



# Health Care

2018 - 2023

This industry in Pierce County is projected to grow **1.8% annually**

## OVERVIEW

Health care is Pierce County's largest private industry, comprising more than 15 percent of the county's total employment. When combined with government employment, more than 43,700 people work in health care here. "Direct care" is the fastest-growing segment in the industry with a projected growth rate of 2 percent annually through 2023. Direct care occupations include certified nursing assistants, medical assistants, and home health and personal care aides.

Demand for registered nurses exceeds supply, creating an ongoing shortage over the next several years. This shortage is not only the largest in the health care industry but also the largest across all major industries in the county. Simultaneously, licensed practical nurse positions are increasingly difficult to fill as they are sometimes substituted for RNs.

The supply of medical assistants, by contrast, outweighs demand. This is due in part to the abundance of graduates produced by private, for-profit colleges. While many local employers consider the graduates from public institutions to be better prepared than graduates from these trade schools, continuing education opportunities could redirect them into other positions.

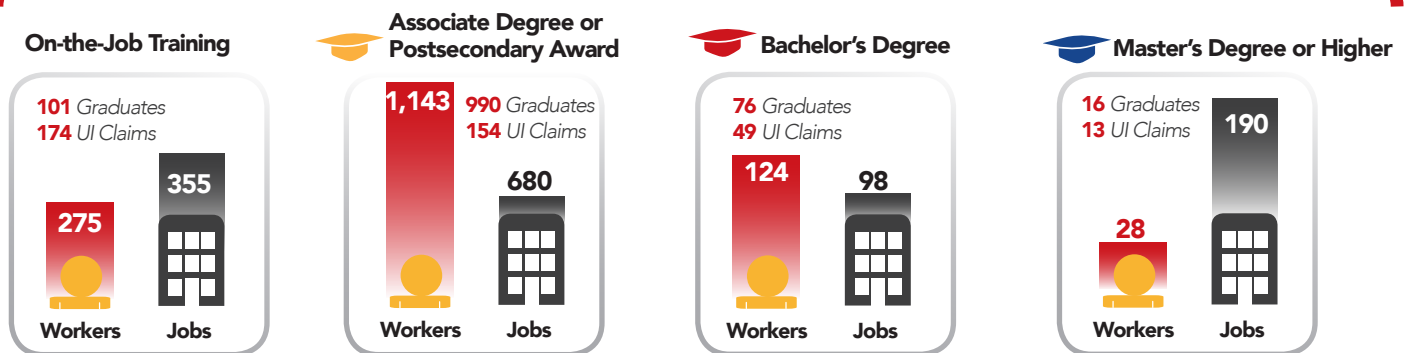


**\$** Median Annual Wage  
**\$21,750 - \$179,280**



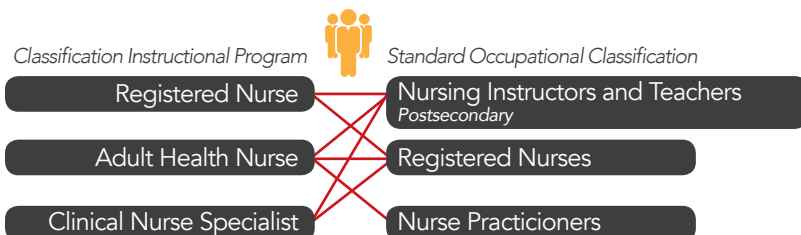
2018 - 2023  
Projected Talent Supply  
**Unemployed: 389**  
**Newly-Trained: 1,182**

## 2018 - 2023 PROJECTIONS FOR THE PIERCE COUNTY HEALTHCARE TALENT PIPELINE<sup>12</sup>



This chart outlines the annual estimate of workers and job openings by education level in Pierce County.

### MATCHES FOR GRADUATES QUALIFIED TO WORK AS REGISTERED NURSES<sup>13</sup>



Employers can't find enough registered nurses and will continue to have difficulty filling RN positions for the foreseeable future. A lack of clinical space for students in Pierce County may contribute to the shortage.

Qualifications and experience in one occupation may translate into opportunities in another. This is one way employers and employees manage talent surpluses and shortages.





# Health Care Talent Pipeline

## Pierce County



### On-the-Job Training

Annual Average Demand and Supply All Occupations by Education	Occupation Ranked by Annual Openings (2018-2023)	Employment		CAGR 2013-2023	Annual Demand and Supply, 2018-2023		
		2013	2023		Scale: 0 - 170 annual openings in sector	Demand	Supply
	1 Social and Human Service Assistants	1,505	1,887	2.3%	Demand	80	(67)
	2 Home Health Aides	1,160	1,673	3.7%	Demand	76	(62)
	3 Personal Care Aides	2,924	3,701	2.4%	Demand	73	15
	4 Medical Secretaries	1,173	1,477	2.3%	Demand	46	96
	5 Food Servers, Nonrestaurant	484	616	2.4%	Demand	27	(23)
	6 Health Technologists and Technicians, All Other	606	690	1.3%	Demand	17	(7)

### Associate Degree or Postsecondary Award

Annual Average Demand and Supply All Occupations by Education	Occupation Ranked by Annual Openings (2018-2023)	Employment		CAGR 2013-2023	Annual Demand and Supply, 2018-2023		
		2013	2023		Scale: 0 - 485 annual openings in sector	Demand	Supply
	1 Registered Nurses	6,621	7,642	1.4%	Demand	249	(109)
	2 Nursing Assistants	2,500	2,950	1.7%	Demand	87	14
	3 Licensed Practical and Licensed Vocational Nurses	1,565	1,770	1.2%	Demand	60	95
	4 Medical Assistants	1,118	1,395	2.2%	Demand	56	349
	5 Massage Therapists	1,272	1,798	3.5%	Demand	47	(35)
	6 Dental Assistants	937	1,095	1.6%	Demand	38	18
	7 Dental Hygienists	518	633	2.0%	Demand	28	(17)
	8 Medical Records and Health Information Technicians	518	590	1.3%	Demand	23	42
	9 Medical and Clinical Laboratory Technicians	246	285	1.5%	Demand	12	3
	10 Phlebotomists	259	312	1.9%	Demand	12	164

### Bachelor's Degree

Annual Average Demand and Supply All Occupations by Education	Occupation Ranked by Annual Openings (2018-2023)	Employment		CAGR 2013-2023	Annual Demand and Supply, 2018-2023		
		2013	2023		Scale: 0 - 83 annual openings in sector	Demand	Supply
	1 Medical and Health Services Managers	783	903	1.4%	Demand	34	10
	2 Social and Community Service Managers	412	516	2.3%	Demand	19	50
	3 Medical and Clinical Laboratory Technologists	373	429	1.4%	Demand	18	(18)
	4 Mental Health and Substance Abuse Social Workers	280	309	1.0%	Demand	9	2

### Master's Degree or Higher

Annual Average Demand and Supply All Occupations by Education	Occupation Ranked by Annual Openings (2018-2023)	Employment		CAGR 2013-2023	Annual Demand and Supply, 2018-2023		
		2013	2023		Scale: 0 - 38 annual openings in sector	Demand	Supply
	1 Physicians and Surgeons, All Other	751	842	1.2%	Demand	32	(32)
	2 Physical Therapists	539	646	1.8%	Demand	25	(24)
	3 Dentists, General	354	433	2.0%	Demand	17	(17)
	4 Mental Health Counselors	518	571	1.0%	Demand	16	(8)
	5 Physician Assistants	327	389	1.8%	Demand	14	(14)
	6 Family and General Practitioners	196	245	2.3%	Demand	11	(11)
	7 Occupational Therapists	341	407	1.8%	Demand	11	(10)
	8 Healthcare Social Workers	221	266	1.9%	Demand	10	(2)