



2023

ALASKA HEALTHCARE WORKFORCE ANALYSIS

December 2023



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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 2022 the sector paid out more than \$3 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 nearly 43,000 annual average healthcare jobs in 2022. 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 \$4.75 billion in 2022.



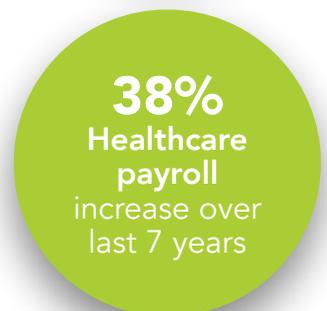
Thousands of New Alaska Healthcare Workers Needed Annually: Workforce growth projections indicate the healthcare sector will add 4,500 new jobs over the next 10 years through growth, more jobs than any other sector in the state. Additionally, turnover in key healthcare positions means replacement workers are continually needed to support Alaska's healthcare facilities. Approximately 7,950 new healthcare workers must be hired across Alaska every year to keep up with staffing needs, including nearly 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 2023 AHHA Salary and Benefits Report, hospital-based registered nurses had a vacancy rate of 21%, and it took an average of 118 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 2022, Alaska programs graduated fewer than 900 healthcare workers in key positions, while the number of healthcare workers needed for those positions was 3,232. Travel nurses can be used to meet short-term staffing needs; however, this solution comes at a higher cost. In 2023, traveling registered nurses in Alaska earned 57% 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 \$867 million, or 38%, from 2016 to 2022. The overall average healthcare wage in Alaska was \$73,729 in 2022. Based on an analysis of healthcare positions nationally, Alaska wages are the highest or second highest for a quarter of US healthcare positions — although cost of living can reduce the competitiveness of Alaska's higher wages.



Alaska Healthcare Jobs, Earnings and Wages



Alaska Healthcare Earnings

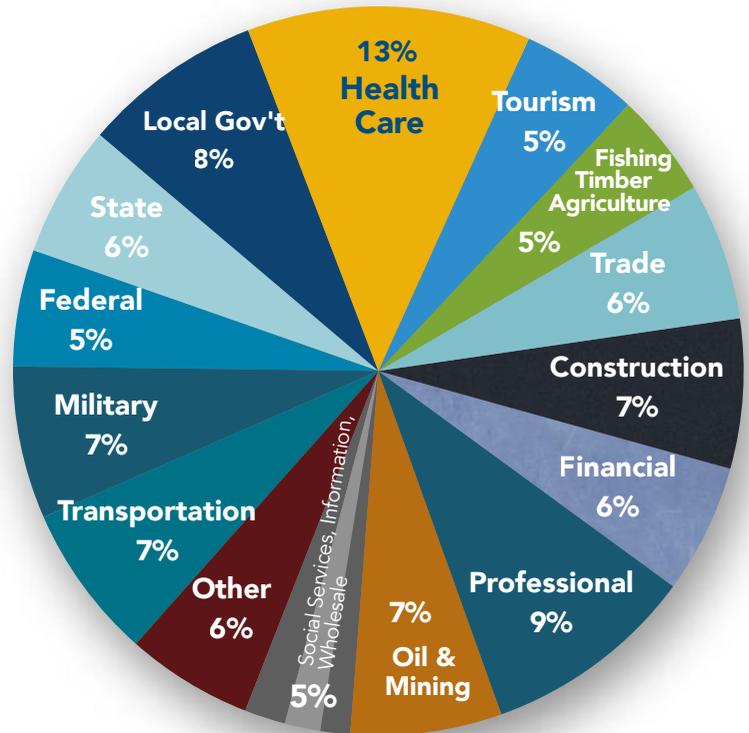
Healthcare is the largest economic sector in the state of Alaska in terms of wages. Alaska's healthcare workers earned nearly \$3.2 billion in 2022. The healthcare sector pays out more wages than any other industry in Alaska. Healthcare wages comprised 13% of all state wages, including healthcare wages from government facilities, and self-employed providers. The next largest industries — professional & business services and local government — are responsible for 9% 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 \$867 million, or 38%, from 2016 to 2022.

Comparatively, Alaska wages overall have grown by 17% 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.

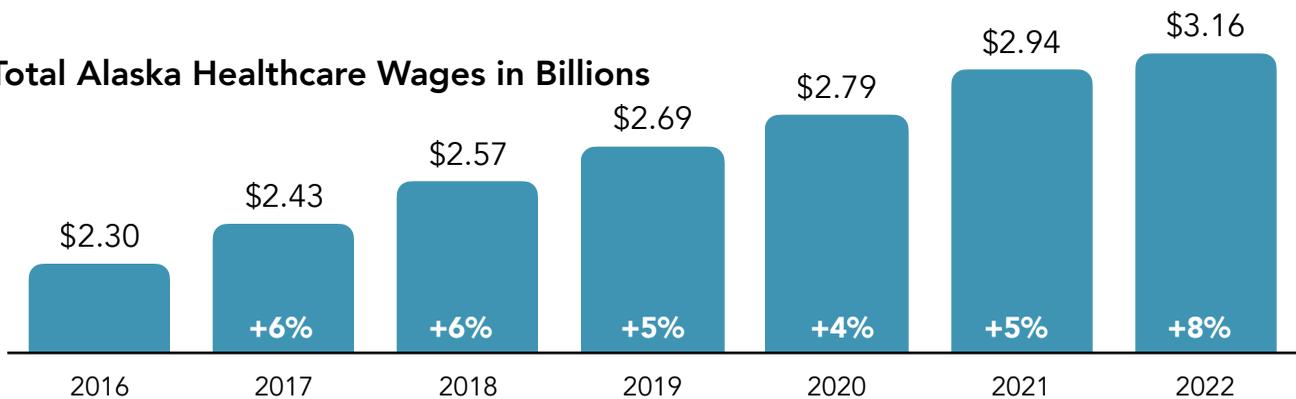
Alaska Workforce Earnings 2022



Note: Combines wages, self-employment earnings, and active duty military compensation. Government healthcare wages were included in the healthcare sector for this analysis.

38%
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.

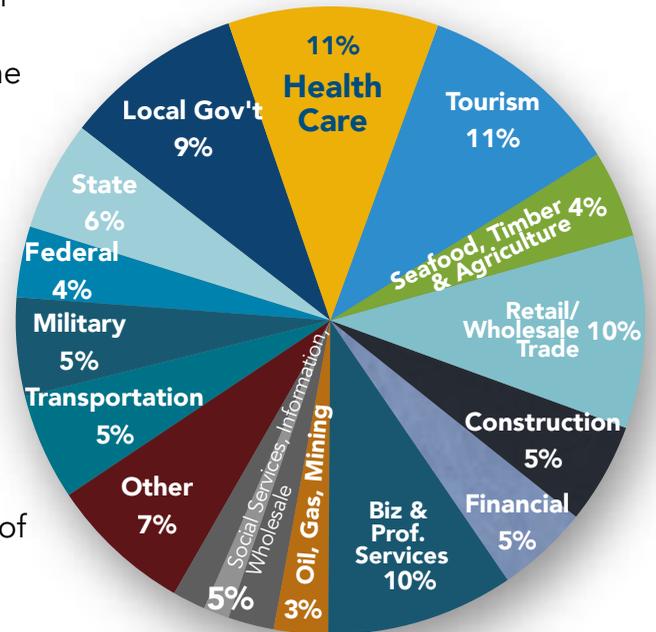
Alaska Healthcare Jobs

Healthcare is also Alaska's largest sector in terms of jobs. In 2022, there were 42,981 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 2022, healthcare employment increased by 7%, for a gain of 2,883 jobs, although this growth slowed in 2022. 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 2022

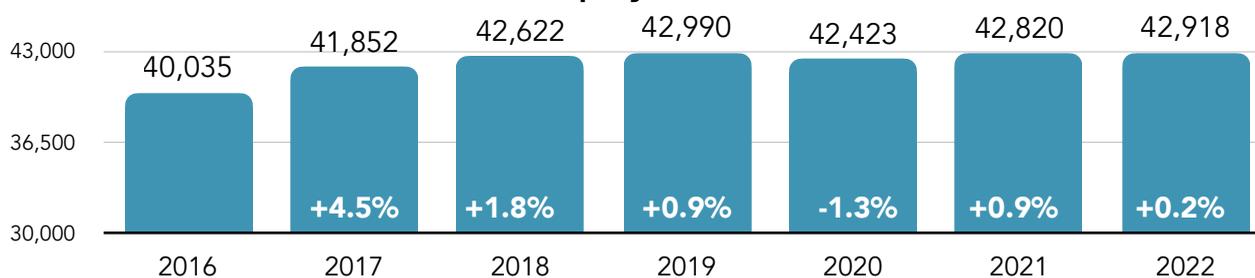


Note: Alaska's government healthcare jobs (0.5% of all AK jobs) were moved from government to the healthcare sector for this analysis.

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
Change 2016-2022	38%	7%
	+\$867 million in wages	+2,883 year-round equivalent jobs

Alaska Healthcare Employment (Annualized Jobs)



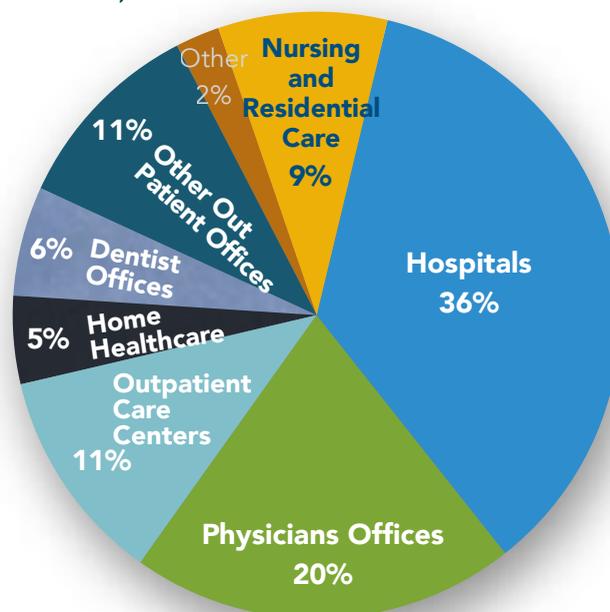
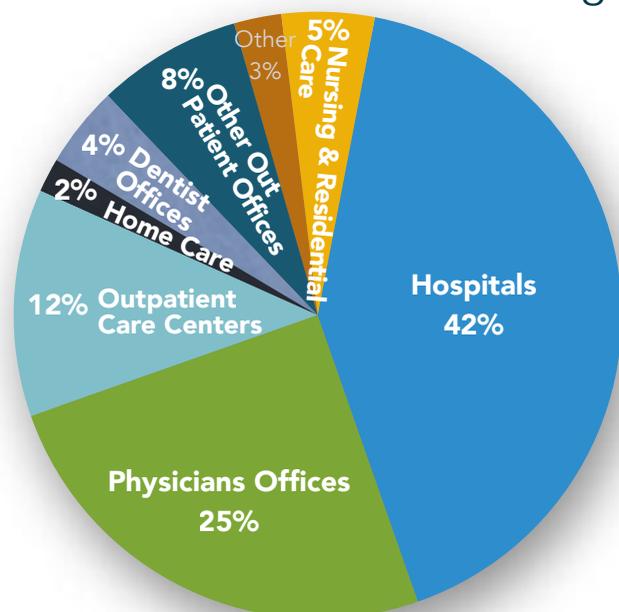
Source: Combination of Alaska Department of Labor Employment and Wage data; US Census Nonemployer (self-employment) Statistics; and U.S. Department of Defense.

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 25% of all wages. Nursing and residential care facilities account for 9% of all healthcare jobs, and 5% of total wages.

\$3.2 Billion Workforce Earnings

42,918 Annualized Jobs



Alaska Healthcare Earnings and Annualized Jobs, 2022

NAICS Code	Category	Sub-type	Total Wages	Annualized Jobs
622	Hospitals		\$1,317,249,549	15,280
6221		General Medical and Surgical Hospitals	\$1,285,190,701	14,780
6222		Other Hospital	\$32,058,848	500
623	Nursing and Residential Care		\$156,033,618	3,860
6231		Nursing Care Facilities and other Residential Care	\$23,145,666	464
6232		Residential Intellectual and Developmental Disability, Mental Health, & Substance Abuse Facilities	\$62,773,949	1,415
6233		Elderly Community Care	\$43,333,388	1,252
6239		Other Nursing	\$26,780,615	728
621	Out Patient Healthcare		\$1,691,017,748	23,778
6211		Physicians Offices	\$789,604,286	8,796
6212		Offices of Dentists	\$136,839,703	2,506
6213		Other Health Practitioners Offices	\$243,465,977	4,523
6214		Outpatient Care Centers	\$383,406,020	4,932
6215		Medical, Diagnostic Laboratories	\$21,305,968	344
6216		Home Healthcare Services	\$57,796,845	2,014
6219		Other Ambulatory Healthcare	\$58,598,949	663
	Total Healthcare Sector		\$3,164,300,915	42,918

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

Healthcare Change over Time

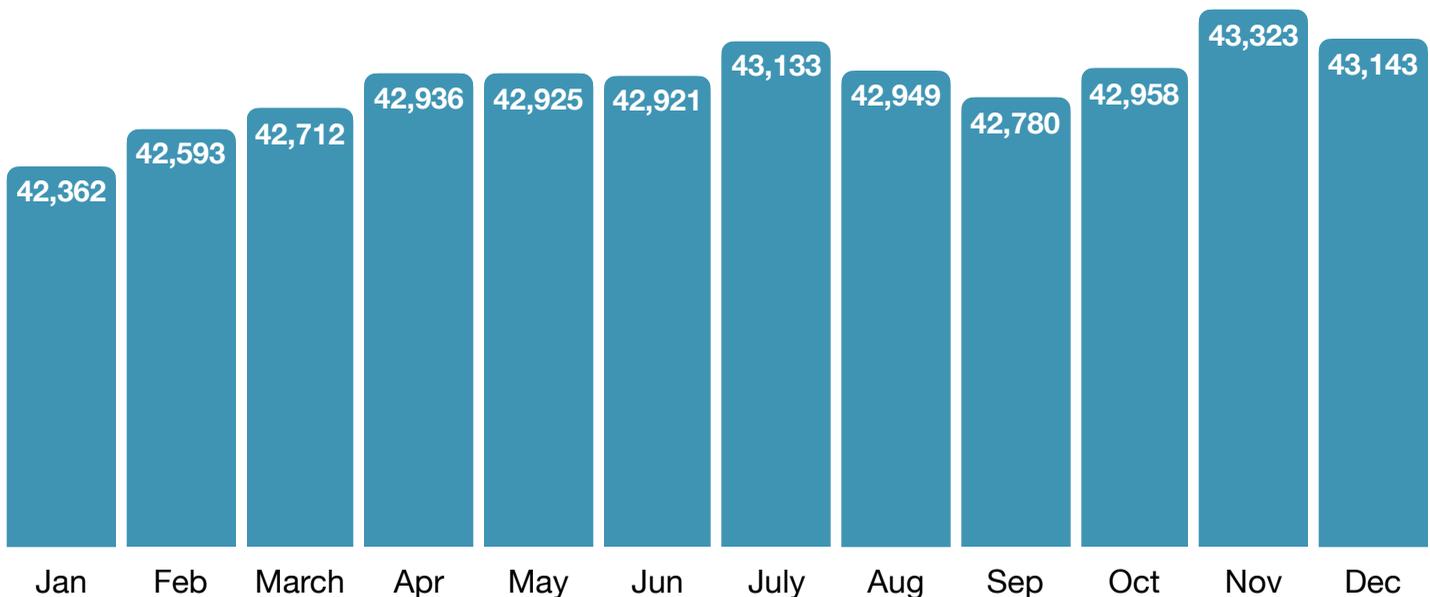
Components of the Alaska healthcare sector have not grown evenly over time. Outpatient healthcare wages grew by 40% between 2016 and 2022, and outpatient jobs by 12%. Employment at nursing and residential care facilities decreased by 14% during this period, but total nursing and residential care wages rose by 14%. Hospital wages grew by 42%, while jobs grew by 11%.

Alaska Healthcare Earnings and Annualized Jobs, 2016 to 2022							
NAICS Code	Category	Total Wages 2016	Total Wages 2022	Change in Wages	Annualized Jobs 2016	Annualized Jobs 2022	Change in Jobs
622	Hospitals	\$924,893,534	\$1,317,249,549	42%	13,784	15,280	11%
623	Nursing and Residential Care	\$137,049,751	\$156,033,618	14%	4,501	3,860	-14%
621	Outpatient Healthcare	\$1,207,147,517	\$1,691,017,748	40%	21,198	23,778	12%

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 2022, healthcare workers peaked in November with 43,323 workers, and reached its lowest level in January with 42,362. Average annual employment was 42,918.

Alaska's Healthcare Employment by Month, 2022



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

Healthcare Workers By Quarter

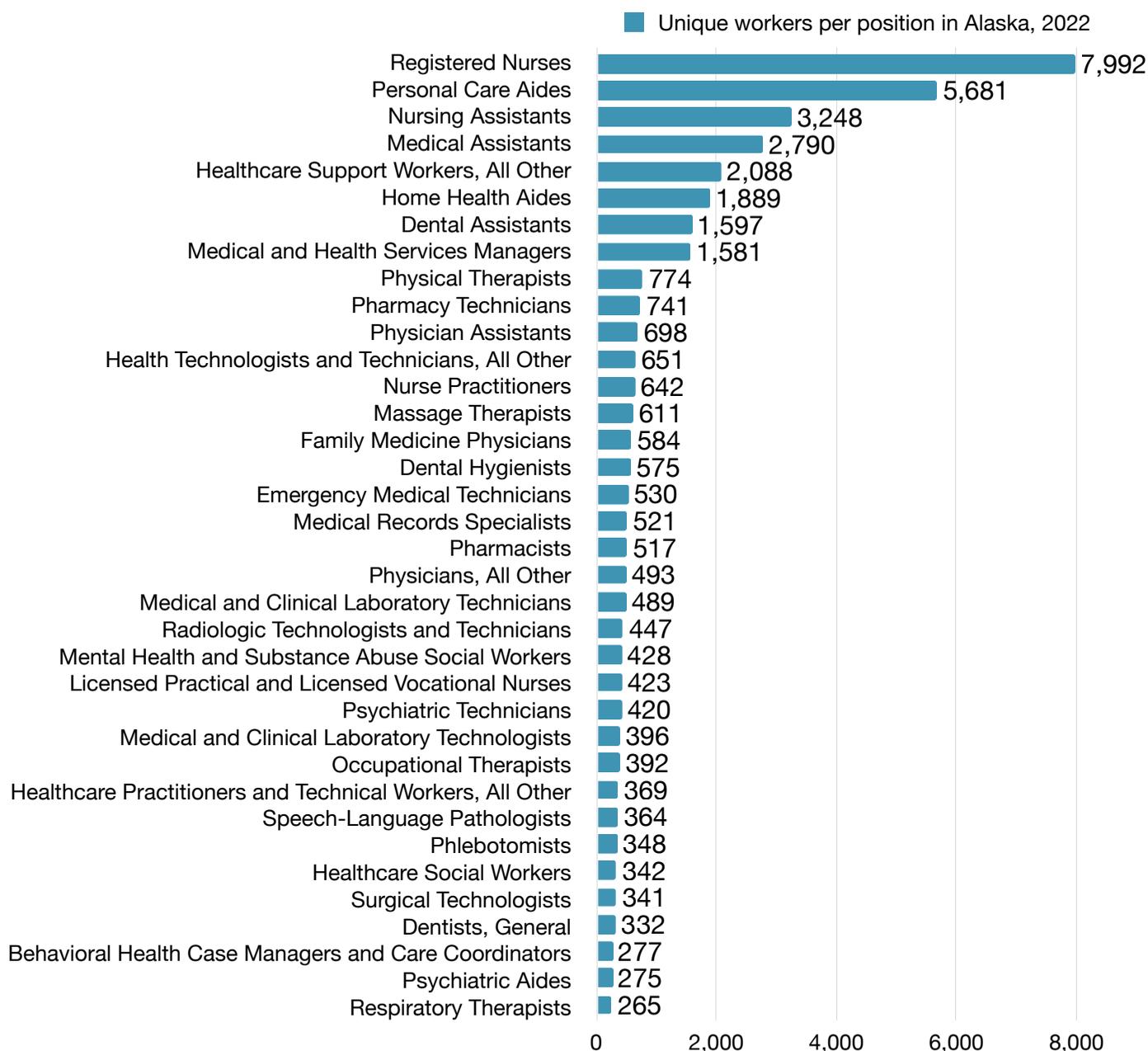
The Alaska Department of Labor (ADOL) provides quarterly worker counts for the healthcare positions it tracks annually. This is a different count than the annualized job count presented on the previous pages, as it is a count of total unique workers hired to fill those positions over the year as they 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, \$573 million in 2022, 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	2022 Annual Count	2022 Wages in millions
119111	Medical and Health Services Managers	1,231	1,247	1,264	1,259	1,581	\$124.6
211022	Healthcare Social Workers	228	240	233	269	342	\$13.9
211023	Mental Health and Substance Abuse Social Workers	292	304	308	293	428	\$17.3
291021	Dentists, General	260	234	242	258	332	\$36.2
291051	Pharmacists	405	406	461	412	517	\$51.7
291071	Physician Assistants	560	568	601	583	698	\$71.8
291122	Occupational Therapists	312	326	326	329	392	\$22.5
291123	Physical Therapists	632	655	657	662	774	\$50.0
291127	Speech-Language Pathologists	314	315	298	295	364	\$22.2
291141	Registered Nurses	6,543	6,682	6,707	6,672	7,992	\$573.3
291171	Nurse Practitioners	499	516	523	518	642	\$57.3
291215	Family Medicine Physicians	473	489	493	477	584	\$90.8
291229	Physicians, All Other	363	361	405	408	493	\$100.2
291292	Dental Hygienists	460	484	490	481	575	\$30.7
292011	Medical and Clinical Laboratory Technologists	317	305	300	281	396	\$22.6
292012	Medical and Clinical Laboratory Technicians	329	341	364	372	489	\$17.9
292034	Radiologic Technologists and Technicians	370	369	374	368	447	\$29.2
292042	Emergency Medical Technicians	370	385	374	374	530	\$19.2
292052	Pharmacy Technicians	519	524	618	509	741	\$22.1
292053	Psychiatric Technicians	296	309	304	269	420	\$11.9
292055	Surgical Technologists	237	254	248	236	341	\$14.0
292061	Licensed Practical and Licensed Vocational Nurses	305	321	325	322	423	\$20.8
292072	Medical Records Specialists	399	408	394	394	521	\$18.9
292099	Health Technologists and Technicians, All Other	524	509	430	395	651	\$23.4
299099	Healthcare Practitioners and Technical Workers, All Other	250	281	267	249	369	\$14.7
311121	Home Health Aides	1,195	1,299	1,328	1,318	1,889	\$35.6
311122	Personal Care Aides	4,063	4,147	4,003	3,825	5,681	\$89.7
311131	Nursing Assistants	2,430	2,481	2,377	2,368	3,248	\$95.6
319011	Massage Therapists	444	472	458	470	611	\$17.1
319091	Dental Assistants	1,128	1,179	1,208	1,178	1,597	\$45.2
319092	Medical Assistants	2,108	2,139	2,162	2,115	2,790	\$91.5
319099	Healthcare Support Workers, All Other	1,282	1,303	1,443	1,404	2,088	\$54.2

Source: Alaska Department of Labor 2022 Worker Counts by Occupation. See appendix for additional positions.

Unique Healthcare Worker Count

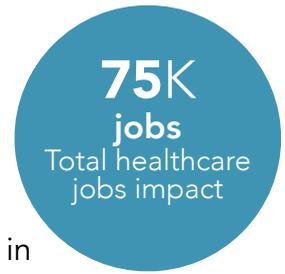
The chart below presents the worker count data from the previous page graphically for healthcare occupations with more than 250 workers. The annual count methodology used in this report differs slightly from previous editions. Healthcare workers are counted one time in each occupation. For example, a registered nurse working for multiple providers (such SEARHC and Bartlett) had been counted once for each provider, and this analysis counts each registered nurse just one time. While this distinction is small for most occupations, according to ADOL, “there are a surprising number of nurses who work for different employers.” Nearly 8,000 unique people worked as registered nurses in Alaska last year, including traveling nurses.



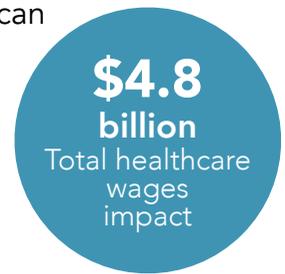
Source: Alaska Department of Labor 2022 Worker Counts by Occupation. See appendix for additional positions.

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 1.83. This indicates that for each job in the Hospital Sector, another 0.83 jobs are created in other businesses and industries in Alaska. The 15,280 Hospital Sector jobs in Alaska resulted in an additional indirect and induced impact of 12,682 Alaska jobs in 2022. Therefore, Alaska's Hospital Sector had a total impact on employment of 27,962 jobs in Alaska.



Likewise, the total impact of the \$1.3 billion payroll to Hospital Sector employees can be estimated. The income multiplier for the Hospital Sector in Alaska is 1.52. The multiplier indicates that for each dollar of income generated in the Hospital Sector, another \$0.52 is generated in other businesses and industries in Alaska. The estimated total Hospital Sector impact on income throughout the Alaska economy was \$2 billion.



Expanding this analysis, the total impact of the 42,918 employees of Alaska's healthcare sector was 75,402 total jobs across the state's economy; and Alaska's healthcare sector income of \$3.1 billion resulted in a total Alaska income impact of \$4.75 billion in 2022.

Alaska Healthcare Earnings and Jobs Multipliers, 2022								
NAICS Code	Category	Sub-type	Annualized Jobs	Employment Multiplier	Total Employment Impact	Total Wages	Wages Multiplier	Total Wages Impact
622	Hospitals		15,280	1.83	27,962	\$1,317,249,549	1.52	\$2,002,219,314
623	Nursing and Residential Care		3,860	1.37	5,288	\$156,033,618	1.45	\$226,248,746
6231		Nursing Care Facilities and other Residential Care	1,192	1.4	1,669	\$49,926,281	1.49	\$74,390,159
6232		Residential Intellectual and Developmental Disability, Mental Health, & Substance Abuse Facilities	1,415	1.36	1,924	\$62,773,949	1.43	\$89,766,747
6233		Elderly Community Care	1,252	1.34	1,678	\$43,333,388	1.42	\$61,533,411
621	Out Patient Healthcare		23,778		42,151	\$1,691,017,748		\$2,521,167,143
6211		Offices of Physicians	8,796	1.87	16,449	\$789,604,286	1.41	\$1,113,342,043
6212		Office of Dentists	2,506	1.56	3,909	\$136,839,703	1.42	\$194,312,378
6213		Other Health Practitioners Offices	4,523	1.44	6,513	\$243,465,977	1.4	\$340,852,368
6214		Outpatient Care Centers	4,932	2.25	11,097	\$383,406,020	1.77	\$678,628,655
6215		Medical, Diagnostic Laboratories	344	1.7	585	\$21,305,968	1.43	\$30,467,534
6216		Home Healthcare Services	2,014	1.27	2,558	\$57,796,845	1.37	\$79,181,678
6219		Other Ambulatory Healthcare	663	1.57	1,041	\$58,598,949	1.44	\$84,382,487
Total Healthcare Sector			42,918		75,402	\$3,164,300,915		\$4,749,635,204

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 \$73,729 in 2022.

\$73,729
Average annual
AK healthcare
wage 2022

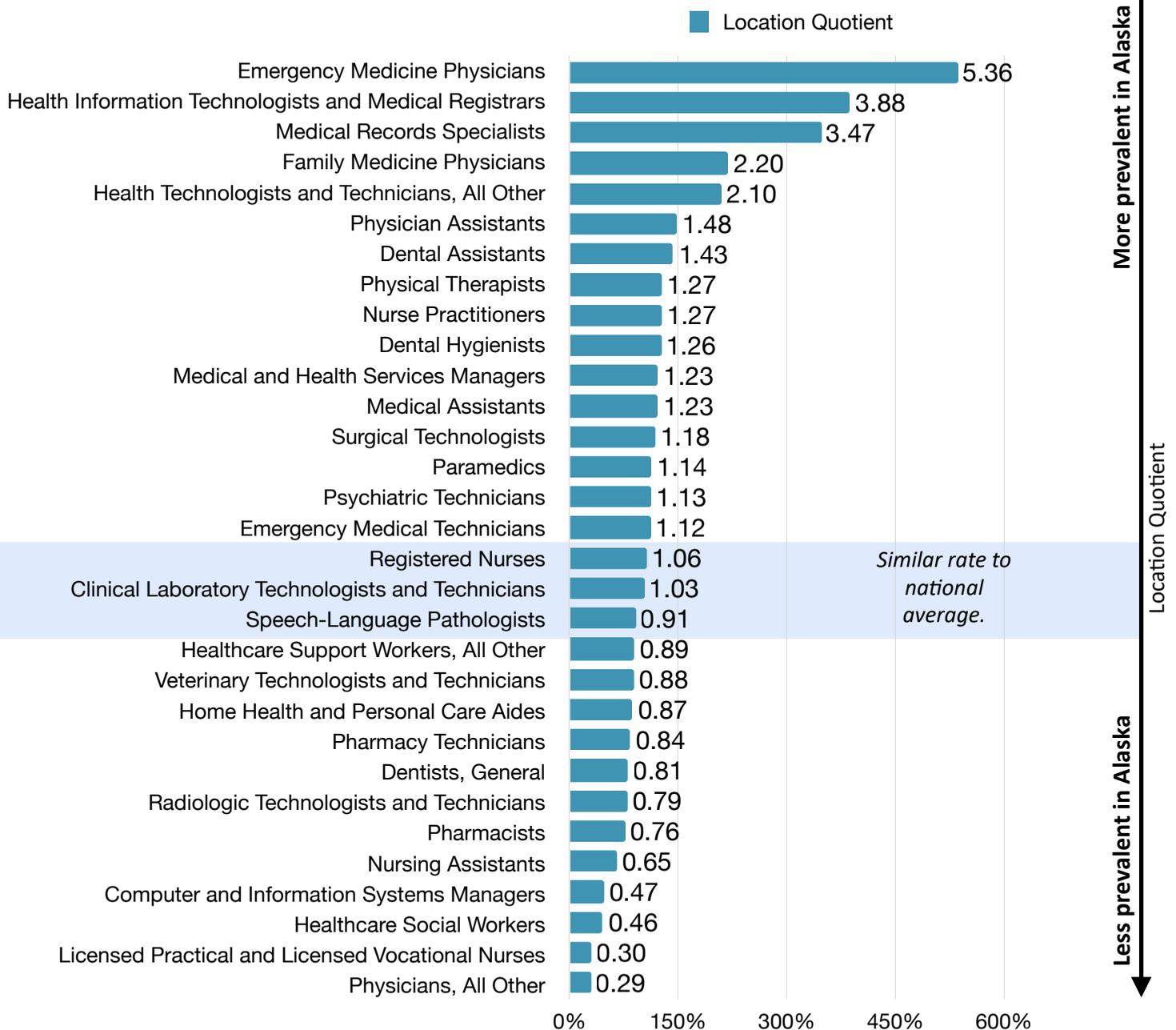
Alaska Healthcare Wages, by Selected Position 2022

SOC Code	Occupation Title	Estimated Employment	Average Hourly Wage	Average Annual Wage	Location Quotient
11-1011	Chief Executives (for all AK sectors)	900	\$90.61	\$188,460	2.18
11-3021	Computer and Information Systems Managers	520	\$62.39	\$129,780	0.47
11-9111	Medical and Health Services Managers	1,210	\$65.06	\$135,330	1.23
21-1022	Healthcare Social Workers	170	\$32.90	\$68,430	0.46
29-0000	Healthcare Practitioners and Technical Occupations	20,020	\$53.04	\$110,320	1.07
29-1021	Dentists, General	200	\$83.77	\$174,240	0.81
29-1051	Pharmacists	520	\$70.39	\$146,400	0.76
29-1071	Physician Assistants	430	\$69.45	\$144,460	1.48
29-1123	Physical Therapists	610	\$50.23	104,470	1.27
29-1141	Registered Nurses	6,730	\$49.67	\$103,310	1.06
29-1171	Nurse Practitioners	680	\$55.96	\$116,390	1.27
29-1215	Family Medicine Physicians	460	\$143.21	\$297,870	2.20
29-1221	Pediatricians, General	70	\$123.67	\$257,230	1.06
29-1292	Dental Hygienists	560	\$54.70	\$113,770	1.26
29-2010	Clinical Laboratory Technologists and Technicians	710	\$32.06	\$66,680	1.03
29-2034	Radiologic Technologists and Technicians	350	\$39.39	\$81,940	0.79
29-2042	Emergency Medical Technicians	390	\$25.52	\$53,080	1.12
29-2043	Paramedics	230	\$25.93	\$53,930	1.14
29-2052	Pharmacy Technicians	790	\$23.18	\$48,210	0.84
29-2061	Licensed Practical and Licensed Vocational Nurses	390	\$32.07	\$66,710	0.30
29-2072	Medical Records Specialists	1,350	\$27.02	\$56,210	3.47
29-2099	Health Technologists and Technicians, All Other	710	\$25.12	\$52,250	2.10
29-9021	Health Information Technologists & Medical Registrars	280	\$33.57	\$69,820	3.88
31-0000	Healthcare Support Occupations	13,030	\$21.32	\$44,340	0.93
31-1120	Home Health and Personal Care Aides	6,310	\$17.58	\$36,570	0.87
31-1131	Nursing Assistants	1,770	\$21.35	\$44,420	0.65
31-9091	Dental Assistants	1,080	\$25.21	\$52,430	1.43
31-9092	Medical Assistants	1,920	\$23.75	\$49,400	1.23
31-9099	Healthcare Support Workers, All Other	200	\$26.44	\$55,000	0.89

Source: Alaska Department of Labor 2022 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 five times as many Emergency Medicine Physicians. Registered nurses have nearly the same prevalence in the Alaska workforce as they do in the US workforce. General Physicians have the lowest prevalence in Alaska, compared to national trends, of any healthcare position.



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

Alaska Healthcare Growth Projections



Annual New Hires By Position

7,950
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 7,950 new healthcare workers must be hired across Alaska **every year** to meet workforce needs. The below table breaks out 7,000 of these needed annual hires. Registered nurses is by far the top category, with nearly 1,400 new recruits needed annually. The top three categories — registered nurses, nursing assistants, and healthcare support workers — account for 38% of required annual new workers.

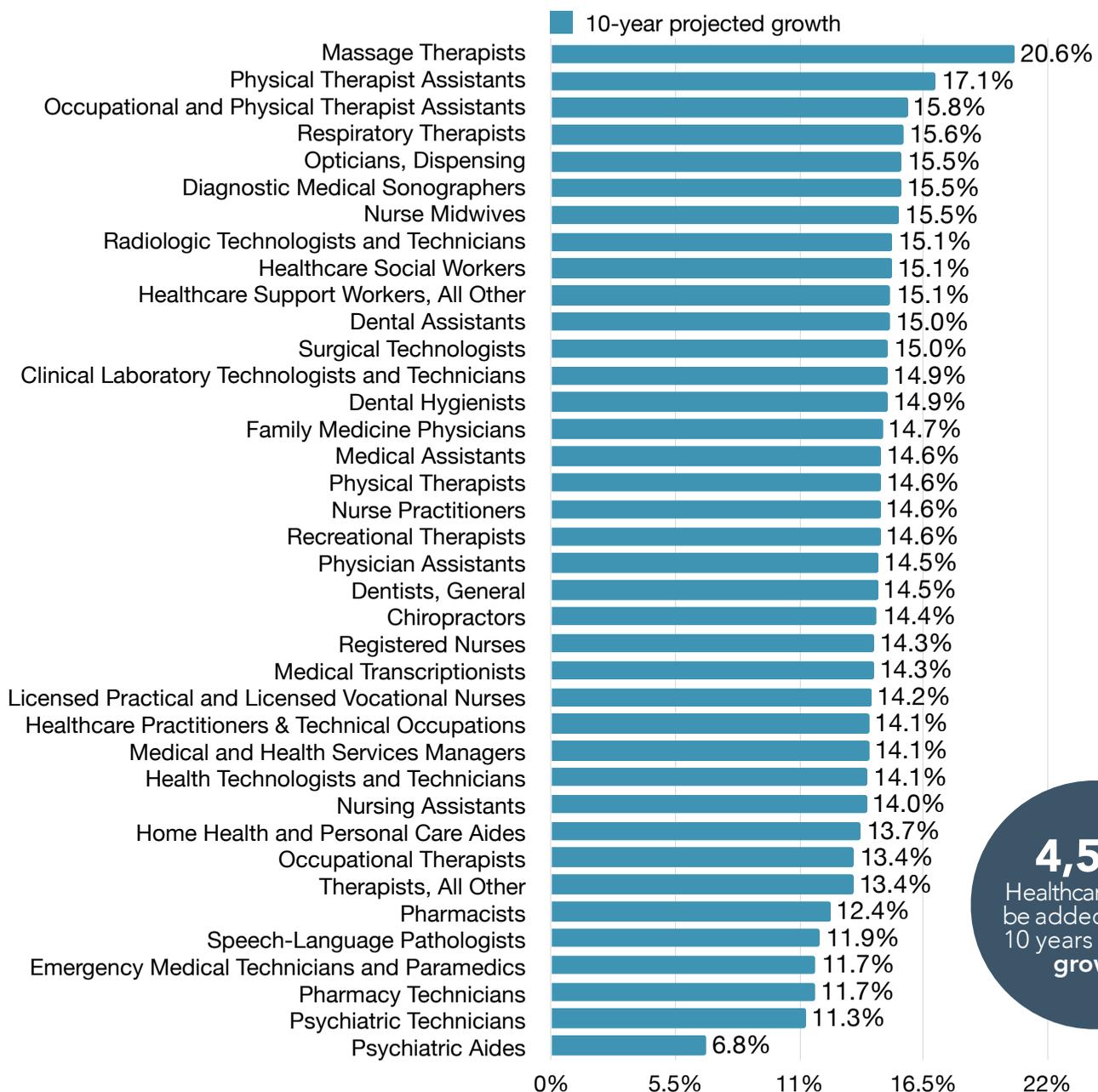
New Workers Needed Annually Based on Turnover & Growth

SOC Code	Occupational Title	2022 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	1,264	25%	317	13	330
211022	Healthcare Social Workers	269	27%	73	3	76
291021	Dentists, General	260	28%	72	3	75
291051	Pharmacists	461	12%	56	4	60
291071	Physician Assistants	601	16%	97	6	103
291122	Occupational Therapists	329	19%	63	2	65
291123	Physical Therapists	662	17%	112	8	120
291141	Registered Nurses	6,707	19%	1,285	81	1,366
291171	Nurse Practitioners	523	23%	119	5	124
291215	Family Medicine Physicians	493	18%	91	6	97
291229	Physicians, All Other	408	21%	85	7	92
291292	Dental Hygienists	490	17%	85	10	95
292011	Medical and Clinical Laboratory Technologists	317	25%	79	4	83
292012	Medical and Clinical Laboratory Technicians	372	31%	117	7	124
292034	Radiologic Technologists and Technicians	374	20%	73	7	80
292042	Emergency Medical Technicians	385	38%	145	4	149
292052	Pharmacy Technicians	618	20%	123	5	128
292053	Psychiatric Technicians	309	36%	111	3	114
292055	Surgical Technologists	254	34%	87	3	90
292061	Licensed Practical and Licensed Vocational Nurses	325	30%	98	7	105
292072	Medical Records Specialists	408	28%	113	7	120
292099	Health Technologists and Technicians, All Other	524	24%	127	7	134
299099	Healthcare Practitioners and Technical Workers, All	281	31%	88	3	91
311121	Home Health Aides	1,328	42%	561	17	578
311131	Nursing Assistants	2,481	31%	767	29	796
319011	Massage Therapists	472	29%	139	10	149
319091	Dental Assistants	1,208	32%	389	18	407
319092	Medical Assistants	2,162	29%	628	26	654
319099	Healthcare Support Workers, All Other	1,443	45%	645	18	663

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 14.3% from 2020 to 2030, adding more jobs than any other sector in the state. In the next ten years massage therapists are projected to grow the most, by 20.6%, while psychiatric aides are projected to grow the least, but growth is projected in every healthcare position in Alaska. In terms of jobs counts, home health personal care aides are projected to add 861 new positions, and registered nurses are expected to add 813 jobs. Altogether, approximately 4,500 new healthcare jobs are expected to be added to the Alaska workforce over the next 10 years.

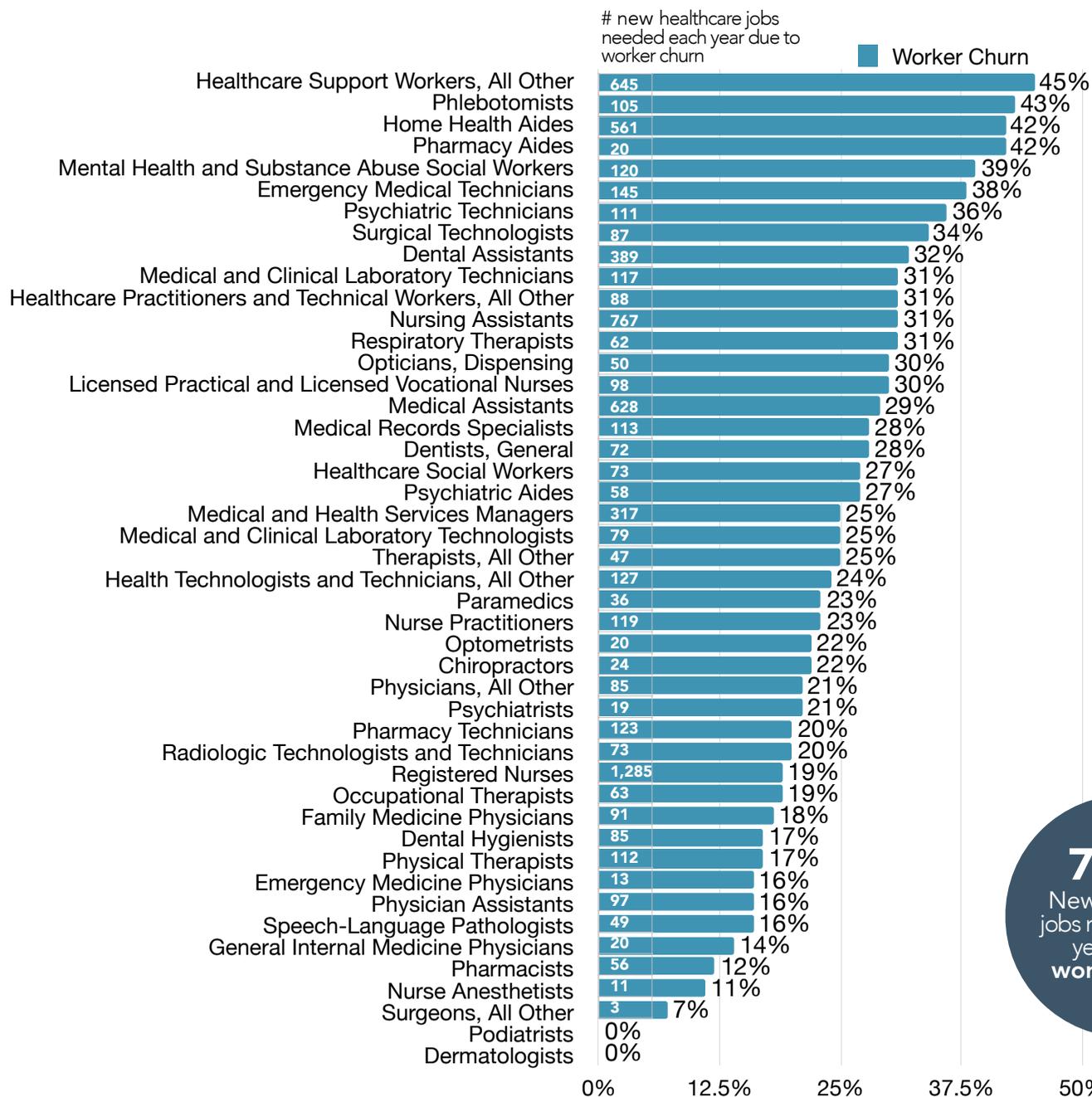


4,500
Healthcare jobs to be added in next 10 years through growth

Source: Alaska Department of Labor Occupational Employment Forecast 2020 to 2030.

Worker Churn 2022

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 (45%), phlebotomists (43%), and home health aides (42%). The lowest worker churn is seen among podiatrists and dermatologists (0% turnover in 2022). According to the Alaska Department of Labor, for all occupations with at least 100 workers in 2022, 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 1,285 new registered nurses had to be hired in 2022 to account for worker churn, simply because it is such a large worker category.



7,500
New healthcare jobs needed each year due to worker churn

Healthcare Workforce Development Needs

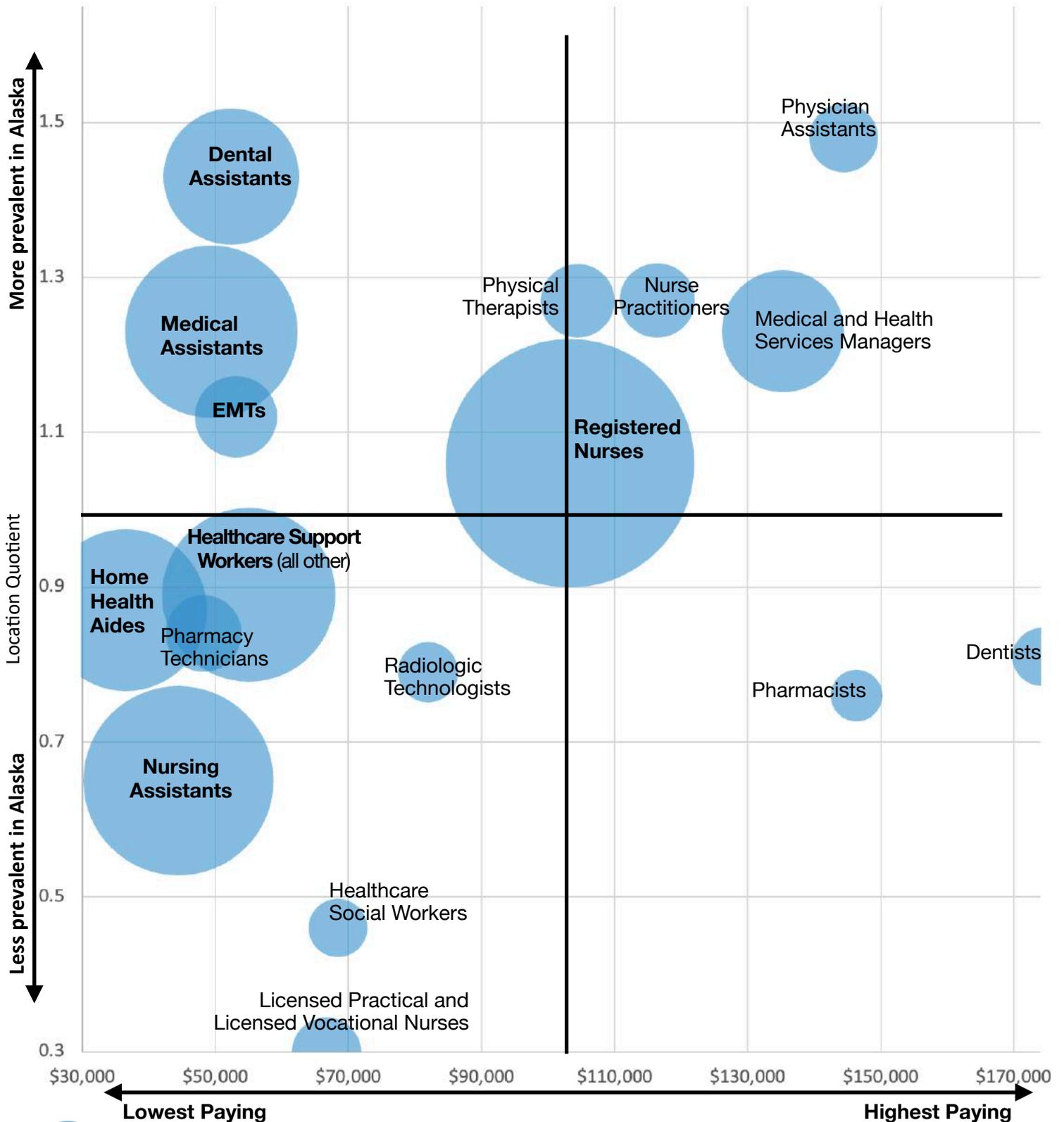
The bubble chart on the following page cross-tabulates new workers needed on an annual basis by count, location quotient, and annual salary data, and charts them into a single picture of the state's future healthcare workforce needs. It provides a visual blueprint for where resources should be focused 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 the state — 14.3% in ten years — combined growth and turnover rates mean that an additional 1,366 registered nurses will be needed annually over the next ten years (including 81 new registered nurse positions created annually). Medical assistants are also in high demand, with 654 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



Distribution of Healthcare Workers

Nearly two-thirds (63%) of all Alaska healthcare jobs are located in the Anchorage area. An additional 11% of jobs are in Fairbanks. The remaining 26% of healthcare jobs are spread across the rest of Alaska, including Southeast.

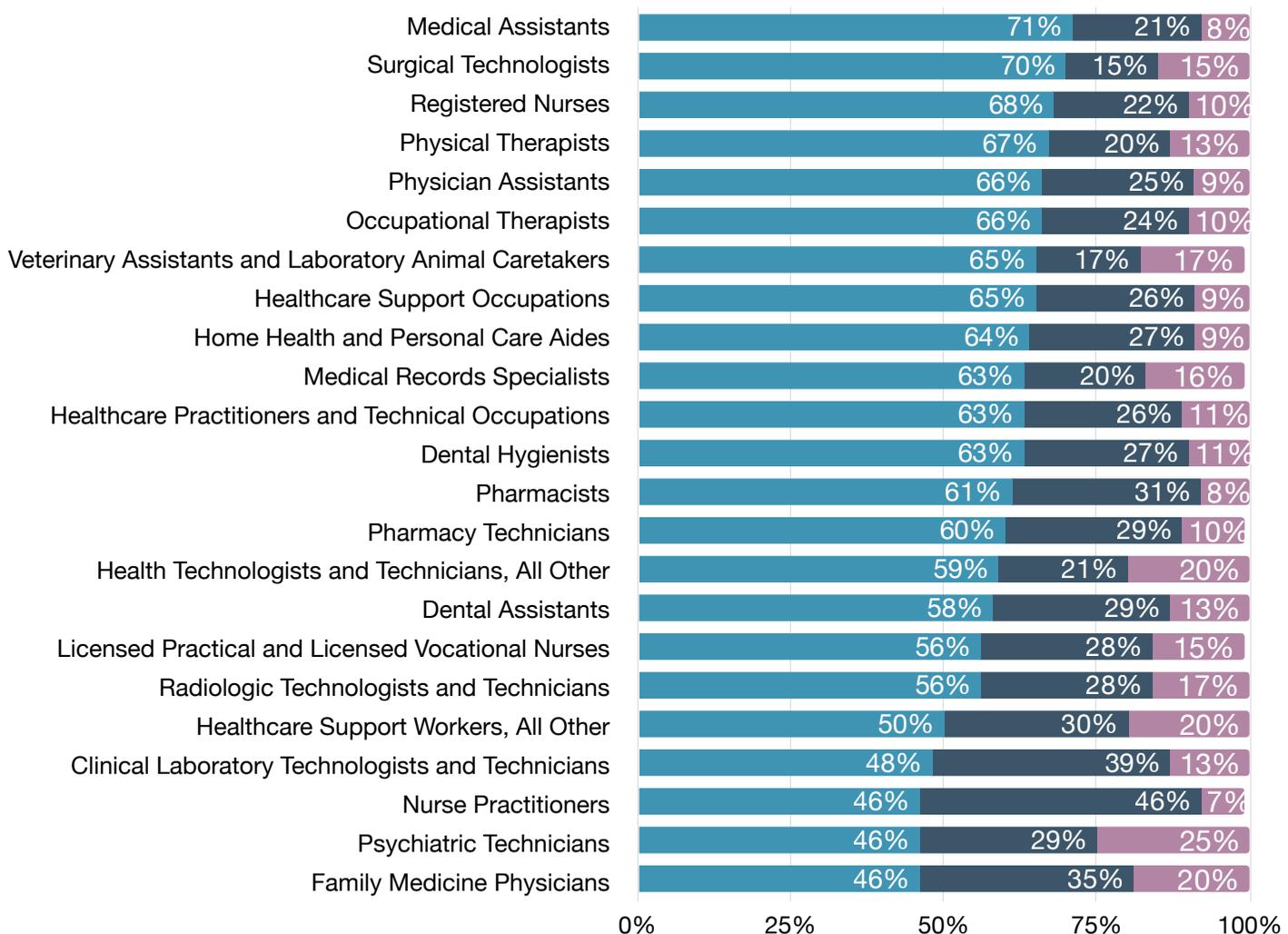
There are position-specific variations. Anchorage is home to 71% of medical assistants and 68% of registered nurses. Non-metropolitan Alaska has 46% of nurse practitioners and 39% of Clinical Laboratory Technologists and Technicians. Fairbanks has 25% of Alaska's psychiatric technicians.

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 2022

■ Anchorage ■ Other Alaska ■ Fairbanks



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

Wages by Alaska Region

As a whole in Alaska, healthcare practitioners and those in technical positions earned \$53.04 per hour in 2022 in Alaska, or \$110,320 annually; while those in healthcare support occupations earned \$21.32 per hour and \$44,340 annually. Position-specific wages by area can vary widely. Nurse practitioners had the greatest pay disparity, earning 10% less in Fairbanks than the state average. Medical managers earned more outside of Anchorage. 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	\$65.06	\$135,330	\$62.86	\$130,760	\$70.62	\$146,900	\$66.26	\$137,820
Healthcare Social Workers	\$32.90	\$68,430	\$34.72	\$72,220	na	na	\$31.96	\$66,480
Healthcare Practitioners and Technical Occupations	\$53.04	\$110,320	\$52.39	\$108,970	\$50.25	\$104,530	\$55.83	\$116,130
Dentists, General	\$83.77	\$174,240	\$86.58	\$180,080	na	na	na	na
Pharmacists	\$70.39	\$146,400	\$68.99	\$143,500	\$76.66	\$159,440	\$71.44	\$148,590
Physician Assistants	\$69.45	\$144,460	\$70.36	\$146,360	\$75.78	\$157,610	na	na
Occupational Therapists	\$48.46	\$100,810	\$48.65	\$101,190	\$45.62	\$94,900	\$49.32	\$102,580
Physical Therapists	\$50.23	\$104,470	\$49.64	\$103,260	\$47.17	\$98,110	\$53.97	\$112,250
Registered Nurses	\$49.67	\$103,310	\$49.59	\$103,150	\$49.14	\$102,200	\$50.17	\$104,350
Nurse Practitioners	\$55.96	\$116,390	\$60.14	\$125,100	\$50.18	\$104,370	\$52.79	\$109,800
Family Medicine Physicians	\$143.21	\$297,870	\$127.13	\$264,440	na	na	na	na
Pediatricians, General	\$123.67	\$257,230	\$123.74	\$257,380	na	na	na	na
Physicians, All Other	\$111.76	\$232,450	\$112.03	\$233,020	na	na	na	na
Surgeons, All Other	\$149.73	\$311,440	na	na	na	na	na	na
Dental Hygienists	\$54.70	\$113,770	\$55.25	\$114,920	\$54.68	\$113,740	\$53.37	\$111,000
Emergency Medical Technicians	\$25.52	\$53,080	\$23.67	\$49,230	na	na	\$27.06	\$56,290
Paramedics	\$25.93	\$53,930	\$22.99	\$47,820	na	na	\$33.92	\$70,550
Pharmacy Technicians	\$23.18	\$48,210	\$22.65	\$47,110	\$23.17	\$48,190	\$24.23	\$50,400
Licensed Practical and Licensed Vocational Nurses	\$32.07	\$66,710	\$31.62	\$65,770	\$31.12	\$64,730	\$34.03	\$70,780
Healthcare Support Occupations	\$21.32	\$44,340	\$21.11	\$43,910	\$21.67	\$45,070	\$21.69	\$45,120
Home Health & Personal Care Aides	\$17.58	\$36,570	\$17.28	\$35,940	\$17.65	\$36,710	\$18.26	\$37,980
Dental Assistants	\$25.21	\$52,430	\$24.71	\$51,400	\$25.24	\$52,500	\$26.17	\$54,440
Medical Assistants	\$23.75	\$49,400	\$23.61	\$49,110	\$23.21	\$48,290	\$24.44	\$50,830
Healthcare Support Workers, Other	\$26.44	\$55,000	\$25.30	\$52,630	na	na	na	na

Source: BLS May 2022 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 15 categories. Healthcare positions are generally divided into two categories: Healthcare Support Occupations; and Healthcare Practitioners and Technical Occupations. Alaska pays the highest wages among states in Healthcare Support Occupations and the 5th highest wages in Healthcare Practitioners and Technical Occupations. Notably, Alaska's registered nurses fell a slot in 2022 to #5. Registered nurses are currently paid more in California, Hawaii, Oregon and Massachusetts.

Alaska's least competitive wages are among nurse practitioners and psychiatrists, which rank #34 and #38 among all states, respectively.

#1 Highest Wage Among States

Healthcare Support Occupations (all)

- Dental Hygienists
- Massage Therapists
- Nursing Assistants
- Ophthalmic Medical Technicians
- Optometrists
- Pediatricians, General
- Physical Therapist Aides
- Surgical Technologists

#2 Highest Wage Among States

Chiropractors

- Family Medicine Physicians
- Healthcare Support Workers, All Other
- Home Health and Personal Care Aides
- Magnetic Resonance Imaging Technologists
- Pharmacists

#3 Highest Wage Among States

- Emergency Medical Technicians
- Medical Assistants
- Medical Equipment Preparers
- Orthotists and Prosthetists
- Pharmacy Aides
- Pharmacy Technicians
- Physician Assistants
- Respiratory Therapists

#4 Highest Wage Among States

- Dental Assistants
- Occupational Therapists
- Orderlies
- Physical Therapists

#5/#6 Highest Wage Among States

Healthcare Practitioners and Technical Occupations (all)

- Dietitians and Nutritionists
- Healthcare Practitioners and Technical Occupations
- Licensed Practical and Licensed Vocational Nurses
- Opticians, Dispensing
- Registered Nurses (#5)
- Cardiovascular Technologists and Technicians

#7-9 Highest Wage Among States

- Clinical Laboratory Technologists and Technicians
- Hearing Aid Specialists
- Medical Transcriptionists
- Radiologic Technologists and Technicians

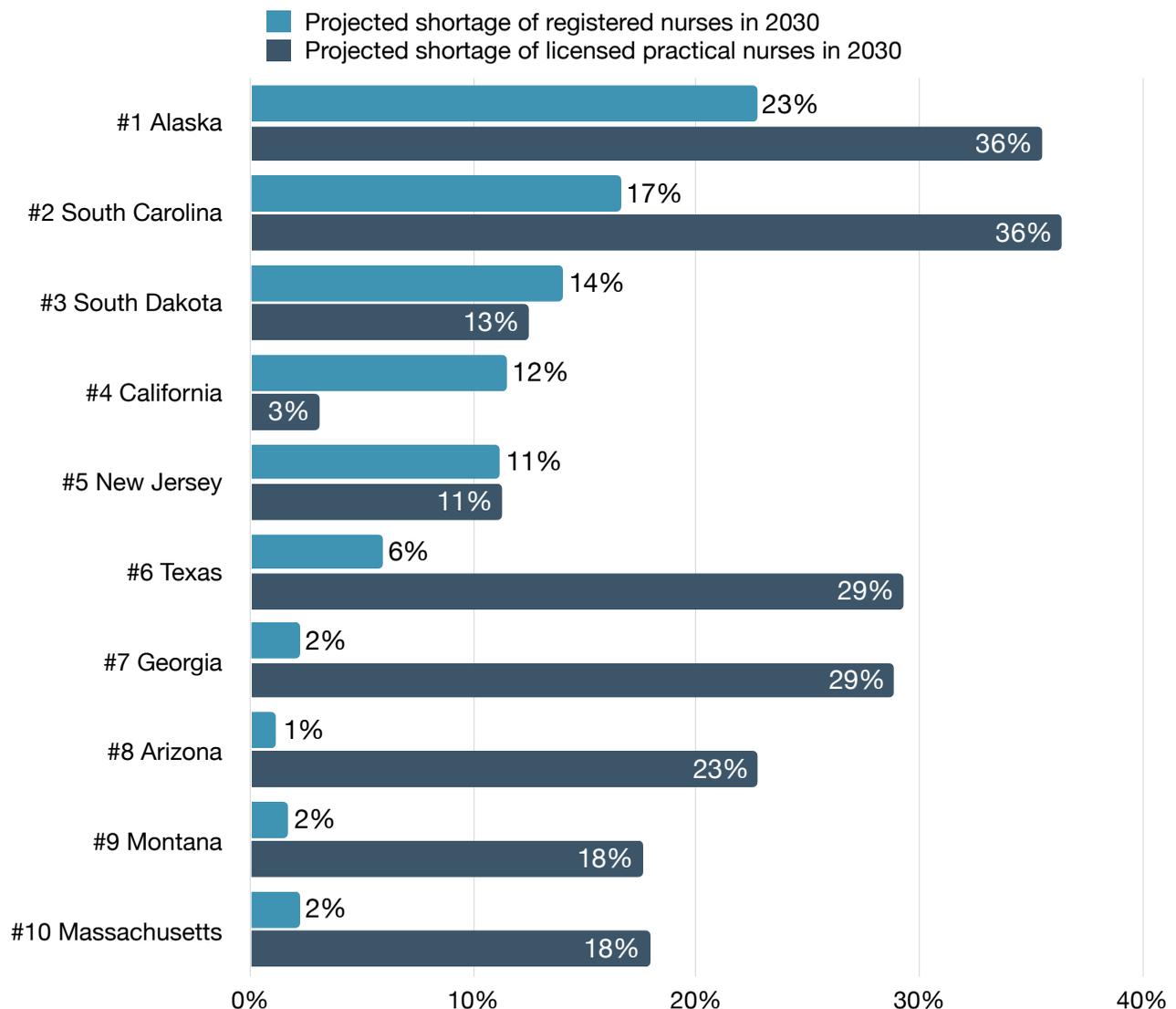
Note that cost of living adjustments reduce the competitiveness of Alaska's relatively higher wages.

Source: BLS May 2022 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 projected Alaska would lead the nation in nursing vacancy rates by 2030 with 23% unfilled positions. 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 2023 Alaska Hospital and Healthcare Association (AHHA) Salary and Benefits Report, average vacancy rates for key positions range from 11% to 36%. 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 21% in 2023. While high, this is an improvement over 2022 when the rate was 25%. On average, it took 118 days to fill a vacant hospital RN position, and 157 days to fill a long-term care facility RN position. Use of traveling healthcare workers is an important tool that the Alaska healthcare industry can use to cover vacant positions.

In a survey of 25 Alaska hospitals, nursing homes and assisted living facilities in 2023 by AHHA, organizations reported traveling registered nurses comprise 22% of their RN staff. 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 2023 AHHA survey, participants were asked about compensation to traveling registered nurses compared to staff nurses. In comparison to staffed RNs, traveling RNs received 57% more pay. Assuming this data is reflective of all RNs in Alaska, this means Alaska healthcare institutions paid staff RNs \$397 million last year, and paid traveling RNs \$176 million. The premium for using traveling nurses was \$64 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.

21%
Vacancy Rate
for registered
nurses

118
Days
to fill a vacant
hospital RN
position in
Alaska

57%
Higher cost of
travel nurses
compared to
staff nurses in
Alaska

\$64
Million
Excess wages
spent using travel
nurses last
year

Alaska's Healthcare Workforce Pipeline



Workforce Pipeline

A large gap exists between Alaska’s need for trained and certified healthcare workers and the ability to produce them via in-state educational programs as can be seen by the data in the table below. Traditional ways of producing trained or certified workers - expecting that post-secondary schools are the pipeline resulting in a sufficient number of skilled workers who show up in response to industry job postings - is not enough to address the healthcare workforce gap.

However, it should be noted that for certain positions the data that can be gathered on people prepared to enter the job market for priority occupations does not necessarily encompass the total number of individuals being trained in-state to fill these jobs. For example, many hospitals and nursing homes have been developing programs and pathways for training within their facility, often in partnership with post-secondary institutions or the Alaska Department of Labor, and often using an earn-while-learning model. Currently, there is no reliable way to quantify the output from these “grow-our-own” methods occurring throughout the industry.

Nevertheless, a substantial gap in meeting the workforce demands of the healthcare industry is clearly evident.

Alaska Trained Healthcare Workers				
Priority Occupations	Reported 2022	2023*	Projected 2024	Projected Need 2024 Due to Growth and Turnover
Registered Nurses	324	323	368	1,366
Certified Nurse Aide	450	344**	unknown***	796
Radiology Technologist	16	19	18	80
Surgical Technologist	8	6	9	90
Certified Medical Assistants	40	12	8	654
Master of Social Work	24	31	39	76
Respiratory Therapists	0	0	0	65
Licensed Practical Nurse/ Licensed Vocational Nurse	Not included in 2022 report	13	33	105
Total of Above	862	748	NA	3,232

Data Notes:

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

*Data reported from educational institutions was received in October 2023 and includes actual numbers from the first 3 quarters of 2023 as well as projections for Quarter 4. Data for Certified Nurse Aides comes from the Board of Nursing’s (BON) issuance of 2023 licenses as of 10/17/23.

** Between 1/1/23 and 10/17/23, the BON received 510 initial applications and issued 344 CNA licenses. Therefore, it may be assumed that the final number of newly licensed CNAs for 2023 will be higher than reported here. As comparison, in calendar year 2022 the BON received 708 applications and issued 450 licenses.

*** The Board of Nursing states they are unable to determine a projection of numbers of licenses they will issue in 2024.

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, UAA produced 70% of those graduates, but both Nightingale and Charter Colleges are ramping up their capacity to train students and expect to graduate more RNs in 2024 as seen in the table below.

Institution	Expected RNs 2023	Expected RNs 2024
University of Alaska Anchorage	190	183
Charter College	54	100
Alaska Pacific University	28	26
Nightingale	35	59
University of Providence	16	not reported
Count of Above	323	368

Certified Nurse Aides: Data on yearly CNA certification is obtained from the Board of Nursing (BON). Only 7% of these individuals received their training through the university system in 2023. The majority were trained in BON approved programs at long-term care or assisted living facilities using an earn-while-learning model of staff development or at independent training centers, most of which are affiliated with facilities that hire many of their graduates.

Radiology Technologist: In Alaska, only UAA trains radiology technicians and the numbers in the table represents those graduates. 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 in 2023 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. In partnership with DOL and on behalf of employers, the Alaska Primary Care Association (APCA) currently sponsors eight registered healthcare apprenticeship programs and intends to add Surgical Technologist to that list in the near future.

Certified Medical Assistants: The numbers reported in this table represent Certified Medical Assistants (CMA) trained through the UAA program; however, this does not fully account for the numbers of CMAs being trained in Alaska. CMAs are not licensed by the state, so numbers cannot be captured like they can for other professions such as Certified Nurse Aides. 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 Master's in Social Work (MSW) program in Alaska. An increase in graduates is expected in 2023 and again for 2024, due to the school's MSW expansion project. In late 2022, UAA received a grant to expand enrollment capacity over a 5-year period to help meet Alaska's behavioral health workforce needs.

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. In addition to the Anchorage campus, Yuut Elitnaurviat in Bethel, Foundation Health Partners in Fairbanks, Bartlett Regional Hospital in Juneau, and Yungcarista of Alaska in Palmer/Wasilla are partner sites where students can become LPNs without leaving their home communities.

Alaska Healthcare Nonresident Workforce



Nonresident Healthcare Workers

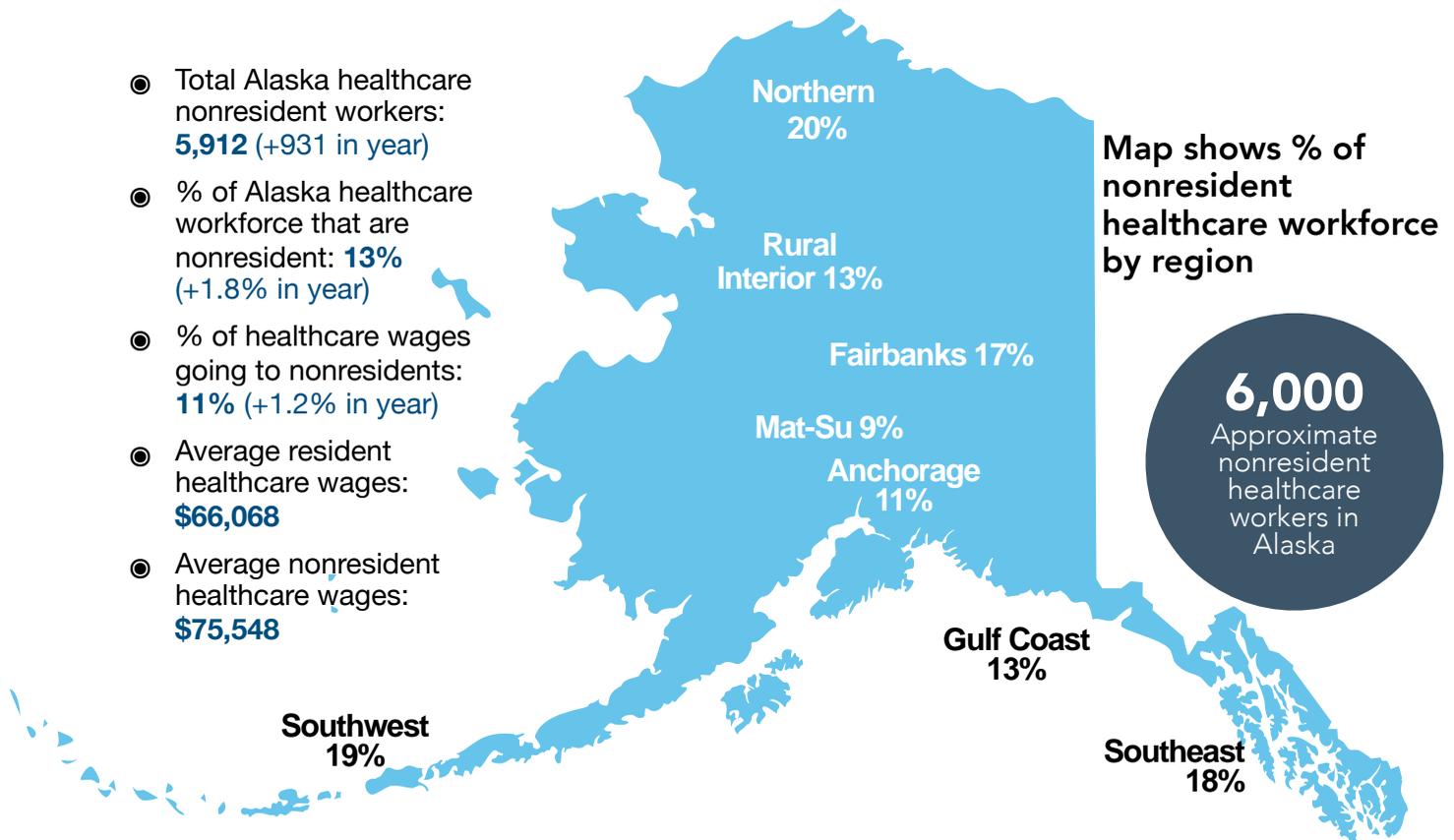
Non-Alaska residents made up 13% of the total Alaska healthcare workforce in 2021. While this percentage is lower than the Alaska nonresident worker average of 20%, the sheer size of the Alaska healthcare sector means that there are nearly 6,000 nonresident healthcare workers, and nearly a thousand more than there were the year before. Healthcare workers who applied for an Alaska Permanent Fund Dividend in 2021 or 2022 are counted as residents for 2021. Statistics show that 20% 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. Nonresident healthcare staff are paid 14% more than resident workers, and if they have been recruited as a traveling 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

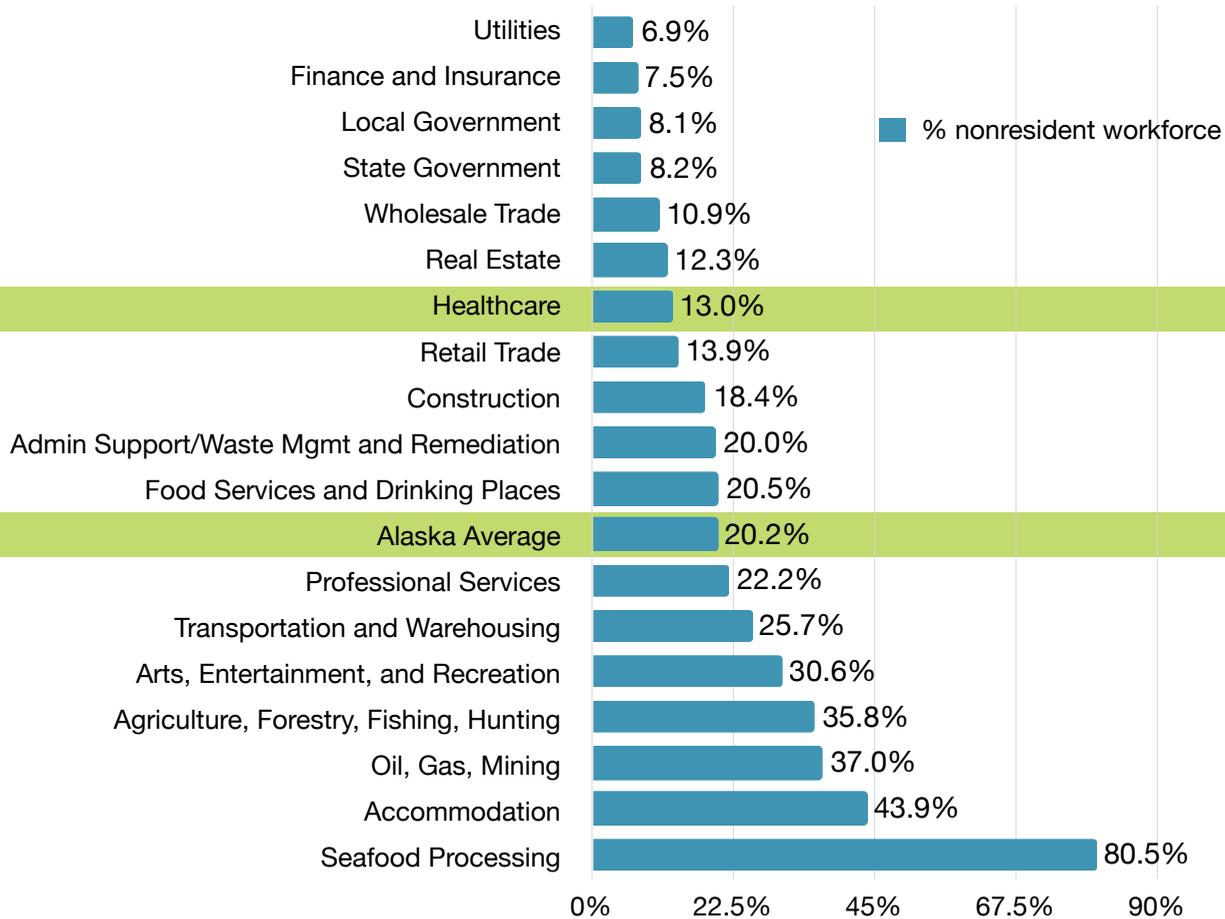
- Total Alaska healthcare nonresident workers: **5,912** (+931 in year)
- % of Alaska healthcare workforce that are nonresident: **13%** (+1.8% in year)
- % of healthcare wages going to nonresidents: **11%** (+1.2% in year)
- Average resident healthcare wages: **\$66,068**
- Average nonresident healthcare wages: **\$75,548**



Source: Alaska Department of Labor. Nonresidents Working in Alaska 2021. Published in 2023.

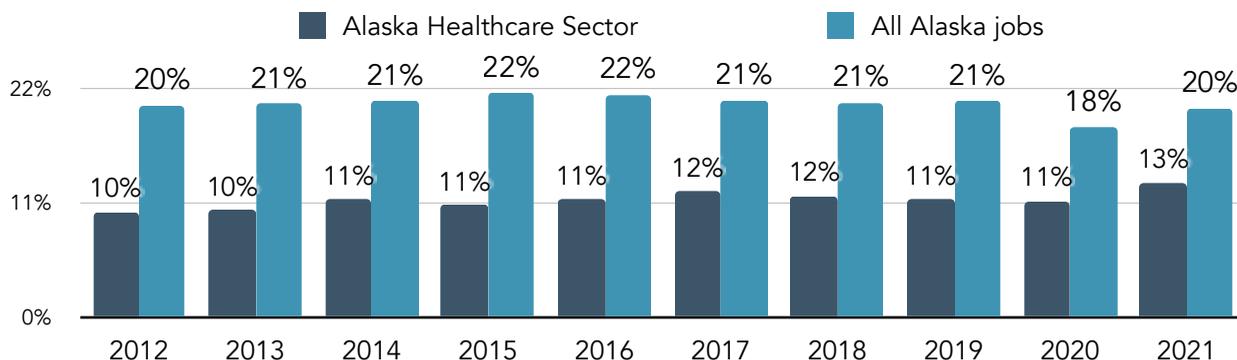
Nonresident Workers by Industry

The Alaska healthcare sector has a relatively lower percentage of nonresidents in its workforce compared to Alaska as a whole. Across all of Alaska, 20.2% of all workers were nonresident in 2021. In the Healthcare sector it is 13%.



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 11.3%. The healthcare sector has consistently ranked well below the state average of nonresidential workforce participation.

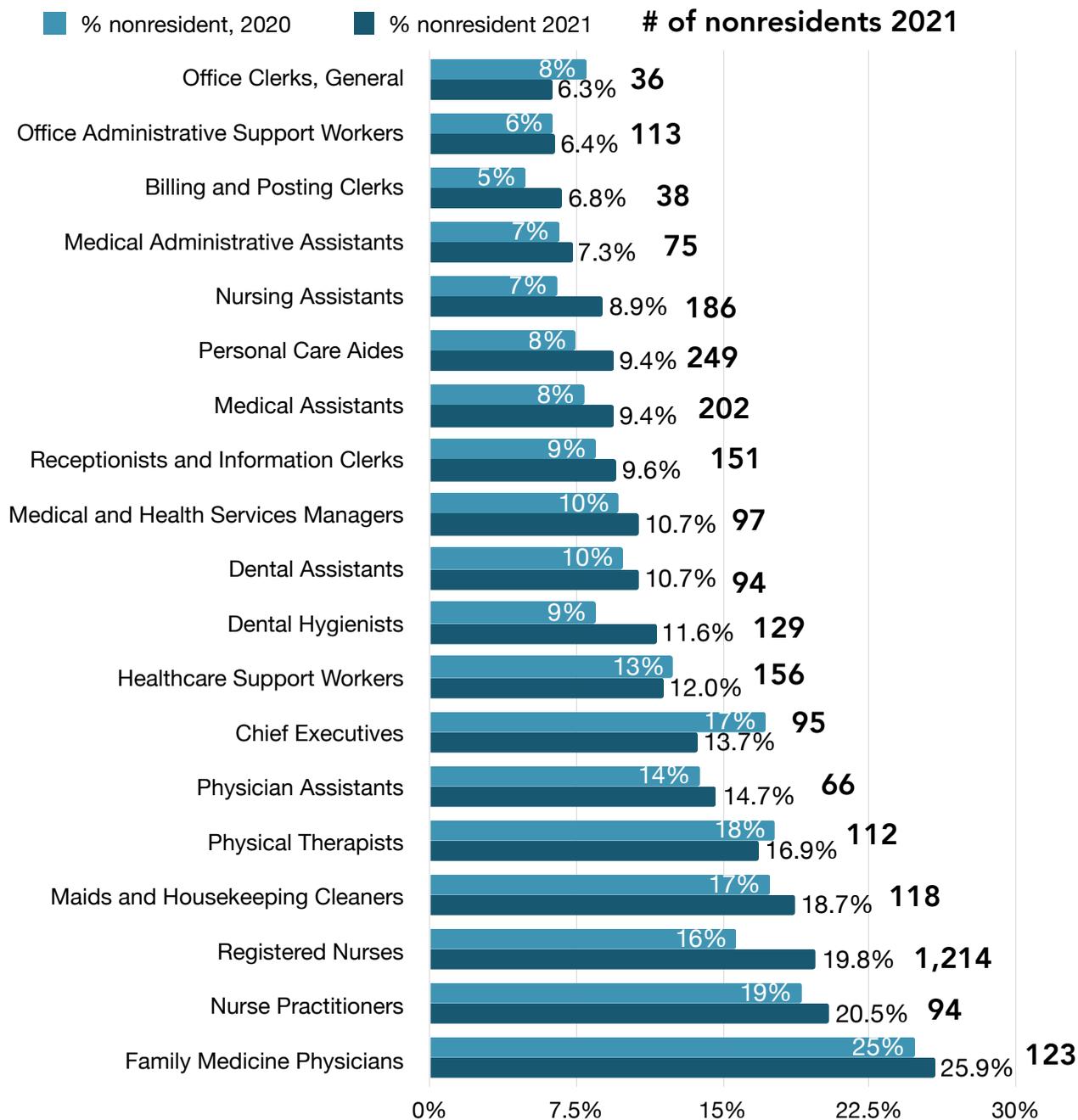
Share of Nonresidents in Workforce



Source: Alaska Department of Labor. Nonresidents Working in Alaska 2021. Published in 2023.

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, nurse practitioners, and registered nurses 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 1,214 in 2021.

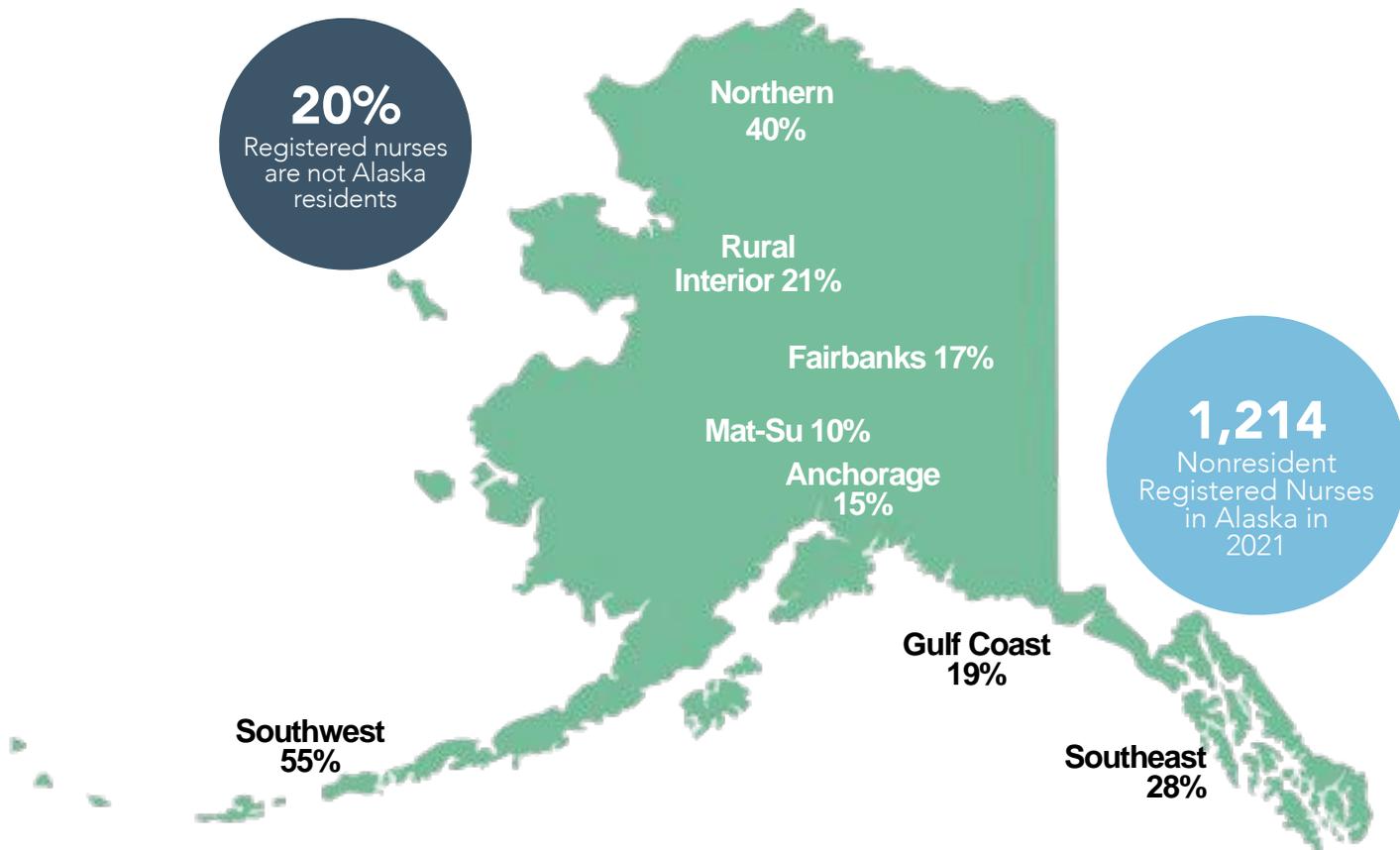


Source: Alaska Department of Labor. Nonresidents Working in Alaska 2021. Published in 2023.

Nonresident Registered Nurses

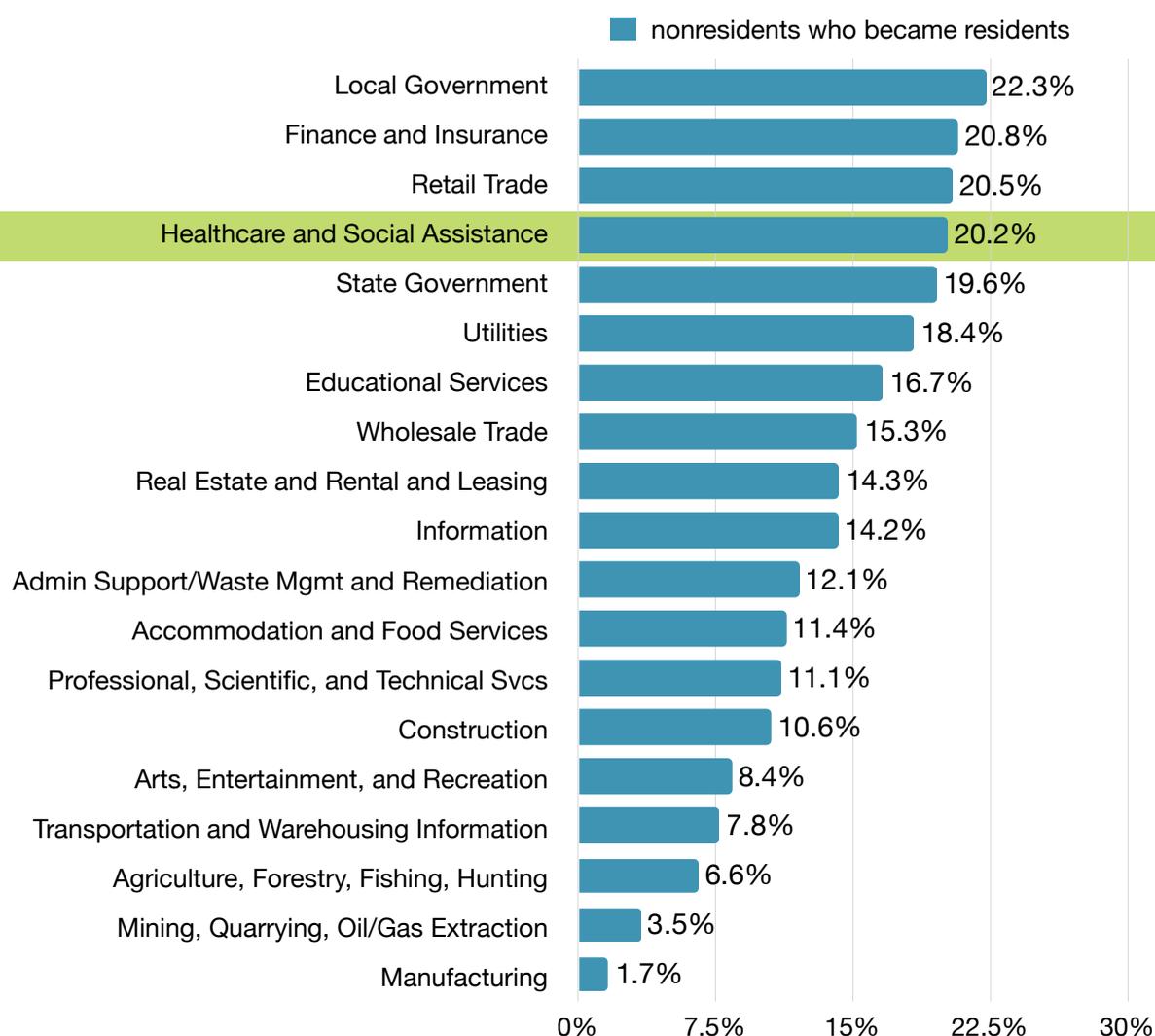
Registered nurses represent Alaska's largest healthcare workforce category and have one of the highest nonresidency rates of any healthcare position, at 20%. The Mat-Su has the lowest percent of nonresident registered nurses, at just 10%, while Southwest Alaska has the highest proportion, at 55%. Since most registered nurses work in Anchorage, Anchorage subsequently has the highest count of nonresident registered nurses, at 615, followed by Southeast Alaska at 210. The Northern region had 49 nonresident registered nurses last year.

Alaska Nonresident Registered Nurses by Region % of Nonresident Registered Nurses



Nonresident Conversion

The combined healthcare and social services sector is more likely than most sectors to convert nonresident workers into permanent residents. In 2021, a fifth (20.2%) of healthcare workers designated as nonresident in 2020 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 2021, just 10.4% of nonresident workers from 2020 had become residents across all Alaska sectors.



Source: Alaska Department of Labor. Nonresidents Working in Alaska 2021. Published in 2023.

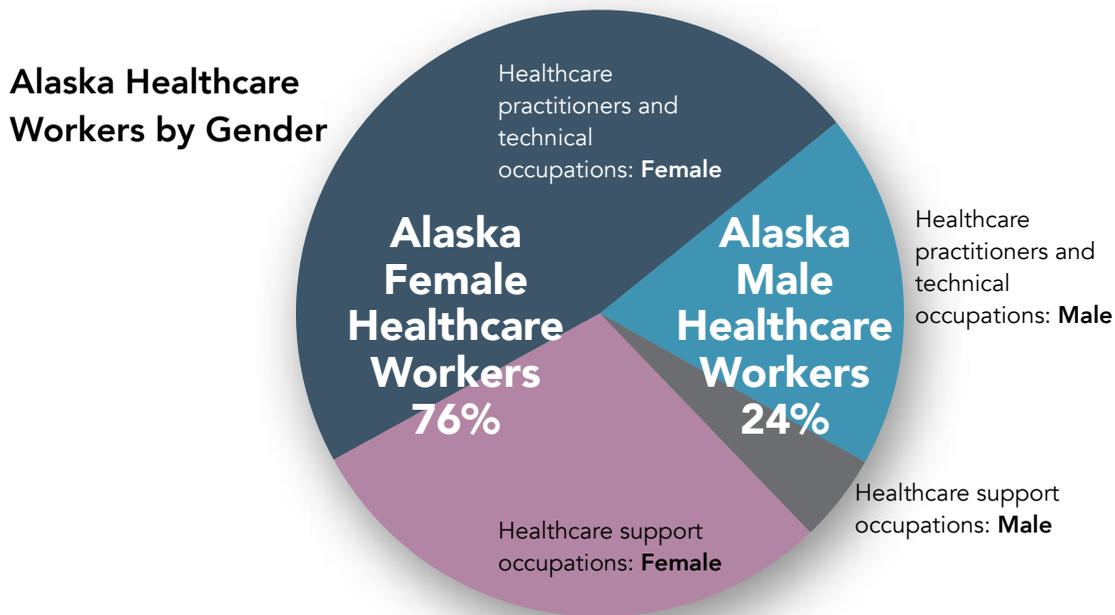
Alaska Healthcare Workforce Demographics



Healthcare Worker Demographics

The Alaska healthcare sector is incredibly female dominant. According to the U.S. Census Bureau, 2021 American Community Survey, more than three-quarters (76%) of all Alaska healthcare workers are women. Women are even more prevalent in healthcare support positions, where men comprise just 22% 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 25% higher than women for jobs in Alaska’s “healthcare practitioner and technical” categories, and 34% higher 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 Demographics			
SOC Code	Male	Female	White
Healthcare practitioners and technical occupations	29%	71%	81%
Healthcare practitioners and technical occupations: Median Wages	\$93,351	\$74,656	NA
Healthcare support occupations	14%	86%	53%
Healthcare support occupations: Median Wages	\$35,063	\$26,080	NA
Total Alaska healthcare occupations	24%	76%	71%
Total all Alaska jobs	53%	47%	63%

Source: U.S. Census Bureau, 2021 American Community Survey

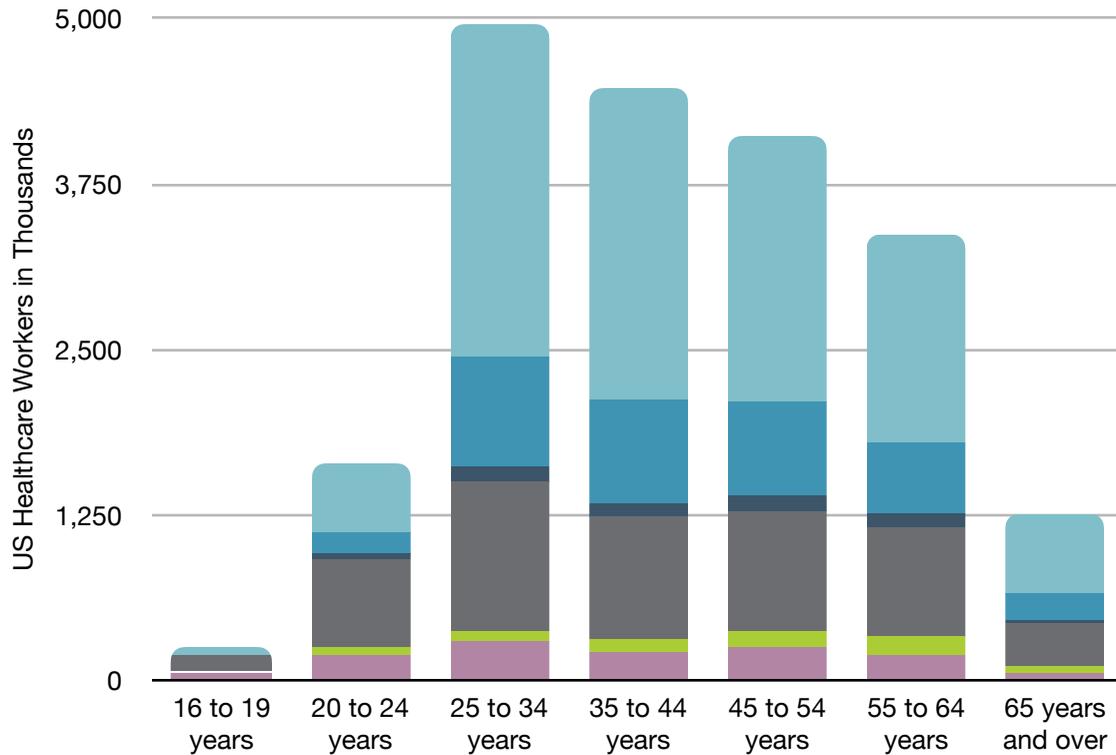
National Healthcare Worker Age

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 43, while the median age of the US worker for all jobs is 42.

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

US Healthcare Workers by Key Position and Age 2021

- Healthcare practitioners and technical occupations - Median Age 43
- Registered nurses - Median Age 43
- Licensed practical and licensed vocational nurses - Median Age 44
- Healthcare support occupations - Median Age 41
- Home health aides - Median Age 47
- Nursing assistants - Median Age 39



Source: U.S. Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey 2022, Employed persons by detailed occupation and age.

Alaska Healthcare Licensing



Alaska Healthcare Licensing

Alaska Healthcare Related Active Professional Licenses, 2023

As of November 2023, 47,539 healthcare professional licenses were held in the state of Alaska. The most common license is for registered nursing, with nearly 24,000 active licenses. In 2023, active licenses were up by 4% over 2022, an increase of more than 1,600 healthcare licenses. However, the number of registered nurses with an active license decreased by 3%, a decline of 665 licensed registered nurses.

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	2023 Active Count	Change 22-23
Audiologists and Hearing Aid Dealers	124	147	19%
Chiropractic	336	317	-6%
Dental	3,136	3,161	1%
Dietitians	322	382	19%
Direct Entry Midwives	47	41	-13%
Dispensing Opticians	162	138	-15%
Medical	5,817	5,740	-1%
Cooperative Practice Agreement	-	25	
Osteopathic Physician	635	669	
Osteopathic Physician Courtesy License	2	1	
Osteopathic Physician Resident Permit	31	21	
Osteopathic Physician Temporary Permit	32	29	
Physician	4,619	4,584	
Physician Courtesy License	65	2	
Physician Locum Tenens Permit	6	3	
Physician Resident Permit	149	92	
Physician Temporary License	2	6	
Physician Temporary Permit	244	275	
Podiatrist	30	31	
Podiatrist Temporary License or Permit	2	2	
Nurse Aides	2,561	3,002	17%
Certified Nurse Aide	2,557	2,995	
Certified Nurse Aide Temporary Permit	4	7	
Nursing	23,642	23,292	-1%
Advanced Practice Registered Nurse	1,958	2,162	
Advanced Practice Registered Nurse Preceptorship	50	71	
Advanced Practice Registered Nurse Temp	7	9	
Practical Nurse	577	715	
Practical Nurse Temporary Permit	22	27	
Registered Nurse	20,560	19,895	
Registered Nurse Temporary License	1	8	
Registered Nurse Temporary Permit	465	405	
Nursing Home Administrators	55	47	-15%
Optometry	238	234	-2%
Pharmacy	4,306	5,104	19%
Drug Room	40	45	
Emergency Permit - Pharmacist	1	4	
Out-Of-State Pharmacy	655	690	
Out-Of-State Wholesale Drug Distributor	788	950	
Outsourcing Facility	35	34	
Pharmacist	1,025	1,202	
Pharmacist Temporary License	1	2	
Pharmacy	128	126	
Pharmacy Intern	324	310	
Pharmacy Technician	1,088	1,478	
Remote Pharmacy	1	2	
Third-Party Logistics Provider	199	240	
Wholesale Drug Distributor	21	21	
Physical and Occupational Therapy	1,895	2,296	21%
Physician Assistants	794	806	2%
Speech-Language Pathology	565	741	31%
Telemedicine Business Registry	1,582	1,768	12%
Psychology	335	323	-4%
Total	45,917	47,539	4%

Appendix



Alaska Healthcare Wages, Jobs, Location Quotient, 2022

SOC Code	Occupation Title	Annual Average Jobs	Location Quotient	Average Hourly Wage	Average Annual Wage
11-9111	Medical and Health Services Managers	1,210	1.23	\$65.06	\$135,330
21-1022	Healthcare Social Workers	170	0.46	\$32.90	\$68,430
29-0000	Healthcare Practitioners and Technical Occupations	20,020	1.07	\$53.04	\$110,320
29-1011	Chiropractors	110	1.36	\$56.74	\$118,030
29-1021	Dentists, General	200	0.81	\$83.77	\$174,240
29-1031	Dietitians and Nutritionists	130	0.89	\$36.99	\$76,940
29-1041	Optometrists	110	1.32	\$86.77	\$180,470
29-1051	Pharmacists	520	0.76	\$70.39	\$146,400
29-1071	Physician Assistants	430	1.48	\$69.45	\$144,460
29-1122	Occupational Therapists	290	1.05	\$48.46	\$100,810
29-1123	Physical Therapists	610	1.27	\$50.23	\$104,470
29-1126	Respiratory Therapists	160	0.59	\$42.54	\$88,490
29-1127	Speech-Language Pathologists	310	0.91	\$43.56	\$90,590
29-1129	Therapists, All Other	70	2.06	\$32.43	\$67,460
29-1141	Registered Nurses	6,730	1.06	\$49.67	\$103,310
29-1161	Nurse Midwives	80	4.85	\$55.32	\$115,060
29-1171	Nurse Practitioners	680	1.27	\$55.96	\$116,390
29-1215	Family Medicine Physicians	460	2.20	\$143.21	\$297,870
29-1217	Neurologists	60	2.38	\$102.37	\$212,920
29-1221	Pediatricians, General	70	1.06	\$123.67	\$257,230
29-1224	Radiologists	40	0.71	\$72.32	\$150,430
29-1229	Physicians, All Other	190	0.29	\$111.76	\$232,450
29-1292	Dental Hygienists	560	1.26	\$54.70	\$113,770
29-1299	Healthcare Diagnosing or Treating Practitioners, Other	90	1.44	\$43.34	\$90,140
29-2010	Clinical Laboratory Technologists and Technicians	710	1.03	\$32.06	\$66,680
29-2031	Cardiovascular Technologists and Technicians	70	0.58	\$41.08	\$85,450
29-2032	Diagnostic Medical Sonographers	250	1.50	\$42.20	\$87,770
29-2034	Radiologic Technologists and Technicians	350	0.79	\$39.39	\$81,940
29-2035	Magnetic Resonance Imaging Technologists	70	0.85	\$50.82	\$105,700
29-2042	Emergency Medical Technicians	390	1.12	\$25.52	\$53,080
29-2043	Paramedics	230	1.14	\$25.93	\$53,930
29-2052	Pharmacy Technicians	790	0.84	\$23.18	\$48,210
29-2053	Psychiatric Technicians	240	1.13	\$20.70	\$43,050
29-2055	Surgical Technologists	260	1.18	\$35.56	\$73,960
29-2061	Licensed Practical and Licensed Vocational Nurses	390	0.30	\$32.07	\$66,710
29-2072	Medical Records Specialists	1,350	3.47	\$27.02	\$56,210
29-2099	Health Technologists and Technicians, All Other	710	2.10	\$25.12	\$52,250
29-9021	Health Information Technologists and Medical Registrars	280	3.88	\$33.57	\$69,820
29-9093	Surgical Assistants	100	2.47	\$30.38	\$63,190
29-9099	Healthcare Practitioners and Technical Workers, Other	160	1.83	\$32.36	\$67,310
31-0000	Healthcare Support Occupations	13,030	0.93	\$21.32	\$44,340
31-1120	Home Health and Personal Care Aides	6,310	0.87	\$17.58	\$36,570
31-1131	Nursing Assistants	1,770	0.65	\$21.35	\$44,420
31-1132	Orderlies	80	0.85	\$19.80	\$41,180
31-1133	Psychiatric Aides	240	3.86	\$20.98	\$43,630
31-2021	Physical Therapist Assistants	170	0.86	\$28.83	\$59,960
31-2022	Physical Therapist Aides	60	0.66	\$22.09	\$45,950
31-9011	Massage Therapists	430	2.39	\$50.01	\$104,020
31-9091	Dental Assistants	1,080	1.43	\$25.21	\$52,430
31-9092	Medical Assistants	1,920	1.23	\$23.75	\$49,400
31-9093	Medical Equipment Preparers	170	1.27	\$25.42	\$52,870
31-9094	Medical Transcriptionists	90	0.93	\$20.05	\$41,700
31-9095	Pharmacy Aides	60	0.63	\$20.71	\$43,080
31-9097	Phlebotomists	190	0.66	\$21.11	\$43,900
31-9099	Healthcare Support Workers, All Other	200	0.89	\$26.44	\$55,000

Source: May 2022 Alaska State Occupational Employment and Wage Estimates, US Bureau of Labor Statistics. <https://www.bls.gov/oes/current/>

New Workers Needed in 2024 Based on Turnover & Growth

SOC	Occupational Title	2022 avg wage	2022 worker churn	2022 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	\$99,649	25%	1,581	317	13	330
211022	Healthcare Social Workers	\$57,521	27%	342	73	3	76
291011	Chiropractors	\$109,304	22%	135	24	1	25
291021	Dentists, General	\$145,566	28%	332	72	3	75
291031	Dietitians and Nutritionists	\$56,846	20%	160	27	2	29
291051	Pharmacists	\$122,857	12%	517	56	4	60
291071	Physician Assistants	\$124,290	16%	698	97	6	103
291122	Occupational Therapists	\$69,506	19%	392	63	2	65
291123	Physical Therapists	\$76,687	17%	774	112	8	120
291126	Respiratory Therapists	\$85,394	31%	265	62	3	65
291127	Speech-Language Pathologists	\$72,507	16%	364	49	3	52
291129	Therapists, All Other	\$54,522	25%	237	47	2	49
291141	Registered Nurses	\$86,191	19%	7,992	1,285	81	1,366
291151	Nurse Anesthetists	\$180,544	11%	110	11	1	12
291161	Nurse Midwives	\$99,582	21%	74	13	2	15
291171	Nurse Practitioners	\$111,479	23%	642	119	5	124
291181	Audiologists	\$73,252	18%	45	7	0	7
291211	Anesthesiologists	\$421,628	12%	65	7	1	8
291214	Emergency Medicine Physicians	\$303,945	16%	93	13	0	13
291215	Family Medicine Physicians	\$187,964	18%	584	91	6	97
291216	General Internal Medicine Physicians	\$161,133	14%	164	20	1	21
291218	Obstetricians and Gynecologists	\$262,951	14%	74	9	0	9
291221	Pediatricians, General	\$202,526	17%	76	11	1	12
291223	Psychiatrists	\$189,660	21%	111	19	3	22
291229	Physicians, All Other	\$260,827	21%	493	85	7	92
291249	Surgeons, All Other	\$492,211	7%	46	3	0	3
291292	Dental Hygienists	\$64,064	17%	575	85	10	95
292011	Medical and Clinical Laboratory Technologists	\$75,224	25%	396	79	4	83
292012	Medical and Clinical Laboratory Technicians	\$50,923	31%	489	117	7	124
292031	Cardiovascular Technologists and Technicians	\$76,269	29%	126	28	1	29
292032	Diagnostic Medical Sonographers	\$81,486	18%	185	28	2	30
292034	Radiologic Technologists and Technicians	\$78,822	20%	447	73	7	80
292035	Magnetic Resonance Imaging Technologists	\$83,535	14%	98	12	1	13
292042	Emergency Medical Technicians	\$50,989	38%	530	145	4	149
292043	Paramedics	\$82,160	23%	194	36	1	37
292052	Pharmacy Technicians	\$40,822	20%	741	123	5	128
292053	Psychiatric Technicians	\$40,430	36%	420	111	3	114
292055	Surgical Technologists	\$57,638	34%	341	87	3	90
292057	Ophthalmic Medical Technicians	\$40,961	39%	157	44	1	45
292061	Licensed Practical and Licensed Vocational Nurses	\$65,443	30%	423	98	7	105
292072	Medical Records Specialists	\$47,491	28%	521	113	7	120
292081	Opticians, Dispensing	\$41,686	30%	215	50	2	52
292099	Health Technologists and Technicians, All Other	\$50,456	24%	651	127	7	134
299021	Health Information Technologists and Medical Registrars	\$48,619	24%	102	20	1	21
299099	Healthcare Practitioners and Technical Workers, All Other	\$56,237	31%	369	88	3	91
311121	Home Health Aides	\$27,736	42%	1,889	561	17	578
311131	Nursing Assistants	\$39,618	31%	3,248	767	29	796
311133	Psychiatric Aides	\$41,214	27%	275	58	1	59
312021	Physical Therapist Assistants	\$47,149	11%	120	12	2	14
312022	Physical Therapist Aides	\$29,560	34%	155	39	1	40
319011	Massage Therapists	\$37,101	29%	611	139	10	149
319091	Dental Assistants	\$38,502	32%	1,597	389	18	407
319092	Medical Assistants	\$42,955	29%	2,790	628	26	654
319093	Medical Equipment Preparers	\$48,347	24%	170	33	1	34
319094	Medical Transcriptionists	\$28,003	43%	123	37	1	38
319095	Pharmacy Aides	\$37,022	42%	68	20	1	21
319097	Phlebotomists	\$35,984	43%	348	105	2	107
319099	Healthcare Support Workers, All Other	\$39,921	45%	2,088	645	18	663
119111	Medical and Health Services Managers	\$99,649	25%	1,581	317	13	330

Source: Alaska Department of Labor 2022 Worker Counts by Occupation. Analysis by Rain Coast Data.

Alaska Workers by Quarterly Count and Total Pay 2022

SOC	Occupational Title	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Annual Count	(\$ Total Wages*
119111	Medical and Health Services Managers	1,231	1,247	1,264	1,259	1,581	\$124,586,699
211022	Healthcare Social Workers	228	240	233	269	342	\$13,948,886
211023	Mental Health and Substance Abuse Social Workers	292	304	308	293	428	\$17,275,904
291011	Chiropractors	98	103	111	99	135	\$11,231,021
291021	Dentists, General	260	234	242	258	332	\$36,173,167
291023	Orthodontists	10	11	9	11	15	\$1,209,335
291029	Dentists, All Other Specialists	50	51	52	63	76	\$6,552,139
291031	Dietitians and Nutritionists	131	130	133	133	160	\$7,489,406
291041	Optometrists	78	84	91	91	111	\$10,364,792
291051	Pharmacists	405	406	461	412	517	\$51,722,711
291071	Physician Assistants	560	568	601	583	698	\$71,839,503
291081	Podiatrists	12	12	12	12	12	\$2,092,042
291122	Occupational Therapists	312	326	326	329	392	\$22,467,657
291123	Physical Therapists	632	655	657	662	774	\$49,961,298
291124	Radiation Therapists	25	23	20	19	29	\$2,303,168
291125	Recreational Therapists	80	75	65	58	90	\$2,349,494
291126	Respiratory Therapists	195	194	203	196	265	\$16,822,579
291127	Speech-Language Pathologists	314	315	298	295	364	\$22,150,988
291128	Exercise Physiologists	19	18	18	17	21	\$913,731
291129	Therapists, All Other	162	171	190	180	237	\$9,582,314
291141	Registered Nurses	6,543	6,682	6,707	6,672	7,992	\$573,257,276
291151	Nurse Anesthetists	95	90	99	92	110	\$16,971,127
291161	Nurse Midwives	54	61	58	56	74	\$5,701,061
291171	Nurse Practitioners	499	516	523	518	642	\$57,300,401
291181	Audiologists	38	34	32	30	45	\$2,453,957
291211	Anesthesiologists	51	51	58	57	65	\$22,873,328
291212	Cardiologists	19	19	20	20	23	\$9,418,142
291213	Dermatologists	6	6	6	10	10	\$3,310,769
291214	Emergency Medicine Physicians	80	77	77	79	93	\$23,783,673
291215	Family Medicine Physicians	473	489	493	477	584	\$90,786,431
291216	General Internal Medicine Physicians	144	124	110	98	164	\$19,174,834
291218	Obstetricians and Gynecologists	58	65	62	61	74	\$16,171,492
291221	Pediatricians, General	63	62	61	65	76	\$12,708,485
291222	Physicians, Pathologists	18	18	18	18	18	\$4,552,933
291223	Psychiatrists	92	80	70	68	111	\$14,698,676
291224	Radiologists	32	36	47	39	57	\$16,201,055
291229	Physicians, All Other	363	361	405	408	493	\$100,222,763
291241	Ophthalmologists, Except Pediatric	10	10	9	11	12	\$3,678,516
291242	Orthopedic Surgeons, Except Pediatric	21	21	27	28	31	\$14,978,227
291249	Surgeons, All Other	41	39	43	42	46	\$20,303,714
291292	Dental Hygienists	460	484	490	481	575	\$30,670,451
291299	Healthcare Diagnosing or Treating Practitioners, All Other	92	90	87	77	122	\$6,189,969
292011	Medical and Clinical Laboratory Technologists	317	305	300	281	396	\$22,623,576
292012	Medical and Clinical Laboratory Technicians	329	341	364	372	489	\$17,899,275
292031	Cardiovascular Technologists and Technicians	82	93	98	85	126	\$6,826,033
292032	Diagnostic Medical Sonographers	148	144	155	157	185	\$12,304,315
292033	Nuclear Medicine Technologists	23	22	21	23	26	\$2,035,280
292034	Radiologic Technologists and Technicians	370	369	374	368	447	\$29,183,685
292035	Magnetic Resonance Imaging Technologists	71	78	83	86	98	\$6,641,038
292042	Emergency Medical Technicians	370	385	374	374	530	\$19,159,181
292043	Paramedics	141	155	158	152	194	\$12,447,254
292051	Dietetic Technicians	39	41	40	36	44	\$1,887,294
292052	Pharmacy Technicians	519	524	618	509	741	\$22,145,810
292053	Psychiatric Technicians	296	309	304	269	420	\$11,906,669
292055	Surgical Technologists	237	254	248	236	341	\$14,049,366
292057	Ophthalmic Medical Technicians	105	86	96	113	157	\$4,096,067
292061	Licensed Practical and Licensed Vocational Nurses	305	321	325	322	423	\$20,827,290
292072	Medical Records Specialists	399	408	394	394	521	\$18,937,172
292081	Opticians, Dispensing	165	157	155	143	215	\$6,461,325
292092	Hearing Aid Specialists	25	25	25	26	28	\$1,277,266
292099	Health Technologists and Technicians, All Other	524	509	430	395	651	\$23,437,022
299021	Health Information Technologists and Medical Registrars	80	76	80	82	102	\$3,865,232
299091	Athletic Trainers	37	38	37	38	51	\$1,400,625
299093	Surgical Assistants	17	25	26	26	29	\$1,069,963
299099	Healthcare Practitioners and Technical Workers, All Other	250	281	267	249	369	\$14,720,023
311121	Home Health Aides	1,195	1,299	1,328	1,318	1,889	\$35,640,581
311131	Nursing Assistants	2,430	2,481	2,377	2,368	3,248	\$95,638,488
311132	Orderlies	67	67	76	64	98	\$2,080,668
311133	Psychiatric Aides	210	200	217	216	275	\$8,685,951
312011	Occupational Therapy Assistants	60	65	56	52	93	\$2,505,621
312021	Physical Therapist Assistants	97	102	108	100	120	\$4,797,413
312022	Physical Therapist Aides	79	95	116	110	155	\$2,956,020
319011	Massage Therapists	444	472	458	470	611	\$17,103,570
319091	Dental Assistants	1,128	1,179	1,208	1,178	1,597	\$45,172,766
319092	Medical Assistants	2,108	2,139	2,162	2,115	2,790	\$91,536,700
319093	Medical Equipment Preparers	120	135	131	137	170	\$6,321,326
319094	Medical Transcriptionists	78	86	80	78	123	\$2,254,282
319095	Pharmacy Aides	48	46	46	47	68	\$1,730,795
319097	Phlebotomists	231	243	238	233	348	\$8,501,289
319099	Healthcare Support Workers, All Other	1,282	1,303	1,443	1,404	2,088	\$54,212,765

Source: Alaska Department of Labor 2022 Worker Counts by Occupation.



For 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 other healthcare partners across the continuum of care.

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