobs
622	Hospitals		\$1,419,930,614	15,881
6221		General Medical and Surgical Hospitals	\$1,386,573,561	15,391
6222		Other Hospital	\$33,357,053	490
623	Nursing and Residential Care		\$177,786,498	4,161
6231		Nursing Care Facilities	\$31,800,925	664
6232		Residential Intellectual and Developmental Disability, Mental Health, & Substance Abuse Facilities	\$68,473,931	1,461
6233		Elderly Community Care	\$47,907,635	1,287
6239		Other Nursing	\$29,604,007	749
621	Out Patient Healthcare		\$1,789,311,764	24,268
6211		Physicians Offices	\$811,348,337	8,736
6212		Offices of Dentists	\$143,314,526	2,519
6213		Other Health Practitioners Offices	\$247,212,789	4,534
6214		Outpatient Care Centers	\$439,250,463	5,331
6215		Medical, Diagnostic Laboratories	\$22,407,195	334
6216		Home Healthcare Services	\$63,796,804	2,152
6219		Other Ambulatory Healthcare	\$61,981,650	662
	Total Healthcare Sector		\$3,387,028,876	44,310

Source: Combination of Alaska Department of Labor Employment and Wage data; US Census Nonemployer (self-employment) Statistics.

Healthcare Change over Time

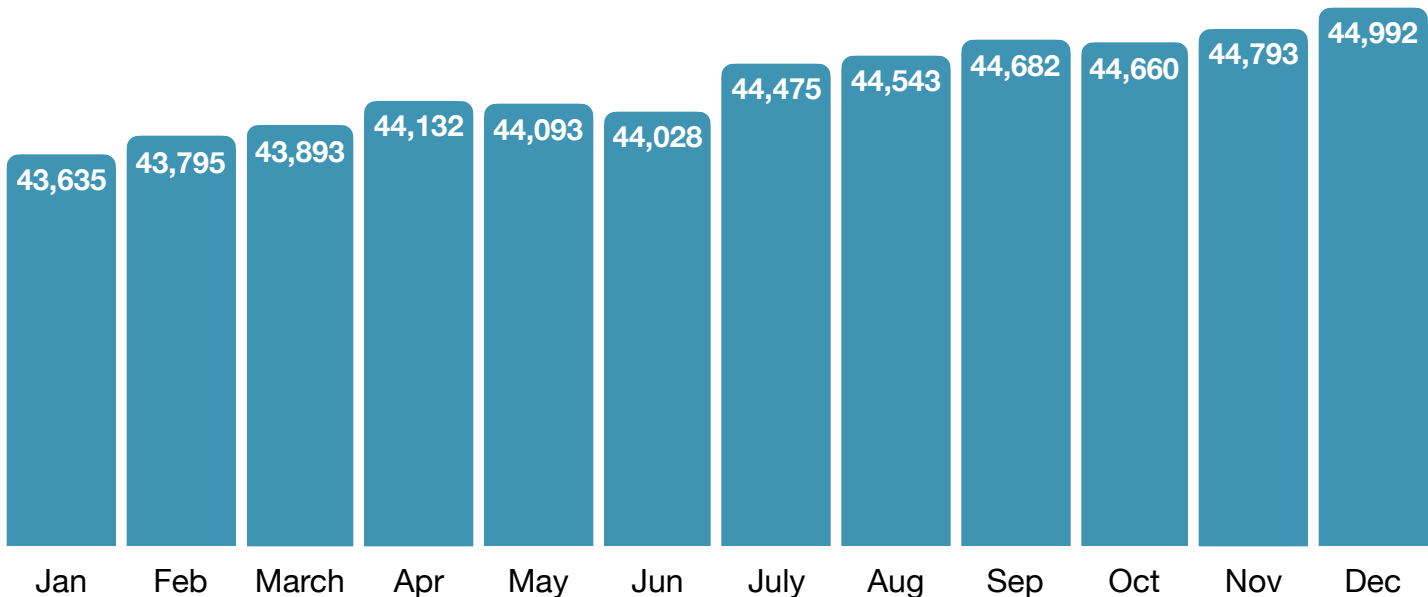
Components of the Alaska healthcare sector have not grown evenly over time. Outpatient healthcare wages grew by 48% between 2016 and 2023, and outpatient jobs by 14%. Employment at nursing and residential care facilities decreased by 8% during this period, but total nursing and residential care wages rose by 30%. Hospital wages grew by 54%, while jobs grew by 15%.

Alaska Healthcare Earnings and Annualized Jobs, 2016 to 2023							
NAICS Code	Category	Total Wages 2016	Total Wages 2023	Change in Wages	Annualized Jobs 2016	Annualized Jobs 2023	Change in Jobs
622	Hospitals	\$924,893,534	\$1,419,930,614	54%	13,784	15,881	15%
623	Nursing and Residential Care	\$137,049,751	\$177,786,498	30%	4,501	4,161	-8%
621	Outpatient Healthcare	\$1,207,147,517	\$1,789,311,764	48%	21,198	24,268	14%

Source: Last year's edition of this report included State Pioneer Home data for nursing and residential care staff. Due to how that information is compiled, it no longer corresponds with previous years and was excluded from this analysis. Those jobs were cut significantly in recent years.

Healthcare employment does not have the seasonality of much of Alaska's workforce. In 2023, healthcare workers peaked in December with 44,992 workers, and was at its lowest level in January with 43,634. Average annual employment was 44,310. Monthly employment simply shows a growing industry.

Alaska's Healthcare Employment by Month, 2023



Source: Combination of Alaska Department of Labor Employment and Wage data; US Census Nonemployer (self-employment) Statistics.

Healthcare Workers By Quarter

The Alaska Department of Labor (ADOL) provides quarterly worker counts for the healthcare positions it tracks annually. This is a different count than the annualized job count presented on the previous pages, as it is a count of **total unique workers** hired to fill those positions over the year as they come and go. Below is a subset of the positions with higher employment levels. ADOL also tracks total earnings by occupational title.

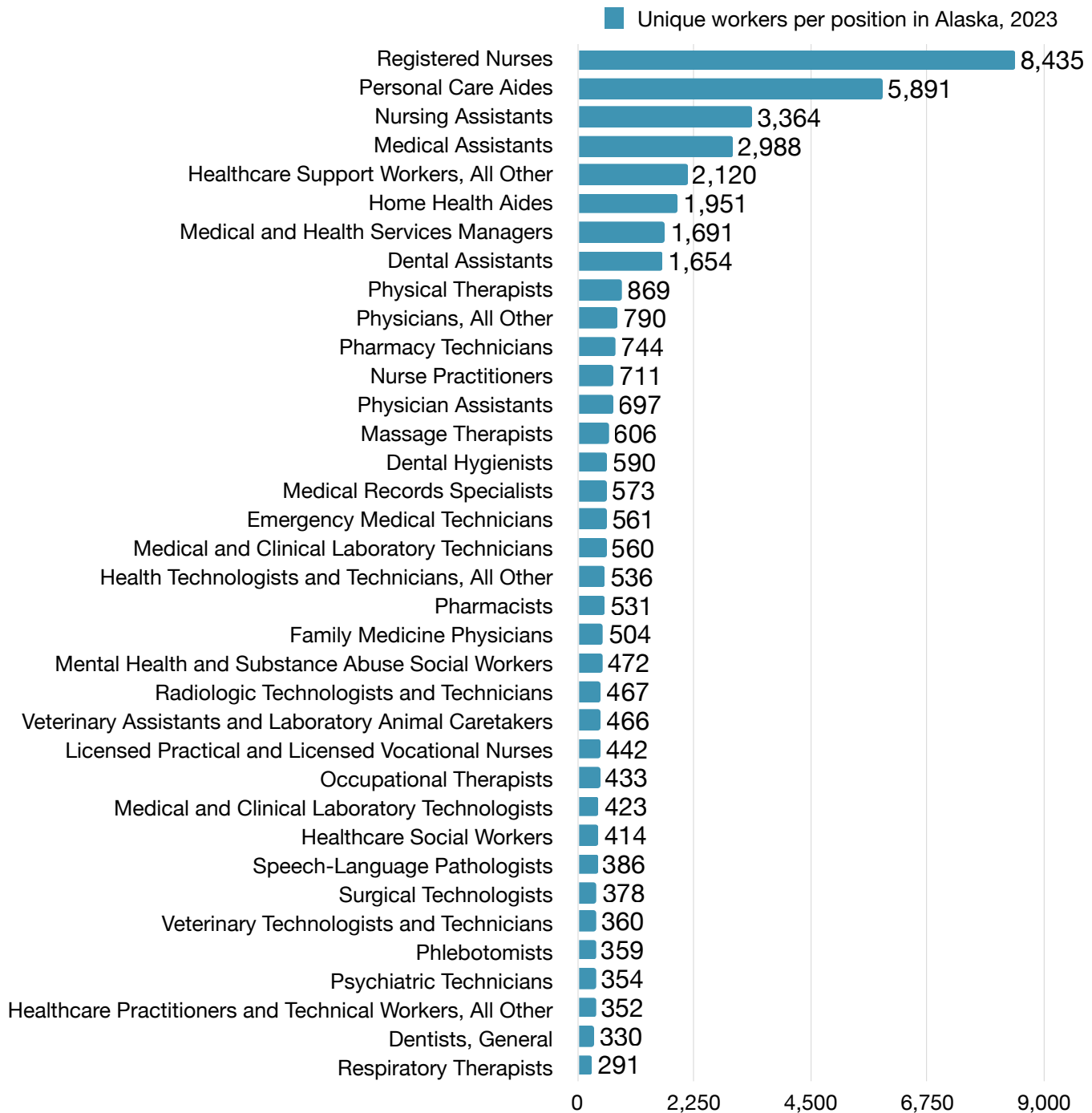
Registered Nurses comprise the largest group of workers in Alaska’s healthcare sector, and earn the largest share of total wages, \$607 million in 2023, about 18% of all healthcare wages.

Alaska Healthcare Workers by Count and Total Pay							
SOC	Occupational Title	Q 1	Q 2	Q 3	Q 4	2023 Annual Count	2023 Wages in millions
119111	Medical and Health Services Managers	1,289	1,290	1,312	1,296	1,691	\$137.0
211022	Healthcare Social Workers	264	272	292	301	414	\$16.8
211023	Mental Health and Substance Abuse Social Workers	324	322	340	337	472	\$18.5
291021	Dentists, General	231	248	238	243	330	\$36.0
291051	Pharmacists	416	418	434	441	531	\$54.3
291071	Physician Assistants	559	569	568	562	697	\$70.8
291122	Occupational Therapists	324	340	362	335	433	\$24.1
291123	Physical Therapists	662	694	741	710	869	\$54.7
291127	Speech-Language Pathologists	302	320	331	330	386	\$23.2
291141	Registered Nurses	6,763	6,930	7,090	6,883	8,435	\$606.9
291171	Nurse Practitioners	553	554	580	582	711	\$66.3
291215	Family Medicine Physicians	365	398	392	388	504	\$77.7
291229	Physicians, All Other	573	578	646	645	790	\$149.1
291292	Dental Hygienists	476	491	497	488	590	\$33.8
292011	Medical and Clinical Laboratory Technologists	315	320	341	352	423	\$25.6
292012	Medical and Clinical Laboratory Technicians	377	386	388	379	560	\$20.5
292034	Radiologic Technologists and Technicians	369	370	393	392	467	\$31.6
292042	Emergency Medical Technicians	375	416	392	386	561	\$20.6
292052	Pharmacy Technicians	529	567	600	596	744	\$24.7
292053	Psychiatric Technicians	252	256	256	244	354	\$11.5
292055	Surgical Technologists	239	232	259	274	378	\$16.0
292061	Licensed Practical and Licensed Vocational Nurses	332	335	335	334	442	\$22.7
292072	Medical Records Specialists	412	401	424	413	573	\$20.5
292099	Health Technologists and Technicians, All Other	338	339	422	418	536	\$21.1
299099	Healthcare Practitioners and Technical Workers, All Other	235	249	224	234	352	\$13.8
311121	Home Health Aides	1,293	1,327	1,324	1,324	1,951	\$38.7
311122	Personal Care Aides	4,017	4,180	4,211	4,286	5,891	\$105.1
311131	Nursing Assistants	2,439	2,505	2,536	2,420	3,364	\$100.9
319011	Massage Therapists	467	481	465	448	606	\$18.4
319091	Dental Assistants	1,163	1,210	1,236	1,217	1,654	\$47.9
319092	Medical Assistants	2,142	2,233	2,198	2,161	2,988	\$100.2
319099	Healthcare Support Workers, All Other	1,390	1,412	1,413	1,396	2,120	\$57.9

Source: Alaska Department of Labor 2023 Worker Counts by Occupation. See appendix for additional positions.

Unique Healthcare Worker Count

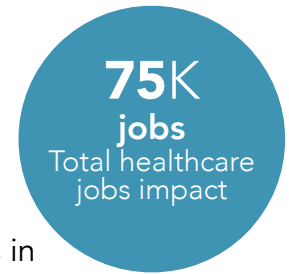
The chart below presents the worker count data from the previous page graphically for healthcare occupations with more than 250 workers. Healthcare workers are counted one time in each occupation. For example, a registered nurse working for multiple providers (such as SEARHC and Bartlett) is counted just one time. Nearly 8,500 unique people worked as registered nurses in Alaska last year, including traveling nurses.



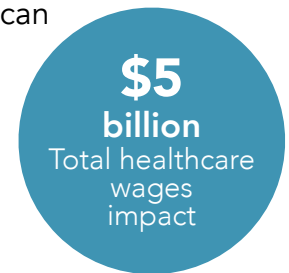
Source: Alaska Department of Labor 2023 Worker Counts by Occupation. See appendix for additional positions.

Healthcare Multipliers Impact

Employment and income in the health sector have a significant impact on employment and income in other Alaska industries. For example, the federally developed employment multiplier for the Hospital Sector in Alaska is 1.85. This indicates that for each job in the Hospital Sector, another 0.85 jobs are created in other businesses and industries in Alaska. The 15,881 Hospital Sector jobs in Alaska resulted in an additional indirect and induced impact of 13,450 Alaska jobs in 2023. Therefore, Alaska’s Hospital Sector had a total impact on employment of 29,331 jobs in Alaska.



Likewise, the total impact of the \$1.4 billion payroll to Hospital Sector employees can be estimated. The income multiplier for the Hospital Sector in Alaska is 1.51. The multiplier indicates that for each dollar of income generated in the Hospital Sector, another \$0.51 is generated in other businesses and industries in Alaska. The estimated total Hospital Sector impact on income throughout the Alaska economy was \$2.1 billion.



Expanding this analysis, the total impact of the 44,310 employees of Alaska’s healthcare sector was 75,402 total jobs across the state’s economy; and Alaska’s healthcare sector income of \$3.4 billion resulted in a total Alaska income impact of \$4.96 billion in 2023.

Alaska Healthcare Earnings and Jobs Multipliers, 2023

NAICS Code	Category	Sub-type	Annualized Jobs	Employment Multiplier	Total Employment Impact	Total Wages	Wages Multiplier	Total Wages Impact
622	Hospitals		15,881	1.8469	29,331	\$1,419,930,614	1.5102	\$2,144,379,213
623	Nursing and Residential Care		4,161	1.3885	5,778	\$177,786,498	1.4286	\$253,985,791
6231		Nursing Care Facilities and other Residential Care	1,413	1.4211	2,008	\$61,404,932	1.4777	\$90,738,068
6232		Residential Intellectual and Developmental Disability, Mental Health, & Substance Abuse Facilities	1,461	1.3861	2,025	\$68,473,931	1.4066	\$96,315,431
6233		Elderly Community Care	1,287	1.2638	1,627	\$47,907,635	1.3818	\$66,198,770
621	Out Patient Healthcare		24,268		40,294	\$1,789,311,764		\$2,559,867,092
6211		Offices of Physicians	8,736	1.8896	16,508	\$811,348,337	1.4288	\$1,159,254,504
6212		Office of Dentists	2,519	1.4714	3,706	\$143,314,526	1.3731	\$196,785,176
6213		Other Health Practitioners Offices	4,534	1.4076	6,382	\$247,212,789	1.3786	\$340,807,551
6214		Outpatient Care Centers	5,331	1.7618	9,392	\$439,250,463	1.4905	\$654,702,815
6215		Medical, Diagnostic Laboratories	334	1.5614	522	\$22,407,195	1.3892	\$31,128,075
6216		Home Healthcare Services	2,152	1.2606	2,713	\$63,796,804	1.3465	\$85,902,397
6219		Other Ambulatory Healthcare	662	1.6188	1,072	\$61,981,650	1.4728	\$91,286,574
	Total Healthcare Sector		44,310		75,402	\$3,387,028,876		\$4,958,232,096

Source: The multipliers were developed RIMS Type II Alaska multipliers from the Bureau of Economic Analysis (BEA) US Department of Commerce

Wages by Position

Another way to understand earnings is through hourly and annual pay. The State of Alaska provides wage data for healthcare positions in Alaska in the Occupational Employment Statistics (OES) reports. Among the healthcare positions listed in the OES report, physicians have the highest average wage, while home health aides are paid the least. OES wages include gross pay, cost-of-living allowances, incentive pay, bonuses, tips, and on-call pay. Private and public employers are represented in the data, although self-employed workers are excluded. The table below presents a subset of key healthcare positions in Alaska. The average annual wage for all Alaska healthcare positions was \$76,439

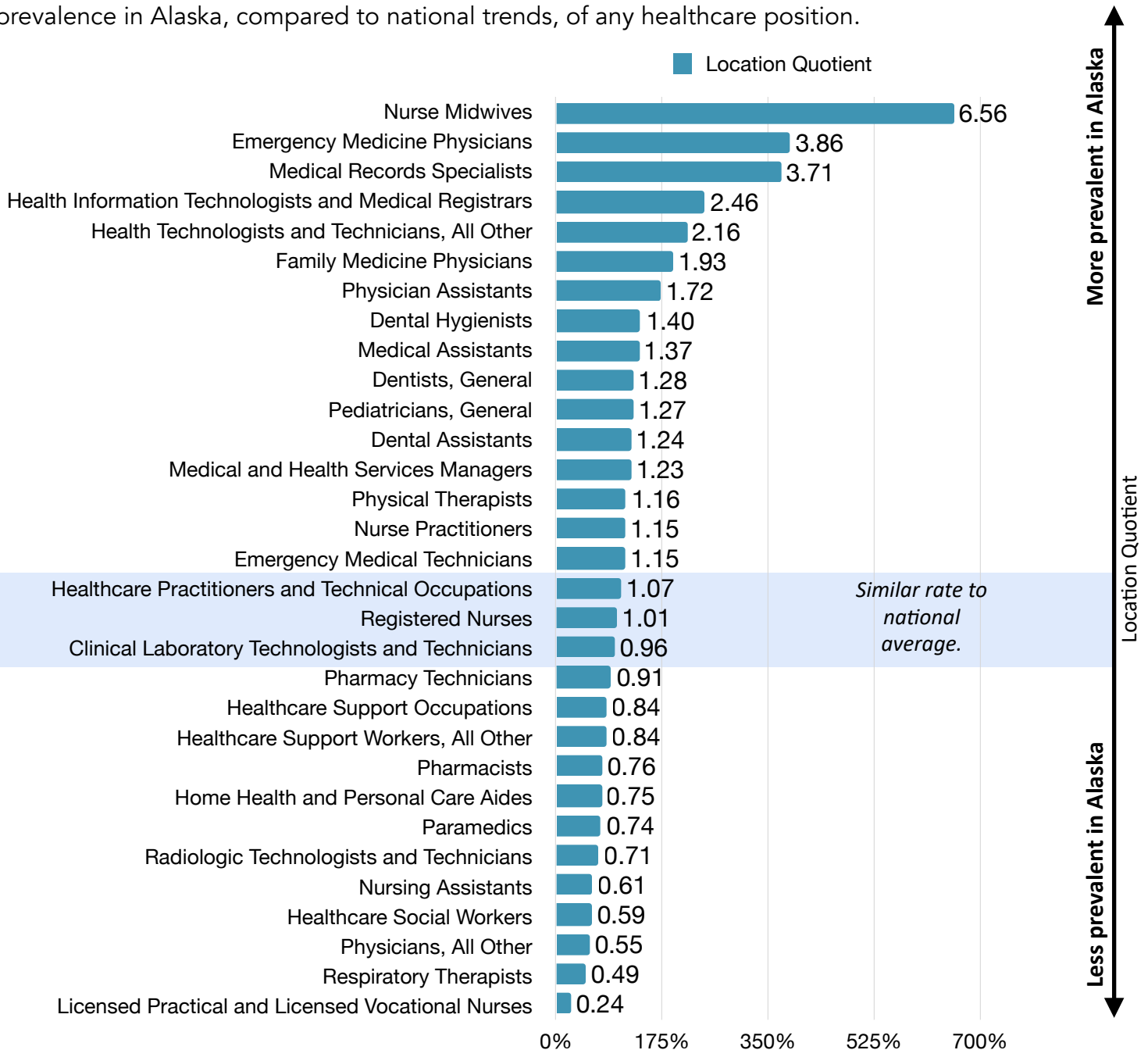
\$76,439
Average annual
AK healthcare
wage 2023

Alaska Healthcare Wages, by Selected Position 2023					
SOC Code	Occupation Title	Estimated Employment	Average Hourly Wage	Average Annual Wage	Location Quotient
11-9111	Medical and Health Services Managers	1,300	\$71.42	\$148,550	1.23
21-1022	Healthcare Social Workers	220	\$33.57	\$69,820	0.59
29-0000	Healthcare Practitioners and Technical Occupations	20,310	\$55.54	\$115,510	1.07
29-1021	Dentists, General	320	\$96.98	\$201,720	1.28
29-1051	Pharmacists	520	\$72.89	\$151,600	0.76
29-1071	Physician Assistants	510	\$71.39	\$148,480	1.72
29-1123	Physical Therapists	570	\$53.28	\$110,830	1.16
29-1126	Respiratory Therapists	130	\$45.48	\$94,590	0.49
29-1141	Registered Nurses	6,590	\$52.51	\$109,210	1.01
29-1171	Nurse Practitioners	660	\$60.66	\$126,170	1.15
29-1215	Family Medicine Physicians	440	\$131.61	\$273,740	1.93
29-1221	Pediatricians, General	90	\$114.44	\$238,030	1.27
29-1229	Physicians, All Other	350	\$136.65	\$284,240	0.55
29-1292	Dental Hygienists	610	\$55.76	\$115,980	1.40
29-2010	Clinical Laboratory Technologists and Technicians	660	\$33.30	\$69,270	0.96
29-2034	Radiologic Technologists and Technicians	320	\$41.92	\$87,180	0.71
29-2042	Emergency Medical Technicians	390	\$25.80	\$53,670	1.15
29-2043	Paramedics	150	\$32.51	\$67,630	0.74
29-2052	Pharmacy Technicians	860	\$23.95	\$49,810	0.91
29-2061	Licensed Practical and Licensed Vocational Nurses	320	\$35.70	\$74,260	0.24
29-2072	Medical Records Specialists	1,410	\$28.32	\$58,900	3.71
29-2099	Health Technologists and Technicians, All Other	760	\$26.99	\$56,140	2.16
29-9021	Health Information Technologists & Medical Registrars	170	\$28.90	\$60,110	2.46
31-0000	Healthcare Support Occupations	12,200	\$22.48	\$46,760	0.84
31-1120	Home Health and Personal Care Aides	5,660	\$18.53	\$38,540	0.75
31-1131	Nursing Assistants	1,710	\$22.63	\$47,080	0.61
31-9091	Dental Assistants	940	\$25.49	\$53,020	1.24
31-9092	Medical Assistants	2,140	\$25.25	\$52,530	1.37
31-9099	Healthcare Support Workers, All Other	180	\$29.42	\$61,200	0.84
11-9111	Medical and Health Services Managers	1,300	\$71.42	\$148,550	1.23

Source: Alaska Department of Labor 2023 Occupational Employment Statistics. See appendix for additional positions.

Location Quotient

A location quotient, or economic concentration ratio, is a ratio that compares the concentration of healthcare employment in Alaska to that of the nation as a whole. A location quotient greater than one (the national average) shows that Alaska has a higher number of a particular healthcare position than the nation as a whole, while a location quotient of less than one shows that the position is under-represented in Alaska. According to this analysis, there are more than twice as many family medicine physicians in Alaska as would be expected by national trends, and more than six times as many Nurse Midwives. Registered nurses have nearly the same prevalence in the Alaska workforce as they do in the US workforce. Licensed Practical and Licensed Vocational Nurses have the lowest prevalence in Alaska, compared to national trends, of any healthcare position.



Source: BLS May 2023 State Occupational Employment and Wage Estimates.

Two healthcare professionals, likely nurses or doctors, are standing side-by-side against a solid blue background. They are both wearing teal-colored scrubs. The woman on the left has a pink stethoscope and a name tag that reads "Bartlett". The woman on the right has a blue stethoscope and a name tag. Both are smiling and looking towards the camera. The woman on the left has her arm around the woman on the right's shoulder.

Alaska Healthcare Growth Projections

Photo by Petersburg Medical Center

Annual New Hires By Position

9,430
New Alaska
healthcare workers
needed annually
(growth +
replacement)

Job counts and worker count are different. To understand workforce needs, it is important to understand total jobs, total workers in each job per quarter, worker exits, and overall growth, by position. Based on all of these combined measures, approximately 9,430 new healthcare workers must be hired across Alaska **every year** to meet workforce needs. The below table breaks out nearly 8,000 of these needed annual hires. Registered nurses is by far the top category, with more than 1,400 new recruits needed annually. The top three categories — registered nurses, nursing assistants, and medical assistants — account for a third of required annual new workers.

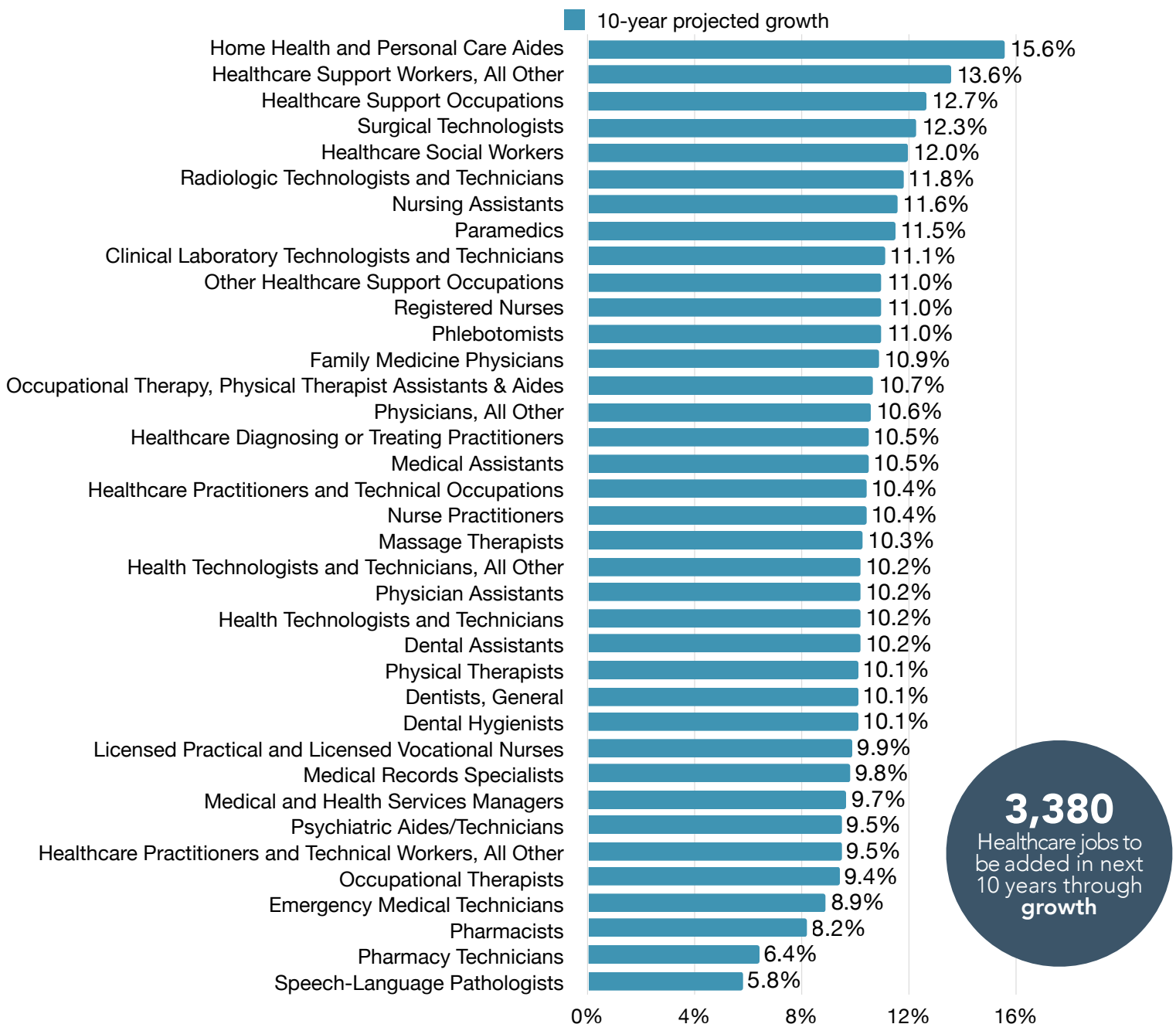
New Workers Needed Annually Based on Turnover & Growth

SOC Code	Occupational Title	2023 Average Quarterly worker count	Annual average worker "churn"	New workers needed for turnover	New workers needed for growth	New workers needed annually
119111	Medical and Health Services Managers	1,297	29%	379	12	391
211022	Healthcare Social Workers	282	38%	113	4	117
291021	Dentists, General	240	33%	82	2	84
291051	Pharmacists	427	20%	90	3	93
291071	Physician Assistants	565	22%	128	5	133
291122	Occupational Therapists	340	20%	71	3	74
291123	Physical Therapists	702	17%	128	6	134
291127	Speech-Language Pathologists	321	17%	55	2	57
291141	Registered Nurses	6,917	19%	1,345	67	1,412
291171	Nurse Practitioners	567	22%	129	5	134
291215	Family Medicine Physicians	386	27%	106	5	111
291229	Physicians, All Other	611	22%	144	4	148
291292	Dental Hygienists	488	19%	93	6	99
292011	Medical and Clinical Laboratory Technologists	332	20%	71	7	78
292034	Radiologic Technologists and Technicians	381	19%	74	4	78
292042	Emergency Medical Technicians	392	35%	145	3	148
292052	Pharmacy Technicians	573	24%	144	3	147
292053	Psychiatric Technicians	252	38%	98	3	101
292055	Surgical Technologists	251	38%	104	3	107
292061	Licensed Practical and Licensed Vocational Nurses	334	32%	107	3	110
292072	Medical Records Specialists	413	35%	149	3	152
292099	Health Technologists and Technicians, All Other	379	27%	114	4	118
299099	Healthcare Practitioners and Technical Workers, All	236	41%	103	3	106
311121	Home Health Aides	1,317	47%	624	71	695
311131	Nursing Assistants	2,475	33%	828	25	853
319011	Massage Therapists	465	26%	125	5	130
319091	Dental Assistants	1,207	34%	418	11	429
319092	Medical Assistants	2,184	34%	755	22	777
319099	Healthcare Support Workers, All Other	1,403	50%	707	15	722

Notes: Worker churn is like turnover, but measured quarterly rather than monthly. It is the annual worker count *minus* peak quarterly workers *divided* by total annual workers, using Alaska Department of Labor Occupational Employment Statistics. 10-year projected growth comes from ADOL Alaska Occupational Forecast 2020 to 2030. To understand annual healthcare worker needs, the ten-year forecast estimates are annualized and applied to worker counts (rather than job counts). "Annual new workers needed" is "churn" added to "10-year projected growth." See appendix for additional positions/details.

Growth Outlook: 10 Years

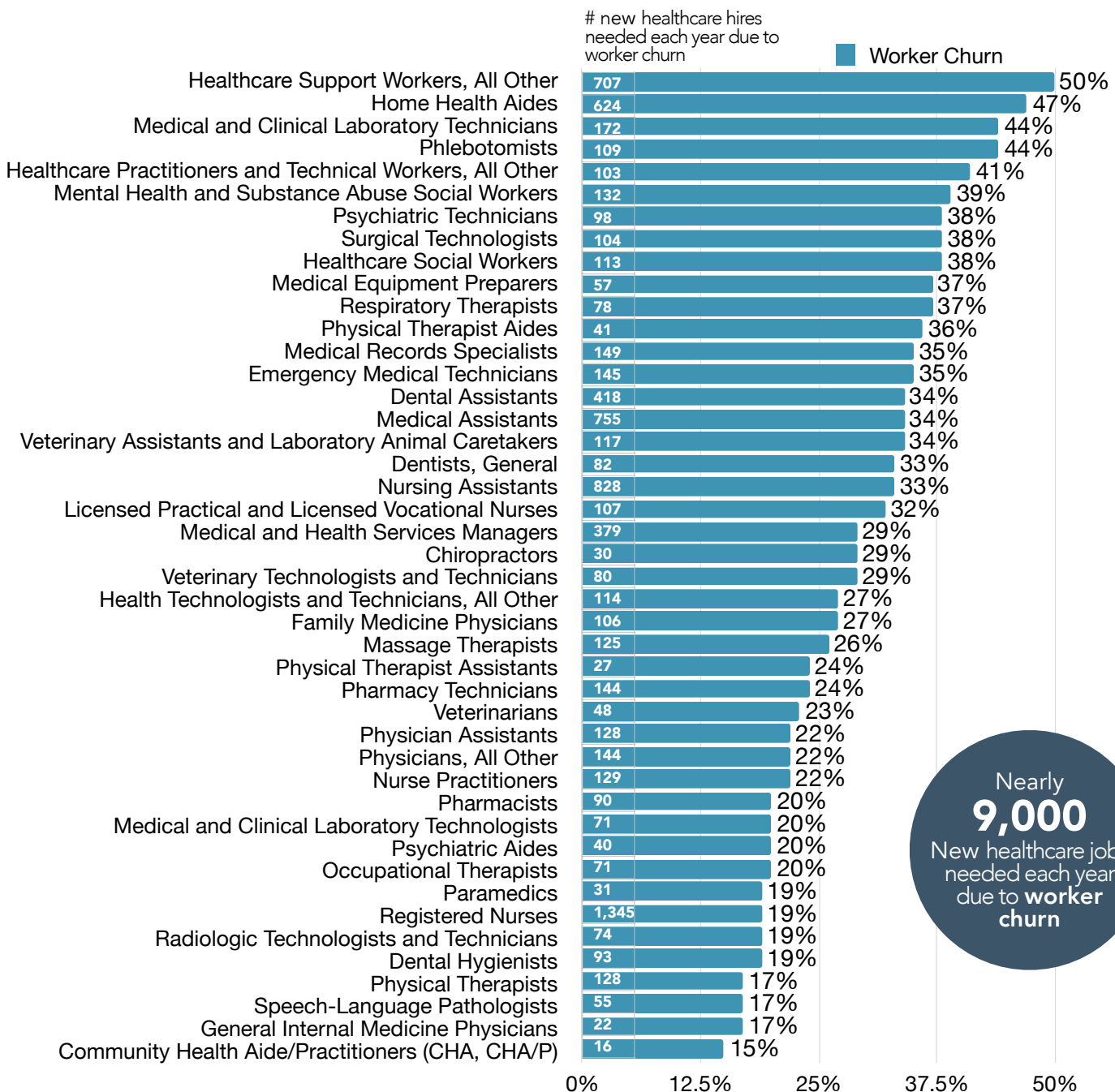
The State of Alaska develops occupational estimates and projections for Alaska every other year. These projections are a fantastic tool for understanding long-range trends in occupational employment. Overall, healthcare jobs are expected to grow by 11.4% from 2022 to 2032. In the next ten years home health and personal care aides are projected to grow the most, by 15.6%, while Speech-Language Pathologists are projected to grow the least, but growth is projected in every healthcare position in Alaska. In terms of jobs counts registered nurses are expected to add 675 jobs. Altogether, approximately 3,380 new healthcare jobs are expected to be added to the Alaska workforce over the next 10 years.



Source: Alaska Department of Labor Occupational Employment Forecast 2022 to 2032.

Worker Churn 2023

Worker churn is similar to turnover, but is based on quarterly instead of monthly data points. It is measured by using total workers for a position in a year, divided by peak quarterly workers for the same same position, (minus one). **Worker churn** is the highest for healthcare support workers (50%) and home health aides (47%). The lowest worker churn is seen among professions like neurologists (0% turnover in 2023). According to the Alaska Department of Labor, for all occupations with at least 100 workers in 2023, the average rate was 33%. (Generally the healthcare sector has a lower worker churn, i.e. turnover, rate than the Alaska average, as it is not a seasonal industry.) Despite a below-average turnover rate of 19%, the annual worker churn rate for registered nurses means that 1,345 new registered nurses had to be hired in 2023 to account for worker churn, simply because it is such a large worker category.



Nearly
9,000
New healthcare jobs
needed each year
due to **worker
churn**

Healthcare Workforce Development Needs

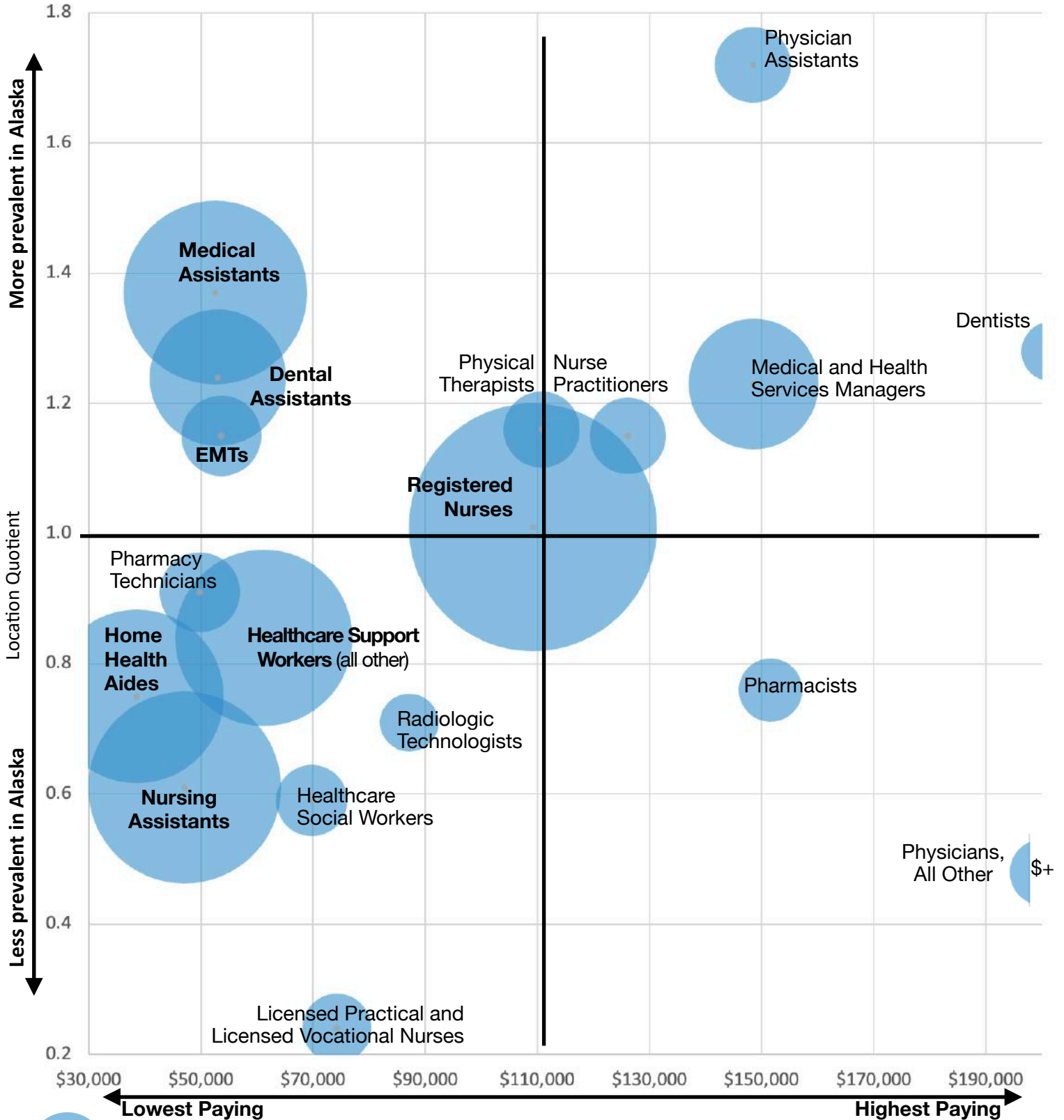
The bubble chart on the following page cross-tabulates new workers needed on an annual basis by count, location quotient, and annual salary data, and charts them into a single picture of the state's future healthcare workforce needs. It provides a visual blueprint for where resources should be focused when attracting workers to Alaska, or for growing our own workforce.

Annual New Workers Needed: The size of the bubble on the chart on the following page corresponds to the number of workers that need to be hired annually to keep pace with turnover and job growth. Registered nurses have the highest workforce development need of all healthcare position categories. There are more registered nurses than any other health position category. While the position is growing at the average pace for all healthcare jobs — 11% in ten years — combined growth and turnover rates mean that an additional 1,412 registered nurses will be needed annually over the next ten years (including 67 new registered nurse positions created annually). Medical assistants are also in high demand, with 777 new hires needed annually. These positions have lower comparative pay, and the position is more common in Alaska than in the US as a whole.

Location Quotient: A location quotient greater than one (the national average) shows that Alaska has a higher number of a particular healthcare position than the nation as a whole, while a location quotient of less than one shows that the position is under-represented in Alaska. By mapping out location quotient along with additional variables, it is easy to see where workforce development is more needed, and where it currently follows national trends.

See chart on the following page.

Graphic of Annual Healthcare Workforce Development Needs



Size of bubble = total new workers needed annually to account for turnover and job growth

Alaska Healthcare Workforce by Geography



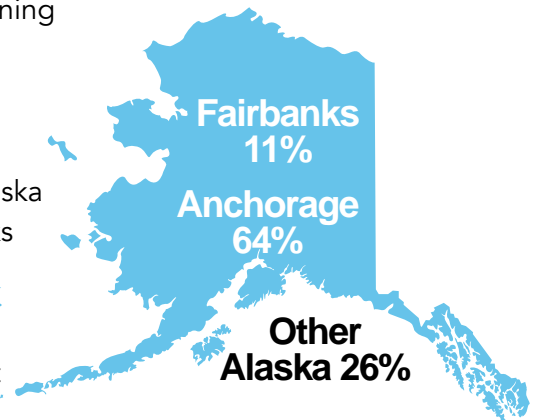
Photo by Petersburg Medical Center

Distribution of Healthcare Workers

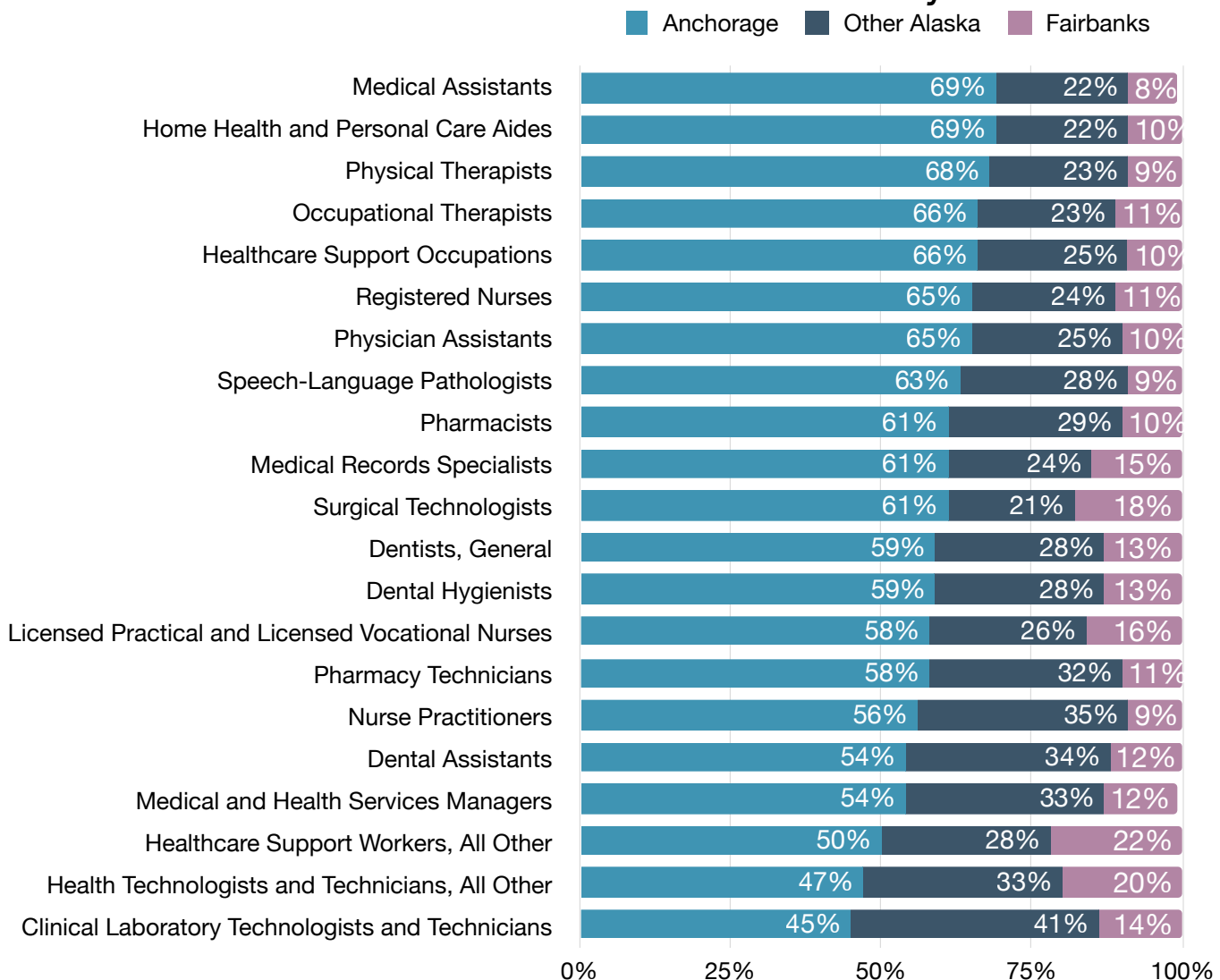
Nearly two-thirds (64%) of all Alaska healthcare jobs are located in the Anchorage area. An additional 11% of jobs are in Fairbanks. The remaining 25% of healthcare jobs are spread across the rest of Alaska, including Southeast.

There are position-specific variations. Anchorage is home to 69% of medical assistants and 65% of registered nurses. Non-metropolitan Alaska has 41% of Clinical Laboratory Technologists and Technicians. Fairbanks has 20% of Alaska's health technologists and technicians.

While vacancies by region are not reported, this data can be helpful in understanding where hiring needs by position are likely to be the most acute.



Alaska Healthcare Jobs by Location 2023



Source: BLS May 2022 State Occupational Employment and Wage Estimates. Metropolitan and nonmetropolitan area.

Wages by Alaska Region

As a whole, healthcare practitioners and those in technical positions earned \$55.54 per hour in 2023 in Alaska, and \$115,510 annually; while those in healthcare support occupations earned \$22.48 per hour and \$46,760 annually. Position-specific wages by area can vary widely. General physicians had the greatest pay disparity, earning 8% more in Fairbanks than the state average, and 15% more in nonmetropolitan Alaska. Registered nurse positions saw the lowest pay disparity across regions.

Average Wage Comparisons by Position								
Occupational Title	Alaska Average		Anchorage Average		Fairbanks Average		Other Alaska Average	
	Hourly Wage	Annual Wage	Hourly Wage	Annual Wage	Hourly Wage	Annual Wage	Hourly Wage	Annual Wage
Medical and Health Services Managers	\$148,550	\$71.42	\$152,120	\$73.14	\$150,510	\$72.36	\$142,010	\$68.28
Healthcare Social Workers	\$69,820	\$33.57	\$72,290	\$34.76	na	na	\$68,000	\$32.69
Dentists, General	\$201,720	\$96.98	\$209,010	\$100.48	\$184,990	\$88.94	\$192,880	\$92.73
Pharmacists	\$151,600	\$72.89	\$148,330	\$71.31	\$159,210	\$76.54	\$155,610	\$74.81
Physician Assistants	\$148,480	\$71.39	\$152,110	\$73.13	\$155,080	\$74.56	\$136,130	\$65.45
Occupational Therapists	\$98,960	\$47.58	\$98,640	\$47.42	\$101,250	\$48.68	\$98,650	\$47.43
Physical Therapists	\$110,830	\$53.28	\$109,290	\$52.54	\$109,680	\$52.73	\$115,940	\$55.74
Registered Nurses	\$109,210	\$52.51	\$109,470	\$52.63	\$107,010	\$51.45	\$109,540	\$52.66
Nurse Practitioners	\$126,170	\$60.66	\$124,270	\$59.74	\$125,530	\$60.35	\$129,270	\$62.15
Family Medicine Physicians	\$273,740	\$131.61	\$267,510	\$128.61	na	na	na	na
Pediatricians, General	\$238,030	\$114.44	\$239,760	\$115.27	na	na	na	na
Physicians, All Other	\$284,240	\$136.65	na	na	\$306,350	\$147.28	\$240,330	\$115.54
Dental Hygienists	\$115,980	\$55.76	\$117,260	\$56.38	\$116,240	\$55.88	\$113,180	\$54.41
Emergency Medical Technicians	\$53,670	\$25.80	\$49,130	\$23.62	na	na	\$60,240	\$28.96
Paramedics	\$67,630	\$32.51	\$62,550	\$30.07	na	na	\$74,340	\$35.74
Pharmacy Technicians	\$49,810	\$23.95	\$49,670	\$23.88	\$49,230	\$23.67	\$50,220	\$24.14
Licensed Practical and Licensed Vocational Nurses	\$74,260	\$35.70	\$73,060	\$35.13	\$69,160	\$33.25	\$80,490	\$38.70
Medical Records Specialists	\$58,900	\$28.32	\$59,330	\$28.52	\$56,120	\$26.98	\$59,110	\$28.42
Health Technologists and Technicians, All Other	\$56,140	\$26.99	\$57,510	\$27.65	\$53,590	\$25.77	\$55,190	\$26.54
Health Information Technologists and Medical Registrars	\$60,110	\$28.90	\$57,040	\$27.42	na	na	\$64,910	\$31.21
Healthcare Support Occupations	\$46,760	\$22.48	\$46,200	\$22.21	\$46,740	\$22.47	\$48,240	\$23.19
Home Health and Personal Care Aides	\$38,540	\$18.53	\$37,800	\$18.18	\$39,060	\$18.78	\$40,630	\$19.54
Dental Assistants	\$53,020	\$25.49	\$53,160	\$25.56	\$50,270	\$24.17	\$53,310	\$25.63
Medical Assistants	\$52,530	\$25.25	\$52,900	\$25.43	\$50,940	\$24.49	\$51,910	\$24.96
Healthcare Support Workers, All Other	\$61,200	\$29.42	\$57,170	\$27.49	\$62,740	\$30.17	\$66,740	\$32.09

Source: BLS May 2023 State Occupational Employment and Wage Estimates.

Wage Rankings Among States

Based on an analysis of 62 healthcare positions, Alaska wages are the highest or second highest in 11 categories. Healthcare positions are generally divided into two categories: Healthcare Support Occupations; and Healthcare Practitioners and Technical Occupations. Alaska pays the second highest wages among in Healthcare Practitioners and Technical Occupations, and third in Healthcare Support Occupations. Alaska's registered nurses remains at #5. Registered nurses are currently paid more in California, Hawaii, Oregon and Washington.

Alaska's least competitive wages are among psychiatrists and healthcare diagnosing or treating practitioners, which rank #40 and #44 among all states, respectively.

#1 Highest Wage Among States

Healthcare Support Occupations, other
Chiropractors
General Internal Medicine Physicians
Massage Therapists
Nursing Assistants
Ophthalmic Medical Technicians

#2 Highest Wage Among States

Healthcare Practitioners and Technical Occupations (all)
Emergency Medical Technicians
Magnetic Resonance Imaging Technologists
Medical Assistants
Pharmacists

#3 Highest Wage Among States

Healthcare Support Occupations (all)
Dental Hygienists
Physical Therapists
Respiratory Therapists
Therapists, All Other

#4 Highest Wage Among States

Cardiovascular Technologists and Technicians
Licensed Practical and Licensed Vocational Nurses
Pharmacy Technicians

#5/#6 Highest Wage Among States

Athletic Trainers
Dietitians and Nutritionists
Home Health and Personal Care Aides
Medical Dosimetrists
Pediatricians, General
Physician Assistants
Radiologic Technologists and Technicians
Registered Nurses
Surgical Technologists

#7-9 Highest Wage Among States

Audiologists
Dental Assistants
Dietetic Technicians
Family Medicine Physicians
Healthcare Practitioners and Technical Occupations
Opticians, Dispensing
Paramedics
Radiation Therapists
Audiologists
Dental Assistants

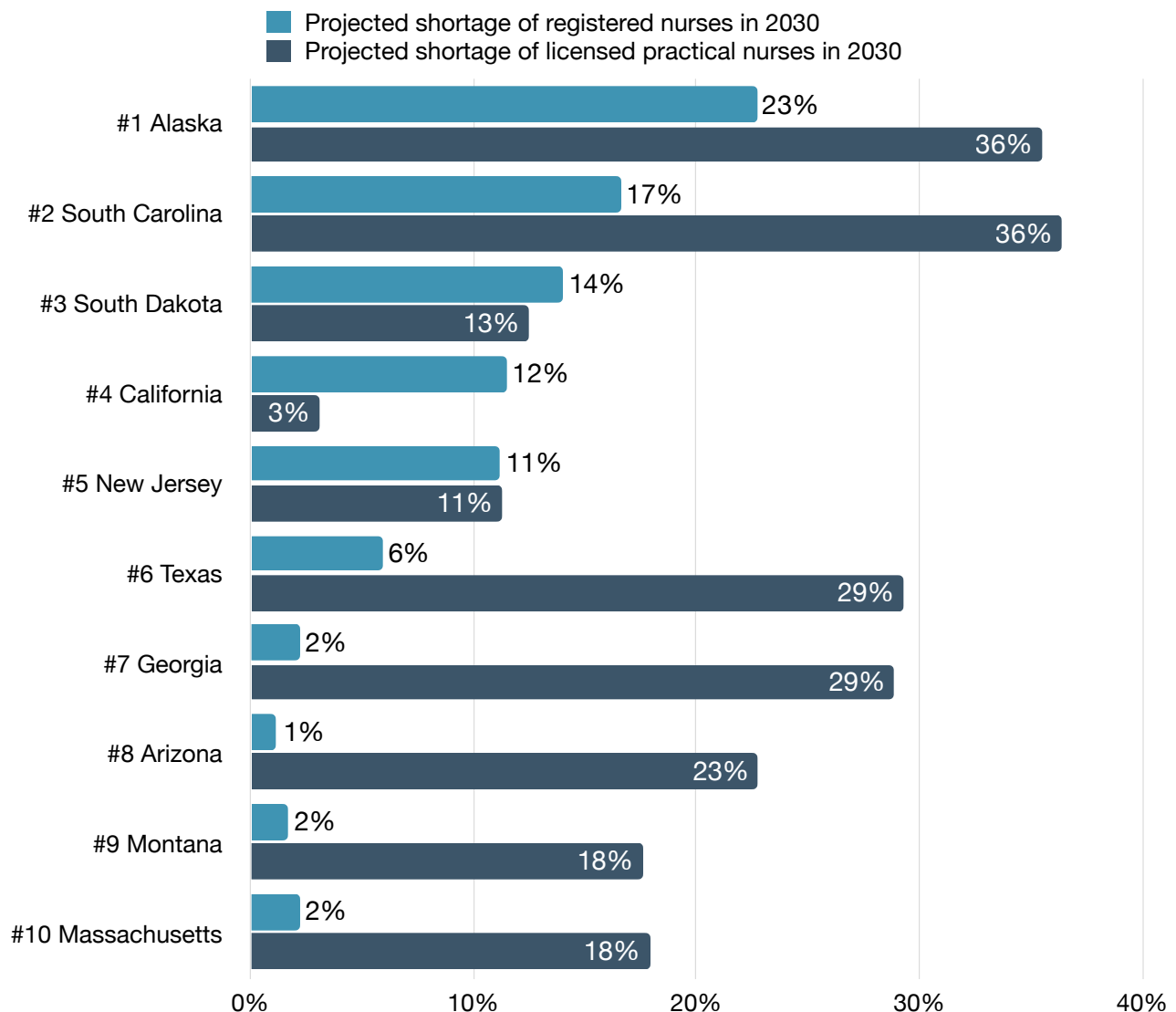
Note that cost of living adjustments reduce the competitiveness of Alaska's relatively higher wages.

Source: BLS May 2023 State Occupational Employment and Wage Estimates. COL analysis by Becker's Hospital Review

Projected Nurse Shortages

The Bureau of Labor Statistics' Employment Projections 2020-2030 report that the registered nurse workforce is expected to grow to 3.4 million vacancies in 2030, with 194,500 vacancies for registered nurses created each year due to retirements and other separations. A study by the National Center for Health Workforce Analysis in 2022 projected Alaska would lead the nation in nursing vacancy rates by 2030 with 23% unfilled positions — a shortage of 5,400 registered nurses. Alaska has historically had a hard time attracting and retaining highly skilled and highly experienced nurses and medical professionals. The pandemic exacerbated this problem. On the other hand, according to Nursing Education, "Those looking to provide medical care in [Alaska] are almost guaranteed job security, which can be a major draw for those looking to begin a long career."

Alaska will have largest nurse shortage by 2030



Source: BLS. <https://nursingeducation.org/states-that-will-need-nurses-the-most-by-2030/>

Vacancies and the Cost of Travelers

Alaska's medical facilities are understaffed. According to the 2024 Alaska Hospital and Healthcare Association (AHHA) Salary and Benefits Report, average vacancy rates for key positions range from 17% to 39%. Because registered nurses often represent the highest workforce need, it can be a useful position to track. The study showed that in Alaska, registered nurses had an average vacancy rate of 22% in 2024. On average, it took 138 days to fill a vacant hospital RN position (up from 118 days in 2023), and 185 days to fill a long-term care facility RN position (up from 157 days in 2023). Use of traveling healthcare workers is an important tool that the Alaska healthcare industry can use to cover vacant positions.

In a survey of 26 Alaska hospitals, nursing homes and assisted living facilities in 2024 by AHHA, organizations reported traveling registered nurses comprise 20% of their RN staff (down from 22% in 2023). This is in line with the national average. Across the US, the hours worked by travel nurses as a percentage of total hours worked by nurses in hospitals was 23% in January 2022, according to the American Hospital Association and Syntellis Performance Solutions. While traveling healthcare workers provide additional capacity, they also represent additional costs.

In the 2024 AHHA survey, participants were asked about compensation to traveling registered nurses compared to staff nurses. In comparison to staffed RNs, traveling RNs received 56% more pay. Assuming this data is reflective of all RNs in Alaska, this means Alaska healthcare institutions paid staff RNs \$422 million last year, and paid traveling RNs \$185 million. The premium for using traveling nurses was \$66 million in Alaska last year; however, the ability to operate at a higher capacity due to the contributions of traveling nurses is likely also very valuable for the state's healthcare providers.

In Alaska, travel nurses typically are provided housing, travel, and benefits for the duration of their placement, in addition to their wages. Travel nurse pay can be dynamic, increasing during higher periods of demand, or in more remote locations.

Nationally the use of travel nurses is also increasing, along with costs. Travel labor expenses for hospitals and health systems surged from 2019 to 2022 as nationwide labor shortages forced many to rely on traveling healthcare workers to meet patient demand. According to an analysis of 2022 data from over 1,000 hospitals and health systems by AHA and Syntellis, contract labor full-time equivalents jumped 139% between 2019 and 2022, while the median wage paid to contract staffing firms rose 57%. The use of contract staff in combination with rising costs, increasing volumes, and revenue pressures have led to steep margin declines for US hospitals.

22%
Vacancy Rate
for registered
nurses

138
Days
to fill a vacant
hospital RN
position in
Alaska

56%
Higher cost of
travel nurses
compared to
staff nurses in
Alaska

\$66
Million
Excess wages
spent using travel
nurses last
year

Alaska's Healthcare Workforce Pipeline



Photo by Petersburg Medical Center

Workforce Pipeline 2024

A large gap exists between Alaska’s need for certified healthcare workers and the ability to produce them via in-state educational programs. Traditional ways of producing trained or certified workers, particularly relying on post-secondary schools to be the pipeline producing a sufficient number of skilled workers, is not enough to address the healthcare workforce gap.

One reason for the gap is the finite number of seats in training programs that results in turning away eligible students. Increasing capacity to open seats requires adequate numbers of qualified instructors and sufficient opportunities for clinical placements, both of which are currently challenges in the state. Another circumstance contributing to the workforce gap may be the limited opportunities for young people to explore healthcare careers while in school and to be made aware of the diversity of job opportunities and training pathways that remove barriers to education such as high tuition costs or having to leave home communities to obtain training in a healthcare field.

This report represents data that can be collected from educational institutions and the Board of Nursing, however for occupations that do not require state certification or licensing, the data presented here does not encompass the total number of individuals being trained in-state to fill jobs. For example, many hospitals and nursing homes have developed programs for training within their facility, often in partnership with post-secondary institutions (some of which are not located in-state) or the Alaska Department of Labor. Currently, there is no reliable way to quantify the output from these “grow-our-own” methods occurring throughout the industry.

Alaska Trained Healthcare Workers				
Priority Occupations	Reported 2023	Projected 2024*	Projected 2025	Projected Need 2025 Due to Growth and Turnover
Registered Nurses	323	373	346	1,412
Certified Nurse Aide	392	419**	unknown***	828
Radiology Technologist	19	15	25	74
Surgical Technologist	6	12	18	104
Certified Medical Assistants	12	8	11	755
Master of Social Work	31	34	33	113
Respiratory Therapists	0	0	0	78
Licensed Practical Nurse	13	30	43	107
Total of Above	796	891	NA	3,471

Data Notes: This analysis was conducted by the Alaska Hospital and Healthcare Association.

*Data reported from educational institutions was received in November and includes actual numbers from the first 3 quarters of 2024 as well as projections for Quarter 4.

** Data for Certified Nurse Aides comes from the Board of Nursing’s (BON) issuance of 2024 licenses as of 11/7/2024 and does not include a projection of certifications that will be issued during the last quarter of the calendar year.

*** The Board of Nursing states they are unable to determine a projection of numbers of licenses they will issue in 2025.

Priority Occupation notes are presented on the following page.

Workforce Pipeline continued

Registered Nurses: The five educational institutions providing data for this analysis are either located in Alaska or are serving students who intend to work in Alaska as registered nurses: University of Alaska Anchorage (UAA), Charter College, Alaska Pacific University (APU), Nightingale, and the University of Providence (UP). In 2023, this report stated that UAA produced 70% of RN graduates, but both Nightingale and Charter Colleges have been ramping up their capacity to train students and are graduating more RNs in 2024 than they did in 2023. Therefore, UAA graduates represent 54% of the total and there are 50 more RNs reported here than in 2023.

Institution	RNs Reported 2023	Expected RNs 2024	Expected RNs 2025
University of Alaska Anchorage	190	200	148
Charter College	54	70	81
Alaska Pacific University	28	26	52
Nightingale	35	59	50
University of Providence	16	18	15
Count of Above	323	373	346

Certified Nurse Aides: Data on yearly CNA certification is obtained from the Board of Nursing (BON). Only 13% percent of these individuals received their training through the university system in 2024. The majority became certified as a result of BON approved facility-led training programs located in hospitals or nursing homes. At their November meeting, the BON reported there are 34 state-approved nurse aide training programs and that two more programs have requested approval. It should also be noted that increasing numbers of hospitals are training and employing CNAs.

Radiology Technologist: In Alaska, only UAA is training radiology technicians who are represented by the numbers in the table. However, some hospitals have developed an apprenticeship program for this occupation.

Surgical Technologist: The numbers here were reported by UAA, the only site in Alaska currently training surgical technicians. It should be noted that the Alaska Department of Labor (DOL) lists Surgical Technologist as an approved registered apprenticeship program and there may be facilities in the state taking advantage of that opportunity to train onsite.

Certified Medical Assistants: The numbers reported in this table represent CMAs trained through the UAA program, however this does not fully account for the numbers being trained in Alaska. CMAs are not licensed by the state, so numbers cannot be captured like they can for professions such as CNAs. Most CMAs are trained on the job or through a registered apprenticeship, and there currently is no reliable data source to capture on-the-job training output.

Master of Social Work: UAA offers the only MSW program in Alaska.

Respiratory Therapists: There is no in-state training available for this occupation.

Licensed Practical Nurse/Licensed Vocational Nurse: The numbers reported come from Alaska Pacific University, which has been growing its capacity to train LPNs by partnering with hospitals around the state, and also from the University of Alaska Fairbanks which began offering LPN training in August of 2023 and graduated its first cohort in 2024.

Alaska Healthcare Nonresident Workforce



Photo by Dragana Gordic

Nonresident Healthcare Workers

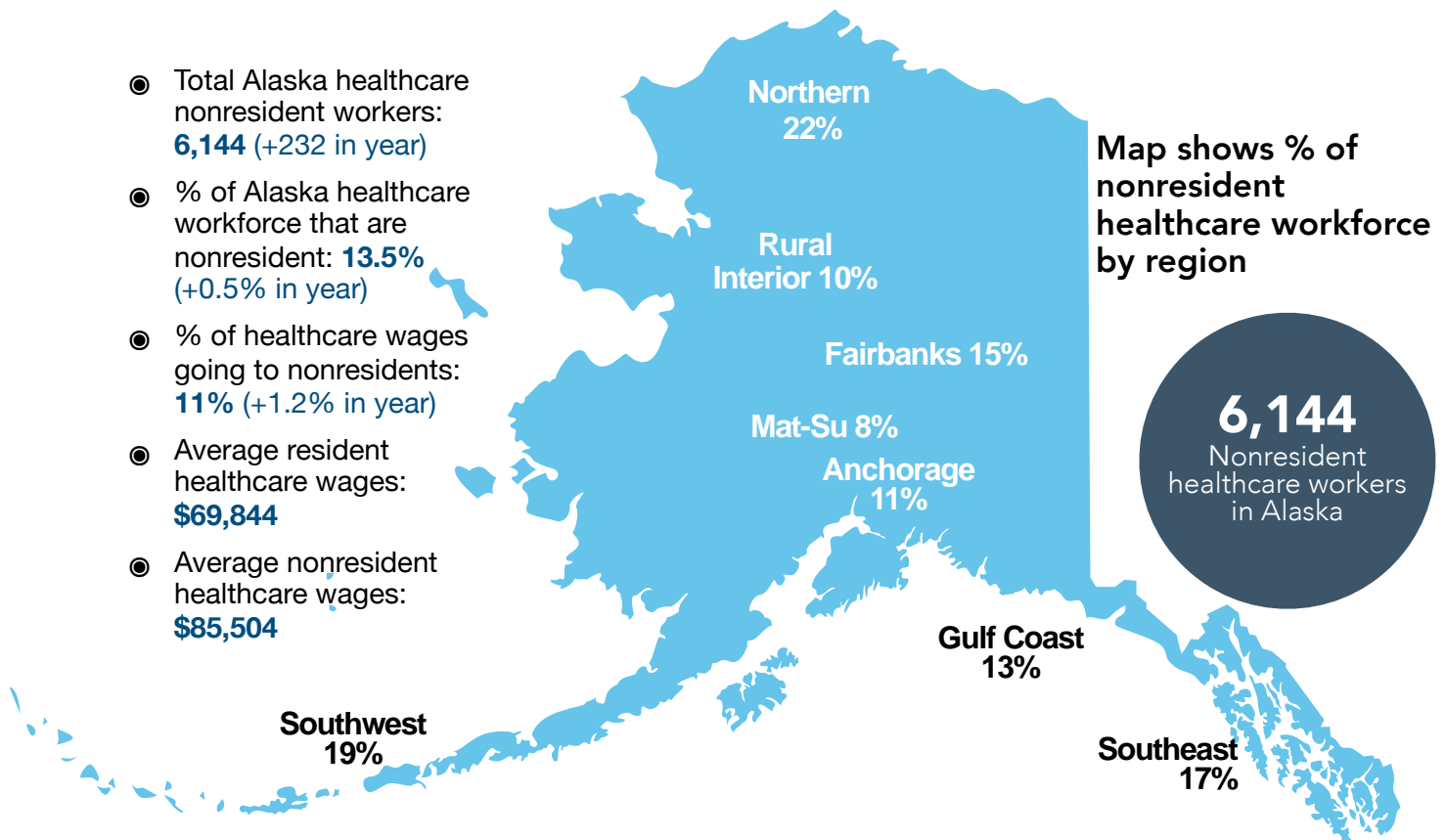
Non-Alaska residents made up 13% of the total Alaska healthcare workforce in 2022. While this percentage is lower than the Alaska nonresident worker average of 20%, the sheer size of the Alaska healthcare sector means that there are more than 6,100 nonresident healthcare workers. Healthcare workers who applied for an Alaska Permanent Fund Dividend in 2022 or 2023 are counted as residents for 2022. Statistics show that 24% of healthcare nonresidents go on to attain residency.

While use of nonresident healthcare workers can be an important tool to recruit staff and expand capacity, nonresident healthcare workers are more expensive, earning 22% more in 2022. If the nonresident is a traveling healthcare worker, housing and travel expenses are often covered by the employer, increasing the costs even more.

Mat-Su is the least likely to employ nonresident healthcare staff, while Alaska's Northern Region has the highest percentage of nonresident staffers. Half of all Alaska's nonresident healthcare workers are located in Anchorage.

Alaska Healthcare Nonresident Workforce Statistics

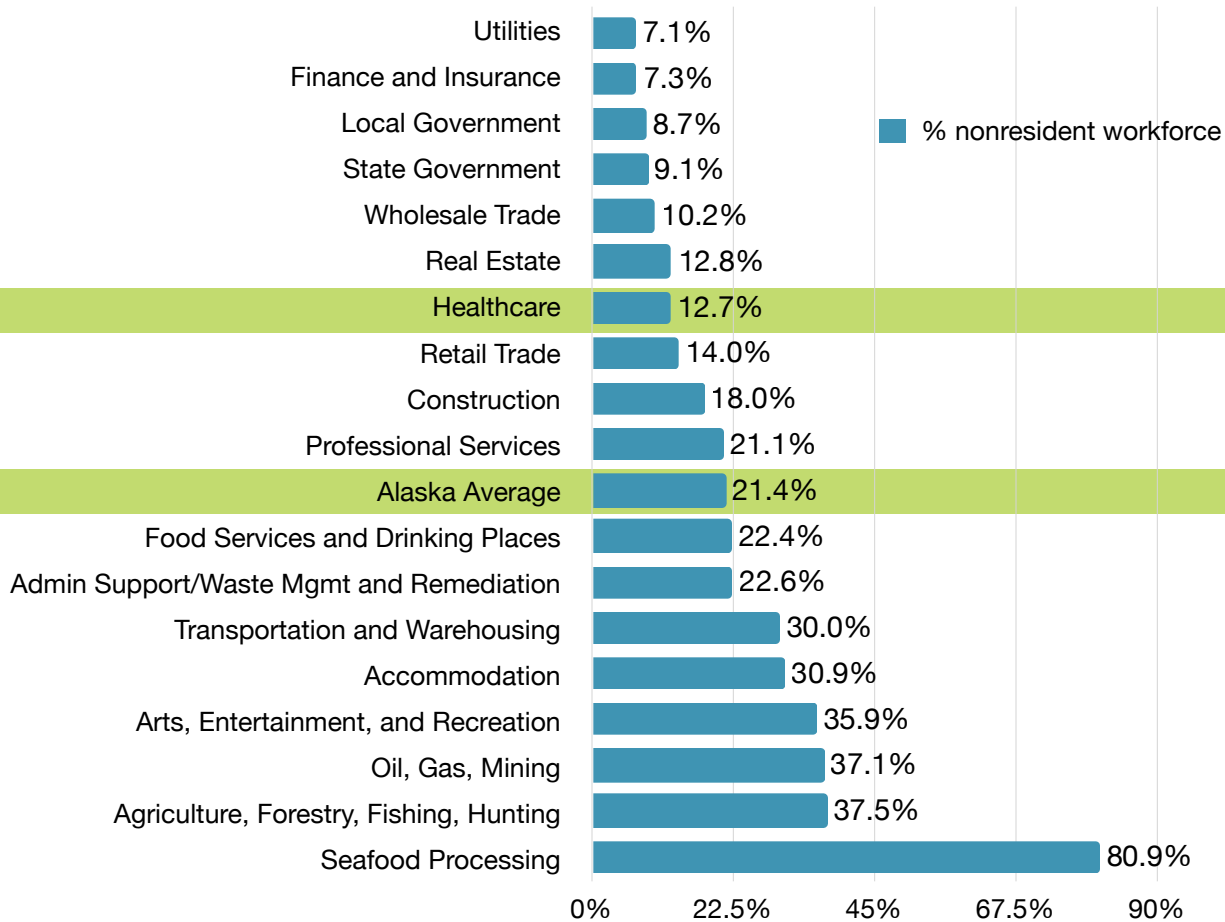
- Total Alaska healthcare nonresident workers: **6,144** (+232 in year)
- % of Alaska healthcare workforce that are nonresident: **13.5%** (+0.5% in year)
- % of healthcare wages going to nonresidents: **11%** (+1.2% in year)
- Average resident healthcare wages: **\$69,844**
- Average nonresident healthcare wages: **\$85,504**



Source: Alaska Department of Labor. Nonresidents Working in Alaska 2022. Published in 2024.

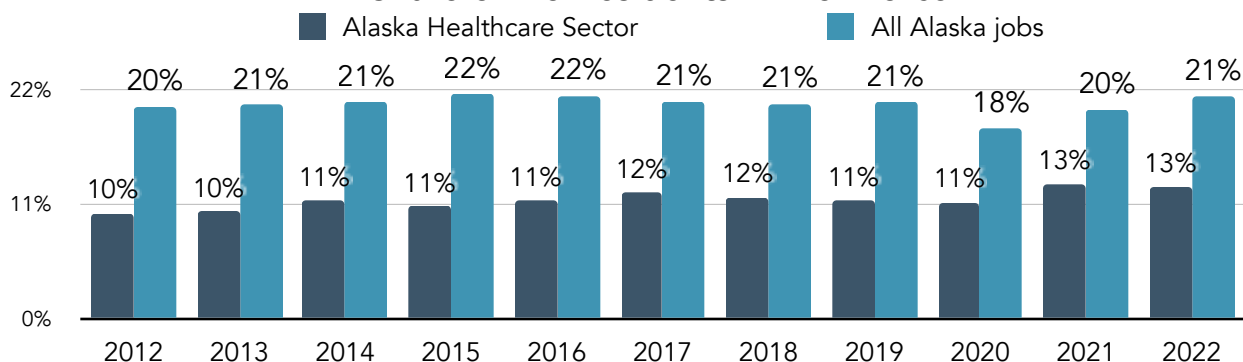
Nonresident Workers by Industry

The Alaska healthcare sector has a relatively lower percentage of nonresidents in its workforce compared to Alaska as a whole. Across all of Alaska, 21.4% of all workers were nonresident in 2022. In the Healthcare sector it is 12.7%.



Over the last decade the share of nonresidents in healthcare positions ranged from a low of 10.2% in 2012, to a high of 13% in 2021, with a decade-long average of 11.4%. The healthcare sector has consistently ranked well below the state average of nonresidential workforce participation.

Share of Nonresidents in Workforce

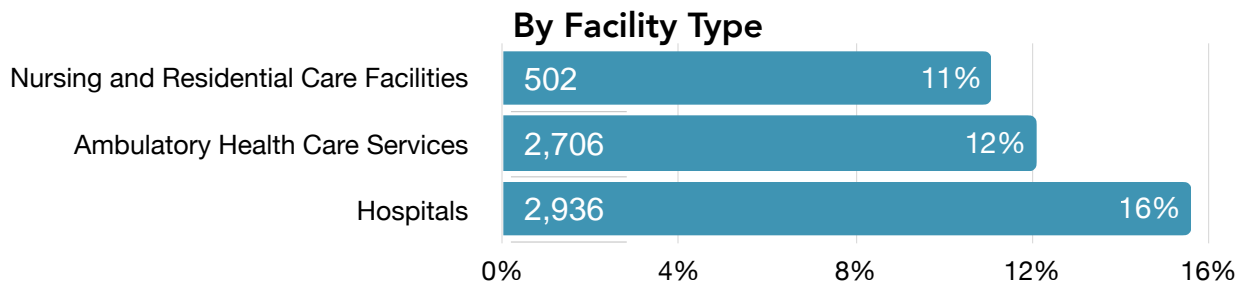
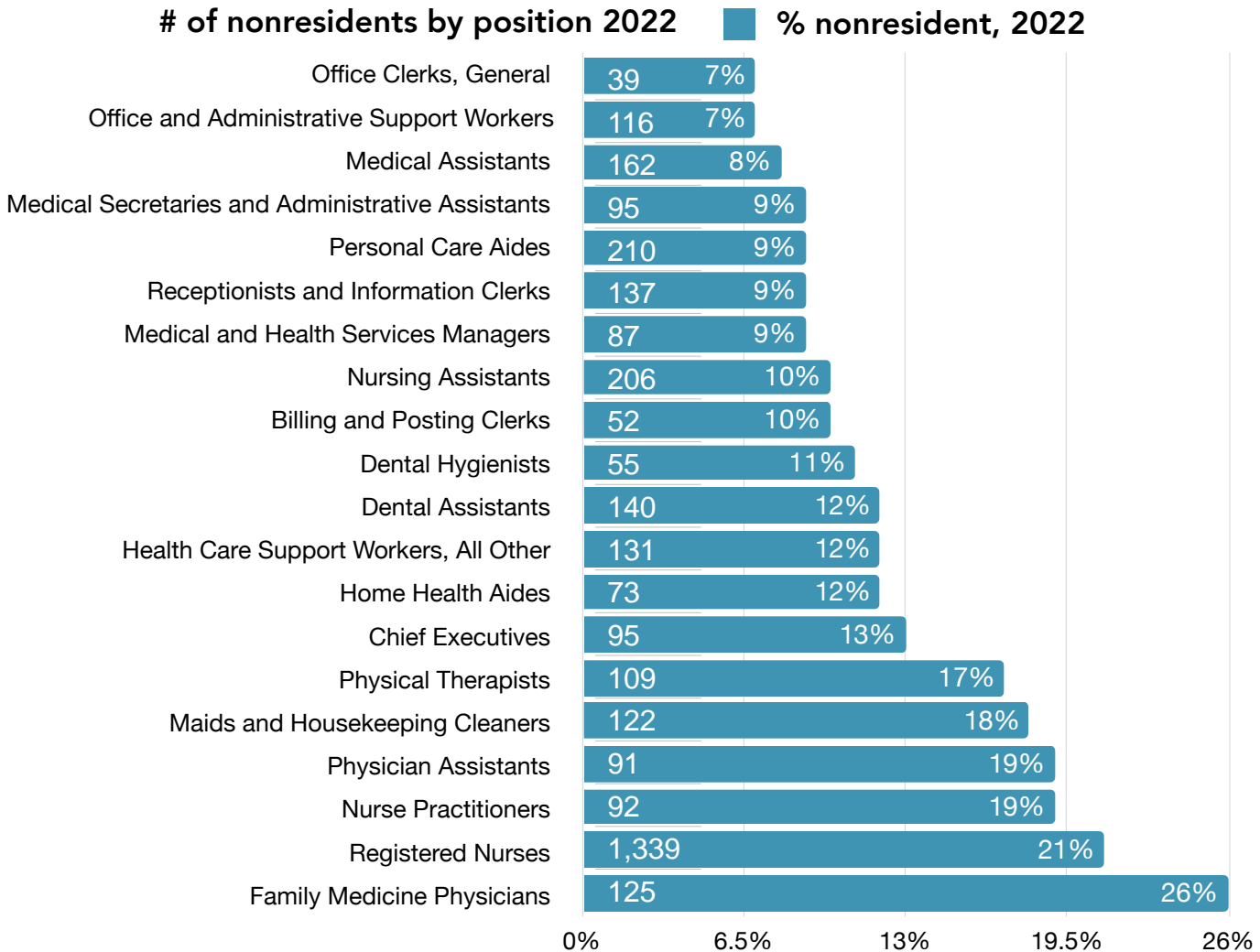


Source: Alaska Department of Labor. Nonresidents Working in Alaska 2022. Published in 2024.

Nonresident Workers by Position

Among the top healthcare positions, clerks and administrative workers are most likely to be residents. At the other end of the spectrum, family medicine physicians, registered nurses, and nurse practitioners are most likely to be nonresident. Due to the sheer number of registered nurses needed to operate healthcare facilities across Alaska, RNs comprise the highest number of nonresident healthcare workers, at 1,339 in 2022.

By facility type, hospitals have the highest percentage of nonresidents at 16%.



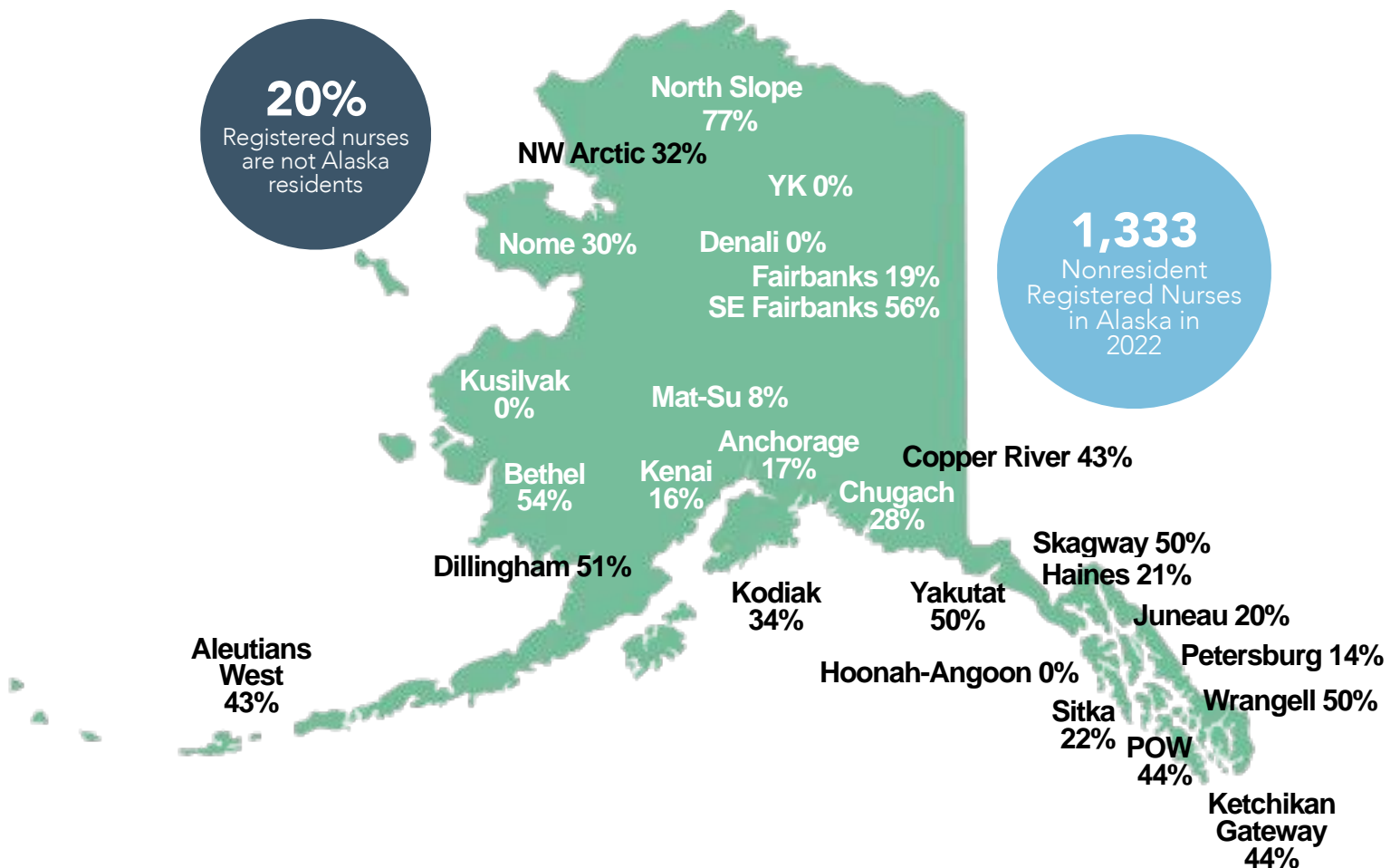
Source: Alaska Department of Labor. Nonresidents Working in Alaska 2022. Published in 2024.

Nonresident Registered Nurses

Registered nurses represent Alaska’s largest healthcare workforce category and have one of the highest nonresidency rates of any healthcare position, at 20%. Several Alaska boroughs or census areas have no nonresident nurses, but as the Yukon-Koyukuk Census Area, the Denali Borough, the Kusilvak Census Area, and Hoonah-Angoon. However, these locations also have very few registered nurses. The North Slope has the highest percentage of nonresident registered nurses at 77%, followed by Southeast Fairbanks Census Area.

Alaska Nonresident Registered Nurses by Borough and Census Area

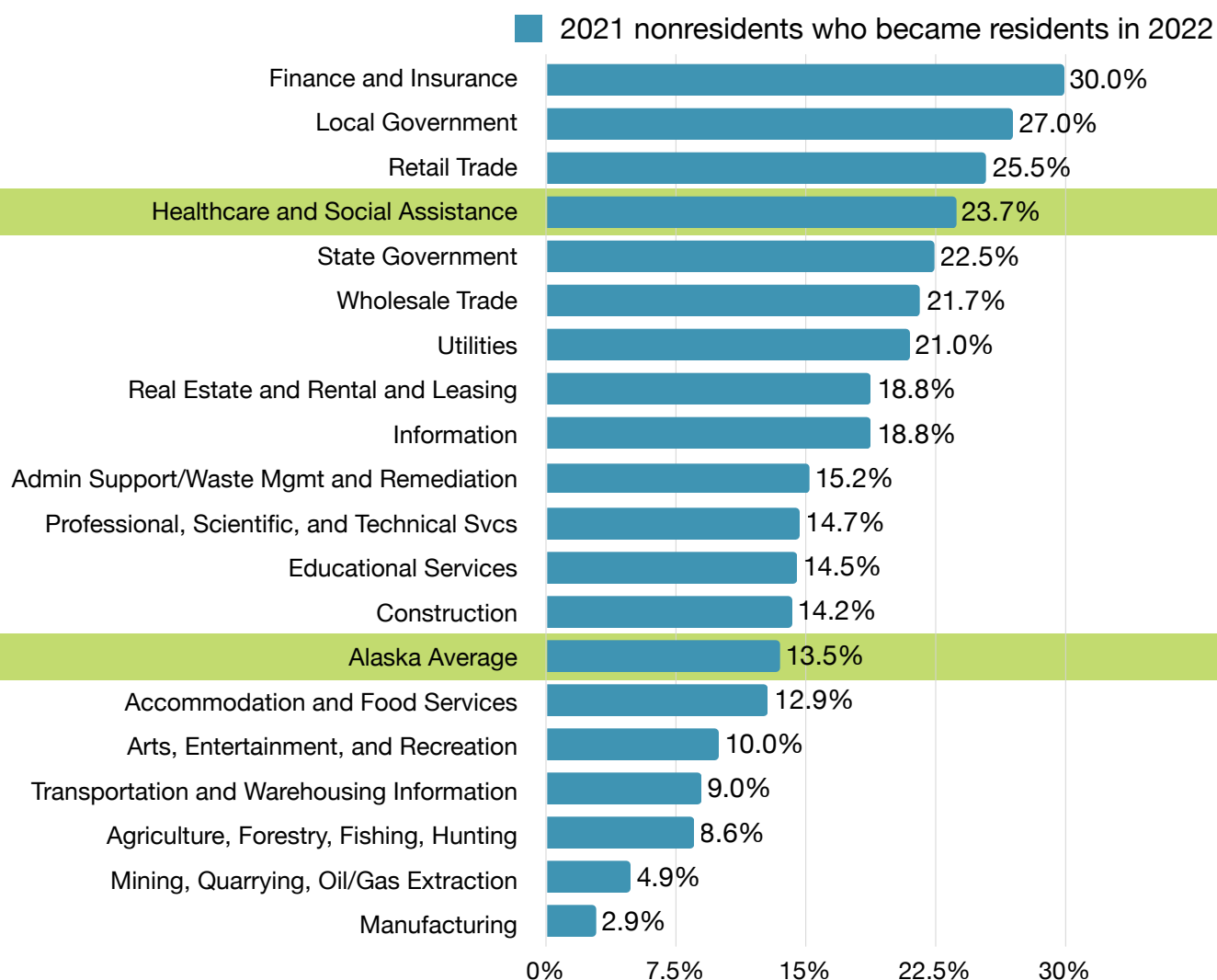
% of Nonresident Registered Nurses



Source: Alaska Department of Labor. Nonresidents Working in Alaska 2022. Published in 2024.

Nonresident Conversion

The combined healthcare and social services sector is more likely than most sectors to convert nonresident workers into permanent residents. In 2022, nearly a quarter (23.7%) of healthcare workers designated as nonresident in 2021 had become eligible to receive a PFD, which is how residency is measured for this analysis. This is nearly double the statewide average nonresident-to-resident conversion rate for all sectors. In 2022, 13.5% of nonresident workers from 2021 had become residents across all Alaska sectors.



Source: Alaska Department of Labor. Nonresidents Working in Alaska 2022. Published in 2024.

Alaska Healthcare Workforce Demographics



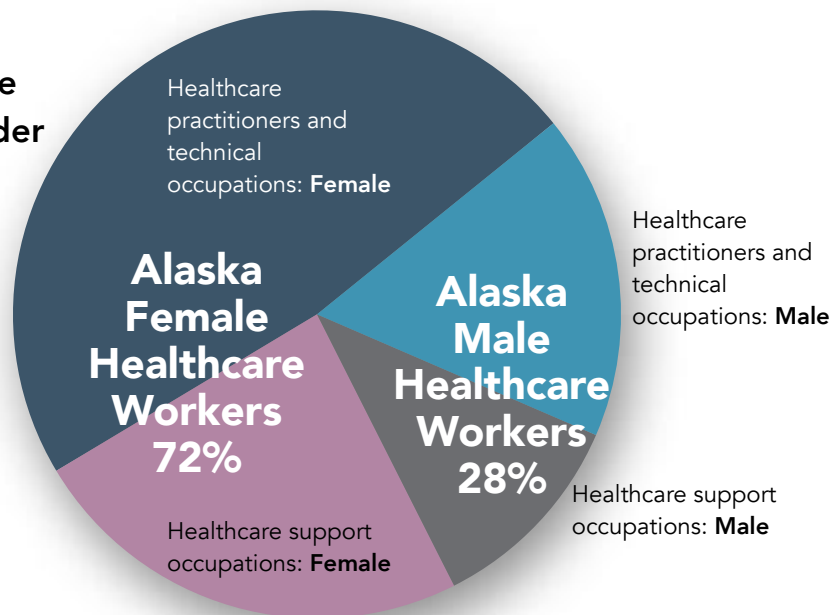
Photo by Petersburg Medical Center

Healthcare Worker Demographics

The Alaska healthcare sector is female dominant. According to the U.S. Census Bureau, 2023 American Community Survey, nearly three-quarters (72%) of all Alaska healthcare workers are women. Women are even more prevalent in healthcare support positions, where men comprise 32% of all jobs. While these differences are dramatic, they are not unique to Alaska and closely mirror national trends. Wages for men are on average 34% higher than women for jobs in Alaska’s “healthcare practitioner and technical” categories, and 7% lower among healthcare support jobs.

Statewide, 63% of all jobs are held by white workers. In the Alaska healthcare sector 71% of all workers identify as “white only.” In the practitioner and technical positions, the percentage of white workers is 81%, and among support workers, white workers comprise just over half (53%) of all Alaska healthcare staff.

Alaska Healthcare Workers by Gender



Alaska Healthcare Demographics

SOC Code	Male	Female	White
Healthcare practitioners and technical occupations	27%	73%	78%
Healthcare practitioners and technical occupations: Median Wages	\$102,884.00	\$76,903.00	NA
Healthcare support occupations	32%	68%	46%
Healthcare support occupations: Median Wages	\$36,967	\$39,818	NA
Total Alaska healthcare occupations	28%	72%	67%
Total all Alaska jobs	54%	46%	63%

Source: U.S. Census Bureau, 2023 American Community Survey. S2401, S2411, B24010A

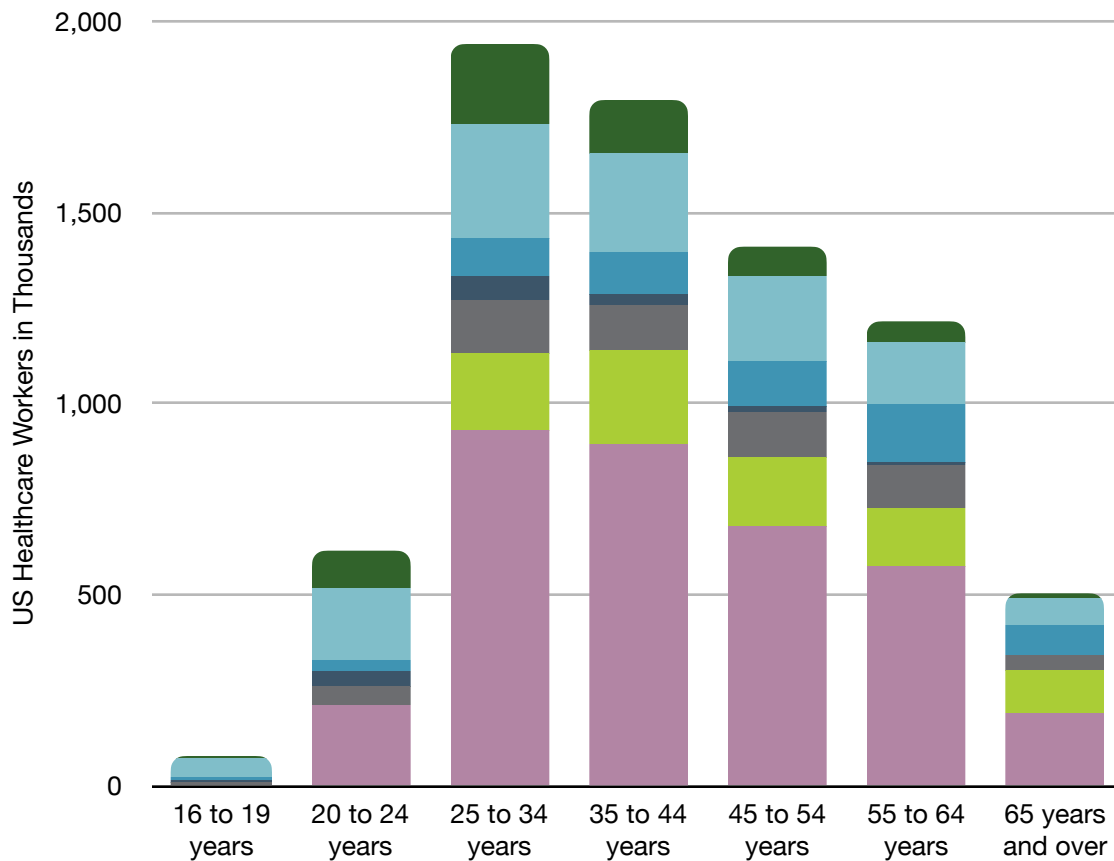
National Healthcare Worker Age

While no Alaska-specific breakdowns of healthcare worker by age are readily available, national data is maintained. The overall median age of the US healthcare worker is 42. The median age of the US worker for all jobs is also 42.

Nearly a quarter (23%) of all US healthcare workers are aged 55 and older, including 22% of all registered nurses.

US Healthcare Workers by Key Position and Median Age 2023

- Medical assistants Age 36
- Nursing assistants Age 39
- Home health aides Age 49
- Emergency medical technicians Age 30
- Licensed practical and licensed vocational nurses Age 44
- Other physicians Age 46
- Registered nurses Age 42



Source: U.S. Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey 2023, Employed persons by detailed occupation and age. https://www.bls.gov/cps/tables.htm#annual_11b. Employed persons by detailed occupation and age

Alaska Healthcare Licensing



Photo by Bartlett Regional Hospital

Alaska Healthcare Licensing

Alaska Healthcare Related Active Professional Licenses, 2024

As of November 2024, 52,473 healthcare professional licenses were held in the state of Alaska, up 14% over 2022.

The most common license is for registered nursing, with nearly 27,000 active licenses. In 2024, active registered nursing licenses were up by 14% over 2022, an increase of more than 2,800 licenses.

Source: Alaska Division of Corporations, Business and Professional Licensing, Professional Licensing database download November 8, 2022 and November 3, 2023. www.commerce.alaska.gov/cbp/main/ Note that the category of "Prescription Drug Monitoring Program" had no active licenses in 2023, and thus the category was excluded from the analysis.

Note: Having an Alaska license does not mean the person is an Alaska resident or practices/provides services in Alaska. People can get an Alaska license and not be physically in Alaska.

Alaska Professional License Category	2022 Active Count	2024 Active Count	Change 22-24
Audiologists and Hearing Aid Dealers	124	136	10%
Chiropractic	336	328	-2%
Dental	3,136	3,406	9%
Dietitians	322	407	26%
Direct Entry Midwives	47	41	-13%
Dispensing Opticians	162	168	4%
Medical	5,817	6,517	12%
Cooperative Practice Agreement	-	26	
Osteopathic Physician	635	802	
Osteopathic Physician Courtesy License	2	1	
Osteopathic Physician Resident Permit	31	16	
Osteopathic Physician Temporary Permit	32	10	
Physician	4,619	5,493	
Physician Resident Permit	149	62	
Physician Temporary Permit	244	74	
Podiatrist	30	33	
Nurse Aides	2,561	2,445	-5%
Certified Nurse Aide	2,557	2,434	
Certified Nurse Aide Temporary Permit	4	11	
Nursing	23,642	26,920	14%
Advanced Practice Registered Nurse	1,958	2,602	
Advanced Practice Registered Nurse Preceptorship	50	56	
Advanced Practice Registered Nurse Temp	7	3	
Practical Nurse	577	636	
Practical Nurse Temporary Permit	22	9	
Registered Nurse	20,560	23,434	
Registered Nurse Temporary License	1	2	
Registered Nurse Temporary Permit	465	178	
Nursing Home Administrators	55	53	-4%
Optometry	238	250	5%
Pharmacy	4,306	5,820	35%
Drug Room	40	51	
Out-Of-State Pharmacy	655	NA	
Manufacturer	NA	339	
Out-Of-State Wholesale Drug Distributor	788	5	
Outsourcing Facility	35	32	
Pharmacist	1,025	2,157	
Pharmacy	128	717	
Pharmacy Intern	324	268	
Pharmacy Technician	1,088	1,305	
Remote Pharmacy	1	6	
Third-Party Logistics Provider	199	248	
Wholesale Drug Distributor	21	692	
Physical and Occupational Therapy	1,895	2,161	14%
Physician Assistants	794	903	14%
Speech-Language Pathology	565	622	10%
Telemedicine Business Registry	1,582	1,935	22%
Psychology	335	361	8%
Total	45,917	52,473	14%

Appendix



Photo by SEARHC

Alaska Healthcare Wages, Jobs, Location Quotient, 2023

SOC Code	Occupation Title	Annual Average Jobs	Location Quotient	Average Hourly Wage	Average Annual Wage
11-9111	Medical and Health Services Managers	1,300	1.23	\$71.42	\$148,550
21-1022	Healthcare Social Workers	220	0.59	\$33.57	\$69,820
29-0000	Healthcare Practitioners and Technical Occupations	20,310	1.07	\$55.54	\$115,510
29-1011	Chiropractors	110	1.27	\$64.43	\$134,020
29-1021	Dentists, General	320	1.28	\$96.98	\$201,720
29-1031	Dietitians and Nutritionists	130	0.87	\$38.51	\$80,100
29-1051	Pharmacists	520	0.76	\$72.89	\$151,600
29-1071	Physician Assistants	510	1.72	\$71.39	\$148,480
29-1122	Occupational Therapists	350	1.18	\$47.58	\$98,960
29-1123	Physical Therapists	570	1.16	\$53.28	\$110,830
29-1126	Respiratory Therapists	130	0.49	\$45.48	\$94,590
29-1127	Speech-Language Pathologists	310	0.89	\$46.57	\$96,870
29-1129	Therapists, All Other	60	1.70	\$53.61	\$111,510
29-1141	Registered Nurses	6,590	1.01	\$52.51	\$109,210
29-1161	Nurse Midwives	90	6.56	\$61.92	\$128,800
29-1171	Nurse Practitioners	660	1.15	\$60.66	\$126,170
29-1181	Audiologists	50	1.82	\$47.21	\$98,200
29-1215	Family Medicine Physicians	440	1.93	\$131.61	\$273,740
29-1216	General Internal Medicine Physicians	80	0.57	\$193.27	\$402,000
29-1218	Obstetricians and Gynecologists	70	1.82	\$147.45	\$306,700
29-1221	Pediatricians, General	90	1.27	\$114.44	\$238,030
29-1223	Psychiatrists	50	0.93	\$79.90	\$166,190
29-1229	Physicians, All Other	350	0.55	\$136.65	\$284,240
29-1292	Dental Hygienists	610	1.40	\$55.76	\$115,980
29-1299	Healthcare Diagnosing or Treating Practitioners, Other	160	2.58	\$39.27	\$81,670
29-2031	Cardiovascular Technologists and Technicians	80	0.66	\$42.06	\$87,490
29-2032	Diagnostic Medical Sonographers	270	1.60	\$43.64	\$90,770
29-2034	Radiologic Technologists and Technicians	320	0.71	\$41.92	\$87,180
29-2035	Magnetic Resonance Imaging Technologists	70	0.83	\$52.80	\$109,830
29-2042	Emergency Medical Technicians	390	1.15	\$25.80	\$53,670
29-2043	Paramedics	150	0.74	\$32.51	\$67,630
29-2052	Pharmacy Technicians	860	0.91	\$23.95	\$49,810
29-2053	Psychiatric Technicians	410	1.71	\$22.54	\$46,870
29-2055	Surgical Technologists	290	1.27	\$35.31	\$73,440
29-2057	Ophthalmic Medical Technicians	60	0.43	\$28.35	\$58,960
29-2061	Licensed Practical and Licensed Vocational Nurses	320	0.24	\$35.70	\$74,260
29-2072	Medical Records Specialists	1,410	3.71	\$28.32	\$58,900
29-2081	Opticians, Dispensing	140	0.88	\$25.91	\$53,880
29-2099	Health Technologists and Technicians, All Other	760	2.16	\$26.99	\$56,140
29-9021	Health Information Technologists and Medical Registrars	170	2.46	\$28.90	\$60,110
29-9099	Healthcare Practitioners and Technical Workers, Other	140	1.81	\$42.84	\$89,100
31-0000	Healthcare Support Occupations	12,200	0.84	\$22.48	\$46,760
31-1120	Home Health and Personal Care Aides	5,660	0.75	\$18.53	\$38,540
31-1131	Nursing Assistants	1,710	0.61	\$22.63	\$47,080
31-1133	Psychiatric Aides	240	3.61	\$22.97	\$47,780
31-2021	Physical Therapist Assistants	130	0.60	\$32.39	\$67,360
31-2022	Physical Therapist Aides	30	0.37	\$23.40	\$48,680
31-9011	Massage Therapists	420	2.22	\$48.40	\$100,670
31-9091	Dental Assistants	940	1.24	\$25.49	\$53,020
31-9092	Medical Assistants	2,140	1.37	\$25.25	\$52,530
31-9093	Medical Equipment Preparers	150	1.11	\$26.44	\$55,000
31-9094	Medical Transcriptionists	130	1.23	\$20.54	\$42,730
31-9095	Pharmacy Aides	40	0.45	\$21.54	\$44,800
31-9097	Phlebotomists	130	0.48	\$23.29	\$48,440
31-9099	Healthcare Support Workers, All Other	180	0.84	\$29.42	61,200

Source: May 2024 Alaska State Occupational Employment and Wage Estimates, US Bureau of Labor Statistics. <https://www.bls.gov/oes/current/>

New Workers Needed in 2025 Based on Turnover & Growth

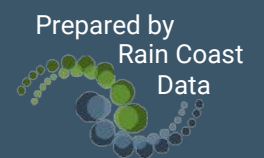
SOC	Occupational Title	2023 avg wage	2023 worker churn	2023 Occupation Count	Annual new workers needed to account for churn	Annual new workers needed to account for growth	Annual new workers needed
119111	Medical and Health Services Managers	\$148,550	29%	1,691	379	12	391
211022	Healthcare Social Workers	\$69,820	38%	414	113	4	117
291011	Chiropractors	\$134,020	29%	135	30	1	31
291021	Dentists, General	\$201,720	33%	330	82	2	84
291031	Dietitians and Nutritionists	\$80,100	21%	169	29	1	30
291051	Pharmacists	\$151,600	20%	531	90	3	93
291071	Physician Assistants	\$148,480	22%	697	128	5	133
291122	Occupational Therapists	\$98,960	20%	433	71	3	74
291123	Physical Therapists	\$110,830	17%	869	128	6	134
291126	Respiratory Therapists	\$94,590	37%	291	78	2	80
291127	Speech-Language Pathologists	\$96,870	17%	386	55	2	57
291129	Therapists, All Other	\$111,510	24%	241	47	1	48
291141	Registered Nurses	\$109,210	19%	8,435	1,345	67	1,412
291161	Nurse Midwives	\$128,800	17%	70	10	1	11
291171	Nurse Practitioners	\$126,170	22%	711	129	5	134
291181	Audiologists	\$98,200	13%	34	4	0	4
291215	Family Medicine Physicians	\$273,740	27%	504	106	5	111
291216	General Internal Medicine Physicians	\$402,000	17%	155	22	1	23
291218	Obstetricians and Gynecologists	\$306,700	3%	62	2	1	3
291221	Pediatricians, General	\$238,030	25%	84	17	1	18
291223	Psychiatrists	\$166,190	25%	60	12	1	13
291229	Physicians, All Other	\$284,240	22%	790	144	4	148
291292	Dental Hygienists	\$115,980	19%	590	93	6	99
292031	Cardiovascular Technologists and Technicians	\$87,490	49%	148	49	1	50
292032	Diagnostic Medical Sonographers	\$90,770	28%	218	48	2	50
292034	Radiologic Technologists and Technicians	\$87,180	19%	467	74	4	78
292035	Magnetic Resonance Imaging Technologists	\$109,830	33%	137	34	1	35
292042	Emergency Medical Technicians	\$53,670	35%	561	145	3	148
292043	Paramedics	\$67,630	19%	192	31	2	33
292052	Pharmacy Technicians	\$49,810	24%	744	144	3	147
292053	Psychiatric Technicians	\$46,870	38%	354	98	3	101
292055	Surgical Technologists	\$73,440	38%	378	104	3	107
292057	Ophthalmic Medical Technicians	\$58,960	35%	161	42	1	43
292061	Licensed Practical and Licensed Vocational Nurses	\$74,260	32%	442	107	3	110
292072	Medical Records Specialists	\$58,900	35%	573	149	3	152
292081	Opticians, Dispensing	\$53,880	20%	173	29	1	30
292099	Health Technologists and Technicians, All Other	\$56,140	27%	536	114	4	118
299021	Health Information Technologists and Medical Registrars	\$60,110	22%	123	22	1	23
299099	Healthcare Practitioners and Technical Workers, All Other	\$89,100	41%	352	103	3	106
311131	Nursing Assistants	\$47,080	33%	3,364	828	25	853
311133	Psychiatric Aides	\$47,780	20%	242	40	1	41
312021	Physical Therapist Assistants	\$67,360	24%	139	27	1	28
312022	Physical Therapist Aides	\$48,680	36%	155	41	1	42
319011	Massage Therapists	\$100,670	26%	606	125	5	130
319091	Dental Assistants	\$53,020	34%	1,654	418	11	429
319092	Medical Assistants	\$52,530	34%	2,988	755	22	777
319093	Medical Equipment Preparers	\$55,000	37%	212	57	1	58
319094	Medical Transcriptionists	\$42,730	23%	102	19	0	19
319095	Pharmacy Aides	\$44,800	27%	66	14	1	15
319097	Phlebotomists	\$48,440	44%	359	109	2	111
319099	Healthcare Support Workers, All Other	\$61,200	50%	2,120	707	15	722
319099	Healthcare Support Workers, All Other	\$61,200	50%	2,120	707	15	722

Source: Alaska Department of Labor 2023 Worker Counts by Occupation. Analysis by Rain Coast Data.

Alaska Workers by Quarterly Count and Total Pay 2023

SOC	Occupational Title	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Annual Count	(\$ Total Wages*
119111	Medical and Health Services Managers	1,289	1,290	1,312	1,296	1,691	\$137,049,672
211022	Healthcare Social Workers	264	272	292	301	414	\$16,786,890
211023	Mental Health and Substance Abuse Social Workers	324	322	340	337	472	\$18,505,076
291011	Chiropractors	93	95	105	105	135	\$10,143,730
291021	Dentists, General	231	248	238	243	330	\$36,019,602
291023	Orthodontists	10	12	12	13	14	\$1,625,304
291029	Dentists, All Other Specialists	76	73	84	85	104	\$11,033,636
291031	Dietitians and Nutritionists	134	140	132	140	169	\$8,024,563
291041	Optometrists	90	97	97	97	113	\$11,312,970
291051	Pharmacists	416	418	434	441	531	\$54,330,134
291071	Physician Assistants	559	569	568	562	697	\$70,805,585
291081	Podiatrists	9	9	9	9	11	\$1,670,708
291122	Occupational Therapists	324	340	362	335	433	\$24,077,779
291123	Physical Therapists	662	694	741	710	869	\$54,667,488
291124	Radiation Therapists	22	25	24	22	29	\$2,766,073
291125	Recreational Therapists	63	69	64	58	78	\$2,325,246
291126	Respiratory Therapists	193	191	213	210	291	\$17,221,682
291127	Speech-Language Pathologists	302	320	331	330	386	\$23,218,974
291128	Exercise Physiologists	20	23	24	28	36	\$1,131,601
291129	Therapists, All Other	185	194	188	179	241	\$10,235,871
291141	Registered Nurses	6,763	6,930	7,090	6,883	8,435	\$606,912,995
291151	Nurse Anesthetists	94	93	97	102	111	\$19,102,806
291161	Nurse Midwives	59	60	59	52	70	\$6,482,823
291171	Nurse Practitioners	553	554	580	582	711	\$66,323,988
291181	Audiologists	24	29	29	30	34	\$2,345,190
291211	Anesthesiologists	55	54	56	56	67	\$24,376,454
291212	Cardiologists	21	20	17	14	30	\$9,150,181
291214	Emergency Medicine Physicians	80	80	97	83	111	\$26,049,764
291215	Family Medicine Physicians	365	398	392	388	504	\$77,702,454
291216	General Internal Medicine Physicians	84	87	101	133	155	\$17,870,943
291218	Obstetricians and Gynecologists	60	53	48	40	62	\$14,881,761
291221	Pediatricians, General	62	62	61	67	84	\$11,621,860
291222	Physicians, Pathologists	15	13	13	13	17	\$3,819,036
291223	Psychiatrists	43	45	46	48	60	\$9,364,890
291224	Radiologists	40	45	47	44	64	\$17,823,270
291229	Physicians, All Other	573	578	646	645	790	\$149,054,497
291241	Ophthalmologists, Except Pediatric	11	11	10	13	14	\$3,848,550
291242	Orthopedic Surgeons, Except Pediatric	25	27	27	30	35	\$17,018,281
291249	Surgeons, All Other	41	43	44	44	53	\$19,143,585
291292	Dental Hygienists	476	491	497	488	590	\$33,795,860
291299	Healthcare Diagnosing or Treating Practitioners, All Other	70	64	65	60	88	\$5,003,782
292011	Medical and Clinical Laboratory Technologists	315	320	341	352	423	\$25,557,911
292012	Medical and Clinical Laboratory Technicians	377	386	388	379	560	\$20,452,893
292031	Cardiovascular Technologists and Technicians	99	98	94	88	148	\$6,815,938
292032	Diagnostic Medical Sonographers	166	170	167	164	218	\$13,374,944
292033	Nuclear Medicine Technologists	23	24	22	23	31	\$2,052,300
292034	Radiologic Technologists and Technicians	369	370	393	392	467	\$31,563,101
292035	Magnetic Resonance Imaging Technologists	100	96	101	103	137	\$8,491,249
292042	Emergency Medical Technicians	375	416	392	386	561	\$20,591,464
292043	Paramedics	152	155	161	157	192	\$13,426,209
292051	Dietetic Technicians	29	30	29	30	35	\$1,330,650
292052	Pharmacy Technicians	529	567	600	596	744	\$24,723,527
292053	Psychiatric Technicians	252	256	256	244	354	\$11,549,278
292055	Surgical Technologists	239	232	259	274	378	\$15,997,927
292057	Ophthalmic Medical Technicians	114	119	112	119	161	\$4,777,515
292061	Licensed Practical and Licensed Vocational Nurses	332	335	335	334	442	\$22,746,366
292072	Medical Records Specialists	412	401	424	413	573	\$20,454,660
292081	Opticians, Dispensing	136	144	142	142	173	\$6,632,240
292092	Hearing Aid Specialists	24	21	23	21	30	\$1,177,894
292099	Health Technologists and Technicians, All Other	338	339	422	418	536	\$21,058,443
299021	Health Information Technologists and Medical Registrars	94	95	98	101	123	\$5,738,800
299091	Athletic Trainers	39	42	40	32	55	\$1,271,641
299093	Surgical Assistants	26	27	30	19	40	\$1,203,939
299099	Healthcare Practitioners and Technical Workers, All Other	235	249	224	234	352	\$13,826,697
311121	Home Health Aides	1,293	1,327	1,324	1,324	1,951	\$38,728,089
311131	Nursing Assistants	2,439	2,505	2,536	2,420	3,364	\$100,936,238
311132	Orderlies	77	77	77	81	109	\$2,641,696
311133	Psychiatric Aides	202	198	188	188	242	\$8,871,662
312011	Occupational Therapy Assistants	44	41	47	49	70	\$2,127,754
312021	Physical Therapist Assistants	112	111	106	111	139	\$5,265,266
312022	Physical Therapist Aides	92	101	114	97	155	\$2,887,202
319011	Massage Therapists	467	481	465	448	606	\$18,361,025
319091	Dental Assistants	1,163	1,210	1,236	1,217	1,654	\$47,936,566
319092	Medical Assistants	2,142	2,233	2,198	2,161	2,988	\$100,174,891
319093	Medical Equipment Preparers	136	151	154	155	212	\$7,609,314
319094	Medical Transcriptionists	83	79	67	58	102	\$2,031,109
319095	Pharmacy Aides	52	43	38	36	66	\$1,745,977
319097	Phlebotomists	250	242	242	242	359	\$9,041,022
319099	Healthcare Support Workers, All Other	1,390	1,412	1,413	1,396	2,120	\$57,922,010

Source: Alaska Department of Labor 2023 Worker Counts by Occupation.



For over 70 years, the Alaska Hospital & Healthcare Association (AHHA) has served as a non-profit trade association representing and supporting Alaska's hospitals, nursing homes, and a growing number of other healthcare partners across the continuum of care.

Learn more at alaskahha.org