



2025 ALASKA HEALTHCARE WORKFORCE ANALYSIS



ALASKAHH.ARG

photo: PeaceHealth Ketchikan Medical Center's Quality & Patient Safety team

Table of Contents

Alaska Healthcare Workforce Analysis 2025

Overview

Key Findings	1
Healthcare Earnings	2
Healthcare Jobs	3
Healthcare Multipliers Impact	4
New Workers Needed	5
Vacancies and the Cost of Nonresidents & Travelers	6
Nonresident Healthcare Workers	7
Workforce Pipeline	8

Appendix

Healthcare Sector Components	10
Healthcare Earnings and Annualized Jobs	11
Healthcare Licensing	12
Healthcare Workers by Quarterly Count and Total Pay	13
Unique Healthcare Worker Count	14
Healthcare Wages by Position	15
Healthcare Wages by Region	16
Location Quotient	17
Healthcare Wages, Jobs, Location Quotient 2024	18
Wage Rankings Among States	19
Growth Outlook: 10 Years	20
Annual New Hires by Position	21
New Workers Needed in 2025 Based on Turnover	22
Worker Churn	23
Nonresident Workers by Industry	24
Nonresident Healthcare Workers by Position	25
Nonresident Conversion	26
Healthcare Worker Demographics	27
Distribution of Healthcare Workers	28
National Healthcare Worker Age	29

Key Findings

Alaska Healthcare Workforce Analysis 2025

Healthcare is Alaska's Leading Industry

Healthcare remains the state's most significant economic sector in terms of both employment and wages. In 2024, the industry generated \$3.7 billion in direct wages—13% of all workforce earnings in Alaska—and supported more than 46,000 annual average jobs (11% of total statewide employment).

When accounting for multiplier effects, the sector's total economic footprint reached 78,400 Alaska jobs and \$5.4 billion in income in 2024.

Sector Growth is Predicted to Continue

Over the past five years, Alaska's healthcare sector added more than 3,500 year-round-equivalent jobs—an 8% increase. Healthcare wages grew by nearly \$1 billion during the same period, rising 38% between 2019 and 2024. The average annual healthcare wage in Alaska reached \$79,583 in 2024.

Workforce growth projections indicate the healthcare sector will add 3,380 new jobs over the next 10 years through growth. Additionally, turnover in key healthcare positions means replacement workers are continually needed to support Alaska's healthcare facilities.

Workforce Shortages Persist

The current supply of healthcare workers is insufficient to meet statewide demand. The 2025 AHHA Salary and Benefits Report shows a 20% vacancy rate for hospital-based registered nurses and an average of 143 days to fill a vacant RN position.

Nearly 10,000 new healthcare workers must be hired across Alaska every year to keep up with staffing needs, including more than 1,100 registered nursing recruits annually.

Alaska is competing nationally for a limited pool of qualified workers, and the state's education pipeline does not meet current needs. In 2023, fewer than 800 healthcare graduates emerged from Alaska programs in key occupations requiring 3,471 new hires.

Healthcare facilities rely heavily on traveling nurses to fill gaps, but this approach is costly: in 2024, traveling RNs in Alaska earned 60% more than non-traveling RNs.

#1

Economic sector
in Alaska
46,033 jobs
\$3.7B wages

9,943

New Alaska
healthcare
workers needed
annually

20%

Vacancy rate for
registered nurses
in Alaska hospitals

\$1B

Healthcare payroll
increase over
last 5 years

Healthcare Earnings

Alaska Healthcare Workforce Analysis 2025

Healthcare is the largest economic sector in Alaska in terms of wages.

Alaska's healthcare workers earned \$3.66 billion in 2024, representing 13% of all state wages, including healthcare wages from government facilities, and self-employed providers.

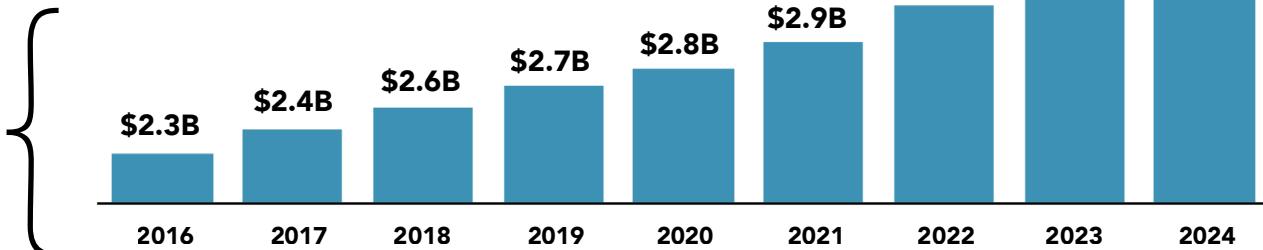
To remain competitive in a tightening labor market, Alaska's healthcare employers have aggressively increased wages. Between 2019 and 2024, total healthcare wage spending grew by \$1 billion (38%), significantly outpacing the 25% wage growth seen across all other sectors in the state. The average annualized wage grew from \$62,539 to \$79,533 by 27%. Inflation over the past five years in Alaska was 14%.

Based on a national analysis of 56 healthcare positions, Alaska wages are the highest or second highest in eight categories (see appendix p.19 for additional data).

The U.S. healthcare industry faces a historic labor shortage driven by an aging population and expanded need for care. While demand is surging, the supply of new professionals remains stagnant - medical and nursing schools graduate a similar number of students as they did two decades ago, while baby boomers are leaving the workforce.

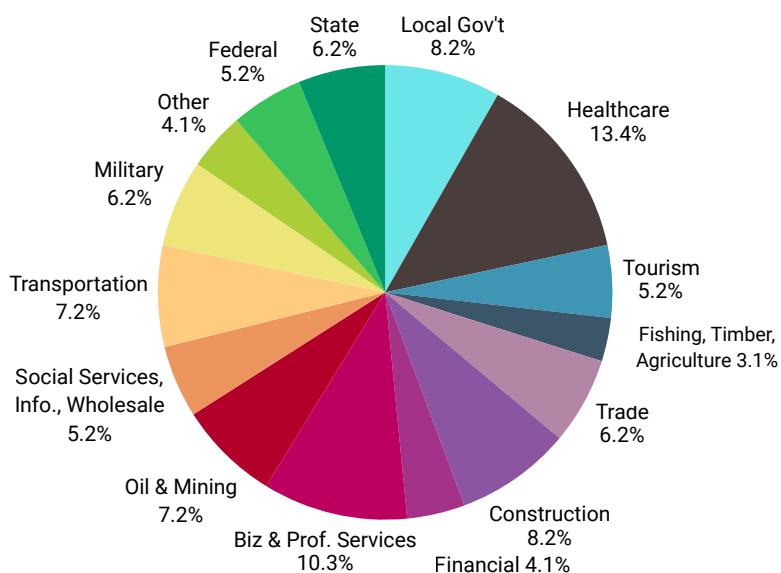
Rapid wage growth will likely slow only if the national pool of healthcare workers can be substantially increased.

Total Alaska Healthcare Wages



Source: Combination of Alaska Department of Labor Employment and Wage data; US Census Nonemployer (self-employment) Statistics; US Bureau of Economic Analysis (SAINC7N Compensation of employees by NAICS industry Govt. and Govt. enterprises compensation: Military); and Defense Manpower Data Center.

Alaska Workforce Earnings 2024



Note: Combines wages, self-employment earnings, and active duty military compensation. Government healthcare wages (0.6% of all Alaska earnings) were included in the healthcare sector for this analysis.

38%

Wage growth in healthcare over 5 years

\$79,583

Average annual healthcare wage

Healthcare Jobs

Alaska Healthcare Workforce Analysis 2025

Healthcare is Alaska's largest sector in terms of jobs.

In 2024, there were 46,033 annual average (year-round equivalent) healthcare jobs in Alaska, comprising 11% of the total Alaska workforce, just slightly more than tourism. Nationally, healthcare jobs represent 10.3% of all US jobs.

Hospitals are the largest healthcare employers in the state.

Hospitals provide jobs for over a third (36%) of all healthcare workers and pay out 42% of all healthcare wages. Physicians' offices make up the next largest component, with 20% of all workers and 23% of all wages. Nursing and residential care facilities account for 10% of all healthcare jobs, and 5% of total wages.

Registered nurses (RNs) comprise the largest group of workers in Alaska's healthcare sector, and earn the largest share of total wages, \$654 million in 2024, about 18% of all healthcare wages.

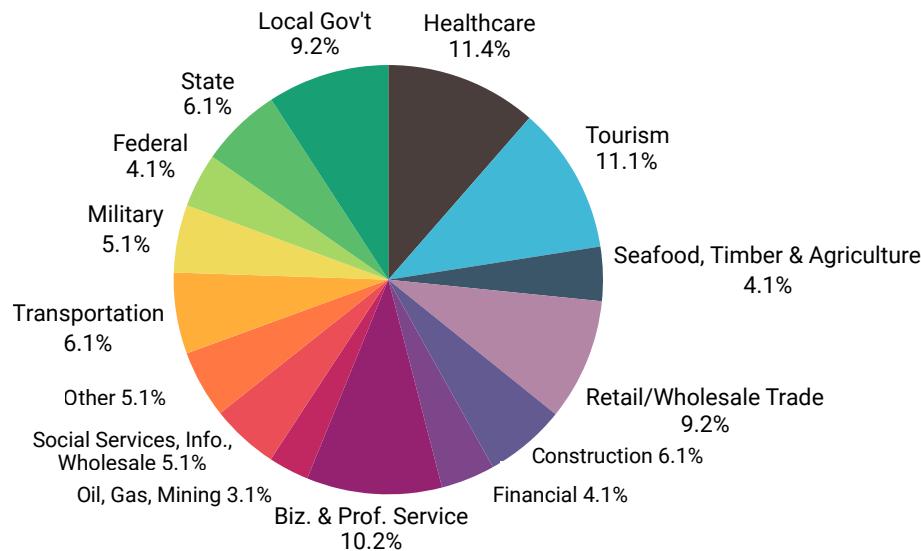
The healthcare sector is projected to continue to add jobs.

The Alaska healthcare sector has grown by more than 3,500 year-round equivalent jobs, an increase of 8%, over the past five years, and growth is projected to continue.

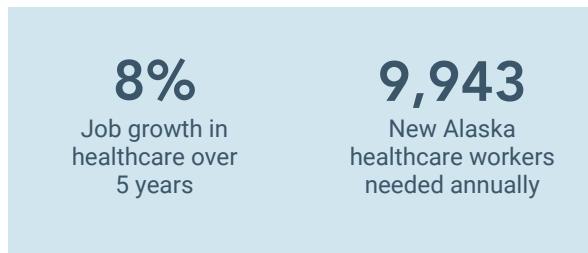
Based on occupational estimates and projections from the State of Alaska, approximately 3,380 new healthcare jobs are expected to be added to the Alaska workforce over the next 10 years with growth projected in every healthcare position. Home health and personal care aides are projected to grow the most, by 15.6%, while Speech-Language Pathologists are projected to grow the least. In terms of job counts, registered nurses are expected to add 675 jobs.

Based on total jobs, total workers in each job per quarter, worker exits, and overall growth, approximately 9,943 new healthcare workers must be hired across Alaska every year. The top four categories include personal care aides, registered nurses, nursing assistants, and medical assistants (see appendix p.20 for additional data).

Alaska Annualized Jobs 2024



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



Healthcare Multipliers Impact

Alaska Healthcare Workforce Analysis 2025

Employment and income in the health sector have a significant impact on employment and income in other Alaska industries.

The federally developed **employment multiplier** for the Hospital Sector in Alaska is 1.85, indicating that for each job in the Hospital Sector, another 0.85 jobs are created in other businesses and industries in Alaska. The 16,608 Hospital Sector jobs in Alaska resulted in an additional indirect and induced impact of 14,065 Alaska jobs in 2024. Therefore, Alaska's Hospital Sector had a total impact on employment of 30,673 jobs.

The **income multiplier** for the Hospital Sector in Alaska is 1.51, indicating that for each dollar of income generated in the Hospital Sector, another \$0.51 is generated in other businesses and industries in Alaska. The total impact on income throughout the Alaska economy of the \$1.6 billion payroll to Hospital Sector employees can be estimated to be \$2.3 billion.

Expanding this analysis to include other healthcare employers beyond hospitals, the total impact of the 46,033 employees of Alaska's healthcare sector was 78,393 total jobs across the state's economy; and Alaska's healthcare sector income of \$3.66 billion resulted in a total Alaska income impact of \$5.36 billion in 2024.

78K jobs

Total healthcare jobs impact

\$5.4B

Total healthcare wages impact

Alaska Healthcare Earnings and Jobs Multipliers, 2024

NAICS Code	Category	Sub-type	Annualized Jobs	Employment Multiplier	Total Employment Impact	Total Wages	Wages Multiplier	Total Wages Impact
622	Hospitals		16,608	1.8469	30,673	\$1,551,169,991	1.5102	\$2,342,576,920
623	Nursing and Residential Care		4,435	1.3885	6,157	\$200,851,568	1.4286	\$286,936,550
6231		Nursing Care Facilities and other Residential Care	1,476	1.4211	2,098	\$68,856,691	1.4777	\$101,749,532
6232		Residential Intellectual and Developmental Disability, Mental Health, & Substance Abuse Facilities	1,537	1.3861	2,131	\$77,620,023	1.4066	\$109,180,324
6233		Elderly Community Care	1,421	1.2638	1,796	\$54,374,854	1.3818	\$75,135,173
621	Out Patient Healthcare		24,991		41,563	\$1,911,429,886		\$2,734,223,421
6211		Offices of Physicians	9,051	1.8896	17,102	\$858,288,754	1.4288	\$1,226,322,972
6212		Office of Dentists	2,516	1.4714	3,702	\$152,459,586	1.3731	\$209,342,258
6213		Other Health Practitioners Offices	4,871	1.4076	6,856	\$279,450,787	1.3786	\$385,250,855
6214		Outpatient Care Centers	5,526	1.7618	9,735	\$465,116,784	1.4905	\$693,256,567
6215		Medical, Diagnostic Laboratories	336	1.5614	524	\$23,579,390	1.3892	\$32,756,489
6216		Home Healthcare Services	1,997	1.2606	2,517	\$62,570,505	1.3465	\$84,251,185
6219		Other Ambulatory Healthcare	696	1.6188	1,126	\$69,964,080	1.4728	\$103,043,097
Total Healthcare Sector			46,033		78,393	\$3,663,451,445		\$5,363,736,892

Source: The multipliers were developed RIMS Type II Alaska multipliers from the Bureau of Economic Analysis (BEA) US Department of Commerce

New Workers Needed

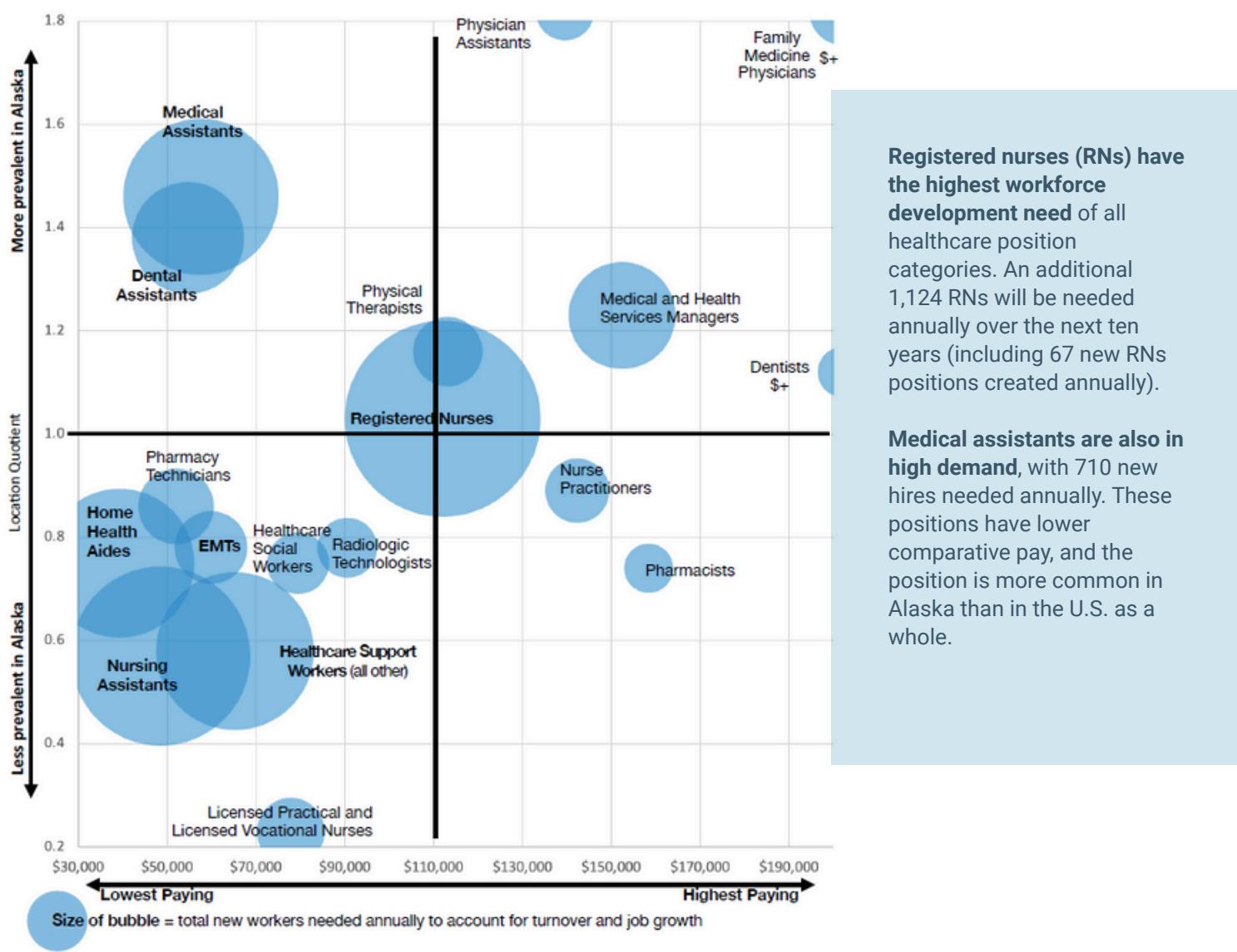
Alaska Healthcare Workforce Analysis 2025

Approximately 9,943 new healthcare workers must be hired across Alaska every year.

The bubble chart below cross-tabulates new workers needed on an annual basis by count, location quotient, and annual salary data, and charts them into a single picture of the state's future healthcare workforce needs. It provides a visual blueprint for where resources should be focused when attracting workers to Alaska, or for growing our own workforce.

The size of the bubble on the chart corresponds to the number of workers that need to be hired annually to keep pace with turnover and job growth.

A location quotient (LQ) greater than one (the national average) shows that Alaska has a higher number of a particular healthcare position than the nation as a whole, while a location quotient of less than one shows that the position is underrepresented in Alaska. By mapping out location quotient along with additional variables, it is easy to see where workforce development is more needed, and where it currently follows national trends (see appendix p.17-18 for additional data).



Vacancies and the Cost of Nonresidents & Travelers

Alaska Healthcare Workforce Analysis 2025

Alaska's medical facilities are understaffed.

According to the 2025 Alaska Hospital and Healthcare Association (AHHA) Salary and Benefits Report, average vacancy rates for key positions range from 17% to 38%.

Because registered nurses (RN) often represent the highest workforce need, it can be a useful position to track. The study showed that in Alaska, there was an average vacancy rate of 20% for RNs in hospitals, and 29% for RNs in long-term care. On average, it took 143 days to fill a vacant hospital RN position (up from 99 days in 2021), and 194 days to fill a long-term care facility RN position (up from 63 days in 2021).

Nonresident and traveling healthcare workers help to fill vacancies, but at a cost.

Non-Alaska residents made up 14.1% of the total Alaska healthcare workforce in 2023. While this percentage is lower than the overall Alaska nonresident worker average of 22.5%, the sheer size of the Alaska healthcare sector means that there are 6,675 nonresident healthcare workers.

While use of nonresident healthcare workers can be an important tool to recruit staff and expand capacity, nonresident healthcare workers are more expensive. Nonresident healthcare workers are more expensive, earning 15% more in 2023.

"Travelers", workers employed by a third-party staffing agency to fill temporary gaps in a hospital or other healthcare setting, are even more costly.

In a survey of 26 Alaska hospitals, nursing homes, and assisted living facilities in 2024 by AHHA, organizations reported traveling RNs comprised 19% of their RN workforce (down from 22% in 2023). Those travelers received 60% more pay than staffed RNs and typically also were provided housing, travel, and benefits for the duration of their placement. In addition, their pay was more fluid, increasing during higher periods of demand, or in more remote locations.

Assuming this data is reflective of all RNs in Alaska, the reliance on traveling nurses resulted in an additional \$66 million in spending in the healthcare sector. This "excess cost" represents the difference between the high rates paid to travelers versus what it would have cost to fill those same positions with permanent staff at standard wage rates.

20%

Vacancy rate for RNs in hospitals

143 Days

to fill a vacant hospital RN position

14.1%

of the 2023 healthcare workforce were nonresidents

60%

Higher cost for travel nurses compared to staff nurses

\$66M

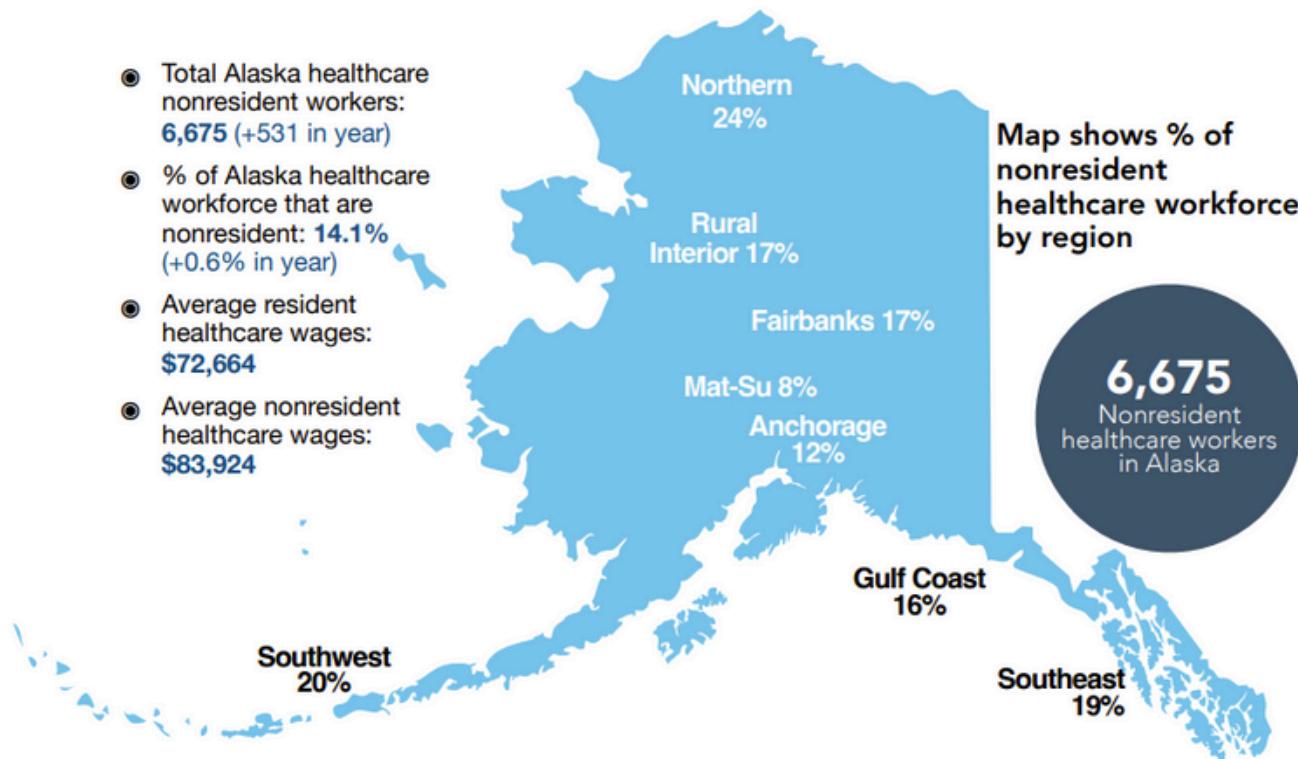
Excess wages spent on travel nurses last year

Nonresident Healthcare Workers

Alaska Healthcare Workforce Analysis 2025

Alaska Healthcare Nonresident Workforce Statistics

- Total Alaska healthcare nonresident workers: **6,675** (+531 in year)
- % of Alaska healthcare workforce that are nonresident: **14.1%** (+0.6% in year)
- Average resident healthcare wages: **\$72,664**
- Average nonresident healthcare wages: **\$83,924**



Healthcare workers who applied for an Alaska Permanent Fund Dividend in 2023 or 2024 are counted as residents for 2023.

Healthcare's Strong Resident Conversion Rate

The combined healthcare and social services sector is more likely than most sectors to convert nonresident workers into permanent residents.

In 2023, nearly a fifth (19%) of healthcare workers designated as nonresident in 2022 had become eligible to receive a PFD, which is how residency is measured for this analysis. This is nearly double the statewide average (11%) nonresident-to-resident conversion rate for all sectors (see appendix page 26 for additional data).

19%
of Nonresident healthcare workers attain residency

Workforce Pipeline

Alaska Healthcare Workforce Analysis 2025

Despite significant strides in graduating and retaining qualified professionals, a substantial gap remains between industry demand and the supply of Alaska-trained workers.

This is the fourth year that this report has included data on priority healthcare occupations and Alaska's capacity to train these individuals in-state. The following sections explore the drivers of this disparity, including industry growth, worker churn, and evolving workforce development needs.

As noted in previous reports, the data and information presented here was collected from educational institutions and the Board of Nursing, but this does not tell the complete story about in-state efforts to train individuals to fill jobs, especially for those jobs that do not require state certification or licensing. Many healthcare employers have developed programs for training within their facility, often in partnership with post-secondary institutions (some of which are not located in-state) or the Alaska Department of Labor (such as apprenticeships). Currently, there is no reliable way to quantify the output from these "grow-our-own" methods occurring throughout the industry.

Alaska-Trained Healthcare Workers				
Priority Occupations	Reported 2024	Projected 2025 ¹	Projected 2026	Needed 2026
Registered Nurse	340	386	443	1,171
Certified Nurse Aide	512	372 ²	unknown ³	922
Radiology Technologist	15	23	26	81
Surgical Technologist	9	12	23	110
Medical Assistant	22	26	79	693
Master of Social Work	34	31	45	103
Respiratory Therapist	0	0	0	71
Licensed Practical Nurse	29	35	36	103

[1] Data reported from educational institutions was received in November and includes actual numbers from the first three quarters of 2025 as well as projections for Quarter 4. [2] Data for Certified Nurse Aides comes from the Board of Nursing's (BON) issuance of 2025 licenses as of 9/30/2025 and does not include a projection of certifications that will be issued during the last quarter of the calendar year. [3] The Board of Nursing is unable to determine a projection of numbers of licenses they will issue in 2026.

Registered Nurses (RNs)

The five educational institutions providing data for this analysis are either located in Alaska or are serving students who intend to work in Alaska as registered nurses. The following table shows the breakdown of nursing students produced or expected to be produced by each of the institutions.

Institution	RNs Reported 2024	Expected RNs 2025	Expected RNs 2026
University of AK Anchorage	173	123	167
Charter College	70	130	150
Alaska Pacific University	26	49	54
Nightingale	47	56	41
University of Providence	24	28	31
TOTAL	340	386	443

Workforce Pipeline (continued)

Alaska Healthcare Workforce Analysis 2025

Certified Nurse Aide (CNA)

At their November 2025 meeting, the Board of Nursing reported there are 34 state-approved nurse aide training programs which include programs in colleges, high schools, hospitals, nursing homes, assisted living facilities, a job center, and an independent CNA training school. Two new training programs were approved for provisional status at the November meeting.

Radiology Technologist

In Alaska, only UAA is training radiology technicians; some hospitals have developed an apprenticeship program for this occupation.

Surgical Technologist

UAA is the only educational institution in Alaska currently training surgical technicians. However, the Alaska Department of Labor (DOL) lists Surgical Technologist as an approved registered apprenticeship program, and there are some facilities in the state taking advantage of that opportunity to train their employees, such as Foundation Health Partners in Fairbanks.

Medical Assistant (MA)

MA's are trained through the University of Alaska Anchorage, the University of Alaska Southeast, the University of Alaska Fairbanks, and Charter College. This does not, however, account for medical assistants being trained on the job or through a registered apprenticeship.

Master of Social Work (MSW)

UAA continues to be the only MSW program in Alaska. Thanks to a grant coordinated by Recover Alaska, the University has increased enrollment capacity in the program as reflected in the projection for 2026 graduates. The goal is to continue to expand over the next several years.

Respiratory Therapist

There continues to be no in-state training available for this occupation, although Charter College can offer a hybrid program with online lectures and lab intensives occurring at their Salt Lake City campus. This would also require a partnership with an in-state site hosting a student for clinical hours. To date, no one in Alaska is enrolled in such a program.

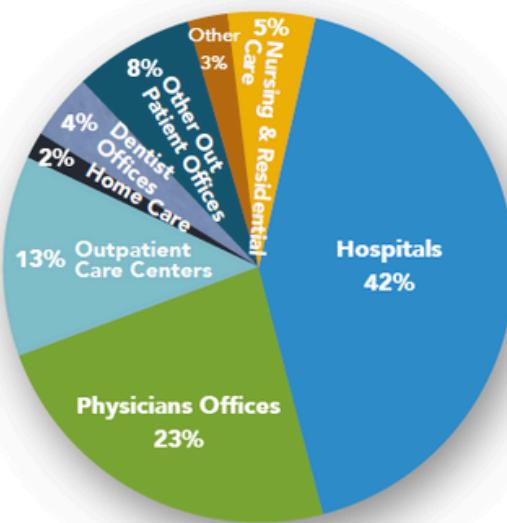
Licensed Practical Nurse (LPN)

Alaska Pacific University, the University of Alaska Fairbanks, and Nightingale College offer LPN degrees. At the Board of Nursing's November meeting, Foundation Health Partners' request for approval of an LPN apprenticeship program was granted as was Charter College's LPN program, which will commence in 2026 on a provisional status.

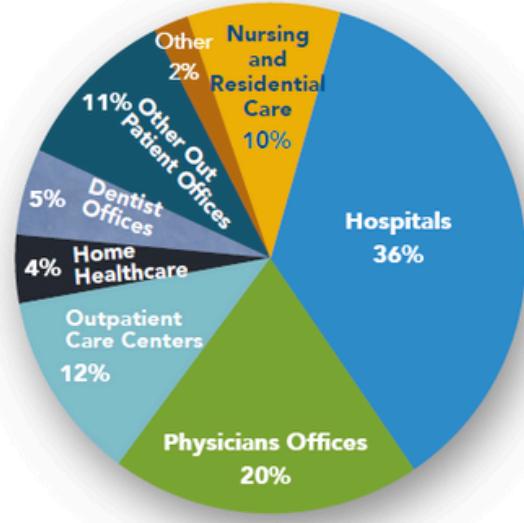
Healthcare Sector Components

Hospitals are the largest healthcare employer in the state, employing just over a third (36%) of all healthcare workers and paying out 42% of all healthcare wages. Physicians' offices make up the next largest component, with 20% of all workers and 23% of all wages. Nursing and residential care facilities account for 10% of all healthcare jobs, and 5% of total wages.

\$3.7B Workforce Earnings



46,033 Annualized Jobs



Alaska Healthcare Earnings and Annualized Jobs, 2024

NAICS Code	Category	Sub-type	Total Wages	Annualized Jobs
622	Hospitals		\$1,551,169,991	16,608
6221		General Medical and Surgical Hospitals	\$1,510,620,188	16,047
6222		Other Hospital	\$40,549,803	561
623	Nursing and Residential Care		\$200,851,568	4,435
6231		Nursing Care Facilities	\$29,839,972	569
6232		Residential Intellectual and Developmental Disability, Mental Health, & Substance Abuse Facilities	\$77,620,023	1,537
6233		Elderly Community Care	\$54,374,854	1,421
6239		Other Nursing	\$39,016,719	907
621	Out Patient Healthcare		\$1,911,429,886	24,991
6211		Physicians Offices	\$858,288,754	9,051
6212		Offices of Dentists	\$152,459,586	2,516
6213		Other Health Practitioners Offices	\$279,450,787	4,871
6214		Outpatient Care Centers	\$465,116,784	5,526
6215		Medical, Diagnostic Laboratories	\$23,579,390	336
6216		Home Healthcare Services	\$62,570,505	1,997
6219		Other Ambulatory Healthcare	\$69,964,080	696
Total Healthcare Sector			\$3,663,451,445	46,033

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

Healthcare Earnings and Annualized Jobs

Over the last five years the Alaska healthcare sector has grown by more than 3,500 year-round equivalent jobs, an increase of 8%. The number of hospital workers grew by 1,438 jobs (+9%). The number of outpatient healthcare jobs grew by 1,761 jobs, primarily in outpatient care centers, which grew by 49%. Nearly every healthcare sector component added jobs, except for home healthcare services, which fell by 20%.

Total healthcare wages grew by 38%, an increase of a billion dollars across the industry. The average annualized wage grew from \$62,539 to \$79,583, or by 27%. Inflation over the past five years in Alaska was 14%.

Alaska Healthcare Earnings and Annualized Jobs, 2019 & 2024 Five Year Comparison									
NAICS Code	Category	Sub-type	Total Wages 2024	Annualized Jobs 2024	Total Wages 2019	Annualized Jobs 2019	Change jobs 2019-2024	Change jobs 2019-2024%	Change wages 2019-2024%
622	Hospitals		\$1,551,169,991	16,608	1,115,986,535	15,170	1,438	9%	39%
6221		General Medical and Surgical Hospitals	\$1,510,620,188	16,047	1,085,311,036	14,591	1,456	10%	39%
6222		Other Hospital	\$40,549,803	561	30,675,499	579	-18	-3%	32%
623	Nursing and Residential Care		\$200,851,568	4,434	134,984,947	4,080	354	9%	49%
6231/6239		Nursing Care Facilities and Other	\$68,856,691	1476	40,566,948	1,179	297	25%	70%
6232		Residential Intellectual and Developmental Disability, Mental Health, & Substance Abuse Facilities	\$77,620,023	1,537	52,472,121	1,432	105	7%	48%
6233		Elderly Community Care	\$54,374,854	1,421	41,945,878	1,469	-48	-3%	30%
621	Out Patient Healthcare		\$1,911,429,886	24,991	\$1,405,675,376	23,230	1,761	8%	36%
6211		Physicians Offices	\$858,288,754	9,051	699,369,419	9,167	-116	-1%	23%
6212		Offices of Dentists	\$152,459,586	2,516	127,317,353	2,517	-1	0%	20%
6213		Other Health Practitioners Offices	\$279,450,787	4,871	206,272,070	4,368	503	12%	35%
6214		Outpatient Care Centers	\$465,116,784	5,526	248,268,720	3,714	1,812	49%	87%
6215		Medical, Diagnostic Laboratories	\$23,579,390	336	19,061,180	319	17	5%	24%
6216		Home Healthcare Services	\$62,570,505	1,997	57,160,207	2,493	-496	-20%	9%
6219		Other Ambulatory Healthcare	\$69,964,080	696	48,226,427	652	44	7%	45%
Total Healthcare Sector			\$3,663,451,445	46,033	2,656,646,858	42,480	3,553	8%	38%

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

Healthcare Licensing

As of November 2025, 55,139 healthcare professional licenses were held in the state of Alaska, up 5% from 2024 and 15% over 2022. The most common license is for nursing, with 27,701 active licenses.

Alaska Professional License Category	2022 Active Count	2024 Active Count	2025 Active Count	Change 22-25
Audiologists and Hearing Aid Dealers	124	136	162	31%
Chiropractic	336	328	329	-2%
Dental	3,136	3,406	3,139	0%
Dietitians	322	407	498	55%
Direct Entry Midwives	47	41	39	-17%
Dispensing Opticians	162	168	137	-15%
Medical	5,817	6,517	7,595	31%
Cooperative Practice Agreement	-	26	18	
Osteopathic Physician	635	802	920	
Osteopathic Physician Courtesy License	2	1		
Osteopathic Physician Resident Permit	31	16	13	
Osteopathic Physician Temporary Permit	32	10	4	
Physician	4,619	5,493	6,490	
Physician Resident Permit	149	62	80	
Physician Temporary Permit	244	74	16	
Podiatrist	30	33	43	
Nurse Aides	2,561	2,445	2,996	17%
Certified Nurse Aide	2,557	2,434	2,988	
Certified Nurse Aide Temporary Permit	4	11	8	
Nursing	23,642	26,920	27,701	17%
Advanced Practice Registered Nurse	1,958	2,602	2,917	
Advanced Practice Registered Nurse Preceptorship	50	56	87	
Authorized Advanced Nurse Practitioner	7	3	15	
Practical Nurse	577	636	1,210	
Practical Nurse Temporary	22	9	10	
Registered Nurse	20,560	23,434	23,325	
Registered Nurse Temporary License	1	2	1	
Registered Nurse Temporary Permit	465	178	135	
Nursing Home Administrators	55	53	60	9%
Optometry	238	250	238	0%
Pharmacy	4,306	5,820	7,249	68%
Drug Room	40	51	54	
Out-Of-State Pharmacy	655	NA		
Manufacturer	NA	339	398	
Out-Of-State Wholesale Drug Distributor	788	5	NA	
Outsourcing Facility	35	32	36	
Pharmacist	1,025	2,157	2,749	
Pharmacy	128	717	809	
Pharmacy Intern	324	268	376	
Pharmacy Technician	1,088	1,305	1,771	
Remote Pharmacy	1	6	7	
Third-Party Logistics Provider	199	248	274	
Wholesale Drug Distributor	21	692	775	
Physical and Occupational Therapy	1,895	2,161	2,570	36%
Physician Assistants	794	903	1,306	64%
Speech-Language Pathology	565	622	753	33%
Telemedicine Business Registry	1,582	1,935	NA	NA
Psychology	335	361	367	10%
Total	45,917	52,473	55,139	20%

Source: Alaska Division of Corporations, Business and Professional Licensing, Professional Licensing database download November 2022, 2023, and 2024. www.commerce.alaska.gov/cbp/main/ Note that the category of "Prescription Drug Monitoring Program" had no active licenses in 2023, and thus the category was excluded from the analysis. Note: Having an Alaska license does not mean the person is an Alaska resident or practices/provides services in Alaska. People can get an Alaska license and not be physically in Alaska.

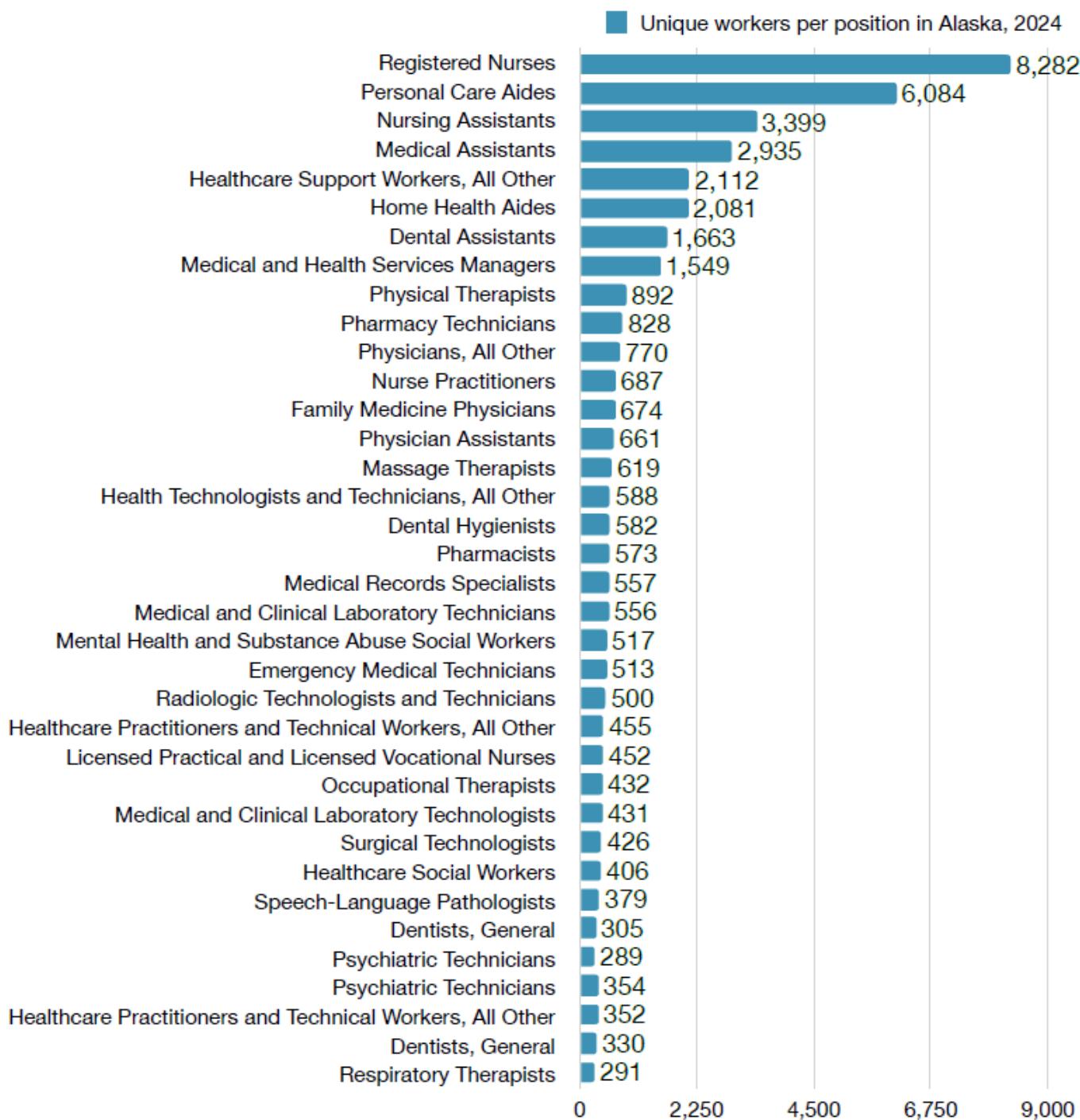
Healthcare Workers by Quarterly Count and Total Pay 2024

SOC	Occupational Title	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Annual Count	(\$) Total Wages*
119111	Medical and Health Services Managers	1,127	1,222	1,226	1,225	1,549	\$139,728,656
211022	Healthcare Social Workers	274	281	292	307	406	\$17,826,686
291011	Chiropractors	113	110	113	104	133	\$11,436,071
291021	Dentists, General	241	243	241	243	305	\$38,971,146
291031	Dietitians and Nutritionists	138	139	132	141	168	\$8,417,453
291051	Pharmacists	454	483	502	518	573	\$65,012,384
291071	Physician Assistants	559	575	575	564	661	\$74,397,442
291122	Occupational Therapists	326	348	349	314	432	\$24,269,763
291123	Physical Therapists	683	763	769	729	892	\$59,228,150
291126	Respiratory Therapists	194	191	191	198	250	\$17,852,771
291127	Speech-Language Pathologists	300	322	316	290	379	\$23,176,909
291129	Therapists, All Other	185	170	173	150	240	\$8,953,958
291141	Registered Nurses	6,787	7,178	7,165	7,117	8,282	\$653,724,476
291161	Nurse Midwives	57	57	58	56	69	\$6,885,854
291171	Nurse Practitioners	587	587	582	572	687	\$72,448,731
291181	Audiologists	31	37	34	34	40	\$2,963,933
291215	Family Medicine Physicians	377	544	558	533	674	\$111,362,417
291216	General Internal Medicine Physicians	138	143	129	136	209	\$20,099,282
291218	Obstetricians and Gynecologists	39	43	75	72	81	\$14,067,736
291221	Pediatricians, General	65	60	65	73	85	\$12,447,958
291223	Psychiatrists	42	46	46	52	64	\$10,090,045
291229	Physicians, All Other	590	496	525	543	770	\$141,392,175
291292	Dental Hygienists	477	486	487	489	582	\$35,693,622
292031	Cardiovascular Technologists and Technicians	91	147	154	149	188	\$9,685,580
292032	Diagnostic Medical Sonographers	163	149	156	152	190	\$12,501,828
292034	Radiologic Technologists and Technicians	376	410	414	422	500	\$34,375,244
292035	Magnetic Resonance Imaging Technologists	95	96	92	93	118	\$8,510,389
292042	Emergency Medical Technicians	350	386	380	383	513	\$20,146,410
292043	Paramedics	158	165	178	177	213	\$15,031,196
292052	Pharmacy Technicians	662	678	690	682	828	\$29,684,523
292053	Psychiatric Technicians	230	238	231	221	289	\$11,914,115
292055	Surgical Technologists	298	308	319	306	426	\$19,356,398
292057	Ophthalmic Medical Technicians	120	123	119	116	167	\$5,127,771
292061	Licensed Practical and Licensed Vocational Nurses	316	341	350	331	452	\$22,888,548
292072	Medical Records Specialists	414	434	437	412	557	\$21,466,500
292081	Opticians, Dispensing	148	141	146	136	185	\$6,635,303
292099	Health Technologists and Technicians, All Other	409	406	409	400	588	\$21,688,590
311131	Nursing Assistants	2,444	2,502	2,472	2,460	3,399	\$103,739,472
311133	Psychiatric Aides	196	192	210	204	264	\$9,741,540
312012	Occupational Therapy Aides	8	10	11	5	17	\$311,396
319091	Dental Assistants	1,176	1,297	1,335	1,272	1,663	\$52,541,809
319092	Medical Assistants	2,158	2,264	2,251	2,225	2,935	\$103,945,897
319093	Medical Equipment Preparers	153	169	162	164	222	\$8,261,333
319094	Medical Transcriptionists	73	61	67	61	99	\$1,923,427
319095	Pharmacy Aides	31	34	40	40	51	\$1,563,609
319097	Phlebotomists	241	240	238	251	350	\$10,252,974
319099	Healthcare Support Workers, All Other	1,390	1,335	1,357	1,425	2,112	\$57,032,655

Source: Alaska Department of Labor 2024 Worker Counts by Occupation.

Unique Healthcare Worker Count

The chart below presents the worker count data from the previous page graphically for healthcare occupations with more than 250 workers. Healthcare workers are counted one time in each occupation. For example, a registered nurse working for multiple providers (such SEARHC and Bartlett) is counted just one time. More than 8,200 unique people worked as registered nurses in Alaska last year, including traveling nurses.



Source: Alaska Department of Labor Worker Counts by Occupation.

Healthcare Wages by Position

Another way to understand earnings is through hourly and annual pay. The State of Alaska provides wage data for healthcare positions in Alaska in the Occupational Employment Statistics (OES) reports. Among the healthcare positions listed in the OES report, physicians have the highest average wage, while nursing assistants are paid the least. OES wages include gross pay, cost-of-living allowances, incentive pay, bonuses, tips, and on-call pay.

Private and public employers are represented in the data, although self-employed workers are excluded. The table below presents a subset of key healthcare positions in Alaska. The average annual wage for all Alaska healthcare positions was \$79,583 in 2024.

\$79,583

Average annual
healthcare
wage

Alaska Healthcare Wages, by Selected Position 2024

SOC Code	Occupation Title	Estimated Employment	Average Hourly Wage	Average Annual Wage	Location Quotient
11-9111	Medical and Health Services Managers	1,450	\$73.27	\$152,400	1.23
21-1022	Healthcare Social Workers	290	\$38.20	\$79,450	0.75
29-0000	Healthcare Practitioners and Technical Occupations	20,790	\$57.07	\$118,710	1.04
29-1021	Dentists, General	260	\$97.23	\$202,250	1.12
29-1051	Pharmacists	510	\$76.17	\$158,430	0.74
29-1071	Physician Assistants	670	\$67.11	\$139,590	2.08
29-1123	Physical Therapists	600	\$54.42	\$113,190	1.16
29-1126	Respiratory Therapists	170	\$45.04	\$93,670	0.59
29-1141	Registered Nurses	7,040	\$53.86	\$112,040	1.03
29-1171	Nurse Practitioners	570	\$68.43	\$142,340	0.89
29-1215	Family Medicine Physicians	650	\$137.98	\$286,990	2.9
29-1221	Pediatricians, General	40	\$136.64	\$284,210	0.46
29-1229	Physicians, All Other	380	\$149.48	\$310,920	0.57
29-1292	Dental Hygienists	770	\$56.74	\$118,010	1.69
29-2010	Clinical Laboratory Technologists and Technicians	700	\$34.42	\$71,590	0.97
29-2034	Radiologic Technologists and Technicians	360	\$43.52	\$90,530	0.78
29-2042	Emergency Medical Technicians	290	\$28.79	\$59,870	0.78
29-2043	Paramedics	230	\$35.70	\$74,250	1.1
29-2052	Pharmacy Technicians	870	\$25.02	\$52,040	0.86
29-2061	Licensed Practical and Licensed Vocational Nurses	300	\$37.43	\$77,850	0.23
29-2072	Medical Records Specialists	1,360	\$29.14	\$60,600	3.47
29-2099	Health Technologists and Technicians, All Other	880	\$28.62	\$59,530	2.42
29-9021	Health Information Technologists & Medical Registrars	110	\$33.05	\$68,730	1.42
31-0000	Healthcare Support Occupations	120	\$35.78	\$74,420	1.55
31-1120	Home Health and Personal Care Aides	13,260	\$24.08	\$50,090	0.86
31-1131	Nursing Assistants	1,660	\$23.34	\$48,550	0.57
31-9091	Dental Assistants	1,080	\$26.31	\$54,720	1.38
31-9092	Medical Assistants	2,420	\$27.71	\$57,630	1.46
31-9099	Healthcare Support Workers, All Other	130	\$31.41	\$65,330	0.58

Source: BLS 2024 Occupational Employment Statistics. <https://data.bls.gov/oes/#/area/0200000>

Healthcare Wages by Region

As a whole, healthcare practitioners and those in technical positions earned \$57.37 per hour in 2024 in Alaska, and \$119,320 annually; while those in healthcare support occupations earned \$24.08 per hour and \$50,090 annually. Position-specific wages by area can vary widely. Physicians had the greatest pay disparity across regions.

Occupational Title	Average Wage Comparisons by Position							
	Alaska Average		Anchorage Average		Fairbanks Average		Other Alaska Average	
	Hourly Wage	Annual Wage	Hourly Wage	Annual Wage	Hourly Wage	Annual Wage	Hourly Wage	Annual Wage
11-9111 Medical and Health Services Managers	\$73	\$152,400	\$78	\$162,920	\$66	\$138,100	\$68	\$140,980
21-1022 Healthcare Social Workers	\$38	\$79,450	\$39	\$80,660	na	na	\$37	\$77,850
29-1021 Dentists, General	\$97	\$202,250	\$97	\$201,000	na	na	\$100	\$208,460
29-1051 Pharmacists	\$76	\$158,430	\$75	\$155,620	\$77	\$161,040	\$79	\$163,450
29-1071 Physician Assistants	\$67	\$139,590	\$68	\$141,350	\$62	\$129,420	\$67	\$138,870
29-1122 Occupational Therapists	\$49	\$101,700	\$48	\$100,310	\$50	\$104,290	\$50	\$104,570
29-1123 Physical Therapists	\$54	\$113,190	\$54	\$112,890	\$52	\$107,800	\$55	\$115,230
29-1141 Registered Nurses	\$54	\$112,040	\$54	\$113,350	\$52	\$108,610	\$53	\$109,990
29-1171 Nurse Practitioners	\$68	\$142,340	\$70	\$145,320	\$70	\$146,430	\$65	\$135,310
29-1215 Family Medicine Physicians	\$138	\$286,990	\$147	\$305,930	na	na	\$115	\$239,500
29-1221 Pediatricians, General	\$137	\$284,210	\$137	\$285,940	na	na	na	na
29-1229 Physicians, All Other	\$149	\$310,920	na	na	\$149	\$310,360	\$123	\$254,810
29-1292 Dental Hygienists	\$57	\$118,010	\$54	\$112,440	\$57	\$118,250	\$62	\$129,630
29-1299 Healthcare Diagnosing or Treating Practitioners, All Other	\$42	\$87,710	\$40	\$83,390	na	na	\$44	\$91,810
29-2010 Clinical Laboratory Technologists and Technicians	\$34	\$71,590	\$37	\$77,130	\$32	\$65,790	\$31	\$65,260
29-2034 Radiologic Technologists and Technicians	\$44	\$90,530	\$42	\$87,710	\$43	\$88,680	\$47	\$97,630
29-2042 Emergency Medical Technicians	\$29	\$59,870	\$26	\$54,220	na	na	\$32	\$66,780
29-2043 Paramedics	\$36	\$74,250	\$35	\$72,320	na	na	\$38	\$78,370
29-2052 Pharmacy Technicians	\$25	\$52,040	\$25	\$51,520	\$25	\$51,290	\$26	\$53,320
29-2055 Surgical Technologists	\$37	\$75,930	\$38	\$78,770	\$33	\$67,830	\$35	\$72,450
29-2061 Licensed Practical and Licensed Vocational Nurses	\$37	\$77,850	\$37	\$77,280	\$35	\$71,880	\$40	\$82,880
29-2072 Medical Records Specialists	\$29	\$60,600	\$29	\$60,750	\$28	\$57,400	\$31	\$64,730
29-2099 Health Technologists and Technicians, All Other	\$29	\$59,530	\$30	\$62,650	\$28	\$57,720	\$26	\$54,690
31-0000 Healthcare Support Occupations	\$24	\$50,090	\$24	\$49,090	\$24	\$49,830	\$25	\$52,830
31-1120 Home Health and Personal Care Aides	\$19	\$39,320	\$18	\$37,850	\$20	\$40,830	\$21	\$43,260
31-1131 Nursing Assistants	\$23	\$48,550	\$22	\$46,680			\$25	\$51,390
31-9091 Dental Assistants	\$26	\$54,720	\$26	\$54,700	\$25	\$51,300	\$27	\$55,520
31-9092 Medical Assistants	\$28	\$57,630	\$27	\$55,470	\$28	\$58,400	\$30	\$63,310
31-9099 Healthcare Support Workers, All Other	\$31	\$65,330	\$31	\$64,860	\$30	\$61,680	\$33	\$69,290

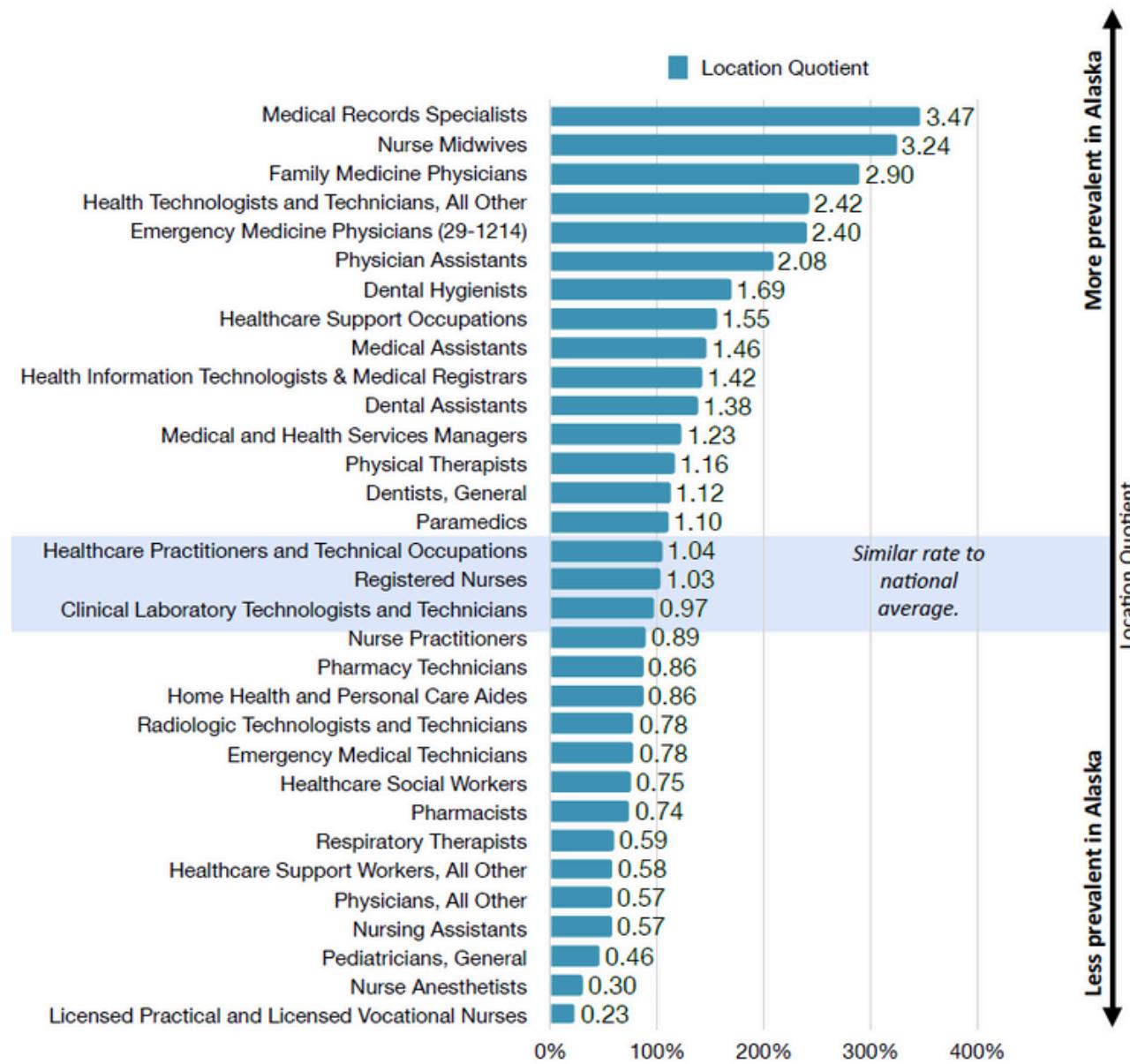
Source: BLS May 2025 State Occupational Employment and Wage Estimates.

Location Quotient

A location quotient, or economic concentration ratio, is a ratio that compares the concentration of healthcare employment in Alaska to that of the nation as a whole. A location quotient greater than one (the national average) shows that Alaska has a higher number of a particular healthcare position than the nation as a whole, while a location quotient of less than one shows that the position is under-represented in Alaska.

According to this analysis, there are more than twice as many physician assistants in Alaska as would be expected by national trends, and more than three times as many medical record specialists.

Registered nurses have nearly the same prevalence in the Alaska workforce as they do in the US workforce. Licensed Practical and Licensed Vocational Nurses have the lowest prevalence in Alaska, compared to national trends, of any healthcare position.



Source: BLS May 2024 State Occupational Employment and Wage Estimates.

Appendix

Healthcare Wages, Jobs, Location Quotient, 2024

SOC Code	Occupation Title	Annual Average Jobs	Location Quotient	Average Hourly Wage	Average Annual Wage
119111	Medical and Health Services Managers	1,450	1.23	\$73.27	\$152,400
21-1022	Healthcare Social Workers	290	0.75	\$38.20	\$79,450
29-0000	Healthcare Practitioners and Technical Occupations	20,790	1.04	\$57.07	\$118,710
29-1011	Chiropractors	100	1.23	\$53.08	\$110,410
29-1021	Dentists, General	260	1.12	\$97.23	\$202,250
29-1031	Dietitians and Nutritionists	110	0.71	\$40.46	\$84,150
29-1041	Optometrists	70	0.75	\$74.09	\$154,110
29-1051	Pharmacists	510	0.74	\$76.17	\$158,430
29-1071	Physician Assistants	670	2.08	\$67.11	\$139,590
29-1122	Occupational Therapists	340	1.06	\$48.89	\$101,700
29-1123	Physical Therapists	600	1.16	\$54.42	\$113,190
29-1126	Respiratory Therapists	170	0.59	\$45.04	\$93,670
29-1127	Speech-Language Pathologists	330	0.87	\$47.64	\$99,080
29-1141	Registered Nurses	7,040	1.03	\$53.86	\$112,040
29-1161	Nurse Midwives	60	3.24	\$66.06	\$137,410
29-1171	Nurse Practitioners	570	0.89	\$68.43	\$142,340
29-1214	Emergency Medicine Physicians	170	2.4	\$128.80	\$267,910
29-1215	Family Medicine Physicians	650	2.9	\$137.98	\$286,990
29-1218	Obstetricians and Gynecologists	50	1.27	\$145.28	\$302,190
29-1221	Pediatricians, General	40	0.46	\$136.64	\$284,210
29-1223	Psychiatrists	40	0.7	\$103.43	\$215,130
29-1229	Physicians, All Other	380	0.57	\$149.48	\$310,920
29-1292	Dental Hygienists	770	1.69	\$56.74	\$118,010
29-1299	Healthcare Diagnosing or Treating Practitioners, Other	150	2.34	\$42.17	\$87,710
29-2010	Clinical Laboratory Technologists and Technicians	700	0.97	\$34.42	\$71,590
29-2031	Cardiovascular Technologists and Technicians	80	0.65	\$45.68	\$95,020
29-2032	Diagnostic Medical Sonographers	240	1.34	\$45.39	\$94,410
29-2034	Radiologic Technologists and Technicians	360	0.78	\$43.52	\$90,530
29-2035	Magnetic Resonance Imaging Technologists	80	0.9	\$51.39	\$106,890
29-2042	Emergency Medical Technicians	290	0.78	\$28.79	\$59,870
29-2043	Paramedics	230	1.1	\$35.70	\$74,250
29-2052	Pharmacy Technicians	870	0.86	\$25.02	\$52,040
29-2053	Psychiatric Technicians	330	1.17	\$23.93	\$49,770
29-2055	Surgical Technologists	290	1.22	\$36.50	\$75,930
29-2061	Licensed Practical and Licensed Vocational Nurses	300	0.23	\$37.43	\$77,850
29-2072	Medical Records Specialists	1,360	3.47	\$29.14	\$60,600
29-2081	Opticians, Dispensing	90	0.53	\$27.90	\$58,030
29-2099	Health Technologists and Technicians, All Other	880	2.42	\$28.62	\$59,530
29-9021	Health Information Technologists and Medical Registrars	110	1.42	\$33.05	\$68,730
29-9099	Healthcare Practitioners and Technical Workers, Other	120	1.55	\$35.78	\$74,420
31-0000	Healthcare Support Occupations	13,260	0.86	\$24.08	\$50,090
31-1120	Home Health and Personal Care Aides	6,220	0.75	\$18.90	\$39,320
31-1131	Nursing Assistants	1,660	0.57	\$23.34	\$48,550
31-1132	Orderlies	80	0.69	\$20.91	\$43,480
31-1133	Psychiatric Aides	230	3.13	\$23.14	\$48,140
31-2021	Physical Therapist Assistants	100	0.47	\$35.02	\$72,840
31-2022	Physical Therapist Aides	130	1.42	\$25.63	\$53,320
31-9011	Massage Therapists	570	2.87	\$60.73	\$126,320
31-9091	Dental Assistants	1,080	1.38	\$26.31	\$54,720
31-9092	Medical Assistants	2,420	1.46	\$27.71	\$57,630
31-9093	Medical Equipment Preparers	200	1.32	\$26.00	\$54,070
31-9094	Medical Transcriptionists	80	0.89	\$19.53	\$40,620
31-9097	Phlebotomists	150	0.52	\$23.90	\$49,720
31-9099	Healthcare Support Workers, All Other	130	0.58	\$31.41	\$65,330

Source: May 2025 Alaska State Occupational Employment and Wage Estimates, US Bureau of Labor Statistics. https://www.bls.gov/oes/current/oes_ak.htm

Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours

Wage Rankings Among States

Based on an analysis of 56 healthcare positions, Alaska wages are the highest or second highest in 8 categories - down from 18 categories five years earlier.

Healthcare positions are generally divided into two categories: Healthcare Support Occupations; and Healthcare Practitioners and Technical Occupations. Alaska pays the second highest wages among in Healthcare Practitioners and Technical Occupations, and third in Healthcare Support Occupations. Alaska's registered nurses remains at #5 and are currently paid more in California, Hawaii, Oregon and Washington. Alaska's least competitive wages are among psychiatrists and healthcare diagnosing or treating practitioners, which rank #40 and #44 among all states, respectively.

#1 Highest wage among states	29-1129 Therapists, Other 31-9092 Medical Assistants
#2 Highest wage among states	29-1051 Pharmacists 29-1221 Pediatricians, General 29-2042 Emergency Medical Technicians 31-9011 Massage Therapists 31-0000 Healthcare Support Occupations (all) 31-9099 Healthcare Support Workers, All Other
#3 Highest wage among states	29-1123 Physical Therapists 29-2031 Cardiovascular Technologists and Technicians
#4 Highest wage among states	29-1011 Chiropractors 29-1031 Dietitians and Nutritionists 29-1151 Nurse Anesthetists 29-1292 Dental Hygienists 29-2052 Pharmacy Technicians 29-2061 Licensed Practical & Licensed Vocational Nurses 31-1131 Nursing Assistants
#5-6 Highest wage among states	29-1124 Radiation Therapists 29-1141 Registered Nurses 29-1171 Nurse Practitioners 29-2035 Magnetic Resonance Imaging Technologists 29-2043 Paramedics 29-2057 Ophthalmic Medical Technicians 31-9091 Dental Assistants
#7-9 Highest wage among states	29-1229 Physicians, Other (#7) 29-2055 Surgical Technologists (#7) 31-1132 Orderlies (#7) 21-1022 Healthcare Social Workers (#8) 29-1181 Audiologists (#8) 29-2034 Radiologic Technologists and Technicians (#8) 31-1120 Home Health and Personal Care Aides (#8) 29-1126 Respiratory Therapists (#9) 29-1215 Family Medicine Physicians (#9) 29-2081 Opticians, Dispensing (#9)

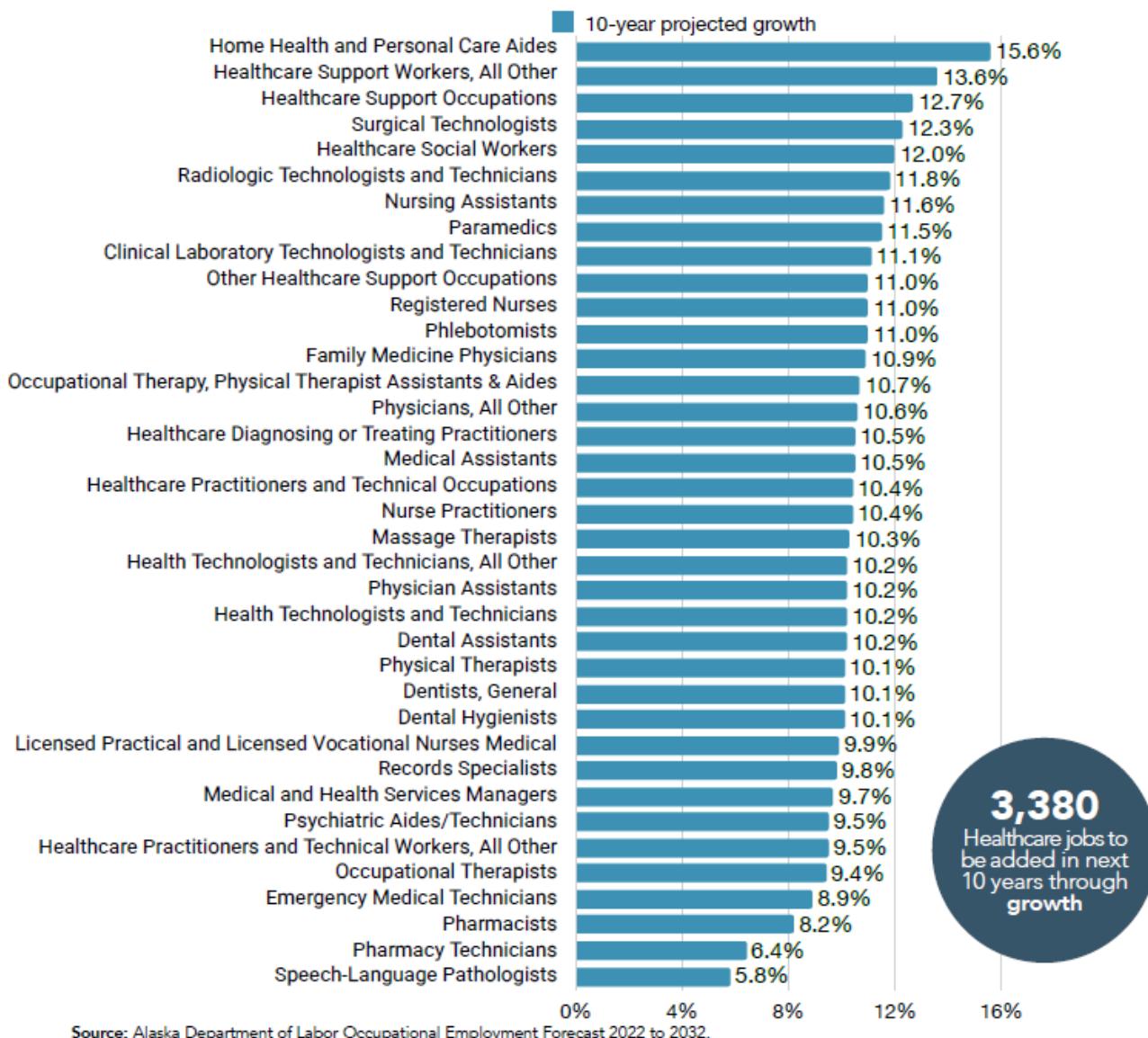
Source: BLS May 2025 State Occupational Employment and Wage Estimates. COL analysis by Becker's Hospital Review

Growth Outlook: 10 Years

The State of Alaska develops occupational estimates and projections for Alaska every other year. These projections are a fantastic tool for understanding long-range trends in occupational employment. Overall, healthcare jobs are expected to grow by 11.4% from 2022 to 2032.

In the next ten years home health and personal care aides are projected to grow the most, by 15.6%, while Speech-Language Pathologists are projected to grow the least, but growth is projected in every healthcare position in Alaska.

In terms of jobs counts registered nurses are expected to add 675 jobs. Altogether, approximately 3,380 new healthcare jobs are expected to be added to the Alaska workforce over the next 10 years.



Annual New Hires By Position

Job counts and worker count are different. To understand workforce needs, it is important to understand total jobs, total workers in each job per quarter, worker exits, and overall growth, by position. Based on all of these combined measures, approximately 9,943 new healthcare workers must be hired across Alaska every year to meet workforce needs.

The table below breaks out more than 7,200 of these needed annual hires. The top four categories include personal care aides (nearly 1,700), registered nurses (nearly 1,200), nursing assistants, and medical assistants.

Worker churn is like turnover, but measured quarterly rather than monthly. It is the annual worker count minus peak quarterly workers divided by total annual workers, using Alaska Department of Labor Occupational Employment Statistics. 10-year projected growth comes from ADOL Alaska Occupational Forecast 2020 to 2030. To understand annual healthcare worker needs, the ten-year forecast estimates are annualized and applied to worker counts (rather than job counts). "Annual new workers needed" is "churn" added to "10- year projected growth."

New Workers Needed Annually Based on Turnover & Growth						
SOC Code	Occupational Title	2024 Average Quarterly worker count	Annual average worker "churn"	New workers needed for turnover	New workers needed for growth	New workers needed annually
119111	Medical and Health Services Managers	1,200	26%	323	12	335
211022	Healthcare Social Workers	289	32%	99	4	103
291021	Dentists, General	242	26%	62	2	64
291051	Pharmacists	489	11%	55	3	58
291071	Physician Assistants	568	15%	86	5	91
291122	Occupational Therapists	334	24%	83	3	86
291123	Physical Therapists	736	16%	123	6	129
291127	Speech-Language Pathologists	307	18%	57	2	59
291141	Registered Nurses	7,062	15%	1,104	67	1,171
291171	Nurse Practitioners	582	17%	100	5	105
291215	Family Medicine Physicians	503	21%	116	5	121
291229	Physicians, All Other	539	31%	180	4	184
291292	Dental Hygienists	485	19%	93	6	99
292011	Medical and Clinical Laboratory Technologists	305	40%	123	7	130
292034	Radiologic Technologists and Technicians	406	18%	78	3	81
292042	Emergency Medical Technicians	375	33%	127	3	130
292052	Pharmacy Technicians	678	20%	138	3	141
292053	Psychiatric Technicians	230	21%	51	3	54
292055	Surgical Technologists	308	34%	107	3	110
292061	Licensed Practical and Licensed Vocational Nurses	335	29%	102	3	105
292072	Medical Records Specialists	424	27%	120	3	123
292099	Health Technologists and Technicians, Other	406	44%	179	4	183
299099	Healthcare Practitioners and Technical Workers, Other	322	26%	94	3	97
311121	Home Health Aides	1,350	42%	616	71	687
311131	Nursing Assistants	2,470	36%	897	25	922
319011	Massage Therapists	487	25%	124	5	129
319091	Dental Assistants	1,270	25%	328	11	339
319092	Medical Assistants	2,225	30%	671	22	693
319099	Healthcare Support Workers, All Other	1,377	48%	687	15	702

Appendix

New Workers Needed in 2025 Based on Turnover

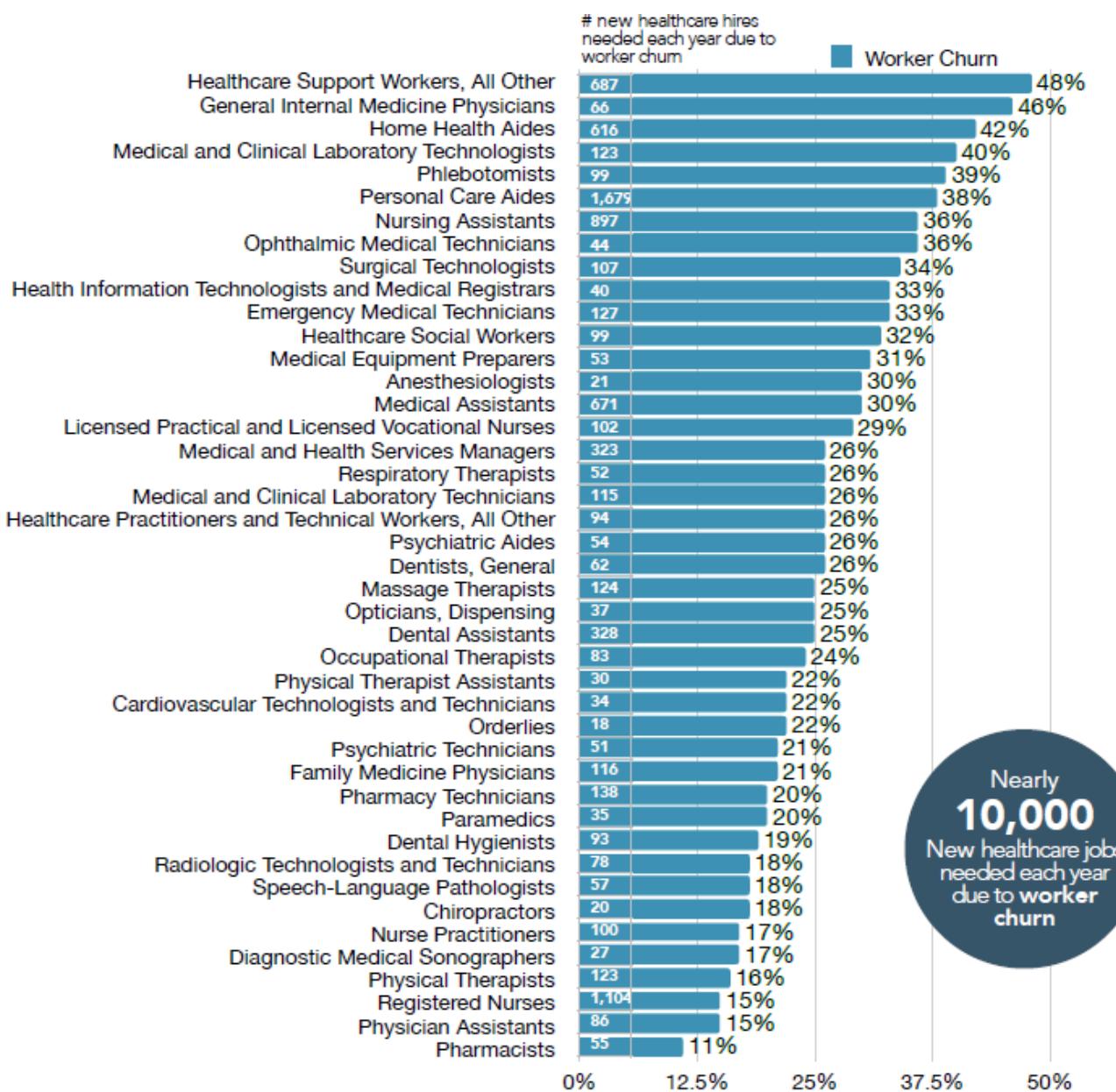
SOC	Occupational Title	2024 worker churn	2024 Occupation Count	Annual new workers needed to account for churn
119111	Medical and Health Services Managers	26%	1,549	323
211022	Healthcare Social Workers	32%	406	99
291011	Chiropractors	18%	133	20
291021	Dentists, General	26%	305	62
291029	Dentists, All Other Specialists	13%	103	12
291031	Dietitians and Nutritionists	19%	168	27
291041	Optometrists	25%	132	26
291051	Pharmacists	11%	573	55
291071	Physician Assistants	15%	661	86
291122	Occupational Therapists	24%	432	83
291123	Physical Therapists	16%	892	123
291126	Respiratory Therapists	26%	250	52
291127	Speech-Language Pathologists	18%	379	57
291141	Registered Nurses	15%	8,282	1,104
291151	Nurse Anesthetists	7%	122	8
291161	Nurse Midwives	19%	69	11
291171	Nurse Practitioners	17%	687	100
291211	Anesthesiologists	30%	90	21
291214	Emergency Medicine Physicians	18%	107	16
291215	Family Medicine Physicians	21%	674	116
291216	General Internal Medicine Physicians	46%	209	66
291218	Obstetricians and Gynecologists	8%	81	6
291221	Pediatricians, General	16%	85	12
291224	Radiologists	33%	64	16
291229	Physicians, All Other	31%	770	180
291292	Dental Hygienists	19%	582	93
292011	Medical and Clinical Laboratory Technologists	40%	431	123
292012	Medical and Clinical Laboratory Technicians	26%	556	115
292031	Cardiovascular Technologists and Technicians	22%	188	34
292032	Diagnostic Medical Sonographers	17%	190	27
292034	Radiologic Technologists and Technicians	18%	500	78
292035	Magnetic Resonance Imaging Technologists	23%	118	22
292042	Emergency Medical Technicians	33%	513	127
292043	Paramedics	20%	213	35
292052	Pharmacy Technicians	20%	828	138
292053	Psychiatric Technicians	21%	289	51
292055	Surgical Technologists	34%	426	107
292057	Ophthalmic Medical Technicians	36%	167	44
292061	Licensed Practical and Licensed Vocational Nurses	29%	452	102
292072	Medical Records Specialists	27%	557	120
292081	Opticians, Dispensing	25%	185	37
292099	Health Technologists and Technicians, All Other	44%	588	179
299021	Health Information Technologists and Medical Registrars	33%	161	40
299099	Healthcare Practitioners and Technical Workers, All Other	26%	455	94
311121	Home Health Aides	42%	2,081	616
311122	Personal Care Aides	38%	6,084	1,679
311131	Nursing Assistants	36%	3,399	897
311132	Orderlies	22%	100	18
311133	Psychiatric Aides	26%	264	54
312021	Physical Therapist Assistants	22%	164	30
312022	Physical Therapist Aides	38%	142	39
319011	Massage Therapists	25%	619	124
319091	Dental Assistants	25%	1,663	328
319092	Medical Assistants	30%	2,935	671
319093	Medical Equipment Preparers	31%	222	53
319094	Medical Transcriptionists	36%	99	26
319095	Pharmacy Aides	28%	51	11
319097	Phlebotomists	39%	350	99
319099	Healthcare Support Workers, All Other	48%	2,112	687

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

Worker Churn

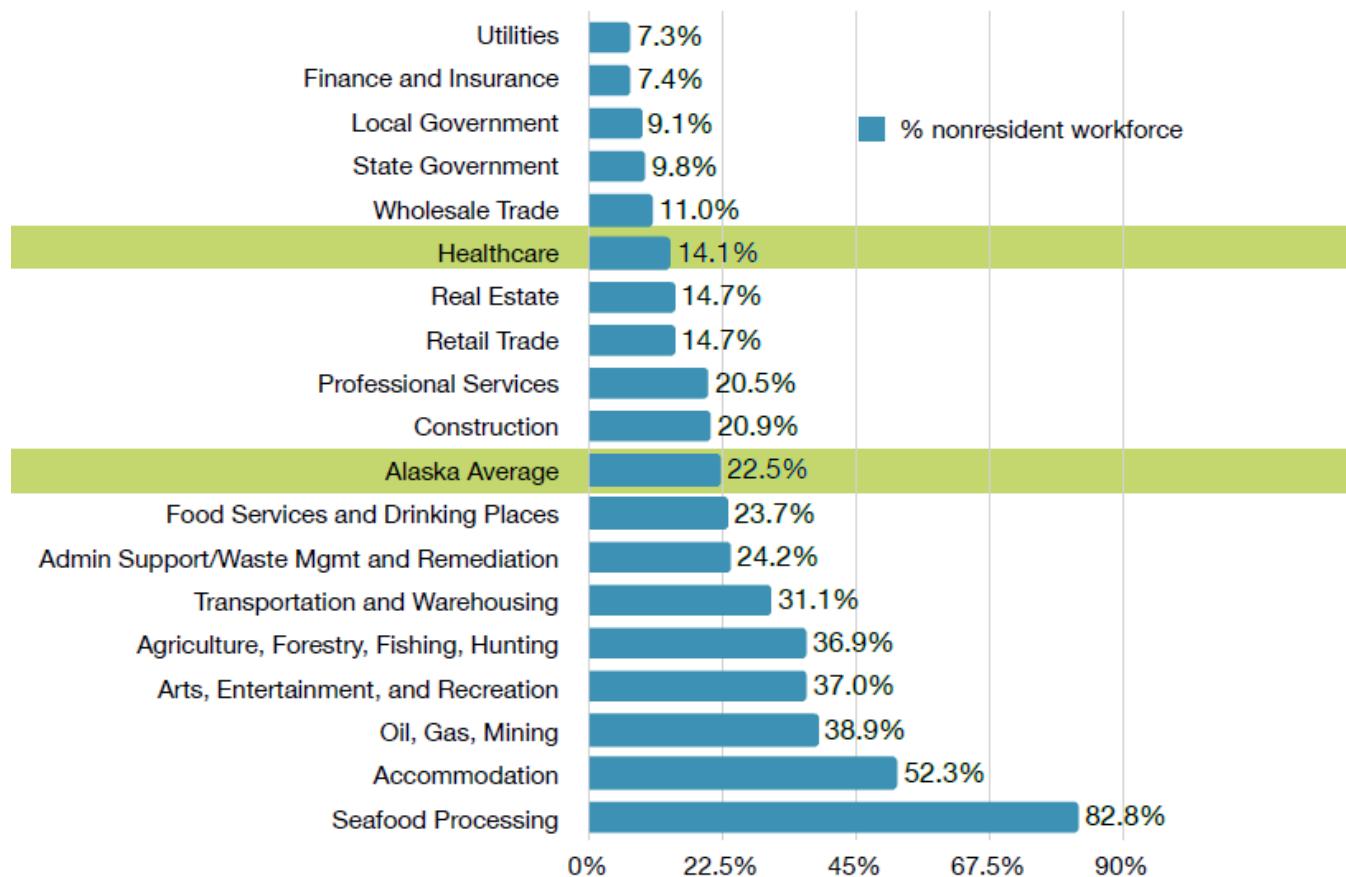
Worker churn is similar to turnover, but is based on quarterly instead of monthly data points. It is measured by using total workers for a position in a year, divided by peak quarterly workers for the same same position, (minus one). Worker churn is the highest for healthcare support workers (48%) and general internal medicine physicians (46%). The lowest worker churn is seen among professions like Orthodontists, Dermatologists, Pediatric Surgeons, Acupuncturists, Medical Dosimetrists (0% turnover in 2024).

Despite a low turnover rate of 15%, the annual worker churn rate for registered nurses means that 1,104 new registered nurses had to be hired in 2024 to account for worker churn, simply because it is such a large worker category. Generally the healthcare sector has a lower worker churn, i.e. turnover, rate than the Alaska average, as it is not a seasonal industry.

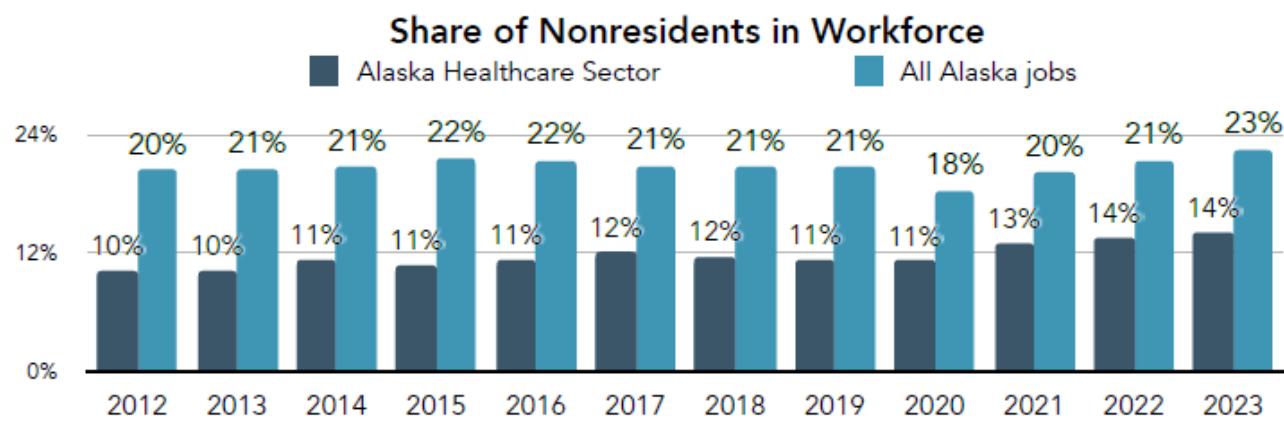


Nonresident Workers by Industry

The Alaska healthcare sector has a relatively lower percentage of nonresidents in its workforce compared to Alaska as a whole. Across all of Alaska, 22.5% of all workers were nonresident in 2023. In the Healthcare sector it is 14.1%.



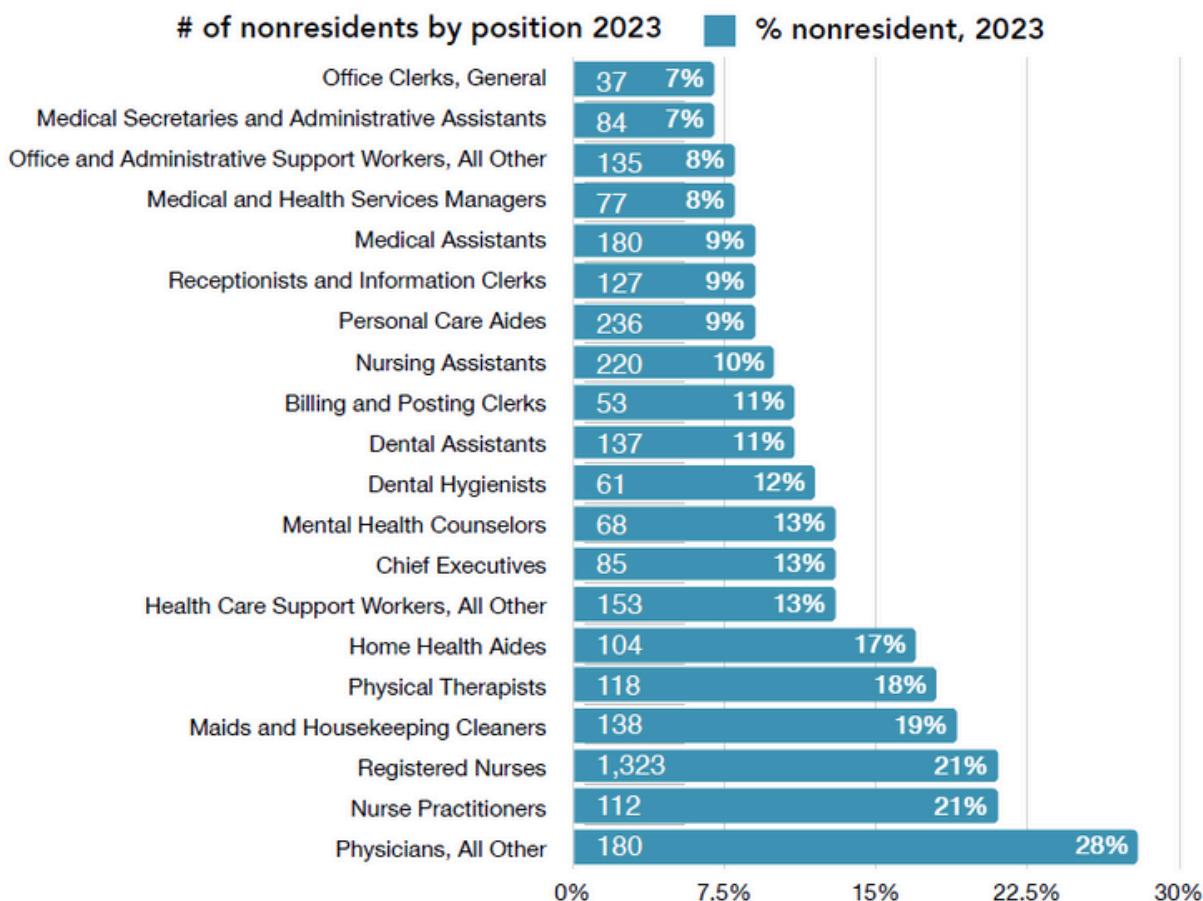
Over the last decade the share of nonresidents in healthcare positions ranged from a low of 10.2% in 2012, to a high of 14.1% in 2023, with a decade-long average of 11.9%. The healthcare sector has consistently ranked well below the state average of nonresidential workforce participation.



Source: Alaska Department of Labor. Nonresidents Working in Alaska 2022. Published in 2024.

Nonresident Healthcare Workers by Position

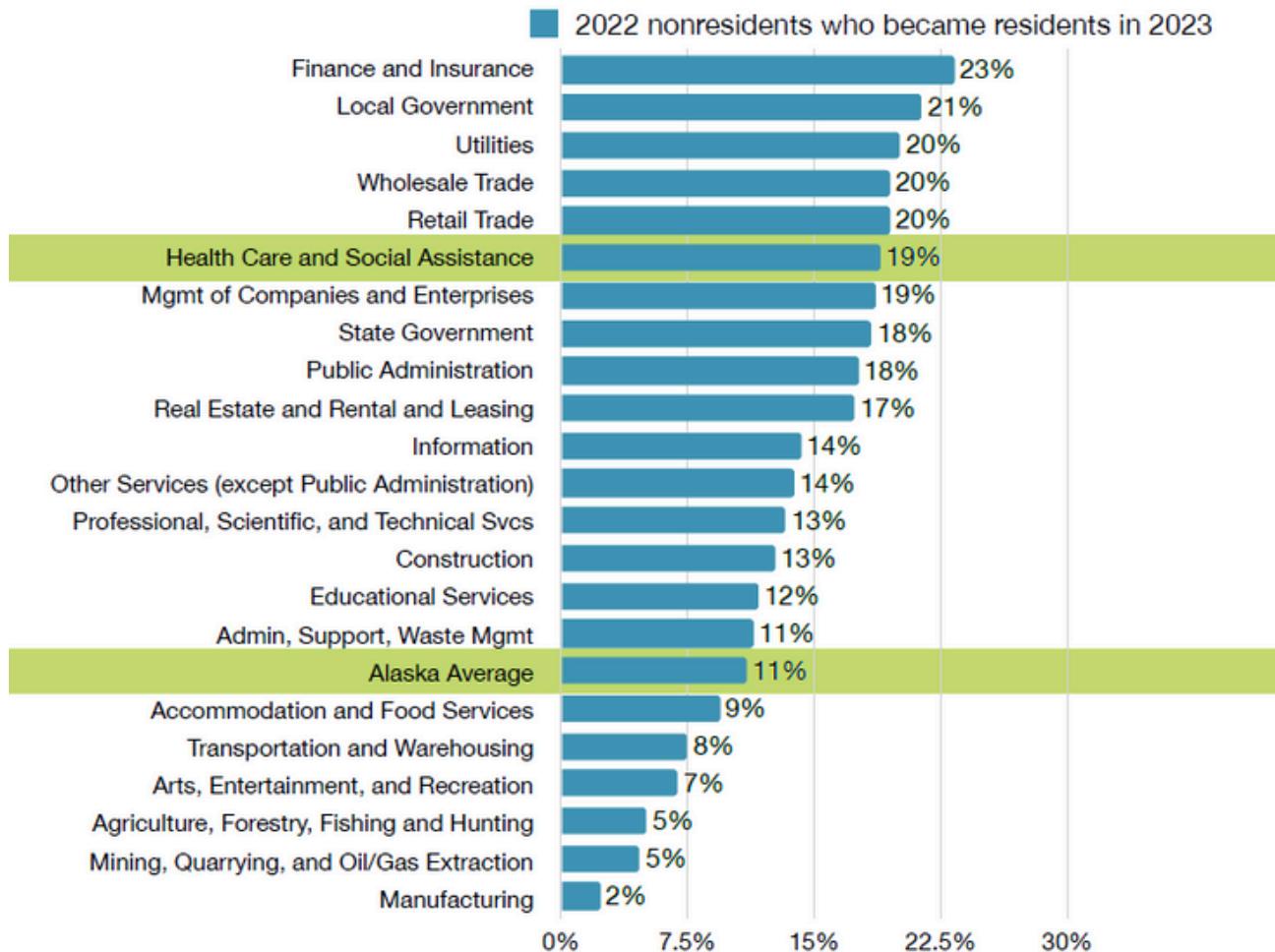
Among the top healthcare positions, clerks and administrative workers are most likely to be residents. At the other end of the spectrum, family medicine physicians, registered nurses, and nurse practitioners are most likely to be nonresident. Due to the sheer number of registered nurses needed to operate healthcare facilities across Alaska, RNs comprise the highest number of nonresident healthcare workers, at 1,323 in 2023.



Source: Alaska Department of Labor. Nonresidents Working in Alaska 2022. Published in 2024.

Nonresident Conversion

The combined healthcare and social services sector is more likely than most sectors to convert nonresident workers into permanent residents. In 2023, nearly a fifth (19%) of healthcare workers designated as nonresident in 2022 had become eligible to receive a PFD, which is how residency is measured for this analysis. This is nearly double the statewide average nonresident-to-resident conversion rate for all sectors. In 2023, 11% of nonresident workers from 2022 had become residents across all Alaska sectors.

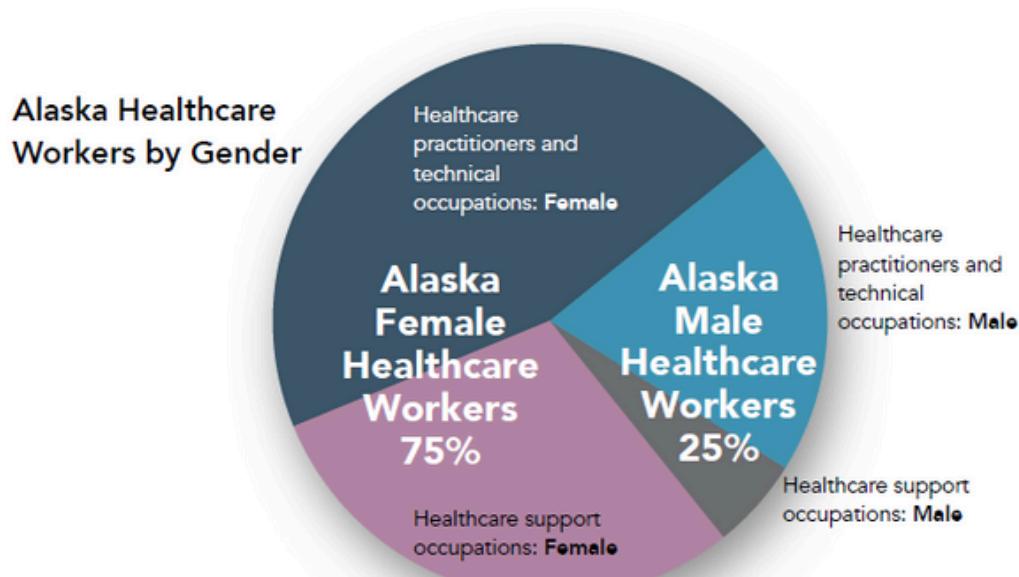


Source: Alaska Department of Labor. Nonresidents Working in Alaska 2023. Published in 2025.

Healthcare Worker Demographics

The Alaska healthcare sector is female dominant. According to the U.S. Census Bureau 2024 American Community Survey, three-quarters (75%) of all Alaska healthcare workers are women. Women are even more prevalent in healthcare support positions, where men comprise just 15% of all jobs. Wages for men are on average 62% higher than women for jobs in Alaska's "healthcare practitioner and technical" categories, while roughly identical among healthcare support jobs.

Statewide, 62% of all jobs are held by white workers. In the Alaska healthcare sector 62% of all workers identify as "white only." In the practitioner and technical positions, the percentage of white workers is 70%, and among support workers, white workers comprise under half (46%) of all Alaska healthcare staff.



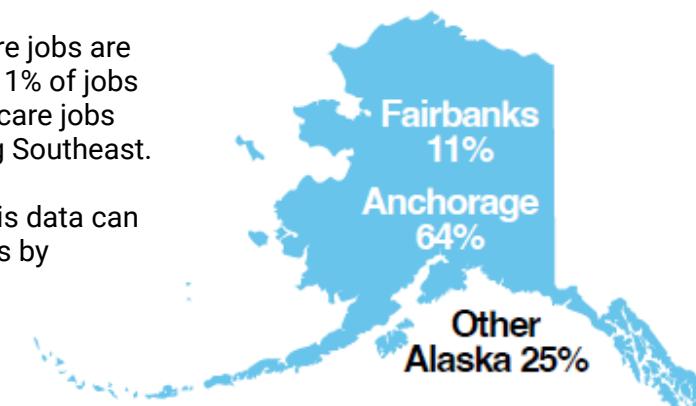
Alaska Healthcare Demographics			
SOC Code	Male	Female	White
Healthcare practitioners and technical occupations	30%	70%	70%
Healthcare practitioners and technical occupations: Median Wages	\$130,636	\$80,460	NA
Healthcare support occupations	15%	85%	46%
Healthcare support occupations: Median Wages	\$36,825	\$36,564	NA
Total Alaska healthcare occupations	25%	75%	62%
Total all Alaska jobs	54%	46%	62%

Source: U.S. Census Bureau, 2023 American Community Survey. S2401, S2411, B24010A

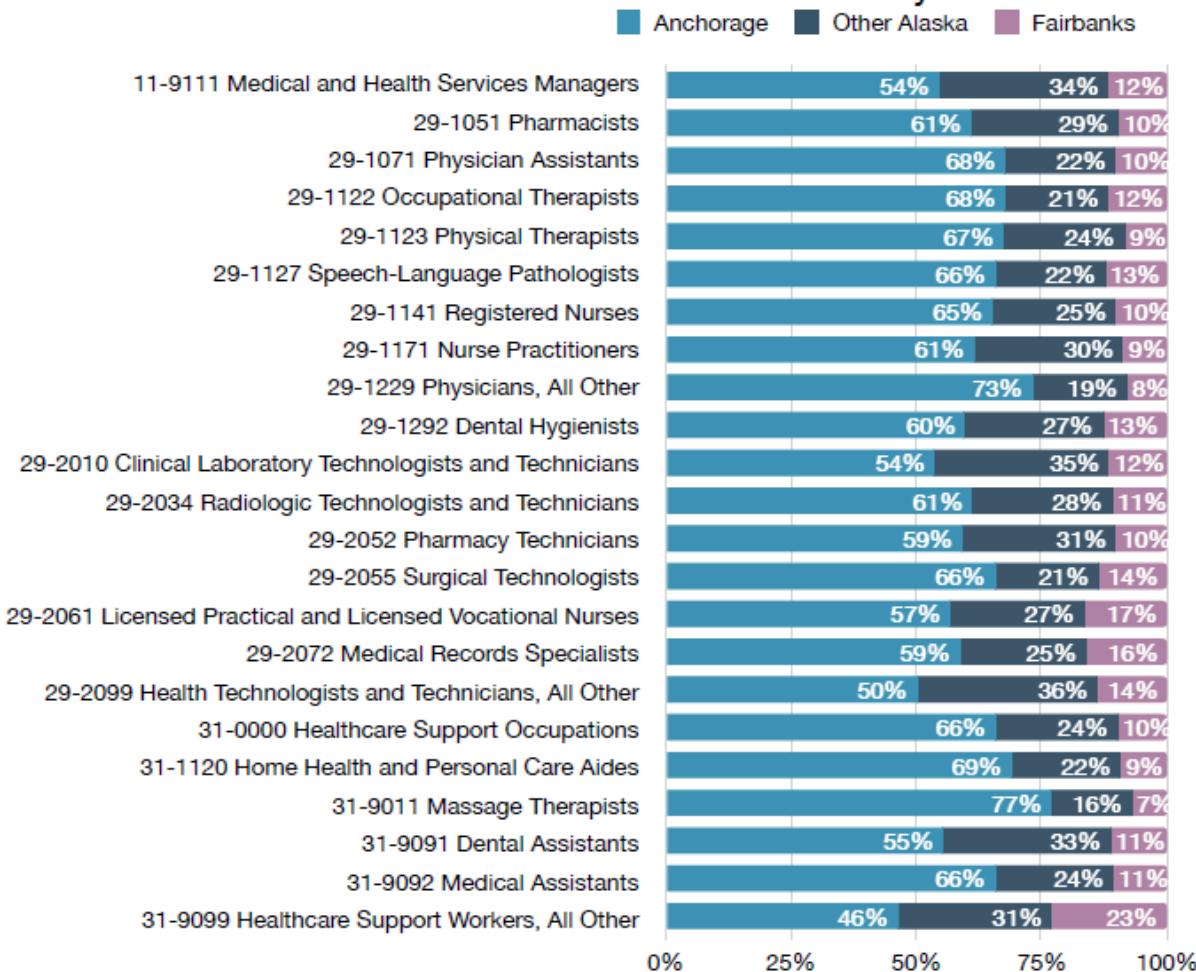
Distribution of Healthcare Workers

Nearly two-thirds (64%) of all Alaska healthcare jobs are located in the Anchorage area. An additional 11% of jobs are in Fairbanks. The remaining 25% of healthcare jobs are spread across the rest of Alaska, including Southeast.

While vacancies by region are not reported, this data can be helpful in understanding where hiring needs by position are likely to be the most acute.



Alaska Healthcare Jobs by Location 2024



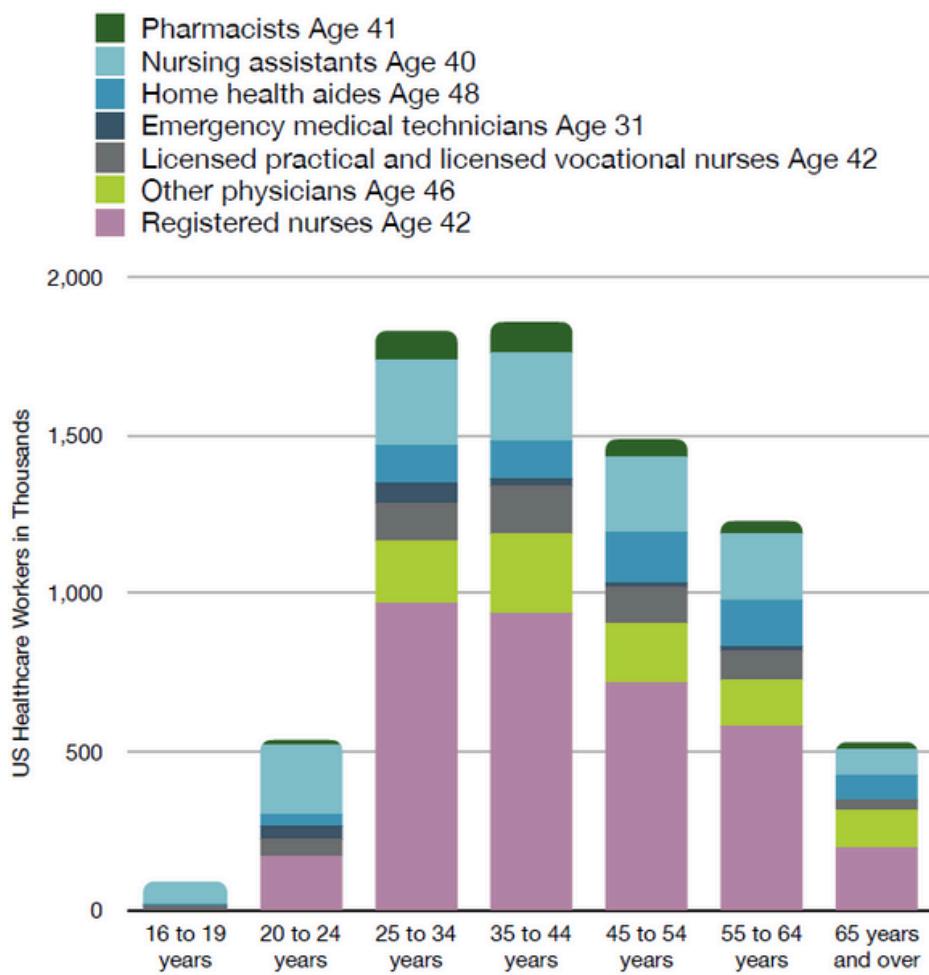
Source: BLS May State Occupational Employment and Wage Estimates. Metropolitan and nonmetropolitan area.

National Healthcare Worker Age

While no Alaska-specific breakdowns of healthcare worker by age are readily available, nationally the overall median age of the US healthcare worker is 42.

The median age of the US worker for all jobs is also 42. Less than a quarter (22%) of all US healthcare workers are aged 55 and older.

US Healthcare Workers by Key Position and Median Age 2024



Source: U.S. Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey 2023, Employed persons by detailed occupation and age. <https://www.bls.gov/cps/tables.htm#annual 11b>. Employed persons by detailed occupation and age



For over 70 years, the Alaska Hospital & Healthcare Association (AHHA) has served as a non-profit trade association representing and supporting Alaska's hospitals, nursing homes, and other healthcare partners across the continuum of care.

Learn more at alaskahha.org

