

Healthcare Labor Force & Training Needs



For more information, contact the Business Services Team at business.services@phoenix.gov

INDUSTRY OVERVIEW

AVERAGE SALARY



\$79,004

% CHANGE OF WORKFORCE SINCE 2016



22%

EMPLOYED



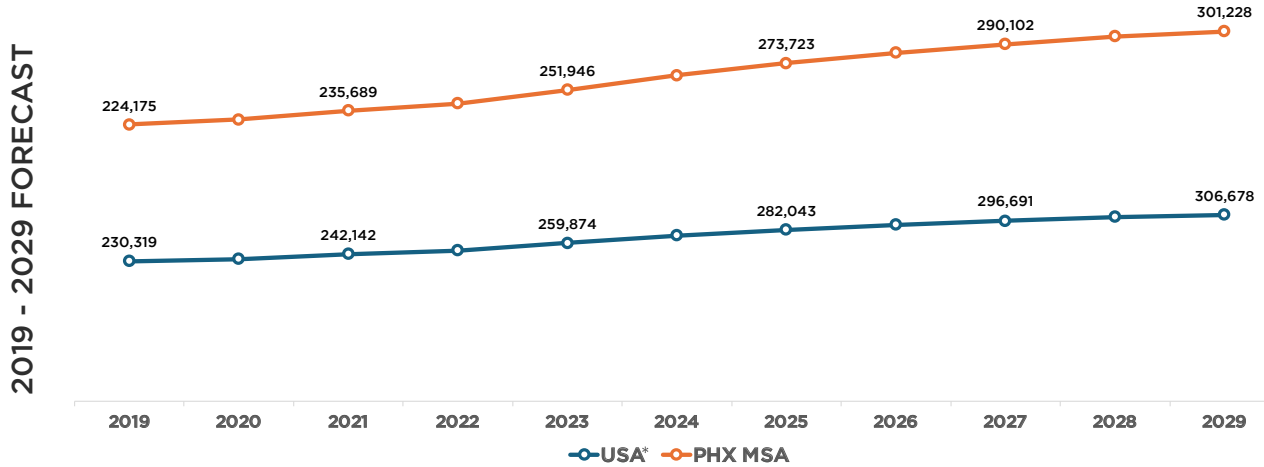
273,723

COMPANIES



12,634

Source: Lightcast, Jan. 2026; Maricopa Association of Governments, 2024



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

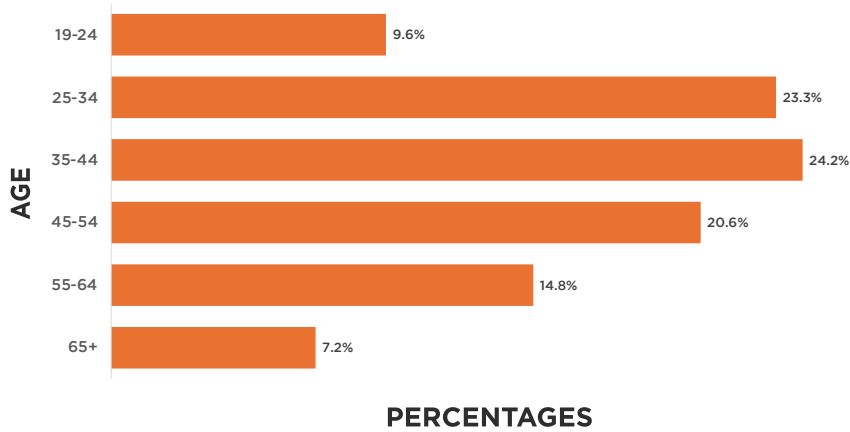
Source: Lightcast, Phoenix MSA, 2025

STAFFING PROJECTIONS

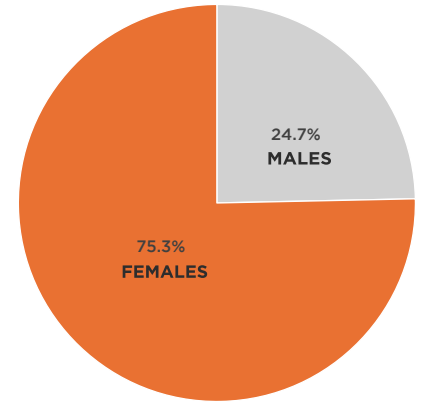
HIGHEST DEMAND	TRAINING	JOB (2028)	2025-2028 % CHANGE	EARNINGS (2025)
Nurse Practitioners	None	7,717	17%	\$132,759.39
Home Health and Personal Care Aides	Short-term on-the-job training	70,300	11%	\$35,945.12
Medical Assistants	None	19,905	8%	\$45,981.61
Nursing Assistants	None	13,865	8%	\$43,748.59
Pharmacy Technicians	Moderate-term on-the-job training	9,165	7%	\$48,344.13
Registered Nurses	None	52,009	6%	\$96,222.04

TALENT ACQUISITION

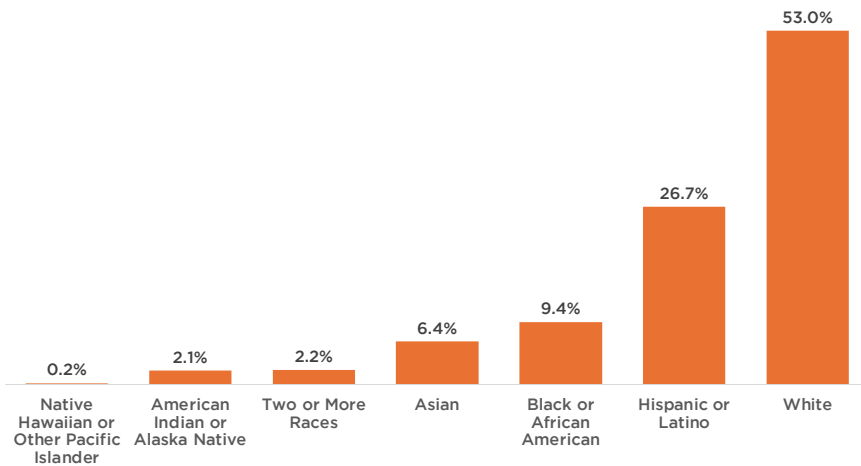
AGE BREAKDOWN



GENDER BREAKDOWN



RACE/ETHNICITY BREAKDOWN



STAFFING DEMOGRAPHICS

AGES	HIRE	SEPERATIONS
14-18	2,022	1,948
19-24	20,658	19,430
25-54	126,038	117,959
55-64	29,913	27,914
65+	15,698	14,541

EXPERIENCE BREAKDOWN

MIN EXPERIENCE	% OF TOTAL
No Experience	58%
0 - 1 Years	22%
2 - 6 Years	20%
7 - 9 Years	0%
10+ Years	1%

CAREER PATHING

Top five occupations by educational attainment and median hourly wages.

HIGH SCHOOL DIPLOMA

Pharmacy Technicians	\$23.09
Medical Equipment Preparers	\$22.47
Healthcare Support Workers	\$22.18
Veterinary Assistants and Laboratory Animal Caretakers	\$18.49
Home Health and Personal Care Aides	\$17.54

ASSOCIATE'S DEGREE

Radiation Therapists	\$50.71
Diagnostic Medical Sonographers	\$49.18
Nuclear Medicine Technologists	\$48.40
Dental Hygienists	\$47.08
Magnetic Resonance Imaging Technologists	\$46.69

BACHELOR'S DEGREE

Registered Nurses	\$47.16
Occupational Health and Safety Specialists	\$38.71
Dietitians and Nutritionists	\$32.36
Athletic Trainers	\$30.32
Clinical Laboratory Technologists and Technicians	\$30.04

Source: Lightcast, Phoenix MSA, 2025

PROFESSIONAL SKILLS

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

KNOWLEDGE

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

SKILLS

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

QUALIFICATIONS

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

Source: ONET, United States

TOP EMPLOYERS

EMPLOYER WITH MOST JOB OPENINGS

Banner Health

Abrazo Health

Honorhealth

CommonSpirit Health

Tenet Health

TOP QUALIFICATIONS

MOST POSTED QUALIFICATIONS

Registered Nurse (RN)

Basic Life Support (BLS) Certification

Cardiopulmonary Resuscitation (CPR) Certification

Advanced Cardiovascular Life Support (ACLS) Certification

Board Certified/Board Eligible

Licensed Practical Nurse (LPN)

