

Phoenix-Mesa-Scottsdale MSA

Labor Market Analysis

Healthcare Labor Force & Training Needs



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INDUSTRY OVERVIEW

The healthcare industry continues to be a dynamic and essential sector, witnessing sustained growth in job opportunities and technological advancements. In the Phoenix MSA, healthcare stands as the largest industry, experiencing notable growth as the leading sector in terms of expansion. Positions for Registered Nurses ranked the highest in the region for unique average monthly job postings.

ESSENTIALS

AVERAGE SALARY



\$80,356

% CHANGE OF WORKFORCE SINCE 2018



17%

EMPLOYED



314,600

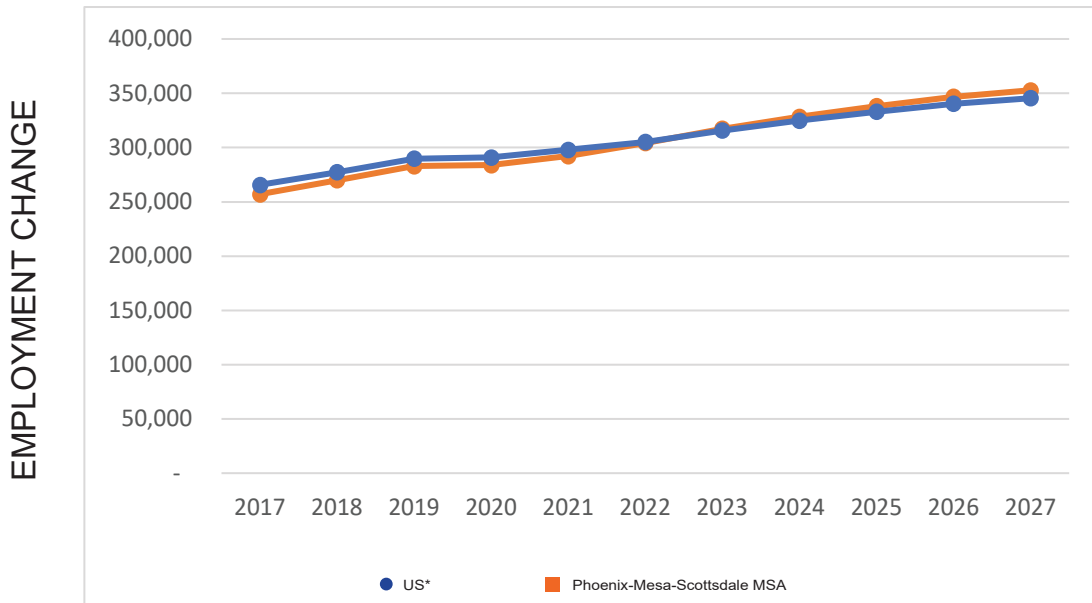
COMPANIES



14,446

SOURCE: Lightcast, Mar. 2024; Arizona COG/MPO Employer Database, Businesses with 5 or more employees.

EMPLOYMENT TRENDS



*the values represent the national average adjusted for region size.

STAFFING PROJECTIONS

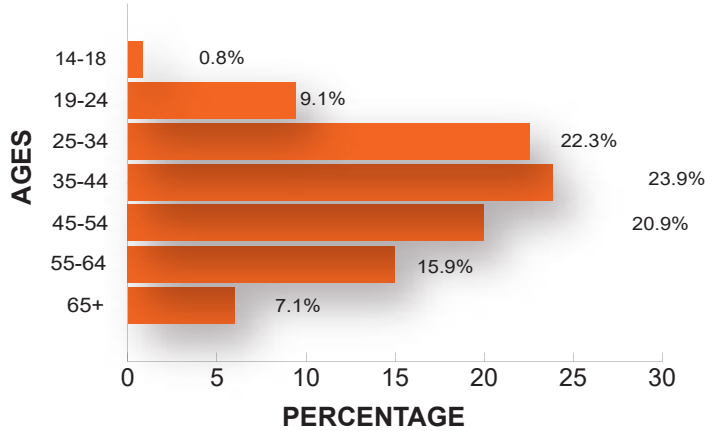
SOURCE: Lightcast, Mar. 2024

HIGHEST DEMAND	ON THE JOB TRAINING	OPENINGS (2025)	2014-2025% CHANGE	EARNINGS (2023)
Home Health and Personal Care Aides	Short-term on-the-job training	51,760	58%	\$30,493
Registered Nurses	None	35,483	39%	\$82,680
Medical Assistants	None	14,031	43%	\$40,144
Medical Secretaries and Administrative	Moderate-term on-the-job training	10,761	19%	\$39,166
Nursing Assistants	None	10,625	44%	\$38,314
Receptionist and Information Clerks	Short-term on-the-job training	10,034	70%	\$35,214
Dental Assistants	None	6,641	57%	\$46,342
Clinical Laboratory Technologist & Technicians	None	6,309	54%	\$46,197
Medical and Health Services Managers	None	6,187	79%	\$102,128
Substance Abuse, Behavioral Disorder & Mental Health Counselors	None	5,471	186%	\$51,106

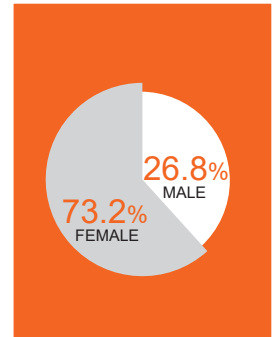
SOURCE: Lightcast, Mar. 2024

TALENT ACQUISITION

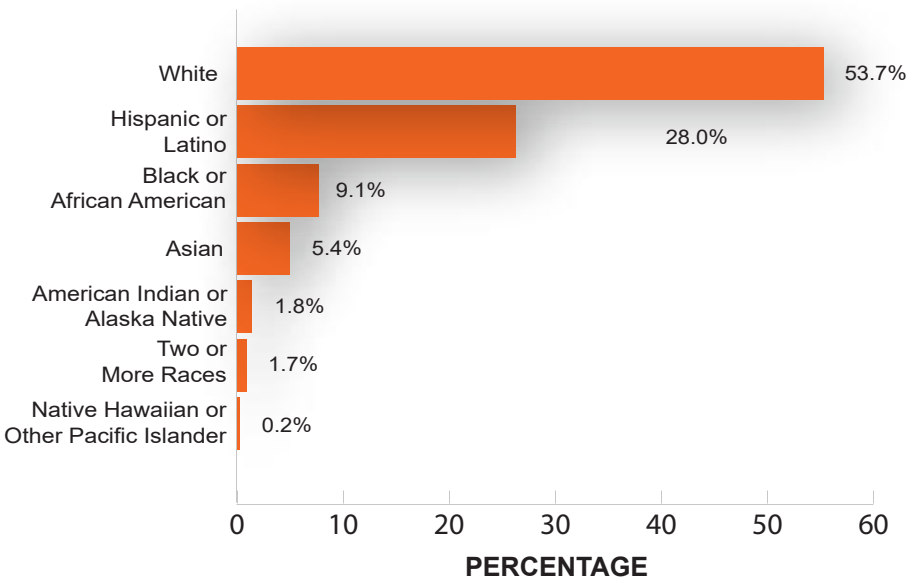
AGE BREAKDOWN



GENDER BREAKDOWN



RACE/ETHNICITY BREAKDOWN



SOURCE: Lightcast, Mar. 2024

WHERE TALENT WORKS

ZIP Code	CITY	EMPLOYMENT (2023)
85016	Phoenix, AZ	13,793
85251	Scottsdale, AZ	7,257
85012	Phoenix, AZ	6,806
85258	Scottsdale, AZ	6,443
85206	Mesa, AZ	6,057

WHERE TALENT LIVES

ZIP Code	CITY	EMPLOYMENT (2023)
85142	Queen Creek, AZ	4,666
85383	Peoria, AZ	4,255
85308	Glendale, AZ	3,808
85032	Phoenix, AZ	3,797
85225	Chandler, AZ	3,498

SOURCE: Lightcast Mar. 2024, SOC CODES: 31-0000, 29-0000

CAREER PATHING

Top five occupations by educational attainment and median hourly wages.

HIGH SCHOOL DIPLOMA

Home Health & Personal Care Aides	\$14.66
Physical Therapist Aides	\$15.51
Medical Secretaries and Administrative Assistant	\$18.83
Pharmacy Technicians	\$20.07
Billing and Posting Clerks	\$20.53

ASSOCIATES DEGREE

Dietetic Technicians	\$17.45
Cardiovascular Technologists and Technicians	\$24.69
Physical Therapist Assistants	\$30.02
Medical Equipment Repairer	\$31.56
Respiratory Therapists	\$31.80

BACHELORS DEGREE

Clinical Laboratory Technologists and Technicians	\$22.21
Sub. Abuse, Beh. Disorder, & Mental Health Counselors	\$24.57
Forensic Science Technicians	\$30.97
Dietitians and Nutritionists	\$31.88
Registered Nurses	\$39.75

SOURCE: Lightcast, Mar. 2024

PROFESSIONAL SKILLS

Healthcare professionals must possess a diverse set of skills to be successful within this industry.

KNOWLEDGE

- Administrative Services
- Customer Service
- Medicine and Dentistry
- Therapy and Counseling
- Computers and Electronics
- Management
- Psychology

SKILLS

- Listening to others
- Problem Solving
- Talking to Others
- Understanding People's Reactions
- Asking Good Questions
- Problem Solving
- Customer Service

QUALIFICATIONS

- Attention to Detail
- Cooperation
- Dependability
- Integrity
- Stress Tolerance
- Concern for Others
- Analytical Thinking

SOURCE: ONET, MYNEXTMOVE.ORG

TOP EMPLOYERS

EMPLOYER WITH MOST JOB OPENINGS

- Banner Health
- Honorhealth
- Mayo Clinic
- CommonSpirit Health
- Abrazo Health
- Phoenix Children's Hospital
- Saint Joseph Health
- United Surgical Partners International
- Fresenius
- Community Bridges

SOURCE: Lightcast, Mar. 2024

TOP QUALIFICATIONS

MOST POSTED QUALIFICATIONS

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS)
- Licensed Practical Nurse (LPN)
- Certified Nursing Assistant (CNA)
- American Registry of Radiologic Techs (ARRT)
- Nurse Practitioner (APRN-CNP)
- Licensed Clinical Social Worker (LCSW)
- Pediatric Advanced Life Support (PALS)
- Licensed Nursing Assistant (LNA)

SOURCE: Lightcast, Mar. 2024



GETTING STARTED

- **Learn about certification programs** — Arizona Job Connection (<https://www.azjobconnection.gov/ada/r/training>)
- **Explore a career** — ONet Online (www.onetonline.org)
- **Plan for a career in Healthcare**— Career One Stop (<https://www.careeronestop.org/ExploreCareers/Plan/plan-your-career.aspx>)
- **Enroll in a paid apprenticeship program** — State of Arizona DES (des.az.gov/services/employment/registered-apprenticeship/apprenticeship-employers)

APPRENTICESHIPS

Want to grow your skills, earn while you are learning, and while not creating large student debt? Apprenticeships provide job-driven training with a nationally recognized completion certificate pending completion. Grow your craft while participating in combined classroom instruction and on the job learning. Most apprenticeships last from one to six years, however the average is three to four years.

The following is a list of apprenticeship programs in the ARIZONA@WORK Phoenix MSA area.

TRAINING PROVIDER	PROGRAM NAME
Arizona State University College of Health Solutions	Community Health Worker
Family Involvement Center	Peer Specialist
Future Options of Arizona	Behavioral Health Aide
Hamilton-Ryker TalentGro	Pharmacy Technician, Medical Assistant, Nurse Assistant Certified
Hamilton-Ryker TalentGro	Home Health Aide, Phlebotomist, Licensed Practical Nurse, Dental Assistant
Hamilton-Ryker TalentGro	Medical Secretary
Salt River Pima-Maricopa Indian Community	Medical Coder, Dental Assistant, Pharmacist Assistant, Medical Assistant

EDUCATIONAL PROVIDERS

ARIZONA@WORK has many training programs listed in our eligible training provider list. The certifications help increase your craft and are connected to jobs in the construction industry. We encourage job seekers to make an informed choice regarding the next steps in their career. Go to azjobconnection.gov to review more details regarding the training programs listed below. You can also go to ARIZONATWORK.com to discover resources such as career assessment, workshops, job search assistance, and resume review services.

TRAINING PROVIDER	PROGRAM NAME	CATEGORY
Accord Healthcare Institute	Cert. Nursing Asst., Electrocardiogram Tech, Phlebotomy Tech.	Nursing, Phlebotomy
Allen School of Health Sciences	Medical Assistant	Nursing
American Institute of Dental Assisting	Dental Assisting	Dentistry
Arizona Technical Training Institute	Certified Nursing Assistant	Nursing
Arizona's Virtual Pharmacy Tech School	Pharmacy Technician	Pharmacy
Bolays Solution Agape Training School	Certified Nursing Assistant	Nursing
Brookline College - Phoenix	Allied Health, Medical Lab Tech., Physical Therapist Asst.	Laboratory, Therapy
Brookline College - Phoenix	Medical Assistant, Patient Care Tech., Phlebotomy Tech.	Nursing
Brookline College - Phoenix	Dental Assistant, Medical Office Admin	Dentistry, Admin
Carrington College	Dental Asst., Medical Asst., R.N., Respirator Care, Vet Asst.	Dentistry, Nursing
National Institute for Medical Asst Advancement	Medical Assisting	Nursing
Phoenix College	Dental Asst., Medical Asst., Medical Admin Asst.	Dentistry, Admin.
Pima Medical Institute	Sterile Processing Tech., Surgical Tech., Phlebotomy Tech.	Nursing, Phlebotomy
Pima Medical Institute	Vet Asst. & Tech, Dental Asst, Medical Asst. Healthcare Admin.	Veterinary, Nursing
Resilient Healthcare Academy	Cert. Nursing Asst., Medical Asst., Phlebotomy	Nursing, Phlebotomy
RI International	Peer Employment Training	Health Services
Star Canyon School of Nursing	Nursing Assistant	Nursing
UEI College	Dental Asst., Medical Asst., Medical Billing and Insurance Coding	Dentistry, Admin

ARIZONA@WORK is the statewide workforce development network that helps employers of all sizes and types recruit, develop and retain the best employees for their needs. We are a public and private partnership with 12 regional areas and 48 local offices, providing innovative workforce solutions to employers and job seekers at no charge.

We strengthen Arizona's economy by developing the workforce and matching employers with job seekers.

Visit <http://www.arizonaatwork.com/> for center locations and additional online resources to assist you.

LOCATIONS:

City of Phoenix – North Job Center
9801 North 7th Street
Phoenix, Arizona 85020
Phone (602) 495-6907

City of Phoenix - West Job Center
3406 North 51st Avenue
Phoenix, Arizona 85031
Phone (602) 495-6906

City of Phoenix - South Job Center
4732 South Central Avenue
Phoenix, Arizona 85040
Phone (602) 495-6905

Phoenix Business & Workforce Development Center
302 N. 1st Avenue
Phoenix, Arizona 85003
Phone (602) 256-3147

