The Growing Demand for Healthcare Workers in Arizona

The United States has faced shortages of healthcare workers for years; a challenge that was only exacerbated by the COVID-19 pandemic. By 2018, even before the pandemic, there were 27 open healthcare practitioner jobs — such as doctors, surgeons, and registered nurses — for every available unemployed healthcare practitioner across the country. And the situation in Arizona is no exception. Despite the many barriers that internationally trained healthcare workers face to practicing medicine in the state, immigrants routinely punch above their weight in the field. In 2019, they made up 14.2 percent of the state’s healthcare workers — including 25.8 percent of all physicians and surgeons — while making up 13.4 percent of the population.

For Arizona to remain competitive and address critical shortages of physicians and other healthcare workers, it will be crucial to implement policies that not only attract and retain global talent that is complementary to the U.S.-born workforce, but that also build career pathways for immigrants who already call the state home.

One way to achieve this goal is to join states like Minnesota and Washington in reducing barriers for international medical graduates (IMGs) and other internationally trained healthcare workers. In light of the COVID-19 pandemic, labor shortages, and a growing number of baby boomers who are reaching retirement age each year, Arizona has seen an increase in demand for healthcare workers.

From 2017 to 2021, there were 590,245 unique healthcare worker job postings in Arizona, an increase of +22.3%.

During the same time, the advertised wages also rose from $32.43 to $36.12 per hour, or +$3.69/hr.

From 2017 to 2021, the top five in-demand healthcare jobs in Arizona were:
1. Registered Nurses
2. Medical Records Specialists
3. Physicians
4. Pharmacy Technicians
5. Licensed Practical and Licensed Vocational Nurses

During the same period, the top Arizona employers hiring healthcare workers were:
1. Banner Health
2. Healthcare Employment Network
3. Honorhealth
4. Tenet Healthcare
5. Dignity Health
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**ONLINE JOB POSTINGS FOR HEALTHCARE WORKERS, 2017 – 2021**

<table>
<thead>
<tr>
<th>Profession</th>
<th>Percentage Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opticians, Dispensing</td>
<td>+497.3%</td>
</tr>
<tr>
<td>Psychiatric Technicians</td>
<td>+273.4%</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>+269.7%</td>
</tr>
<tr>
<td>Licensed Practical and Vocational Nurses</td>
<td>+165.0%</td>
</tr>
<tr>
<td>Emergency Medical Technicians (EMTs) and Paramedics</td>
<td>+108.5%</td>
</tr>
<tr>
<td>Optometrists</td>
<td>+84.9%</td>
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The average share of healthcare workers from 2015 to 2019 who were immigrants:

- Licensed Practical and Vocational Nurses: 13.5%
- Psychiatric Technicians: 13.2%
- Dental Hygienists: 9.6%
- Opticians: 9.2%
- EMT’s & Paramedics: 4.5%
- Optometrists: 4.5%

As employers struggle to recruit and retain specialized healthcare workers, immigrants play a crucial role in helping to address labor shortages. With an increase in demand for multilingual and culturally competent employees, internationally trained healthcare professionals are uniquely positioned to provide support across all healthcare settings.

From 2017 to 2021, the number of healthcare job postings that required bilingual skills in Arizona increased by +79.3%.
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HEALTHCARE JOB POSTINGS BY RURAL-URBAN CLASSIFICATION

The number of job postings between 2017 and 2021 by Arizona County Classification:

For small/medium metro counties the number of postings increased by

+35.5%  

For rural counties the number of postings decreased by

-45.7%

PHYSICIANS

In 2015, long before the COVID-19 pandemic, Arizona faced severe physician shortages, with some counties across the state registering thirty-two physicians per 100,000 residents. Projections remain dire. Arizona is expected to need an additional 1,941 primary care physicians by 2030, significantly impacting the accessibility of healthcare, particularly in rural communities.

ONLINE JOB POSTINGS FOR PHYSICIANS, 2017 – 2021

Anesthesiologists

+132.2%  

Oral and Maxillofacial Surgeons

+108.0%  

Obstetricians and Gynecologists

+63.3%

General Internal Medicine Physicians

+8.4%  

Surgeons, Except Ophthalmologists

+3.4%
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BRAIN WASTE IN ARIZONA

Although there is a growing need for healthcare workers in Arizona, many immigrants who have received specialized education, training, and licensing abroad are unable to practice in the state, facing challenges such as recredentialing and language proficiency. Their skillsets are all too often underutilized — in what is known as “brain waste” — which frequently leads to under- or unemployment.21

In 2021, across Arizona:22

Share of residents who had a biology or healthcare-related bachelor’s degree but worked in an occupation that did not require a bachelor’s:

19.1% FOREIGN-BORN

22.4% U.S.-BORN

26.2% of immigrants with professional and doctorate degrees23 worked in occupations in the healthcare industry that did not require a medical doctorate or professional degree.

Addressing the barriers that prevent additional qualified, internationally trained healthcare workers from practicing in Arizona will be vital to helping the state meet its growing healthcare needs.
ENDNOTES


2. Unless stated otherwise, all data in this report is reflective of Arizona.

3. We define an immigrant as anyone born outside the country to non-U.S. citizen parents who is a resident in the United States. This includes naturalized citizens, green card holders, temporary visa holders, refugees, asylees, and undocumented immigrants, among others.


5. Ibid.


8. Ibid.

9. Ibid.

10. Ibid.

11. Ibid.


14. Using the 2013 NCHS Urban–Rural Classification Scheme for Counties, Arizona counties were grouped into two different population groups: medium and small metropolitan, and rural counties. NCHS medium and small metropolitan counties were combined for the middle classification. Rural counties were identified using the micropolitan and non-core NCHS classifications.

15. Small and medium metro counties in Arizona include Pima, Cochise, Coconino, Mohave, Yavapai, and Yuma counties.

16. Rural counties in Arizona include Gila, Graham, Navajo, Santa Cruz, Apache, Greenlee, La Paz, Gila, Graham, Navajo, Santa Cruz, Apache, Greenlee, and La Paz counties.


23. Doctorate degrees include the fields of Biology and Life Sciences, Nuclear, Industrial Radiology and Biological Technologies, and Medical and Health Sciences and Services.