

# Alaska's Health Workforce Vacancy Study

## 2012 Findings Report

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## Letter from the Project Director

This study was conducted by the Alaska Center for Rural Health/Area Health Education Center (ACRH/AHEC) to assess health workforce vacancies in Alaska – one measure of demand. Funding was provided by the Alaska Mental Health Trust Authority, University of Alaska Anchorage’s Schools of Nursing and Allied Health and Office of Health Programs Development, and the State of Alaska Office of Rural Health. This funding allowed for collaboration with the Alaska Department of Labor and Workforce Development and the University’s Institute for Social and Economic Research for collection and analysis of the data. The results contained herein provide a snapshot of the health care industry’s demand for workers as of fall and winter 2012-2013. The statistics have implications for policy makers, health care employers and educational institutions, and can be used in identifying and addressing key health workforce issues and needs in the state.

Alaska and the nation are facing a severe shortage in healthcare workers, especially in primary care and behavioral health, which are especially critical in rural communities due to higher turnover and the mal-distribution of the workforce. This shortage is further compromised by projections recognized by the health care industry as likely to impact workforce needs. These include:

- Nearly 50,000 previously uninsured individuals in Alaska are now eligible for premium tax credits, and are steadily enrolling to obtain health insurance through the Affordable Care Act (Kaiser Family Foundation, 2014)
- By 2034, Alaska’s population is expected to reach 862,750 (a 21% increase from the current 710,231), according to Alaska’s Department of Labor and Workforce Development (August 2011)
- By 2034, Alaska’s senior population, which statistically accesses health services at a higher rate and has more complex health needs, is projected to increase from 54,938 to 124,857 (DOL/WD, 2011)
- Given the changes in health care delivery to a more patient-centric model focused on prevention and chronic disease management, occupations within the workforce are changing, and new ones are emerging

With these factors in mind, this Alaska Health Workforce Vacancy Study findings report includes important information for health policy, resource allocation and program development. We have gone to great lengths to ensure it provides the necessary level of detail to address key workforce issues, while aligning with other statewide and federal datasets to help draw a more complete picture of Alaska’s health workforce.

Sincerely,  
Katy Branch

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This information is used by many, and is entirely dependent upon your participation.

Your time is invaluable and appreciated.

## Executive Summary

Alaska's health care system has suffered a shortage of health providers for many years, especially in rural communities. This has led, in some cases, to innovative workforce development strategies such as the creation of the Dental Health Aide, Behavioral Health Aide and Community Health Aide programs in Alaska's tribal health system. It led to the University of Alaska Anchorage's expansion of the Nursing program to 13 remote settings across Alaska in less than 10 years. And, it led to the organization of the Alaska Health Workforce Coalition – a collaborative, statewide forum for organizations to monitor and address specific action items in order to stabilize an appropriate and adequate health workforce for the state.

The purpose of the 2012 Health Workforce Vacancy Study (HWVS) was to assess the current demand for health workers by occupation, as estimated through vacant, budgeted positions and reported by employers for a specific time-period. This was achieved through six (6) questions:

The following were asked for each occupation:

1. How many total positions do you have? *Filled; Currently vacant, actively recruiting; and, Currently vacant, not actively recruiting*
2. Of the currently filled positions, how many are filled by travelers, locums, temporary, contract, relief, or pool employees that you would PREFER to have filled by a regular employee?
3. How many positions require prior work experience in addition to any training/education you require?
4. How long have you been trying to fill the position that has been open the longest?

The following were posed per employer:

5. What are the top two reasons for not being able *to fill or hire positions* at your organization?
6. What are the top two reasons for not being able *to retain employees* at your organization?

To strengthen the dataset's utility and comparability, the primary goal of the 2012 study was to align the main data points – occupations, employers and regions – with the State and Federal Departments of Labor and Workforce Development (DOL/WD) structure, wherever possible.

## Methodology

This was a point-in-time, cross-sectional study that included a sample of 906 employers and achieved a response rate of 67% (N=608). This represented 79% (N=25,450) of health workers in Alaska. Surveys were distributed to the human resources department managers or individuals known to be responsible for this data. Responses were collected via on-line, interviewer phone calls, hard-copy, and e-mail, and then transcribed by trained research staff. Organizations were categorized according to their North American Industry Classification

System (NAICS) code provided by the State of Alaska, DOL/WD. Occupational data were organized according to the newly developed Alaska Standardized Health Occupations Taxonomy (AK SHOT), and verified for accuracy with respondents when completed by the research team. Regional data were calculated based on the Alaska DOL/WD's Labor Market Regions.

A sample was pulled using the Alaska DOL/WD's Employer Unemployment Insurance database comprised of those who reported in the 3<sup>rd</sup> quarter of 2011 that they employed a health worker. All employers who reported 10 or more health workers, plus health education institutions, were included in the sample (N=480). A random sample of the remaining employers with fewer than 10 employees (N=426) was pulled with an emphasis on regional representation.

Data collection occurred from August 24<sup>th</sup>– November 16<sup>th</sup>, 2012 for most organizations, though a few of Alaska's largest health employers extended into March 2013. Subsequently, data was cleaned and analyzed in both Qualtrics and Statistical Package for the Social Sciences (SPSS) software.

More Methodology details are provided further in this report and a full description is in the Appendix.

## Key Findings

The findings confirm and substantiate trends cited in recent studies and support anecdotal evidence. Despite the marked progress in training health personnel, critical shortages in several occupations persist.

- In general, vacancy rates tend to be lower in occupations where training programs exist in Alaska.
- Rural areas, in particular, continue to suffer from extreme shortages in traditional primary care occupations, which provide basic health care and serve as frontline providers. Estimated rural vacancy rates were: 21% for Family Physicians, 17% for Family Nurse Practitioners and 19% for Physician Assistants.
- Tribal health-specific occupations, serving Alaska's most remote communities, saw some of the highest rural vacancy rates across the entire survey: Community Health Aide/Practitioners 18% (102 vacancies), Behavioral Health Aide/Therapists and Village Counselors 19% (18 vacancies), and Dental Health Aide/Therapists 21% (10 vacancies).
- Psychiatrists are in high demand across Alaska with an estimated rural vacancy rate of 15% and urban vacancy rate of 22%; combined estimated vacancies were 19 statewide with the majority (17) existing in urban regions.
- Counselors, Behavioral Health Therapists and Clinicians vacancies are dramatically higher in rural regions in all but two occupations in this category. This disparity is particularly evident with Clinical Psychologists (13% vs 6%), Clinical Social Workers (15% vs 8%), Mental and Behavioral Health Clinicians and Counselors (12% vs 6%) and other Behavioral Health Counselors (21% vs 3%). Urban employers had higher

estimated vacancy rates for Rehabilitation Counselors (17%) and Behavioral Health Clinical Associates (14%).

- Therapies: Physical Therapists, Occupational Therapists and Speech-Language Pathologists had overall high estimated vacancy rates, rural and urban alike, with state aggregate rates between 11% and 21%.
- Key specialty nursing occupations showed high estimated numbers of vacancies and vacancy rates, particularly in Perioperative (16%, 46 vacancies), Critical Care (17%, 56 vacancies) and Psychiatric nurses (18%, 22 vacancies).
- While the General Dentist vacancy rate was a low 2%, Dental Health Aides/Therapists in the tribal health system (described above) had a significant rate, and the impending retirements of many Alaska dentists is cause for attention.
- In Allied Health and Ancillary occupations, the most numerous vacancies and highest estimated rates were found with Emergency Medical Technicians at 25% rural and 11% urban, Medical and Clinical Lab Technicians at 17% rural and 6% urban, and Physical Therapy Aides at 38% rural and 13% urban.

Among respondents, Nursing and Residential Care Facilities have high estimated vacancies in occupations classified under Allied Health and Ancillary Services (Personal Care Aides/ Assistants and Certified Nursing Assistants especially), and also under Healthcare Social Workers and Community Health Workers (Behavioral Case Managers and Care Coordinators especially). Hospitals also suffer with high estimated vacancies in Allied Health and Ancillary Services occupations (Community Health Aide/Practitioners and Allied Health Technologists, Technicians and Related Occupations), but also reported a need for Nurses and Healthcare Administrators. Offices of Dentists and Physicians generally have low overall estimated vacancy rates at 3% and 4%, respectively. The lowest overall vacancy rates reported by employers were in Home Health Care Services (1%) and Health Education Institutions (2%). However, the majority of educational institutions did not participate in the study.

The “supply side” of workforce development is obviously a challenge, as an “Inadequate Pool of Trained or Qualified Support Staff” was the top reason given for challenges in recruiting for vacant positions, cited by 22% of rural and 37% of urban respondents. Rural responses were closely followed by “Other” 20% and “Social and Geographic Isolation” 18%. Urban responses were closely followed by “No Issues” 15% and “Insufficient Compensation Package” 11%. The top reason for not being able to retain a workforce given by both rural and urban respondents was “Insufficient Compensation Package,” followed by “Social and Geographic Isolation” for rural and “Relocation or Reassignment” for urban employers.

### **Key Recommendations**

Findings from the 2012 HWVS indicate Alaska would benefit from further occupational investigation into vacancy persistence, recruitment and retention strategies, cost and length of vacancies, impact on access to services, turnover, and projections/forecasts in the following areas:

- Allied Health and Ancillary Services, especially Certified Nursing Assistants, Therapies (Physical Therapists, Occupational Therapists, and Speech-Language Pathologists, and their assistants), and Dieticians and Nutritionists
- Counselors, Behavioral Health Therapists and Clinicians, especially Behavioral Health Clinical Associates, Clinical Social Workers, Mental and Behavioral Health Clinicians and Counselors (rural focus), and Substance Use Disorder Counselors
- Nurses, especially Advanced Practice Nurses – Family, Women’s Health, Psychiatric - and Registered Nurses – Critical Care, Perioperative, Psychiatric
- Physicians, Surgeons and Other Related Practitioners, especially General Practitioners and Family Physicians (rural focus), and Psychiatrists
- Tribal Health-specific occupations, especially Community Health Aides/ Practitioners, Dental Health Aides/Therapists, and Behavioral Health Aides/ Therapists

Additionally, due to the enormity of the situation and complexities involved in developing a health workforce, significant investment in a comprehensive, cross-organizational strategic plan addressing key occupations, such as the work being done by the Alaska Health Workforce Coalition, should be a top priority for Alaska. The University system, private industry, non-profit associations, the State of Alaska’s Departments of Health and Social Services, Labor, and Education, and other partners, all have a vested interest in health workforce development and should be involved in determining and invested in the strategies employed.

Finally, with the end-goal of not simply recruiting health workers, but also retaining them across Alaska, the state and its residents would benefit from investment in “Grow Our Own” programs that demonstrate a long-term impact in successfully preparing Alaskans to fill these positions.

In the face of unprecedented and impending changes in health care, it is critical that assessments such as the Health Workforce Vacancy Study (HWVS) be conducted regularly, and resulting data used to inform health policy, allocate funding, assess education and training programs, and identify strategies, to ensure Alaska residents have access to the health care they need, when and where they need it.

## Introduction

Alaska's healthcare sector continues to face a growing shortage of workers in an industry that is as critical to a developed nation as public education, fire and police protection. It is also a major economic driver, employing a broad spectrum of occupations distributed statewide in rural and urban communities alike.

The Alaska Department of Labor and Workforce Development has long stated that health care is the fastest and largest growing industry, projected to grow by 31% between 2010 and 2020, in large part due to the increased service demand caused by a burgeoning aging population. (*Alaska Economic Trends*, October 2012) During this period, 47 out of 50 highest growth occupations are projected to be health care related. Health practitioners, outpatient care centers and home health services organizations will gain nearly 6,000 jobs, and 3,600 of the gain is expected to be in hospital settings. Health Care Support, Health Care Practitioners/Technical, Personal Care and Service, and Community and Social Service jobs will grow between 19.3-30.9%. The next highest occupation growth in other industries is approximately 12.6%. (*Alaska Economic Trends*, October 2012)

The Alaska Health Care Commission's vision is to make Alaskans the healthiest people in the nation by 2025 with access to the highest quality and most affordable care as indicated by 1) highest life expectancy, 2) highest percentage population with access to primary care, and 3) lowest per capita health care spending level (Annual Report, 2012). A foundational component essential to obtaining this goal is the existence of an adequate workforce, which currently needs considerable attention and investment. In order to increase the supply of health care workers to ensure Alaskans have adequate access to services in the future, one must assess the existing workforce and related projections. Access depends on many factors, but essential to this is the availability and reasonable distribution of workers to provide services, and an understanding of what it takes to develop this workforce, especially in rural communities.

This report sheds light on the state of the existing workforce where vacancies are concerned. The study, overall, aimed to align this dataset with other available health workforce data resources to allow for meta-analysis.

## Purpose and Significance

The purpose of the study was to:

- Assess health workforce vacancies for 157 health occupations in Alaska by region and organization type
- Assess health workforce vacancies currently filled by temporary staffing
- Utilize standard Department of Labor codes and taxonomies to collect, analyze and report findings.

This study organized respondents by the North American Industry Classification System (NAICS) codes, and by the following labor market regions in Alaska as defined by the Department of

Labor: Anchorage (urban), Fairbanks (urban), Juneau (rural), Gulf Coast – Rural South Central (rural), North (rural), Rural Interior (rural), Rural Southeast (rural), and Southwest (rural).

Occupation titles and definitions were based on the Alaska Standardized Health Occupations Taxonomy (AK SHOT), developed in a partnership between the Alaska Center for Rural Health and the Department of Labor and Workforce Development’s Research and Analysis section. The AK SHOT provides the first-ever crosswalk of detailed industry-identified health occupations with broader Standardized Occupation Classification (SOC) codes as defined by the federal Department of Labor. The complete AK SHOT, including categories, scope of work definitions, and typical minimum education requirements by occupation, is provided in the Appendix.

When referencing vacancy study data or putting it into context with other industry data, one should always consider three elements:

- What proportion of the estimated numbers was included in the sample population?
- What is the total population in that occupation?
- What does the vacancy rate actually represent (i.e. how many individual positions)?

The data and methodology provided in this report is meant to be transparent. Appendices include all confidence intervals, and users are encouraged to access this information in conjunction with this final report.

## Methods in Brief

This study was designed by the University of Alaska Anchorage’s Alaska Center for Rural Health (ACRH) and Institute of Social and Economic Research (ISER), in consultation with the State of Alaska’s Department of Labor and Workforce Development (DOL/WD), Research and Analysis Section. The research team provided input and guidance for selecting health and health related occupations, reviewing and revising the study instrument, and providing the sample frame (population). The study surveyed organizations around the state to determine employment, vacancies, and vacancy rates, for health and health related occupations. The unit of analysis was the occupation, targeting 157 occupations defined in the Alaska Standard Healthcare Occupations Taxonomy (AK SHOT). The units of observation (the entities surveyed) were organizations that employed at least one person in a targeted occupation. For each occupation, the 2012 Health Workforce Vacancy Survey asks the following:

Answering separately for full-time and part-time positions –

1. How many total positions are: Currently filled; Currently vacant and actively recruiting; and Currently vacant, NOT actively recruiting?
2. Of the currently filled positions, how many are filled by travelers, locums, temporary, contract, relief, or pool employees that you would PREFER to fill with a regular employee?
3. For filled, vacant/recruiting and vacant/not recruiting, how many positions require prior work experience in addition to any training/education you require?

4. How long have you been trying to fill the position that has been open the longest?

Additionally, two questions were not occupation-specific:

5. What are the top two reasons for not being able to fill positions in your organization?
6. What are the top two reasons for not being able to retain employees at your organization?

Finally, respondents had the opportunity to provide comments, suggestions, and feedback.

### Sampling Process

The DOL/WD Research and Analysis Section extracted the sample frame from Alaska's unemployment insurance database. Employers reporting one or more health-related employees according to the Standard Occupational Classifications (SOC) codes (cross walked with the AK SHOT) were included. The sample frame included 2,050 organizations with one or more healthcare workers. An "employer" was an entity that reported employees to Alaska DOL/WD for unemployment insurance purposes. Thus, the sample frame excludes sole proprietorships and businesses with fewer than 20 employees. It includes public, tribal, private non-profit and private for-profit companies, and health instruction institutions. Staffing organizations were also excluded due to the risk of double counting those positions, first in the staffing agency and then in the employer where the temporary staff is placed.

The sample frame was divided into 17 strata, first into eight geographic regions, and then identifying large (more than 10 health workers) and small (10 or fewer) employers within each region. Health education institutions were a separate stratum. To ensure adequate coverage for occupations with only a few positions, and for rural areas of the state, 100% of large employers in all 8 regions were sampled, as were 100% of small employers in Gulf Coast (rural Southcentral), Southeast, Southwest, Interior, and North regions, and 100% of health instruction institutions. A random stratified sample was pulled of small employers in Juneau, Fairbanks, and Anchorage.

**Table 1: Sample Overview and response rate by labor region**

Region	Organizational Response				Health Worker Representation			
	Responses	Non-Responses	Total	Response Rate	Responses	Non-Response	Total	% of Health Workers
North	34	23	57	60%	947	255	1202	78.8%
Rural Interior	21	10	31	68%	204	79	283	72.1%
Southwest	36	17	53	68%	1334	163	1497	89.1%
Gulf Coast - Rural Southcentral	59	34	93	63%	3040	679	3719	81.7%
Rural Southeast	75	28	103	73%	1890	193	2083	90.7%
Fairbanks	61	32	93	66%	2129	878	3007	70.8%
Anchorage/Mat-Su	240	125	365	66%	14321	4387	18708	76.6%
Juneau	68	25	93	73%	1585	150	1735	91.4%
Health Education Inst.	14	4	18	78%	-	-	-	-
<b>Statewide Aggregate</b>	<b>608</b>	<b>298</b>	<b>906</b>	<b>67%</b>	<b>25450</b>	<b>6784</b>	<b>32234</b>	<b>79%</b>

## Data Collection

A packet was mailed or e-mailed to selected employers including an introductory letter explaining the project, a sample of survey questions, and a list of the health occupations organized by the AKSHOT categories. The introductory letter explained the purpose of the study and listed options for completing the survey. The letter was customized for single vs. multi-site organizations, and for health vs. non health organizations.

The letter requested the staff person with the most knowledge about hiring and vacancies complete the survey. In multi-site organizations (those with multiple locations), one central location might provide information about multiple locations or work sites, or they might delegate to different contacts at each site, depending on their preference.

Data collection occurred via on-line submission, interviews, hard copy submission, or a combination of these methods (for example, an incomplete survey received on line was completed by phone). All surveys were reviewed for completeness and internal consistency. When necessary, incomplete or inconsistent surveys were returned to interviewers for resolution with the respondent organization.

Data collection commenced on August 24, 2012, with the mailing of the first wave of introductory packets to organizations with a single location, and concluded for most organizations on November 16, 2012. The collection period is unusually long for two reasons. First, the start of the survey was staggered, with single site organizations launched on August 24<sup>th</sup>, educational institutions on September 20<sup>th</sup>, and organizations with more than one location

on October 2-4th, 2012. Delaying the start for multi-site organizations allowed these employers to be called to verify contact information, work locations, and the best contact person or people. The second reason for the long collection period was the importance of including responses from very large organizations. The ACRH took on this data collection task on November 16, 2012, and continued until completion in March 2013.

Interviewers began follow-up calls to single site locations on September 10th and to multi-site organizations on October 11<sup>th</sup>. This provided a full six week telephone follow up period for multi-site locations, ending with the majority of data collection on November 30, 2012.

### Data Cleaning

Initial data cleaning was done on two separately extracted sets of data. After datasets were cleaned in Qualtrics, they were extracted into SPSS for further cleaning.

### Data Analysis

For analysis, employers were grouped (using their North American Industry Classification System, NAICS, codes) into the following types: ambulatory care services, offices of physicians, dentists and other health practitioners, home health services, hospitals, nursing and residential care facilities, social assistance organizations, state government, instructional institutions, and “all other.”

During the survey, we discovered that some of the organizations in the sample needed to be excluded from the survey. Some were out of business, some did not employ health workers, some were staffing agencies and some were duplicates. We removed these from the sample, and calculated our response rates by dividing the number of responses by the number of valid sampled organizations for each organizational type and for each region.

The overall response rate for the study was 67%. Response rates by organizational type varied from 54% for Home Health Care Services to 86% for Other Ambulatory Health Care Services. Rates by geographic region ranged from 59% in the North to 73% in Rural Southeast and Juneau.

**Table 2: Sample and response rate by organization type (NAICS provided)**

Organization Type	Organizational Response				Health Worker Representation			
	Responses	Non-Responses	Total	Response Rate	Responses	Non-Response	Total	% of Health Workers
Offices of Physicians (6211)	100	56	156	64%	7755	1196	8951	87%
Offices of Dentists (6212)	85	31	116	73%	780	400	1180	66%
Offices of Other Health Practitioners (6213)	62	33	95	65%	714	422	1136	63%
Home Health Care Services (6216)	13	13	26	50%	1422	542	1964	72%
Other Ambulatory Health Care Services (621)	52	11	63	83%	2154	204	2358	91%
Health Education Institutions (611)	14	4	18	78%	-	-	-	-
Hospitals (622)	13	3	16	81%	4549	655	5204	60%
Non Health Organization	158	96	254	62%	3110	1457	4567	42%
Nursing and Residential Care Facilities (623)	53	27	80	66%	1897	639	2536	61%
Social Assistance (624)	46	19	65	71%	1551	1552	3103	35%
State Government (921 & 922)	12	5	17	71%	1084	11	1095	99%
<b>Statewide Aggregate</b>	<b>608</b>	<b>298</b>	<b>906</b>	<b>67%</b>	<b>25016</b>	<b>7078</b>	<b>32094</b>	<b>79%</b>

For weighting purposes, the strata counts were revised for the population by estimating the number of employers who would have been excluded had they been in the sample. To do this, the proportion of each excluded stratum sample was calculated, and that proportion was applied to the population for that stratum. The weights are calculated by dividing the revised population count for each stratum by the number of completed surveys in that stratum.

Quantitative survey data were entered directly into SPSS (Statistical Package for the Social Sciences version 21), and analyzed with SPSS and Stata 13. For each occupation, sample (unweighted) and population (weighted) estimates were calculated for:

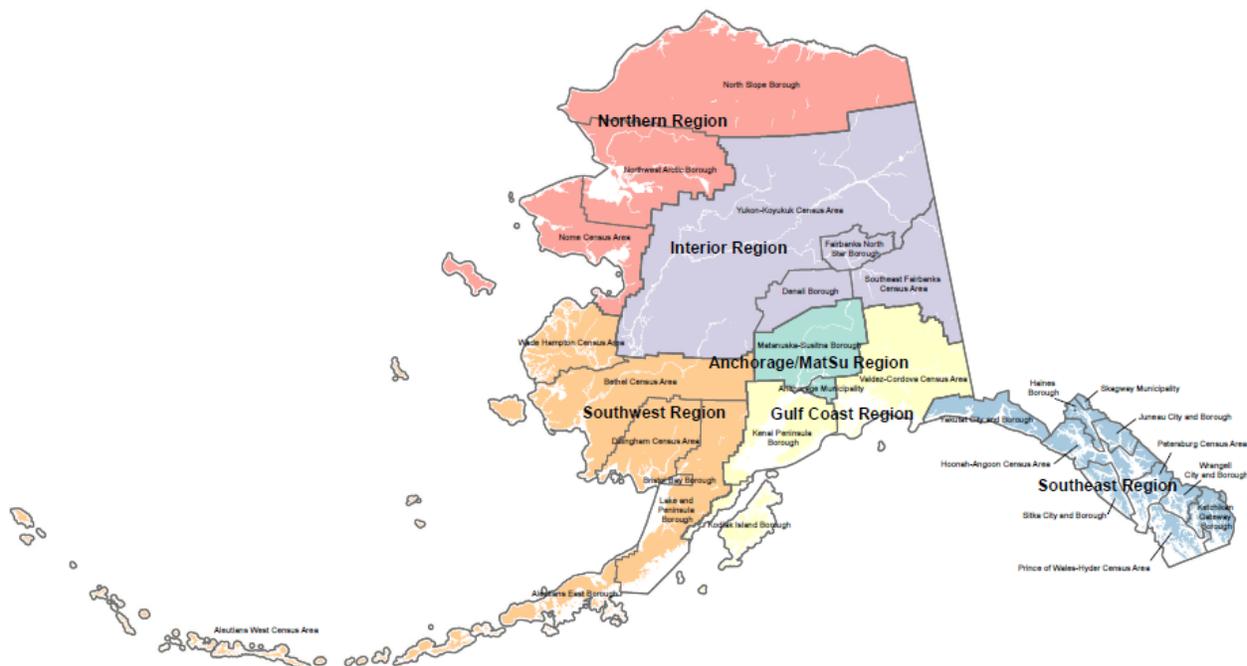
- (1) total number of positions;
- (2) total number of vacancies;
- (3) vacancy rate (vacancies/positions);
- (4) the proportion of employing organizations for each occupation that hire new graduates
- (5) total number of vacancies in the sample for which new graduates would be considered

Ninety-five percent (95%) confidence intervals at  $\alpha=.05$  were generated for the number of positions, vacancies, and vacancies for new graduates, and are reported in the Appendix, with details on the procedures for generating them.

Data was analyzed statewide, by urban and rural, and by region. Urban organizations were those located in Anchorage, Eagle River/Chugiak, Fairbanks, North Pole, or Juneau. All others were classified as “rural.” The regional analysis used Alaska’s DOL/WD Labor Market Areas. Some organizations have positions in multiple regions. When community locations were provided for those positions, they were allocated according to their location, rather than that of the organizational headquarters.

**Figure 1: State of Alaska, Department of Labor and Workforce Development Labor Market Regions**

## Alaska Economic Regions



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Finally, the qualitative answers to the questions about difficulty recruiting and retaining employees were analyzed. Respondents could choose from a list of several pre-defined reasons, or provide other reasons. All “other” responses were either coded into one of the existing options or new ones were created.

## Allied Health and Ancillary Services

Allied Health and Ancillary Services represents the largest category of health occupations in the workforce, with nearly one-third of the entire health workforce in these occupations, yet there is little data indicating demand. In the AK SHOT, this category contains 63 individual occupations and includes the following sub-categories: First Responders; Pharmacy; Community Health; Nursing Support and Personal Care; Allied Technologists, Technicians, and Related; Therapies, Therapy Support and Related; and, Allied Dental Workers.

**Table 3** provides an overview of the number of positions included in the sample, estimated positions, estimated vacancies, and estimated vacancy rates for rural and urban labor market regions, and the estimated statewide aggregate vacancy rate for each occupation in this category. It gives some insights into how these positions are distributed between urban and rural labor market regions. The information below summarizes some of the key data found in this table.

- In the Allied Technologists, Technicians and Related Occupations subcategory, there is an estimated 1906 positions. Of these, 516 (27%) are represented in the sample. Most of these 26 occupations do not have large numbers of positions; however, they are critical to diagnostic testing, so vacancies may be especially hard on facilities. Estimated vacancy rates for this subcategory are high at 17% in rural areas and 13% in urban.
- Although the estimated rural vacancy rate is 11% overall in this broad category, this masks several rates and estimated vacancies that are critically high; especially for Emergency Medical Technicians, Community Health Aides/Practitioners, Physical Therapy Aides, Physical Therapists, Radiation Therapists, and Speech Language Pathologists.

### Nursing Support and Personal Care Occupations:

- Certified Nursing Assistants (CNA) is a large occupation with an estimated 2,589 positions statewide. It is often a stepping stone wherein the worker continues to acquire training and education to advance careers. As such, this occupation experiences high turnover, but plays a pivotal role working directly with patients, especially in long term care settings, and allows general nurses and nurse specialists to work at the top of their scopes of practice. CNAs showed a 14% aggregate vacancy rate and a 16% vacancy rate in urban areas. In Table 4, Anchorage/Mat Su is estimated to have an 18% vacancy rate; though, it should be noted that North and Rural Interior vacancy rates were very high at 29% and 31%, respectively. In Table 5, Organizations that employ the majority of CNAs are Hospitals (9% estimated vacancy rate), Nursing and Residential Care Facilities (25%), and Offices of Physicians (13%).

### Allied Technologists, Technicians and Related Occupations:

- The largest occupations in this category are CAT Scan Technicians, Diagnostic Medical Sonographers, Medical and Clinical Laboratory Technicians, Medical and Clinical Laboratory Technologists, Medical Equipment Technicians and Repairers, Dispensing Opticians, Phlebotomists, Psychiatric and Mental Health Aides, Surgical Technicians and Technologists, and All Other categories. Those with notable vacancy rates are: Medical and Clinical Laboratory Technologists in rural areas at 17%, Phlebotomists in rural areas at 18%, Surgical Technicians and Technologists in urban areas at 15%. The “All Other” categories are also high, but need more investigation.

## Therapies, Therapy Support and Related Workers

- This group of occupations sees some of the highest estimated vacancy rates across the entire survey in urban and rural settings alike. Physical Therapists, Physical Therapy Aides, and Speech Language Pathologists are in especially high demand statewide.

**Table 3: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detail Occupation by Group	Sample	Total Estimated Positions		Total Estimated Vacancies		Estimated Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<b><i>First Responders</i></b>	<b>956</b>	<b>652</b>	<b>920</b>	<b>96</b>	<b>87</b>	<b>15%</b>	<b>9%</b>	<b>12%</b>
Emergency Medical Technicians	440	268	455	66	48	25%	11%	16%
Emergency Trauma Technicians	54	41	36	0	0	-	-	-
Firefighters, EMT or ETT Certified	290	285	231	21	3	7%	1%	5%
Paramedics	172	58	198	9	36	16%	18%	18%
<b><i>Pharmacy</i></b>	<b>967</b>	<b>367</b>	<b>1190</b>	<b>25</b>	<b>46</b>	<b>7%</b>	<b>4%</b>	<b>4%</b>
Pharmacists	423	157	516	14	21	9%	4%	5%
Pharmacy Aides and Assistants	31	36	12	1	0	3%	-	2%
Pharmacy Technicians	513	174	662	10	25	6%	4%	4%
<b><i>Community Health</i></b>	<b>335</b>	<b>572</b>	<b>3</b>	<b>102</b>	<b>1</b>	<b>18%</b>	<b>33%</b>	<b>18%</b>
Community Health Aide/Practitioners (CHA, CHA/P)	335	572	3	102	1	18%	33%	18%
<b><i>Nursing Support and Personal Care</i></b>	<b>5138</b>	<b>1805</b>	<b>6619</b>	<b>156</b>	<b>642</b>	<b>9%</b>	<b>10%</b>	<b>9%</b>
Certified Nursing Assistants	1539	674	1915	54	298	8%	16%	14%
Home Health Aides	332	277	250	9	26	3%	10%	7%
Medical Assistants	549	135	931	12	43	9%	5%	5%
Orderlies	53	0	80	0	5	-	6%	6%
Personal Care Aides and Assistants	2661	717	3440	80	270	11%	8%	8%
Psychiatric and Mental Health Technicians	4	2	3	1	0	50%	-	20%
<b><i>Allied Technologists, Technicians, and Related</i></b>	<b>1667</b>	<b>728</b>	<b>2489</b>	<b>74</b>	<b>177</b>	<b>10%</b>	<b>7%</b>	<b>8%</b>
CAT Scan Technician	112	62	149	6	2	10%	1%	4%
Diagnostic Medical Sonographers	51	20	102	2	3	10%	3%	5%
Dietetic Technicians	28	4	36	0	0	-	-	-
Echocardiography Technicians	19	2	26	1	0	50%	-	4%
Electrocardiology (EKG or ECG)	35	0	54	0	6	-	11%	13%

Detail Occupation by Group	Sample	Total Estimated Positions		Total Estimated Vacancies		Estimated Vacancy Rates		Statewide Vacancies
Technicians								
Electroneurodiagnostic (END or EEG) Technicians	23	19	15	3	0	16%	-	9%
Limited Radiologic Technicians	10	2	34	0	0	-	-	-
Magnetic Resonance Imaging (MRI) Technologists	35	15	81	1	5	7%	6%	6%
Mammographers	22	13	42	0	0	-	-	-
Medical and Clinical Lab Technicians	148	87	140	5	8	6%	6%	5%
Medical and Clinical Lab Technologists	191	101	195	17	11	17%	6%	9%
Medical Equipment Technicians and Repairers	49	7	101	0	6	-	6%	6%
Nuclear Medicine Technicians and Technologists	15	4	30	0	2	-	7%	6%
Ophthalmic Medical Technicians	11	1	15	0	1	-	7%	6%
Opticians, Dispensing	46	23	118	0	0	-	-	-
Orthotists and Prosthetists	4	0	50	0	25	-	50%	50%
Phlebotomists	139	38	249	7	8	18%	3%	5%
Psychiatric and Mental Health Aides	160	97	151	11	17	11%	11%	11%
Respiratory Therapy Technicians	14	0	21	0	0	-	-	-
Sterile Processing Technicians	82	19	106	1	11	5%	10%	10%
Surgical Technicians and Technologists	171	60	197	4	30	7%	15%	13%
X-ray Technicians and Technologists	68	55	50	3	2	5%	4%	5%
All Other Allied Health Technologists, Technicians and Related Occupations	69	36	136	7	4	19%	3%	6%
All Other Practitioner Support Technologists and Technicians	117	55	298	5	11	9%	4%	5%
All Other Radiologic Technologists and Technicians	48	8	93	1	25	13%	27%	25%
<b><i>Therapists, Therapy Support, and Related<sup>i</sup></i></b>	<b>1176</b>	<b>516</b>	<b>1906</b>	<b>88</b>	<b>249</b>	<b>17%</b>	<b>13%</b>	<b>14%</b>
Athletic Trainers	61	24	85	0	12	-	14%	11%
Audiologists	22	12	22	0	7	-	32%	21%
Dieticians and Nutritionists	85	49	79	5	11	10%	14%	13%
Exercise Physiologists	4	0	6	0	0	-	-	-
Genetic Counselors	2	0	3	0	0	-	-	-

Detail Occupation by Group	Sample	Total Estimated Positions		Total Estimated Vacancies		Estimated Vacancy Rates		Statewide Vacancies
Hearing Aid Specialists	7	0	11	0	2	-	18%	18%
Massage Therapists	109	66	320	11	3	17%	1%	4%
Occupational Therapists	110	34	185	4	21	12%	11%	11%
Occupational Therapy Aides	6	8	0	0	0	-	-	-
Occupational Therapy Assistants	30	7	60	0	3	-	5%	5%
Physical Therapist Aides	27	34	23	13	3	38%	13%	28%
Physical Therapists	271	157	535	43	100	27%	19%	21%
Physical Therapy Assistants	41	13	71	0	9	-	13%	11%
Radiation Therapists	7	0	11	0	2	-	18%	18%
Recreational Therapists	21	12	19	3	0	25%	-	9%
Respiratory Therapists	129	33	164	2	5	6%	3%	4%
Speech-Language Pathologists	69	38	82	7	17	18%	21%	20%
Speech-Language Pathologists Assistant	31	10	38	0	5	-	13%	10%
All Other Therapists Support Workers, Except Technologists and Technicians	144	19	192	0	49	-	26%	23%
<b>Allied Dental</b>	<b>688</b>	<b>450</b>	<b>1199</b>	<b>36</b>	<b>34</b>	<b>8%</b>	<b>3%</b>	<b>4%</b>
Dental Assistants	429	288	691	23	15	8%	2%	4%
Dental Health Aide Therapists	33	48	2	10	0	21%	-	20%
Dental Hygienists	226	114	506	3	19	3%	4%	3%
<b>Grand Total</b>	<b>10927</b>	<b>5090</b>	<b>14326</b>	<b>577</b>	<b>1236</b>	<b>11%</b>	<b>9%</b>	<b>9%</b>

**Table 4** shows the regional breakdown of positions, vacancies, and temporary rates. It paints a picture of the distribution of health care workers across Alaska in this category.

Anchorage/Mat Su and Fairbanks are considered Alaska's urban labor market regions. The study indicates the following occupations had higher vacancy rates in these regions: Surgical Technicians and Technologists, and Other Radiologic Technicians and Technologists. The use of temporary staffing for Surgical Technicians and Technologist is also relatively high at 11% in Anchorage/Mat Su and 14% in Fairbanks, respectively.

Fairbanks had higher vacancy rates in Electrocardiology (EKG) Technicians (which also has a 13% temporary rate), Magnetic Resonance Imaging (MRI) Technicians, Medical and Clinical Lab Technicians, and Occupational Therapists.

The remaining rural labor market regions have higher vacancies in general, but particularly in these occupations where there are positions: Community Health Aides/Practitioners, and Medical and Clinical Laboratory Technicians and Technologists.

While vacancy rates for Pharmacy Workers are relatively low, Rural Southeast showed a 17% vacancy rate (8 of 47 estimated positions) for Pharmacists, and the North employs temporary staffing at an estimated rate of 20% for Pharmacists.

Certified Nursing Aides (CNA) vacancy rates were high in two regions – Anchorage/Mat Su (18%) and Rural Interior (32%)

The following occupations indicate high vacancy rates in both urban and rural regions, where there are positions:

- Speech Language Pathologists
- Physical Therapists
- Dieticians and Nutritionists

Table 4: Estimated Positions, Vacancies, and Vacancy and Temporary Rates by Region and Occupation

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>First Responders</b>	<b>412</b>	<b>619</b>	<b>84</b>	<b>4%</b>	<b>14%</b>	<b>90</b>	<b>256</b>	<b>3</b>	<b>-</b>	<b>1%</b>	<b>50</b>	<b>146</b>	<b>38</b>	<b>-</b>	<b>26%</b>
Emergency Medical Technicians	251	377	48	4%	13%	15	79	0	-	-	17	57	38	-	67%
Emergency Trauma Technicians	24	36	0	14%	-	0	0	0	-	-	0	0	0	-	-
Firefighters, EMT or ETT Certified	18	27	0	-	-	75	177	3	-	2%	33	89	0	-	-
Paramedics	119	179	36	2%	20%	0	0	0	-	-	0	0	0	-	-
<b>Pharmacy</b>	<b>559</b>	<b>842</b>	<b>26</b>	<b>0%</b>	<b>3%</b>	<b>125</b>	<b>300</b>	<b>19</b>	<b>1%</b>	<b>6%</b>	<b>93</b>	<b>136</b>	<b>5</b>	<b>-</b>	<b>4%</b>
Pharmacists	250	376	9	1%	2%	50	118	11	2%	9%	34	50	0	-	-
Pharmacy Aides and Assistants	8	12	0	-	-	0	0	0	-	-	9	13	1	-	8%
Pharmacy Technicians	301	454	17	-	4%	75	182	8	-	4%	50	73	4	-	5%
<b>Community Health</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>11</b>	<b>16</b>	<b>3</b>	<b>25%</b>	<b>19%</b>
Community Health Aide/Practitioners	0	0	0	-	-	1	2	0	-	-	11	16	3	25%	19%
<b>Nursing Support and Personal Care</b>	<b>3116</b>	<b>5360</b>	<b>593</b>	<b>0%</b>	<b>11%</b>	<b>458</b>	<b>831</b>	<b>29</b>	<b>0%</b>	<b>3%</b>	<b>617</b>	<b>1023</b>	<b>70</b>	<b>-</b>	<b>7%</b>
Certified Nursing Assistants	806	1542	280	-	18%	138	236	10	-	4%	205	327	21	-	6%
Home Health Aides	144	250	26	-	10%	0	0	0	-	-	185	273	9	-	3%
Medical Assistants	415	800	38	-	5%	50	127	5	2%	4%	42	78	6	-	8%
Orderlies	53	80	5	-	6%	0	0	0	-	-	0	0	0	-	-
Personal Care Aides/Assts.	1696	2685	244	-	9%	270	468	14	-	3%	183	343	33	-	10%
Psychiatric and Mental Health Aides	2	3	0	-	-	0	0	0	-	-	2	2	1	-	50%

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Allied Technologists, Technicians, and Related</b>	<b>1054</b>	<b>2160</b>	<b>148</b>	<b>2%</b>	<b>7%</b>	<b>123</b>	<b>293</b>	<b>28</b>	<b>3%</b>	<b>10%</b>	<b>181</b>	<b>297</b>	<b>22</b>	<b>1%</b>	<b>7%</b>
CAT Scan Technician	60	134	2	-	1%	9	15	0	-	-	36	53	6	-	11%
Diagnostic Medical Sonographers	26	83	2	-	2%	11	18	2	11%	11%	6	9	0	-	-
Dietetic Technicians	24	36	0	-	-	0	0	0	-	-	0	0	0	-	-
Echocardiography Technicians	17	26	0	-	-	0	0	0	-	-	0	0	0	-	-
Electrocardiology (EKG or ECG) Technicians	21	32	2	-	6%	14	23	5	13%	22%	0	0	0	-	-
Electroneurodiagnostic (END or EEG) Technicians	10	15	0	-	-	0	0	0	-	-	12	18	3	-	17%
Limited Radiologic Techs	6	31	0	-	-	0	0	0	-	-	0	0	0	-	-
Magnetic Resonance Imaging (MRI) Technologists	16	68	0	-	-	8	13	5	-	38%	8	12	0	-	-
Mammographers	8	34	0	-	-	5	8	0	-	-	3	4	0	-	-
Medical and Clinical Lab Technicians	76	114	3	-	3%	9	19	3	-	16%	31	45	1	-	2%
Medical and Clinical Lab Technologists	101	153	8	-	5%	22	40	3	8%	8%	21	31	4	3%	13%
Medical Equipment Technicians and Repairers	40	93	5	-	5%	5	9	2	-	22%	1	1	0	-	-
Nuclear Medicine Technicians and Technologists	9	25	2	-	8%	3	5	0	-	-	2	3	0	-	-

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
Ophthalmic Medical Technicians	3	5	0	-	-	4	7	0	-	-	0	0	0	-	-
Opticians, Dispensing	36	109	0	-	-	5	8	0	-	-	2	19	0	-	-
Orthotic and Prosthetic Technicians	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Orthotists and Prosthetists	4	50	25	-	50%	0	0	0	-	-	0	0	0	-	-
Phlebotomists	101	163	8	-	5%	14	86	0	-	-	12	17	1	-	6%
Psychiatric and Mental Health Technicians	100	151	17	-	11%	0	0	0	-	-	0	0	0	-	-
Respiratory Therapy Technicians	14	21	0	-	-	0	0	0	-	-	0	0	0	-	-
Sterile Processing Technicians	70	106	11	2%	10%	0	0	0	-	-	4	6	0	-	-
Surgical Technicians and Technologists	122	184	29	11%	16%	8	14	2	14%	14%	14	20	1	5%	5%
X-ray Technicians and Technologists	31	47	2	-	4%	1	2	0	-	-	19	28	3	4%	11%
All Other Allied Health Technologists, Technicians & Related Occupations	41	116	3	9%	3%	1	2	0	-	-	7	27	3	-	11%
All Other Practitioner Support Technologists and Technicians	80	296	11	1%	4%	0	0	0	-	-	0	0	0	-	-
All Other Radiologic Technologists and Technicians	38	68	18	-	26%	4	24	6	-	25%	3	4	0	-	-
<b>Therapies, Therapy</b>	<b>730</b>	<b>1570</b>	<b>206</b>	<b>2%</b>	<b>13%</b>	<b>118</b>	<b>263</b>	<b>37</b>	<b>2%</b>	<b>14%</b>	<b>126</b>	<b>306</b>	<b>70</b>	<b>4%</b>	<b>23%</b>

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Support, and Related<sup>ii</sup></b>															
Athletic Trainers	53	80	12	-	15%	3	5	0	-	-	5	24	0	-	-
Audiologists	7	11	3	-	27%	0	0	0	-	-	0	0	0	-	-
Dieticians and Nutritionists	44	66	9	3%	14%	6	10	2	-	20%	14	20	1	-	5%
Exercise Physiologists	4	6	0	-	-	0	0	0	-	-	0	0	0	-	-
Genetic Counselors	2	3	0	-	-	0	0	0	-	-	0	0	0	-	-
Hearing Aid Specialists	7	11	2	-	18%	0	0	0	-	-	0	0	0	-	-
Massage Therapists	55	256	3	-	1%	10	34	0	-	-	5	40	10	-	25%
Occupational Therapists	69	158	18	3%	11%	14	23	3	-	13%	13	19	3	-	16%
Occupational Therapy Aides	0	0	0	-	-	0	0	0	-	-	4	6	0	-	-
Occupational Therapy Assistants	24	58	3	-	5%	1	2	0	-	-	3	4	0	-	-
Physical Therapist Aides	13	20	3	-	15%	2	3	0	-	-	11	33	13	-	39%
Physical Therapists	154	417	78	2%	19%	36	105	21	2%	20%	34	106	37	6%	35%
Physical Therapy Assistants	26	61	9	5%	15%	6	10	0	-	-	8	12	0	-	-
Radiation Therapists	4	6	0	-	-	3	5	2	40%	40%	0	0	0	-	-
Recreational Therapists	9	14	0	-	-	1	2	0	-	-	0	0	0	-	-
Respiratory Therapists	92	139	3	6%	2%	15	25	2	8%	8%	9	13	0	-	-
Speech-Language Pathologists	29	55	11	4%	20%	12	24	5	-	21%	14	21	6	14%	29%
Speech-Language Pathologists Assistant	15	23	3	-	13%	9	15	2	-	13%	5	7	0	43%	-
All Other Therapists Support Workers, Except Technologists & Technicians	123	186	49	-	26%	0	0	0	-	-	1	1	0	-	-
<b>Allied Dental<sup>iii</sup></b>	<b>364</b>	<b>1037</b>	<b>18</b>	<b>2%</b>	<b>2%</b>	<b>53</b>	<b>146</b>	<b>10</b>	<b>1%</b>	<b>7%</b>	<b>32</b>	<b>95</b>	<b>1</b>	<b>-</b>	<b>1%</b>

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
Dental Assistants	215	563	3	3%	1%	36	105	7	2%	7%	19	60	0	-	-
Dental Hygienists	149	474	15	1%	3%	17	41	3	-	7%	13	35	1	-	3%
<b>Grand Total</b>	<b>6235</b>	<b>11588</b>	<b>1075</b>	<b>1%</b>	<b>9%</b>	<b>968</b>	<b>2091</b>	<b>126</b>	<b>1%</b>	<b>6%</b>	<b>1110</b>	<b>2019</b>	<b>209</b>	<b>1%</b>	<b>10%</b>

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>First Responders</b>	<b>38</b>	<b>47</b>	<b>0</b>	<b>2%</b>	<b>-</b>	<b>29</b>	<b>50</b>	<b>8</b>	<b>24%</b>	<b>16%</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>-</b>	<b>-</b>
Emergency Medical Technicians (EMT)	0	0	0	-	-	9	14	0	43%	-	2	3	0	-	-
Emergency Trauma Technicians (ETT)	0	0	0	-	-	2	3	0	-	-	0	0	0	-	-
Firefighters, EMT or ETT Certified	22	27	0	4%	-	8	13	0	46%	-	0	0	0	-	-
Paramedics	16	20	0	-	-	10	20	8	-	40%	4	6	0	-	-
<b>Pharmacy<sup>iv</sup></b>	<b>38</b>	<b>48</b>	<b>1</b>	<b>2%</b>	<b>2%</b>	<b>32</b>	<b>64</b>	<b>2</b>	<b>13%</b>	<b>3%</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>-</b>	<b>-</b>
Pharmacists	17	21	1	5%	5%	15	30	2	20%	7%	0	0	0	-	-
Pharmacy Technicians	21	27	0	-	-	17	34	0	6%	-	5	7	0	-	-
<b>Community Health</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>100%</b>	<b>114</b>	<b>228</b>	<b>22</b>	<b>-</b>	<b>10%</b>	<b>26</b>	<b>38</b>	<b>12</b>	<b>50%</b>	<b>32%</b>
Community Health Aide/Practitioners	1	1	1	-	100%	114	228	22	-	10%	26	38	12	50%	32%
<b>Nursing Support and</b>	<b>355</b>	<b>430</b>	<b>21</b>	<b>0%</b>	<b>5%</b>	<b>58</b>	<b>116</b>	<b>26</b>	<b>-</b>	<b>22%</b>	<b>66</b>	<b>96</b>	<b>10</b>	<b>15%</b>	<b>10%</b>

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Personal Care<sup>v</sup></b>															
Certified Nursing Assistants	113	137	8	-	6%	28	56	16	-	29%	10	16	5	50%	31%
Medical Assistants	3	4	0	-	-	9	18	2	-	11%	2	3	0	-	-
Personal Care Aides and Assistants	239	289	13	-	4%	21	42	8	-	19%	54	77	5	8%	6%
<b>Allied Technologists, Technicians, and Related<sup>vi</sup></b>	<b>30</b>	<b>38</b>	<b>3</b>	<b>24%</b>	<b>8%</b>	<b>43</b>	<b>86</b>	<b>14</b>	<b>-</b>	<b>16%</b>	<b>6</b>	<b>8</b>	<b>0</b>	<b>-</b>	<b>-</b>
CAT Scan Technician	0	0	0	-	-	1	2	0	-	-	0	0	0	-	-
Diagnostic Medical Sonographers	1	1	0	-	-	2	4	0	-	-	0	0	0	-	-
Limited Radiologic Techs	2	3	0	-	-	0	0	0	-	-	0	0	0	-	-
Mammographers	0	0	0	-	-	2	4	0	-	-	0	0	0	-	-
Medical and Clinical Lab Technicians	5	6	1	-	17%	3	6	4	-	67%	1	1	0	-	-
Medical and Clinical Lab Technologists	2	2	0	-	-	16	32	8	-	25%	2	3	0	-	-
Medical Equipment Technicians and Repairers	0	0	0	-	-	2	4	0	-	-	0	0	0	-	-
Ophthalmic Medical Technicians	3	4	1	-	25%	0	0	0	-	-	0	0	0	-	-
Opticians, Dispensing	1	1	0	-	-	1	2	0	-	-	0	0	0	-	-
Phlebotomists	0	0	0	-	-	3	6	2	-	33%	2	3	0	-	-
Sterile Processing Techs	0	0	0	-	-	4	8	0	-	-	0	0	0	-	-
X-ray Technicians and Technologists	1	1	0	-	-	8	16	0	-	-	1	1	0	-	-
All Other Allied Health	13	18	1	50%	6%	1	2	0	-	-	0	0	0	-	-

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
Technologists, Technicians & Related Occupations															
All Other Practitioner Support Technologists and Technicians	2	2	0	-	-	0	0	0	-	-	0	0	0	-	-
<b>Therapies, Therapy Support, and Related<sup>vii</sup></b>	<b>54</b>	<b>71</b>	<b>6</b>	<b>10%</b>	<b>8%</b>	<b>23</b>	<b>45</b>	<b>0</b>	<b>18%</b>	<b>-</b>	<b>9</b>	<b>15</b>	<b>3</b>	<b>27%</b>	<b>20%</b>
Audiologists	8	11	4	64%	36%	4	8	0	25%	-	0	0	0	-	-
Dieticians and Nutritionists	2	2	0	-	-	6	12	0	-	-	0	0	0	-	-
Massage Therapists	22	29	0	-	-	4	7	0	-	-	2	3	0	-	-
Occupational Therapists	3	4	0	-	-	1	2	0	100%	-	1	2	0	100%	-
Physical Therapists	10	13	1	-	8%	4	8	0	25%	-	1	2	0	100%	-
Recreational Therapists	3	4	0	-	-	1	2	0	-	-	4	6	3	-	50%
Respiratory Therapists	0	0	0	-	-	2	4	0	-	-	0	0	0	-	-
Speech-Language Pathologists	2	2	1	-	50%	1	2	0	100%	-	1	2	0	-	-
All Other Therapists Support Workers, Except Technologists & Technicians	4	6	0	-	-	0	0	0	-	-	0	0	0	-	-
<b>Allied Dental</b>	<b>56</b>	<b>77</b>	<b>5</b>	<b>-</b>	<b>6%</b>	<b>43</b>	<b>84</b>	<b>6</b>	<b>7%</b>	<b>7%</b>	<b>10</b>	<b>14</b>	<b>1</b>	<b>-</b>	<b>7%</b>
Dental Assistants	35	48	5	-	10%	34	67	6	4%	9%	8	11	1	-	9%
Dental Health Aide Therapists	2	2	0	-	-	6	12	0	-	-	2	3	0	-	-
Dental Hygienists	19	27	0	-	-	3	5	0	60%	-	0	0	0	-	-
<b>Grand Total</b>	<b>572</b>	<b>712</b>	<b>37</b>	<b>3%</b>	<b>5%</b>	<b>342</b>	<b>673</b>	<b>78</b>	<b>5%</b>	<b>12%</b>	<b>128</b>	<b>187</b>	<b>26</b>	<b>20%</b>	<b>14%</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>First Responders</b>	<b>189</b>	<b>245</b>	<b>20</b>	<b>-</b>	<b>8%</b>	<b>142</b>	<b>201</b>	<b>30</b>	<b>5%</b>	<b>15%</b>	<b>956</b>	<b>1573</b>	<b>183</b>	<b>3%</b>	<b>12%</b>
Emergency Medical Technicians	68	83	0	-	-	78	111	28	-	25%	440	724	114	3%	16%
Emergency Trauma Technicians	13	16	0	-	-	15	21	0	-	-	54	76	0	7%	-
Firefighters, EMT or ETT Certified	105	142	20	-	14%	29	41	1	-	2%	290	516	24	1%	5%
Paramedics	3	4	0	-	-	20	28	1	39%	4%	172	257	45	5%	18%
<b>Pharmacy</b>	<b>77</b>	<b>96</b>	<b>13</b>	<b>4%</b>	<b>14%</b>	<b>38</b>	<b>62</b>	<b>3</b>	<b>-</b>	<b>5%</b>	<b>967</b>	<b>1555</b>	<b>69</b>	<b>1%</b>	<b>4%</b>
Pharmacists	39	47	8	9%	17%	18	29	3	-	10%	423	671	34	2%	5%
Pharmacy Aides and Assistants	0	0	0	-	-	14	23	0	-	-	31	48	1	-	2%
Pharmacy Technicians	38	49	5	-	10%	6	10	0	-	-	513	836	34	-	4%
<b>Community Health</b>	<b>12</b>	<b>13</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>170</b>	<b>275</b>	<b>65</b>	<b>-</b>	<b>24%</b>	<b>335</b>	<b>573</b>	<b>103</b>	<b>4%</b>	<b>18%</b>
Community Health Aide/Practitioners	12	13	0	-	-	170	275	65	-	24%	335	573	103	4%	18%
<b>Nursing Support and Personal Care</b>	<b>385</b>	<b>436</b>	<b>13</b>	<b>1%</b>	<b>3%</b>	<b>83</b>	<b>134</b>	<b>38</b>	<b>-</b>	<b>28%</b>	<b>5138</b>	<b>8426</b>	<b>800</b>	<b>0%</b>	<b>9%</b>
Certified Nursing Assistants	219	244	10	-	4%	20	32	3	-	9%	1539	2590	353	1%	14%
Home Health Aides	3	3	0	-	-	0	0	0	-	-	332	526	35	-	7%
Medical Assistants	20	23	1	4%	4%	8	13	3	-	23%	549	1066	55	-	5%
Orderlies	0	0	0	-	-	0	0	0	-	-	53	80	5	-	6%
Personal Care Aides and Assistants	143	166	2	2%	1%	55	89	32	-	36%	2661	4159	351	-	8%
Psychiatric and Mental Health Aides	0	0	0	-	-	0	0	0	-	-	4	5	1	-	20%

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Allied Technologists, Technicians, and Related<sup>viii</sup></b>	<b>75</b>	<b>81</b>	<b>8</b>	<b>7%</b>	<b>10%</b>	<b>155</b>	<b>253</b>	<b>27</b>	<b>1%</b>	<b>11%</b>	<b>1667</b>	<b>3216</b>	<b>250</b>	<b>2%</b>	<b>8%</b>
CAT Scan Technician	5	6	0	-	-	1	2	0	-	-	112	212	8	-	4%
Diagnostic Medical Sonographers	3	3	0	-	-	2	4	2	-	50%	51	122	6	2%	5%
Dietetic Technicians	4	4	0	-	-	0	0	0	-	-	28	40	0	-	-
Echocardiography Technicians	2	2	1	-	50%	0	0	0	-	-	19	28	1	-	4%
Electrocardiology (EKG or ECG) Technicians	0	0	0	-	-	0	0	0	-	-	35	55	7	5%	13%
Electroneurodiagnostic (END or EEG) Technicians	1	1	0	-	-	0	0	0	-	-	23	34	3	-	9%
Limited Radiologic Technicians	2	2	0	-	-	0	0	0	-	-	10	36	0	-	-
Magnetic Resonance Imaging (MRI) Technologists	3	3	1	-	33%	0	0	0	-	-	35	96	6	-	6%
Mammographers	3	3	0	-	-	1	2	0	-	-	22	55	0	-	-
Medical and Clinical Lab Technicians	6	7	0	14%	-	17	27	0	-	-	148	225	12	-	5%
Medical and Clinical Lab Technologists	17	19	1	11%	5%	10	16	3	-	19%	191	296	27	2%	9%
Medical Equipment Technicians and Repairers	1	1	0	-	-	0	0	0	-	-	49	108	7	-	6%
Nuclear Medicine Technicians and	1	1	0	-	-	0	0	0	-	-	15	34	2	-	6%

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
Technologists															
Ophthalmic Medical Technicians	1	1	0	-	-	0	0	0	-	-	11	17	1	-	6%
Opticians, Dispensing	0	0	0	-	-	1	2	0	-	-	46	141	0	-	-
Orthotists and Prosthetists	0	0	0	-	-	0	0	0	-	-	4	50	25	-	50%
Phlebotomists	0	0	0	-	-	7	11	3	-	27%	139	286	14	-	5%
Psychiatric and Mental Health Technicians	0	0	0	-	-	60	97	11	-	11%	160	248	28	-	11%
Respiratory Therapy Technicians	0	0	0	-	-	0	0	0	-	-	14	21	0	-	-
Sterile Processing Technicians	3	4	1	-	25%	1	2	0	-	-	82	126	12	2%	10%
Surgical Technicians and Technologists	10	11	2	27%	18%	17	28	0	-	-	171	257	34	11%	13%
X-ray Technicians and Technologists	4	4	0	-	-	3	5	0	-	-	68	104	5	1%	5%
All Other Allied Health Technologists, Technicians & Related Occupations	2	2	1	-	50%	4	6	3	50%	50%	69	173	11	13%	6%
All Other Practitioner Support Technologists and Technicians	4	4	0	-	-	31	51	5	-	10%	117	353	16	1%	5%
All Other Radiologic Technologists and Technicians	3	3	1	-	33%	0	0	0	-	-	48	99	25	-	25%
<b>Therapies, Therapy Support, and Related<sup>ix</sup></b>	<b>91</b>	<b>114</b>	<b>8</b>	<b>4%</b>	<b>7%</b>	<b>25</b>	<b>40</b>	<b>7</b>	<b>-</b>	<b>18%</b>	<b>1176</b>	<b>2424</b>	<b>337</b>	<b>3%</b>	<b>14%</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
Athletic Trainers	0	0	0	-	-	0	0	0	-	-	61	109	12	-	11%
Audiologists	1	1	0	-	-	2	3	0	-	-	22	34	7	26%	21%
Dieticians and Nutritionists	8	9	2	-	22%	5	9	2	-	22%	85	128	16	2%	13%
Exercise Physiologists	0	0	0	-	-	0	0	0	-	-	4	6	0	-	-
Genetic Counselors	0	0	0	-	-	0	0	0	-	-	2	3	0	-	-
Hearing Aid Specialists	0	0	0	-	-	0	0	0	-	-	7	11	2	-	18%
Massage Therapists	6	10	2	-	20%	5	7	0	-	-	109	386	15	-	4%
Occupational Therapists	9	12	1	-	8%	0	0	0	-	-	110	220	25	4%	11%
Occupational Therapy Aides	2	2	0	-	-	0	0	0	-	-	6	8	0	-	-
Occupational Therapy Assistants	2	2	0	-	-	0	0	0	-	-	30	66	3	-	5%
Physical Therapist Aides	1	1	0	-	-	0	0	0	-	-	27	57	16	-	28%
Physical Therapists	25	30	2	10%	7%	7	11	3	-	27%	271	692	142	3%	21%
Physical Therapy Assistants	1	2	0	-	-	0	0	0	-	-	41	85	9	4%	11%
Radiation Therapists	0	0	0	-	-	0	0	0	-	-	7	11	2	18%	18%
Recreational Therapists	3	4	0	-	-	0	0	0	-	-	21	32	3	-	9%
Respiratory Therapists	5	6	0	17%	-	6	10	2	-	20%	129	197	7	6%	4%
Speech-Language Pathologists	10	14	1	-	7%	0	0	0	-	-	69	120	24	6%	20%
Speech-Language Pathologists Assistant	2	3	0	-	-	0	0	0	-	-	31	48	5	6%	10%
All Other Therapists Support Workers, Except Technologists & Technicians	16	18	0	-	-	0	0	0	-	-	144	211	49	-	23%
<b>Allied Dental</b>	<b>57</b>	<b>79</b>	<b>10</b>	<b>9%</b>	<b>13%</b>	<b>73</b>	<b>116</b>	<b>18</b>	<b>3%</b>	<b>16%</b>	<b>688</b>	<b>1648</b>	<b>69</b>	<b>2%</b>	<b>4%</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
Dental Assistants	32	45	8	11%	18%	50	80	8	4%	10%	429	979	38	3%	4%
Dental Health Aide Therapists	7	8	2	-	25%	16	25	8	-	32%	33	50	10	-	20%
Dental Hygienists	18	26	0	8%	-	7	11	2	-	18%	226	619	21	2%	3%
<b>Grand Total</b>	<b>886</b>	<b>1064</b>	<b>72</b>	<b>2%</b>	<b>7%</b>	<b>686</b>	<b>1081</b>	<b>188</b>	<b>2%</b>	<b>17%</b>	<b>10927</b>	<b>19415</b>	<b>1811</b>	<b>2%</b>	<b>9%</b>

**Table 5** below shows the distribution of positions and vacancies by organization type. As the largest healthcare employers, hospitals reported the largest number of positions, and show substantial need for Personal Care Aides and Assistants (36%), Magnetic Resonance Imaging Technologists (13%), Surgical Technicians and Technologists (14%), All Other Allied Health and Radiologic Technologist and Technicians (41% and 14%), Dieticians and Nutritionists (13%), and all Therapy and Therapy support positions - Occupational Therapists (16%), Occupational Therapy Assistants (29%), Physical Therapist Aides (17%), Physical Therapists (26%), Physical Therapy Assistants (18%), Speech-Language Pathologists (19%), and their Assistants (14%).

Offices of Physicians and Dentists have relatively low vacancy rates in the Allied Health and Ancillary Services category, although Physician Offices have a 13% estimated vacancy rate for CNAs. CNAs are also in demand in Other Ambulatory Health Care Services (41%) and Nursing and Residential Care facilities (25%).

Offices of Other Health Practitioners, which is a broad organizational category including an array of employers (i.e. pharmacies, and therapy and alternative medicine clinics), had notable vacancies in Pharmacists (13%), Audiologists (36%), Physical Therapy Aides (33%), Physical Therapists (23%), Speech Language Pathologists (22%), and Speech Language Pathology Assistants (29%).

Finally, of note, Nursing and Residential Care Facilities showed an overall estimated vacancy rate of 25%, with Medical Assistants (15%), Personal Care Aides and Assistants (28%), and All Other Therapists Support Workers (26%). And, Non-Health Organizations, surveyed for the first time in this study, reported substantial vacancies in First Responder occupations, especially Emergency Medical Technician (EMT) at 18% and Paramedics at 22%. Home Health Aides (15%) seem also to be needed in Non-Health Organizations with an estimated 98 positions.

Table 5: Estimated Positions, Vacancies and Vacancy Rates by Occupation and by Organization Type

Detailed Occupation by Group	Hospitals				Offices of Physicians				Offices of Dentists			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>First Responders<sup>x</sup></b>	<b>23</b>	<b>40</b>	<b>8</b>	<b>20%</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Emergency Medical Technicians	13	20	0	-	2	3	0	-	0	0	0	-
Paramedics	10	20	8	40%	2	3	0	-	0	0	0	-
<b>Pharmacy</b>	<b>349</b>	<b>540</b>	<b>24</b>	<b>4%</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>-</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>-</b>
Pharmacists	195	299	15	5%	0	0	0	-	3	4	0	-
Pharmacy Aides and Assistants	12	20	0	-	0	0	0	-	0	0	0	-
Pharmacy Technicians	142	221	9	4%	5	7	0	-	1	1	0	-
<b>Community Health</b>	<b>229</b>	<b>395</b>	<b>65</b>	<b>16%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>-</b>
Community Health Aide/Practitioners	229	395	65	16%	0	0	0	-	5	7	0	-
<b>Nursing Support and Personal Care</b>	<b>961</b>	<b>1428</b>	<b>141</b>	<b>10%</b>	<b>172</b>	<b>596</b>	<b>37</b>	<b>6%</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>-</b>
Certified Nursing Assistants	548	803	73	9%	25	186	24	13%	2	3	0	-
Home Health Aides	4	5	0	-	0	0	0	-	0	0	0	-
Medical Assistants	313	472	34	7%	147	410	13	3%	3	4	0	-
Orderlies	45	68	5	7%	0	0	0	-	0	0	0	-
Personal Care Aides and Assistants	49	78	28	36%	0	0	0	-	0	0	0	-
Psychiatric and Mental Health Aides	2	2	1	50%	0	0	0	-	0	0	0	-
<b>Allied Technologists, Technicians, and Related<sup>xi</sup></b>	<b>1175</b>	<b>1790</b>	<b>157</b>	<b>9%</b>	<b>50</b>	<b>161</b>	<b>3</b>	<b>2%</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>-</b>
CAT Scan Technician	107	160	7	4%	0	0	0	-	0	0	0	-
Diagnostic Medical Sonographers	44	69	5	7%	0	0	0	-	0	0	0	-
Dietetic Technicians	27	39	0	-	0	0	0	-	0	0	0	-
Echocardiography Technicians	19	28	1	4%	0	0	0	-	0	0	0	-
Electrocardiology (EKG or ECG) Technicians	34	53	6	11%	1	2	0	-	0	0	0	-
Electroneurodiagnostic (END or EEG) Technicians	23	34	3	9%	0	0	0	-	0	0	0	-
Limited Radiologic Technicians	4	5	0	-	0	0	0	-	0	0	0	-

Detailed Occupation by Group	Hospitals				Offices of Physicians				Offices of Dentists			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
Magnetic Resonance Imaging (MRI) Technologists	30	45	6	13%	0	0	0	-	0	0	0	-
Mammographers	19	30	0	-	0	0	0	-	0	0	0	-
Medical and Clinical Lab Technicians	95	144	6	4%	11	15	0	-	1	2	0	-
Medical and Clinical Lab Technologists	163	251	23	9%	2	3	0	-	0	0	0	-
Medical Equipment Technicians and Repairers	41	62	6	10%	0	0	0	-	0	0	0	-
Nuclear Medicine Technicians and Technologists	14	22	2	9%	0	0	0	-	0	0	0	-
Ophthalmic Medical Technicians	0	0	0	-	2	2	1	50%	0	0	0	-
Opticians, Dispensing	2	4	0	-	0	0	0	-	0	0	0	-
Phlebotomists	49	76	7	9%	3	4	0	-	0	0	0	-
Psychiatric and Mental Health Technicians	68	109	11	10%	0	0	0	-	0	0	0	-
Respiratory Therapy Technicians	14	21	0	-	0	0	0	-	0	0	0	-
Sterile Processing Technicians	70	106	9	8%	6	10	2	20%	2	3	0	-
Surgical Technicians and Technologists	161	243	33	14%	0	0	0	-	0	0	0	-
X-ray Technicians and Technologists	47	72	3	4%	6	9	0	-	0	0	0	-
All Other Allied Health Technologists, Technicians and Related Occupations	12	17	7	41%	14	76	0	-	0	0	0	-
All Other Practitioner Support Technologists and Technicians	97	149	15	10%	3	37	0	-	0	0	0	-
All Other Radiologic Technologists and Technicians	35	51	7	14%	2	3	0	-	0	0	0	-
<b>Therapies, Therapy Support, and Related<sup>xii</sup></b>	<b>477</b>	<b>716</b>	<b>89</b>	<b>12%</b>	<b>15</b>	<b>23</b>	<b>0</b>	<b>-</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>-</b>
Athletic Trainers	0	0	0	-	1	2	0	-	3	4	0	-
Audiologists	5	9	0	-	0	0	0	-	0	0	0	-
Dietitians and Nutritionists	55	85	11	13%	1	2	0	-	1	1	0	-
Exercise Physiologists	3	5	0	-	0	0	0	-	0	0	0	-
Genetic Counselors	2	3	0	-	0	0	0	-	0	0	0	-
Massage Therapists	3	5	0	-	8	10	0	-	0	0	0	-

	<i>Hospitals</i>				<i>Offices of Physicians</i>				<i>Offices of Dentists</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
Occupational Therapists	56	83	13	16%	0	0	0	-	0	0	0	-
Occupational Therapy Aides	2	2	0	-	0	0	0	-	0	0	0	-
Occupational Therapy Assistants	6	9	0	-	0	0	0	-	0	0	0	-
Physical Therapist Aides	14	21	6	29%	1	2	0	-	0	0	0	-
Physical Therapists	136	203	35	17%	3	5	0	-	0	0	0	-
Physical Therapy Assistants	22	34	9	26%	1	2	0	-	0	0	0	-
Radiation Therapists	7	11	2	18%	0	0	0	-	0	0	0	-
Recreational Therapists	1	2	0	-	0	0	0	-	0	0	0	-
Respiratory Therapists	119	181	5	3%	0	0	0	-	0	0	0	-
Speech-Language Pathologists	21	31	6	19%	0	0	0	-	0	0	0	-
Speech-Language Pathologists Assistant	9	14	2	14%	0	0	0	-	0	0	0	-
All Other Therapists Support Workers, Except Technologists and Technicians	16	18	0	-	0	0	0	-	0	0	0	-
<b>Allied Dental</b>	<b>88</b>	<b>153</b>	<b>18</b>	<b>12%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>418</b>	<b>1229</b>	<b>31</b>	<b>3%</b>
Dental Assistants	66	115	8	7%	0	0	0	-	245	688	14	2%
Dental Health Aide Therapists	18	31	8	26%	0	0	0	-	0	0	0	-
Dental Hygienists	4	7	2	29%	0	0	0	-	173	541	17	3%
<b>Grand Total</b>	<b>3302</b>	<b>5062</b>	<b>502</b>	<b>10%</b>	<b>246</b>	<b>793</b>	<b>40</b>	<b>5%</b>	<b>439</b>	<b>1258</b>	<b>31</b>	<b>2%</b>

	<b>Offices of Other Health Practitioners</b>				<b>Other Ambulatory Health Care Services</b>				<b>Nursing and Residential Care Facilities</b>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b>First Responders<sup>xiii</sup></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>103</b>	<b>154</b>	<b>8</b>	<b>5%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Emergency Medical Technicians (EMT)	0	0	0	-	41	61	3	5%	0	0	0	-
Paramedics	0	0	0	-	62	93	5	5%	0	0	0	-
<b>Pharmacy</b>	<b>108</b>	<b>164</b>	<b>14</b>	<b>9%</b>	<b>75</b>	<b>114</b>	<b>3</b>	<b>3%</b>	<b>6</b>	<b>10</b>	<b>0</b>	<b>-</b>
Pharmacists	35	53	7	13%	39	60	2	3%	3	5	0	-
Pharmacy Aides and Assistants	8	12	0	-	3	4	1	25%	0	0	0	-
Pharmacy Technicians	65	99	7	7%	33	50	0	-	3	5	0	-
<b>Community Health</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>93</b>	<b>161</b>	<b>37</b>	<b>23%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Community Health Aide/Practitioners (CHA, CHA/P)	0	0	0	-	93	161	37	23%	0	0	0	-
<b>Nursing Support and Personal Care<sup>xiv</sup></b>	<b>12</b>	<b>54</b>	<b>0</b>	<b>-</b>	<b>73</b>	<b>117</b>	<b>24</b>	<b>21%</b>	<b>967</b>	<b>1777</b>	<b>453</b>	<b>25%</b>
Certified Nursing Assistants (CNA)	0	0	0	-	19	34	14	41%	505	829	207	25%
Home Health Aides	0	0	0	-	0	0	0	-	30	78	9	12%
Medical Assistants	12	54	0	-	45	66	4	6%	13	20	3	15%
Orderlies	0	0	0	-	1	2	0	-	7	11	0	-
Personal Care Aides and Assistants	0	0	0	-	8	15	6	40%	412	839	234	28%
<b>Allied Technologists, Technicians, and Related<sup>xv</sup></b>	<b>68</b>	<b>385</b>	<b>28</b>	<b>7%</b>	<b>225</b>	<b>635</b>	<b>43</b>	<b>7%</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>-</b>
CAT Scan Technician	0	0	0	-	4	50	0	-	0	0	0	-
Diagnostic Medical Sonographers	0	0	0	-	5	51	0	-	0	0	0	-
Limited Radiologic Technicians	1	12	0	-	5	18	0	-	0	0	0	-
Magnetic Resonance Imaging (MRI) Technologists	0	0	0	-	4	50	0	-	0	0	0	-
Mammographers	0	0	0	-	2	25	0	-	0	0	0	-
Medical and Clinical Lab Technicians	1	2	2	100%	27	46	5	11%	0	0	0	-
Medical and Clinical Lab Technologists	0	0	0	-	20	36	4	11%	1	2	0	-
Medical Equipment Technicians and Repairers	0	0	0	-	2	4	0	-	3	5	0	-

Detailed Occupation by Group	Offices of Other Health Practitioners				Other Ambulatory Health Care Services				Nursing and Residential Care Facilities			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
Nuclear Medicine Technicians and Technologists	0	0	0	-	1	12	0	-	0	0	0	-
Ophthalmic Medical Technicians	8	12	0	-	0	0	0	-	0	0	0	-
Opticians, Dispensing	26	110	0	-	9	14	0	-	0	0	0	-
Orthotists and Prosthetists	4	50	25	50%	0	0	0	-	0	0	0	-
Phlebotomists	0	0	0	-	85	205	8	4%	0	0	0	-
Sterile Processing Technicians	0	0	0	-	4	8	2	25%	0	0	0	-
Surgical Technicians and Technologists	0	0	0	-	6	9	0	-	0	0	0	-
X-ray Technicians and Technologists	0	0	0	-	10	17	2	12%	0	0	0	-
All Other Allied Health Technologists, Technicians and Related Occupations	15	38	1	3%	28	42	3	7%	0	0	0	-
All Other Practitioner Support Technologists and Technicians	13	161	0	-	2	2	0	-	0	0	0	-
All Other Radiologic Technologists and Technicians	0	0	0	-	11	46	19	41%	0	0	0	-
<b>Therapies, Therapy Support, and Related<sup>xvi</sup></b>	<b>206</b>	<b>854</b>	<b>110</b>	<b>13%</b>	<b>72</b>	<b>138</b>	<b>30</b>	<b>22%</b>	<b>179</b>	<b>274</b>	<b>62</b>	<b>23%</b>
Athletic Trainers	4	22	0	-	0	0	0	-	0	0	0	-
Audiologists	8	11	4	36%	7	11	3	27%	0	0	0	-
Dieticians and Nutritionists	1	2	0	-	14	22	2	9%	1	2	0	-
Exercise Physiologists	1	2	0	-	0	0	0	-	0	0	0	-
Massage Therapists	71	248	2	1%	7	10	3	30%	2	3	0	-
Occupational Therapists	12	73	2	3%	1	2	0	-	12	18	3	17%
Occupational Therapy Assistants	3	26	0	-	18	27	3	11%	0	0	0	-
Physical Therapist Aides	9	30	10	33%	0	0	0	-	0	0	0	-
Physical Therapists	66	359	81	23%	18	54	14	26%	23	35	6	17%
Physical Therapy Assistants	8	34	0	-	0	0	0	-	4	6	0	-
Recreational Therapists	0	0	0	-	4	6	3	50%	3	5	0	-

	<b>Offices of Other Health Practitioners</b>				<b>Other Ambulatory Health Care Services</b>				<b>Nursing and Residential Care Facilities</b>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
Respiratory Therapists	0	0	0	-	1	2	0	-	8	13	2	15%
Speech-Language Pathologists	14	32	7	22%	2	4	2	50%	2	4	2	50%
Speech-Language Pathologists Assistant	4	7	2	29%	0	0	0	-	6	10	2	20%
All Other Therapists Support Workers, Except Technologists and Technicians	5	8	2	25%	0	0	0	-	118	178	47	26%
<b>Allied Dental</b>	<b>8</b>	<b>13</b>	<b>2</b>	<b>15%</b>	<b>138</b>	<b>204</b>	<b>17</b>	<b>8%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Dental Assistants	6	10	2	20%	101	152	12	8%	0	0	0	-
Dental Health Aide Therapists	0	0	0	-	13	17	2	12%	0	0	0	-
Dental Hygienists	2	3	0	-	24	35	3	9%	0	0	0	-
<b>Grand Total</b>	<b>402</b>	<b>1470</b>	<b>154</b>	<b>10%</b>	<b>779</b>	<b>1523</b>	<b>162</b>	<b>11%</b>	<b>1156</b>	<b>2068</b>	<b>515</b>	<b>25%</b>

	<b>Home Health Care Services</b>				<b>Social Assistance</b>				<b>Health Education Institutions</b>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b>First Responders<sup>xvii</sup></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>20</b>	<b>29</b>	<b>0</b>	<b>-</b>	<b>7</b>	<b>8</b>	<b>1</b>	<b>13%</b>
Emergency Medical Technicians (EMT)	0	0	0	-	2	2	0	-	5	6	0	-
Firefighters, EMT or ETT Certified	0	0	0	-	18	27	0	-	0	0	0	-
Paramedics	0	0	0	-	0	0	0	-	2	2	1	50%
<b>Pharmacy<sup>xviii</sup></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>20</b>	<b>22</b>	<b>2</b>	<b>9%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Pharmacists	0	0	0	-	11	12	1	8%	0	0	0	-

Detailed Occupation by Group	Home Health Care Services				Social Assistance				Health Education Institutions			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
Pharmacy Technicians	0	0	0	-	9	10	1	10%	0	0	0	-
<b>Community Health</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Community Health Aide/Practitioners (CHA, CHA/P)	0	0	0	-	2	2	0	-	0	0	0	-
<b>Nursing Support and Personal Care<sup>xix</sup></b>	<b>764</b>	<b>1234</b>	<b>9</b>	<b>1%</b>	<b>1306</b>	<b>1936</b>	<b>77</b>	<b>4%</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>
Certified Nursing Assistants (CNA)	13	129	2	2%	52	83	2	2%	0	0	0	-
Home Health Aides	46	70	2	3%	187	276	9	3%	0	0	0	-
Medical Assistants	3	5	0	-	8	29	0	-	0	0	0	-
Personal Care Aides and Assistants	702	1030	5	-	1059	1548	66	4%	0	0	0	-
Psychiatric and Mental Health Aides	0	0	0	-	0	0	0	-	2	3	0	-
<b>Allied Technologists, Technicians, and Related<sup>xx</sup></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>22</b>	<b>23</b>	<b>2</b>	<b>9%</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>
CAT Scan Technician	0	0	0	-	1	1	0	-	0	0	0	-
Diagnostic Medical Sonographers	0	0	0	-	2	2	0	-	0	0	0	-
Dietetic Technicians	0	0	0	-	1	2	0	-	0	0	0	-
Magnetic Resonance Imaging (MRI) Technologists	0	0	0	-	1	1	0	-	0	0	0	-
Mammographers	0	0	0	-	1	1	0	-	0	0	0	-
Medical and Clinical Lab Technicians	0	0	0	-	2	2	0	-	0	0	0	-
Medical and Clinical Lab Technologists	0	0	0	-	5	5	1	20%	0	0	0	-
Ophthalmic Medical Technicians	0	0	0	-	1	1	0	-	0	0	0	-
Phlebotomists	0	0	0	-	0	0	0	-	2	3	0	-
Surgical Technicians and Technologists	0	0	0	-	4	4	1	25%	0	0	0	-
X-ray Technicians and Technologists	0	0	0	-	2	2	0	-	0	0	0	-
All Other Practitioner Support Technologists and Technicians	0	0	0	-	2	2	0	-	0	0	0	-

	<i>Home Health Care Services</i>				<i>Social Assistance</i>				<i>Health Education Institutions</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Therapies, Therapy Support, and Related<sup>pxi</sup></i></b>	<b>19</b>	<b>29</b>	<b>6</b>	<b>21%</b>	<b>50</b>	<b>70</b>	<b>12</b>	<b>17%</b>	<b>7</b>	<b>9</b>	<b>0</b>	<b>-</b>
Audiologists	0	0	0	-	1	1	0	-	0	0	0	-
Dieticians and Nutritionists	0	0	0	-	11	15	4	27%	0	0	0	-
Occupational Therapists	5	8	3	38%	9	13	3	23%	0	0	0	-
Physical Therapist Aides	0	0	0	-	1	1	0	-	0	0	0	-
Physical Therapists	6	9	3	33%	7	10	2	20%	0	0	0	-
Physical Therapy Assistants	4	6	0	-	0	0	0	-	0	0	0	-
Recreational Therapists	0	0	0	-	3	4	0	-	0	0	0	-
Respiratory Therapists	0	0	0	-	1	1	0	-	0	0	0	-
Speech-Language Pathologists	4	6	0	-	12	18	3	17%	0	0	0	-
All Other Therapists Support Workers, Except Technologists and Technicians	0	0	0	-	5	7	0	-	0	0	0	-
<b><i>Allied Dental</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>8</b>	<b>8</b>	<b>2</b>	<b>25%</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>-</b>
Dental Assistants	0	0	0	-	5	5	2	40%	3	4	0	-
Dental Health Aide Therapists	0	0	0	-	2	2	0	-	0	0	0	-
Dental Hygienists	0	0	0	-	1	1	0	-	2	3	0	-
<b><i>Grand Total</i></b>	<b>783</b>	<b>1263</b>	<b>15</b>	<b>1%</b>	<b>1428</b>	<b>2090</b>	<b>95</b>	<b>5%</b>	<b>23</b>	<b>30</b>	<b>1</b>	<b>3%</b>

Detailed Occupation by Group	Non Health Organizations				State Government			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>First Responders</b>	<b>799</b>	<b>1336</b>	<b>167</b>	<b>13%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Emergency Medical Technicians (EMT)	377	632	112	18%	0	0	0	-
Emergency Trauma Technicians (ETT)	54	77	0	-	0	0	0	-
Firefighters, EMT or ETT Certified	272	489	24	5%	0	0	0	-
Paramedics	96	138	31	22%	0	0	0	-
<b>Pharmacy</b>	<b>395</b>	<b>685</b>	<b>26</b>	<b>4%</b>	<b>5</b>	<b>8</b>	<b>0</b>	<b>-</b>
Pharmacists	137	239	9	4%	0	0	0	-
Pharmacy Aides and Assistants	8	12	0	-	0	0	0	-
Pharmacy Technicians	250	434	17	4%	5	8	0	-
<b>Community Health</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>33%</b>
Community Health Aide/Practitioners (CHA, CHA/P)	4	6	0	-	2	3	1	33%
<b>Nursing Support and Personal Care</b>	<b>491</b>	<b>741</b>	<b>30</b>	<b>4%</b>	<b>385</b>	<b>534</b>	<b>28</b>	<b>5%</b>
Certified Nursing Assistants (CNA)	14	21	6	29%	361	501	24	5%
Home Health Aides	65	98	15	15%	0	0	0	-
Medical Assistants	5	7	1	14%	0	0	0	-
Orderlies	0	0	0	-	0	0	0	-
Personal Care Aides and Assistants	407	615	8	1%	24	33	4	12%
Psychiatric and Mental Health Aides	0	0	0	-	0	0	0	-
<b>Allied Technologists, Technicians, and Related<sup>xxii</sup></b>	<b>17</b>	<b>57</b>	<b>0</b>	<b>-</b>	<b>101</b>	<b>153</b>	<b>17</b>	<b>11%</b>
Medical and Clinical Lab Technicians	2	2	0	-	9	14	0	-
Medical Equipment Technicians and Repairers	3	37	0	-	0	0	0	-
Opticians, Dispensing	9	14	0	-	0	0	0	-
Psychiatric and Mental Health Technicians	0	0	0	-	92	139	17	12%
X-ray Technicians and Technologists	3	4	0	-	0	0	0	-

Detailed Occupation by Group	Non Health Organizations				State Government			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Therapies, Therapy Support, and Related<sup>xxiii</sup></b>	<b>123</b>	<b>277</b>	<b>29</b>	<b>10%</b>	<b>24</b>	<b>36</b>	<b>4</b>	<b>11%</b>
Athletic Trainers	53	80	12	15%	0	0	0	-
Audiologists	1	2	0	-	0	0	0	-
Dieticians and Nutritionists	1	1	0	-	0	0	0	-
Hearing Aid Specialists	7	11	2	18%	0	0	0	-
Massage Therapists	11	101	10	10%	0	0	0	-
Occupational Therapists	11	17	1	6%	4	6	0	-
Occupational Therapy Aides	4	6	0	-	0	0	0	-
Occupational Therapy Assistants	3	5	0	-	0	0	0	-
Physical Therapist Aides	2	3	0	-	0	0	0	-
Physical Therapists	6	9	1	11%	6	9	2	22%
Physical Therapy Assistants	2	3	0	-	0	0	0	-
Recreational Therapists	0	0	0	-	10	14	0	-
Speech-Language Pathologists	10	20	3	15%	4	7	2	29%
Speech-Language Pathologists Assistant	12	19	0	-	0	0	0	-
<b>Allied Dental<sup>xxiv</sup></b>	<b>23</b>	<b>33</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Dental Assistants	3	4	0	-	0	0	0	-
Dental Hygienists	20	29	0	-	0	0	0	-
<b>Grand Total</b>	<b>1852</b>	<b>3135</b>	<b>252</b>	<b>8%</b>	<b>517</b>	<b>734</b>	<b>50</b>	<b>7%</b>

## Counselors, Behavioral Health Therapists and Clinicians

The Counselors, Behavioral Health Therapists and Clinicians category represents the workforce on the AK SHOT responsible for providing the vast majority of behavioral and mental health services throughout Alaska. These occupations range from high school prepared to Doctorate level and include: Clinical Psychologists, Clinical Social Workers, Counseling Psychologists, Marriage and Family Therapists, Mental and Behavioral Health Clinicians and Counselors, Behavioral Health Clinical Associates, Behavioral Health Aides, including Village Counselors, Rehabilitation Counselors, Substance Use Disorder Counselors and All Other. A full description of each occupation's scope of work and typical minimum education requirements are provided in the Appendix.

**Table 6** shows the distribution of positions and vacancies across rural and urban settings and statewide. Typically, the rural behavioral and mental health workforce consists of Mental and Behavioral Health Clinicians and Counselors (master's prepared providers), Behavioral Health Clinical Associates (typically trained to the Associate's degree level), and Behavioral Health Aides and Village Counselors (typically trained through a tribal health organization).

The data show considerably higher vacancy rates in rural regions in every occupation except for Behavioral Health Clinical Associates, which highlights the huge disparity in access to mental and behavioral health services that exists in Alaska.

Rural regions have approximately 51% (814) of the number of estimated positions in urban settings (1587 total positions). However, they showed 117 total estimated vacancies versus 114 estimated vacancies for urban respondents.

**Table 6: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detailed Occupation by Group	Sampled Positions	Estimated Total Positions		Estimated Total Vacancies		Estimated Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<b><i>Professional Counselors, Therapists, and Clinicians</i></b>	<b>753</b>	<b>327</b>	<b>964</b>	<b>42</b>	<b>57</b>	<b>13%</b>	<b>6%</b>	<b>8%</b>
Clinical Psychologists	87	31	134	4	8	13%	6%	7%
Clinical Social Workers	61	26	62	4	5	15%	8%	10%
Counseling Psychologists	38	21	55	2	2	10%	4%	5%
Marriage and Family Therapists	57	5	101	0	5	-	5%	5%
Mental and Behavioral Health Clinicians and Counselors	417	223	442	26	25	12%	6%	8%
All Other Health Related Therapists and Clinicians	93	21	170	6	12	29%	7%	9%
<b><i>Clinical Associates</i></b>	<b>223</b>	<b>146</b>	<b>173</b>	<b>14</b>	<b>25</b>	<b>10%</b>	<b>14%</b>	<b>12%</b>
Behavioral Health Clinical Associates	223	146	173	14	25	10%	14%	12%
<b><i>Behavioral, Mental Health,</i></b>	<b>484</b>	<b>341</b>	<b>450</b>	<b>61</b>	<b>32</b>	<b>18%</b>	<b>7%</b>	<b>12%</b>

Detailed Occupation by Group	Sampled Positions	Estimated Total Positions		Estimated Total Vacancies		Estimated Vacancy Rates		Estimated Statewide Vacancy
<b><i>and Rehabilitation Counselors</i></b>								
Behavioral Health Aides (BHA) including Village Counselors	66	96	25	18	2	19%	8%	17%
Rehabilitation Counselors	19	11	18	0	3	-	17%	10%
Substance Use Disorder Counselors	186	66	247	8	23	12%	9%	10%
All Other Behavioral Health Counselors	213	168	160	35	4	21%	3%	12%
<b><i>Grand Total</i></b>	<b><i>1460</i></b>	<b><i>814</i></b>	<b><i>1587</i></b>	<b><i>117</i></b>	<b><i>114</i></b>	<b><i>14%</i></b>	<b><i>7%</i></b>	<b><i>10%</i></b>

**Table 7** shows the number of positions included in the sample, the estimated positions, vacancies, vacancy rate, and temporary rate for each region.

The seemingly low vacancy rates in Anchorage/Mat Su and Fairbanks in the Professional Counselors, Therapists and Clinicians category mask an usage of temporary employees in Anchorage/Mat Su for Mental and Behavioral Health Clinicians (37% of 19 vacancies), with the vacancy rate for All Other Health Related Therapists and Clinicians at 13% (12 vacancies). In Fairbanks, estimated temporary rates are negligible, but when the report was conducted high estimated vacancy rates persisted for Clinical Psychologists, Clinical Social Workers, and Behavioral Health Clinical Associates.

Across rural regions, estimated vacancy rates were high for the tribal-specific Behavioral Health Aides/Therapists occupation ranging from 15%-50% with an accumulative 20 positions vacant – the majority in the North region (14 vacancies, 21% vacancy rate).

The Gulf-Coast/Rural South Central, Rural Southeast, North and Juneau showed Substance Use Disorder Counselors to be a critical demand at the time the survey was conducted.

Table 7: Estimated Positions, Vacancies, and Vacancy and Temporary Rates by Occupation and by Region

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Professional Counselors, Therapists, and Clinicians</b>	<b>415</b>	<b>627</b>	<b>38</b>	<b>19%</b>	<b>6%</b>	<b>55</b>	<b>222</b>	<b>18</b>	<b>-</b>	<b>8%</b>	<b>54</b>	<b>119</b>	<b>4</b>	<b>1%</b>	<b>3%</b>
Clinical Psychologists	33	50	0	-	-	10	57	8	-	14%	5	7	0	-	-
Clinical Social Workers	38	58	2	-	3%	2	3	3	-	100%	2	2	1	50%	50%
Counseling Psychologists	17	26	0	-	-	5	27	2	-	7%	9	13	0	-	-
Marriage and Family Therapists	49	74	5	-	7%	2	8	0	-	-	3	21	0	-	-
Mental and Behavioral Health Clinicians and Counselors	214	323	19	37%	6%	30	90	5	-	6%	32	47	3	-	6%
All Other Health Related Therapists and Clinicians	64	96	12	-	13%	6	37	0	-	-	3	29	0	-	-
<b>Clinical Associates</b>	<b>78</b>	<b>118</b>	<b>10</b>	<b>-</b>	<b>8%</b>	<b>5</b>	<b>8</b>	<b>8</b>	<b>-</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>
Behavioral Health Clinical Associates	78	118	10	-	8%	5	8	8	-	100%	0	0	0	-	-
<b>Behavioral, Mental Health, and Rehabilitation Counselors</b>	<b>223</b>	<b>346</b>	<b>15</b>	<b>1%</b>	<b>4%</b>	<b>11</b>	<b>28</b>	<b>2</b>	<b>-</b>	<b>7%</b>	<b>43</b>	<b>88</b>	<b>11</b>	<b>-</b>	<b>13%</b>
Behavioral Health Aides (BHA) including Village Counselors	1	12	0	-	-	0	0	0	-	-	9	13	0	-	-
Rehabilitation Counselors	9	14	3	-	21%	0	0	0	-	-	4	6	0	-	-
Substance Use Disorder Counselors	129	194	12	1%	6%	4	16	0	-	-	25	62	10	-	16%
All Other Behavioral Health Counselors	84	126	0	-	-	7	12	2	-	17%	5	7	1	-	14%
<b>Grand Total</b>	<b>716</b>	<b>1091</b>	<b>63</b>	<b>11%</b>	<b>6%</b>	<b>71</b>	<b>258</b>	<b>28</b>	<b>-</b>	<b>11%</b>	<b>97</b>	<b>207</b>	<b>15</b>	<b>0%</b>	<b>7%</b>

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Professional Counselors, Therapists, and Clinicians</b>	<b>55</b>	<b>69</b>	<b>2</b>	<b>3%</b>	<b>3%</b>	<b>23</b>	<b>46</b>	<b>2</b>	<b>-</b>	<b>4%</b>	<b>13</b>	<b>20</b>	<b>7</b>	<b>5%</b>	<b>35%</b>
Clinical Psychologists	22	27	0	4%	-	0	0	0	-	-	0	0	0	-	-
Clinical Social Workers	1	1	0	-	-	0	0	0	-	-	1	2	0	-	-
Counseling Psychologists	2	2	0	50%	-	1	2	0	-	-	1	2	0	-	-
Marriage and Family Therapists	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Mental and Behavioral Health Clinicians and Counselors	24	30	2	-	7%	19	38	2	-	5%	9	13	4	8%	31%
All Other Health Related Therapists and Clinicians	6	9	0	-	-	3	6	0	-	-	2	3	3	-	100%
<b>Clinical Associates</b>	<b>38</b>	<b>47</b>	<b>7</b>	<b>-</b>	<b>15%</b>	<b>5</b>	<b>10</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>-</b>
Behavioral Health Clinical Associates	38	47	7	-	15%	5	10	0	-	-	1	2	0	-	-
<b>Behavioral, Mental Health, and Rehabilitation Counselors</b>	<b>38</b>	<b>46</b>	<b>5</b>	<b>-</b>	<b>11%</b>	<b>39</b>	<b>78</b>	<b>18</b>	<b>-</b>	<b>23%</b>	<b>5</b>	<b>8</b>	<b>3</b>	<b>-</b>	<b>38%</b>
Behavioral Health Aides (BHA) including Village Counselors	11	13	2	-	15%	33	66	14	-	21%	4	6	3	-	50%
Rehabilitation Counselors	3	4	0	-	-	1	2	0	-	-	0	0	0	-	-
Substance Use Disorder Counselors	6	8	1	-	13%	5	10	4	-	40%	1	2	0	-	-
All Other Behavioral Health Counselors	18	21	2	-	10%	0	0	0	-	-	0	0	0	-	-
<b>Grand Total</b>	<b>131</b>	<b>162</b>	<b>14</b>	<b>1%</b>	<b>9%</b>	<b>67</b>	<b>134</b>	<b>20</b>	<b>-</b>	<b>15%</b>	<b>19</b>	<b>30</b>	<b>10</b>	<b>3%</b>	<b>33%</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Professional Counselors, Therapists, and Clinicians</b>	<b>92</b>	<b>116</b>	<b>15</b>	<b>7%</b>	<b>13%</b>	<b>46</b>	<b>76</b>	<b>14</b>	<b>-</b>	<b>18%</b>	<b>753</b>	<b>1295</b>	<b>100</b>	<b>10%</b>	<b>8%</b>
Clinical Psychologists	16	22	4	14%	18%	1	2	0	-	-	87	165	12	2%	7%
Clinical Social Workers	14	17	1	-	6%	3	5	2	-	40%	61	88	9	1%	10%
Counseling Psychologists	3	5	2	40%	40%	0	0	0	-	-	38	77	4	4%	5%
Marriage and Family Therapists	2	2	0	-	-	1	2	0	-	-	57	107	5	-	5%
Mental and Behavioral Health Clinicians/Counselors	48	58	5	-	9%	41	67	12	-	18%	417	666	52	18%	8%
All Other Health Related Therapists and Clinicians	9	12	3	25%	25%	0	0	0	-	-	93	192	18	2%	9%
<b>Clinical Associates</b>	<b>51</b>	<b>61</b>	<b>7</b>	<b>-</b>	<b>11%</b>	<b>45</b>	<b>74</b>	<b>7</b>	<b>-</b>	<b>9%</b>	<b>223</b>	<b>320</b>	<b>39</b>	<b>-</b>	<b>12%</b>
Behavioral Health Clinical Associates	51	61	7	-	11%	45	74	7	-	9%	223	320	39	-	12%
<b>Behavioral, Mental Health, and Rehabilitation Counselors</b>	<b>17</b>	<b>24</b>	<b>9</b>	<b>-</b>	<b>38%</b>	<b>108</b>	<b>174</b>	<b>30</b>	<b>-</b>	<b>17%</b>	<b>484</b>	<b>792</b>	<b>93</b>	<b>0%</b>	<b>12%</b>
Behavioral Health Aides (BHA) including Village Counselors	2	3	0	-	-	6	8	1	-	13%	66	121	20	-	17%
Rehabilitation Counselors	2	3	0	-	-	0	0	0	-	-	19	29	3	-	10%
Substance Use Disorder Counselors	10	13	4	-	31%	6	10	0	-	-	186	315	31	1%	10%
All Other Behavioral Health Counselors	3	5	5	-	100%	96	156	29	-	19%	213	327	39	-	12%
<b>Grand Total</b>	<b>160</b>	<b>201</b>	<b>31</b>	<b>4%</b>	<b>15%</b>	<b>199</b>	<b>324</b>	<b>51</b>	<b>-</b>	<b>16%</b>	<b>1460</b>	<b>2407</b>	<b>232</b>	<b>6%</b>	<b>10%</b>

Hospitals, Other Ambulatory Health Care Services, Nursing and Residential Care Facilities and Social Assistance organizations employ the vast majority of this category's positions. There was considerable need for specific occupations shown through reported and estimated vacancy rates.

A large number of Behavioral Health Aides/Therapists are employed by tribally-owned hospitals; an estimated 21% vacancy rate was calculated with 10 positions open, in **Table 8**.

Other Ambulatory Health Care Services employers reported estimated vacancy rate for Clinical Social Workers at 21% (6 vacancies), Substance User Disorder Counselors at 24% (23 vacancies) and Behavioral Health Aides/Therapists at 24% (9 vacancies).

The All Other Health Related Therapists and Clinicians category, which would include all occupations not represented by those detailed occupations provided, was high in Offices of Other Health Practitioners (14%) and Nursing and Residential Care Facilities (24%).

Finally, in these last employer categories, Social Assistance is the largest employer of these occupations, and although calculated vacancy rates were high in some categories, the number of positions and vacancies were quite low. Given this, their needs are consistent with others in that Behavioral Health Aides/Therapists vacancy rate was estimated at 14% (2 vacancies) and Clinical Psychologists at 17% (1 vacancy).

Table 8: Estimated Positions, Vacancies and Vacancy Rates by Occupation and by Organization Type

	<i>Hospitals</i>				<i>Offices of Physicians</i>				<i>Offices of Dentists</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Professional Counselors, Therapists, and Clinicians</i></b>	<b>127</b>	<b>201</b>	<b>13</b>	<b>6%</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>-</b>	<b>7</b>	<b>9</b>	<b>3</b>	<b>33%</b>
Clinical Psychologists	7	10	0	-	0	0	0	-	1	1	0	-
Clinical Social Workers	20	29	3	10%	0	0	0	-	0	0	0	-
Counseling Psychologists	1	1	0	-	0	0	0	-	1	1	0	-
Marriage and Family Therapists	3	5	0	-	0	0	0	-	1	1	0	-
Mental and Behavioral Health Clinicians and Counselors	92	149	10	7%	1	2	0	-	4	6	3	50%
All Other Health Related Therapists and Clinicians	4	7	0	-	2	3	0	-	0	0	0	-
<b><i>Clinical Associates</i></b>	<b>49</b>	<b>82</b>	<b>7</b>	<b>9%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Behavioral Health Clinical Associates	49	82	7	9%	0	0	0	-	0	0	0	-
<b><i>Behavioral Mental Health and Rehabilitation Counselors</i></b>	<b>152</b>	<b>253</b>	<b>42</b>	<b>17%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>8</b>	<b>12</b>	<b>0</b>	<b>-</b>
Behavioral Health Aides (BHA) including Village Counselors	24	48	10	21%	0	0	0	-	4	6	0	-
Rehabilitation Counselors	0	0	0	-	0	0	0	-	0	0	0	-
Substance Use Disorder Counselors	30	46	3	7%	0	0	0	-	4	6	0	-
All Other Behavioral Health Counselors	98	159	29	18%	0	0	0	-	0	0	0	-
<b><i>Grand Total</i></b>	<b>328</b>	<b>536</b>	<b>62</b>	<b>12%</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>-</b>	<b>15</b>	<b>21</b>	<b>3</b>	<b>14%</b>

	<i>Offices of Other Health Practitioners</i>				<i>Other Ambulatory Health Care Services</i>				<i>Nursing and Residential Care Facilities</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Professional Counselors, Therapists, and Clinicians</i></b>	<b>41</b>	<b>64</b>	<b>5</b>	<b>8%</b>	<b>222</b>	<b>422</b>	<b>36</b>	<b>9%</b>	<b>148</b>	<b>268</b>	<b>24</b>	<b>9%</b>
Clinical Psychologists	0	0	0	-	23	39	2	5%	45	99	8	8%
Clinical Social Workers	5	8	0	-	20	29	6	21%	7	10	0	-
Counseling Psychologists	5	8	0	-	2	4	2	50%	14	40	2	5%
Marriage and Family Therapists	5	8	0	-	34	73	5	7%	9	13	0	-
Mental and Behavioral Health Clinicians and Counselors	5	8	0	-	111	205	18	9%	50	72	6	8%
All Other Health Related Therapists and Clinicians	21	32	5	16%	32	72	3	4%	23	34	8	24%
<b><i>Clinical Associates</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>92</b>	<b>131</b>	<b>21</b>	<b>16%</b>	<b>81</b>	<b>106</b>	<b>12</b>	<b>11%</b>
Behavioral Health Clinical Associates	0	0	0	-	92	131	21	16%	81	106	12	11%
<b><i>Behavioral Mental Health and Rehabilitation Counselors</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>190</b>	<b>317</b>	<b>33</b>	<b>10%</b>	<b>64</b>	<b>105</b>	<b>10</b>	<b>10%</b>
Behavioral Health Aides (BHA) including Village Counselors	0	0	0	-	21	37	9	24%	1	1	0	-
Rehabilitation Counselors	0	0	0	-	2	3	0	-	1	2	0	-
Substance Use Disorder Counselors	0	0	0	-	89	160	23	14%	51	85	5	6%
All Other Behavioral Health Counselors	0	0	0	-	78	117	1	1%	11	17	5	29%
<b><i>Grand Total</i></b>	<b>41</b>	<b>64</b>	<b>5</b>	<b>8%</b>	<b>504</b>	<b>870</b>	<b>90</b>	<b>10%</b>	<b>293</b>	<b>479</b>	<b>46</b>	<b>10%</b>

	<i>Home Health Care Services</i>				<i>Social Assistance</i>				<i>Health Education Institutions</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Professional Counselors, Therapists, and Clinicians</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>85</b>	<b>144</b>	<b>9</b>	<b>6%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Clinical Psychologists	0	0	0	-	5	6	1	17%	0	0	0	-
Clinical Social Workers	0	0	0	-	3	4	0	-	0	0	0	-
Counseling Psychologists	0	0	0	-	3	4	0	-	0	0	0	-
Marriage and Family Therapists	0	0	0	-	5	8	0	-	0	0	0	-
Mental and Behavioral Health Clinicians and Counselors	0	0	0	-	62	84	8	10%	0	0	0	-
All Other Health Related Therapists and Clinicians	0	0	0	-	7	38	0	-	0	0	0	-
<b><i>Clinical Associates</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Behavioral Health Clinical Associates	0	0	0	-	1	1	0	-	0	0	0	-
<b><i>Behavioral Mental Health and Rehabilitation Counselors</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>50</b>	<b>66</b>	<b>6</b>	<b>9%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Behavioral Health Aides (BHA) including Village Counselors	0	0	0	-	12	14	2	14%	0	0	0	-
Rehabilitation Counselors	0	0	0	-	4	6	0	-	0	0	0	-
Substance Use Disorder Counselors	0	0	0	-	9	13	0	-	0	0	0	-
All Other Behavioral Health Counselors	0	0	0	-	25	33	4	12%	0	0	0	-
<b><i>Grand Total</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>136</b>	<b>211</b>	<b>15</b>	<b>7%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>

	<i>Non Health Organizations</i>				<i>State Government</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>								
<b><i>Professional Counselors, Therapists, and Clinicians</i></b>	<b>66</b>	<b>102</b>	<b>8</b>	<b>8%</b>	<b>54</b>	<b>81</b>	<b>5</b>	<b>6%</b>
Clinical Psychologists	6	9	2	22%	0	0	0	-
Clinical Social Workers	4	5	0	-	2	3	0	-
Counseling Psychologists	12	18	0	-	0	0	0	-
Marriage and Family Therapists	0	0	0	-	0	0	0	-
Mental and Behavioral Health Clinicians and Counselors	40	64	3	5%	52	78	5	6%
All Other Health Related Therapists and Clinicians	4	6	3	50%	0	0	0	-
<b><i>Clinical Associates</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Behavioral Health Clinical Associates	0	0	0	-	0	0	0	-
<b><i>Behavioral Mental Health and Rehabilitation Counselors</i></b>	<b>7</b>	<b>21</b>	<b>0</b>	<b>-</b>	<b>13</b>	<b>20</b>	<b>3</b>	<b>15%</b>
Behavioral Health Aides (BHA) including Village Counselors	4	17	0	-	0	0	0	-
Rehabilitation Counselors	0	0	0	-	12	18	3	17%
Substance Use Disorder Counselors	3	4	0	-	0	0	0	-
All Other Behavioral Health Counselors	0	0	0	-	1	2	0	-
<b><i>Grand Total</i></b>	<b>73</b>	<b>123</b>	<b>8</b>	<b>7%</b>	<b>67</b>	<b>101</b>	<b>8</b>	<b>8%</b>

## Dentists

The Dental and Allied Dental workforce, especially in Alaska, has undergone considerable transformation in the last eight years with the implementation of the Alaska Native Tribal Health Consortium's (ANTHC's) Dental Health Aide/Therapist program. The use of these workers in the tribal health system, and expanded functions assistants and hygienists in oral health delivery generally, helps extend dentists' practice. It should be noted that the aging workforce for Dentists, General and Dentists, Specialized should be seriously considered. In 2009, Alaska's Oral Health Plan stated 26% of Alaska's dentists are aged 65 or older. Additionally, the report states dentists' retirements will outnumber dental graduates in the ensuing decade (*State of Alaska*, 2009). The impact of impending retirements is expected to be dire over the next decade, particularly impacting access to oral health care in rural communities and for Medicaid recipients and elderly patients.

In the AK SHOT, the Dentists category consists of two subgroups: Dentists, General and Dentists, Specialized. All Dental Support occupations (Dental Health Aides/Therapists, Dental Assistants and Dental Hygienists) can be found under the Allied Health and Ancillary Services category.

**Table 9** shows that, although position numbers are low, Dentists, All Other Specialties showed the highest estimated vacancy rates overall in this category. The majority of these positions is found in urban regions and employed in Offices of Dentists.

**Table 9: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detailed Occupation by Group	Sampled Positions	Estimated Total Positions		Estimated Total Vacancies		Estimated Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<b><i>Dentists, General</i></b>	<b>249</b>	<b>123</b>	<b>563</b>	<b>10</b>	<b>6</b>	<b>8%</b>	<b>1%</b>	<b>2%</b>
Dentists	249	123	563	10	6	8%	1%	2%
<b><i>Dentists, Specialized</i></b>	<b>39</b>	<b>45</b>	<b>50</b>	<b>1</b>	<b>1</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>
Dentists, All Other Specialties	12	9	7	1	1	11%	14%	12%
Oral and Maxillofacial Surgeons	8	0	12	0	0	-	-	-
Orthodontists	14	36	23	0	0	-	-	-
Prosthodontists	5	0	8	0	0	-	-	-
<b><i>Grand Total</i></b>	<b>288</b>	<b>168</b>	<b>613</b>	<b>11</b>	<b>7</b>	<b>7%</b>	<b>1%</b>	<b>2%</b>

In **Table 10**, the estimated temporary rates are shown by region, and the statewide aggregate shows Oral and Maxillofacial Surgeons rely on a temporary workforce at 17% and Dentists, All Other Specialties at 12%. Both of these seem to come largely from the Anchorage/Mat Su region, although reported vacant positions are 0.

Table 10: Estimated Positions, Vacancies, Vacancy and Temporary Rates by Occupation and by Region

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b><i>Dentists, General</i></b>	<b>139</b>	<b>461</b>	<b>5</b>	<b>3%</b>	<b>1%</b>	<b>20</b>	<b>92</b>	<b>2</b>	<b>-</b>	<b>2%</b>	<b>11</b>	<b>16</b>	<b>1</b>	<b>-</b>	<b>6%</b>
Dentists	139	461	5	3%	1%	20	92	2	-	2%	11	16	1	-	6%
<b><i>Dentists, Specialized</i></b>	<b>23</b>	<b>58</b>	<b>0</b>	<b>7%</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>6</b>	<b>25</b>	<b>0</b>	<b>-</b>	<b>-</b>
Dentists, All Other Specialties	3	5	0	40%	-	0	0	0	-	-	4	6	0	-	-
Oral and Maxillofacial Surgeons	7	11	0	18%	-	0	0	0	-	-	0	0	0	-	-
Orthodontists	8	34	0	-	-	1	2	0	-	-	2	19	0	-	-
Prosthodontists	5	8	0	-	-	0	0	0	-	-	0	0	0	-	-
<b><i>Grand Total</i></b>	<b>162</b>	<b>519</b>	<b>5</b>	<b>3%</b>	<b>1%</b>	<b>21</b>	<b>94</b>	<b>2</b>	<b>-</b>	<b>2%</b>	<b>17</b>	<b>41</b>	<b>1</b>	<b>-</b>	<b>2%</b>

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b><i>Dentists, General</i></b>	<b>27</b>	<b>36</b>	<b>0</b>	<b>17%</b>	<b>-</b>	<b>13</b>	<b>26</b>	<b>0</b>	<b>8%</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>-</b>
Dentists	27	36	0	17%	-	13	26	0	8%	-	2	3	0	-	-
<b><i>Dentists, Specialized</i></b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>33%</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>25%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>
Dentists, All Other Specialties	2	2	1	-	50%	3	4	1	-	25%	0	0	0	-	-

Oral and Maxillofacial Surgeons	1	1	0	-	-	0	0	0	-	-	0	0	0	-	-
Orthodontists	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Prosthodontists	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
<b>Grand Total</b>	<b>30</b>	<b>39</b>	<b>1</b>	<b>15%</b>	<b>3%</b>	<b>16</b>	<b>30</b>	<b>1</b>	<b>7%</b>	<b>3%</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>-</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Dentists, General</b>	<b>19</b>	<b>25</b>	<b>1</b>	<b>-</b>	<b>4%</b>	<b>18</b>	<b>29</b>	<b>8</b>	<b>-</b>	<b>28%</b>	<b>249</b>	<b>688</b>	<b>17</b>	<b>3%</b>	<b>2%</b>
Dentists	19	25	1	-	4%	18	29	8	-	28%	249	688	17	3%	2%
<b>Dentists, Specialized</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>100%</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>39</b>	<b>97</b>	<b>2</b>	<b>9%</b>	<b>2%</b>
Dentists, All Other Specialties	0	0	0	-	-	0	0	0	-	-	12	17	2	12%	12%
Oral and Maxillofacial Surgeons	0	0	0	-	-	0	0	0	-	-	8	12	0	17%	-
Orthodontists	3	5	0	100%	-	0	0	0	-	-	14	60	0	8%	-
Prosthodontists	0	0	0	-	-	0	0	0	-	-	5	8	0	-	-
<b>Grand Total</b>	<b>22</b>	<b>30</b>	<b>1</b>	<b>17%</b>	<b>3%</b>	<b>18</b>	<b>29</b>	<b>8</b>	<b>-</b>	<b>28%</b>	<b>288</b>	<b>785</b>	<b>19</b>	<b>4%</b>	<b>2%</b>

Table 11: Estimated Positions, Vacancies and Vacancy Rates by Occupation and by Organization

Detailed Occupation by Group	Hospitals				Offices of Physicians				Offices of Dentists			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b><i>Dentists, General</i></b>	24	42	8	19%	0	0	0	-	168	562	7	1%
Dentists	24	42	8	19%	0	0	0	-	168	562	7	1%
<b><i>Dentists, Specialized</i></b>	0	0	0	-	0	0	0	-	19	67	0	-
Dentists, All Other Specialties	0	0	0	-	0	0	0	-	3	5	0	-
Oral and Maxillofacial Surgeons	0	0	0	-	0	0	0	-	4	6	0	-
Orthodontists	0	0	0	-	0	0	0	-	12	56	0	-
Prosthodontists	0	0	0	-	0	0	0	-	0	0	0	-
<b><i>Grand Total</i></b>	24	42	8	19%	0	0	0	-	187	629	7	1%

Detailed Occupation by Group	Offices of Other Health Practitioners				Other Ambulatory Health Care Services				Nursing and Residential Care Facilities			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b><i>Dentists, General</i></b>	1	2	0	-	47	70	1	1%	0	0	0	-
Dentists	1	2	0	-	47	70	1	1%	0	0	0	-
<b><i>Dentists, Specialized</i></b>	0	0	0	-	13	19	1	5%	0	0	0	-
Dentists, All Other Specialties	0	0	0	-	2	2	1	50%	0	0	0	-
Oral and Maxillofacial Surgeons	0	0	0	-	4	6	0	-	0	0	0	-
Orthodontists	0	0	0	-	2	3	0	-	0	0	0	-
Prosthodontists	0	0	0	-	5	8	0	-	0	0	0	-
<b><i>Grand Total</i></b>	1	2	0	-	60	89	2	2%	0	0	0	-

	<i>Home Health Care Services</i>				<i>Social Assistance</i>				<i>Health Education Institutions</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Dentists, General</i></b>	0	0	0	-	3	3	0	-	1	1	0	-
Dentists	0	0	0	-	3	3	0	-	1	1	0	-
<b><i>Dentists, Specialized</i></b>	0	0	0	-	0	0	0	-	3	4	1	25%
Dentists, All Other Specialties	0	0	0	-	0	0	0	-	3	4	1	25%
Oral and Maxillofacial Surgeons	0	0	0	-	0	0	0	-	0	0	0	-
Orthodontists	0	0	0	-	0	0	0	-	0	0	0	-
Prosthodontists	0	0	0	-	0	0	0	-	0	0	0	-
<b><i>Grand Total</i></b>	0	0	0	-	3	3	0	-	4	5	1	20%

	<i>Non Health Organizations</i>				<i>State Government</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>								
<b><i>Dentists, General</i></b>	5	6	0	-	0	0	0	-
Dentists	5	6	0	-	0	0	0	-
<b><i>Dentists, Specialized</i></b>	4	6	0	-	0	0	0	-
Dentists, All Other Specialties	4	6	0	-	0	0	0	-
Oral and Maxillofacial Surgeons	0	0	0	-	0	0	0	-
Orthodontists	0	0	0	-	0	0	0	-
Prosthodontists	0	0	0	-	0	0	0	-
<b><i>Grand Total</i></b>	9	12	0	-	0	0	0	-

## Healthcare Administration

Healthcare Administration includes occupations responsible for the daily operations, budgeting, and management of facilities and/or departments. While their training may not be health care specific, individuals in management and leadership, occupational health and safety, and administrative support must possess health care-specific knowledge and skills in order to perform their duties.

The AK SHOT identifies 19 prevalent and essential occupations in health care settings. Their definitions are provided in the Appendix. It should be noted, however, that with the expanded use of Electronic Medical Record software and other health management systems, many of these positions are in current fluctuation. The scopes of work are changing, especially in the Administrative Support Occupations Group – Healthcare Billing Clerks and Technicians, Medical Records Filing Clerks, Medical Transcriptionists and Professional Medical Coders, in particular.

**Table 12** estimates the rural and urban positions, vacancies and vacancy rates. It also provides the estimated statewide vacancy rate for comparison.

**Table 12: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detailed Occupation by Group	Sampled Positions	Estimated Total Positions		Estimated Total Vacancies		Estimated Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<b>Healthcare Managers, Directors and Supervisors</b>	<b>1292</b>	<b>765</b>	<b>1635</b>	<b>43</b>	<b>58</b>	<b>6%</b>	<b>4%</b>	<b>4%</b>
Behavioral Health Directors and Supervisors	167	87	173	8	9	9%	5%	7%
Chief Executive Officers (CEO), Healthcare-specific	46	33	57	1	0	3%	-	1%
Chief Medical Officers (CMO)	59	29	70	1	0	3%	-	1%
Chief Nursing Officers and Directors	46	33	38	3	2	9%	5%	7%
Financial Managers and Officers, Healthcare-specific	123	105	108	11	5	10%	5%	8%
Healthcare Social and Community Services Managers	86	36	101	2	9	6%	9%	8%
Hospital Administrators	32	30	19	2	2	7%	11%	8%
Operations Managers and Officers, Healthcare-specific	293	146	519	1	16	1%	3%	3%
All Other Healthcare-specific Managers, Directors, and Supervisors	440	266	550	14	15	5%	3%	4%

Detailed Occupation by Group	Sampled Positions	Estimated Total Positions		Estimated Total Vacancies		Estimated Vacancy Rates		Estimated Statewide Vacancy
<b>Occupational Health and Safety Occupations</b>	<b>161</b>	<b>351</b>	<b>323</b>	<b>25</b>	<b>21</b>	<b>7%</b>	<b>7%</b>	<b>7%</b>
Occupational Health and Safety Specialists	97	237	167	5	3	2%	2%	2%
Occupational Health and Safety Technicians	64	114	156	20	18	18%	12%	14%
<b>Administrative Support Occupations</b>	<b>2071</b>	<b>1351</b>	<b>2922</b>	<b>95</b>	<b>115</b>	<b>7%</b>	<b>4%</b>	<b>5%</b>
Healthcare Billing Clerks and Technicians	420	243	561	14	20	6%	4%	4%
Healthcare Insurance Claims Processors	74	54	83	0	2	-	2%	1%
Medical Records and Health Information Technician	160	70	200	0	7	-	4%	3%
Medical Records Filing Clerks	224	129	326	5	8	4%	2%	3%
Medical Secretaries	625	436	1187	28	43	6%	4%	4%
Medical Transcriptionists	40	26	44	0	0	-	-	-
Professional Medical Coders (CPC, CCS, or CCS-P required)	210	158	189	16	2	10%	1%	5%
All Other Health Information Occupations	318	235	332	32	33	14%	10%	11%
<b>Grand Total</b>	<b>3524</b>	<b>2467</b>	<b>4880</b>	<b>163</b>	<b>194</b>	<b>7%</b>	<b>4%</b>	<b>5%</b>

As the data in this table indicate, while overall the estimated vacancy rates are low in this category and somewhat even between rural and urban settings, Occupational Health and Safety Technicians stand out with 18% estimated vacancy in rural and 12% estimated vacancy in urban regions.

More significant disparities are apparent when comparing vacancies between regions. In **Table 13**, the Gulf-Coast / Rural South Central region shows rates of 10% or 1 position vacancy in the Chief Medical Officer and Chief Nursing Officer /Director categories. As there is only one of each of these positions at a facility, prolonged vacancies can be particularly detrimental to the facility.

The use of temporary staffing is quite high in this category, especially in the North and Rural Interior regions in the occupations of Behavioral Health Directors and Supervisors and Professional Medical Coders.

Table 13: Estimated Positions, Vacancies, Vacancy and Temporary Rates by Occupation and by Region

Detail Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Healthcare Managers, Directors and Supervisors</b>	<b>627</b>	<b>1296</b>	<b>45</b>	<b>1%</b>	<b>3%</b>	<b>142</b>	<b>303</b>	<b>14</b>	<b>-</b>	<b>5%</b>	<b>138</b>	<b>243</b>	<b>5</b>	<b>1%</b>	<b>2%</b>
Behavioral Health Directors and Supervisors	106	160	9	-	6%	2	12	0	-	-	23	34	0	-	-
Chief Executive Officers (CEO), Healthcare-specific	15	33	0	-	-	7	21	0	-	-	8	12	0	-	-
Chief Medical Officers (CMO)	33	61	0	3%	-	4	7	0	-	-	7	10	1	10%	10%
Chief Nursing Officers and Directors	25	38	2	-	5%	0	0	0	-	-	7	10	1	10%	10%
Financial Managers and Officers, Healthcare-specific	57	97	5	-	5%	8	18	0	-	-	17	33	0	-	-
Healthcare Social and Community Services Managers	51	77	8	-	10%	3	14	0	-	-	9	13	0	-	-
Hospital Administrators	12	19	2	-	11%	0	0	0	-	-	8	12	0	8%	-
Operations Managers and Officers, Healthcare-specific	104	321	5	-	2%	111	206	12	-	6%	21	55	0	-	-
All Other Healthcare-specific Managers, Directors, and Supervisors	224	490	14	2%	3%	7	25	2	-	8%	38	64	3	-	5%
<b>Occupational Health and Safety Occupations</b>	<b>74</b>	<b>537</b>	<b>32</b>	<b>5%</b>	<b>6%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>-</b>
Occupational Health and Safety Specialists	35	304	3	4%	1%	0	0	0	-	-	0	0	0	-	-

<b>Detail Occupation by Group</b>	<b>Anchorage/Mat-Su</b>					<b>Fairbanks</b>					<b>Gulf Coast - Rural Southcentral</b>				
Occupational Health and Safety Technicians	39	233	29	7%	12%	0	0	0	-	-	1	1	0	-	-
<b>Administrative Support Occupations</b>	<b>980</b>	<b>2341</b>	<b>99</b>	<b>5%</b>	<b>4%</b>	<b>197</b>	<b>464</b>	<b>15</b>	<b>1%</b>	<b>3%</b>	<b>308</b>	<b>614</b>	<b>26</b>	<b>1%</b>	<b>4%</b>
Healthcare Billing Clerks and Technicians	240	460	18	4%	4%	37	79	2	-	3%	63	141	1	-	1%
Healthcare Insurance Claims Processors	38	69	2	-	3%	3	5	0	-	-	12	34	0	-	-
Medical Records and Health Information Technician	83	147	5	8%	3%	18	39	2	-	5%	19	28	0	-	-
Medical Records Filing Clerks	130	273	8	-	3%	14	46	0	4%	-	23	42	1	-	2%
Medical Secretaries	253	905	31	5%	3%	98	242	11	-	5%	103	232	11	-	5%
Medical Transcriptionists	19	40	0	8%	-	3	5	0	-	-	16	24	0	13%	-
Professional Medical Coders (CPC, CCS, or CCS-P required)	79	141	2	4%	1%	18	34	0	6%	-	64	102	12	3%	12%
All Other Health Information Occupations	138	306	33	12%	11%	6	14	0	-	-	8	11	1	-	9%
<b>Grand Total</b>	<b>1681</b>	<b>4174</b>	<b>176</b>	<b>4%</b>	<b>4%</b>	<b>339</b>	<b>767</b>	<b>29</b>	<b>1%</b>	<b>4%</b>	<b>447</b>	<b>858</b>	<b>31</b>	<b>1%</b>	<b>4%</b>

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b><i>Dentists, General</i></b>	<b>58</b>	<b>73</b>	<b>1</b>	<b>-</b>	<b>1%</b>	<b>49</b>	<b>98</b>	<b>6</b>	<b>-</b>	<b>6%</b>	<b>13</b>	<b>18</b>	<b>0</b>	<b>17%</b>	<b>-</b>
Behavioral Health Directors and Supervisors	1	1	0	-	-	4	8	0	-	-	2	3	0	33%	-
Chief Executive Officers (CEO), Healthcare-specific	2	3	0	-	-	3	6	0	-	-	0	0	0	-	-
Chief Medical Officers (CMO)	2	2	0	-	-	2	4	0	-	-	1	1	0	-	-
Chief Nursing Officers and Directors	0	0	0	-	-	5	10	0	-	-	0	0	0	-	-
Financial Managers and Officers, Healthcare-specific	4	5	0	-	-	6	12	2	-	17%	1	1	0	-	-
Healthcare Social and Community Services Managers	8	9	1	-	11%	4	8	0	-	-	0	0	0	-	-
Hospital Administrators	0	0	0	-	-	3	6	0	-	-	0	0	0	-	-
Operations Managers and Officers, Healthcare-specific	13	18	0	-	-	3	6	0	-	-	5	7	0	29%	-
All Other Healthcare-specific Managers, Directors, and Supervisors	28	35	0	-	-	19	38	4	-	11%	4	6	0	-	-
<b><i>Occupational Health and Safety Occupations</i></b>	<b>7</b>	<b>9</b>	<b>1</b>	<b>-</b>	<b>11%</b>	<b>42</b>	<b>72</b>	<b>6</b>	<b>-</b>	<b>8%</b>	<b>7</b>	<b>11</b>	<b>0</b>	<b>-</b>	<b>-</b>
Occupational Health and Safety Specialists	0	0	0	-	-	41	70	4	-	6%	6	9	0	-	-
Occupational Health and Safety Technicians	7	9	1	-	11%	1	2	2	-	100%	1	2	0	-	-

Detailed Occupation by <i>Administrative Support Occupations</i>	<i>Juneau</i>					<i>North</i>					<i>Rural Interior</i>				
	<i>85</i>	<i>111</i>	<i>2</i>	<i>7%</i>	<i>2%</i>	<i>78</i>	<i>155</i>	<i>10</i>	<i>4%</i>	<i>6%</i>	<i>21</i>	<i>30</i>	<i>3</i>	<i>-</i>	<i>10%</i>
Healthcare Billing Clerks and Technicians	10	13	0	8%	-	28	56	8	-	14%	3	4	0	-	-
Healthcare Insurance Claims Processors	7	9	0	11%	-	3	6	0	-	-	2	3	0	-	-
Medical Records and Health Information Technician	12	15	1	-	7%	9	18	0	11%	-	0	0	0	-	-
Medical Records Filing Clerks	6	8	0	-	-	22	44	0	-	-	1	1	0	-	-
Medical Secretaries	30	40	1	15%	3%	6	11	0	18%	-	13	19	3	-	16%
Medical Transcriptionists	0	0	0	-	-	0	0	0	-	-	1	2	0	-	-
Professional Medical Coders (CPC, CCS, or CCS-P required)	11	14	0	-	-	7	14	2	14%	14%	1	1	0	-	-
All Other Health Information Occupations	9	12	0	-	-	3	6	0	-	-	0	0	0	-	-
<b><i>Grand Total</i></b>	<b><i>150</i></b>	<b><i>193</i></b>	<b><i>4</i></b>	<b><i>4%</i></b>	<b><i>2%</i></b>	<b><i>169</i></b>	<b><i>325</i></b>	<b><i>22</i></b>	<b><i>2%</i></b>	<b><i>7%</i></b>	<b><i>41</i></b>	<b><i>59</i></b>	<b><i>3</i></b>	<b><i>5%</i></b>	<b><i>5%</i></b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Healthcare Managers, Directors and Supervisors</b>	<b>146</b>	<b>175</b>	<b>9</b>	<b>1%</b>	<b>5%</b>	<b>119</b>	<b>194</b>	<b>24</b>	<b>1%</b>	<b>12%</b>	<b>1292</b>	<b>2400</b>	<b>104</b>	<b>1%</b>	<b>4%</b>
Behavioral Health Directors and Supervisors	13	16	1	-	6%	16	26	7	-	27%	167	260	17	-	7%
Chief Executive Officers (CEO), Healthcare-specific	5	6	1	17%	17%	6	10	0	-	-	46	91	1	1%	1%
Chief Medical Officers (CMO)	5	6	0	-	-	5	8	0	25%	-	59	99	1	5%	1%
Chief Nursing Officers and Directors	4	4	0	-	-	5	9	2	-	22%	46	71	5	1%	7%
Financial Managers and Officers, Healthcare-specific	10	12	0	-	-	20	33	9	-	27%	123	211	16	-	8%
Healthcare Social and Community Services Managers	9	12	0	-	-	2	3	2	-	67%	86	136	11	-	8%
Hospital Administrators	5	6	0	-	-	4	7	2	-	29%	32	50	4	2%	8%
Operations Managers and Officers, Healthcare-specific	13	16	1	-	6%	23	36	0	-	-	293	665	18	-	3%
All Other Healthcare-specific Managers, Directors, and Supervisors	82	97	6	1%	6%	38	62	2	-	3%	440	817	31	1%	4%
<b>Occupational Health and Safety Occupations</b>	<b>13</b>	<b>19</b>	<b>3</b>	<b>-</b>	<b>16%</b>	<b>17</b>	<b>26</b>	<b>5</b>	<b>-</b>	<b>19%</b>	<b>161</b>	<b>675</b>	<b>47</b>	<b>4%</b>	<b>7%</b>
Occupational Health and Safety Specialists	6	8	0	-	-	9	14	2	-	14%	97	405	9	3%	2%
Occupational Health and	7	11	3	-	27%	8	12	3	-	25%	64	270	38	6%	14%

Detailed Occupation by	Rural Southeast					Southwest					Statewide Aggregate				
Safety Technicians															
<b>Administrative Support Occupations</b>	<b>211</b>	<b>252</b>	<b>11</b>	<b>1%</b>	<b>4%</b>	<b>191</b>	<b>309</b>	<b>43</b>	<b>-</b>	<b>14%</b>	<b>2071</b>	<b>4276</b>	<b>209</b>	<b>3%</b>	<b>5%</b>
Healthcare Billing Clerks and Technicians	25	29	0	3%	-	14	23	5	-	22%	420	805	34	3%	4%
Healthcare Insurance Claims Processors	9	12	0	-	-	0	0	0	-	-	74	138	2	1%	1%
Medical Records and Health Information Technician	14	16	0	-	-	5	8	0	-	-	160	271	8	5%	3%
Medical Records Filing Clerks	10	12	0	-	-	18	29	3	-	10%	224	455	12	-	3%
Medical Secretaries	57	69	3	3%	4%	65	105	11	-	10%	625	1623	71	3%	4%
Medical Transcriptionists	1	1	0	-	-	0	0	0	-	-	40	72	0	8%	-
Professional Medical Coders (CPC, CCS, or CCS-P required)	17	19	2	-	11%	13	21	0	-	-	210	346	18	3%	5%
All Other Health Information Occupations	78	94	6	-	6%	76	123	24	-	20%	318	566	64	7%	11%
<b>Grand Total</b>	<b>370</b>	<b>446</b>	<b>23</b>	<b>1%</b>	<b>5%</b>	<b>327</b>	<b>529</b>	<b>72</b>	<b>-</b>	<b>14%</b>	<b>3524</b>	<b>7351</b>	<b>360</b>	<b>3%</b>	<b>5%</b>

In **Table 14**, it shows that while Hospitals have the largest number of these types of occupations, they are relatively evenly distributed amongst employer types except for Education Institutions, Non-Health Organizations, and State Government, as one would expect. This is an indication of the criticality of these types of positions and how common they are in the health system.

Hospitals show high vacancy rates of 18% for Behavioral Health Directors and Supervisors (7 positions), Health Care Social and Community Service Managers (2 positions) and 2 vacant positions each for Occupational Health and Safety Officers and Technicians.

Other Ambulatory Health Care Services employers calculated the next highest vacancy estimates in, again, Healthcare Social and Community Managers (19%, 6 positions) and Occupational Health and Safety Technicians (20%, 3 positions).

State Government, Hospitals, and Other Ambulatory Health Care Services employers all have high calculated estimated vacancy rates for Healthcare Social and Community Managers.

**Table 14: Estimated Positions, Vacancies and Vacancy Rates by Occupation and by Organization**

	<i>Hospitals</i>				<i>Offices of Physicians</i>				<i>Offices of Dentists</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Healthcare Managers, Directors and Supervisors</i></b>	<b>475</b>	<b>735</b>	<b>43</b>	<b>6%</b>	<b>93</b>	<b>232</b>	<b>5</b>	<b>2%</b>	<b>48</b>	<b>142</b>	<b>3</b>	<b>2%</b>
Behavioral Health Directors and Supervisors	23	38	7	18%	0	0	0	-	1	1	0	-
Chief Executive Officers (CEO), Healthcare-specific	13	19	1	5%	3	5	0	-	1	1	0	-
Chief Medical Officers (CMO)	36	54	1	2%	4	7	0	-	1	1	0	-
Chief Nursing Officers and Directors	34	52	5	10%	0	0	0	-	1	1	0	-
Financial Managers and Officers, Healthcare-specific	48	76	9	12%	6	9	0	-	8	31	0	-
Healthcare Social and Community Services Managers	6	11	2	18%	0	0	0	-	1	1	0	-
Hospital Administrators	17	26	2	8%	0	0	0	-	0	0	0	-
Operations Managers and Officers, Healthcare-specific	114	184	8	4%	50	155	3	2%	29	75	3	4%
All Other Healthcare-specific Managers, Directors	184	275	8	3%	30	56	2	4%	6	31	0	-

Detailed Occupation by Group and Supervisor	Hospitals				Offices of Physicians				Offices of Dentists			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Occupational Health and Safety Occupations</b>	6	10	4	40%	6	9	0	-	0	0	0	-
Occupational Health and Safety Specialists	5	8	2	25%	0	0	0	-	0	0	0	-
Occupational Health and Safety Technicians	1	2	2	100%	6	9	0	-	0	0	0	-
<b>Administrative Support Occupations</b>	857	1299	103	8%	360	903	7	1%	133	413	28	7%
Healthcare Billing Clerks and Technicians	155	240	18	8%	93	230	2	1%	27	45	0	-
Healthcare Insurance Claims Processors	12	20	2	10%	12	45	0	-	5	7	0	-
Medical Records and Health Information Technician	79	123	6	5%	35	84	0	-	0	0	0	-
Medical Records Filing Clerks	108	167	8	5%	26	83	0	-	1	1	0	-
Medical Secretaries	206	309	23	7%	130	298	5	2%	79	318	28	9%
Medical Transcriptionists	31	46	0	-	3	15	0	-	0	0	0	-
Professional Medical Coders (CPC, CCS, or CCS-P required)	131	199	15	8%	34	75	0	-	3	4	0	-
All Other Health Information Occupations	135	195	31	16%	27	73	0	-	18	38	0	-
<b>Grand Total</b>	1338	2044	150	7%	459	1144	12	1%	181	555	31	6%

Detailed Occupation by Group	Offices of Other Health Practitioners				Other Ambulatory Health Care Services				Nursing and Residential Care Facilities			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Healthcare Managers, Directors and Supervisors</b>	31	101	0	-	207	405	16	4%	234	406	22	5%
Behavioral Health Directors and Supervisors	1	2	0	-	26	39	2	5%	85	136	6	4%
Chief Executive Officers (CEO), Healthcare-specific	1	2	0	-	15	39	0	-	5	12	0	-
Chief Medical Officers (CMO)	1	12	0	-	14	20	0	-	2	3	0	-
Chief Nursing Officers and Directors	0	0	0	-	6	10	0	-	2	3	0	-
Financial Managers and Officers, Healthcare-	2	3	0	-	39	59	5	8%	11	22	2	9%

Detailed Occupation by Group	Offices of Other Health Practitioners				Other Ambulatory Health Care Services				Nursing and Residential Care Facilities			
specific												
Healthcare Social and Community Services Managers	0	0	0	-	21	32	6	19%	13	29	0	-
Hospital Administrators	0	0	0	-	9	14	2	14%	3	5	0	-
Operations Managers and Officers, Healthcare-specific	15	55	0	-	36	81	0	-	9	39	0	-
All Other Healthcare-specific Managers, Directors and Supervisor	11	27	0	-	41	111	1	1%	104	157	14	9%
<b>Occupational Health and Safety Occupations</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>11</b>	<b>17</b>	<b>3</b>	<b>18%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Occupational Health and Safety Specialists	0	0	0	-	1	2	0	-	0	0	0	-
Occupational Health and Safety Technicians	0	0	0	-	10	15	3	20%	0	0	0	-
<b>Administrative Support Occupations</b>	<b>125</b>	<b>413</b>	<b>10</b>	<b>2%</b>	<b>251</b>	<b>601</b>	<b>13</b>	<b>2%</b>	<b>150</b>	<b>250</b>	<b>30</b>	<b>12%</b>
Healthcare Billing Clerks and Technicians	14	51	0	-	66	133	7	5%	28	56	8	14%
Healthcare Insurance Claims Processors	6	8	0	-	24	36	0	-	5	7	0	-
Medical Records and Health Information Technician	0	0	0	-	25	36	1	3%	5	7	0	-
Medical Records Filing Clerks	13	37	0	-	27	47	0	-	21	40	2	5%
Medical Secretaries	73	234	10	4%	77	303	5	2%	11	16	0	-
Medical Transcriptionists	3	5	0	-	2	3	0	-	0	0	0	-
Professional Medical Coders (CPC, CCS, or CCS-P required)	3	15	0	-	16	23	0	-	10	14	2	14%
All Other Health Information Occupations	13	63	0	-	14	20	0	-	70	110	18	16%
<b>Grand Total</b>	<b>156</b>	<b>514</b>	<b>10</b>	<b>2%</b>	<b>469</b>	<b>1023</b>	<b>32</b>	<b>3%</b>	<b>384</b>	<b>656</b>	<b>52</b>	<b>8%</b>

Detailed Occupation by Group	Home Health Care Services	Social Assistance	Health Education Institutions
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Detailed Occupation by Group	Home Health Care Services				Social Assistance				Health Education Institutions			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Healthcare Managers, Directors, and Supervisors</b>	<b>18</b>	<b>49</b>	<b>0</b>	<b>-</b>	<b>102</b>	<b>148</b>	<b>4</b>	<b>3%</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>
Behavioral Health Directors and Supervisors	0	0	0	-	10	12	1	8%	0	0	0	-
Chief Executive Officers (CEO), Healthcare-specific	0	0	0	-	7	11	0	-	0	0	0	-
Chief Medical Officers (CMO)	0	0	0	-	1	1	0	-	0	0	0	-
Chief Nursing Officers and Directors	0	0	0	-	1	1	0	-	0	0	0	-
Financial Managers and Officers, Healthcare-specific	1	2	0	-	8	11	0	-	0	0	0	-
Healthcare Social and Community Services Managers	0	0	0	-	22	30	0	-	0	0	0	-
Hospital Administrators	0	0	0	-	2	2	0	-	0	0	0	-
Operations Managers and Officers, Healthcare-specific	8	23	0	-	14	25	0	-	0	0	0	-
All Other Healthcare-specific Managers, Directors and Supervisor	9	24	0	-	37	55	3	5%	1	1	0	-
<b>Occupational Health and Safety Occupations</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>8</b>	<b>11</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Occupational Health and Safety Specialists	0	0	0	-	6	8	0	-	0	0	0	-
Occupational Health and Safety Technicians	0	0	0	-	2	3	0	-	0	0	0	-
<b>Administrative Support Occupations</b>	<b>21</b>	<b>31</b>	<b>0</b>	<b>-</b>	<b>112</b>	<b>158</b>	<b>5</b>	<b>3%</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>-</b>
Healthcare Billing Clerks and Technicians	7	10	0	-	23	32	0	-	0	0	0	-
Healthcare Insurance Claims Processors	0	0	0	-	10	13	0	-	0	0	0	-
Medical Records and Health Information Technician	0	0	0	-	15	18	0	-	0	0	0	-
Medical Records Filing Clerks	2	3	0	-	8	13	0	-	0	0	0	-
Medical Secretaries	8	12	0	-	14	27	0	-	0	0	0	-
Medical Transcriptionists	0	0	0	-	0	0	0	-	0	0	0	-

Detailed Occupation by Group	Home Health Care Services				Social Assistance				Health Education Institutions			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
Professional Medical Coders (CPC, CCS, or CCS-P required)	0	0	0	-	9	10	1	10%	4	5	0	-
All Other Health Information Occupations	4	6	0	-	33	45	4	9%	0	0	0	-
<b>Grand Total</b>	<b>39</b>	<b>80</b>	<b>0</b>	<b>-</b>	<b>222</b>	<b>317</b>	<b>9</b>	<b>3%</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>-</b>

Detailed Occupation by Group	Non Health Organizations				State Government			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Healthcare Managers, Directors, and Supervisors</b>	<b>28</b>	<b>95</b>	<b>2</b>	<b>2%</b>	<b>55</b>	<b>85</b>	<b>8</b>	<b>9%</b>
Behavioral Health Directors and Supervisors	5	7	0	-	16	25	2	8%
Chief Executive Officers (CEO), Healthcare-specific	1	1	0	-	0	0	0	-
Chief Medical Officers (CMO)	0	0	0	-	0	0	0	-
Chief Nursing Officers and Directors	1	2	0	-	1	2	0	-
Financial Managers and Officers, Healthcare-specific	0	0	0	-	0	0	0	-
Healthcare Social and Community Services Managers	4	6	0	-	19	29	4	14%
Hospital Administrators	0	0	0	-	1	2	0	-
Operations Managers and Officers, Healthcare-specific	6	8	1	13%	12	19	2	11%
All Other Healthcare-specific Managers, Directors and Supervisor	11	71	1	1%	6	8	0	-
<b>Occupational Health and Safety Occupations</b>	<b>114</b>	<b>604</b>	<b>35</b>	<b>6%</b>	<b>16</b>	<b>24</b>	<b>6</b>	<b>25%</b>
Occupational Health and Safety Specialists	84	384	5	1%	1	2	2	100%
Occupational Health and Safety Technicians	30	220	30	14%	15	22	4	18%
<b>Administrative Support Occupations</b>	<b>41</b>	<b>174</b>	<b>13</b>	<b>7%</b>	<b>17</b>	<b>25</b>	<b>2</b>	<b>8%</b>

Detailed Occupation by Group	Non Health Organizations				State Government			
Healthcare Billing Clerks and Technicians	7	9	0	-	0	0	0	-
Healthcare Insurance Claims Processors	0	0	0	-	0	0	0	-
Medical Records and Health Information Technician	1	2	0	-	0	0	0	-
Medical Records Filing Clerks	12	55	1	2%	6	9	2	22%
Medical Secretaries	17	91	0	-	10	14	0	-
Medical Transcriptionists	1	2	0	-	0	0	0	-
Professional Medical Coders (CPC, CCS, or CCS-P required)	0	0	0	-	0	0	0	-
All Other Health Information Occupations	3	15	12	80%	1	2	0	-
<b>Grand Total</b>	<b>183</b>	<b>873</b>	<b>50</b>	<b>6%</b>	<b>88</b>	<b>134</b>	<b>16</b>	<b>12%</b>

## Healthcare Educators

The Healthcare Educators category includes occupations essential to workforce development and community health. Two subgroups: Nursing and Health Specialties Educators, and Community-Based Healthcare Educators, distinguish these two functions.

Nursing and Health Specialties Educators is predominately the group that teaches and trains students at the post-secondary level to enter a variety of health careers, including nursing and behavioral health. However, existing human resource systems in some large institutions could not provide the needed information, so this data was suppressed. Some regional data is available in Table 16. Health employers were able to respond with data regarding Nurse Educators (Healthcare Facility or Multi-site), which is insightful and provided below. Position information for Community Based Healthcare Educators, serving in a public health capacity to inform and educate populations on health issues and concerns, was readily provided. However, Community Wellness Advocates data was insufficient to analyze in **Table 15**.

**Table 15: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detailed Occupation by Group	Sampled Positions	Total Positions		Total Vacancies		Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<b><i>Nursing and Health Specialties Educators</i></b>	<b>115</b>	<b>45</b>	<b>127</b>	<b>13</b>	<b>20</b>	<b>29%</b>	<b>16%</b>	<b>19%</b>
Health Specialties Teachers, University or College	0	0	0	0	0	-	-	-
Health Specialties Teachers, Vocational/Technical	8	10	3	0	0	-	-	-
Nurse Educators (Healthcare Facility or Multi-site)	101	33	118	13	20	39%	17%	22%
Nursing Teachers and Instructors, University or College	1	2	0	0	0	-	-	-
Nursing Teachers and Instructors, Vocational/Technical	5	0	6	0	0	-	-	-
<b><i>Community-Based Healthcare Educators</i></b>	<b>187</b>	<b>159</b>	<b>182</b>	<b>7</b>	<b>12</b>	<b>4%</b>	<b>7%</b>	<b>6%</b>
Community Wellness Advocates	43	44	21	0	0	-	-	-
Health Educators	90	69	73	7	9	10%	12%	11%
All Other Community-based Healthcare Educators	54	46	88	0	3	-	3%	2%
<b><i>All Other Healthcare Educators</i></b>	<b>67</b>	<b>10</b>	<b>87</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>2%</b>	<b>2%</b>
All Other Healthcare	67	10	87	0	2	-	2%	2%

Detailed Occupation by Group	Sampled Positions	Total Positions		Total Vacancies		Vacancy Rates		Estimated Statewide
Educators								
<b>Grand Total</b>	<b>369</b>	<b>214</b>	<b>396</b>	<b>20</b>	<b>34</b>	<b>9%</b>	<b>9%</b>	<b>9%</b>

**Table 16** breaks down estimated positions, vacancies, and vacancy and temporary rates, by region, showing the approximate distribution of Healthcare Educators statewide. Of note, Nurse Educators, typically a Registered Nurse responsible for ensuring a facility has an adequate precepting or onboarding plan for new hires, and has timely access to regulatory and other continuing education trainings so staff can maintain current licenses, showed the most robust data. Nurse Educators are in need both in urban and rural regions. Anchorage/Mat Su (18%, 18 estimated vacancies) and Fairbanks (14%, 2 vacancies) have a combined estimated total of 115 positions out of the grand total of 152 positions statewide, likely because the largest hospitals in Alaska reside in these communities. In rural regions, the analysis shows vacancy rates as high as 58% (seven of twelve positions in Southwest were vacant), and the mean rural vacancy rate is 39%. This is critically high, especially when you consider the role these positions play in ensuring high quality care is provided.

Health Educators, largely fulfilling a public or community health education role, are also predominately employed in Anchorage/Mat Su and Fairbanks (64 of 141 positions). However, these positions may have responsibility for extending health information to rural regions. Higher estimated vacancy rates were calculated in Juneau (44%, 4 estimated vacancies) and Southwest (17%, 5 estimated vacancies).

Table 16: Estimated Positions, Vacancies, Vacancy and Temporary Rates by Occupation and by Region

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b><i>Nursing and Health Specialties Educators</i></b>	<b>69</b>	<b>104</b>	<b>18</b>	<b>-</b>	<b>17%</b>	<b>8</b>	<b>14</b>	<b>2</b>	<b>-</b>	<b>14%</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>-</b>	<b>50%</b>
Health Specialties Teachers, University or College	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Health Specialties Teachers, Vocational/Technical	2	3	0	-	-	0	0	0	-	-	0	0	0	-	-
Nurse Educators (Healthcare Facility or Multi-site)	67	101	18	-	18%	8	14	2	-	14%	4	6	3	-	50%
Nursing Teachers and Instructors, University or College	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Nursing Teachers and Instructors, Vocational/Technical	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
<b><i>Community-Based Healthcare Educators</i></b>	<b>72</b>	<b>164</b>	<b>7</b>	<b>-</b>	<b>4%</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>33</b>	<b>56</b>	<b>1</b>	<b>2%</b>	<b>2%</b>
Community Wellness Advocates	14	21	0	-	-	0	0	0	-	-	21	31	0	-	-
Health Educators	40	61	5	-	8%	2	3	0	-	-	8	19	1	-	5%
All Other Community-based Healthcare Educators	18	82	2	-	2%	0	0	0	-	-	4	6	0	17%	-
<b><i>All Other Healthcare Educators</i></b>	<b>59</b>	<b>86</b>	<b>2</b>	<b>-</b>	<b>2%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>-</b>	<b>-</b>
All Other Healthcare Ed.	59	86	2	-	2%	0	0	0	-	-	6	9	0	-	-
<b><i>Grand Total</i></b>	<b>200</b>	<b>354</b>	<b>27</b>	<b>-</b>	<b>8%</b>	<b>10</b>	<b>17</b>	<b>2</b>	<b>-</b>	<b>12%</b>	<b>43</b>	<b>71</b>	<b>4</b>	<b>1%</b>	<b>6%</b>

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b><i>Nursing and Health Specialties Educators</i></b>	<b>8</b>	<b>10</b>	<b>0</b>	<b>30%</b>	<b>-</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>-</b>	<b>33%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>
Health Specialties Teachers, University or College	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Health Specialties Teachers, Vocational/Technical	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Nurse Educators (Healthcare Facility or Multi-site)	3	4	0	-	-	2	4	2	-	50%	0	0	0	-	-
Nursing Teachers and Instructors, University or College	0	0	0	-	-	1	2	0	-	-	0	0	0	-	-
Nursing Teachers and Instructors, Vocational/Technical	5	6	0	50%	-	0	0	0	-	-	0	0	0	-	-
<b><i>Community-Based Healthcare Educators</i></b>	<b>12</b>	<b>15</b>	<b>5</b>	<b>-</b>	<b>33%</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>-</b>	<b>-</b>
Community Wellness Advocates	0	0	0	-	-	2	4	0	-	-	2	3	0	-	-
Health Educators	7	9	4	-	44%	1	2	0	-	-	0	0	0	-	-
All Other Community-based Healthcare Educators	5	6	1	-	17%	1	2	0	-	-	4	6	0	-	-
<b><i>All Other Healthcare Educators</i></b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>
All Other Healthcare Ed.	1	1	0	-	-	0	0	0	-	-	0	0	0	-	-
<b><i>Grand Total</i></b>	<b>21</b>	<b>26</b>	<b>5</b>	<b>12%</b>	<b>19%</b>	<b>7</b>	<b>14</b>	<b>2</b>	<b>-</b>	<b>14%</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>-</b>	<b>-</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b><i>Nursing and Health Specialties Educators</i></b>	<b>10</b>	<b>11</b>	<b>1</b>	<b>-</b>	<b>9%</b>	<b>13</b>	<b>22</b>	<b>7</b>	<b>-</b>	<b>32%</b>	<b>115</b>	<b>173</b>	<b>33</b>	<b>2%</b>	<b>19%</b>
Health Specialties Teachers, University or College	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Health Specialties Teachers, Vocational/Technical	0	0	0	-	-	6	10	0	-	-	8	13	0	-	-
Nurse Educators (Healthcare Facility or Multi-site)	10	11	1	-	9%	7	12	7	-	58%	101	152	33	-	22%
Nursing Teachers and Instructors, University or College	0	0	0	-	-	0	0	0	-	-	1	2	0	-	-
Nursing Teachers and Instructors, Vocational/Technical	0	0	0	-	-	0	0	0	-	-	5	6	0	50%	-
<b><i>Community-Based Healthcare Educators</i></b>	<b>24</b>	<b>33</b>	<b>1</b>	<b>-</b>	<b>3%</b>	<b>34</b>	<b>53</b>	<b>5</b>	<b>-</b>	<b>9%</b>	<b>187</b>	<b>341</b>	<b>19</b>	<b>0%</b>	<b>6%</b>
Community Wellness Advocates	1	1	0	-	-	3	5	0	-	-	43	65	0	-	-
Health Educators	14	18	1	-	6%	18	29	5	-	17%	90	141	16	-	11%
All Other Community-based Healthcare Educators	9	14	0	-	-	13	19	0	-	-	54	135	3	1%	2%
<b><i>All Other Healthcare Educators</i></b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>67</b>	<b>97</b>	<b>2</b>	<b>-</b>	<b>2%</b>
All Other Healthcare Educators	1	1	0	-	-	0	0	0	-	-	67	97	2	-	2%
<b><i>Grand Total</i></b>	<b>35</b>	<b>45</b>	<b>2</b>	<b>-</b>	<b>4%</b>	<b>47</b>	<b>75</b>	<b>12</b>	<b>-</b>	<b>16%</b>	<b>369</b>	<b>611</b>	<b>54</b>	<b>1%</b>	<b>9%</b>

**Table 17** shows that Healthcare Educators tend to be employed by Hospitals, Non-Health Organizations, and Other Ambulatory Health Care Services. Hospital-based Nurse Educators had an estimated vacancy rate of 26%, with 25 estimated vacancies. Other Ambulatory Health Care Services employers had an estimated vacancy rate of 25%; however, this represents only two vacant positions. Finally, State Government, which has a responsibility to provide public health, had a 15% estimated vacancy rate for Nurse Educators and 11% overall in this category.

Table 17: Estimated Positions, Vacancies and Vacancy Rate by Occupation and by Organization Type

	<i>Hospitals</i>				<i>Offices of Physicians</i>				<i>Offices of Dentists</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Nursing and Health Specialties Educators</i></b>	<b>70</b>	<b>109</b>	<b>25</b>	<b>23%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Health Specialties Teachers, University or College	0	0	0	-	0	0	0	-	0	0	0	-
Health Specialties Teachers, Vocational/Technical	6	10	0	-	0	0	0	-	0	0	0	-
Nurse Educators (Healthcare Facility or Multi-site)	63	97	25	26%	0	0	0	-	0	0	0	-
Nursing Teachers and Instructors, University or College	1	2	0	-	0	0	0	-	0	0	0	-
Nursing Teachers and Instructors, Vocational/Technical	0	0	0	-	0	0	0	-	0	0	0	-
<b><i>Community-Based Healthcare Educators</i></b>	<b>32</b>	<b>51</b>	<b>5</b>	<b>10%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>
Community Wellness Advocates	4	7	0	-	0	0	0	-	0	0	0	-
Health Educators	27	42	5	12%	0	0	0	-	2	3	0	-
All Other Community-based Healthcare Educators	1	2	0	-	0	0	0	-	0	0	0	-
<b><i>All Other Healthcare Educators</i></b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
All Other Healthcare Educators	1	1	0	-	0	0	0	-	0	0	0	-
<b><i>Grand Total</i></b>	<b>103</b>	<b>161</b>	<b>30</b>	<b>19%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>

	<i>Offices of Other Health Practitioners</i>				<i>Other Ambulatory Health Care Services</i>				<i>Nursing and Residential Care Facilities</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Nursing and Health Specialties Educators</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>5</b>	<b>8</b>	<b>2</b>	<b>25%</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>
Health Specialties Teachers, University or College	0	0	0	-	0	0	0	-	0	0	0	-
Health Specialties Teachers, Vocational/Technical	0	0	0	-	0	0	0	-	0	0	0	-
Nurse Educators (Healthcare Facility or Multi-site)	0	0	0	-	5	8	2	25%	2	3	0	-
Nursing Teachers and Instructors, University or College	0	0	0	-	0	0	0	-	0	0	0	-
Nursing Teachers and Instructors, Vocational/Technical	0	0	0	-	0	0	0	-	0	0	0	-
<b><i>Community-Based Healthcare Educators</i></b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>50</b>	<b>71</b>	<b>9</b>	<b>13%</b>	<b>5</b>	<b>9</b>	<b>2</b>	<b>22%</b>
Community Wellness Advocates	1	1	0	-	23	34	0	-	0	0	0	-
Health Educators	0	0	0	-	24	33	9	27%	1	2	0	-
All Other Community-based Healthcare Educators	0	0	0	-	3	4	0	-	4	7	2	29%
<b><i>All Other Healthcare Educators</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>33</b>	<b>50</b>	<b>2</b>	<b>4%</b>
All Other Healthcare Educators	0	0	0	-	1	2	0	-	33	50	2	4%
<b><i>Grand Total</i></b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>56</b>	<b>81</b>	<b>11</b>	<b>14%</b>	<b>40</b>	<b>62</b>	<b>4</b>	<b>6%</b>

	<i>Home Health Care Services</i>				<i>Social Assistance</i>				<i>Health Education Institutions</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Nursing and Health Specialties Educators</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>11</b>	<b>13</b>	<b>1</b>	<b>8%</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>-</b>
Health Specialties Teachers, University or College	0	0	0	-	0	0	0	-	0	0	0	-
Health Specialties Teachers, Vocational/Technical	0	0	0	-	2	3	0	-	0	0	0	-
Nurse Educators (Healthcare Facility or Multi-site)	0	0	0	-	9	10	1	10%	0	0	0	-
Nursing Teachers and Instructors, University or College	0	0	0	-	0	0	0	-	0	0	0	-
Nursing Teachers and Instructors, Vocational/Technical	0	0	0	-	0	0	0	-	5	6	0	-
<b><i>Community-Based Healthcare Educators</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>25</b>	<b>37</b>	<b>0</b>	<b>-</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>-</b>
Community Wellness Advocates	0	0	0	-	14	21	0	-	0	0	0	-
Health Educators	0	0	0	-	10	15	0	-	0	0	0	-
All Other Community-based Healthcare Educators	0	0	0	-	1	1	0	-	3	4	0	-
<b><i>All Other Healthcare Educators</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>14</b>	<b>18</b>	<b>0</b>	<b>-</b>
All Other Healthcare Educators	0	0	0	-	0	0	0	-	14	18	0	-
<b><i>Grand Total</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>36</b>	<b>50</b>	<b>1</b>	<b>2%</b>	<b>22</b>	<b>28</b>	<b>0</b>	<b>-</b>

	<i>Non Health Organizations</i>				<i>State Government</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b><i>Nursing and Health Specialties Educators</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>22</b>	<b>33</b>	<b>5</b>	<b>15%</b>
Health Specialties Teachers, University or College	0	0	0	-	0	0	0	-
Health Specialties Teachers, Vocational/Technical	0	0	0	-	0	0	0	-
Nurse Educators (Healthcare Facility or Multi-site)	0	0	0	-	22	33	5	15%
Nursing Teachers and Instructors, University or College	0	0	0	-	0	0	0	-
Nursing Teachers and Instructors, Vocational/Technical	0	0	0	-	0	0	0	-
<b><i>Community-Based Healthcare Educators</i></b>	<b>42</b>	<b>124</b>	<b>0</b>	<b>-</b>	<b>27</b>	<b>40</b>	<b>3</b>	<b>8%</b>
Community Wellness Advocates	1	1	0	-	0	0	0	-
Health Educators	2	11	0	-	24	37	2	5%
All Other Community-based Healthcare Educators	39	112	0	-	3	3	1	33%
<b><i>All Other Healthcare Educators</i></b>	<b>18</b>	<b>27</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
All Other Healthcare Educators	18	27	0	-	0	0	0	-
<b><i>Grand Total</i></b>	<b>60</b>	<b>151</b>	<b>0</b>	<b>-</b>	<b>49</b>	<b>73</b>	<b>8</b>	<b>11%</b>

## Healthcare Social Workers and Community Health Workers

The Healthcare Social Workers and Community Health Workers category represents occupations responsible for patient navigation, care coordination, and advocacy. In the coming years, it is likely these occupations will experience transformation due to the changing health care delivery system and the increase of patient-centered care.

In this study, it is important to clarify the Healthcare Social Workers occupation included here is only a small subset of Social Workers. The 2012 Health Workforce Vacancy Study examined Clinical Social Workers and Healthcare Social Workers only, because others types were considered to be in the Social Assistance industry, rather than in Health Care.

**Table 18** shows Behavioral Health Case Managers and Care Coordinators with high estimated vacancy rates in rural (15%) and urban (14%) communities. Community Health Representatives, an Indian Health Services occupation, had similarly high rates, with rural at 15% and urban estimated at 17%. Healthcare Social Workers and All Other Community Health Workers were relatively low, and considered within the realm of expected vacancy. However, in the regional and organizational tables below, pockets of need are highlighted.

**Table 18: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detailed Occupation by Group	Sampled Positions	Total Positions		Total Vacancies		Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<b><i>Social Workers, Behavioral and Other Healthcare</i></b>	<b>790</b>	<b>379</b>	<b>808</b>	<b>54</b>	<b>103</b>	<b>14%</b>	<b>13%</b>	<b>13%</b>
Behavioral Health Case Managers and Care Coordinators	670	336	636	50	91	15%	14%	15%
Healthcare Social Workers	120	43	172	4	12	9%	7%	8%
<b><i>Community Health Workers</i></b>	<b>342</b>	<b>352</b>	<b>171</b>	<b>11</b>	<b>17</b>	<b>3%</b>	<b>10%</b>	<b>5%</b>
Community Health Representatives (Indian Health Services)	77	61	52	9	9	15%	17%	15%
All Other Community Health Workers	265	291	119	2	8	1%	7%	2%
<b><i>Grand Total</i></b>	<b>1132</b>	<b>731</b>	<b>979</b>	<b>65</b>	<b>120</b>	<b>9%</b>	<b>12%</b>	<b>11%</b>

**Table 19** shows Behavioral Health Case Managers and Care Coordinators posted estimated vacancy rates that are considered very high in all except three regions – North (where there are no positions), Rural Interior (where there are only two positions), and Rural Southeast (where there are 56 positions, but only 4 vacancies). The Statewide aggregate estimated vacancy rate was 15%, but Southwest had 25% with 9 vacancies, Gulf Coast – Rural Southcentral had 15% with 37 vacancies, and Anchorage/Mat-

Su had 13% with 66 vacancies. Although vacancy rates in these regions are quite high, employers did not report using temporary staffing to fill the gap.

Healthcare Social Workers had lower vacancy rates in Anchorage/Mat-Su, Gulf Coast – Rural Southcentral, and Rural Southeast. However, there were significant openings in Southwest (29%) and Fairbanks (17%).

Community Health Workers occupations (520 positions) have relatively low vacancy numbers. Even so, six vacancies in Southwest translated to a 19% estimated vacancy rate in that region, and three vacancies each in Fairbanks (23%) and Juneau (30%) resulted in high vacancy rates. The tribal health system employs these workers to fill a vital public health role.

**Table 19: Estimated Positions, Vacancies, Vacancy and Temporary Rates by Occupation and by Region**

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b><i>Social Workers, Behavioral and Other Healthcare</i></b>	<b>401</b>	<b>637</b>	<b>74</b>	<b>0%</b>	<b>12%</b>	<b>20</b>	<b>37</b>	<b>8</b>	<b>-</b>	<b>22%</b>	<b>178</b>	<b>262</b>	<b>38</b>	<b>-</b>	<b>15%</b>
Behavioral Health Case Managers and Care Coordinators	339	510	66	1%	13%	5	8	3	-	38%	164	242	37	-	15%
Healthcare Social Workers	62	127	8	-	6%	15	29	5	-	17%	14	20	1	-	5%
<b><i>Community Health Workers</i></b>	<b>86</b>	<b>142</b>	<b>10</b>	<b>-</b>	<b>7%</b>	<b>8</b>	<b>13</b>	<b>3</b>	<b>-</b>	<b>23%</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>-</b>
Community Health Representatives (Indian Health Services)	18	28	2	-	7%	8	13	3	-	23%	0	0	0	-	-
All Other Community Health Workers	68	114	8	-	7%	0	0	0	-	-	1	1	0	-	-
<b><i>Grand Total</i></b>	<b>487</b>	<b>779</b>	<b>84</b>	<b>-</b>	<b>11%</b>	<b>28</b>	<b>50</b>	<b>11</b>	<b>-</b>	<b>22%</b>	<b>179</b>	<b>263</b>	<b>38</b>	<b>-</b>	<b>14%</b>

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b><i>Social Workers, Behavioral and Other Healthcare</i></b>	<b>111</b>	<b>135</b>	<b>22</b>	<b>-</b>	<b>16%</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>-</b>
Behavioral Health Case Managers and Care Coordinators	97	118	22	-	19%	0	0	0	-	-	1	2	0	-	-

Detailed Occupation by	Juneau					North					Rural Interior				
	Healthcare Social Workers	14	17	0	-	-	3	6	0	-	-	0	0	0	-
<b>Community Health Workers</b>	<b>13</b>	<b>15</b>	<b>3</b>	<b>20%</b>	<b>20%</b>	<b>12</b>	<b>20</b>	<b>2</b>	<b>-</b>	<b>10%</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>33%</b>
Community Health Representatives (Indian Health Services)	9	10	3	-	30%	8	14	2	-	14%	1	1	1	-	100%
All Other Community Health Workers	4	5	0	60%	-	4	6	0	-	-	1	2	0	-	-
<b>Grand Total</b>	<b>124</b>	<b>150</b>	<b>25</b>	<b>2%</b>	<b>17%</b>	<b>15</b>	<b>26</b>	<b>2</b>	<b>-</b>	<b>8%</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>-</b>	<b>20%</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Social Workers, Behavioral and Other Healthcare</b>	<b>49</b>	<b>66</b>	<b>5</b>	<b>-</b>	<b>8%</b>	<b>27</b>	<b>43</b>	<b>11</b>	<b>-</b>	<b>26%</b>	<b>790</b>	<b>1188</b>	<b>158</b>	<b>0%</b>	<b>13%</b>
Behavioral Health Case Managers and Care Coordinators	41	56	4	-	7%	23	36	9	-	25%	670	972	141	-	15%
Healthcare Social Workers	8	10	1	-	10%	4	7	2	-	29%	120	216	17	-	8%
<b>Community Health Workers</b>	<b>189</b>	<b>279</b>	<b>2</b>	<b>-</b>	<b>1%</b>	<b>31</b>	<b>47</b>	<b>6</b>	<b>-</b>	<b>13%</b>	<b>342</b>	<b>520</b>	<b>27</b>	<b>1%</b>	<b>5%</b>
Community Health Representatives (Indian Health Services)	13	14	0	-	-	20	31	6	-	19%	77	111	17	-	15%
All Other Community Health Workers	176	265	2	-	1%	11	16	0	-	-	265	409	10	1%	2%
<b>Grand Total</b>	<b>238</b>	<b>345</b>	<b>7</b>	<b>-</b>	<b>2%</b>	<b>58</b>	<b>90</b>	<b>17</b>	<b>-</b>	<b>19%</b>	<b>1132</b>	<b>1708</b>	<b>185</b>	<b>-</b>	<b>11%</b>

In **Table 20**, Nursing and Residential Care Facilities (16% estimated vacancy rate; 115 vacancies) and Social Assistance (16% estimated vacancy rate; 14 vacancies) employers reported the highest vacancy rates for Behavioral Health Case Managers and Care Coordinators. Other Ambulatory Health Services employers showed the highest estimated vacancy rates for Healthcare Social Workers with six vacancies and a 27% rate.

Table 20: Estimated Positions, Vacancies and Vacancy Rates by Occupation and by Organization Type

	<i>Hospitals</i>				<i>Offices of Physicians</i>				<i>Offices of Dentists</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Social Workers, Behavioral and Other Healthcare</i></b>	72	114	14	12%	0	0	0	-	0	0	0	-
Behavioral Health Case Managers and Care Coordinators	33	52	7	13%	0	0	0	-	0	0	0	-
Healthcare Social Workers	39	62	7	11%	0	0	0	-	0	0	0	-
<b><i>Community Health Workers</i></b>	8	14	0	-	0	0	0	-	0	0	0	-
Community Health Representatives (Indian Health Svcs)	8	14	0	-	0	0	0	-	0	0	0	-
All Other Community Health Workers	0	0	0	-	0	0	0	-	0	0	0	-
<b><i>Grand Total</i></b>	80	128	14	11%	0	0	0	-	0	0	0	-

	<i>Offices of Other Health Practitioners</i>				<i>Other Ambulatory Health Care Services</i>				<i>Nursing and Residential Care Facilities</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Social Workers, Behavioral and Other Healthcare</i></b>	0	0	0	-	50	80	9	11%	530	761	117	15%
Behavioral Health Case Managers and Care Coordinators	0	0	0	-	39	58	3	5%	516	740	115	16%
Healthcare Social Workers	0	0	0	-	11	22	6	27%	14	21	2	10%
<b><i>Community Health Workers</i></b>	0	0	0	-	19	23	5	22%	45	68	5	7%
Community Health Representatives (Indian Health Svcs)	0	0	0	-	17	21	5	24%	0	0	0	-
All Other Community Health Workers	0	0	0	-	2	2	0	-	45	68	5	7%
<b><i>Grand Total</i></b>	0	0	0	-	69	103	14	14%	575	829	122	15%

	<i>Home Health Care Services</i>				<i>Social Assistance</i>				<i>Health Education Institutions</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Social Workers, Behavioral and Other Healthcare</i></b>	<b>14</b>	<b>22</b>	<b>0</b>	<b>-</b>	<b>78</b>	<b>112</b>	<b>15</b>	<b>13%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Behavioral Health Case Managers and Care Coordinators	3	5	0	-	57	85	14	16%	0	0	0	-
Healthcare Social Workers	11	17	0	-	21	27	1	4%	0	0	0	-
<b><i>Community Health Workers</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>179</b>	<b>269</b>	<b>4</b>	<b>1%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Community Health Representatives (Indian Health Services)	0	0	0	-	3	3	0	-	0	0	0	-
All Other Community Health Workers	0	0	0	-	176	266	4	2%	0	0	0	-
<b><i>Grand Total</i></b>	<b>14</b>	<b>22</b>	<b>0</b>	<b>-</b>	<b>257</b>	<b>381</b>	<b>19</b>	<b>5%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>

	<i>Non Health Organizations</i>				<i>State Government</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>								
<b><i>Social Workers, Behavioral and Other Healthcare</i></b>	<b>22</b>	<b>64</b>	<b>1</b>	<b>2%</b>	<b>24</b>	<b>38</b>	<b>4</b>	<b>11%</b>
Behavioral Health Case Managers and Care Coordinators	10	14	1	7%	12	19	2	11%
Healthcare Social Workers	12	50	0	-	12	19	2	11%
<b><i>Community Health Workers</i></b>	<b>31</b>	<b>58</b>	<b>0</b>	<b>-</b>	<b>60</b>	<b>90</b>	<b>14</b>	<b>16%</b>
Community Health Representatives (Indian Health Services)	1	2	0	-	48	71	12	17%
All Other Community Health Workers	30	56	0	-	12	19	2	11%
<b><i>Grand Total</i></b>	<b>53</b>	<b>122</b>	<b>1</b>	<b>1%</b>	<b>84</b>	<b>128</b>	<b>18</b>	<b>14%</b>

## Medical Scientists and Engineers

The Medical Scientists and Engineers group consists of Epidemiologists, Medical Microbiologists, Biomedical Engineers, and Other Medical Scientists occupations. These professions tend to be master's or doctoral prepared, and work in the realm of public health (epidemiologists), medical research and laboratories (medical microbiologists), and engineering as it applies to diagnostic and therapeutic medicine (biomedical engineering).

In Alaska, these positions tend to exist in Hospitals and State Government organizations where vacancies remain opened until filled, as no temporary staffing was reported for these positions. Regionally, the majority of Medical Scientist positions are located in urban settings (61 out of 64 total) and Medical Engineers are located in rural settings (15 out of 18 total).

Overall, these occupations have estimated vacancy rates that are within expectations; some acute vacancies exist that are worth noting.

In **Table 21**, the data show an estimated urban vacancy rate of 11% for Medical Microbiologists and an estimated rural vacancy rate of 13% for Biomedical Engineers.

**Table 21: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detailed Occupation by Group	Sampled Positions	Total Positions		Total Vacancies		Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<b>Medical Scientists</b>	<b>41</b>	<b>3</b>	<b>61</b>	<b>0</b>	<b>5</b>	<b>-</b>	<b>8%</b>	<b>9%</b>
Epidemiologists	7	0	10	0	0	-	-	-
Medical Microbiologists	28	0	45	0	5	-	11%	13%
All Other Medical Scientists	6	3	6	0	0	-	-	-
<b>Medical Engineers</b>	<b>13</b>	<b>15</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>13%</b>	<b>-</b>	<b>12%</b>
Biomedical Engineers	13	15	3	2	0	13%	-	12%
<b>Grand Total</b>	<b>54</b>	<b>18</b>	<b>64</b>	<b>2</b>	<b>5</b>	<b>11%</b>	<b>8%</b>	<b>10%</b>

In **Table 22**, more significant estimated vacancy rates are shown, especially for Anchorage/Mat-Su in filling Medical Microbiologists positions (25% vacancy rate; 4 of 16 positions vacant), and Biomedical Engineers in Southwest where a 40% estimated vacancy rate existed and 2 of 5 positions were open.

Table 22: Estimated Positions, Vacancies, Temporary and Vacancy Rates by Occupation and by Region

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Medical Scientists</b>	<b>20</b>	<b>31</b>	<b>4</b>	<b>-</b>	<b>13%</b>	<b>18</b>	<b>30</b>	<b>2</b>	<b>-</b>	<b>7%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>
Epidemiologists	6	9	0	-	-	0	0	0	-	-	0	0	0	-	-
Medical Microbiologists	10	16	4	-	25%	18	30	2	-	7%	0	0	0	-	-
All Other Medical Scientists	4	6	0	-	-	0	0	0	-	-	0	0	0	-	-
<b>Medical Engineers</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>-</b>
Biomedical Engineers	2	3	0	-	-	0	0	0	-	-	1	1	0	-	-
<b>Grand Total</b>	<b>22</b>	<b>34</b>	<b>4</b>	<b>-</b>	<b>12%</b>	<b>18</b>	<b>30</b>	<b>2</b>	<b>-</b>	<b>7%</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>-</b>

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Medical Scientists</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>
Epidemiologists	1	1	0	-	-	0	0	0	-	-	0	0	0	-	-
Medical Microbiologists	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
All Other Medical Scientists	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
<b>Medical Engineers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>
Biomedical Engineers	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Medical Scientists</b>	0	0	0	-	-	2	3	0	-	-	41	65	6	-	9%
Epidemiologists	0	0	0	-	-	0	0	0	-	-	7	10	0	-	-
Medical Microbiologists	0	0	0	-	-	0	0	0	-	-	28	46	6	-	13%
All Other Medical Scientists	0	0	0	-	-	2	3	0	-	-	6	9	0	-	-
<b>Medical Engineers</b>	7	8	0	-	-	3	5	2	-	40%	13	17	2	-	12%
Biomedical Engineers	7	8	0	-	-	3	5	2	-	40%	13	17	2	-	12%
<b>Grand Total</b>	7	8	0	-	-	5	8	2	-	25%	54	82	8	-	10%

**Table 23** data shows that Hospitals were experiencing high vacancy rates at 18% for Biomedical Engineers, and State Government had five vacancies and a 14% estimated vacancy rate for Medical Microbiologists.

Table 23: Estimated Positions, Vacancies, Vacancy Rates by Occupation and by Organization Type

	<i>Hospitals</i>				<i>Offices of Physicians</i>				<i>Offices of Dentists</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b>Medical Scientists</b>	14	22	0	-	0	0	0	-	0	0	0	-
Epidemiologists	2	3	0	-	0	0	0	-	0	0	0	-
Medical Microbiologists	6	10	0	-	0	0	0	-	0	0	0	-
All Other Medical Scientists	6	9	0	-	0	0	0	-	0	0	0	-
<b>Medical Engineers</b>	7	11	2	18%	0	0	0	-	0	0	0	-
Biomedical Engineers	7	11	2	18%	0	0	0	-	0	0	0	-
<b>Grand Total</b>	21	33	2	6%	0	0	0	-	0	0	0	-

	<i>Offices of Other Health Practitioners</i>				<i>Other Ambulatory Health Care Services</i>				<i>Nursing and Residential Care Facilities</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b>Medical Scientists</b>	0	0	0	-	0	0	0	-	0	0	0	-
Epidemiologists	0	0	0	-	0	0	0	-	0	0	0	-
Medical Microbiologists	0	0	0	-	0	0	0	-	0	0	0	-
All Other Medical Scientists	0	0	0	-	0	0	0	-	0	0	0	-
<b>Medical Engineers</b>	0	0	0	-	0	0	0	-	0	0	0	-
Biomedical Engineers	0	0	0	-	0	0	0	-	0	0	0	-
<b>Grand Total</b>	0	0	0	-	0	0	0	-	0	0	0	-

	<i>Home Health Care Services</i>				<i>Social Assistance</i>				<i>Health Education Institutions</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Medical Scientists</i></b>	0	0	0	-	0	0	0	-	0	0	0	-
Epidemiologists	0	0	0	-	0	0	0	-	0	0	0	-
Medical Microbiologists	0	0	0	-	0	0	0	-	0	0	0	-
All Other Medical Scientists	0	0	0	-	0	0	0	-	0	0	0	-
<b><i>Medical Engineers</i></b>	0	0	0	-	6	7	0	-	0	0	0	-
Biomedical Engineers	0	0	0	-	6	7	0	-	0	0	0	-
<b><i>Grand Total</i></b>	0	0	0	-	6	7	0	-	0	0	0	-

	<i>Non Health Organizations</i>				<i>State Government</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>								
<b><i>Medical Scientists</i></b>	0	0	0	-	27	42	5	12%
Epidemiologists	0	0	0	-	5	7	0	-
Medical Microbiologists	0	0	0	-	22	35	5	14%
All Other Medical Scientists	0	0	0	-	0	0	0	-
<b><i>Medical Engineers</i></b>	0	0	0	-	0	0	0	-
Biomedical Engineers	0	0	0	-	0	0	0	-
<b><i>Grand Total</i></b>	0	0	0	-	27	42	5	12%

## Nurses

Alaska's nursing workforce is strong in numbers and occupation diversity, but appears to suffer from a lack of advanced practice nurses (APN) such as Family Nurse Practitioners, and specialty nurses such as perioperative nurses. With basic nursing programs throughout Alaska, preparing General Registered Nurses (RNs) at the bachelor's and associates degree levels to meet industry demand occurs. Mal-distribution in rural regions remains a concern, as do shortages of specialty and advanced practice nurses.

In **Table 24**, a comprehensive look at nursing vacancies in rural and urban settings and statewide is presented. Although the aggregate Statewide Nursing estimated vacancy rates are relatively modest at 13% for APNs and 8% for RNs, these numbers mask much higher shortages in some specialty occupations.

In general, there are 913 positions estimated for Advanced Practice Nurses versus 7,855 for Registered Nurses – that is more than eight times more registered nursing positions statewide. 63% or 5,533 nursing positions were included in the sample.

Highest estimated vacancy rates were calculated in specialty areas across both sub-groups. Particularly high rural vacancy rates and position vacancies existed in Family Nurse Practitioners (17%, 41 vacancies), Nurse Anesthetists (15%, 3 vacancies) and Women's Healthcare Nurse Practitioners (44%, 4 vacancies) in the APN subgroup; while high rural vacancies existed in Case Management Nurses (20%, 22 vacancies) and Perioperative Nurses (17%, 9 vacancies) in the RN subgroup.

### Advanced Practice Nurses:

Overall, estimated vacancy rates in rural and urban settings for Advanced Practice Nurses tended to be higher than for Registered Nurses. The APN estimated rural rate topped 16% with 48 of 303 positions vacant, and the estimated urban rate was 12% with 73 of 610 positions vacant.

Although there are only 38 Women's Healthcare Nurse Practitioners reported statewide, 16 are reported vacant, giving this occupation a rural vacancy rate of 44% and urban rate of 41%.

Specialty APNs such as Certified Nurse Midwives (13%), Clinical Nurse Specialists (13%), and Psychiatric Nurse Practitioners (16%), only show vacancy rates in the urban analysis due to low or non-existent positions in rural regions.

### Registered Nurses:

Although the aggregate Statewide Registered Nurses vacancy rate is 8%, the data details much greater shortages in some specialty nursing occupations: Critical Care Nurses (17%), Perioperative Nurses (16%), and Psychiatric Nurses (18%). Critical Care (CCU) and Psychiatric Nurse vacancies are predominately in Anchorage, with CCU seeing 20% and Psychiatric seeing 19%. Case Management Nurse vacancy rates are higher in the rural areas at 20%, versus 9% urban.

**Table 24: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detailed Occupation by Group	Sampled Positions	Total Positions		Total Vacancies		Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<b>Advanced Practice Nurses</b>	<b>470</b>	<b>303</b>	<b>610</b>	<b>48</b>	<b>73</b>	<b>16%</b>	<b>12%</b>	<b>13%</b>
Adult Acute Care Nurse Practitioners	8	17	6	0	0	-	-	-
Adult/Geriatric Nurse Practitioners	7	0	11	0	0	-	-	-
Certified Nurse Midwives (CNM)	46	9	89	0	12	-	13%	12%
Clinical Nurse Specialists (CNS)	12	1	16	0	2	-	13%	12%
Family Nurse Practitioners	258	246	247	41	28	17%	11%	14%
Nurse Anesthetists	37	20	33	3	0	15%	-	6%
Pediatric Acute Care Nurse Practitioners	0	0	0	0	0	-	-	-
Pediatric Nurse Practitioners	8	0	23	0	0	-	-	-
Psychiatric Nurse Practitioners	52	0	88	0	14	-	16%	16%
Women's Healthcare Nurse Practitioners	11	9	29	4	12	44%	41%	43%
All Other Advanced Practice Nurses	27	1	51	0	5	-	10%	10%
All Other Nurse Practitioners (Specialized)	4	0	17	0	0	-	-	-
<b>Registered Nurses (Except Advanced Practice Nurses)</b>	<b>5043</b>	<b>1640</b>	<b>6215</b>	<b>157</b>	<b>489</b>	<b>10%</b>	<b>8%</b>	<b>8%</b>
Case Management Nurses	256	112	273	22	25	20%	9%	12%
Critical Care Nurses (CCU)	222	36	288	3	53	8%	18%	17%
Emergency Room Nurses (ER)	233	102	246	9	20	9%	8%	8%
Geriatric Nurses	36	55	2	3	0	5%	-	5%
Nurse Managers (patient care setting)	264	124	270	7	24	6%	9%	8%
Obstetric Nurses	253	49	326	1	30	2%	9%	8%
Perioperative Nurses	190	52	229	9	38	17%	17%	16%
Psychiatric Nurses	79	1	118	0	22	-	19%	18%
Public Health Nurses	110	84	79	8	9	10%	11%	10%
Registered Nurses (General RN)	2832	908	3644	85	224	9%	6%	7%
Registered Nurses, All Other Specialties	568	117	740	10	44	9%	6%	6%

Detailed Occupation by Group	Sampled Positions	Total Positions		Total Vacancies		Vacancy Rates		Estimated Statewide
<b>Vocational Nurses</b>	<b>315</b>	<b>131</b>	<b>447</b>	<b>12</b>	<b>12</b>	<b>9%</b>	<b>3%</b>	<b>4%</b>
Licensed Practical Nurses (LPN)	315	131	447	12	12	9%	3%	4%
<b>Grand Total</b>	<b>5828</b>	<b>2074</b>	<b>7272</b>	<b>217</b>	<b>574</b>	<b>10%</b>	<b>8%</b>	<b>8%</b>

In **Table 25**, data show the distribution of nursing positions across regions and their estimated temporary and vacancy rates.

For Advanced Practice Nurses, regional vacancy rates show critical shortages in the Fairbanks area (22%, 16 of 73 positions vacant), Gulf Coast – Rural Southcentral (17%, 7 of 42 positions vacant), North region (22%, 8 of 36 positions vacant), and Rural Interior (24%, 11 of 45 positions vacant).

In urban settings, Anchorage/Mat-Su shows high estimated vacancies for Family Nurse Practitioners (12%, 26 vacancies) and Women’s Healthcare Nurse Practitioners (50% vacancy rate, 12 vacancies). Fairbanks experienced high vacancies in Psychiatric Nurse Practitioners (50% vacancy rate, 6 vacancies) and Certified Nurse Midwives (19% vacancy rate, 8 vacancies).

In rural regions, Family Nurse Practitioners showed the most persistent high rates across the state ranging from 11% to 29% estimated vacancy rates.

Temporary rates by region show high usage of temporary APN staffing in Rural Interior with 16 of 45 positions filled with a temporary Family Nurse Practitioner (36%). The Southeast region had 9 of 51 positions filled with a temporary APN (18%).

In the Registered Nurse subgroup, the highest regional vacancy rates for Registered Nurses were in the Rural Interior (20%), and Southwest (14%). The Rural Interior utilizes temporary staffing solutions at an estimated rate of 20% as well.

For urban and rural regions alike, specialty registered nurses are in high demand. In Anchorage/Mat-Su, Critical Care Nurses (CCU) posted a 20% estimated vacancy rate (53 vacancies), and Psychiatric Nurses were close behind with 19% (22 vacancies), followed by Perioperative (38 vacancies) and Public Health Nurses (4 vacancies), both at 17%.

Across rural regions, Case Management Nurses were needed in the Rural Interior (33%), Southwest (22%), North (20%) and Gulf Coast – Southcentral (18%). In the Rural Southeast, where there is a high concentration of acute-care hospitals, Perioperative (31%), CCU (20%), and Emergency Room (14%) nurses had high estimated vacancy rates.

Overall, an estimated 3% of the Registered Nurse occupation is a temporary placement. However, the Perioperative specialty has an estimated 13% temporary staffing rate, which adds considerable cost for employers. It is as high as 15% (33 of 226 total positions) for this occupation in Anchorage/Mat-Su, where the majority of surgeries are conducted.

Table 25: Estimated Positions, Vacancies, Temporary and Vacancy Rates by Occupation and by Region

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Advanced Practice Nurses</b>	<b>244</b>	<b>532</b>	<b>56</b>	<b>1%</b>	<b>11%</b>	<b>20</b>	<b>73</b>	<b>16</b>	<b>-</b>	<b>22%</b>	<b>29</b>	<b>42</b>	<b>7</b>	<b>10%</b>	<b>17%</b>
Adult Acute Care Nurse Practitioners	5	18	0	-	-	0	0	0	-	-	2	3	0	-	-
Adult/Geriatric Nurse Practitioners	7	11	0	-	-	0	0	0	-	-	0	0	0	-	-
Certified Nurse Midwives (CNM)	29	44	3	11%	7%	9	42	8	-	19%	1	1	0	-	-
Clinical Nurse Specialists (CNS)	9	14	2	-	14%	0	0	0	-	-	0	0	0	-	-
Family Nurse Practitioners	83	223	26	-	12%	7	16	2	-	13%	12	18	3	22%	17%
Nurse Anesthetists	22	33	0	-	-	0	0	0	-	-	8	12	0	-	-
Pediatric Acute Care Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Pediatric Nurse Practitioners	7	21	0	-	-	0	0	0	-	-	0	0	0	-	-
Psychiatric Nurse Practitioners	50	76	8	3%	11%	2	12	6	-	50%	0	0	0	-	-
Women's Healthcare Nurse Practitioners	2	24	12	-	50%	2	3	0	-	-	5	7	4	-	57%
All Other Advanced Practice Nurses	26	51	5	-	10%	0	0	0	-	-	1	1	0	-	-
All Other Nurse Practitioners (Specialized)	4	17	0	-	-	0	0	0	-	-	0	0	0	-	-
<b>Registered Nurses (Except Advanced Practice Nurses)</b>	<b>3307</b>	<b>5234</b>	<b>408</b>	<b>3%</b>	<b>8%</b>	<b>459</b>	<b>801</b>	<b>67</b>	<b>5%</b>	<b>8%</b>	<b>395</b>	<b>604</b>	<b>45</b>	<b>2%</b>	<b>7%</b>
Case Management Nurses	150	226	21	-	9%	19	32	2	-	6%	15	22	4	-	18%
Critical Care Nurses (CCU)	179	270	53	6%	20%	0	0	0	-	-	14	21	0	-	-

Detailed Occupation by	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
Emergency Room Nurses (ER)	141	212	18	1%	8%	0	0	0	-	-	28	41	1	-	2%
Geriatric Nurses	1	2	0	-	-	0	0	0	-	-	28	41	1	-	2%
Nurse Managers (patient care setting)	175	263	24	1%	9%	1	2	0	-	-	21	31	0	-	-
Obstetric Nurses	202	305	29	-	10%	0	0	0	-	-	22	32	1	-	3%
Perioperative Nurses	150	226	38	15%	17%	0	0	0	-	-	26	38	4	-	11%
Psychiatric Nurses	75	114	22	2%	19%	1	2	0	-	-	1	1	0	-	-
Public Health Nurses	15	24	4	-	17%	24	39	3	-	8%	19	28	4	-	14%
Registered Nurses (General RN)	1759	2877	155	2%	5%	405	711	62	5%	9%	189	302	24	3%	8%
Registered Nurses, All Other Specialties	460	715	44	3%	6%	9	15	0	-	-	32	47	6	2%	13%
<b>Vocational Nurses</b>	<b>154</b>	<b>265</b>	<b>9</b>	<b>1%</b>	<b>3%</b>	<b>56</b>	<b>156</b>	<b>2</b>	<b>-</b>	<b>1%</b>	<b>26</b>	<b>37</b>	<b>2</b>	<b>8%</b>	<b>5%</b>
Licensed Practical Nurses (LPN)	154	265	9	1%	3%	56	156	2	-	1%	26	37	2	8%	5%
<b>Grand Total</b>	<b>3705</b>	<b>6031</b>	<b>473</b>	<b>3%</b>	<b>8%</b>	<b>535</b>	<b>1030</b>	<b>85</b>	<b>4%</b>	<b>8%</b>	<b>450</b>	<b>683</b>	<b>54</b>	<b>2%</b>	<b>8%</b>

Detail Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Advanced Practice Nurses</b>	<b>13</b>	<b>14</b>	<b>1</b>	<b>7%</b>	<b>7%</b>	<b>18</b>	<b>36</b>	<b>8</b>	<b>11%</b>	<b>22%</b>	<b>31</b>	<b>45</b>	<b>11</b>	<b>36%</b>	<b>24%</b>
Adult Acute Care Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Adult/Geriatric Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Certified Nurse Midwives (CNM)	3	3	1	-	33%	3	6	0	-	-	0	0	0	-	-
Clinical Nurse Specialists (CNS)	2	2	0	-	-	0	0	0	-	-	0	0	0	-	-
Family Nurse Practitioners	6	7	0	14%	-	14	28	8	14%	29%	31	45	11	36%	24%
Nurse Anesthetists	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Pediatric Acute Care Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Pediatric Nurse Practitioners	1	1	0	-	-	0	0	0	-	-	0	0	0	-	-
Psychiatric Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Women's Healthcare Nurse Practitioners	1	1	0	-	-	1	2	0	-	-	0	0	0	-	-
All Other Advanced Practice Nurses	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
All Other Nurse Practitioners (Specialized)	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
<b>Registered Nurses (Except Advanced Practice Nurses)</b>	<b>159</b>	<b>193</b>	<b>13</b>	<b>-</b>	<b>7%</b>	<b>151</b>	<b>297</b>	<b>30</b>	<b>5%</b>	<b>10%</b>	<b>7</b>	<b>10</b>	<b>2</b>	<b>20%</b>	<b>20%</b>
Case Management Nurses	13	15	2	-	13%	10	20	4	-	20%	2	3	1	67%	33%
Critical Care Nurses (CCU)	15	18	0	-	-	0	0	0	-	-	0	0	0	-	-

Detail Occupation by Group	Juneau					North					Rural Interior				
Emergency Room Nurses (ER)	28	33	2	-	6%	14	28	6	-	21%	0	0	0	-	-
Geriatric Nurses	0	0	0	-	-	7	14	2	-	14%	0	0	0	-	-
Nurse Managers (patient care setting)	4	5	0	-	-	12	24	0	-	-	0	0	0	-	-
Obstetric Nurses	18	22	1	-	5%	5	10	0	40%	-	0	0	0	-	-
Perioperative Nurses	2	2	0	-	-	0	0	0	-	-	0	0	0	-	-
Psychiatric Nurses	2	2	0	-	-	0	0	0	-	-	0	0	0	-	-
Public Health Nurses	14	17	2	-	12%	9	16	0	-	-	0	0	0	-	-
Registered Nurses (General RN)	54	68	6	-	9%	91	179	18	6%	10%	5	7	1	-	14%
Registered Nurses, All Other Specialties	9	11	0	-	-	3	6	0	-	-	0	0	0	-	-
<b>Vocational Nurses</b>	<b>22</b>	<b>27</b>	<b>1</b>	<b>-</b>	<b>4%</b>	<b>28</b>	<b>56</b>	<b>6</b>	<b>-</b>	<b>11%</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>-</b>
Licensed Practical Nurses (LPN)	22	27	1	-	4%	28	56	6	-	11%	1	1	0	-	-
<b>Grand Total</b>	<b>194</b>	<b>234</b>	<b>15</b>	<b>-</b>	<b>6%</b>	<b>197</b>	<b>389</b>	<b>44</b>	<b>5%</b>	<b>11%</b>	<b>39</b>	<b>56</b>	<b>13</b>	<b>32%</b>	<b>23%</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temp Rate	Estimated Vacancy Rate
<b>Advanced Practice Nurses</b>	<b>42</b>	<b>51</b>	<b>6</b>	<b>18%</b>	<b>12%</b>	<b>73</b>	<b>118</b>	<b>16</b>	<b>2%</b>	<b>14%</b>	<b>470</b>	<b>911</b>	<b>121</b>	<b>5%</b>	<b>13%</b>
Adult Acute Care Nurse Practitioners	1	2	0	-	-	0	0	0	-	-	8	23	0	-	-
Adult/Geriatric Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	7	11	0	-	-
Certified Nurse Midwives (CNM)	1	1	0	-	-	0	0	0	-	-	46	97	12	5%	12%
Clinical Nurse Specialists (CNS)	1	1	0	-	-	0	0	0	-	-	12	17	2	-	12%
Family Nurse Practitioners	34	41	6	22%	15%	71	115	13	2%	11%	258	493	69	7%	14%
Nurse Anesthetists	5	6	0	-	-	2	3	3	-	100%	37	54	3	-	6%
Pediatric Acute Care Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	0	0	0	-	-
Pediatric Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	8	22	0	-	-
Psychiatric Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	52	88	14	2%	16%
Women's Healthcare Nurse Practitioners	0	0	0	-	-	0	0	0	-	-	11	37	16	-	43%
All Other Advanced Practice Nurses	0	0	0	-	-	0	0	0	-	-	27	52	5	-	10%
All Other Nurse Practitioners (Specialized)	0	0	0	-	-	0	0	0	-	-	4	17	0	-	-
<b>Registered Nurses (Except Advanced Practice Nurses)</b>	<b>401</b>	<b>449</b>	<b>39</b>	<b>4%</b>	<b>9%</b>	<b>164</b>	<b>266</b>	<b>36</b>	<b>1%</b>	<b>14%</b>	<b>5043</b>	<b>7854</b>	<b>640</b>	<b>3%</b>	<b>8%</b>
Case Management Nurses	19	21	2	-	10%	28	46	10	-	22%	256	385	46	1%	12%

Detailed Occupation by	Rural Southeast					Southwest					Statewide Aggregate				
Critical Care Nurses (CCU)	14	15	3	-	20%	0	0	0	-	-	222	324	56	5%	17%
Emergency Room Nurses (ER)	6	7	1	29%	14%	16	26	0	-	-	233	347	28	1%	8%
Geriatric Nurses	0	0	0	-	-	0	0	0	-	-	36	57	3	-	5%
Nurse Managers (patient care setting)	29	32	3	-	9%	22	36	3	-	8%	264	393	30	1%	8%
Obstetric Nurses	6	7	0	29%	-	0	0	0	-	-	253	376	31	2%	8%
Perioperative Nurses	12	13	4	23%	31%	0	0	0	-	-	190	279	46	13%	16%
Psychiatric Nurses	0	0	0	-	-	0	0	0	-	-	79	119	22	2%	18%
Public Health Nurses	15	17	0	-	-	14	23	3	-	13%	110	164	16	-	10%
Registered Nurses (General RN)	250	281	25	5%	9%	79	127	17	2%	13%	2832	4552	308	3%	7%
Registered Nurses, All Other Specialties	50	56	1	-	2%	5	8	3	-	38%	568	858	54	3%	6%
<b>Vocational Nurses</b>	<b>19</b>	<b>21</b>	<b>0</b>	<b>5%</b>	<b>-</b>	<b>9</b>	<b>14</b>	<b>3</b>	<b>-</b>	<b>21%</b>	<b>315</b>	<b>577</b>	<b>23</b>	<b>1%</b>	<b>4%</b>
Licensed Practical Nurses (LPN)	19	21	0	5%	-	9	14	3	-	21%	315	577	23	1%	4%
<b>Grand Total</b>	<b>462</b>	<b>521</b>	<b>45</b>	<b>6%</b>	<b>9%</b>	<b>246</b>	<b>398</b>	<b>55</b>	<b>1%</b>	<b>14%</b>	<b>5828</b>	<b>9342</b>	<b>784</b>	<b>3%</b>	<b>8%</b>

In **Table 26**, data shows Nursing occupations distributed across organizational types. Hospitals are, by far, the largest employers of both APNs and RNs. They have high estimated vacancy rates for Women's Health Practitioners (100%, 3 vacancies), and for RNs in Case Management (16%, 29 vacancies), CCU (18%, 51 vacancies), and Perioperative (17%, 42 vacancies).

Offices of Physicians show greatest demand for APNs, particularly in the occupations of Family Nurse Practitioners (17%, 24 vacancies) and Women's Healthcare Practitioners (41%, 12 vacancies). Family Nurse Practitioners were also in demand in Other Ambulatory Health Care Services (18%, 27 vacancies) and Social Assistance (25%, 2 vacancies) settings.

Psychiatric Nurse Practitioners had high estimated vacancy rates in Other Ambulatory Health Care Services (29%, 10 vacancies), and Nursing and Residential Care Facilities (25%, 2 vacancies).

Organizations with the highest APN estimated vacancies were Nursing and Residential Care Facilities (40%), Social Assistance (18%), Other Ambulatory Health Care Services (16%), and Offices of Physicians (16%).

Home Health Care Services organizations have the largest vacancy rates for Registered Nurses at 15%, followed by Social Assistance organizations at 13%. The smallest RN vacancy rates found by organization type were in Offices of Physicians (4%), and Nursing and Residential Care Facilities (7%). Hospitals and Offices of Dentists reported the same rate at 8%.

Specialty RNs were, as mentioned, in high demand in Hospital settings. Geriatric Nursing positions were needed in Other Ambulatory Health Care Services (25%, 2 positions), and Psychiatric Nursing positions in Nursing and Residential Care Facilities (40%, 2 positions) and State Government (19%, 18 positions). Nurse Managers were needed in Social Assistance settings with an estimated vacancy rate of 18% (3 vacancies), and in Non Health Organization with an estimated rate of 50% (2 positions).

Table 26: Estimated Positions, Vacancies, Vacancy Rates by Occupation and by Organization Type

Detailed Occupation by Group	Hospitals				Offices of Physicians				Offices of Dentists			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Advanced Practice Nurses</b>	<b>201</b>	<b>313</b>	<b>29</b>	<b>9%</b>	<b>69</b>	<b>243</b>	<b>38</b>	<b>16%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Adult Acute Care Nurse Practitioners	3	4	0	-	4	17	0	-	0	0	0	-
Adult/Geriatric Nurse Practitioners	6	9	0	-	0	0	0	-	0	0	0	-
Certified Nurse Midwives (CNM)	1	1	0	-	6	14	2	14%	0	0	0	-
Clinical Nurse Specialists (CNS)	9	14	2	14%	0	0	0	-	0	0	0	-
Family Nurse Practitioners	90	147	15	10%	41	142	24	17%	0	0	0	-
Nurse Anesthetists	35	51	3	6%	0	0	0	-	0	0	0	-
Pediatric Acute Care Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
Pediatric Nurse Practitioners	0	0	0	-	8	23	0	-	0	0	0	-
Psychiatric Nurse Practitioners	31	47	3	6%	0	0	0	-	0	0	0	-
Women's Healthcare Nurse Practitioners	2	3	3	100%	5	29	12	41%	0	0	0	-
All Other Advanced Practice Nurses	23	35	3	9%	3	15	0	-	0	0	0	-
All Other Nurse Practitioners (Specialized)	1	2	0	-	2	3	0	-	0	0	0	-
<b>Registered Nurses (Except Advanced Practice Nurses)</b>	<b>3429</b>	<b>5148</b>	<b>437</b>	<b>8%</b>	<b>248</b>	<b>446</b>	<b>17</b>	<b>4%</b>	<b>9</b>	<b>12</b>	<b>1</b>	<b>8%</b>
Case Management Nurses	114	177	29	16%	7	11	0	-	0	0	0	-
Critical Care Nurses (CCU)	193	286	51	18%	0	0	0	-	0	0	0	-
Emergency Room Nurses (ER)	227	342	28	8%	0	0	0	-	0	0	0	-
Geriatric Nurses	31	47	1	2%	0	0	0	-	0	0	0	-
Nurse Managers (patient care setting)	199	299	23	8%	5	8	0	-	1	1	0	-
Obstetric Nurses	246	368	32	9%	0	0	0	-	0	0	0	-
Perioperative Nurses	163	244	42	17%	12	18	0	-	0	0	0	-
Psychiatric Nurses	0	0	0	-	0	0	0	-	0	0	0	-
Public Health Nurses	1	2	0	-	0	0	0	-	0	0	0	-
Registered Nurses (General RN)	1798	2714	183	7%	213	391	17	4%	8	11	1	9%

Detailed Occupation by Group	Hospitals				Offices of Physicians				Offices of Dentists			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
Registered Nurses, All Other Specialties	457	669	48	7%	11	18	0	-	0	0	0	-
<b>Vocational Nurses</b>	<b>109</b>	<b>176</b>	<b>12</b>	<b>7%</b>	<b>39</b>	<b>138</b>	<b>0</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>-</b>
Licensed Practical Nurses (LPN)	109	176	12	7%	39	138	0	-	1	2	0	-
<b>Grand Total</b>	<b>3739</b>	<b>5637</b>	<b>478</b>	<b>8%</b>	<b>356</b>	<b>827</b>	<b>55</b>	<b>7%</b>	<b>10</b>	<b>14</b>	<b>1</b>	<b>7%</b>

Detailed Occupation by Group	Offices of Other Health Practitioners				Other Ambulatory Health Care Services				Nursing and Residential Care Facilities			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Advanced Practice Nurses</b>	<b>31</b>	<b>100</b>	<b>10</b>	<b>10%</b>	<b>146</b>	<b>225</b>	<b>37</b>	<b>16%</b>	<b>6</b>	<b>10</b>	<b>4</b>	<b>40%</b>
Adult Acute Care Nurse Practitioners	1	2	0	-	0	0	0	-	0	0	0	-
Adult/Geriatric Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
Certified Nurse Midwives (CNM)	18	49	10	20%	21	33	0	-	0	0	0	-
Clinical Nurse Specialists (CNS)	2	2	0	-	0	0	0	-	0	0	0	-
Family Nurse Practitioners	9	35	0	-	106	153	27	18%	0	0	0	-
Nurse Anesthetists	0	0	0	-	0	0	0	-	0	0	0	-
Pediatric Acute Care Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
Pediatric Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
Psychiatric Nurse Practitioners	0	0	0	-	16	34	10	29%	5	8	2	25%
Women's Healthcare Nurse Practitioners	0	0	0	-	3	5	0	-	0	0	0	-
All Other Advanced Practice Nurses	0	0	0	-	0	0	0	-	1	2	2	100%
All Other Nurse Practitioners (Specialized)	1	12	0	-	0	0	0	-	0	0	0	-
<b>Registered Nurses (Except Advanced Practice Nurses)</b>	<b>10</b>	<b>20</b>	<b>0</b>	<b>-</b>	<b>327</b>	<b>593</b>	<b>54</b>	<b>9%</b>	<b>200</b>	<b>320</b>	<b>21</b>	<b>7%</b>
Case Management Nurses	0	0	0	-	101	148	12	8%	23	35	3	9%
Critical Care Nurses (CCU)	0	0	0	-	15	23	2	9%	0	0	0	-
Emergency Room Nurses (ER)	0	0	0	-	0	0	0	-	0	0	0	-

Detailed Occupation by Group	Offices of Other Health Practitioners				Other Ambulatory Health Care Services				Nursing and Residential Care Facilities			
Geriatric Nurses	0	0	0	-	4	8	2	25%	0	0	0	-
Nurse Managers (patient care setting)	0	0	0	-	19	32	2	6%	18	27	2	7%
Obstetric Nurses	0	0	0	-	0	0	0	-	0	0	0	-
Perioperative Nurses	0	0	0	-	3	5	0	-	0	0	0	-
Psychiatric Nurses	0	0	0	-	4	6	0	-	3	5	2	40%
Public Health Nurses	0	0	0	-	5	9	0	-	0	0	0	-
Registered Nurses (General RN)	3	9	0	-	156	331	33	10%	140	218	14	6%
Registered Nurses, All Other Specialties	7	11	0	-	20	31	3	10%	16	35	0	-
<b>Vocational Nurses</b>	<b>2</b>	<b>8</b>	<b>0</b>	<b>-</b>	<b>27</b>	<b>42</b>	<b>2</b>	<b>5%</b>	<b>47</b>	<b>69</b>	<b>2</b>	<b>3%</b>
Licensed Practical Nurses (LPN)	2	8	0	-	27	42	2	5%	47	69	2	3%
<b>Grand Total</b>	<b>43</b>	<b>128</b>	<b>10</b>	<b>8%</b>	<b>500</b>	<b>860</b>	<b>93</b>	<b>11%</b>	<b>253</b>	<b>399</b>	<b>27</b>	<b>7%</b>

	<i>Home Health Care Services</i>				<i>Social Assistance</i>				<i>Health Education Institutions</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Advanced Practice Nurses</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>10</b>	<b>11</b>	<b>2</b>	<b>18%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Adult Acute Care Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
Adult/Geriatric Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
Certified Nurse Midwives (CNM)	0	0	0	-	0	0	0	-	0	0	0	-
Clinical Nurse Specialists (CNS)	0	0	0	-	1	1	0	-	0	0	0	-
Family Nurse Practitioners	0	0	0	-	7	8	2	25%	0	0	0	-
Nurse Anesthetists	0	0	0	-	2	2	0	-	0	0	0	-
Pediatric Acute Care Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
Pediatric Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
Psychiatric Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
Women's Healthcare Nurse Practitioners	0	0	0	-	0	0	0	-	0	0	0	-
All Other Advanced Practice Nurses	0	0	0	-	0	0	0	-	0	0	0	-
All Other Nurse Practitioners (Specialized)	0	0	0	-	0	0	0	-	0	0	0	-
<b><i>Registered Nurses (Except Advanced Practice Nurses)</i></b>	<b>22</b>	<b>34</b>	<b>5</b>	<b>15%</b>	<b>120</b>	<b>143</b>	<b>18</b>	<b>13%</b>	<b>12</b>	<b>15</b>	<b>0</b>	<b>-</b>
Case Management Nurses	0	0	0	-	11	13	2	15%	0	0	0	-
Critical Care Nurses (CCU)	0	0	0	-	14	15	3	20%	0	0	0	-
Emergency Room Nurses (ER)	0	0	0	-	6	7	1	14%	0	0	0	-
Geriatric Nurses	0	0	0	-	0	0	0	-	1	1	0	-
Nurse Managers (patient care setting)	0	0	0	-	15	17	3	18%	0	0	0	-
Obstetric Nurses	0	0	0	-	6	7	0	-	1	1	0	-
Perioperative Nurses	0	0	0	-	12	13	4	31%	0	0	0	-
Psychiatric Nurses	0	0	0	-	0	0	0	-	1	1	0	-
Public Health Nurses	0	0	0	-	0	0	0	-	0	0	0	-

Detailed Occupation by Group	Home Health Care Services				Social Assistance				Health Education Institutions			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
Registered Nurses (General RN)	22	34	5	15%	54	68	5	7%	9	12	0	-
Registered Nurses, All Other Specialties	0	0	0	-	2	3	0	-	0	0	0	-
<b>Vocational Nurses</b>	<b>10</b>	<b>15</b>	<b>0</b>	<b>-</b>	<b>9</b>	<b>13</b>	<b>2</b>	<b>15%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Licensed Practical Nurses (LPN)	10	15	0	-	9	13	2	15%	0	0	0	-
<b>Grand Total</b>	<b>32</b>	<b>49</b>	<b>5</b>	<b>10%</b>	<b>139</b>	<b>167</b>	<b>22</b>	<b>13%</b>	<b>12</b>	<b>15</b>	<b>0</b>	<b>-</b>

Detailed Occupation by Group	Non Health Organizations				State Government			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Advanced Practice Nurses</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>33%</b>
Adult Acute Care Nurse Practitioners	0	0	0	-	0	0	0	-
Adult/Geriatric Nurse Practitioners	0	0	0	-	1	2	0	-
Certified Nurse Midwives (CNM)	0	0	0	-	0	0	0	-
Clinical Nurse Specialists (CNS)	0	0	0	-	0	0	0	-
Family Nurse Practitioners	5	7	0	-	0	0	0	-
Nurse Anesthetists	0	0	0	-	0	0	0	-
Pediatric Acute Care Nurse Practitioners	0	0	0	-	0	0	0	-
Pediatric Nurse Practitioners	0	0	0	-	0	0	0	-
Psychiatric Nurse Practitioners	0	0	0	-	0	0	0	-
Women's Healthcare Nurse Practitioners	0	0	0	-	1	1	1	100%
All Other Advanced Practice Nurses	0	0	0	-	0	0	0	-
All Other Nurse Practitioners (Specialized)	0	0	0	-	0	0	0	-
<b>Registered Nurses (Except Advanced Practice Nurses)</b>	<b>297</b>	<b>590</b>	<b>33</b>	<b>6%</b>	<b>369</b>	<b>535</b>	<b>59</b>	<b>11%</b>
Case Management Nurses	0	0	0	-	0	0	0	-
Critical Care Nurses (CCU)	0	0	0	-	0	0	0	-

Detailed Occupation by Group	Non Health Organizations				State Government			
Emergency Room Nurses (ER)	0	0	0	-	0	0	0	-
Geriatric Nurses	0	0	0	-	0	0	0	-
Nurse Managers (patient care setting)	2	4	2	50%	5	7	0	-
Obstetric Nurses	0	0	0	-	0	0	0	-
Perioperative Nurses	0	0	0	-	0	0	0	-
Psychiatric Nurses	7	11	2	18%	64	96	18	19%
Public Health Nurses	0	0	0	-	104	153	17	11%
Registered Nurses (General RN)	286	561	29	5%	143	202	21	10%
Registered Nurses, All Other Specialties	2	14	0	-	53	77	3	4%
<b>Vocational Nurses</b>	<b>28</b>	<b>55</b>	<b>4</b>	<b>7%</b>	<b>43</b>	<b>62</b>	<b>3</b>	<b>5%</b>
Licensed Practical Nurses (LPN)	28	55	4	7%	43	62	3	5%
<b>Grand Total</b>	<b>330</b>	<b>652</b>	<b>37</b>	<b>6%</b>	<b>414</b>	<b>600</b>	<b>63</b>	<b>11%</b>

## Physician Assistants

Physician Assistants is an occupation that, along with Family Nurse Practitioners, plays an increasingly central role in primary care and the medical field in general. While Alaska has a training program in partnership with the University of Washington with 20 in-Alaska seats, data from this study show the demand may outpace the supply in certain regions and with particular employers.

**Table 27** shows the rural, urban, and statewide estimates for positions, vacancies and vacancy rates. A significant disparity in the distribution of Physician Assistants exists; this table shows an estimated vacancy rate of 19% in rural respondents versus 5% in urban counterparts.

**Table 27: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detailed Occupation by Group	Sampled Positions	Total Positions		Total Vacancies		Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<i>Physician Assistants</i>	<b>303</b>	<b>189</b>	<b>340</b>	<b>35</b>	<b>16</b>	<b>19%</b>	<b>5%</b>	<b>9%</b>
Physician Assistants (PA-C)	303	189	340	35	16	19%	5%	9%
<b>Grand Total</b>	<b>303</b>	<b>189</b>	<b>340</b>	<b>35</b>	<b>16</b>	<b>19%</b>	<b>5%</b>	<b>9%</b>

**Table 28** shows the distribution of Physician Assistant (PA) positions across the labor market regions in Alaska. While demand is much higher in rural Alaska, Anchorage/Mat-Su shows 17% usage of temporary staffing for PAs and 14 positions estimated to be vacant.

In the Gulf Coast – Rural Southcentral region, there was an estimated 25% vacancy rate and 5% temporary staffing usage with 5 vacant positions; similar to Southwest with 28% estimated vacancy rate, 5% temporary staffing usage and 16 vacant positions.

In the Rural Interior, 18% of PA positions were estimated to be vacant, which translates into 9 openings, but only 2% were filled with temporary staff.

Table 28: Estimated Positions, Vacancies, Temporary and Vacancy Rates by Occupation and by Region

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate
<b>Physician Assistants</b>	147	233	14	17%	6%	31	96	2	3%	2%	14	20	5	5%	25%
Physician Assistants (PA-C)	147	233	14	17%	6%	31	96	2	3%	2%	14	20	5	5%	25%
<b>Grand Total</b>	147	233	14	17%	6%	31	96	2	3%	2%	14	20	5	5%	25%

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate
<b>Physician Assistants</b>	9	11	0	0%	-	28	55	4	0%	7%	34	50	9	2%	18%
Physician Assistants (PA-C)	9	11	0	0%	-	28	55	4	0%	7%	34	50	9	2%	18%
<b>Grand Total</b>	9	11	0	0%	-	28	55	4	0%	7%	34	50	9	2%	18%

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate
<b>Physician Assistants</b>	4	5	0	0%	-	36	57	16	5%	28%	303	527	50	9%	9%
Physician Assistants (PA-C)	4	5	0	0%	-	36	57	16	5%	28%	303	527	50	9%	9%
<b>Grand Total</b>	4	5	0	0%	-	36	57	16	5%	28%	303	527	50	9%	9%

In **Table 29**, the highest employer-based vacancy rates for Physician Assistants existed within Hospitals at 21% and 22 vacancies. A similar number of vacancies (21) were estimated in Other Ambulatory Health Care Services settings, but with 213 total positions, the estimated vacancy rate for this employer type was only 10%.

**Table 29: Estimated Positions, Vacancies, Vacancy Rates by Occupation and by Organization Type**

Detailed Occupation by Group	Hospitals				Offices of Physicians				Offices of Dentists			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Physician Assistants</b>	66	107	22	21%	62	94	2	2%	1	1	0	-
Physician Assistants (PA-C)	66	107	22	21%	62	94	2	2%	1	1	0	-
<b>Grand Total</b>	66	107	22	21%	62	94	2	2%	1	1	0	-

Detailed Occupation by Group	Offices of Other Health Practitioners				Other Ambulatory Health Care Services				Nursing and Residential Care Facilities			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Physician Assistants</b>	10	20	0	-	122	213	21	10%	0	0	0	-
Physician Assistants (PA-C)	10	20	0	-	122	213	21	10%	0	0	0	-
<b>Grand Total</b>	10	20	0	-	122	213	21	10%	0	0	0	-

	<i>Home Health Care Services</i>				<i>Social Assistance</i>				<i>Health Education Institutions</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<i>Physician Assistants</i>	1	2	0	-	2	12	0	-	0	0	0	-
Physician Assistants (PA-C)	1	2	0	-	2	12	0	-	0	0	0	-
<b>Grand Total</b>	1	2	0	-	2	12	0	-	0	0	0	-

	<i>Non Health Organizations</i>				<i>State Government</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>								
<i>Physician Assistants</i>	29	64	5	8%	10	14	0	-
Physician Assistants (PA-C)	29	64	5	8%	10	14	0	-
<b>Grand Total</b>	29	64	5	8%	10	14	0	-

## Physicians, Surgeons and Other Related Practitioners

Similar to Allied Health and Nursing categories in the AK SHOT, the Physicians, Surgeons and Other Related Practitioners category includes more categories than in any other previous Health Vacancy Study. These positions all require advanced training, mostly at the doctoral level, and taking a minimum of 12 years to complete after high school. In the Other Related Practitioners subgroup, occupations such as Acupuncturists follow a different educational path, but still require significant training in a post-secondary program.

**Table 30** illustrates the rural, urban, and statewide distribution of estimated positions, vacancies and vacancy rates by each occupation. Although the aggregate vacancy rates are relatively low at 8% and 3%, respectively, specific occupations show particularly high demand.

Psychiatrists showed an estimated 22% statewide vacancy rate and Other Specialty Physicians was calculated at 14%; the majority of these positions are in urban settings. In rural respondents, the highest vacancy rates and position vacancies were estimated in Emergency Physicians (21%, 9 vacancies), General Practitioners and Family Physicians (21%, 47 vacancies) and Pediatricians (16%, 3 vacancies).

**Table 30: Rural, Urban and Statewide – Estimated Positions, Vacancies, and Vacancy Rates by Occupation**

Detailed Occupation by Group	Sampled Positions	Total Positions		Total Vacancies		Vacancy Rates		Estimated Statewide Vacancy Rate
		Rural	Urban	Rural	Urban	Rural	Urban	
<b>Physicians and Surgeons</b>	<b>1020</b>	<b>412</b>	<b>1747</b>	<b>65</b>	<b>114</b>	<b>16%</b>	<b>7%</b>	<b>8%</b>
Anesthesiologists	61	8	95	1	3	13%	3%	4%
Emergency Physicians	79	43	174	9	0	21%	-	4%
General Internists	26	17	29	0	2	-	7%	4%
General Practitioners and Family Physicians	355	223	352	47	18	21%	5%	11%
Hospitalists	65	3	93	0	6	-	6%	6%
Obstetricians and Gynecologists	42	14	164	1	11	7%	7%	7%
Ophthalmologists	15	0	55	0	1	-	2%	2%
Pediatricians	61	19	134	3	6	16%	4%	6%
Psychiatrists	43	13	79	2	17	15%	22%	22%
Radiologists	47	15	123	1	5	7%	4%	4%
Surgeons	75	46	158	0	5	-	3%	3%
All Other Specialty Physicians	151	11	291	1	40	9%	14%	14%
<b>Other Related Practitioners</b>	<b>89</b>	<b>52</b>	<b>158</b>	<b>1</b>	<b>6</b>	<b>2%</b>	<b>4%</b>	<b>3%</b>
Acupuncturists	11	3	19	0	0	-	-	-
Chiropractors	26	17	78	0	2	-	3%	2%
Naturopaths	11	2	14	1	2	50%	14%	19%
Optometrists	33	30	35	0	2	-	6%	3%
Podiatrists	8	0	12	0	0	-	-	-
<b>Grand Total</b>	<b>1109</b>	<b>464</b>	<b>1905</b>	<b>66</b>	<b>120</b>	<b>14%</b>	<b>6%</b>	<b>8%</b>

**Table 31** details the distribution of Physician, Surgeons and Other Related Practitioners across labor market regions in Alaska.

For Physicians and Surgeons, the majority of positions were located in Anchorage, where high vacancy rates were estimated for Psychiatrists (20%, 8 vacancies), All Other Specialty Physicians (14%, 40 vacancies), and General Internists (13%, 2 vacancies).

In urban sites, Anchorage/Mat-Su did not show significant demand for occupations under Other Related Practitioners. Conversely, in Fairbanks, low estimated vacancies existed in the Physicians and Surgeons subgroup, while higher rates were estimated for Naturopaths (40%, 2 positions), and Optometrists (29%, 2 positions).

Overall, General Practitioners and Family Physicians had high estimated vacancy rates in the North (26%, 16 vacancies), Southwest (25%, 15 vacancies), Gulf-Coast – Rural Southcentral (18%, 10 vacancies), and Rural Southeast (16%, 6 vacancies) – all rural regions.

Psychiatrists, in addition to being in high demand in urban areas, also had high estimated vacancy rates in Gulf Coast – Rural Southcentral (28%, 10 vacancies), and in the Rural Interior (100%, 2 positions).

High vacancy rates in the Southwest region that should be noted are Hospitalists (25%, 15 vacancies), and Emergency Physicians (50%, 8 vacancies).

Table 31: Estimated Positions, Vacancies, Temporary and Vacancy Rates by Occupation and by Region

Detailed Occupation by Group	Anchorage/Mat-Su					Fairbanks					Gulf Coast - Rural Southcentral				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate
<b>Physicians and Surgeons</b>	<b>624</b>	<b>1391</b>	<b>100</b>	<b>3%</b>	<b>7%</b>	<b>93</b>	<b>284</b>	<b>2</b>	<b>1%</b>	<b>1%</b>	<b>85</b>	<b>171</b>	<b>22</b>	<b>6%</b>	<b>13%</b>
Anesthesiologists	44	77	3	0%	4%	11	18	0	0%	-	3	4	0	0%	-
Emergency Physicians	17	26	0	0%	-	22	135	0	0%	-	16	23	1	4%	4%
General Internists	10	16	2	0%	13%	3	14	0	0%	-	7	10	0	70%	-
General Practitioners and Family Physicians	157	270	17	11%	6%	38	63	0	3%	-	39	57	10	7%	18%
Hospitalists	62	93	6	5%	6%	0	0	0	0%	-	0	0	0	0%	-
Obstetricians and Gynecologists	35	151	11	0%	7%	2	12	0	0%	-	1	10	0	0%	-
Ophthalmologists	11	49	0	24%	-	1	2	0	0%	-	0	0	0	0%	-
Pediatricians	42	119	4	0%	3%	2	3	0	0%	-	2	11	0	0%	-
Psychiatrists	27	41	8	0%	20%	1	6	0	0%	-	8	36	10	3%	28%
Radiologists	30	111	5	0%	5%	7	12	0	0%	-	1	1	1	0%	100%
Surgeons	53	157	4	0%	3%	6	19	2	0%	11%	5	15	0	0%	-
All Other Specialty Physicians	136	281	40	1%	14%	0	0	0	0%	-	3	4	0	0%	-
<b>Other Related Practitioners</b>	<b>46</b>	<b>103</b>	<b>2</b>	<b>0%</b>	<b>2%</b>	<b>17</b>	<b>47</b>	<b>4</b>	<b>0%</b>	<b>9%</b>	<b>7</b>	<b>34</b>	<b>1</b>	<b>0%</b>	<b>3%</b>
Acupuncturists	4	6	0	0%	-	5	13	0	0%	-	2	3	0	0%	-
Chiropractors	15	56	2	0%	4%	5	22	0	0%	-	1	10	0	0%	-
Naturopaths	6	9	0	0%	-	3	5	2	0%	40%	2	2	1	0%	50%
Optometrists	15	23	0	0%	-	4	7	2	0%	29%	2	19	0	0%	-
Podiatrists	6	9	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
<b>Grand Total</b>	<b>670</b>	<b>1494</b>	<b>102</b>	<b>3%</b>	<b>7%</b>	<b>110</b>	<b>331</b>	<b>6</b>	<b>1%</b>	<b>2%</b>	<b>92</b>	<b>205</b>	<b>23</b>	<b>6%</b>	<b>11%</b>

Detailed Occupation by Group	Juneau					North					Rural Interior				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate
<b>Physicians and Surgeons</b>	<b>55</b>	<b>70</b>	<b>4</b>	<b>4%</b>	<b>6%</b>	<b>35</b>	<b>70</b>	<b>16</b>	<b>3%</b>	<b>23%</b>	<b>8</b>	<b>12</b>	<b>2</b>	<b>7%</b>	<b>17%</b>
Anesthesiologists	0	0	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
Emergency Physicians	11	13	0	0%	-	0	0	0	0%	-	2	3	0	0%	-
General Internists	0	0	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
General Practitioners and Family Physicians	16	20	1	0%	5%	31	62	16	3%	26%	5	7	0	14%	-
Hospitalists	0	0	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
Obstetricians and Gynecologists	0	0	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
Ophthalmologists	3	4	1	0%	25%	0	0	0	0%	-	0	0	0	0%	-
Pediatricians	9	12	2	0%	17%	0	0	0	0%	-	0	0	0	0%	-
Psychiatrists	3	4	0	0%	-	0	0	0	0%	-	1	2	2	0%	100%
Radiologists	0	0	0	0%	-	4	8	0	0%	-	0	0	0	0%	-
Surgeons	6	7	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
All Other Specialty Physicians	7	10	0	30%	-	0	0	0	0%	-	0	0	0	0%	-
<b>Other Related Practitioners</b>	<b>6</b>	<b>8</b>	<b>0</b>	<b>0%</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0%</b>	<b>-</b>
Acupuncturists	0	0	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
Chiropractors	0	0	0	0%	-	0	0	0	0%	-	1	2	0	0%	-
Naturopaths	0	0	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
Optometrists	4	5	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
Podiatrists	2	3	0	0%	-	0	0	0	0%	-	0	0	0	0%	-
<b>Grand Total</b>	<b>61</b>	<b>78</b>	<b>4</b>	<b>4%</b>	<b>5%</b>	<b>35</b>	<b>70</b>	<b>16</b>	<b>3%</b>	<b>23%</b>	<b>9</b>	<b>14</b>	<b>2</b>	<b>7%</b>	<b>14%</b>

Detailed Occupation by Group	Rural Southeast					Southwest					Statewide Aggregate				
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Temporary Rate	Estimated Vacancy Rate
<b>Physicians and Surgeons</b>	<b>73</b>	<b>83</b>	<b>10</b>	<b>1%</b>	<b>12%</b>	<b>47</b>	<b>77</b>	<b>25</b>	<b>3%</b>	<b>32%</b>	<b>1020</b>	<b>2158</b>	<b>181</b>	<b>3%</b>	<b>8%</b>
Anesthesiologists	3	3	1	0%	33%	0	0	0	0%	-	61	102	4	0%	4%
Emergency Physicians	1	1	0	0%	-	10	16	8	0%	50%	79	217	9	0%	4%
General Internists	6	7	0	0%	-	0	0	0	0%	-	26	47	2	15%	4%
General Practitioners and Family Physicians	33	38	6	3%	16%	36	59	15	5%	25%	355	576	65	7%	11%
Hospitalists	3	3	0	0%	-	0	0	0	0%	-	65	96	6	5%	6%
Obstetricians and Gynecologists	4	4	1	0%	25%	0	0	0	0%	-	42	177	12	0%	7%
Ophthalmologists	0	0	0	0%	-	0	0	0	0%	-	15	55	1	22%	2%
Pediatricians	5	6	1	0%	17%	1	2	2	0%	100%	61	153	9	0%	6%
Psychiatrists	3	3	0	0%	-	0	0	0	0%	-	43	92	20	1%	22%
Radiologists	5	6	0	0%	-	0	0	0	0%	-	47	138	6	0%	4%
Surgeons	5	6	0	0%	-	0	0	0	0%	-	75	204	6	0%	3%
All Other Specialty Physicians	5	6	1	0%	17%	0	0	0	0%	-	151	301	41	2%	14%
<b>Other Related Practitioners</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0%</b>	<b>-</b>	<b>7</b>	<b>11</b>	<b>0</b>	<b>0%</b>	<b>-</b>	<b>89</b>	<b>211</b>	<b>7</b>	<b>0%</b>	<b>3%</b>
Acupuncturists	0	0	0	0%	-	0	0	0	0%	-	11	22	0	0%	-
Chiropractors	1	2	0	0%	-	3	4	0	0%	-	26	96	2	0%	2%
Naturopaths	0	0	0	0%	-	0	0	0	0%	-	11	16	3	0%	19%
Optometrists	4	4	0	0%	-	4	7	0	0%	-	33	65	2	0%	3%
Podiatrists	0	0	0	0%	-	0	0	0	0%	-	8	12	0	0%	-
<b>Grand Total</b>	<b>78</b>	<b>89</b>	<b>10</b>	<b>1%</b>	<b>11%</b>	<b>54</b>	<b>88</b>	<b>25</b>	<b>3%</b>	<b>28%</b>	<b>1109</b>	<b>2369</b>	<b>188</b>	<b>3%</b>	<b>8%</b>

**Table 32** describes vacancies from the employers' perspective. In this occupational category, the majority of positions are employed by Offices of Physicians (839 positions), but this type has a low vacancy rate at 4% and only shows a high demand for All Other Specialty Physicians (23%). Home Health, Social Assistance, and Non Health Organizations also had low estimated vacancy rates for Physicians, Surgeons and Other Related Practitioners.

Hospitals, however, showed high need for General Practitioners and Family Physicians (20%, 34 vacancies), and Anesthesiologists (29%, 4 vacancies). Other Ambulatory Health Care Services shared this need with a 15% estimated vacancy rate and 24 openings, but also showed need for Obstetricians and Gynecologists (43%. 9 vacancies) and Psychiatrists as described below.

Finally, in addition to being in high demand across rural and urban setting and in multiple regions, Psychiatrists had an estimated vacancy rate of 31% with 5 vacancies in Nursing and Residential Care Facilities, and 22% with 11 vacancies for Other Ambulatory Health Care Services employers.

Table 32: Estimated Positions, Vacancies, Vacancy Rates by Occupation and by Organization Type

	<i>Hospitals</i>				<i>Offices of Physicians</i>				<i>Offices of Dentists</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Physicians and Surgeons</i></b>	<b>380</b>	<b>572</b>	<b>69</b>	<b>12%</b>	<b>331</b>	<b>839</b>	<b>30</b>	<b>4%</b>	<b>11</b>	<b>16</b>	<b>3</b>	<b>19%</b>
Anesthesiologists	10	14	4	29%	42	65	0	-	0	0	0	-
Emergency Physicians	39	58	6	10%	14	18	0	-	0	0	0	-
General Internists	12	17	2	12%	10	15	0	-	0	0	0	-
General Practitioners and Family Physicians	108	171	34	20%	110	188	0	-	9	13	3	23%
Hospitalists	27	40	3	8%	27	41	3	7%	0	0	0	-
Obstetricians and Gynecologists	10	14	1	7%	17	142	2	1%	0	0	0	-
Ophthalmologists	5	8	0	-	7	43	1	2%	0	0	0	-
Pediatricians	9	13	3	23%	45	131	5	4%	0	0	0	-
Psychiatrists	8	11	0	-	0	0	0	-	0	0	0	-
Radiologists	15	22	1	5%	7	12	0	-	0	0	0	-
Surgeons	46	68	2	3%	23	119	4	3%	2	3	0	-
All Other Specialty Physicians	91	136	13	10%	29	65	15	23%	0	0	0	-
<b><i>Other Related Practitioners</i></b>	<b>6</b>	<b>10</b>	<b>0</b>	<b>-</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>33%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Acupuncturists	0	0	0	-	0	0	0	-	0	0	0	-
Chiropractors	0	0	0	-	1	2	0	-	0	0	0	-
Naturopaths	0	0	0	-	0	0	0	-	0	0	0	-
Optometrists	4	7	0	-	2	4	2	50%	0	0	0	-
Podiatrists	2	3	0	-	0	0	0	-	0	0	0	-
<b>Grand Total</b>	<b>386</b>	<b>582</b>	<b>69</b>	<b>12%</b>	<b>334</b>	<b>845</b>	<b>32</b>	<b>4%</b>	<b>11</b>	<b>16</b>	<b>3</b>	<b>19%</b>

	<i>Offices of Other Health Practitioners</i>				<i>Other Ambulatory Health Care Services</i>				<i>Nursing and Residential Care Facilities</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Physicians and Surgeons</i></b>	<b>22</b>	<b>110</b>	<b>2</b>	<b>2%</b>	<b>213</b>	<b>516</b>	<b>64</b>	<b>12%</b>	<b>21</b>	<b>33</b>	<b>5</b>	<b>15%</b>
Anesthesiologists	1	12	0	-	7	11	0	-	0	0	0	-
Emergency Physicians	0	0	0	-	24	139	2	1%	0	0	0	-
General Internists	1	2	0	-	0	0	0	-	0	0	0	-
General Practitioners and Family Physicians	4	7	2	29%	102	155	24	15%	6	9	0	-
Hospitalists	0	0	0	-	9	14	0	-	0	0	0	-
Obstetricians and Gynecologists	0	0	0	-	14	21	9	43%	0	0	0	-
Ophthalmologists	3	5	0	-	0	0	0	-	0	0	0	-
Pediatricians	1	2	0	-	3	4	1	25%	2	3	0	-
Psychiatrists	0	0	0	-	17	49	11	22%	10	16	5	31%
Radiologists	2	25	0	-	19	75	5	7%	0	0	0	-
Surgeons	2	12	0	-	0	0	0	-	0	0	0	-
All Other Specialty Physicians	8	45	0	-	18	48	12	25%	3	5	0	-
<b><i>Other Related Practitioners</i></b>	<b>51</b>	<b>149</b>	<b>4</b>	<b>3%</b>	<b>24</b>	<b>34</b>	<b>1</b>	<b>3%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Acupuncturists	5	8	0	-	3	4	0	-	0	0	0	-
Chiropractors	21	87	2	2%	4	6	0	-	0	0	0	-
Naturopaths	9	14	2	14%	2	2	1	50%	0	0	0	-
Optometrists	10	31	0	-	15	22	0	-	0	0	0	-
Podiatrists	6	9	0	-	0	0	0	-	0	0	0	-
<b>Grand Total</b>	<b>73</b>	<b>259</b>	<b>6</b>	<b>2%</b>	<b>237</b>	<b>550</b>	<b>65</b>	<b>12%</b>	<b>21</b>	<b>33</b>	<b>5</b>	<b>15%</b>

	<i>Home Health Care Services</i>				<i>Social Assistance</i>				<i>Health Education Institutions</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>												
<b><i>Physicians and Surgeons</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>28</b>	<b>46</b>	<b>1</b>	<b>2%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Anesthesiologists	0	0	0	-	1	1	0	-	0	0	0	-
Emergency Physicians	0	0	0	-	0	0	0	-	0	0	0	-
General Internists	0	0	0	-	3	13	0	-	0	0	0	-
General Practitioners and Family Physicians	0	0	0	-	10	13	1	8%	0	0	0	-
Hospitalists	0	0	0	-	2	2	0	-	0	0	0	-
Obstetricians and Gynecologists	0	0	0	-	1	1	0	-	0	0	0	-
Ophthalmologists	0	0	0	-	0	0	0	-	0	0	0	-
Pediatricians	0	0	0	-	1	1	0	-	0	0	0	-
Psychiatrists	0	0	0	-	3	8	0	-	0	0	0	-
Radiologists	0	0	0	-	4	4	0	-	0	0	0	-
Surgeons	0	0	0	-	2	2	0	-	0	0	0	-
All Other Specialty Physicians	0	0	0	-	1	1	0	-	0	0	0	-
<b><i>Other Related Practitioners</i></b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Acupuncturists	2	3	0	-	1	6	0	-	0	0	0	-
Chiropractors	0	0	0	-	0	0	0	-	0	0	0	-
Naturopaths	0	0	0	-	0	0	0	-	0	0	0	-
Optometrists	0	0	0	-	2	2	0	-	0	0	0	-
Podiatrists	0	0	0	-	0	0	0	-	0	0	0	-
<b><i>Grand Total</i></b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>31</b>	<b>54</b>	<b>1</b>	<b>2%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>

	<i>Non Health Organizations</i>				<i>State Government</i>			
	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate	Total Sample	Estimated Total Positions	Estimated Total Vacancies	Estimated Vacancy Rate
<b>Detailed Occupation by Group</b>								
<b><i>Physicians and Surgeons</i></b>	<b>9</b>	<b>21</b>	<b>2</b>	<b>10%</b>	<b>5</b>	<b>8</b>	<b>3</b>	<b>38%</b>
Anesthesiologists	0	0	0	-	0	0	0	-
Emergency Physicians	2	2	1	50%	0	0	0	-
General Internists	0	0	0	-	0	0	0	-
General Practitioners and Family Physicians	6	18	1	6%	0	0	0	-
Hospitalists	0	0	0	-	0	0	0	-
Obstetricians and Gynecologists	0	0	0	-	0	0	0	-
Ophthalmologists	0	0	0	-	0	0	0	-
Pediatricians	0	0	0	-	0	0	0	-
Psychiatrists	0	0	0	-	5	8	3	38%
Radiologists	0	0	0	-	0	0	0	-
Surgeons	0	0	0	-	0	0	0	-
All Other Specialty Physicians	1	1	0	-	0	0	0	-
<b><i>Other Related Practitioners</i></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
Acupuncturists	0	0	0	-	0	0	0	-
Chiropractors	0	0	0	-	0	0	0	-
Naturopaths	0	0	0	-	0	0	0	-
Optometrists	0	0	0	-	0	0	0	-
Podiatrists	0	0	0	-	0	0	0	-
<b><i>Grand Total</i></b>	<b>9</b>	<b>21</b>	<b>2</b>	<b>10%</b>	<b>5</b>	<b>8</b>	<b>3</b>	<b>38%</b>

## Conclusions and Recommendations

The sheer magnitude of the challenges inherent in developing and sustaining a high quality and stable health workforce is difficult to comprehend. However, Alaska has no choice but to address these challenges if it wants to maintain access to health care services and care for its residents far into the future. This can be accomplished by the following: 1) making long-term investments to prepare students in middle and high school for health-focused, post-secondary programs, 2) developing and sustaining post-secondary programs in-state to keep Alaskans here to study and ultimately practice, 3) examining laws and restrictions related to barrier crimes, alerting Alaska's youth to be aware of the career consequences of their actions, and 4) continuing to invest in state-based loan repayment and incentive programs for health providers to come to Alaska's rural communities to practice.

The Alaska Health Workforce Coalition is one entity monitoring each of these areas and developing specific strategies to accomplish goals in the areas of Engage, Train, Recruit and Retain health workforce. Generating ongoing support for this Coalition, with its expansive membership, will benefit Alaska in the long-term. Similarly, the Alaska Area Health Education Center (AHEC) system focuses on developing a strong pathway to interest Alaska youth in health careers, arrange participation in clinical experiences in rural and underserved areas of the state for students in their health professions programs, and provide continuing education for health professionals practicing in the state. The AHEC program office is deeply involved in health workforce research, as well as other work of the Coalition. This system includes five regional centers across the state which require support to maintain their critical activities.

This 2012 survey highlights several health occupations in need of additional analysis to more closely examine and define workforce needs. These include Physical and Occupational Therapists, Certified Nursing Assistants, Behavioral and Mental Health Counselors and Therapists, Family Nurse and other Nurse Practitioner specialists, Critical Care and Perioperative Registered Nurses, General Practitioners and Family Physicians and, finally, Psychiatrists. Vacancies in these occupations spanned regions and organizational types, plus have the workforce volume for the estimated data to be informative. As mentioned in the introduction, vacancy rates are one indicator of need, but should be considered with other workforce data to paint a comprehensive picture.

The scope of this 2012 Survey was larger than any other conducted to date; it was also the most costly. At its outset, the Project Team was charged with three main goals: 1) make the data comparable with other state and federal data sets, 2) make the results scalable and flexible for different calculations, and 3) build in the ability to trend results in the future. In all three of these goals, the Survey was a success. With the development and implementation of the Alaska Standardized Health Occupations Taxonomy (AK SHOT), the occupational categories used in the survey's data collection were comparable with the Department of Labor's Standardized Occupations Classification codes used by state and federal agencies. Additionally, since the DOL's Labor Market Regions and NAICS codes were used to separate the state geographically and to categorize employers, the resulting data can be viewed alongside other workforce data. The AK SHOT was developed to be very flexible and the occupations can be grouped in any way and calculated based on preference. The analysis is scalable, so users can manipulate the groups and subgroups based on their needs. Finally, whether resulting data can be analyzed for trends depends on several factors, most importantly the frequency of data collection. This survey's methodology is well-documented, but funding and staffing have to be available to conduct it. To some extent, this is beyond the control of the current Project Team.

To maximize the utility of the data and contain costs, it is recommended that the number of occupations surveyed be reduced in the future. Establishing this benchmark data will be useful, but several occupations were simply too small or non-existent in rural regions, so data had to be suppressed. In the future, the Project Team could consider limiting occupations based on workforce numbers and other available data during the planning phase. Costs would be reduced and respondents may feel less burdened answering the Vacancy Study's questions.

One key takeaway from the 2012 survey is that, in occupations where Alaska has health programs or designated seats in partner institutions, statewide vacancy rates tended to be lower. This is an important lesson for secondary and post-secondary educators, the health care industry, and Alaska policy makers. Literature suggests students largely remain in communities where they train in order to find their first jobs. The concerted development of in-state health programs over the last decade has made a difference; it is important to maintain these programs for Alaskans, and to continue development of essential programs not yet available locally.

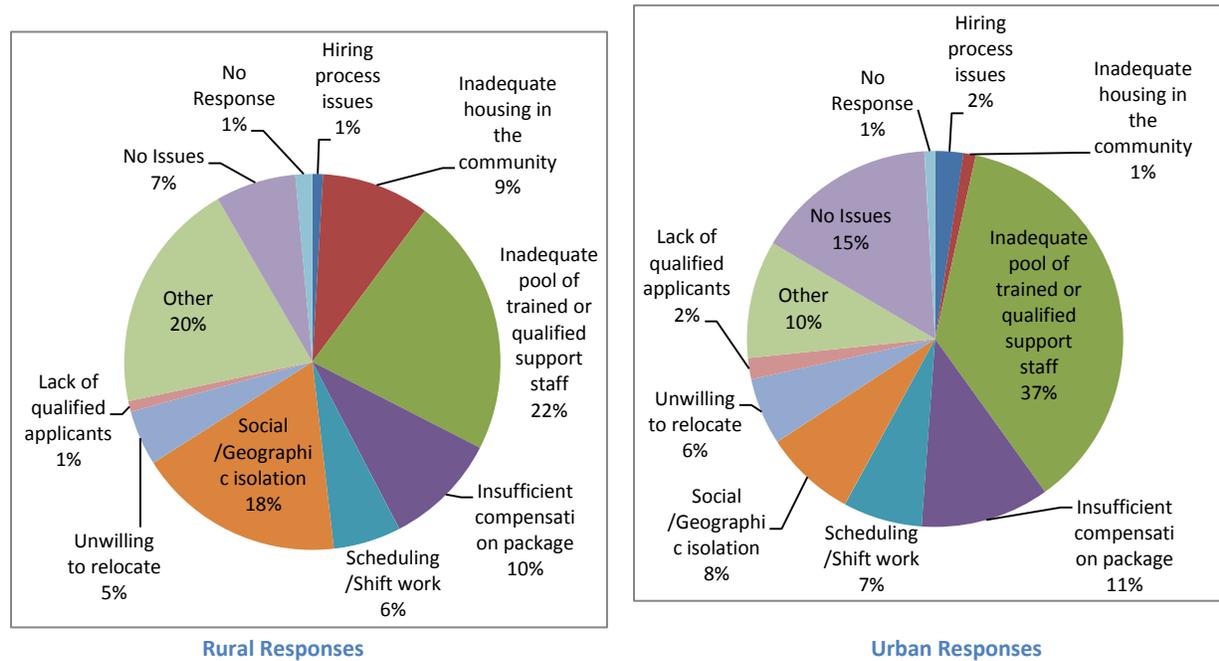
Finally, responses to the two qualitative questions pertaining to perceptions of difficulties hiring and retaining employees shed some light on the employers' perspectives. Although the "No Issues" responses were unexpected, the various reasons given for recruiting and retention challenges were insightful.

The figures below separate employer responses into rural and urban because the issues in each of these settings are different and should be considered independently.

In rural responses in **Figure 2**, employers reported challenges in recruiting due to an inadequate pool of trained or qualified support staff, social and geographic isolation, and insufficient compensation package. None of these responses are outside the realm of expectation and align with anecdotal information for the most part. The true meaning behind the primary reason given - inadequate pool of training or qualified support staff - is a bit puzzling. It is unclear if respondents meant an unqualified pool of applicants or the perception that support staff is under-qualified or not adequately trained and thus impacts hiring.

Urban respondents shared the same top answer regarding qualified support staff followed by no Issues and insufficient compensation package. The key information here is that in both rural and urban settings, human resources personnel feel their organization's compensation package is insufficient to hire qualified candidates. This may be an issue worthy of deeper discussion to ensure Alaska remains competitive in health workforce recruitment nationwide. Alaska is certainly not the only state dealing with severe shortages and, while the state's geographic isolation and climate are largely beyond the control of policy makers and the health industry, salary is not.

**Figure 2: Reasons for Not Hiring Employees, Rural and Urban**

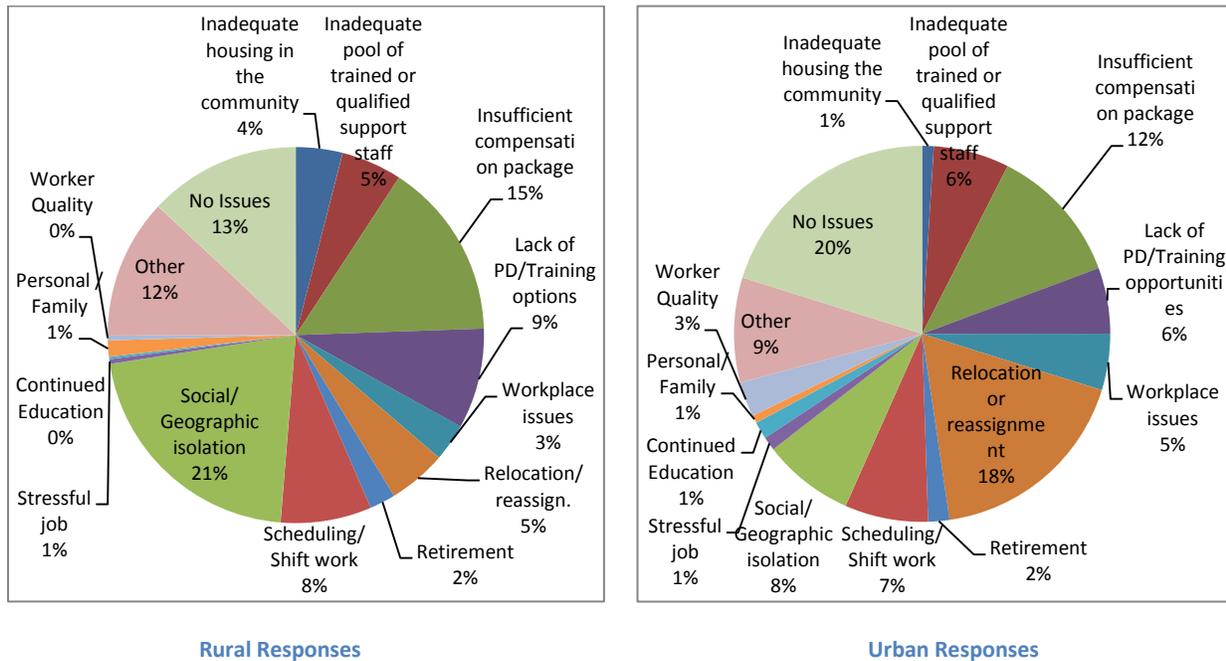


In **Figure 3**, respondents shared their perspectives related to challenges in retaining a stable health workforce. And, while recruitment is an essential workforce component, retention is the long-term investment. These responses should shed some light on the direction Alaska should take in securing a high-qualified, stable health workforce for the future.

Rural respondents indicated their top retention challenges were: Social and Geographic Isolation, Insufficient Compensation Package, and No Issues. While Social and Geographic Isolation is somewhat unmodifiable, with the expansion of broadband and technology throughout rural Alaska perhaps this barrier is more surmountable. And, with the realities of high cost of living in rural Alaska communities, the identification of an insufficient compensation package is not shocking as much as it is eye-opening.

In urban settings, respondents largely felt they had no issues in retention, but when they did it was due to “Relocation or Reassignment” and an “Insufficient Compensation Package.” The relocation response is likely due to the large military presence in both Anchorage/Mat-Su and Fairbanks causing spouses and military personnel who may work in Alaska facilities to rotate on a regular basis.

**Figure 3: Reasons for Not Retaining Employees, Rural and Urban**



## Deficits / Limitations

Vacancy rates are one measurement or indicator of the health industry's current need for workers. As such, the study is conducted at a "point in time" and provides a snapshot view of the health workforce. Vacancy rates are not equivalent to "need" and more analysis and consideration of other data sets and information are recommended to measure the broader realm of need.

The scope of this survey was large and addressing 157 occupations simply fatigued responders, especially in large organizations that employ many types of health occupations. As a result, data collection was extended much longer than anticipated.

Another limitation was the fact that the AK SHOT was new; respondents likely used it in different capacities and had different understandings of the definitions, terms and parameters used in developing the tool. This led to a higher than expected use of "All Other" and "Other" categories.

The extent to which the research team members used the AK SHOT accurately and recorded answers to various questions from respondents varied. This was to be expected since this is the first time the AK SHOT had been used, but still it could have impacted results, especially in the usage of "All Other" categories. Additionally, there was a considerable amount of turnover within the data collection team and, on some questions, responses were either not clarified or pursued as vigorously as one might hope. For example, this seemed to have affected the length of vacancies question for each occupation, as well as the recruitment and retention challenges questions.

To generalize findings to the broader statewide population, the HWVS utilized estimation calculations which expanded sample data to the state. This methodology needs to be clearly understood and the confidence intervals referenced in the Appendix.

Due to Alaska's low population numbers, large vacancy rates often represent low actual numbers. In many places, the number of positions sampled are provided, to make sure the rate being quoted is fully understood.

Finally, using the Department of Labor's employer database was tremendously helpful. It was discovered, however, that several organizations used North American Industry Classification System (NAICS) codes that the Project Team did not recognize. For example, at first glance, the employer data base had nearly 60 organizations with the "Hospital" designated NAICS code. Since this was known to be false (Alaska has 27 acute care facilities/hospitals), the Project Team examined the employers and moved them between NAICS codes for the purpose of this survey.

## References

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Physician Data: <http://www.fsmb.org/pdf/census.pdf>

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Nursing:

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State of Alaska, DOL data: <http://labor.alaska.gov/research/healthcare/healthcare.htm>

HPSA/MUA-P: <http://dhss.alaska.gov/dph/HealthPlanning/Pages/primarycare/hpsa.aspx>

Behavioral Health professionals:

<http://www.nami.org/ContentManagement/ContentDisplay.cfm?ContentFileID=147763>

Footnotes are provided below for the Allied Health and Ancillary Services tables. Due to the large volume of occupations surveyed in this category, in this report, some occupations were deleted from the tables when their data was suppressed or 0 value. Each occupation where this happened is listed below and can be found, in full detail, in the appendices.

<sup>i</sup> Occupations removed from this table due to no data: All Other Allied Health Therapists and Related Occupations

<sup>ii</sup> Occupations suppressed in this region: All Other Allied Health Therapists and Related Occupations

<sup>iii</sup> Occupations suppressed in this region: Dental Health Aide Therapists

<sup>iv</sup> Occupations suppressed in this region: Pharmacy Aides and Assistants

<sup>v</sup> Occupations suppressed in this region: Home Health Aides, Orderlies, and Psychiatric and Mental Health Aides

<sup>vi</sup> Occupations suppressed in this region: Dietetic Technicians, Echocardiography Technicians, Electrocardiology (EKG or ECG) Technicians, Electroneurodiagnostic (END or EEG) Technicians, Magnetic Resonance Imaging (MRI) Technologists, Nuclear Medicine Technicians and Technologists, Orthotic and Prosthetic Technicians, Orthotists and Prosthetists, Psychiatric and Mental Health Technicians, Respiratory Therapy Technicians, Surgical Technicians and Technologists, All Other Radiologic Technicians and Technologists

<sup>vii</sup> Occupations suppressed in this region: Athletic Trainers, Speech-Language Pathologists Assistant, All Other Allied Health Therapists and Related Occupations, Occupational Therapy Aides, Occupational Therapy Assistants, Physical Therapist Aides, Physical Therapy Assistants, Radiation Therapists, Exercise Physiologists, Genetic Counselors, Hearing Aid Specialists

<sup>viii</sup> Occupations suppressed in this region: Orthotic and Prosthetic Technicians

<sup>ix</sup> Occupations suppressed in this region: All Other Allied Health Therapists and Related Occupations

<sup>x</sup> Occupations suppressed in these organization types: Emergency Trauma Technicians (ETT), Firefighters, EMT or ETT Certified

<sup>xi</sup> Occupations suppressed in these organization types: Orthotic and Prosthetic Technicians, Orthotists and Prosthetists,

<sup>xii</sup> Occupations suppressed in these organization types: Hearing Aid Specialists, All Other Allied Health Therapists and Related Occupations

<sup>xiii</sup> Occupations suppressed in these organization types: Emergency Trauma Technicians (ETT), Firefighters, EMT or ETT Certified

<sup>xiv</sup> Occupations suppressed in these organization types: Psychiatric and Mental Health Aides

<sup>xv</sup> Occupations suppressed in these organization types: Dietetic Technicians, Echocardiography Technicians, Electrocardiology (EKG or ECG) Technicians, Electroneurodiagnostic (END or EEG) Technicians, Orthotic and Prosthetic Technicians, Psychiatric and Mental Health Technicians, Respiratory Therapy Technicians

<sup>xvi</sup> Occupations suppressed in these organization types: Genetic Counselors, Hearing Aid Specialists, Occupational Therapy Aides, Radiation Therapists, All Other Allied Health Therapists and Related Occupations

<sup>xvii</sup> Occupations suppressed in these organization types: Emergency Trauma Technicians (ETT)

<sup>xviii</sup> Occupations suppressed in these organization types: Pharmacy Aides and Assistants

<sup>xix</sup> Occupations suppressed in these organization types: Orderlies

<sup>xx</sup> Occupations suppressed in these organization types: Echocardiography Technicians, Electrocardiology (EKG or ECG) Technicians, Electroneurodiagnostic (END or EEG) Technicians, Limited Radiologic Technicians, Medical Equipment Technicians and Repairers, Nuclear Medicine Technicians and Technologists, Opticians-Dispensing, Orthotic and Prosthetic Technicians, Orthotists and Prosthetists, Psychiatric and Mental Health Technicians, Respiratory Therapy Technicians, Sterile Processing Technicians, All Other Allied Health Technologists, Technicians and Related Occupations, All Other Radiologic Technologists and Technicians

<sup>xxi</sup> Occupations suppressed in these organization types: Athletic Trainers, Exercise Physiologists, Genetic Counselors, Hearing Aid Specialists, Occupational Therapy Aides, Occupational Therapy Assistants, Radiation Therapists, Speech-Language Pathologists Assistant, All Other Allied Health Therapists and Related Occupations

<sup>xxii</sup> Occupations suppressed in these organization types: CAT Scan Technician, Diagnostic Medical Sonographers, Dietetic Technicians, Echocardiography Technicians, Electrocardiology (EKG or ECG) Technicians, Electroneurodiagnostic (END or EEG) Technicians, Limited Radiologic Technicians, Magnetic Resonance Imaging (MRI) Technologists, Mammographers, Medical and Clinical Lab Technologists, Nuclear Medicine Technicians and

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Technologists, Ophthalmic Medical Technicians, Orthotic and Prosthetic Technicians, Orthotists and Prosthetists, Phlebotomists, Respiratory Therapy Technicians, Sterile Processing Technicians, Surgical Technicians and Technologists, All Other Allied Health Technologists, Technicians and Related Occupations, All Other Radiologic Technologists and Technicians, All Other Practitioner Support Technologists and Technicians

<sup>xxiii</sup> Occupations suppressed in these organization types: Exercise Physiologists, Genetic Counselors, Radiation Therapists, Respiratory Therapists, All Other Therapists Support Workers, Except Technologists and Technicians, All Other Allied Health Therapists and Related Occupations

<sup>xxiv</sup> Occupations suppressed in these organization types: Dental Health Aide Therapists