

Health Care Workforce Data Report: Nursing and Pharmacy in Maricopa County

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The Center for Health Information & Research (CHiR) is an interdisciplinary research group at Arizona State University that fosters collaborations at the intersection of public health, public policy, computer science, economics, health information technology and consumer knowledge. Using data to provide actionable information about health and health care in our community, CHiR is home of Arizona HealthQuery, a nationally unique patient-centric database of health information that allows researchers to follow patients over time across provider and payer. For more information about CHiR's current initiatives as well as downloadable publications, please visit <http://chir.asu.edu> or email us at chir@asu.edu.

CHiR houses the Arizona Health Care Workforce data set, longitudinal data tracking the physician, nursing, and pharmacy workforce in Arizona to analyze and forecast the supply and demand of these health professionals. This continually expanding resource is used to help boost planning and decision-making efforts for our community health care workforce leaders. The nursing and pharmacy data sets were created through a partnership with the Arizona Healthcare and Hospital Association (AZHHA) and St. Luke's Health Initiatives.

For this report, CHiR abstracted data on Advanced Practice Nurses (APNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Pharmacists, and Pharmacy Technicians with active Arizona licenses in Maricopa County. This data was obtained from the licensing applications collected by the respective boards, which included additional survey questions on employment.

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Report Notes

The attrition rate (renewals to eligible to renew) of nurses, pharmacists and pharmacy technicians in Maricopa County could not be determined as the number of nurses in Maricopa County eligible for renewal was not available nor the number of renewals for years prior to 2009.

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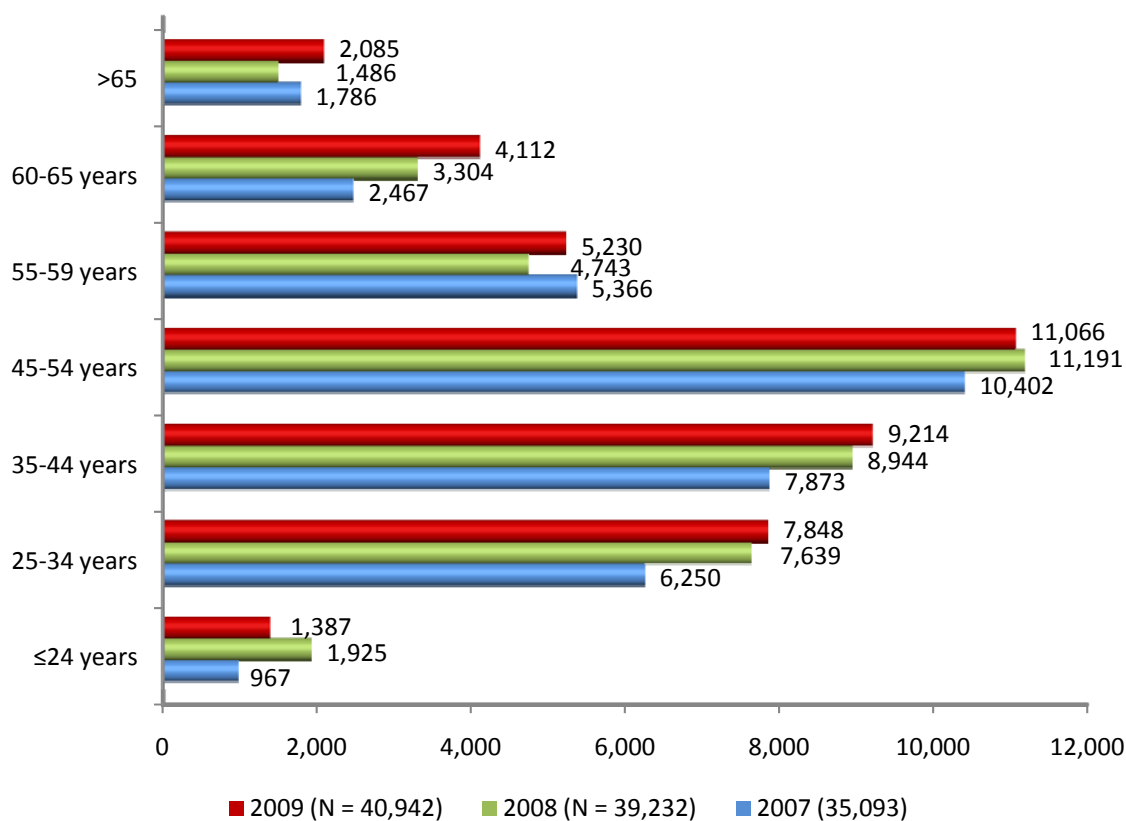
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Section I: Nursing

I. All Nurses

Demographics of Nurses

Figure 1. All Nurses by Age Group, 2007- 2009

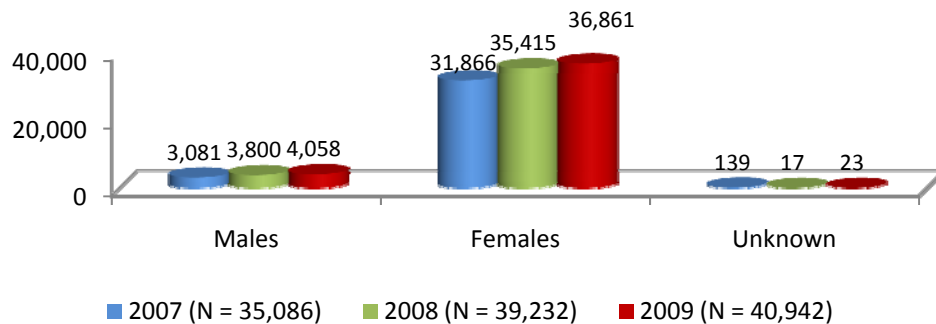


AGE	2007 Nurses (N = 35,093)		2008 Nurses (N = 39,232)		2009 Nurses (N = 40,942)	
18-24 years	967	2.8%	1,925	4.9%	1,387	3.4%
25-34 years	6,250	17.8%	7,639	19.5%	7,848	19.2%
35-44 years	7,873	22.4%	8,944	22.8%	9,214	22.5%
45-54 years	10,402	29.6%	11,191	28.5%	11,066	27.0%
55-59 years	5,366	15.3%	4,743	12.1%	5,230	12.8%
60-65 years	2,467	7.0%	3,304	8.4%	4,112	10.0%
≥66 years	1,786	5.0%	1,486	3.8%	2,085	5.1%

Source: Arizona Board of Nursing, Licensing Data, 2007-2009.

Note: For 2007, two age groups differ by one year: 55-60 years and 61-65 years.

Figure 2. All Nurses by Gender, 2007 - 2009

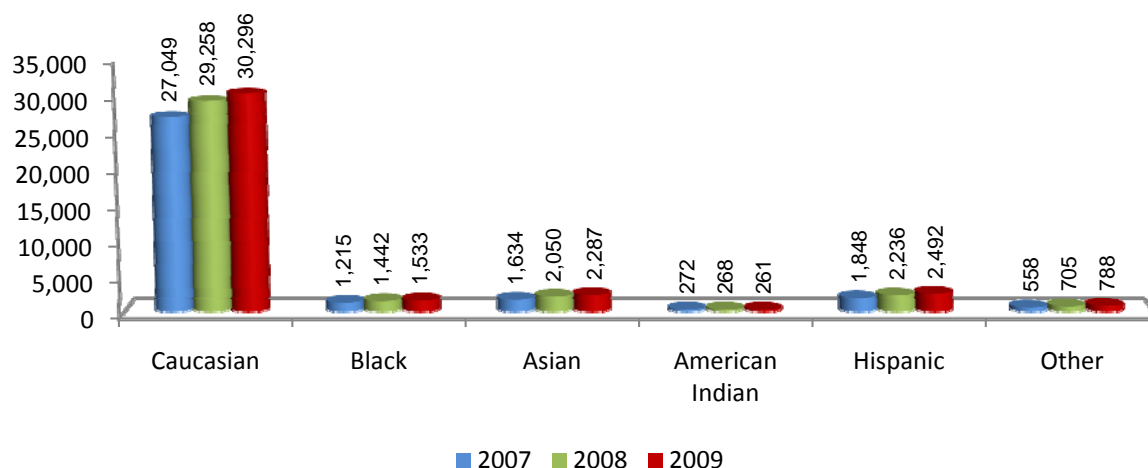


<u>GENDER</u>	2007 Nurses (N = 35,086)		2008 Nurses (N = 39,232)		2009 Nurses (N = 40,942)	
Males	3,081	8.8%	3,800	9.7%	4,058	9.9%
Females	31,866	90.8%	35,415	90.3%	36,861	90.0%
Unknown	139	0.4%	17	0.0%	23	0.1%

Source: Arizona Board of Nursing, Licensing Data, 2007-2009.

Notes: For 2007, 7 respondents missing indication of gender.

Figure 3. All Nurses by Race/Ethnicity, 2007 - 2009



<u>RACE/ETHNICITY</u>	2007 Nurses (N = 32,576)		2008 Nurses (N = 35,959)		2009 Nurses (N = 37,657)	
White	27,049	76.7%	29,258	81.4%	30,296	80.5%
Black	1,215	3.4%	1,442	4.0%	1,533	4.1%
Asian	1,634	4.6%	2,050	5.7%	2,287	6.1%
American Indian	272	0.8%	268	0.7%	261	0.7%
Hispanic	1,848	5.2%	2,236	6.2%	2,492	6.6%
Other	558	1.6%	705	2.0%	788	2.1%

Source: Arizona Board of Nursing, Licensing Data, 2007-2009.

Notes: For 2007, 2,517 respondents missing indication of ethnicity; for 2008, 3,273 missing; for 2009, 3,285 missing.

Supply of Nurses

Table 1. All Nurses by City of Residence and per 100,000 Population, 2007-08

CITY	2007 (N = 34,286)			2008 (N = 39,232)		
	Estimated Population	Num of Nurses	Nurses per 100,000	Estimated Population	Num of Nurses	Nurses per 100,000
Aguila	N/A	5	--	N/A	3	--
Arlington	N/A	2	--	N/A	5	--
Avondale	79,101	598	756.0	81,111	744	917.3
Buckeye	37,907	266	701.7	47,340	379	800.6
Carefree	3,839	38	989.8	3,852	50	1,298.0
Cashion	N/A	4	--	N/A	2	--
Cave Creek	5,083	370	7,279.2	5,416	424	7,828.7
Chandler	244,013	2,666	1,092.6	252,885	3,048	1,205.3
El Mirage	24,703	209	846.1	24,701	267	1,080.9
Fort McDowell	N/A	8	--	N/A	9	--
Fountain Hills	25,093	403	1,606.0	25,170	425	1,688.5
Gila Bend	N/A	5	--	N/A	7	--
Gilbert	206,604	2,193	1,061.5	211,892	2,849	1,344.6
Glendale	250,936	2,906	1,158.1	250,746	3,240	1,292.1
Goodyear	54,136	644	1,189.6	62,170	852	1,370.4
Higley	N/A	193	--	N/A	158	--
Laveen	N/A	210	--	N/A	308	--
Litchfield Park	5,088	309	6,073.1	5,116	383	7,486.3
Luke AFB	N/A	1	--	N/A	4	--
Mesa	460,493	4,311	936.2	459,160	4,933	1,074.4
Morristown	N/A	14	--	N/A	18	--
New River	N/A	82	--	N/A	109	--
Palo Verde	N/A	1	--	N/A	0	--
Paradise Valley	14,783	146	987.6	14,949	155	1,036.9
Peoria	154,636	1,857	1,200.9	158,093	2,172	1,373.9
Phoenix	1,538,431	9,681	629.3	1,577,812	10,888	690.1
Queen Creek	22,360	382	1,708.4	24,361	0	0.0
Rio Verde	N/A	12	--	N/A	15	--
Scottsdale	233,605	3,386	1,449.5	236,496	3,650	1,543.4
Sun City	N/A	365	--	N/A	419	--
Sun City West	N/A	178	--	N/A	190	--
Surprise	89,922	1,223	1,360.1	92,679	1,612	1,739.3
Tempe	172,571	1,201	695.9	171,444	1,352	788.6
Tolleson	7,015	127	1,810.4	7,179	169	2,354.1
Tonopah	N/A	33	--	N/A	41	--
Tortilla Flat	N/A	1	--	N/A	1	--
Waddell	N/A	65	--	N/A	113	--
Wickenburg	6,553	94	1,434.5	6,618	122	1,843.5
Wittmann	N/A	49	--	N/A	65	--
Youngtown	4,837	48	992.4	4,885	57	1,166.8

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Arizona Board of Nursing, Licensing Data, 2007-2008.

Notes: City is not listed if there were no Nurses with active licenses in either year. For 2007, 807 Nurses were of unknown city.

N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy. Therefore, the rate cannot be calculated for these cities.

Table 2. All Nurses by City of Residence and per 100,000 Population, 2009

CITY	2009 (N = 40,893)		
	Estimated Population	Number of Nurses	Nurses per 100,000
Aguila	N/A	3	--
Arlington	N/A	3	--
Avondale	84,914	765	900.9
Buckeye	51,462	446	866.7
Carefree	3,876	49	1,264.2
Cashion	N/A	2	--
Cave Creek	5,478	437	7,977.4
Chandler	255,230	3,117	1,244.8
El Mirage	24,739	268	1,083.3
Fort McDowell	N/A	8	--
Fountain Hills	25,305	446	1,762.5
Gila Bend	N/A	8	--
Gilbert	217,285	3,173	1,460.3
Glendale	252,188	3,244	1,286.3
Goodyear	66,308	964	1,453.8
Higley	N/A	109	--
Laveen	N/A	371	--
Litchfield Park	5,162	407	7,884.5
Luke AFB	N/A	4	--
Mesa	462,486	5,012	1,083.7
Morristown	1,402 [†]	19	1,355.2
New River	N/A	120	--
Palo Verde	N/A	1	--
Paradise Valley	15,131	165	1,090.5
Peoria	162,740	2,321	1,426.2
Phoenix	1,601,587	11,191	698.7
Rio Verde	N/A	14	--
Scottsdale	238,715	3,768	1,578.5
Sun City	41,105 [†]	458	1,114.2
Sun City West	39,807 [†]	187	469.8
Surprise	94,899	1,725	1,817.7
Tempe	174,255	1,388	796.5
Tolleson	7,302	206	2,821.1
Tonopah	1,809 [†]	42	2,321.7
Tortilla Flat	N/A	1	--
Waddell	N/A	146	--
Wickenburg	6,637	118	1,777.9
Wittmann	4,553 [†]	73	1,603.3
Youngtown	4,895	54	1,103.2

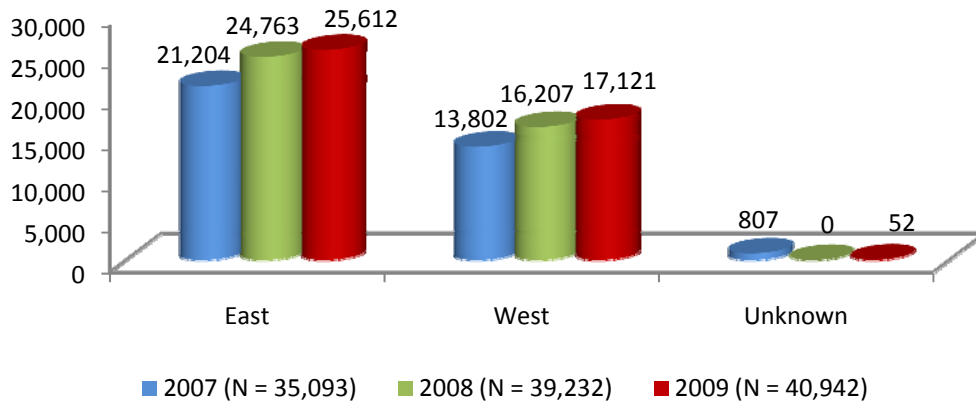
Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Arizona Board of Nursing, Licensing Data, 2009.

Notes: City is not listed if there were no Nurses with active licenses in this year. There were 49 respondents of unknown city. [†]These unofficial population estimates were obtained from <http://www.arizonaguide.com/places-to-visit/phoenix-central-arizona>. Source is not verifiable.

N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy. Therefore, the rate cannot be calculated for these cities.

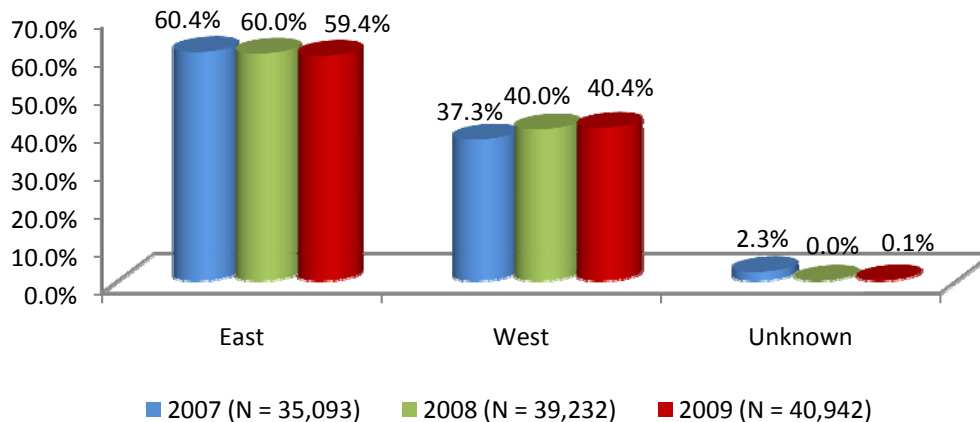
Residence of Nurses

Figure 4. Distribution of Nurses by Area of Residence, 2007 - 2009



Source: Arizona Board of Nursing, Licensing Data, 2007- 2009.

Figure 5. Percentage of Nurses by Area of Residence, 2007-2009



Source: Arizona Board of Nursing, Licensing Data, 2007- 2009.

Table 3. Distribution of Nurses by City and East/West Designation, 2007-2009

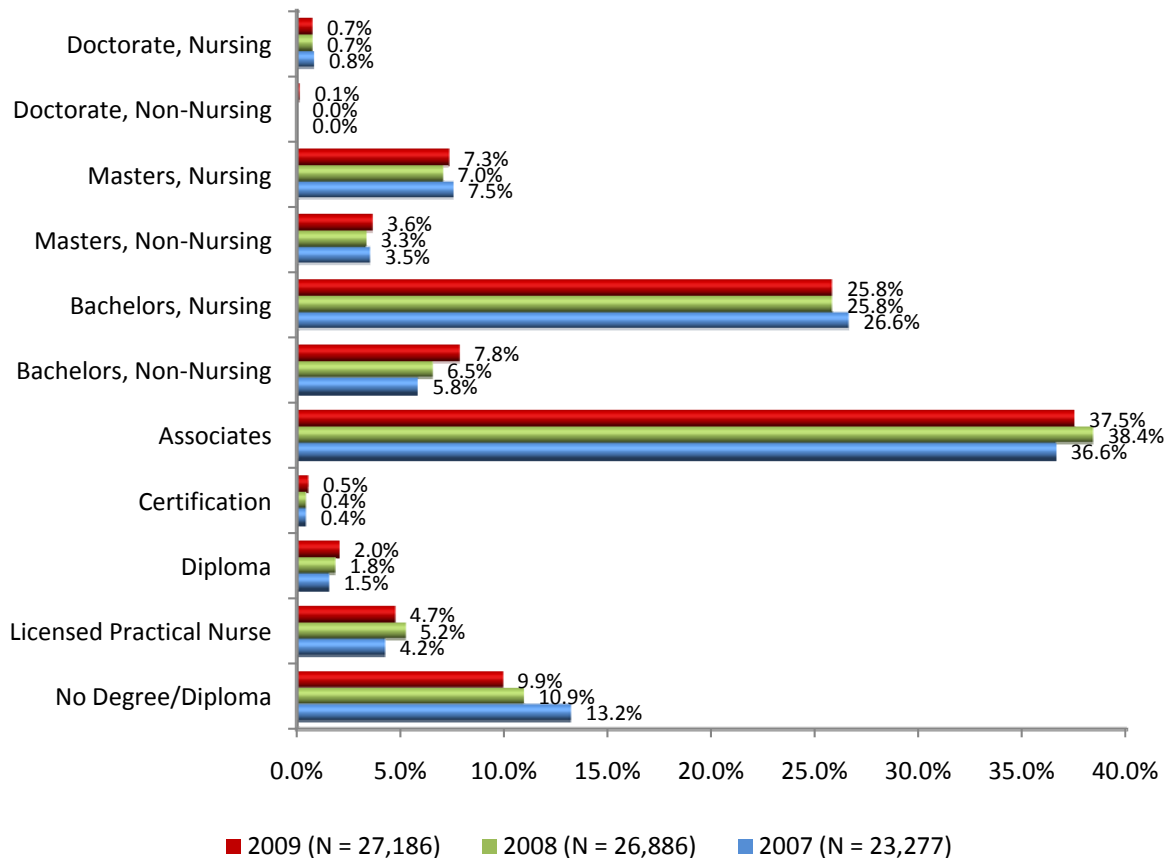
CITY	2007 Nurses (N = 34,286)		2008 Nurses (N = 39,232)		2009 Nurses (N = 40,893)	
	East	West	East	West	East	West
Agula		5		3		3
Arlington		2		5		3
Avondale		598		744		765
Buckeye		266		379		446
Carefree	38		50		49	
Cashion		4		0		2
Cave Creek	370		424		437	
Chandler	2,666		3,048		3,177	
El Mirage		209		267		268
Fort McDowell	8		9		8	
Fountain Hills	403		425		446	
Gila Bend		5		7		8
Gilbert	2,193		2,849		3,173	
Glendale		2,906		3,240		3,244
Goodyear		644		852		964
Higley	193		152		109	
Laveen		210		308		371
Litchfield Park		309		383		407
Luke AFB		1		4		4
Mesa	4,311		4,933		5,012	
Morristown		14		18		19
New River		82		109		120
Palo Verde		1		0		1
Paradise Valley	146		155		165	
Peoria		1,857		2,172		2,321
Phoenix	5,894	3,787	6,480	4,408	6,587	4,604
Queen Creek	382		0		0	
Rio Verde	12		15		14	
Scottsdale	3,386		3,650		3,768	
Sun City		365		419		458
Sun City West		178		190		187
Surprise		1,223		1,612		1,725
Tempe	1,201		1,352		1,388	
Tolleson		127		169		206
Tonopah		33		41		42
Tortilla Flat	1		1		1	
Waddell		65		113		146
Wickenburg		94		122		118
Wittmann		49		65		73
Youngtown		48		57		54
Total	21,204	13,802	23,543	15,689	24,334	16,559

Source: Arizona Board of Nursing, Licensing Data, 2007- 2009.

Note: See notes on Table 2.

Characteristics of Nursing Workforce

Figure 6. Percentage of Nurses by Highest Degree Attained, 2007–2009

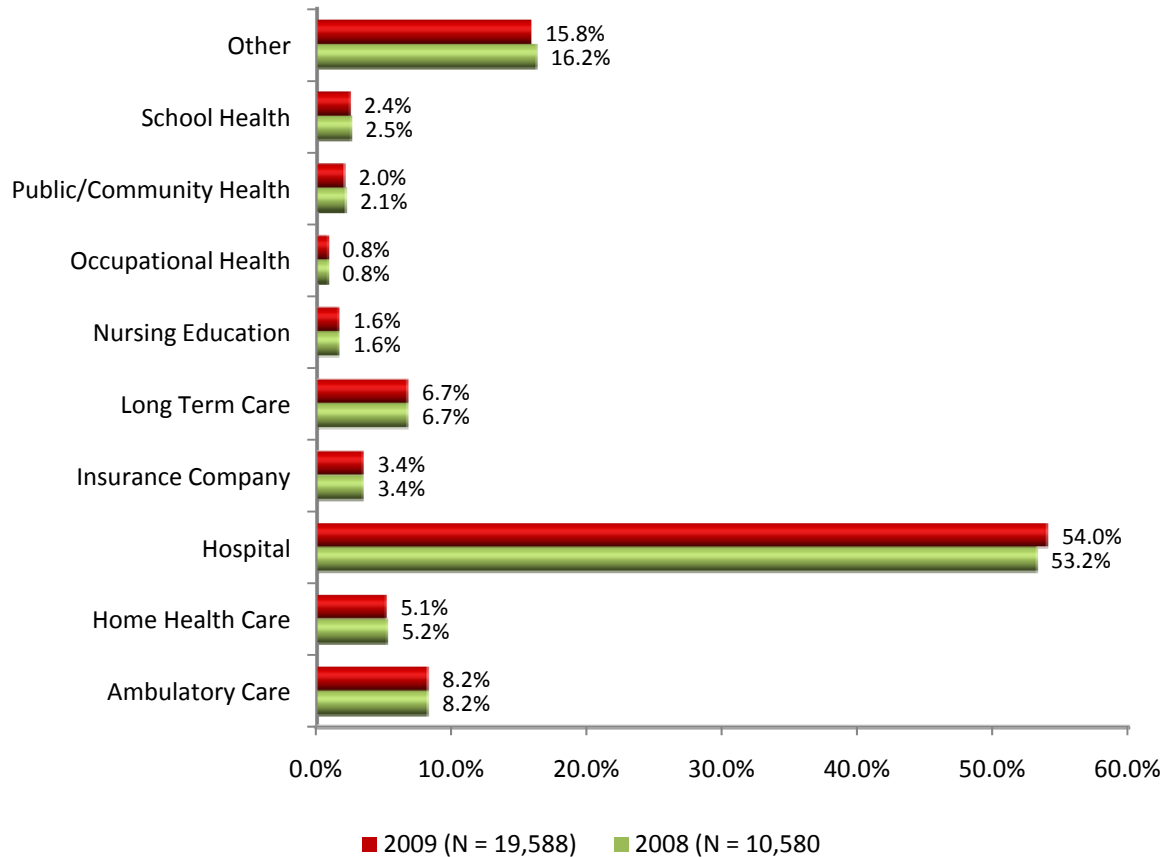


HIGHEST DEGREE ATTAINED	2007 Nurses (N = 23,277)		2008 Nurses (N = 26,886)		2009 Nurses (N = 27,186)	
No Degree/Diploma	3,067	13.2%	2,925	10.9%	2,696	9.9%
Licensed Practical Nurse	968	4.2%	1,398	5.2%	1,279	4.7%
Diploma	359	1.5%	477	1.8%	539	2.0%
Certification	98	0.4%	119	0.4%	123	0.5%
Associates	8,510	36.6%	10,325	38.4%	10,203	37.5%
Bachelors, Non-Nursing	1,342	5.8%	1,741	6.5%	2,112	7.8%
Bachelors, Nursing	6,192	26.6%	6,935	25.8%	7,023	25.8%
Masters, Non-Nursing	808	3.5%	879	3.3%	995	3.6%
Masters, Nursing	1,755	7.5%	1,885	7.0%	1,998	7.3%
Doctorate, Non-Nursing	1	0.0%	11	0.0%	38	0.1%
Doctorate, Nursing	177	0.8%	191	0.7%	183	0.7%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2007 -2009.

Note: 2007 Nurses survey had 11,816 missing responses; 2008 had 12,346 missing; 2009 had 13,756 missing.

Figure 7. Percentage of Nurses by Employment Setting, 2008 – 2009

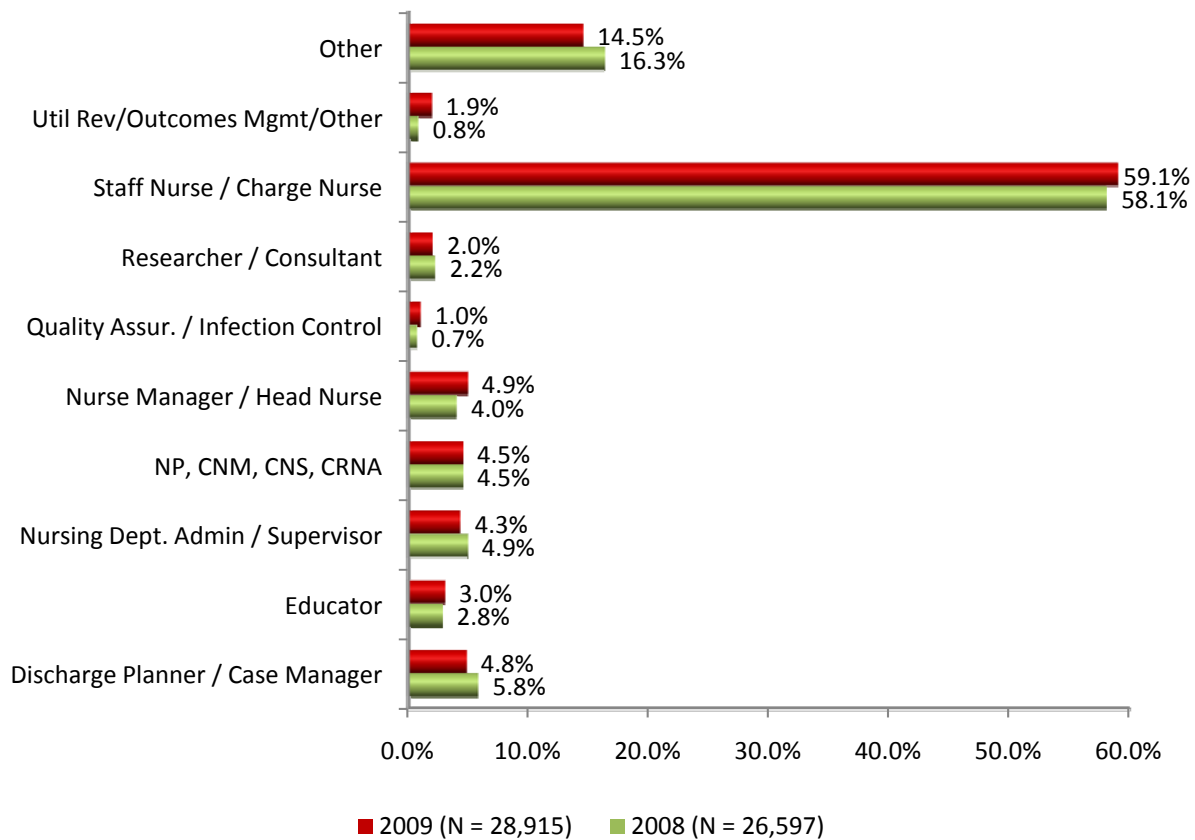


EMPLOYMENT SETTING	2008 Nurses (N = 10,580)		2009 Nurses (N = 19,588)	
Ambulatory Care	869	8.2%	1,600	8.2%
Home Health Care	555	5.2%	997	5.1%
Hospital	5,627	53.2%	10,574	54.0%
Insurance Company	364	3.4%	664	3.4%
Long Term Care	707	6.7%	1,319	6.7%
Nursing Education	172	1.6%	321	1.6%
Occupational Health	86	0.8%	154	0.8%
Public/Community Health	221	2.1%	400	2.0%
School Health	264	2.5%	469	2.4%
Other	1,715	16.2%	3,090	15.8%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2008 -2009.

Notes: The 2007 Nurses employment data is not comparable; options for employment changed beginning with 2008 survey. For 2008 there were 28,652 Nurses with missing survey responses; 21,354 were missing for 2009.

Figure 8. Percentage of Nurses by Position, 2008 – 2009

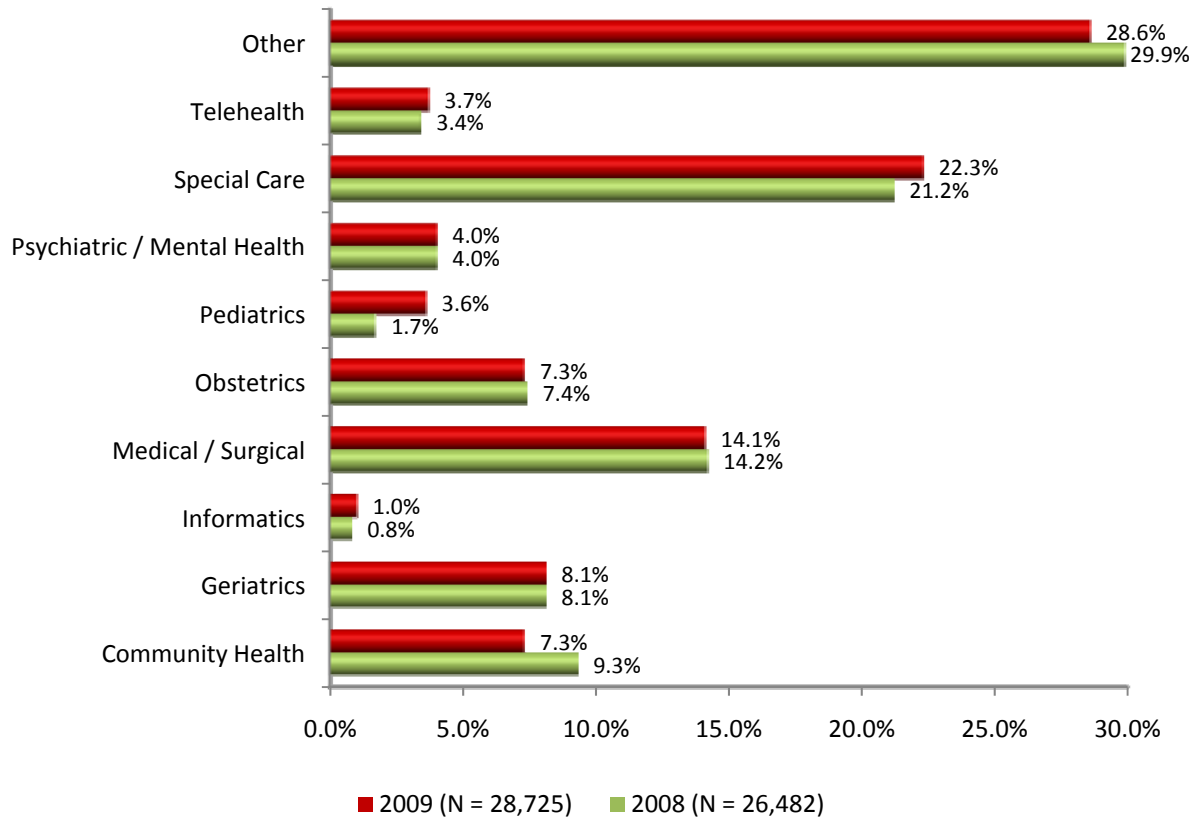


<u>POSITION</u>	2008 Nurses (N = 26,597)		2009 Nurses (N = 28,915)	
Discharge Planner/Case Manager	1,550	5.8%	1,392	4.8%
Educator (School or In-Service)	753	2.8%	879	3.0%
Nursing Dept. Admin /Supervisor	1,290	4.9%	1,243	4.3%
NP, CNM, CNS, CRNA	1,185	4.5%	1,303	4.5%
Nurse Manager/Head Nurse	1,059	4.0%	1,414	4.9%
Quality Assurance/Infection Control	189	0.7%	293	1.0%
Researcher/Consultant	582	2.2%	569	2.0%
Staff Nurse/Team Lead/Charge Nurse	15,440	58.1%	17,096	59.1%
Utilization Review/Outcomes Mgmt/Other Insurance Related	222	0.8%	538	1.9%
Other	4,327	16.3%	4,188	14.5%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2008 -2009.

Notes: The 2007 Nurses employment data is not comparable; options for employment changed beginning with 2008 survey. For 2008 there were 12,635 Nurses with missing survey responses; 12,027 were missing for 2009.

Figure 9. Percentage of Nurses by Clinical/Teaching Area, 2008 – 2009

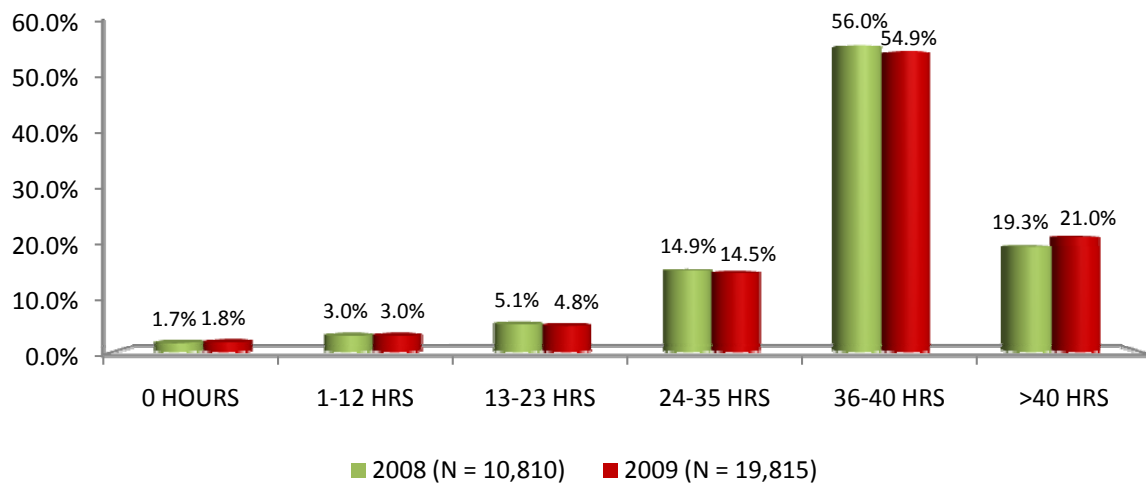


<u>CLINICAL/TEACHING AREA</u>	2008 Nurses (N = 26,482)		2009 Nurses (N = 28,725)	
Generalized Community Health	2,457	9.3%	2,095	7.3%
Geriatrics	2,151	8.1%	2,328	8.1%
Informatics	225	0.8%	289	1.0%
Medical/Surgical	3,763	14.2%	4,041	14.1%
Obstetrics	1,951	7.4%	2,098	7.3%
Pediatrics	443	1.7%	1,039	3.6%
Psychiatric/Mental Health	1,057	4.0%	1,142	4.0%
Special Care	5,623	21.2%	6,419	22.3%
Telehealth	899	3.4%	1,073	3.7%
Other	7,913	29.9%	8,201	28.6%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2008 -2009.

Notes: The 2007 Nurses employment data is not comparable; options for employment changed beginning with 2008 survey. For 2008 there were 12,750 Nurses with missing survey responses; 12,217 were missing for 2009.

Figure 10. Percentage of Nurses by Hours Worked per Week, 2008 – 2009

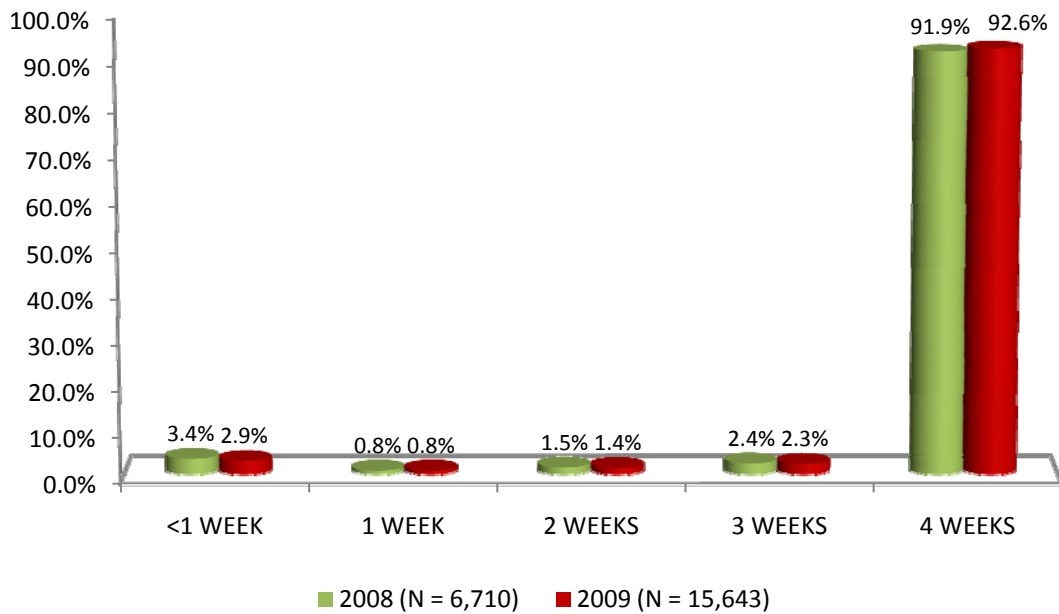


<u>HOURS WORKED PER WEEK</u>	2008 Nurses (N = 10,810)		2009 Nurses (N = 19,815)	
0 hours	180	1.7%	359	1.8%
1 - 12 hours	329	3.0%	601	3.0%
13 – 23 hours	546	5.1%	961	4.8%
24-35 hours	1,610	14.9%	2,866	14.5%
36-40 hours	6,057	56.0%	10,872	54.9%
>40 hours	2,088	19.3%	4,156	21.0%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 Nurses employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008, 28,422 are missing survey response; 21,127 are missing for 2009.

Figure 11. Percentage of Nurses by Weeks Worked per Month, 2008 – 2009

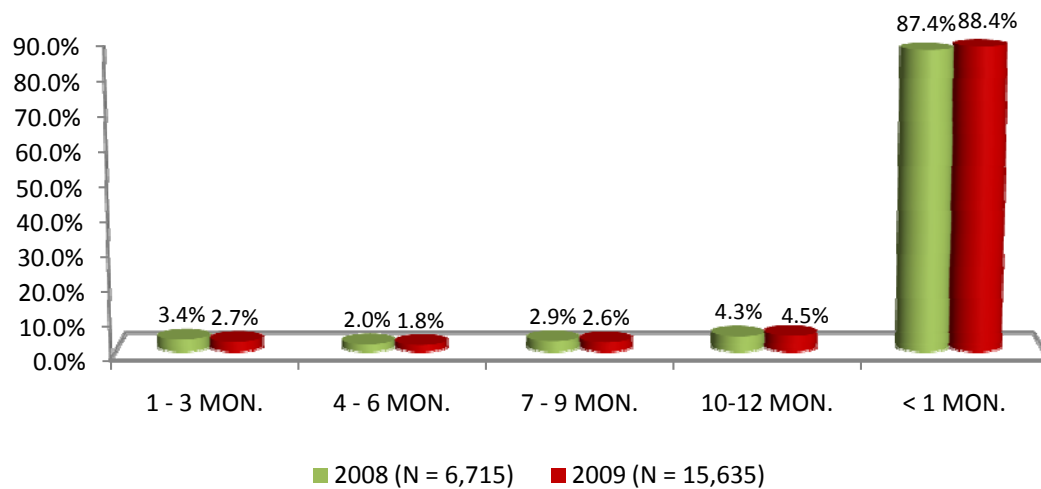


<u>WEEKS PER MONTH</u>	2008 Nurses (N = 6,710)		2009 Nurses (N = 15,643)	
<1 WEEK	231	3.4%	457	2.9%
1 WEEK	54	0.8%	118	0.8%
2 WEEKS	98	1.5%	212	1.4%
3 WEEKS	158	2.4%	367	2.3%
4 WEEKS	6,169	91.9%	14,489	92.6%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 Nurses employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008, 32,522 are missing survey responses; 25,299 are missing for 2009.

Figure 12. Percentage of Nurses by Months Worked per Year, 2008 – 2009



<u>MONTHS WORKED PER YEAR</u>	2008 Nurses (N = 6,715)		2009 Nurses (N = 15,635)	
< 1 MONTH	230	3.4%	419	2.7%
1 – 3 MONTHS	131	2.0%	278	1.8%
4 – 6 MONTHS	192	2.9%	403	2.6%
7 – 9 MONTHS	292	4.3%	706	4.5%
10 – 12 MONTHS	5,870	87.4%	13,829	88.4%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

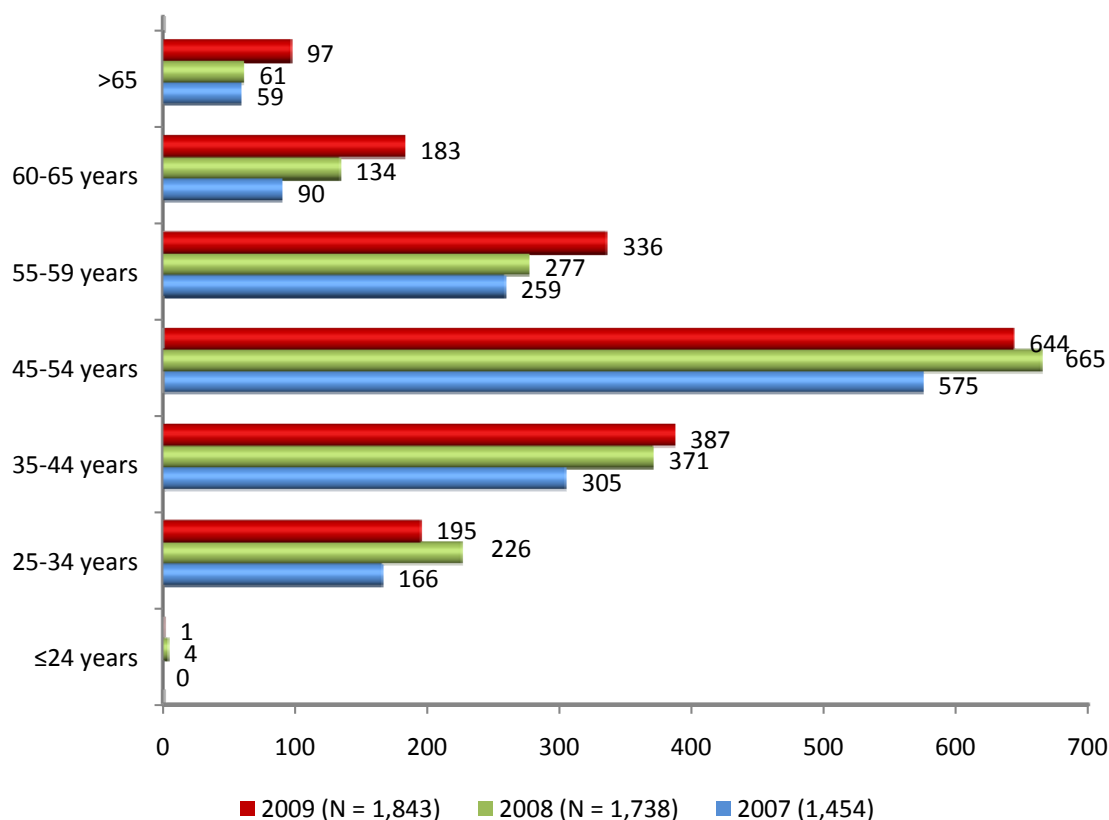
Note: 2007 Nurses employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008, 32,517 are missing survey responses; 25,307 are missing for 2009.

II. Advanced Practice Nurses (APNs)

APNs include: Certified Nurse Midwife (CNM), Nurse Practitioner (NP), Certified Registered Nurse Anesthetist (CRNA), and Clinical Nurse Specialist (CNS).

Demographics of APNs

Figure 13. APNs by Age Group, 2007- 2009

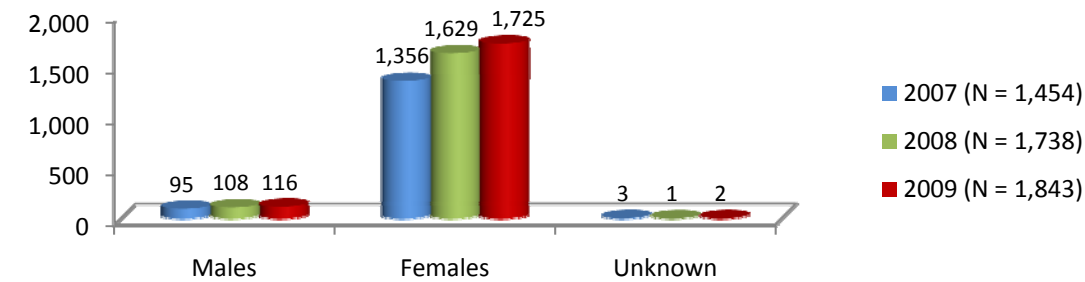


AGE	2007 APNs (N=1,454)		2008 APNs (N=1,738)		2009 APNs (N=1,843)	
18-24 years	0	0.0%	4	0.2%	1	0.1%
25-34 years	166	11.4%	226	13.0%	195	10.6%
35-44 years	305	21.0%	371	21.4%	387	21%
45-54 years	575	39.6%	665	38.3%	644	34.9%
55-59 years	259	17.8%	277	15.9%	336	18.2%
60-65 years	90	6.2%	134	7.7%	183	9.9%
≥66 years	59	4.1%	61	3.5%	97	5.3%

Source: Arizona Board of Nursing, Licensing Data, 2007-2009.

Note: For 2007, two age groups differ by one year: 55-60 years and 61-65 years.

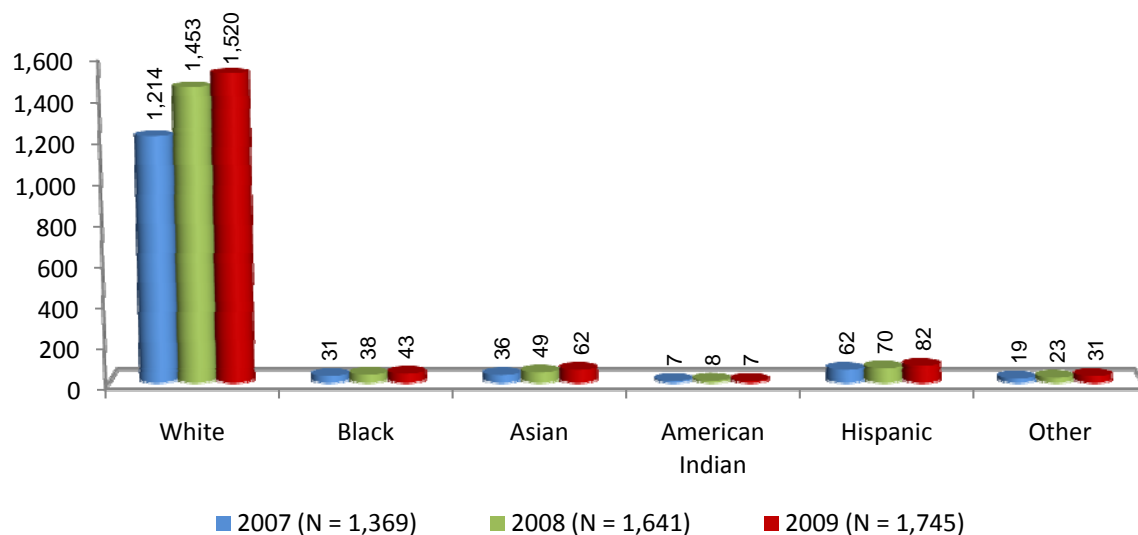
Figure 14. APNs by Gender, 2007 - 2009



<u>GENDER</u>	2007 APNs (N = 1,454)		2008 APNs (N = 1,738)		2009 APNs (N = 1,843)	
Males	95	6.5%	108	6.2%	116	6.3%
Females	1,356	93.3%	1,629	93.7%	1,725	93.6%
Unknown	3	0.2%	1	0.1%	2	0.1%

Source: Arizona Board of Nursing, Licensing Data, 2007-2009.

Figure 15. APNs by Race/Ethnicity, 2007 - 2009



<u>RACE/ETHNICITY</u>	2007 APNs (N = 1,369)		2008 APNs (N = 1,641)		2009 APNs (N = 1,745)	
White	1,214	88.7%	1,453	88.5%	1,520	87.1%
Black	31	2.3%	38	2.3%	43	2.5%
Asian	36	2.6%	49	3%	62	3.6%
American Indian	7	0.5%	8	.5%	7	0.4%
Hispanic	62	4.5%	70	4.3%	82	4.7%
Other	19	1.4%	23	1.4%	31	1.7%

Source: Arizona Board of Nursing, Licensing Data, 2007-2009.

Notes: For 2007, 85 respondents missing indication of ethnicity; for 2008, 97 missing; for 2009, 98 missing.

Supply of APNs

Table 4. Distribution of APNs by City of Residence and per 100,000 Population, 2007-2008

CITY	2007 (N = 1,426)			2008 (N = 1,738)		
	Estimated Population	Number of APNs	APNs per 100,000	Estimated Population	Number of APNs	APNs per 100,000
Avondale	79,101	15	19.0	81,111	16	19.7
Buckeye	37,907	5	13.2	47,340	7	14.8
Carefree	3,839	4	104.2	3,852	5	129.8
Cave Creek	5,083	27	531.2	5,416	30	553.9
Chandler	244,013	122	50.0	252,885	152	60.1
El Mirage	24,703	1	4.0	24,701	0	0
Fountain Hills	25,093	26	103.6	25,170	27	107.3
Gilbert	206,604	92	44.5	211,892	128	60.4
Glendale	250,936	100	39.9	250,746	114	45.5
Goodyear	54,136	21	38.8	62,170	32	51.5
Higley	N/A	3	--	N/A	6	--
Laveen	N/A	7	--	N/A	12	--
Litchfield Park	5,088	13	255.5	5,116	12	234.6
Mesa	460,493	143	31.1	459,160	177	38.5
Morristown	N/A	1	--	N/A	1	--
New River	N/A	2	--	N/A	2	--
Paradise Valley	14,783	12	81.2	14,949	14	93.7
Peoria	154,636	64	41.4	158,093	84	53.1
Phoenix	1,538,431	441	28.7	1,577,812	531	33.7
Queen Creek	22,360	13				
Rio Verde	N/A	0	0	N/A	1	--
Scottsdale	233,605	194	83.0	236,496	232	98.1
Sun City	N/A	8	--	N/A	11	--
Sun City West	N/A	2	--	N/A	4	--
Surprise	89,922	17	18.9	92,679	29	31.3
Tempe	172,571	87	50.4	171,444	98	57.2
Tolleson	7,015	1	701.6	7,179	3	41.8
Tonopah	N/A	1	--	N/A	3	--
Waddell	N/A	2	--	N/A	4	--
Wickenburg	6,553	1	15.3	6,618	2	30.2
Wittmann	N/A	1	--	N/A	0	--

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Arizona Board of Nursing, Licensing Data, 2007-2008.

Notes: City is not listed if there were no APNs with active licenses in either year. For 2007, 28 APNs were of unknown city. N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy. Therefore, the rate cannot be calculated for these cities.

Table 5. Distribution of APNs by City of Residence and per 100,000 Population, 2009

CITY	2009 (N = 1,840)		
	Estimated Population	Number of APNs	APNs per 100,000
Avondale	84,914	20	23.6
Buckeye	51,462	8	15.5
Carefree	3,876	5	129
Cave Creek	5,478	31	565.9
Chandler	255,230	162	63.5
Fort McDowell	N/A	1	--
Fountain Hills	25,305	26	102.7
Gilbert	217,285	137	63.1
Glendale	252,188	126	50.4
Goodyear	66,308	39	58.8
Higley	N/A	5	--
Laveen	N/A	14	--
Litchfield Park	5,162	16	
Mesa	462,486	191	41.3
Morristown	N/A	1	--
New River	N/A	4	--
Paradise Valley	15,131	14	92.5
Peoria	162,740	79	48.5
Phoenix	1,601,587	554	34.7
Rio Verde	N/A	1	--
Scottsdale	238,715	243	101.8
Sun City	41,105 [†]	15	36.5
Sun City West	39,807 [†]	3	7.53
Surprise	94,899	36	37.9
Tempe	174,255	99	56.8
Tolleson	7,302	4	54.8
Waddell	N/A	4	--
Wickenburg	6,637	2	30.1

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Arizona Board of Nursing, Licensing Data, 2009.

Notes: See notes on Table 3. There were 3 APNs of unknown city.

[†]These unofficial population estimates were obtained from <http://www.arizonaguide.com/places-to-visit/phenix-central-arizona>. Source is not verifiable.

N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy. Therefore, the rate cannot be calculated for these cities.

Residence of APNs

Figure 16. Distribution of APNs by Area of Residence, 2007 - 2009

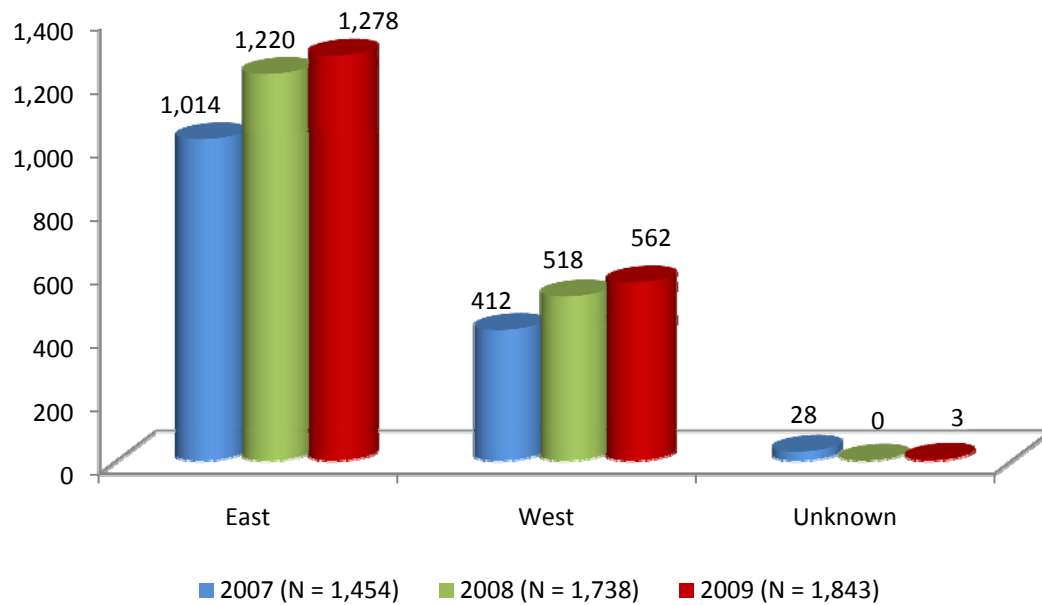


Figure 17. Percentage of APNs by Area of Residence, 2007 - 2009

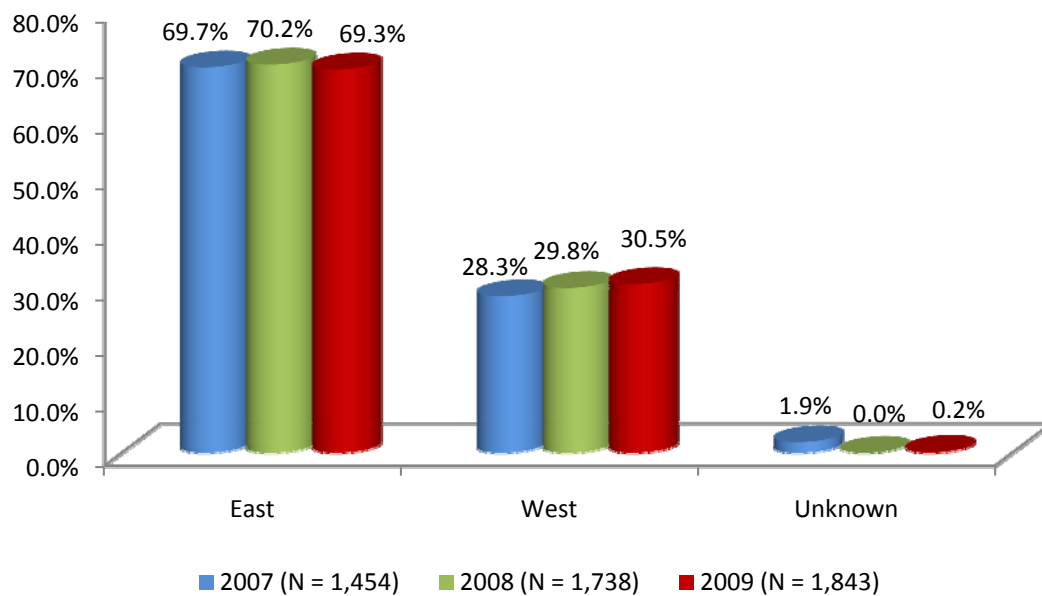


Table 6. Distribution of APNs by City and East/West Designation, 2007-2009

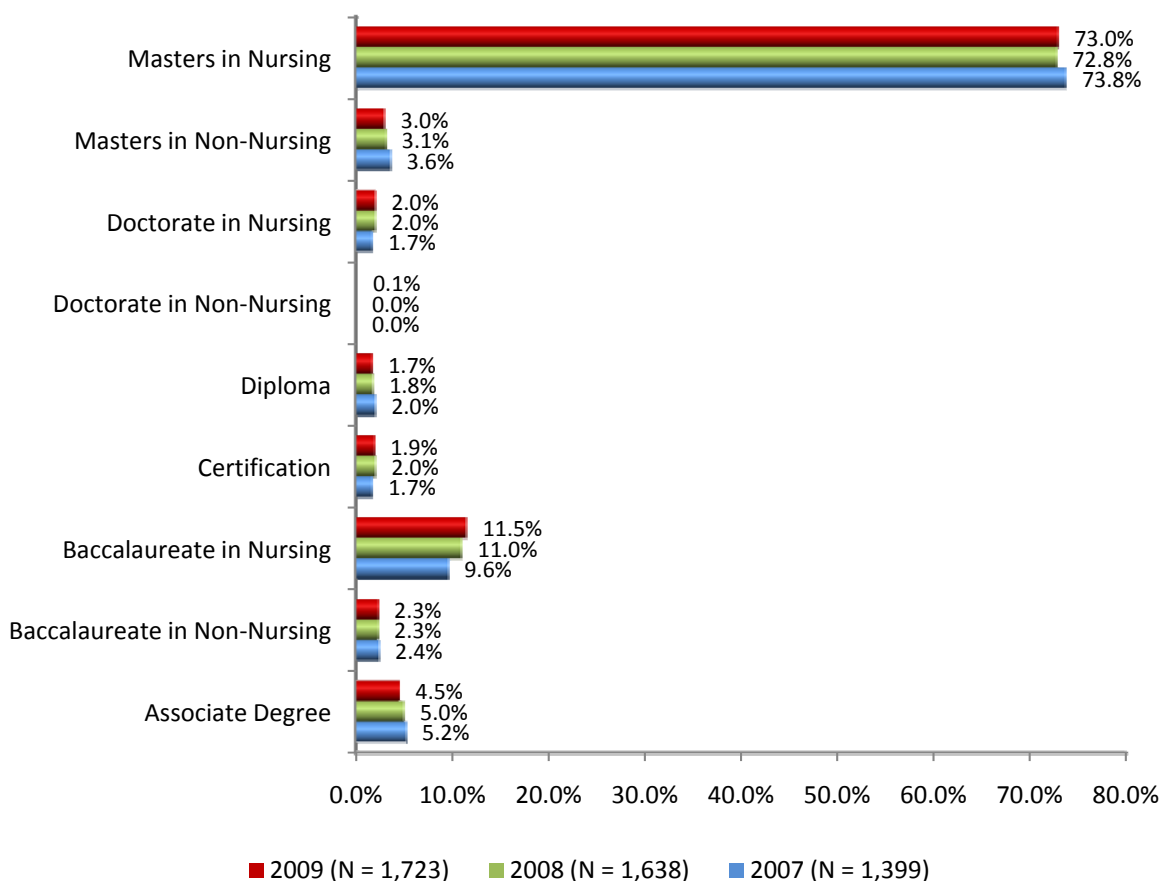
CITY	2007 APNs (N = 1,426)		2008 APNs (N =1,738)		2009 APNs (N = 1,840)	
	East	West	East	West	East	West
Avondale	0	15	0	16	0	20
Buckeye	0	5	0	7	0	8
Carefree	4	0	5	0	5	0
Cave Creek	27	0	30	0	31	0
Chandler	122	0	152	0	162	0
El Mirage	0	1	0	0	0	0
Fort McDowell	0	0	1	0	1	0
Fountain Hills	26	0	27	0	26	0
Gilbert	92	0	128	0	137	0
Glendale	0	100	0	114	0	126
Goodyear	0	21	0	32	0	39
Higley	3	0	6	0	5	0
Laveen	0	7	0	12	0	14
Litchfield Park	0	13	0	12	0	16
Mesa	143	0	177	0	191	0
Morristown	0	1	0	1	0	1
New River	0	2	0	2	0	4
Paradise Valley	12	0	14	0	14	0
Peoria	0	64	0	84	0	79
Phoenix	291	150	349	182	363	191
Rio Verde	0	0	1	0	0	0
Queen Creek	13	0	0	0	1	0
Scottsdale	194	0	232	0	243	0
Sun City	0	8	0	11	0	15
Sun City West	0	2	0	4	0	3
Surprise	0	17	0	29	0	36
Tempe	87	0	98	0	99	0
Tolleson	0	1	0	3	0	4
Tonopah	0	1	0	3	0	0
Waddell	0	2	0	4	0	4
Wickenburg	0	1	0	2	0	2
Wittmann	0	1	0	0	0	0
Total	1,014	412	1,220	518	1,278	562

Source: Arizona Board of Nursing, Licensing Data, 2007- 2009.

Note: For 2007, 28 APNs are of unknown city. For 2009, 3 APNs are of unknown city.

Characteristics of APN Workforce

Figure 18. Percentage of APNs by Highest Degree Attained, 2007–2009

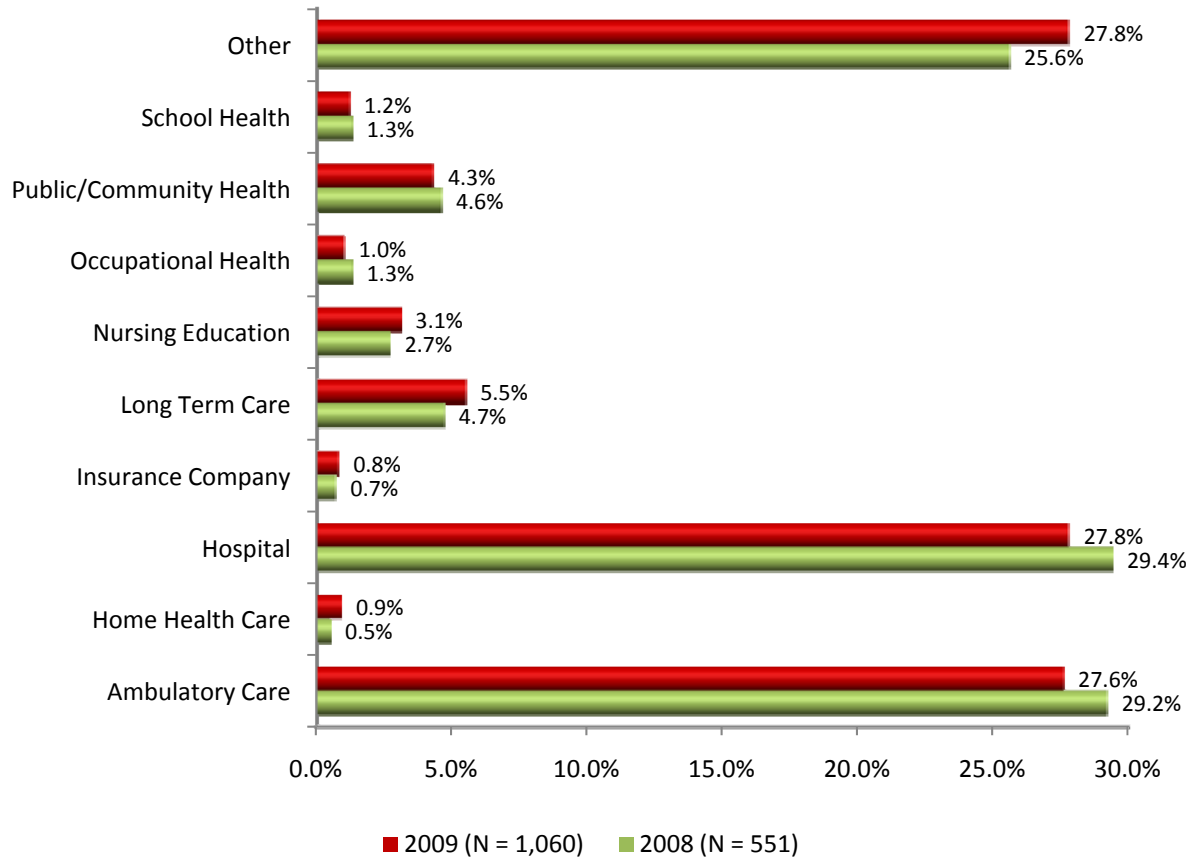


HIGHEST DEGREE ATTAINED	2007 APNs (N = 1,399)		2008 APNs (N = 1,638)		2009 APNs (N = 1,723)	
No Degree/Diploma	26	1.9%	28	1.7%	28	1.6%
Associate Degree	73	5.2%	82	5.0%	78	4.5%
Baccalaureate in Non-Nursing	34	2.4%	38	2.3%	39	2.3%
Baccalaureate in Nursing	134	9.6%	180	11.0%	198	11.5%
Certification	24	1.7%	33	2.0%	33	1.9%
Diploma	2	2.0%	2	1.8%	2	1.7%
Masters in Non-Nursing	50	3.6%	50	3.1%	52	3.0%
Masters in Nursing	1,032	73.8%	1,192	72.8%	1,257	73.0%
Doctorate in Non-Nursing	0	0%	1	0%	2	0.1%
Doctorate in Nursing	24	1.7%	32	2.0%	34	2.0%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2007 -2009.

Note: 2007 APN survey had 55 missing responses; 2008 had 100 missing; 2009 had 120 missing.

Figure 19. Percentage of APNs by Employment Setting, 2008 – 2009

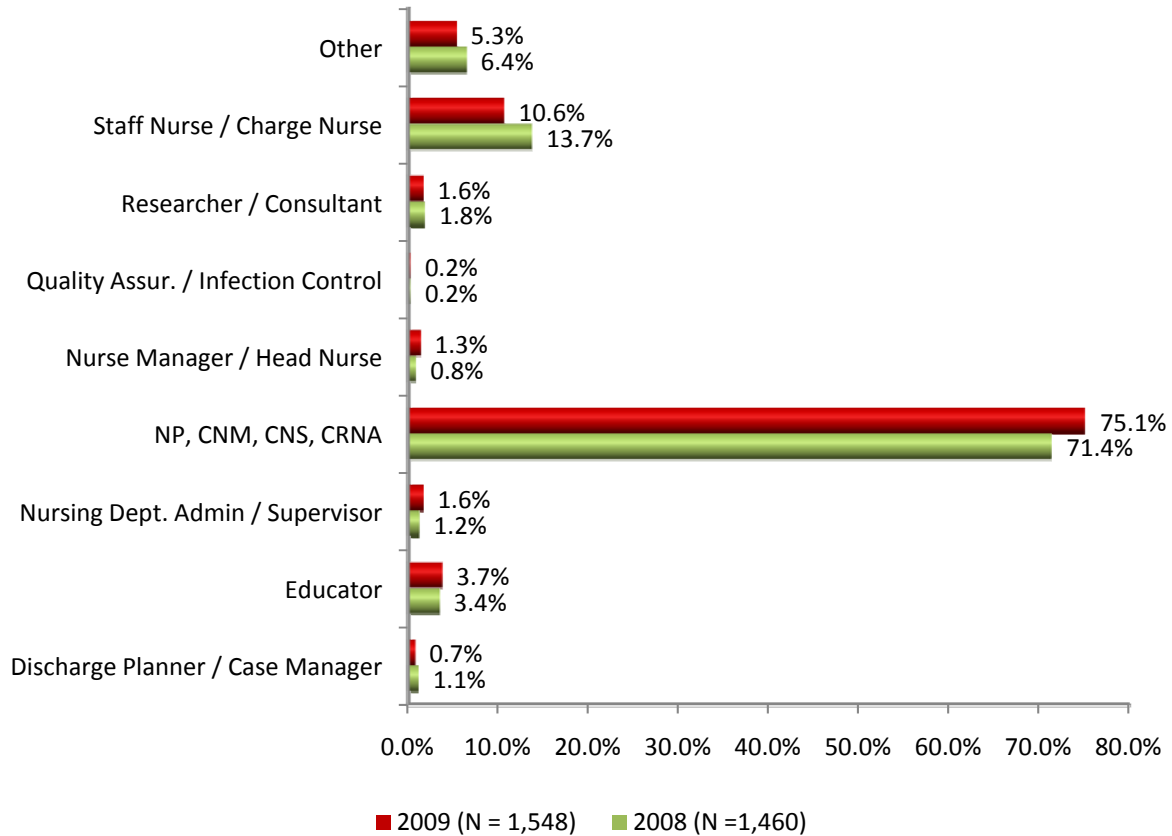


EMPLOYMENT SETTING	2008 APNs (N = 551)		2009 APNs (N = 1,060)	
Ambulatory Care	161	29.2%	292	27.6%
Home Health Care	3	0.5%	10	0.9%
Hospital	162	29.4%	295	27.8%
Insurance Company	4	0.7%	8	0.8%
Long Term Care	26	4.7%	58	5.5%
Nursing Education	15	2.7%	33	3.1%
Occupational Health	7	1.3%	11	1.0%
Public/Community Health	25	4.6%	45	4.3%
School Health	7	1.3%	13	1.2%
Other	141	25.6%	295	27.8%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2008 -2009.

Notes: The 2007 APN employment data is not comparable; options for employment changed beginning with 2008 survey. For 2008 there were 1,187 APNs with missing survey responses; 783 were missing for 2009.

Figure 20. Percentage of APNs by Position, 2008 – 2009

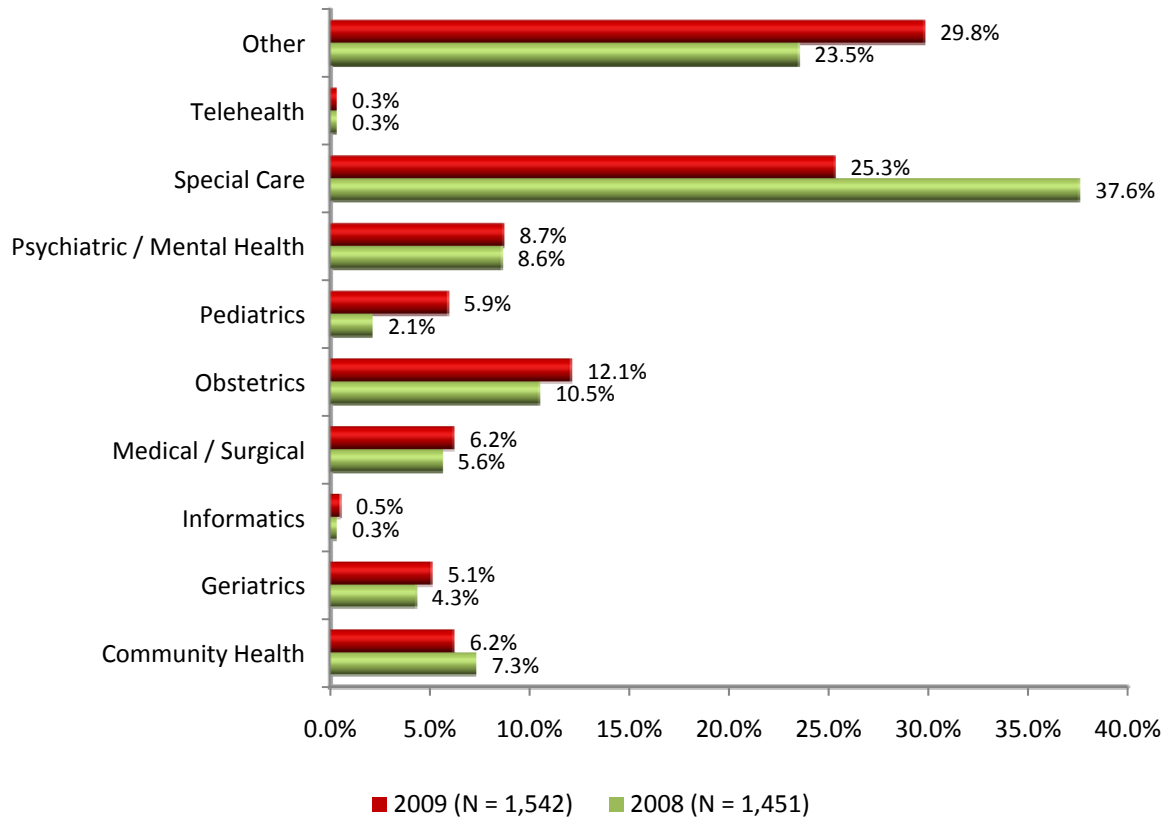


<u>POSITION</u>	2008 APNs (N = 1,460)		2009 APNs (N = 1,548)	
Discharge Planner/Case Manager	16	1.1%	11	0.7%
Educator (School or In-Service)	50	3.4%	57	3.7%
Nursing Dept. Admin /Supervisor	17	1.2%	24	1.6%
NP, CNM, CNS, CRNA	1,043	71.4%	1,163	75.1%
Nurse Manager/Head Nurse	12	0.8%	20	1.3%
Quality Assurance/Infection Control	3	0.2%	3	0.2%
Researcher/Consultant	26	1.8%	24	1.6%
Staff Nurse/Team Lead/Charge Nurse	200	13.7%	164	10.6%
Utilization Review/Outcomes Mgmt/Other Insurance	0	0.0%	3	0.0%
Other	93	6.4%	79	5.3%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2008 -2009.

Notes: The 2007 APN employment data is not comparable; options for employment changed beginning with 2008 survey. For 2008 there were 278 APNs with missing survey responses; 295 were missing for 2009.

Figure 21. Percentage of APNs by Clinical/Teaching Area, 2008 – 2009

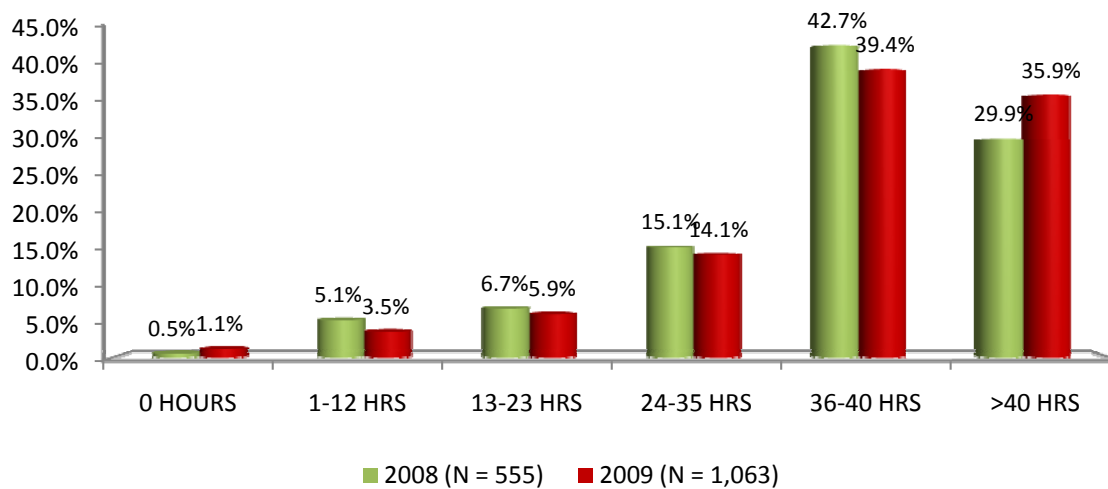


<u>CLINICAL/TEACHING AREA</u>	2008 APNs (N = 1,451)		2009 APNs (N = 1,542)	
Generalized Community Health	106	7.3%	95	6.2%
Geriatrics	63	4.3%	79	5.1%
Informatics	4	0.3%	7	0.5%
Medical/Surgical	81	5.6%	95	6.2%
Obstetrics	152	10.5%	187	12.1%
Pediatrics	31	2.1%	91	5.9%
Psychiatric/Mental Health	124	8.6%	134	8.7%
Special Care	545	37.6%	390	25.3%
Telehealth	4	0.3%	5	0.3%
Other	341	23.5%	459	29.8%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2008 -2009.

Notes: The 2007 APN employment data is not comparable; options for employment changed beginning with 2008 survey. For 2008 there were 287 APNs with missing survey responses; 301 were missing for 2009.

Figure 22. Percentage of APNs by Hours Worked per Week, 2008 – 2009

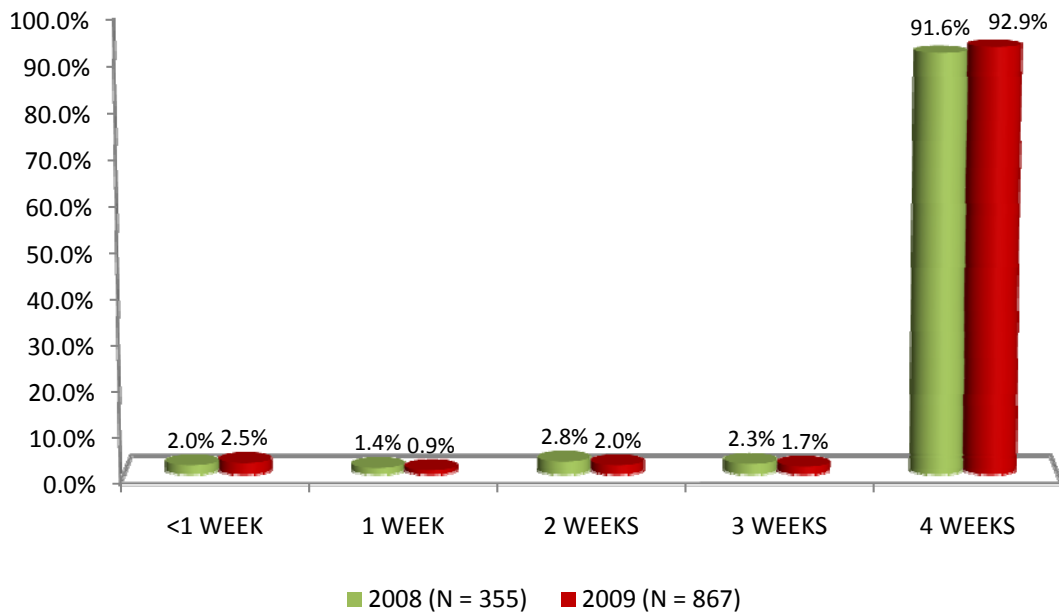


HOURS WORKED PER WEEK	2008 APNs (N = 555)		2009 APNs (N = 1,063)	
0 hours	3	0.5%	12	1.1%
1 - 12 hours	28	5.1%	37	3.5%
13 – 23 hours	37	6.7%	63	5.9%
24-35 hours	84	15.1%	150	14.1%
36-40 hours	237	42.7%	419	39.4%
>40 hours	166	29.9%	382	35.9%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 APN employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008, 1,183 are missing survey response; 780 are missing for 2009.

Figure 23. Percentage of APNs by Weeks Worked per Month, 2008 – 2009

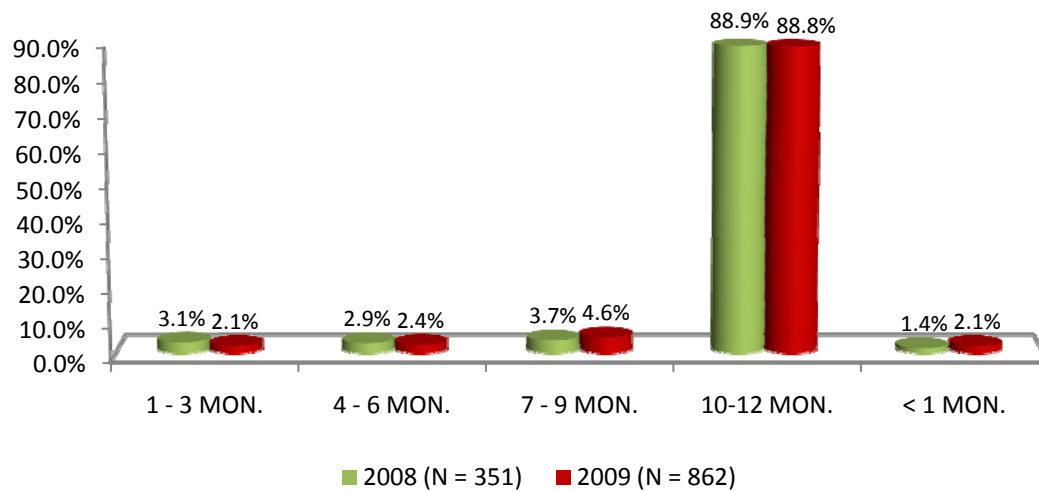


<u>WEEKS PER MONTH</u>	2008 APNs (N = 355)		2009 APNs (N = 867)	
<1 WEEK	7	2.0%	22	2.5%
1 WEEK	5	1.4%	8	0.9%
2 WEEKS	10	2.8%	17	2.0%
3 WEEKS	8	2.3%	15	1.7%
4 WEEKS	325	91.6%	805	92.9%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 APN employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008, 1,383 are missing survey responses; 976 are missing for 2009.

Figure 24. Percentage of APNs by Months Worked per Year, 2008 – 2009



<u>MONTHS WORKED PER YEAR</u>	2008 APNs (N = 351)		2009 APNs (N = 862)	
< 1 MONTH	5	1.4%	18	2.1%
1 – 3 MONTHS	11	3.1%	18	2.1%
4 – 6 MONTHS	10	2.9%	21	2.4%
7 – 9 MONTHS	13	3.7%	40	4.6%
10 – 12 MONTHS	312	88.9%	765	88.8%

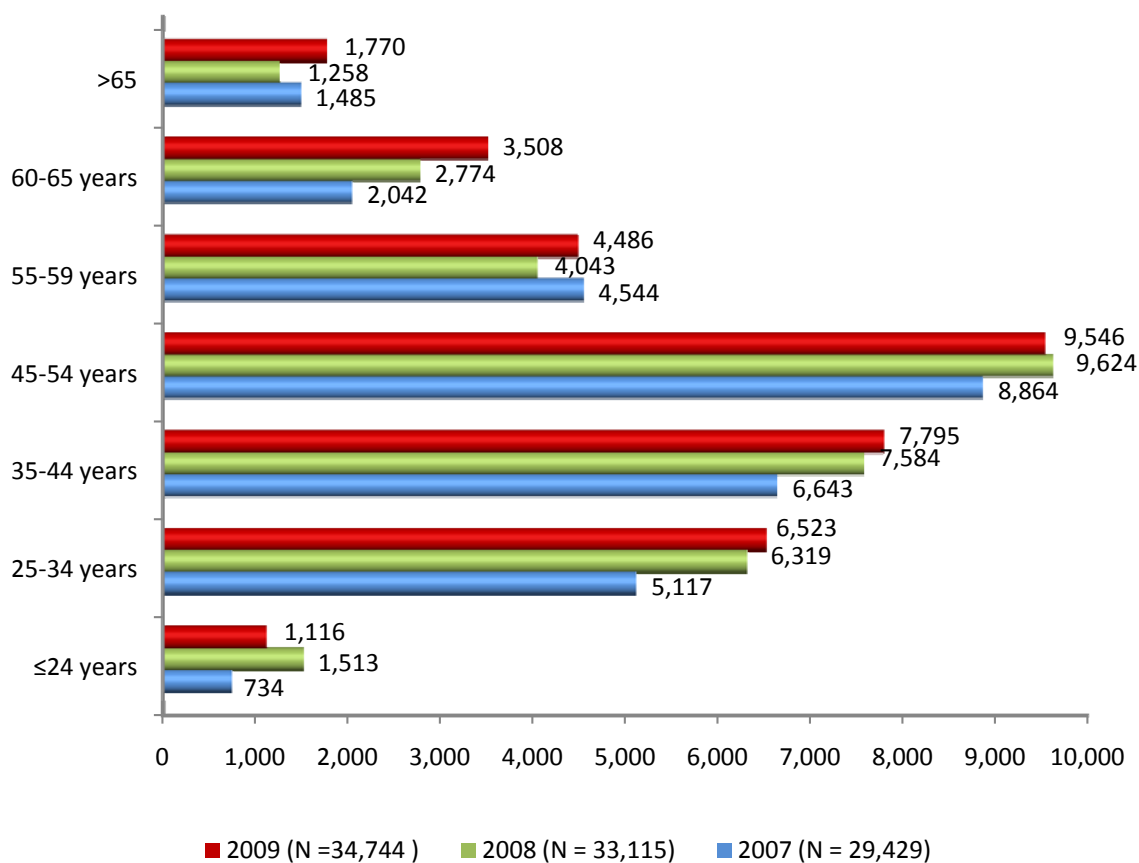
Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 APN employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008, 1,387 are missing survey responses; 981 are missing for 2009.

III. Registered Nurses (RNs)

Demographics of RNs

Figure 25. RNs by Age Group, 2007 - 2009

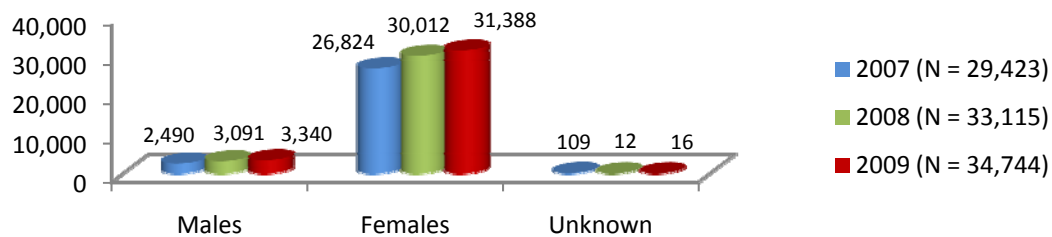


AGE	2007 RNs (N = 29,429)		2008 RNs (N = 33,115)		2009 RNs (N = 34,744)	
<24 years	734	2.5%	1,513	4.6%	1,116	3.2%
25-34 years	5,117	17.4%	6,319	19.1%	6,523	18.8%
35-44 years	6,643	22.6%	7,584	22.9%	7,795	22.4%
45-54 years	8,864	30.1%	9,624	29.1%	9,546	27.5%
55-59 years	4,544	15.4%	4,043	12.2%	4,486	12.9%
60-65 years	2,042	6.9%	2,774	8.4%	3,508	10.1%
≥66 years	1,485	5.0%	1,258	3.8%	1,770	5.1%

Source: Arizona Board of Nursing Licensing Data, 2007-2009.

Note: For 2007, two age groups differ by one year: 55-60 years and 61-65 years.

Figure 26. RNs by Gender, 2007-2009

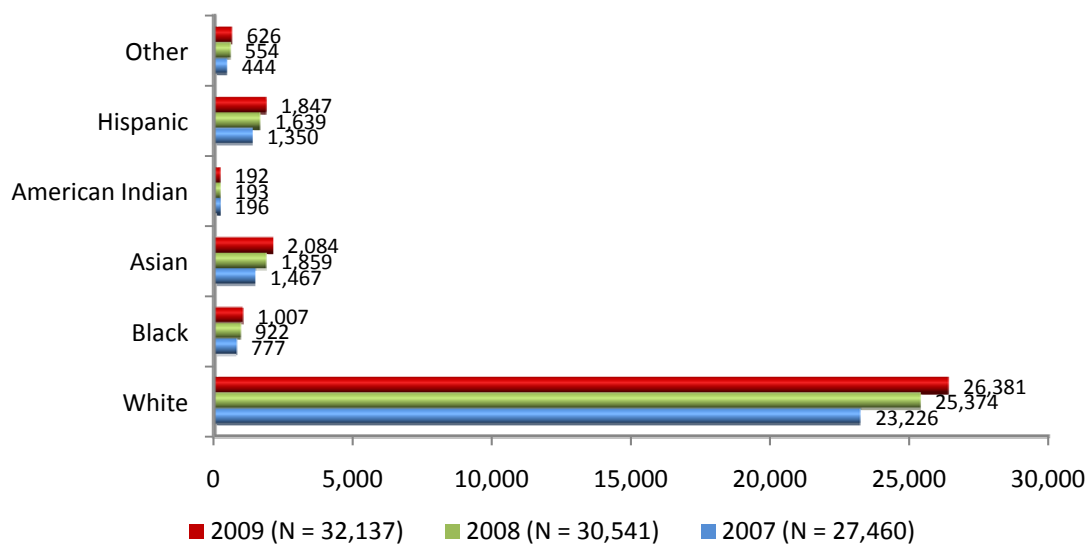


GENDER	2007 RNs (N = 29,423)		2008 RNs (N = 33,115)		2009 RNs (N = 34,744)	
Males	2,490	8.5%	3,091	9.3%	3,340	9.6%
Females	26,824	91.1%	30,012	90.6%	31,388	90.3%
Unknown	109	0.4%	12	0.1%	16	0.1%

Source: Arizona Board of Nursing Licensing Data, 2007- 2009.

Notes: For 2007, 6 responses were missing.

Figure 27. RNs by Race/Ethnicity, 2007 – 2009



RACE/ETHNICITY	2007 RNs (N = 27,460)		2008 RNs (N = 30,541)		2009 RNs (N = 32,137)	
Caucasian	23,226	78.9%	25,374	83.1%	26,381	82.1%
Black	777	2.6%	922	3.0%	1,007	3.1%
Asian	1,467	5.0%	1,859	6.1%	2,084	6.5%
American Indian	196	0.7%	193	0.6%	192	0.6%
Hispanic	1,350	4.6%	1,639	5.4%	1,847	5.8%
Other	444	1.5%	554	1.8%	626	1.9%

Source: Arizona Board of Nursing Licensing Data, 2007- 2009.

Note: For 2007, 1,969 respondents missing indication of ethnicity; 2,574 are missing for 2008 and 2,607 are missing for 2009.

Supply of RNs

Table 7. Distribution of RNs by City of Residence and per 100,000 Population, 2007-2008

CITY	2007 (N = 28,780)			2008 (N = 33,115)		
	Estimated Population	Number of RNs	RNs per 100,000	Estimated Population	Number of RNs	RNs per 100,000
Aguila	N/A	3	--	N/A	2	--
Arlington	N/A	1	--	N/A	1	--
Avondale	79,101	448	566.4	81,111	551	679.3
Buckeye	37,907	183	482.8	47,340	257	542.9
Carefree	3,839	37	963.8	3,852	48	1,246.1
Cashion	N/A	2	--	N/A	0	--
Cave Creek	5,083	340	6,689.0	5,416	393	7,256.3
Chandler	244,013	2,305	944.6	252,885	2,668	1055
El Mirage	24,703	127	514.1	24,701	176	712.5
Fort McDowell	N/A	8	--	N/A	9	--
Fountain Hills	25,093	370	1,474.5	25,170	396	1,573.3
Gila Bend	1,825	4	219.2	1,833	5	272.8
Gilbert	206,604	1,915	926.9	211,892	2,499	1,179.4
Glendale	250,936	2,392	953.2	250,746	2,677	1,067.6
Goodyear	54,136	509	940.2	62,170	679	1,092.2
Higley	N/A	171	--	N/A	135	--
Laveen	N/A	167	--	N/A	244	--
Litchfield Park	5,088	246	4,834.9	5,116	299	5,844.4
Luke AFB	N/A	0	--	N/A	1	--
Mesa	460,493	3,506	761.4	459,160	4,043	880.5
Morristown	N/A	9	--	N/A	15	--
New River	N/A	71	--	N/A	97	--
Palo Verde	N/A	0	--	N/A	1	--
Paradise Valley	14,783	139	940.3	14,949	148	990
Peoria	154,636	1,570	1,015.3	158,093	1,834	1,160.1
Phoenix	1,538,431	8,068	524.4	1,577,812	9,152	580
Rio Verde	N/A	12	--	N/A	15	--
Scottsdale	233,605	3,087	1,321.5	236,496	3,363	1,422
Sun City	N/A	273	--	N/A	317	--
Sun City West	N/A	157	--	N/A	171	--
Surprise	89,922	1,009	1,221.1	92,679	1,305	1,408.1
Tempe	172,571	1,037	600.9	171,444	1,186	691.8
Tolleson	7,015	83	1,183.2	7,179	117	1,629.8
Tonopah	N/A	17	--	N/A	23	--
Tortilla Flat	N/A	0	--	N/A	1	--
Waddell	N/A	59	--	N/A	99	--
Wickenburg	6,553	77	1,175.0	6,618	104	1,571.5
Wittmann	N/A	39	--	N/A	49	--
Youngtown	4,837	33	682.2	4,885	34	696.0

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Arizona Board of Nursing, Licensing Data, 2007-2008.

Notes: N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy. There are 649 RNs of missing/unknown city in 2007.

Table 8. Distribution of RNs by City of Residence and per 100,000 Population, 2009

CITY	Estimated Population	Number of RNs (N = 34,702)	RNs per 100,000
Aguila	N/A	2	--
Arlington	N/A	1	N/A
Avondale	84,914	572	673.6
Buckeye	51,462	307	596.6
Carefree	3,876	47	1212.6
Cashion	N/A	1	N/A
Cave Creek	5,478	405	7393.2
Chandler	255,230	2,806	1099.4
El Mirage	24,739	178	719.5
Fort McDowell	N/A	8	--
Fountain Hills	25,305	415	1639.9
Gilbert	217,285	2,820	1297.8
Glendale	252,188	2701	1071.0
Goodyear	66,308	782	1179.3
Higley	N/A	95	N/A
Laveen	N/A	300	N/A
Litchfield Park	5,162	327	6334.8
Mesa	462,486	4,126	892.1
Morristown	1,402 [†]	16	1141.2
New River	N/A	106	N/A
Paradise Valley	15,131	155	1024.4
Peoria	162,740	1,980	1216.7
Phoenix	1,601,587	9,437	589.2
Rio Verde	N/A	14	N/A
Scottsdale	238,715	3,488	1461.2
Sun City	41,105 [†]	349	849
Sun City West	39,807 [†]	168	422
Surprise	94,899	1,389	1463.6
Tempe	174,255	1,215	697.3
Tolleson	7,302	144	1972.1
Tonopah	1,809 [†]	22	1216.1
Waddell	N/A	126	N/A
Wickenburg	6,637	101	1521.8
Wittmann	4,553 [†]	54	1186
Youngtown	4,895	35	715
Other	N/A	52	N/A

Source: Arizona Board of Nursing: Nursing Licensing Data 2009; also U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009.

Notes: There are 42 RNs of missing/unknown city in 2007.

†These unofficial population estimates were obtained from <http://www.arizonaguide.com/places-to-visit/phoenix-central-arizona>. Source is not verifiable.

N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy.

Residence of RNs

Figure 28. Distribution of RNs by Area of Residence, 2007 - 2009

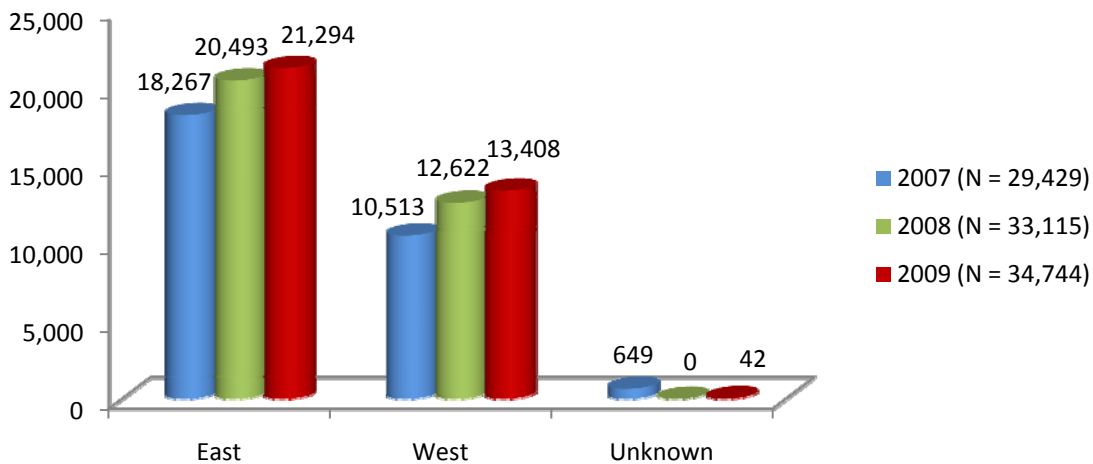


Figure 29. Percentage of RNs by Area of Residence, 2007 - 2009

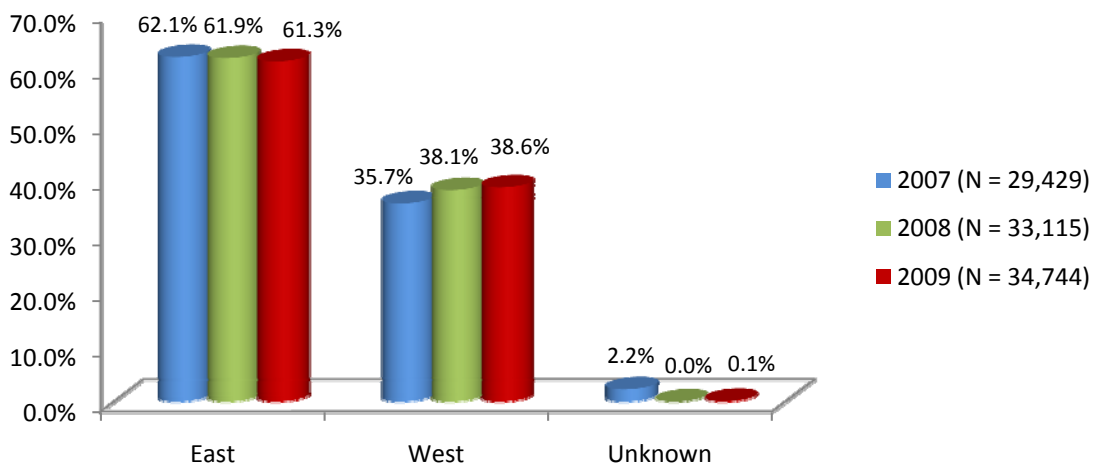


Table 9. Distribution of RNs by City and East/West Designation, 2007-2009

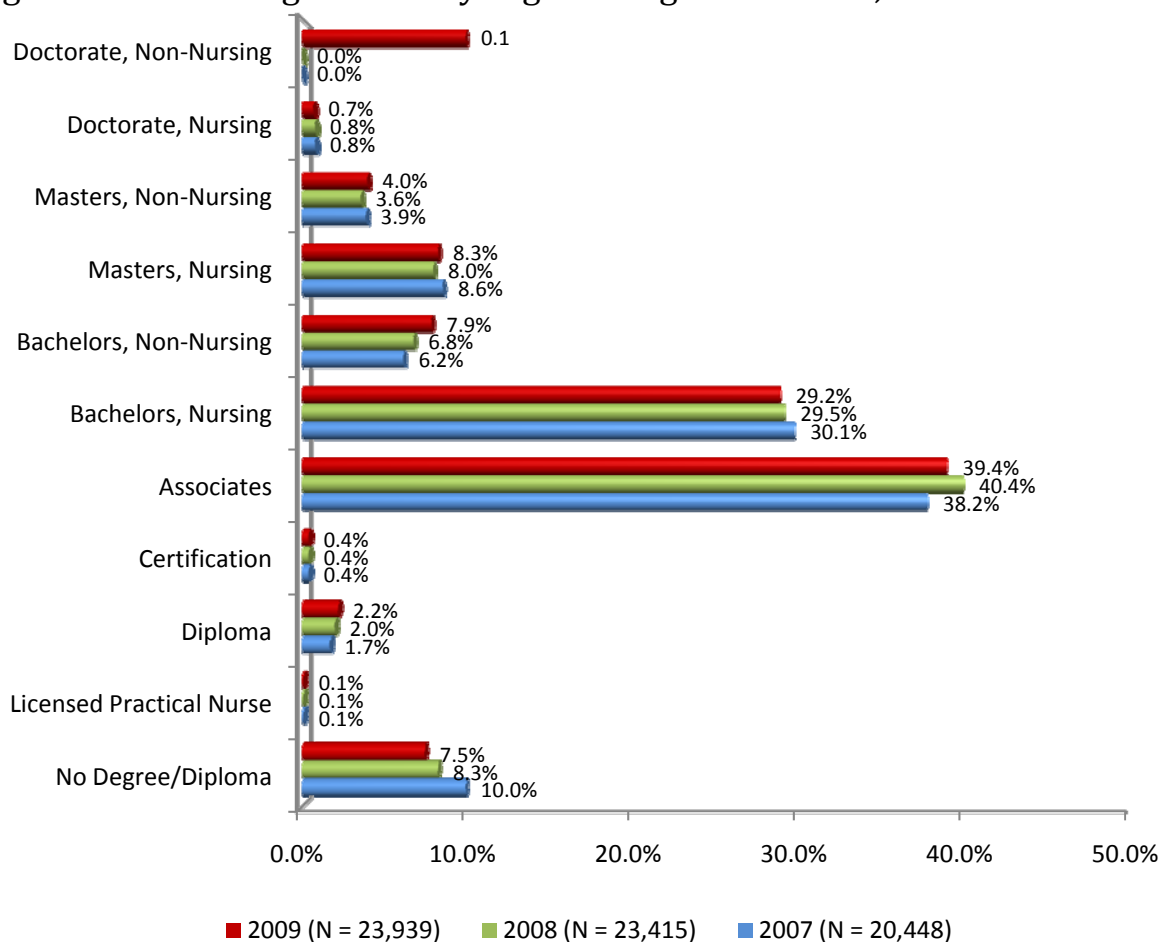
<u>CITY</u>	2007 RNs (N = 28,780)		2008 RNs (N = 33,115)		2009 RNs (N = 34,702)	
	East	West	East	West	East	West
Aguila		3		2		2
Arlington		1		1		1
Avondale		448		551		572
Buckeye		183		257		307
Carefree	37		48		47	
Cashion		2		0		1
Cave Creek	340		393		405	
Chandler	2,305		2,668		2,806	
El Mirage		127	0	176		178
Fort McDowell	8		9		8	
Fountain Hills	370		396		415	
Gila Bend		4		5		6
Gilbert	1,915		2,499		2,820	
Glendale		2,392		2,677		2,701
Goodyear		509		679		782
Higley	171		135		95	
Laveen		167		244		300
Litchfield Park		246		299		327
Luke AFB		1		3		3
Mesa	3,506		4,043		4,126	
Morristown		9		15		16
New River		71		97		106
Palo Verde		1				
Paradise Valley	139		148		155	
Peoria		1,570		1,834		1,980
Phoenix	5,036	3,032	5,589	3,563	5,699	3,738
Queen Creek	303		0		0	
Rio Verde	12		15		14	
Scottsdale	3,087		3,363		3,488	
Sun City		273		317		349
Sun City West		157		171		168
Surprise		1,009		1,305		1,389
Tempe	1,037		1,186		1,215	
Tolleson		83		117		144
Tonopah		17		23		22
Tortilla Flat	1		1		1	
Waddell		59		99		126
Wickenburg		77		104		101
Wittmann		39		49		54
Youngtown		33		34		35
Total	18,267	10,513	20,493	12,622	21,294	13,408

Source: Arizona Board of Nursing, Licensing 2007, 2008, and 2009.

Notes: There 649 RNs of unknown city in 2007 and 42 unknowns in 2009.

Characteristics of RN Workforce

Figure 30. Percentage of RNs by Highest Degree Attained, 2007 – 2009

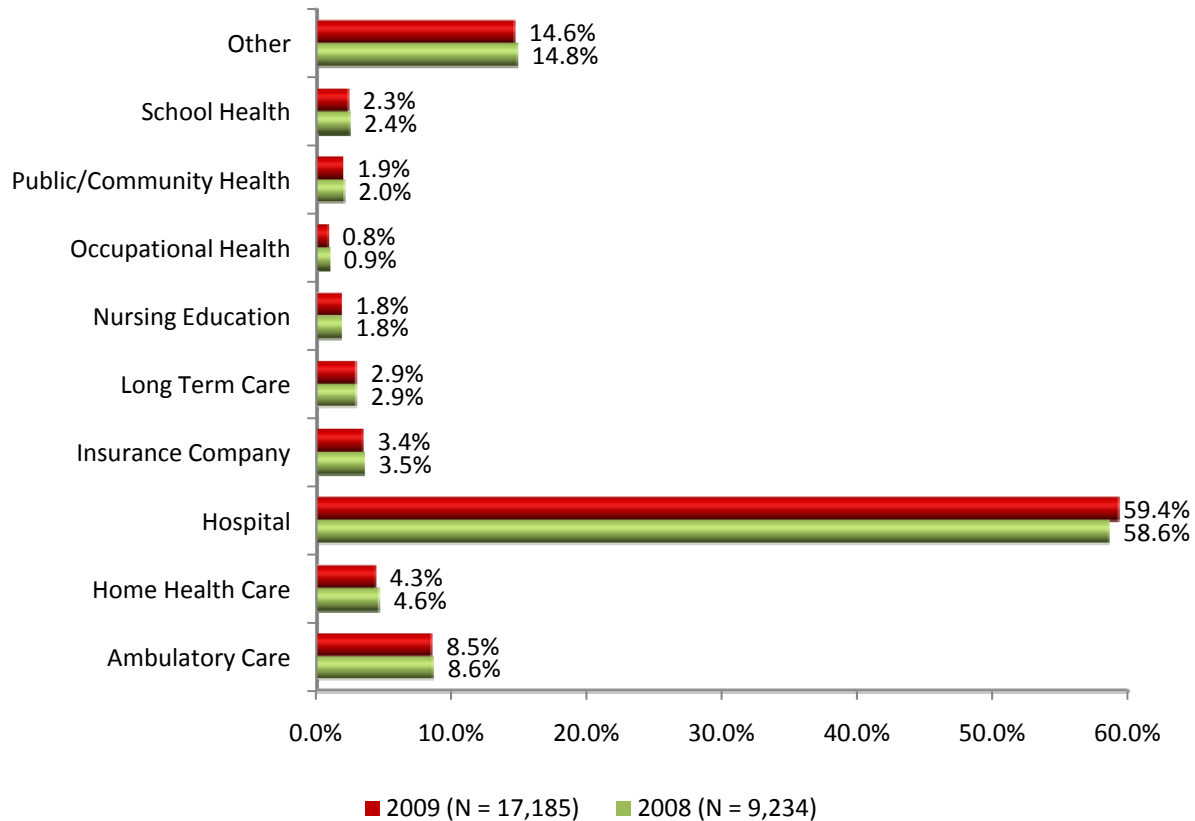


HIGHEST DEGREE HELD	2007 RNs (N = 20,448)		2008 RNs (N = 23,415)		2009 RNs (N = 23,939)	
No Degree/Diploma	2,050	10.0%	1,953	8.3%	1,806	7.5%
Licensed Practical Nurse	18	0.1%	22	0.1%	26	0.1%
Diploma	356	1.7%	471	2.0%	532	2.2%
Certification	77	0.4%	91	0.4%	96	0.4%
Associates	7,811	38.2%	9,456	40.4%	9,429	39.4%
Bachelors, Nursing	6,163	30.1%	6,910	29.5%	6,991	29.2%
Bachelors, Non-Nursing	1,264	6.2%	1,590	6.8%	1,900	7.9%
Masters, Nursing	1,750	8.6%	1,884	8.0%	1,996	8.3%
Masters, Non-Nursing	791	3.9%	847	3.6%	955	4.0%
Doctorate, Nursing	167	0.8%	181	0.8%	174	0.7%
Doctorate, Non-Nursing	1	0.0%	10	0.0%	34	0.1%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2007, 2008 & 2009.

Note: For 2007, 8,981 RNs missing survey responses to this question; For 2008, 9,700 missing; For 2009, 10,805 missing.

Figure 31. Percentage of RNs by Employment Setting, 2008 – 2009

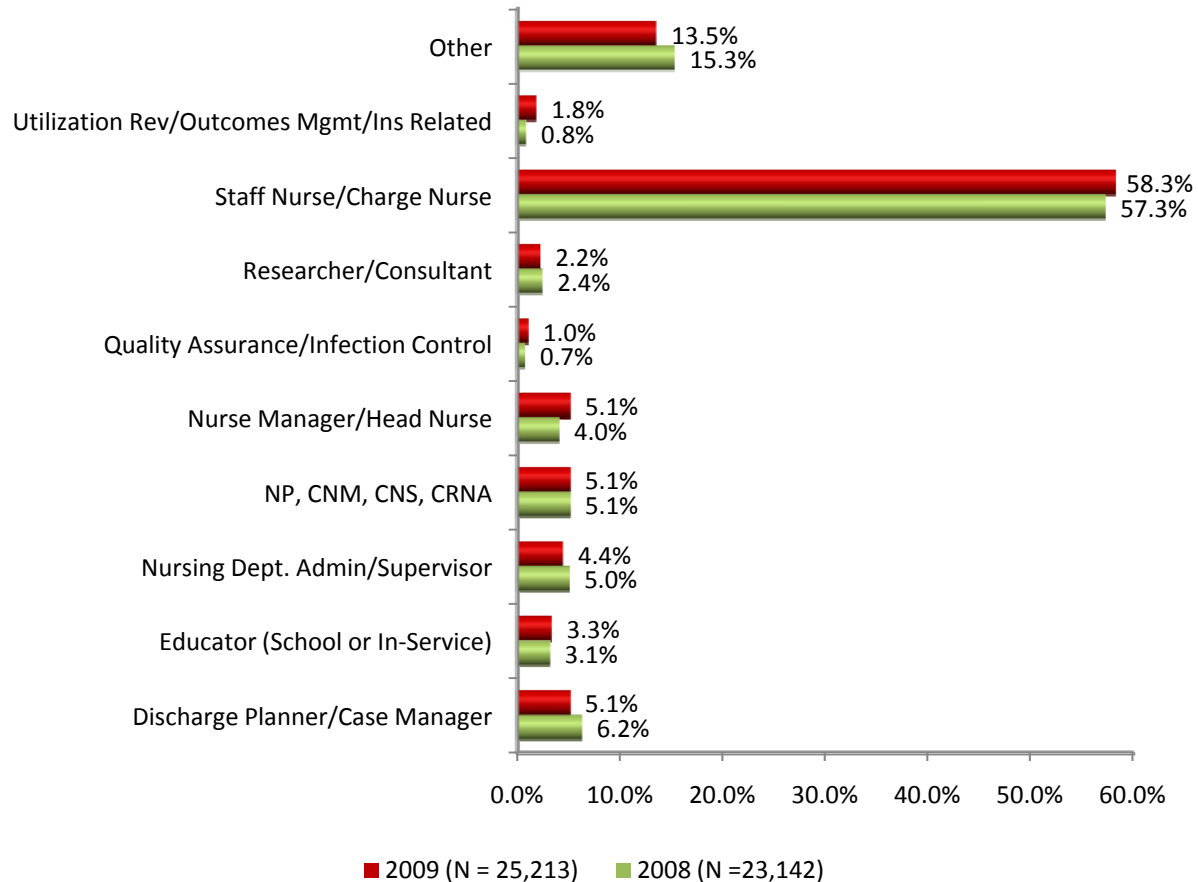


EMPLOYMENT SETTING	2008 RNs (N = 9,234)		2009 RNs (N = 17,185)	
Ambulatory Care	797	8.6%	1,465	8.5%
Home Health Care	420	4.6%	736	4.3%
Hospital	5,410	58.6%	10,211	59.4%
Insurance Company	325	3.5%	586	3.4%
Long Term Care	264	2.9%	506	2.9%
Nursing Education	169	1.8%	315	1.8%
Occupational Health	79	0.9%	142	0.8%
Public/Community Health	181	2.0%	320	1.9%
School Health	223	2.4%	393	2.3%
Other	1,366	14.8%	2,511	14.6%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 RN employment data is not comparable; options for employment status changed beginning with 2008 survey. 2008 RN survey is missing 23,881 responses and 2009 survey is missing 17,559.

Figure 32. Percentage of RNs by Position, 2008 – 2009

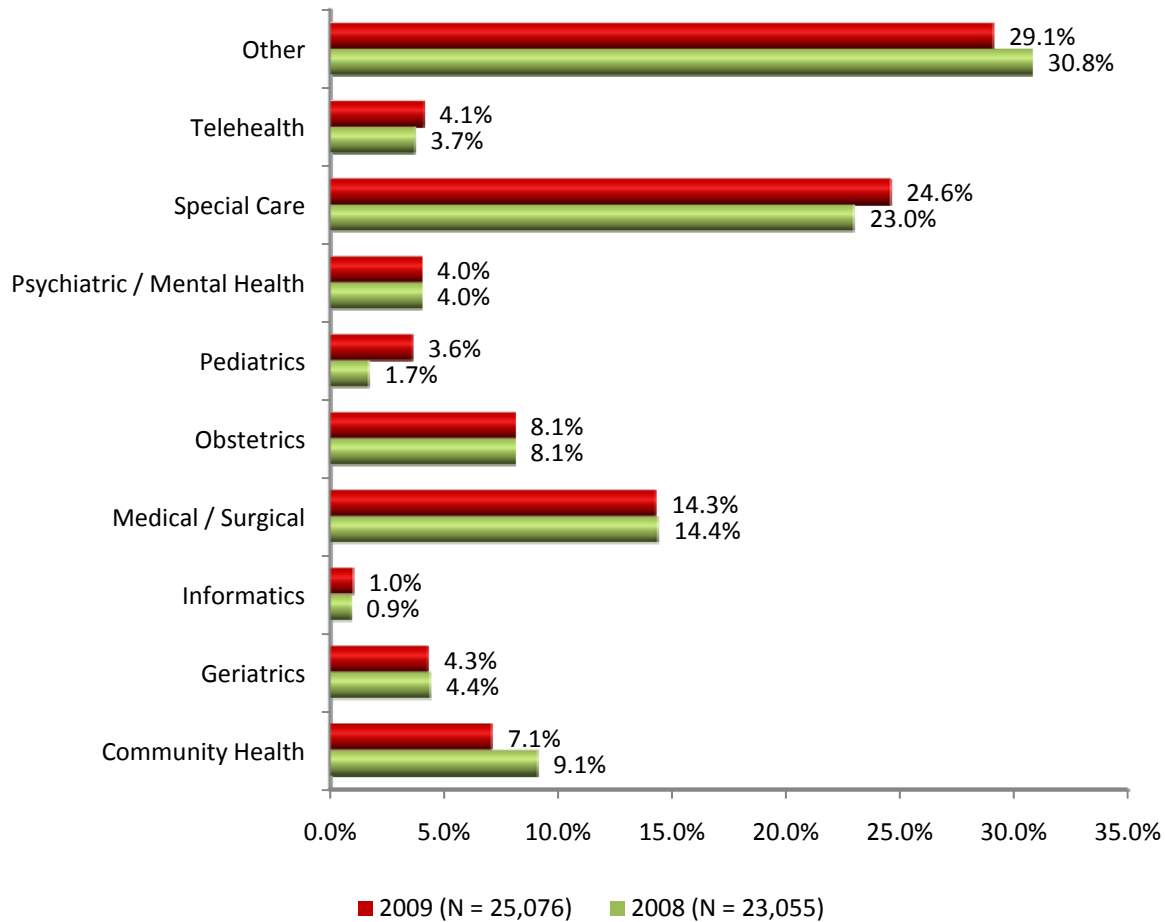


<u>POSITION</u>	2008 RNs (N = 23,142)		2009 RNs (N = 25,213)	
Discharge Planner/Case Manager	1,445	6.2%	1,292	5.1%
Educator (School or In-Service)	711	3.1%	838	3.3%
Nursing Dept. Admin/Supervisor	1,155	5.0%	1,119	4.4%
NP, CNM, CNS, CRNA	1,178	5.1%	1,297	5.1%
Nurse Manager/Head Nurse	934	4.0%	1,288	5.1%
Quality Assurance/Infection Control	169	0.7%	260	1.0%
Researcher/Consultant	557	2.4%	545	2.2%
Staff Nurse/Team Lead/Charge Nurse	13,266	57.3%	14,703	58.3%
Utilization Review/Outcomes Mgmt/Other Insurance Related	192	0.8%	463	1.8%
Other	3,535	15.3%	3,408	13.5%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Notes: 2007 RN employment data is not comparable; options for employment status changed beginning with 2008 survey. 2008 survey contains 9,973 missing responses and 2009 is missing 9,531 responses.

Figure 33. Percentage of RNs by Clinical/Teaching Area, 2008 – 2009

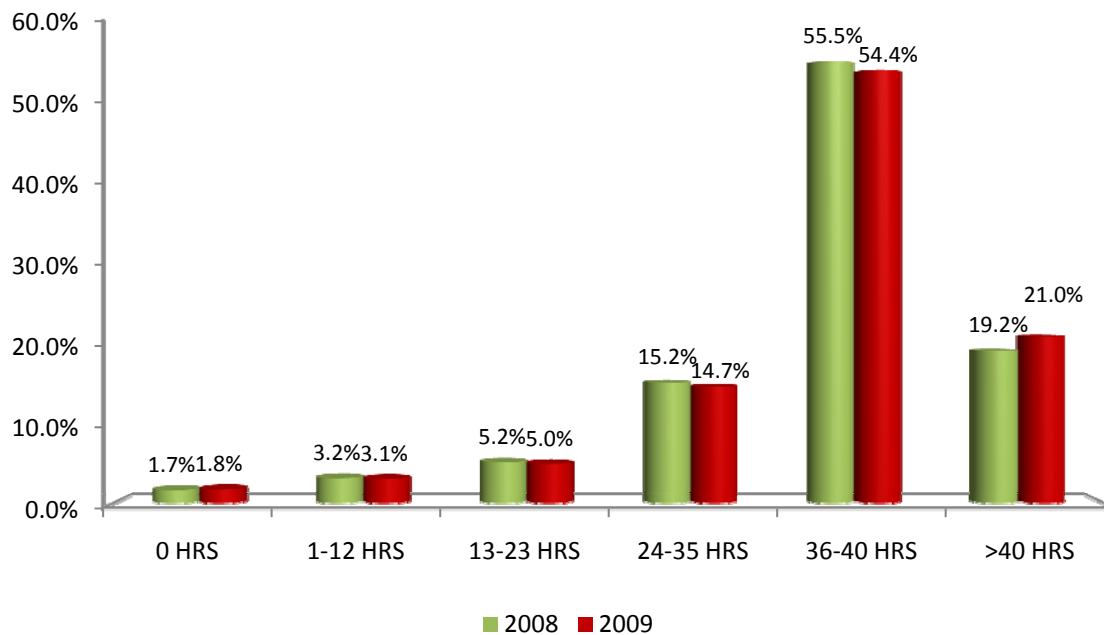


<u>CLINICAL/TEACHING AREA</u>	2008 RNs (N = 23,055)		2009 RNs (N = 25,076)	
Generalized Community Health	2,094	9.1%	1,767	7.1%
Geriatrics	1,015	4.4%	1,087	4.3%
Informatics	204	0.9%	255	1.0%
Medical/Surgical	3,321	14.4%	3,589	14.3%
Obstetrics	1,867	8.1%	2,020	8.1%
Pediatrics	382	1.7%	893	3.6%
Psychiatric/Mental Health	930	4.0%	996	4.0%
Special Care	5,294	23.0%	6,156	24.6%
Telehealth	851	3.7%	1,023	4.1%
Other	7,097	30.8%	7,290	29.1%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009

Notes: 2007 RN employment data is not comparable; options for employment status changed beginning with 2008 survey. The 2008 survey has 10,060 missing responses and the 2009 survey is missing 9,668 responses.

Figure 34. Percentage of RNs by Hours Worked per Week, 2008 – 2009

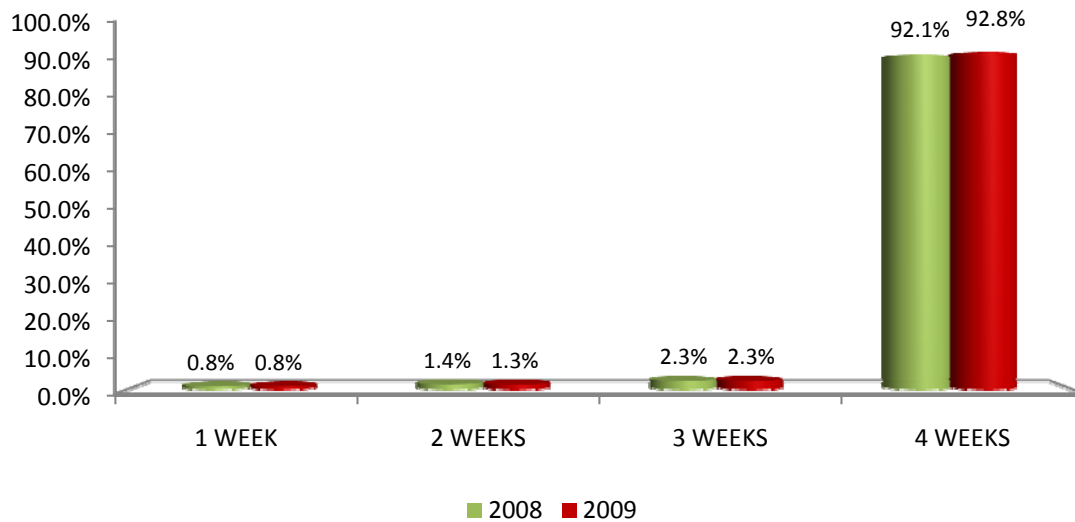


<u>HOURS WORKED PER WEEK</u>	2008 RNs (N = 9,401)		2009 RNs (N = 17,347)	
0 Hours	159	1.7%	314	1.8%
1 - 12 Hours	298	3.2%	535	3.1%
13 – 23 Hours	492	5.2%	864	5.0%
24-35 Hours	1,431	15.2%	2,556	14.7%
36-40 Hours	5,214	55.5%	9,444	54.4%
>40 Hours	1,807	19.2%	3,634	21.0%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 RN employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008, there are 23,714 missing survey responses; 17,397 are missing for 2009.

Figure 35. Percentage of RNs by Weeks Worked per Month, 2008 – 2009

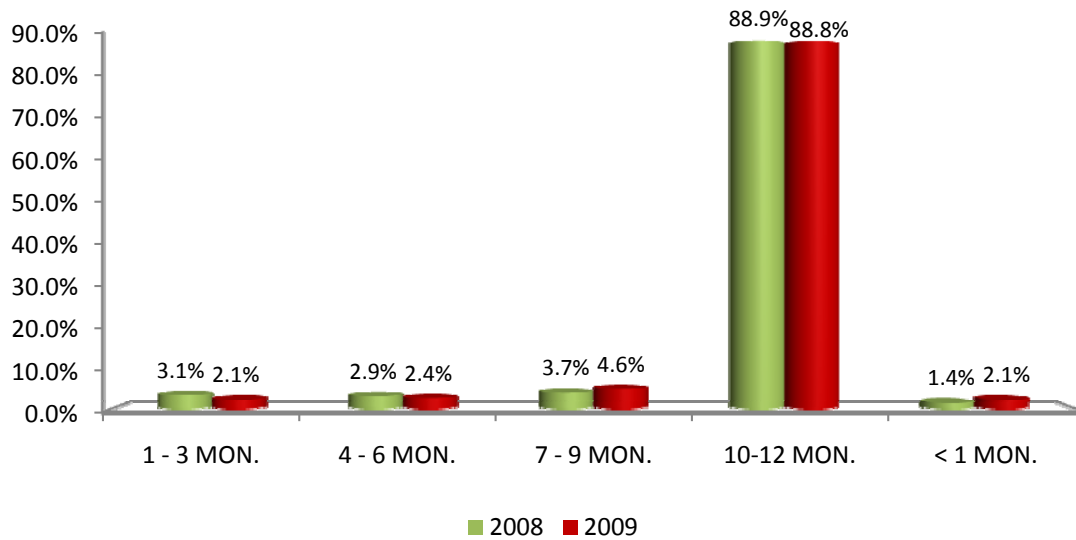


<u>WEEKS PER MONTH</u>	2008 RNs (N = 5,871)		2009 RNs (N = 13,759)	
<1 WEEK	203	3.5%	397	2.9%
1 WEEK	49	0.8%	107	0.8%
2 WEEKS	81	1.4%	174	1.3%
3 WEEKS	134	2.3%	313	2.3%
4 WEEKS	5,404	92.1%	12,768	92.8%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 RN employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008, there are 27,244 missing survey responses; 20,985 are missing for 2009.

Figure 36. Percentage of RNs by Months Worked per Year, 2008 – 2009



<u>MONTHS WORKED PER YEAR</u>	2008 RNs (N = 5,873)		2009 RNs (N = 13,747)	
< 1 MONTH	203	3.5%	369	2.7%
1 – 3 MONTHS	110	1.9%	231	1.7%
4 – 6 MONTHS	169	2.9%	341	2.5%
7 – 9 MONTHS	246	4.2%	600	4.4%
10 – 12 MONTHS	5,145	87.6%	12,206	88.8%

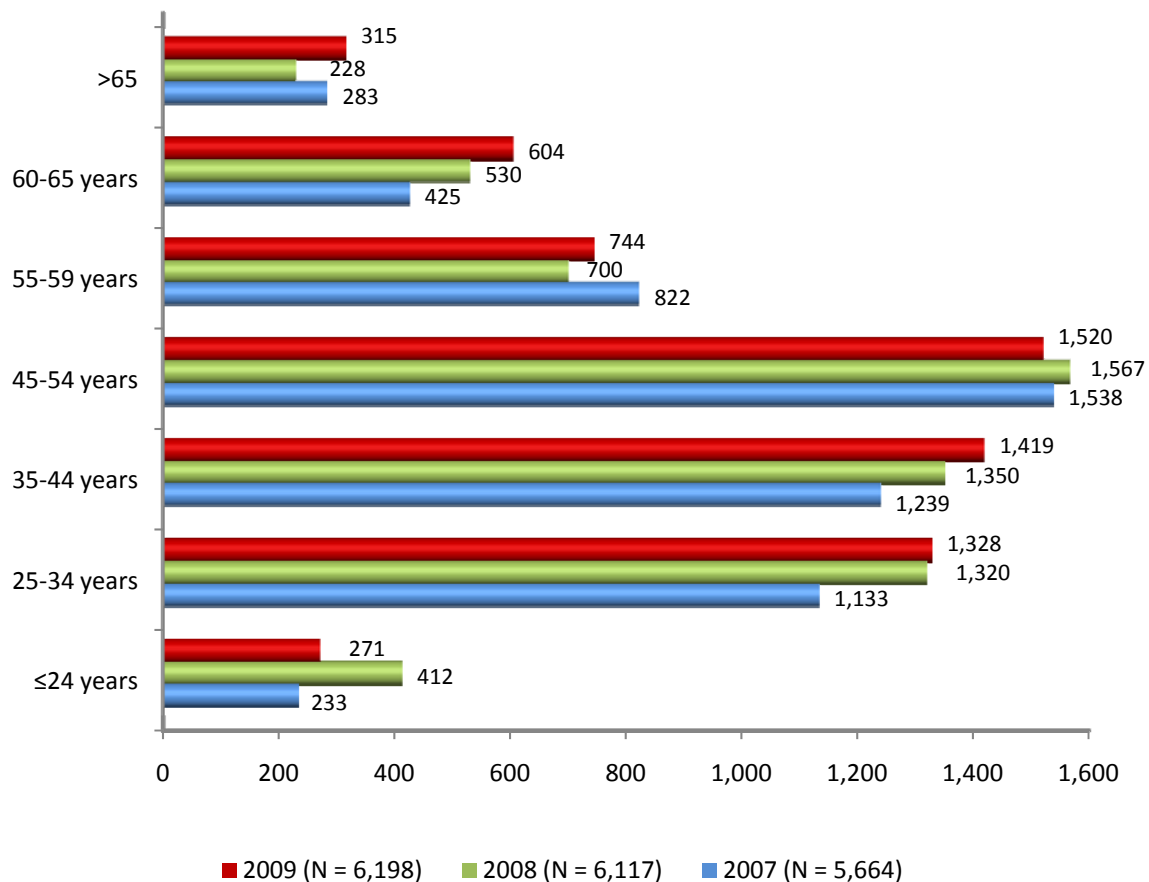
Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 RN employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008, there are 27,242 missing survey responses; 20,997 are missing for 2009.

IV. Licensed Practical Nurses (LPNs)

Demographics of LPNs

Figure 37. LPNs by Age Group, 2007 – 2009

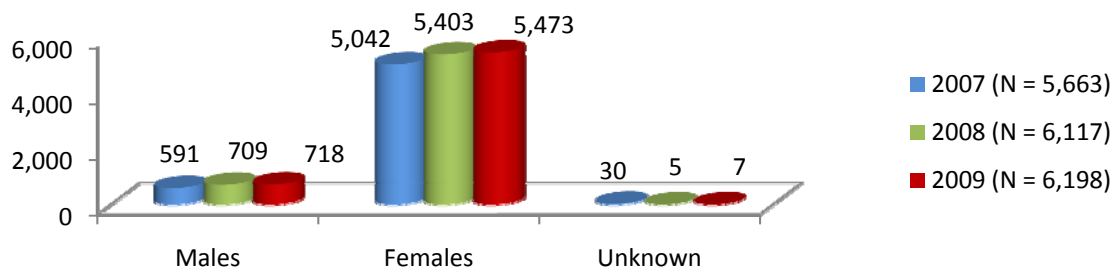


<u>AGE</u>	2007 LPNs (N =5,664)		2008 LPNs (N =6,117)		2009 LPNs (N = 6,198)	
≤24 years	233	4.1%	412	6.7%	271	4.4%
25-34 years	1,133	20.0%	1,320	21.6%	1,325	21.4%
35-44 years	1,230	21.7%	1,360	22.2%	1,419	22.9%
45-54 years	1,538	27.2%	1,567	25.6%	1,520	24.5%
55-59 years	822	14.5%	700	11.4%	744	12.0%
60-65 years	425	7.5%	530	8.7%	604	9.7%
≥66 years	283	5.0%	228	3.7%	315	5.1%

Source: Arizona Board of Nursing, Licensing Data, 2007- 2009.

Note: For 2007, two age groups differ by one year: 55-60 years and 61-65 years.

Figure 38. LPNs by Gender, 2007-2009

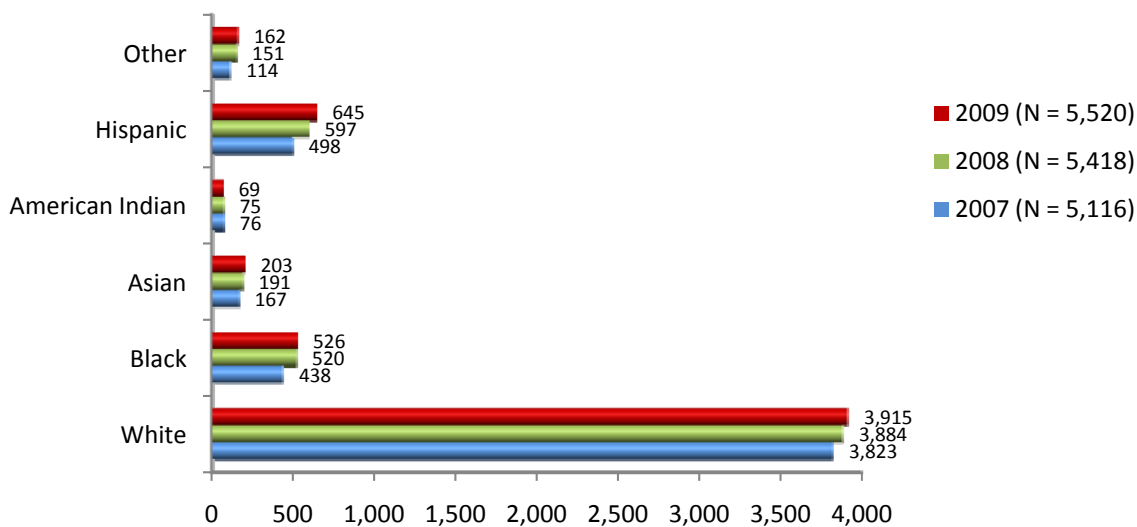


GENDER	2007 LPNs (N = 5,663)		2008 LPNs (N = 6,117)		2009 LPNs (N = 6,198)	
Males	591	10.4%	709	11.6%	718	11.6%
Females	5,042	89.0%	5,403	88.3%	5,473	88.3%
Unknown	30	0.5%	5	0.1%	7	0.1%

Source: Arizona Board of Nursing, Licensing Data, 2007-2009.

Note: There is one missing response for 2007.

Figure 39. LPNs by Race/Ethnicity, 2007 – 2009



RACE/ETHNICITY	2007 LPNs (N = 5,116)		2008 LPNs (N = 5,418)		2009 LPNs (N = 5,520)	
White	3,823	67.5%	3,884	71.7%	3,915	70.9%
Black	438	7.8%	520	9.6%	526	9.5%
Asian	167	3.0%	191	3.5%	203	3.7%
American Indian	76	1.3%	75	1.4%	69	1.3%
Hispanic	498	8.8%	597	11.0%	645	11.7%
Other	114	2.0%	151	2.8%	162	2.9%

Source: Arizona Board of Nursing, Licensing Data, 2007-2009.

Note: For 2007, there are 548 respondents missing; 699 are missing for 2008 and 678 missing for 2009.

Supply of LPNs

Table 10. Distribution of LPNs by City of Residence and per 100,000 Population, 2007-2008

CITY	2007 (N = 5,506)			2008 (N = 6,117)		
	Estimated Population	Number of LPNs	LPNs per 100,000	Estimated Population	Number of LPNs	LPNs per 100,000
Aguila	N/A	2	--	N/A	1	--
Arlington	N/A	1	--	N/A	4	--
Avondale	79,101	150	189.6	81,111	193	237.9
Buckeye	37,907	83	219.0	47,340	122	257.7
Carefree	3,839	1	26.0	3,852	2	51.9
Cashion	N/A	2	--	N/A	2	--
Cave Creek	5,083	30	590.2	5,416	31	572.4
Chandler	244,013	361	147.5	252,885	380	150.3
El Mirage	24,703	82	331.9	24,701	91	368.4
Fountain Hills	25,093	33	131.5	25,170	29	115.2
Gila Bend	1,825	1	54.8	1,833	2	
Gilbert	206,604	278	134.6	211,892	350	165.2
Glendale	250,936	514	204.8	250,746	563	224.5
Goodyear	54,136	135	249.4	62,170	173	278.3
Higley	N/A	22	--	N/A	17	--
Laveen	N/A	43	--	N/A	64	--
Litchfield Park	5,088	63	1,238.2	5,116	84	1641.9
Mesa	460,493	805	174.8	459,160	890	193.8
Morristown	N/A	5	--	N/A	3	--
New River	N/A	11	--	N/A	12	--
Paradise Valley	14,783	7	47.4	14,949	7	46.8
Peoria	154,636	287	185.6	158,093	338	213.8
Phoenix	1,538,431	1,613	104.8	1,577,812	1,736	110.0
Queen Creek	22,360	79	353.3	24,361	0	
Rio Verde	N/A	0	--	N/A	0	N/A
Scottsdale	233,605	299	128.0	236,496	287	121.4
Sun City	N/A	92	--	N/A	102	--
Sun City West	N/A	21	--	N/A	19	--
Surprise	89,922	214	238.0	92,679	307	331.3
Tempe	172,571	164	95.0	171,444	166	96.8
Tolleson	7,015	44	627.2	7,179	52	724.3
Tonopah	N/A	16	--	N/A	18	--
Waddell	N/A	6	--	N/A	14	--
Wickenburg	6,553	17	259.4	6,618	18	271.9
Wittmann	N/A	10	--	N/A	16	--
Youngtown	4,837	15	310.1	4,885	23	470.8

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Arizona Board of Nursing Licensing Data, 2007-2008.

Notes: N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy. For 2007, there were 158 responses of unknown city.

Table 11. Distribution of LPNs by City of Residence and per 100,000 Population, 2009 (N = 6,189)

CITY	Estimated Population	Number of LPNs (N = 6,191)	LPNs per 100,000
Aguila	N/A	1	--
Arlington	N/A	2	--
Avondale	84,914	193	227.3
Buckeye	51,462	139	270.1
Carefree	3,876	2	51.6
Cashion	N/A	1	--
Cave Creek	5,478	32	584.2
Chandler	255,230	371	145.4
El Mirage	24,739	90	363.8
Fountain Hills	25,305	31	122.5
Gila Bend	1,834	2	109.1
Gilbert	217,285	353	162.5
Glendale	252,188	543	215.7
Goodyear	66,308	182	274.5
Higley	N/A	14	--
Laveen	N/A	71	--
Litchfield Park	5,162	80	1549.8
Luke AFB	N/A	1	--
Mesa	462,486	886	191.6
Morristown	N/A	3	--
New River	N/A	14	--
Palo Verde	N/A	1	--
Paradise Valley	15,131	10	66.1
Peoria	162,740	341	209.5
Phoenix	1,601,587	1,754	109.5
Scottsdale	238,715	280	117.3
Sun City	41,105 [†]	109	265.2
Sun City West	39,807 [†]	19	47.7
Surprise	94,899	336	354.1
Tempe	174,255	173	99.3
Tolleson	7,302	62	849.1
Tonopah	1,809 [†]	20	1105.6
Waddell	N/A	20	--
Wickenburg	6,637	17	256.1
Wittmann	4,553 [†]	19	417.3
Youngtown	4,895	19	388.2

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Arizona Board of Nursing, Licensing Data, 2009.

Note: There were 7 responses of unknown city. [†]These unofficial population estimates were obtained from <http://www.arizonaguide.com/places-to-visit/phoenix-central-arizona>. Source is not verifiable.

N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy.

Residence of LPNs

Figure 40. Distribution of LPNs by Area of Residence, 2007 - 2009

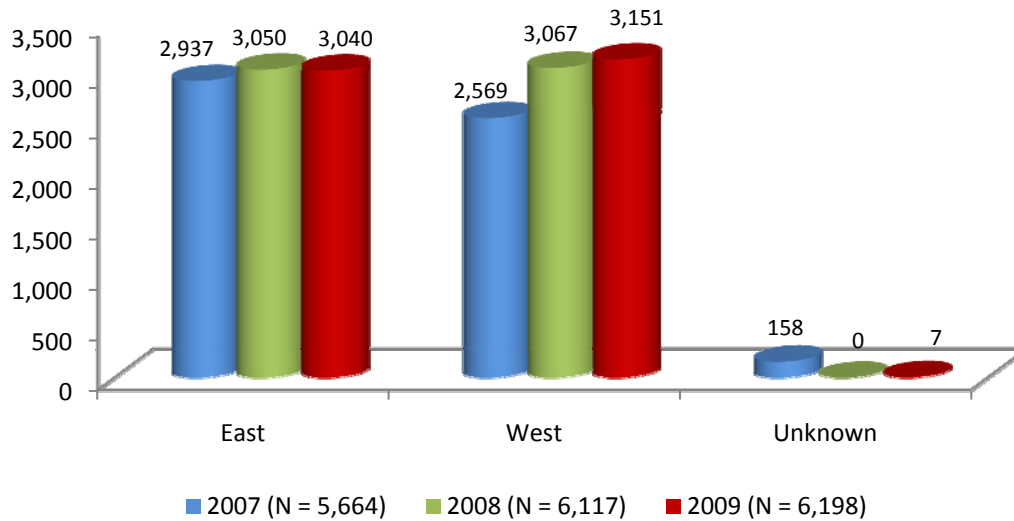


Figure 41. Percentage of LPNs by Area of Residence, 2007 - 2009

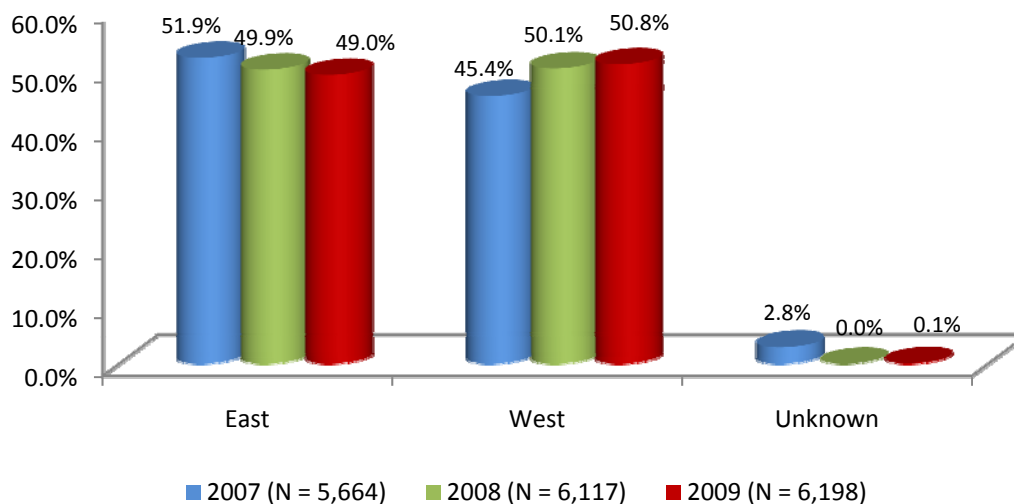


Table 12. Distribution of LPNs by City and East/West Designation, 2007-2009

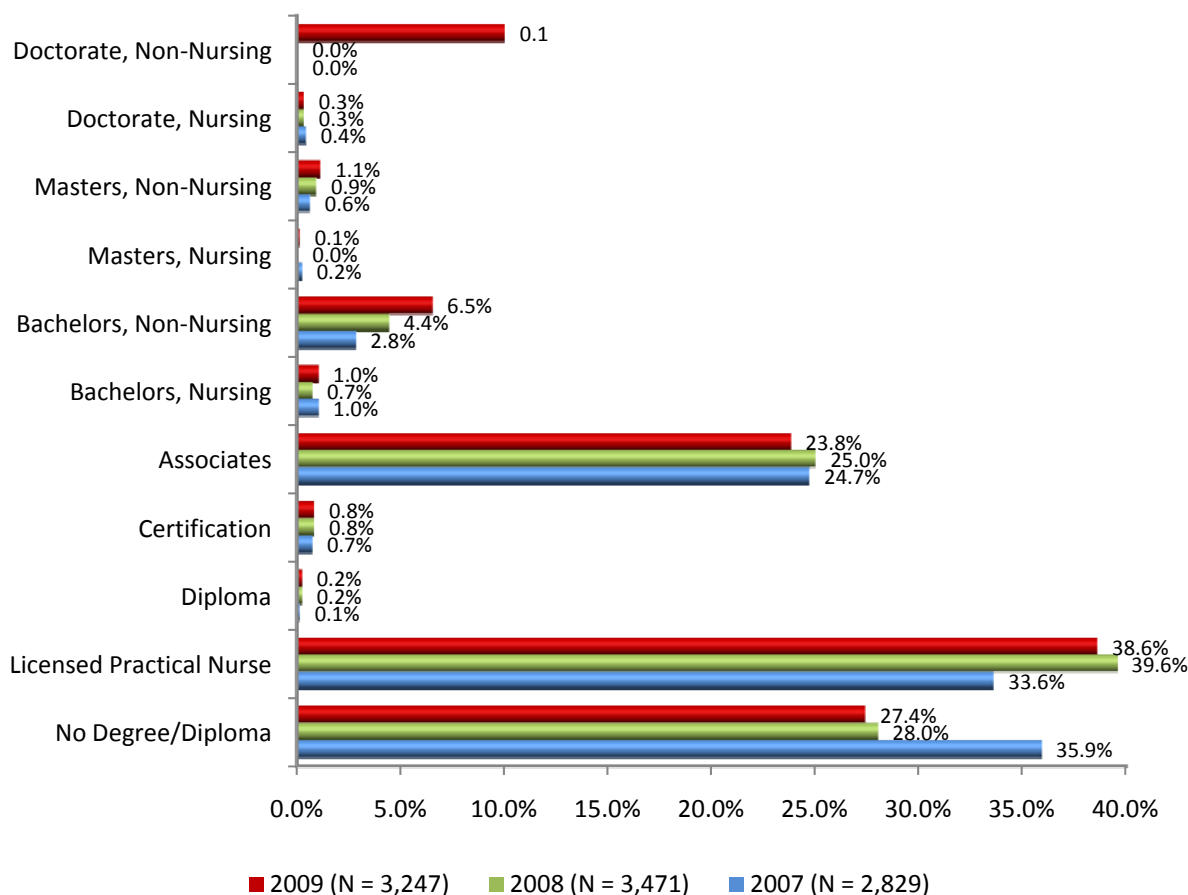
<u>CITY</u>	2007 LPNs (N = 5,506)		2008 LPNs (N =6,117)		2009 LPNs (N = 6,198)	
	East	West	East	West	East	West
Aguila		2		1		1
Arlington		1		4		2
Avondale		150		193		193
Buckeye		83		122		139
Carefree	1		2		2	
Cashion		2		2		1
Cave Creek	30		31		32	
Chandler	361		380		371	
El Mirage		82		91		90
Fountain Hills	33		29		31	
Gila Bend		1		2		2
Gilbert	278		350		353	
Glendale		514		563		543
Goodyear		135		173		182
Higley	22		17		14	
Laveen		43		64		71
Litchfield Park		63		84		80
Luke AFB				1		1
Mesa	805		890		886	
Morristown		5		3		3
New River		11		12		14
Palo Verde						1
Paradise Valley	7		7		10	
Peoria		287		338		341
Phoenix	858	755	891	845	888	866
Queen Creek	79		0			
Scottsdale	299		287		280	
Sun City		92		102		109
Sun City West		21		19		19
Surprise		214		307		336
Tempe	164		166		173	
Tolleson		44		52		62
Tonopah		16		18		20
Waddell		6		14		20
Wickenburg		17		18		17
Wittmann		10		16		19
Youngtown		15		23		19
Total	2,937	2,569	3,050	3,067	3,040	3,151

Source: Arizona Board of Nursing, Licensing 2007, 2008, and 2009.

Note: The 2007 distribution of LPNs had 158 'unknown' responses and 2009 had 7 'unknown'.

Characteristics of LPN Workforce

Figure 42. Percentage of LPNs by Highest Degree Attained, 2007 – 2009

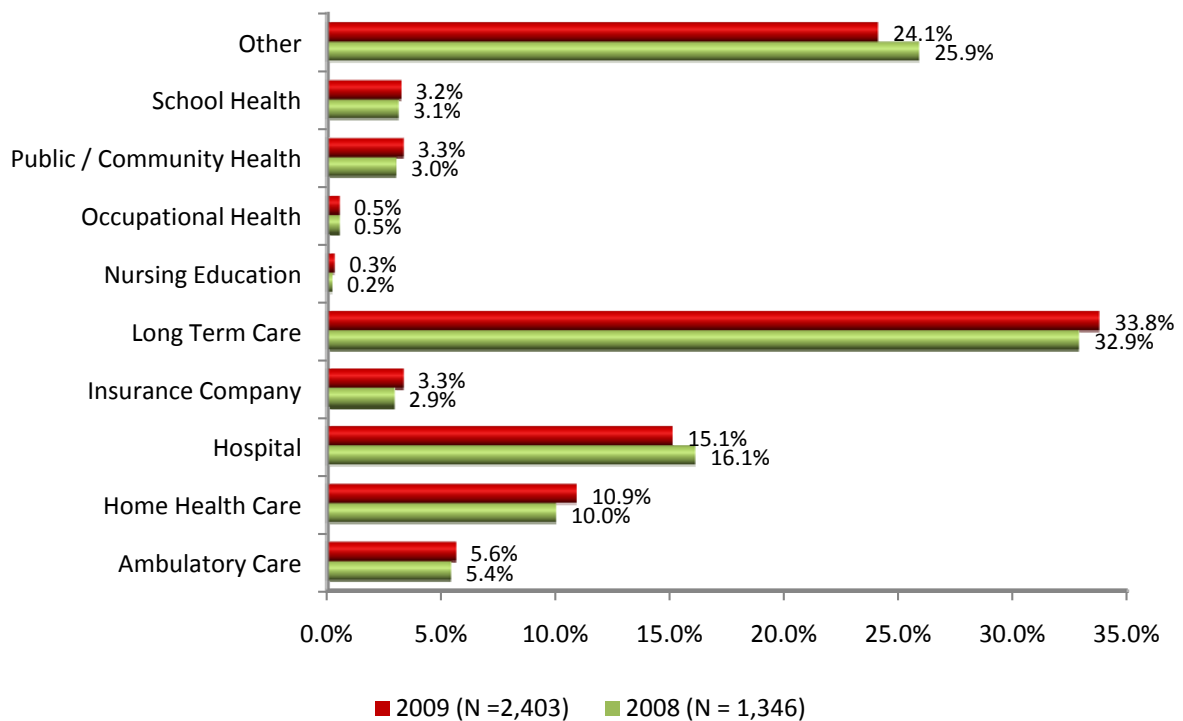


HIGHEST DEGREE HELD	2007 LPNs (N = 2,829)		2008 LPNs (N = 3,471)		2009 LPNs (N = 3,247)	
No Degree/Diploma	1,017	35.9%	972	28.0%	890	27.4%
Licensed Practical Nurse	950	33.6%	1,376	39.6%	1,253	38.6%
Diploma	3	0.1%	6	0.2%	7	0.2%
Certification	21	0.7%	28	0.8%	27	0.8%
Associates	699	24.7%	869	25.0%	774	23.8%
Bachelors, Nursing	29	1.0%	25	0.7%	32	1.0%
Bachelors, Non-Nursing	78	2.8%	151	4.4%	212	6.5%
Masters, Nursing	5	0.2%	1	0.0%	2	0.1%
Masters, Non-Nursing	17	0.6%	32	0.9%	37	1.1%
Doctorate, Nursing	10	0.4%	10	0.3%	9	0.3%
Doctorate, Non-Nursing	0	0.0%	1	0.0%	4	0.1%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2007, 2008 & 2009

Note: For 2007, there are 2,835 missing responses; for 2008 there are 2,646 missing responses; and for 2009 there are 2,951 missing responses.

Figure 43. Percentage of LPNs by Employment Setting, 2008 – 2009

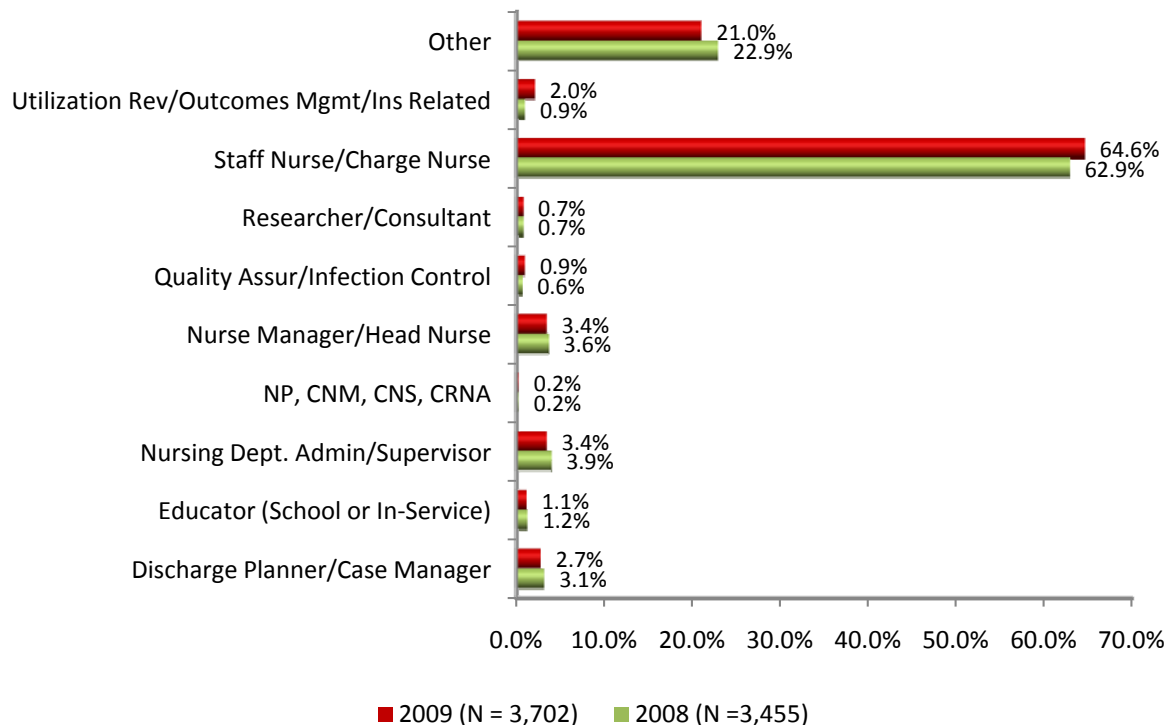


<u>EMPLOYMENT SETTING</u>	2008 LPNs (N = 1,346)		2009 LPNs (N = 2,403)	
Ambulatory Care	72	5.4%	135	5.6%
Home Health Care	135	10.0%	261	10.9%
Hospital	217	16.1%	363	15.1%
Insurance Company	39	2.9%	78	3.3%
Long Term Care	443	32.9%	813	33.8%
Nursing Education	3	0.2%	6	0.3%
Occupational Health	7	0.5%	12	0.5%
Public/Community Health	40	3.0%	80	3.3%
School Health	41	3.1%	76	3.2%
Other	349	25.9%	579	24.1%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 LPN employment data is not comparable; options for employment status changed beginning with 2008 survey. The 2008 survey data contains 4,771 missing responses, and the 2009 survey contains 3,795 missing responses.

Figure 44. Percentage of LPNs by Position, 2008 – 2009

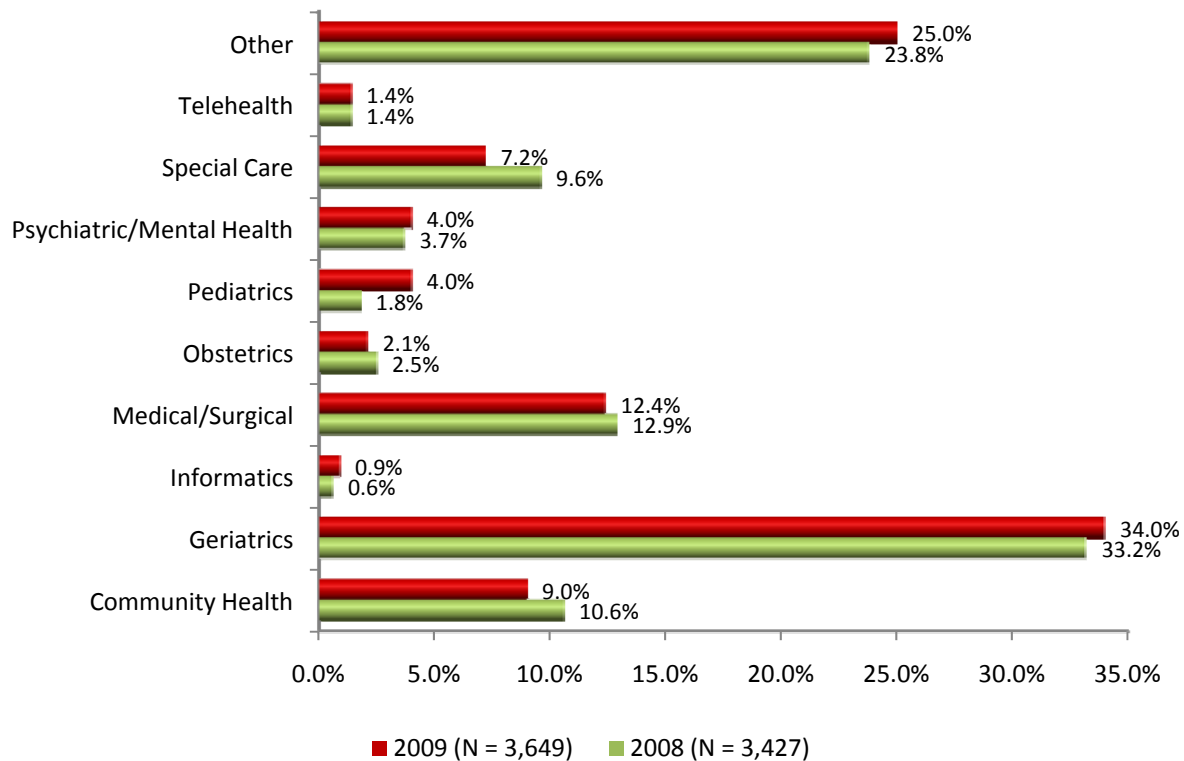


<u>POSITION</u>	2008 LPNs (N = 3,455)		2009 LPNs (N = 3,702)	
Discharge Planner/Case Manager	105	3.0%	100	2.7%
Educator (School or In-Service)	42	1.2%	41	1.1%
Nursing Dept. Admin Supervisor	135	3.9%	124	3.4%
NP, CNM, CNS, CRNA	7	0.2%	6	0.2%
Nurse Manager/Head Nurse	125	3.6%	126	3.4%
Quality Assurance/Infection Control	20	0.6%	33	0.9%
Researcher/Consultant	25	0.7%	24	0.7%
Staff Nurse/Team Lead/Charge Nurse	2,174	62.9%	2,393	64.6%
Utilization Review/Outcomes Mgmt/Insurance-related	30	0.9%	75	2.0%
Other	792	22.9%	780	21.1%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 LPN employment data is not comparable; options for employment status changed beginning with 2008 survey. The 2008 survey data contains 2,662 missing responses, and the 2009 survey contains 2,496 missing responses.

Figure 45. Percentage of LPNs by Clinical Area, 2008 – 2009

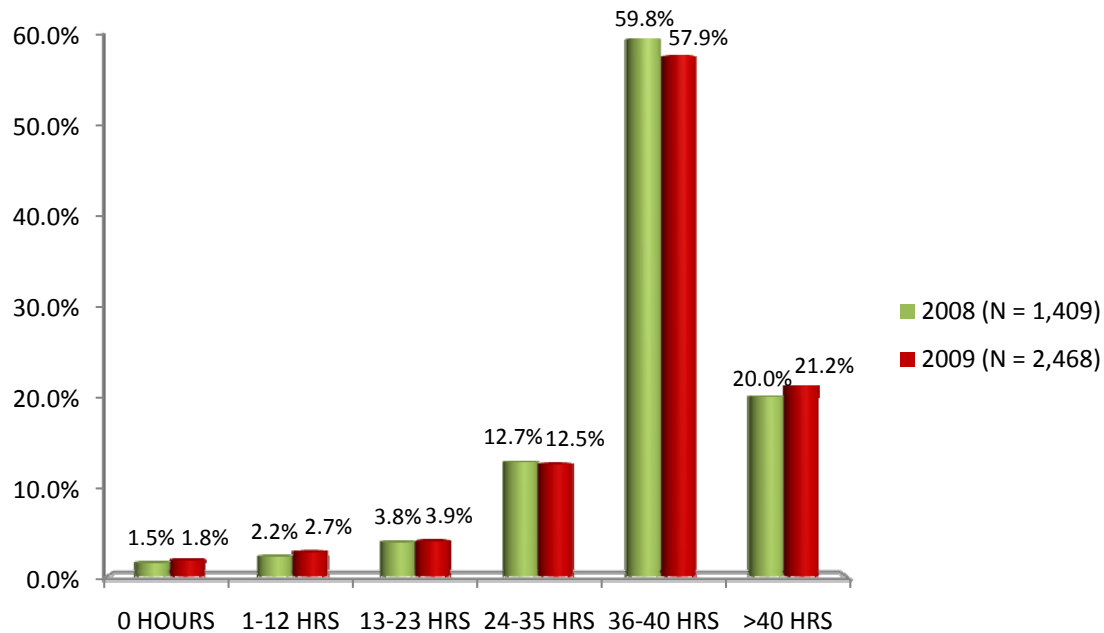


<u>CLINICAL/TEACHING AREA</u>	2008 LPNs (N = 3,427)		2009 APNs (N = 3,649)	
Generalized Community Health	363	10.6%	328	9.0%
Geriatrics	1,136	33.2%	1,241	34.0%
Informatics	21	0.6%	34	0.9%
Medical/Surgical	442	12.9%	452	12.4%
Obstetrics	84	2.5%	78	2.1%
Pediatrics	61	1.8%	146	4.0%
Psychiatric/Mental Health	127	3.7%	146	4.0%
Special Care	329	9.6%	263	7.2%
Telehealth	48	1.4%	50	1.4%
Other	816	23.8%	911	25.0%

Source: Arizona Board of Nursing, Nursing Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 LPN employment data is not comparable; options for employment status changed beginning with 2008 survey. The 2008 survey data contains 2,690 missing responses, and the 2009 survey contains 2,549 missing responses.

Figure 46. Percentage of LPNs by Hours Worked per Week, 2008 – 2009

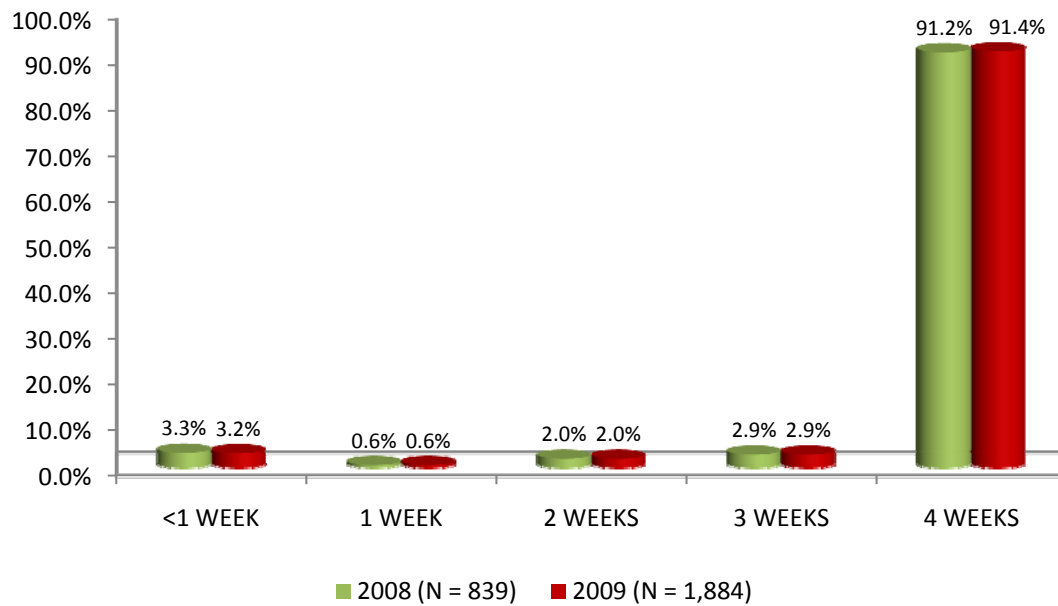


<u>HOURS WORKED PER WEEK</u>	2008 LPNs (N = 1,409)		2009 LPNs (N = 2,468)	
0 HOURS	21	1.5%	45	1.8%
1 - 12 HOURS	31	2.2%	66	2.7%
13 – 23 HOURS	54	3.8%	97	3.9%
24-35 HOURS	179	12.7%	310	12.6%
36-40 HOURS	843	59.8%	1,428	57.9%
>40 HOURS	281	19.9%	522	21.2%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 LPN employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008 there are 4,708 missing responses; and for 2009 there are 3,730 missing responses.

Figure 47. Percentage of LPNs by Weeks Worked per Month, 2008 – 2009

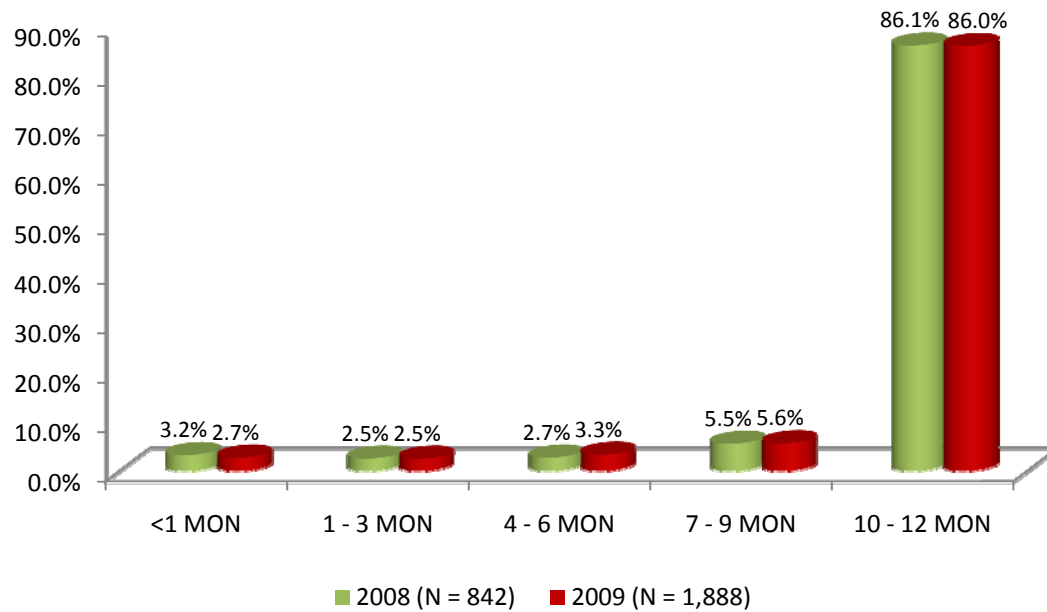


<u>WEEKS PER MONTH</u>	2008 LPNs (N = 839)		2009 LPNs (N = 1,884)	
<1 WEEK	28	3.3%	60	3.2%
1 WEEK	5	0.6%	11	0.6%
2 WEEKS	17	2.0%	38	2.0%
3 WEEKS	24	2.9%	54	2.9%
4 WEEKS	765	91.2%	1,721	91.4%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2008 & 2009.

Note: 2007 LPN employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008 there are 5,278 missing responses; and for 2009 there are 4,314 missing responses.

Figure 48. Percentage of LPNs by Months Worked per Year, 2008 – 2009



<u>MONTHS WORKED PER YEAR</u>	2008 LPNs (N = 842)		2009 LPNs (N = 1,888)	
< 1 MONTH	27	3.2%	50	2.7%
1 – 3 MONTHS	21	2.5%	47	2.5%
4 – 6 MONTHS	23	2.7%	62	3.3%
7 – 9 MONTHS	46	5.5%	106	5.6%
10 – 12 MONTHS	725	86.1%	1,623	86.0%

Source: Arizona Board of Nursing, Licensing Renewal Survey Data, 2008 & 2009.

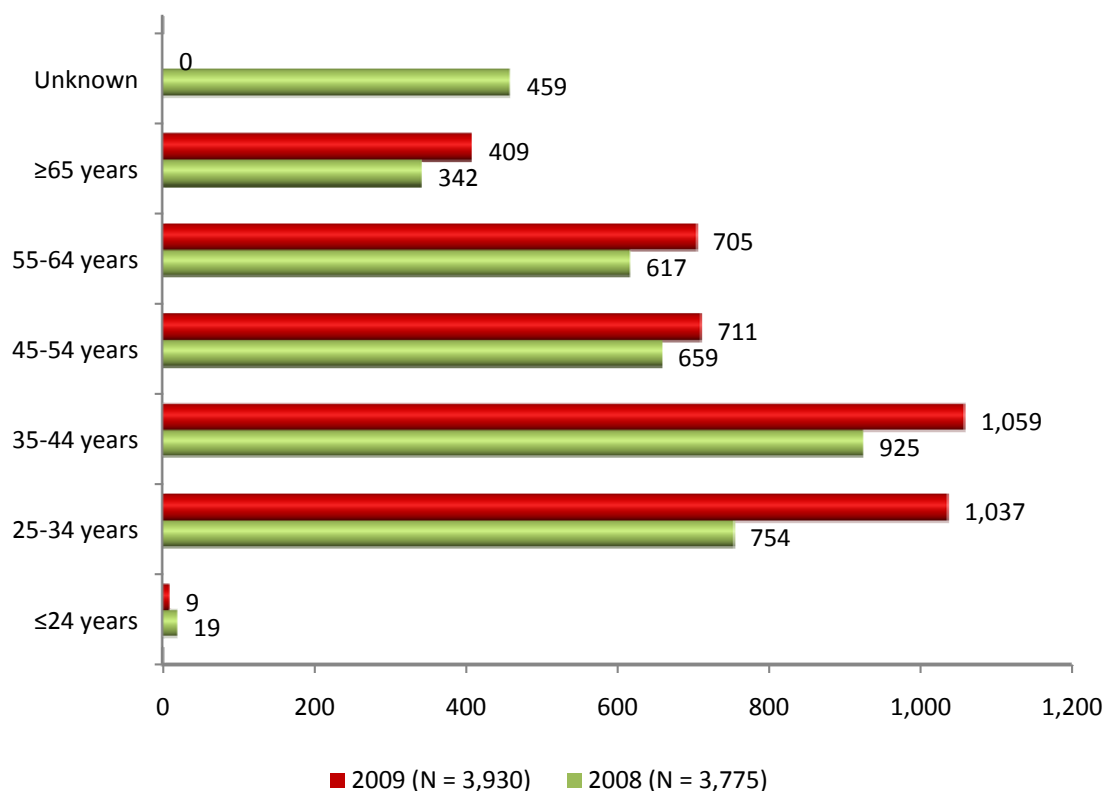
Note: 2007 LPN employment data is not comparable; options for employment status changed beginning with 2008 survey. For 2008 there are 5,275 missing responses; and for 2009 there are 4,310 missing responses.

Section II: Pharmacy

I. Pharmacists

Demographics of Pharmacists

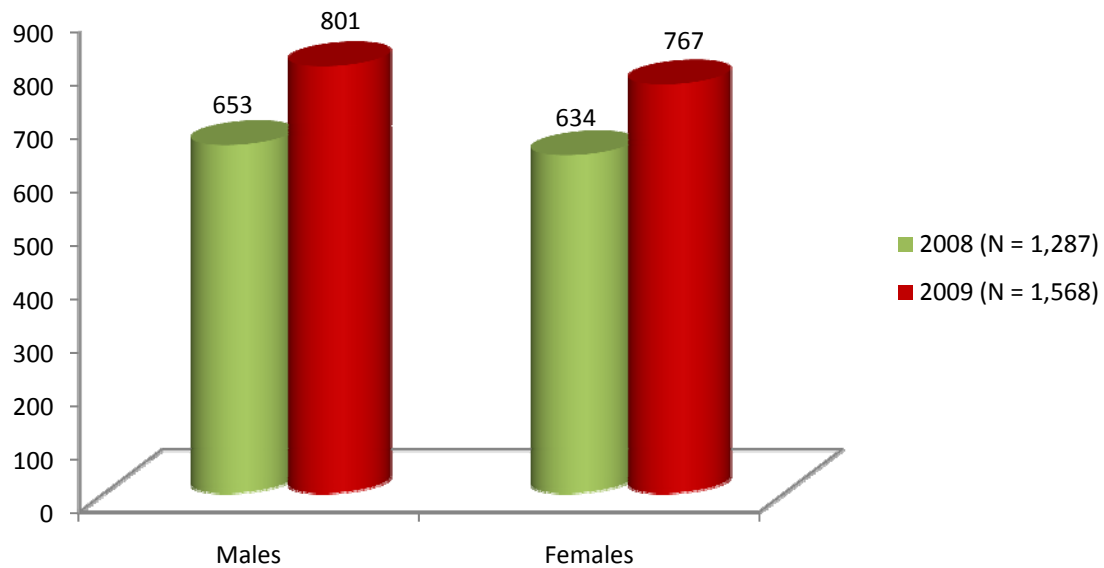
Figure 49: Pharmacists by Age Group, 2008 and 2009



<u>AGE</u>	2008 Pharmacists (N = 3,775)		2009 Pharmacists (N = 3,930)	
18-24 years	19	0.5%	9	0.2%
25-34 years	754	20.0%	1,037	26.4%
35-44 years	925	24.5%	1,059	26.9%
45-54 years	659	17.5%	711	18.1%
55-64 years	617	16.3%	705	17.9%
≥65 years	342	9.1%	409	10.4%
Unknown	459	12.2%	0	0%

Source: Arizona Board of Pharmacy, Pharmacist Licensing Data, 2008 & 2009.

Figure 50: Pharmacists by Gender, 2008-2009



<u>GENDER</u>	2008 Pharmacists (N = 1,287)		2009 Pharmacists (N = 1,568)	
Males	653	50.7%	801	51.1%
Females	634	49.3%	767	48.9%

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008 & 2009.

Note: Gender is not part of the licensing data, but is requested on the voluntary survey provided to renewals and new licensees only. The survey response rate was less than 50% in both years.

Supply of Pharmacists

Table 13. Distribution of Pharmacists by City of Residence and per 100,000 Population, 2008 (N = 3,591)

CITY	2008 Estimated Population	2008 Pharmacists	2008 Pharmacists per 100,000
Avondale	81,111	42	51.8
Buckeye	47,340	22	46.5
Carefree	3,852	5	129.8
Cave Creek	5,416	65	1,200.1
Chandler	252,885	408	161.3
El Mirage	24,701	6	24.3
Fountain Hills	25,170	44	174.8
Gilbert	211,892	314	148.2
Glendale	250,746	238	94.9
Goodyear	62,170	92	148.0
Higley	N/A	4	--
Laveen	N/A	34	--
Litchfield Park	5,116	45	879.6
Mesa	459,160	255	55.5
Morristown	1,402 [†]	2	142.7
New River	N/A	3	--
Paradise Valley	14,949	17	113.7
Peoria	158,093	232	146.7
Phoenix	1,577,812	888	56.3
Rio Verde	N/A	1	--
Scottsdale	236,496	609	257.5
Sun City	41,105 [†]	24	58.4
Sun City West	39,807 [†]	15	37.7
Surprise	92,679	78	84.2
Tempe	171,444	119	69.4
Tolleson	7,179	8	111.4
Tonopah	1,809 [†]	1	55.3
Waddell	N/A	12	--
Wickenburg	6,618	6	90.7
Youngtown	4,885	2	40.9

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Source: Arizona Board of Pharmacy, Pharmacist Licensing Data, 2008.

Notes: There were 184 pharmacists with unknown or missing indication of city.

[†]These unofficial population estimates were obtained from <http://www.arizonaguide.com/places-to-visit/phenix-central-arizona>. Source is not verifiable.

N/A – The most recent population estimates available for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy.

Table 14. Distribution of Pharmacists by City of Residence and per 100,000 Population, 2009 (N = 3,792)

CITY	2009 Estimated Population*	2009 Pharmacists	2009 Pharmacists per 100,000
Avondale	84,914	44	51.8
Buckeye	51,462	23	44.7
Carefree	3,876	5	129.0
Cave Creek	5,478	68	1, 241.3
Chandler	255,230	418	163.8
El Mirage	24,739	5	20.2
Fort McDowell	600 [†]	1	166.7
Fountain Hills	25,305	44	173.9
Gilbert	217,285	352	162.0
Glendale	252,188	247	97.9
Goodyear	66,308	95	143.3
Higley	N/A	2	N/A
Laveen	N/A	36	N/A
Litchfield Park	5,162	47	910.5
Mesa	462,486	251	54.3
Morristown	1,402 [†]	2	142.7
New River	N/A	4	N/A
Paradise Valley	15,131	22	145.4
Peoria	162,740	261	160.4
Phoenix	1,601,587	948	59.2
Scottsdale	238,715	642	268.9
Sun City	41,105 [†]	22	53.5
Sun City West	39,807 [†]	14	35.2
Surprise	94,899	83	87.5
Tempe	174,255	127	72.9
Tolleson	7,302	6	82.2
Tonopah	1,809 [†]	1	55.3
Waddell	N/A	14	N/A
Wickenburg	6,637	6	90.4
Wittmann	N/A	1	N/A
Youngtown	4,895	1	20.4

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Source: Arizona Board of Pharmacy, Pharmacist Licensing Data, 2009.

Notes: There were 138 pharmacists with unknown or missing indication of city.

[†]These unofficial population estimates were obtained from <http://www.arizonaguide.com/places-to-visit/phoenix-central-arizona>. Source is not verifiable.

N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy.

Residence of Pharmacists

Figure 51. Distribution of Pharmacists by Area of Residence, 2008 and 2009

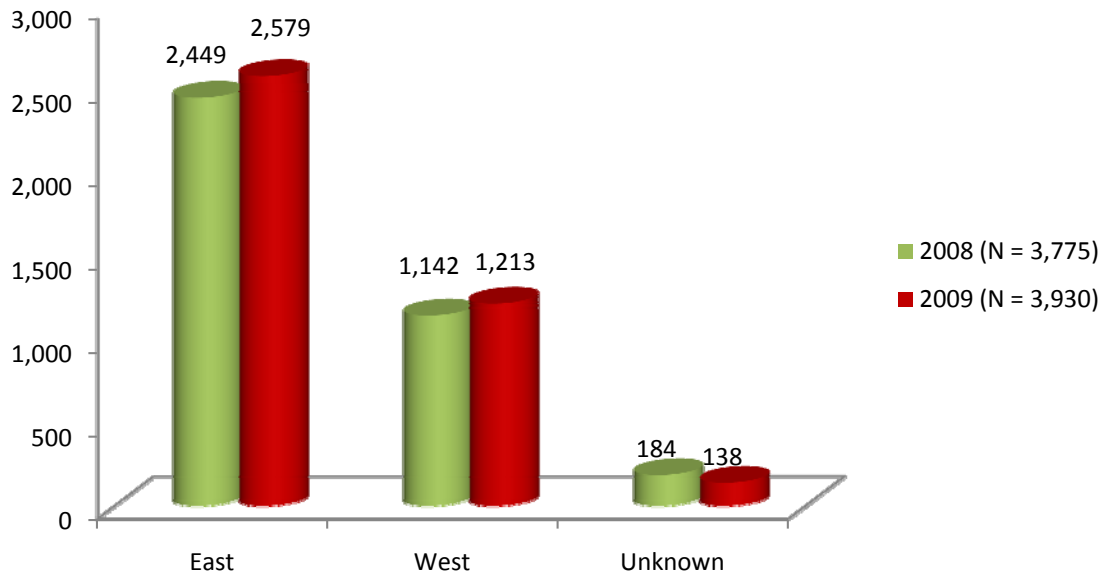


Figure 52. Percentage of Pharmacists by Area of Residence, 2008 and 2009

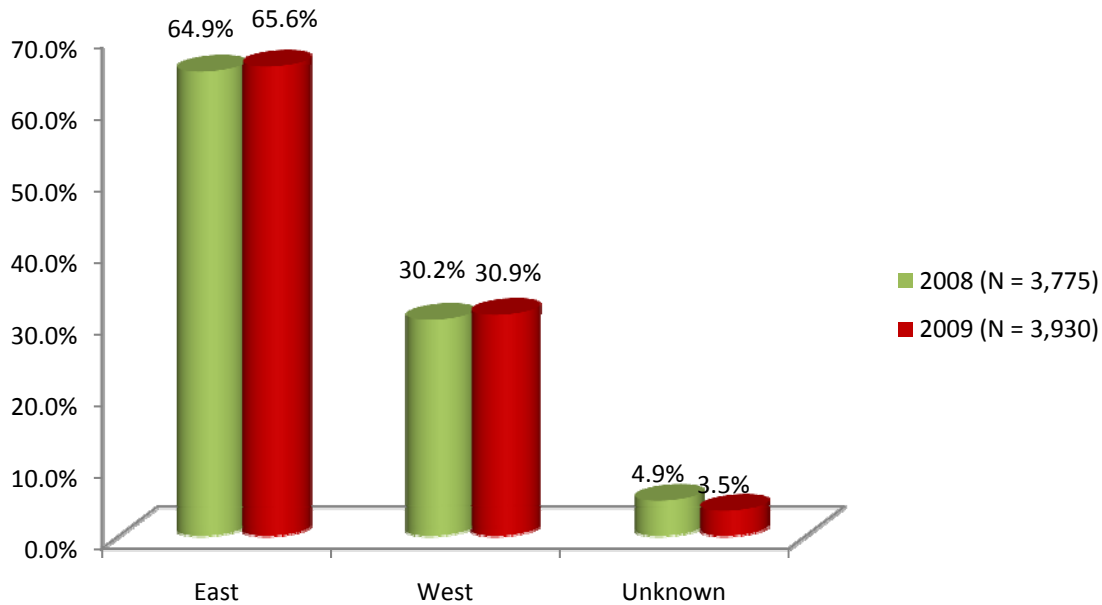


Table 15. Distribution of Pharmacists by City and East/West Designation, 2008-2009

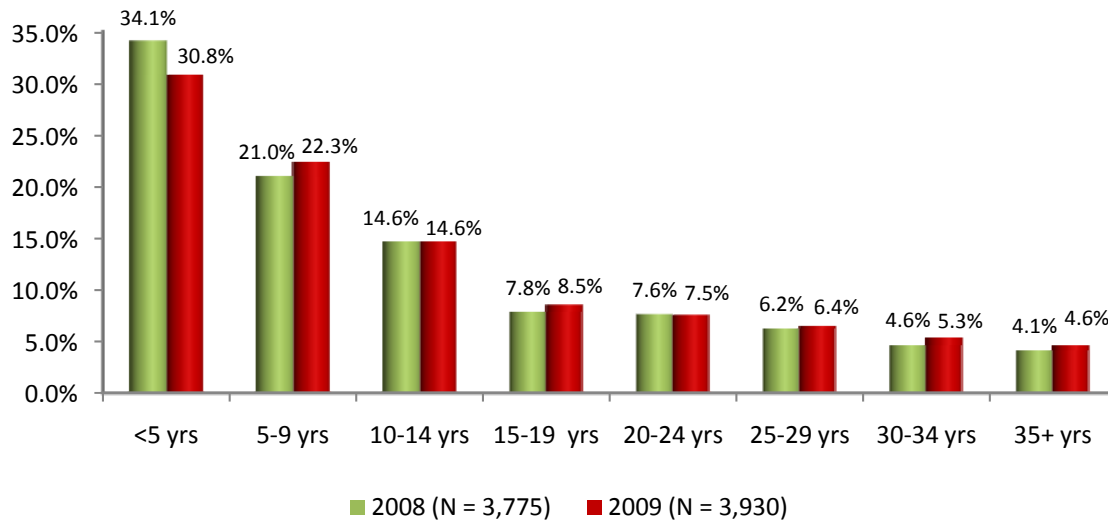
CITY	2008 Pharmacists (N = 3,591)		2009 Pharmacists (N = 3,792)	
	East	West	East	West
Avondale		42		44
Buckeye		22		23
Carefree	5		5	
Cave Creek	65		68	
Chandler	408		418	
El Mirage		6		5
Fort McDowell	0		1	
Fountain Hills	44		44	
Gilbert	314		352	
Glendale		238		247
Goodyear		92		95
Higley	4		2	
Laveen		34		36
Litchfield Park		45		47
Mesa	255		251	
Morristown		2		2
New River		3		4
Paradise Valley	17		22	
Peoria		232		261
Phoenix	608	280	647	301
Rio Verde	1		0	
Scottsdale	609		642	
Sun City		24		22
Sun City West		15		14
Surprise		78		83
Tempe	119		127	
Tolleson		8		6
Tonopah		1		1
Waddell		12		14
Wickenburg		6		6
Wittmann		0		1
Youngtown		2		1
Total	2,449	1,142	2,579	1,213

Source: Arizona Board of Pharmacy, Pharmacist Licensing Data, 2008 & 2009.

Note: There were 184 pharmacists of unknown zip code in 2008 and 138 in 2009 due to either incorrect information provided on the pharmacy application or due to recent zip code changes within Maricopa County.

Characteristics of Pharmacists

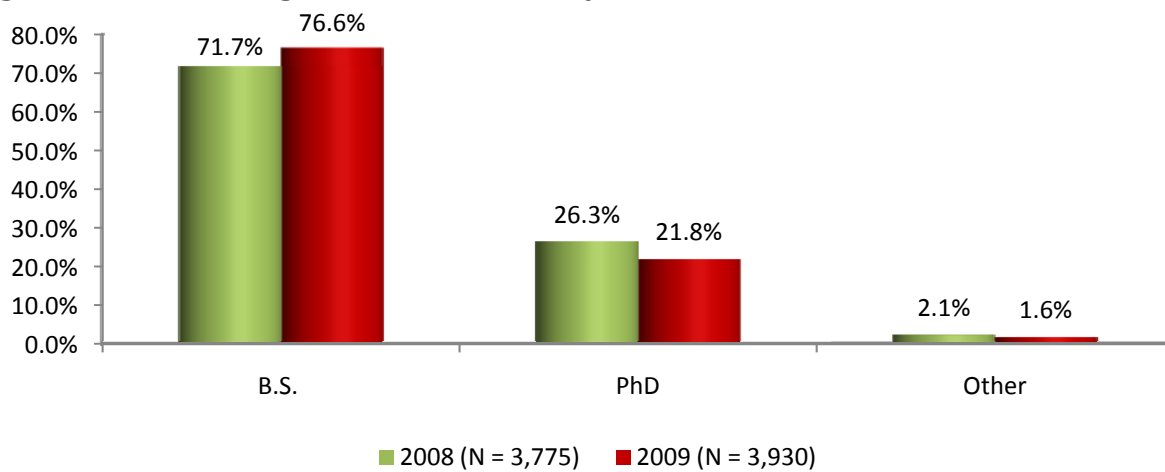
Figure 53. Percentage of Pharmacists by Years of Experience, 2008-2009



<u>YEARS OF EXPERIENCE</u>	2008 Pharmacists (N = 3,775)		2009 Pharmacists (N = 3,930)	
<5 years	1,286	34.1%	1,209	30.8%
5-9 years	792	21.0%	876	22.3%
10-14 years	551	14.6%	575	14.6%
15-19 years	294	7.8%	333	8.5%
20-24 years	286	7.6%	293	7.5%
25-29 years	234	6.2%	253	6.4%
30-34 years	173	4.6%	108	5.3%
≥35 years	156	4.1%	182	4.6%
Unknown	3	0.1%	1	0.0%

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008 & 2009.

Figure 54. Percentage of Pharmacists by Educational Attainment, 2008-2009

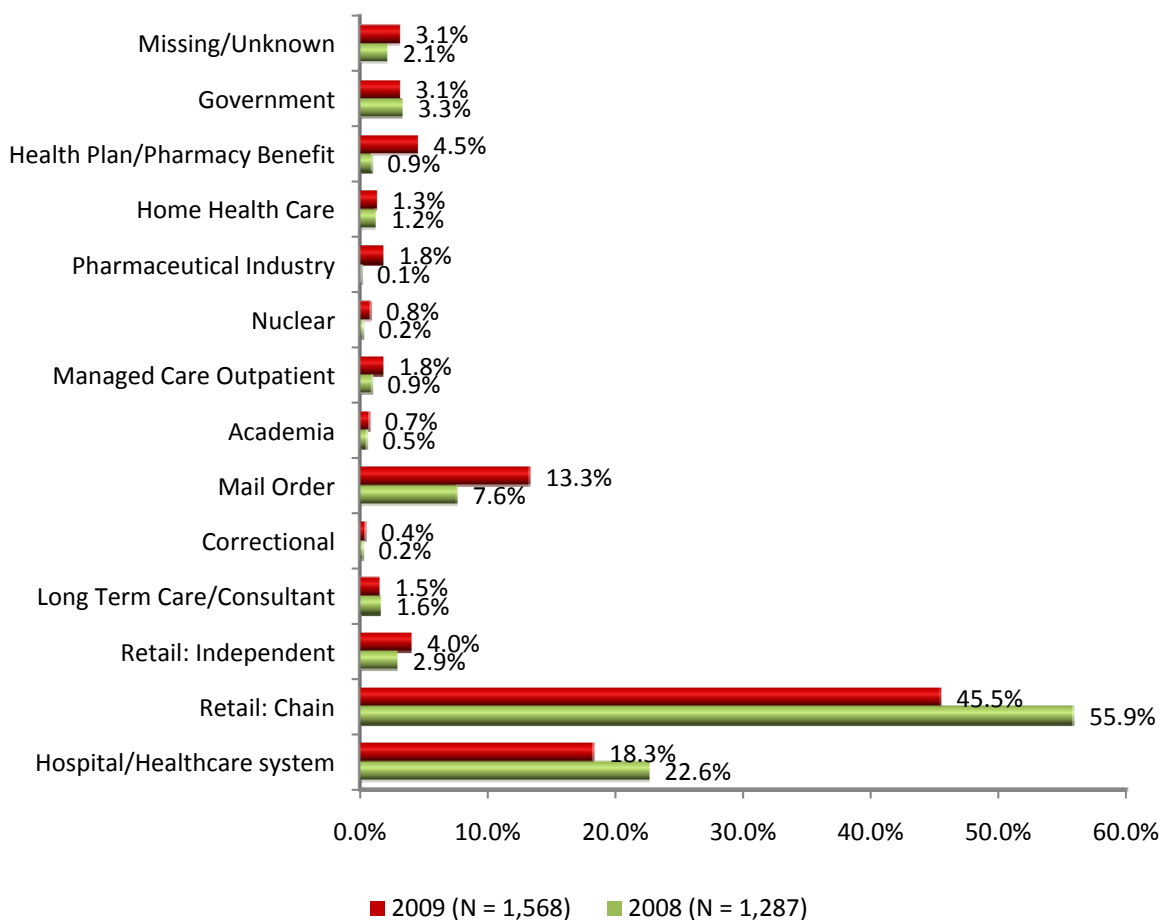


<u>DEGREE</u>	2008 Pharmacists (N = 3,372)		2009 Pharmacists (N = 3,930)	
B.S. or Similar	2,418	71.7%	3,011	76.6%
PhD	885	26.3%	858	21.8%
Other	69	2.1%	61	1.6%

Source: Arizona Board of Pharmacy, Pharmacist Licensing Data, 2008 & 2009.

Note: In 2008, there were 403 pharmacists missing an indication of educational attainment.

Figure 55. Percentage of Pharmacists by Place of Employment, 2008-2009

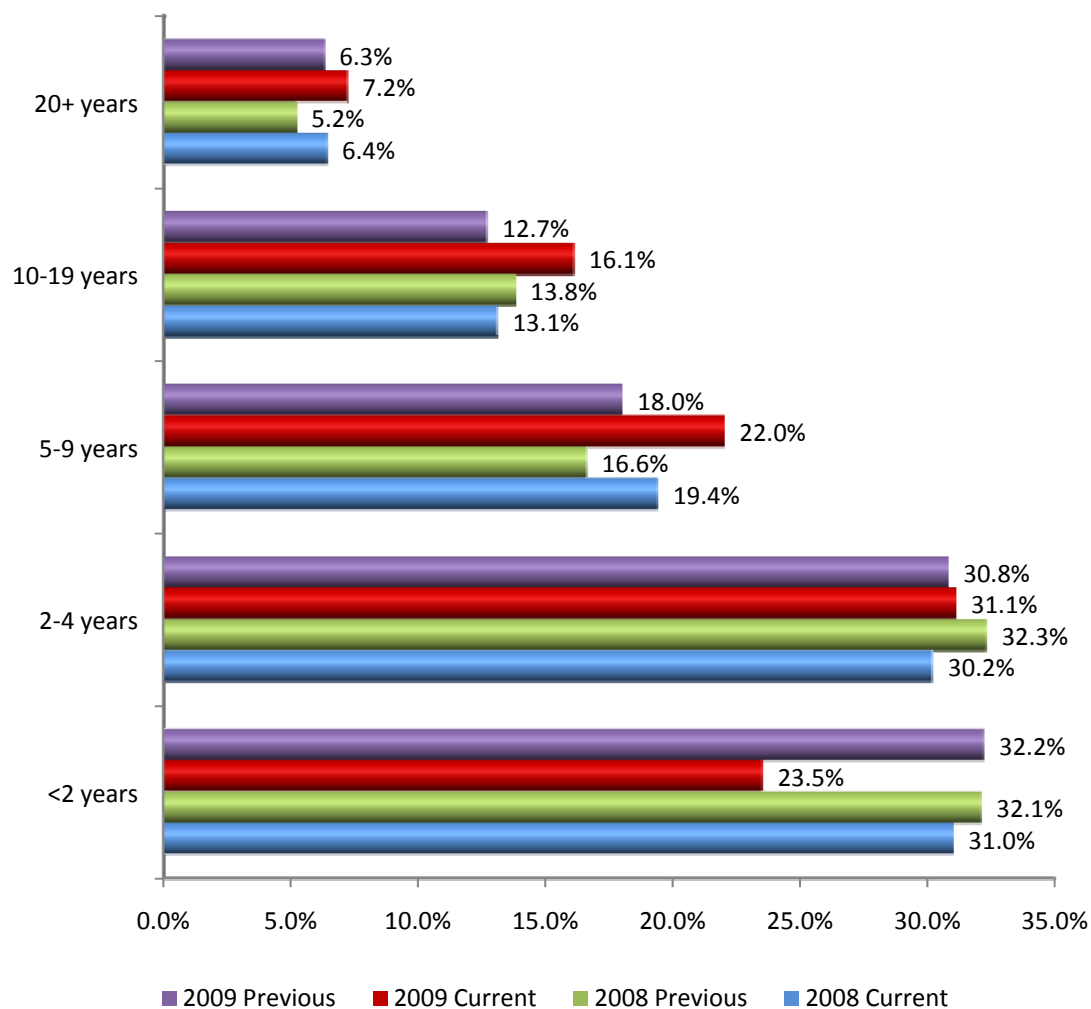


<u>PLACE OF EMPLOYMENT</u>	2008 Pharmacists (N = 1,287)		2009 Pharmacists (N = 1,568)	
Hospital/Health Care System	291	22.6%	287	18.3%
Retail: Chain	720	55.9%	713	45.5%
Retail: Independent	37	2.9%	63	4.0%
Long Term Care/Consultant	20	1.6%	23	1.5%
Correctional	2	0.2%	6	0.4%
Mail Order	98	7.6%	208	13.3%
Academia (e.g. teaching, university administration)	6	0.5%	11	0.7%
Managed Care Outpatient Pharmacy	11	0.9%	28	1.8%
Nuclear Pharmacy	3	0.2%	13	0.8%
Pharmaceutical Industry (e.g R&D, medical liaison,	1	0.1%	28	1.8%
Home Health Care Pharmacy	16	1.2%	21	1.3%
Health Plan or Pharmacy Benefit Manager	12	0.9%	70	4.5%
Government (e.g. AHCCCS, VA)	43	3.3%	49	3.1%
Missing/Unknown	27	2.1%	48	3.1%

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008 & 2009

Note: Responses based on survey results. Not all licensed pharmacists answered optional survey questions.

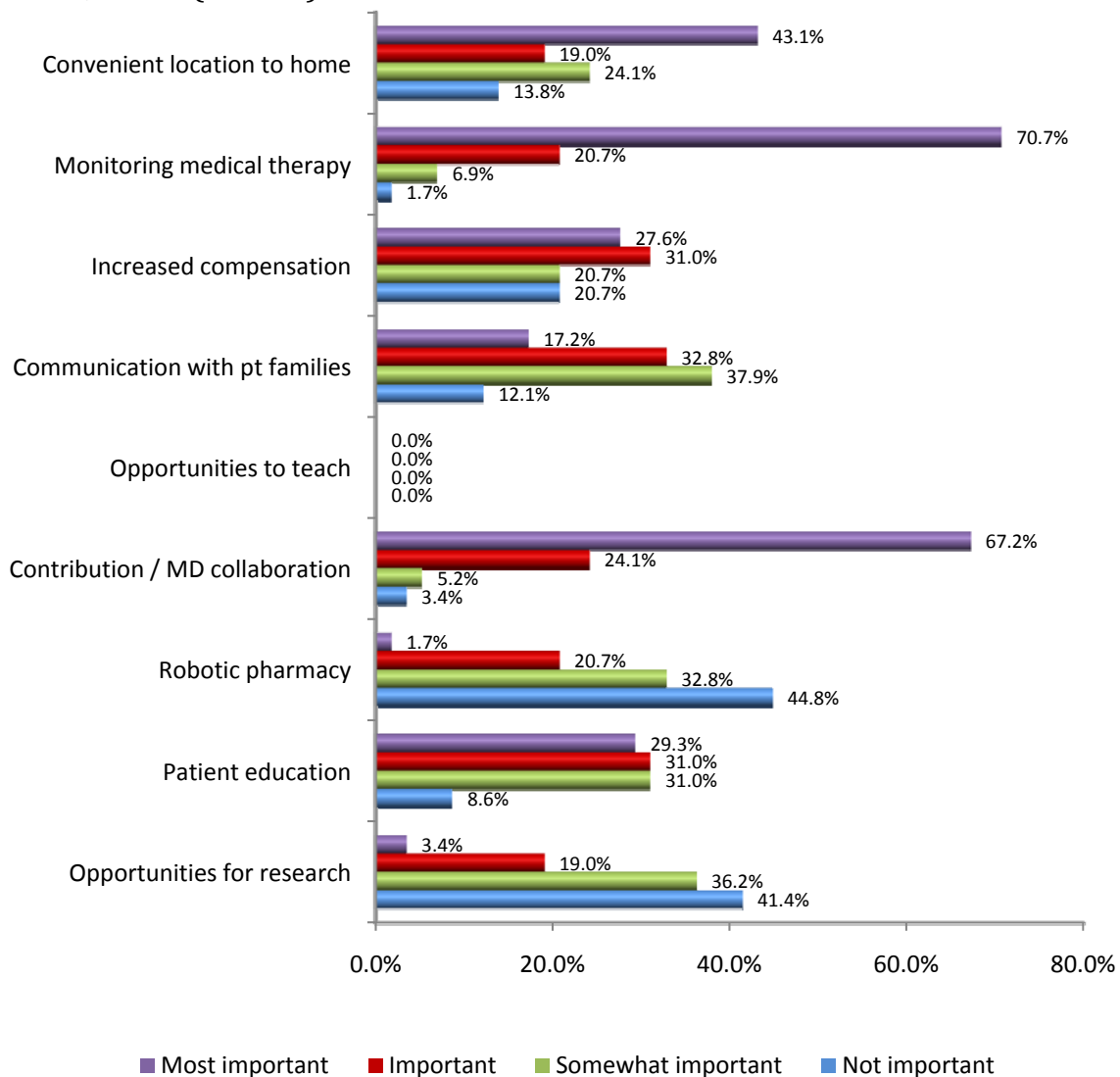
Figure 56. Percentage of Pharmacists by Years Employed in Current Job and Previous Job, 2008 and 2009



<u>YEARS OF EMPLOYMENT</u>	2008 Pharmacists (N = 1,287)				2009 Pharmacists (N = 1,568)			
	Current Job		Previous Job		Current Job		Previous Job	
<2 years	399	31.0%	413	32.1%	369	23.5%	505	32.2%
2-4 years	389	30.2%	416	32.3%	488	31.1%	483	30.8%
5-9 years	249	19.4%	214	16.6%	345	22.0%	282	18.0%
10-19 years	168	13.1%	177	13.8%	253	16.1%	200	12.7%
20+ years	82	6.4%	67	5.2%	113	7.2%	98	6.3%

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008 & 2009.

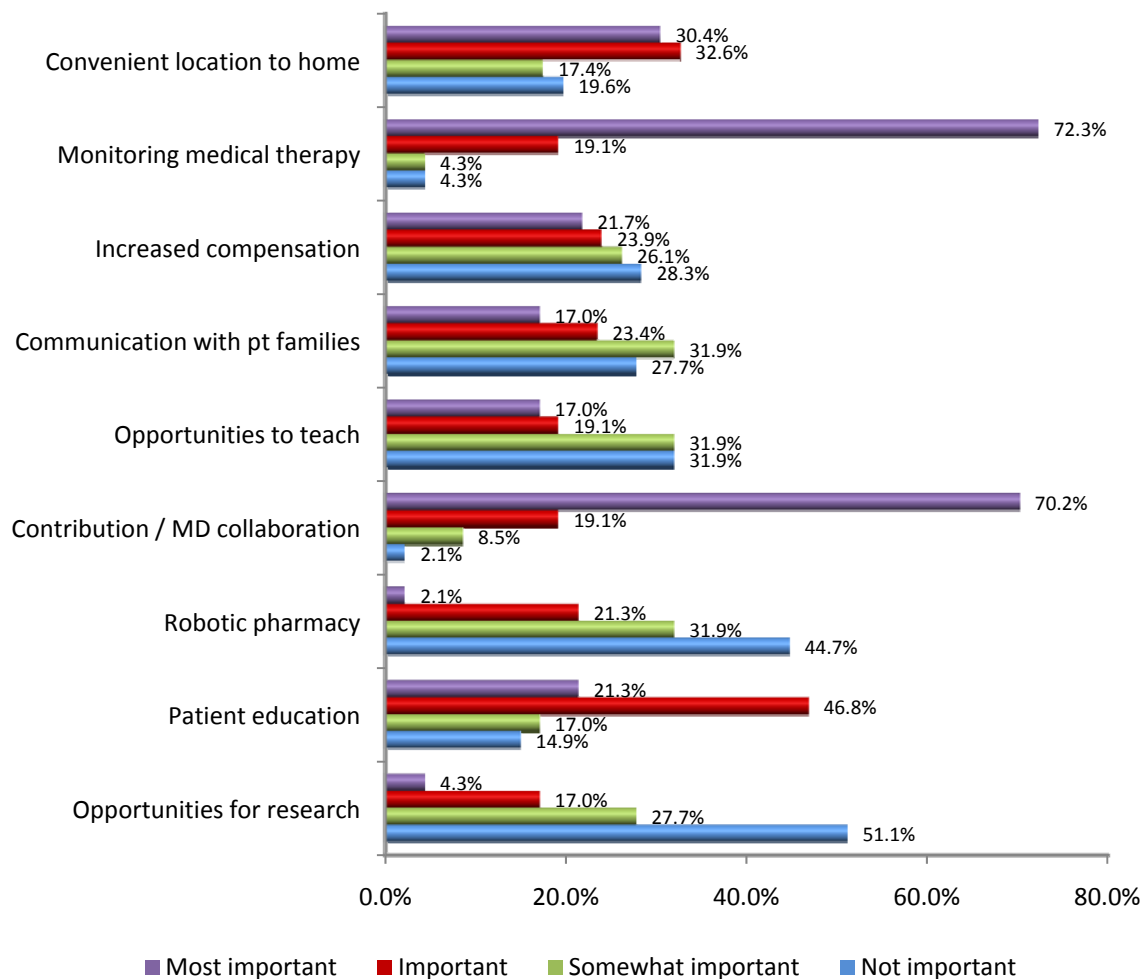
Figure 57. Percentage of Pharmacists Switching from Retail to Hospital by Factors, 2008 (N = 58)



<u>FACTORS</u>	Most Important	Important	Somewhat Important	Not Important
Opportunities for Research	2 (3.4%)	11 (19.0%)	21 (36.2%)	24 (41.4%)
Patient Education	17 (29.3%)	18 (31.0%)	18 (31.0%)	5 (8.6%)
Robotic Pharmacy	1 (1.7%)	12 (20.7%)	19 (32.8%)	26 (44.8%)
Contribution to Patient Treatment	39 (67.2%)	14 (24.1%)	3 (5.2%)	2 (3.4%)
Opportunities to Teach Residents	0	0	0	0
Communication with Patient Families	10 (17.2%)	19 (32.8%)	22 (37.9%)	7 (12.1%)
Increased Compensation	16 (27.6%)	18 (31.0%)	12 (20.7%)	12 (20.7%)
Monitoring Medical Therapy	41 (70.7%)	12 (20.7%)	4 (6.9%)	1 (1.7%)
Convenient Location to Home	25 (43.1%)	11 (19.0%)	14 (24.1%)	8 (13.8%)

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008.

Figure 58. Percentage of Pharmacists Switching from Hospital to Retail by Factors, 2009 (N = 47)

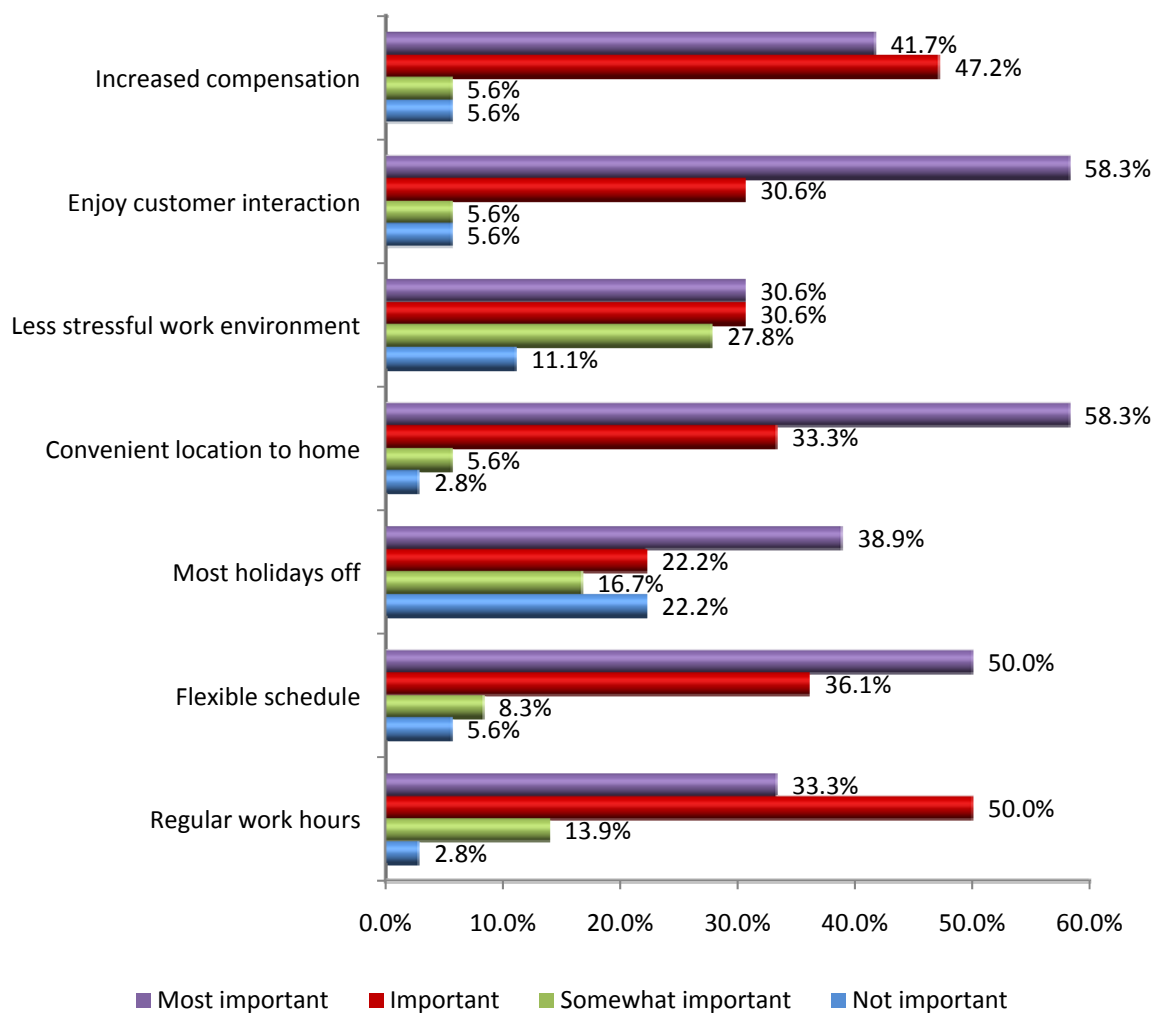


<u>FACTORS</u>	Most Important	Important	Somewhat Important	Not Important
Opportunities for Research	2 (4.3%)	8 (17.0%)	13 (27.7%)	24 (51.1%)
Patient Education	10 (21.3%)	22 (46.8%)	8 (17.0%)	7 (14.9%)
Robotic Pharmacy	1 (2.1%)	10 (21.3%)	15 (31.9%)	21 (44.7%)
Contribution to Patient Treatment Decisions/Physician Collaboration	33 (70.2%)	9 (19.1%)	4 (8.5%)	1 (2.1%)
Opportunities to Teach Residents /Other Clinical Hospital Staff	8 (17.0%)	9 (19.1%)	15 (31.9%)	15 (31.9%)
Communication with Patient Families	8 (17.0%)	11 (23.4%)	15 (31.9%)	13 (27.7%)
Increased Compensation*	10 (21.7%)	11 (23.9%)	12 (26.1%)	13 (28.3%)
Monitoring Medical Therapy	34 (72.3%)	9 (19.1%)	2 (4.3%)	2 (4.3%)
Convenient Location to Home*	14 (30.4%)	15 (32.6%)	8 (17.4%)	9 (19.6%)

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2009.

Note: *For these factors, N = 46.

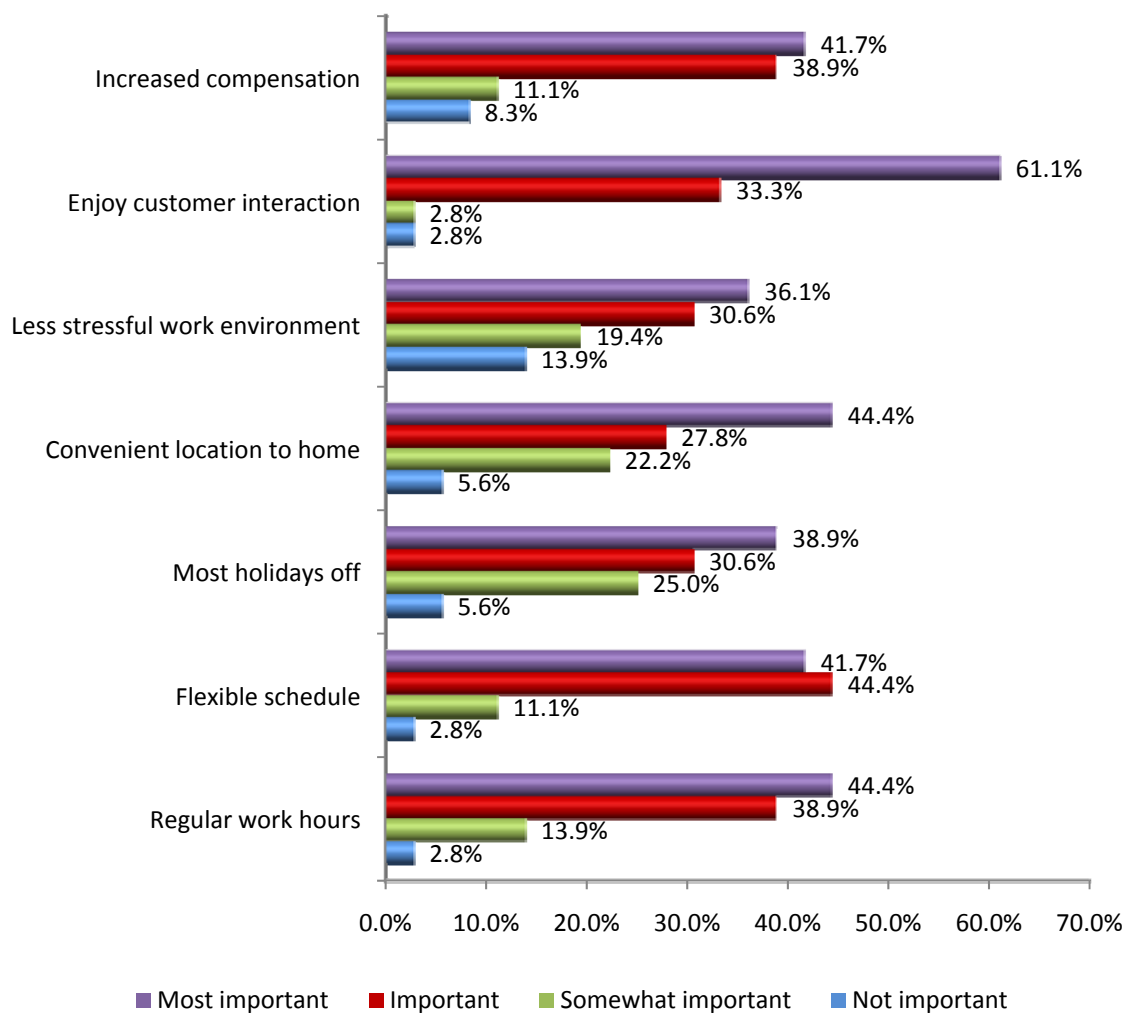
Figure 59. Percentage of Pharmacists Switching from Hospital to Retail by Factors, 2008 (N = 36)



<u>FACTORS</u>	Most Important	Important	Somewhat Important	Not Important
Regular Work Hours	12 (33.3%)	18 (50.0%)	5 (13.9%)	1 (2.8%)
Flexible Schedule	18 (50.0%)	13 (36.1%)	3 (8.3%)	2 (5.6%)
Most Holidays Off	14 (38.9%)	8 (22.2%)	6 (16.7%)	8 (22.2%)
Convenient Location to Home	21(58.3%)	12 (33.3%)	2 (5.6%)	1 (2.8%)
Less Stressful Work Environment	11 (30.6%)	11 (30.6%)	10 (27.8%)	4(11.1%)
Enjoy the Customer Interaction	21 (58.3%)	11 (30.6%)	2 (5.6%)	2 (5.6%)
Increased Compensation	15 (41.7%)	17 (47.2%)	2 (5.6%)	2 (5.6%)

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008.

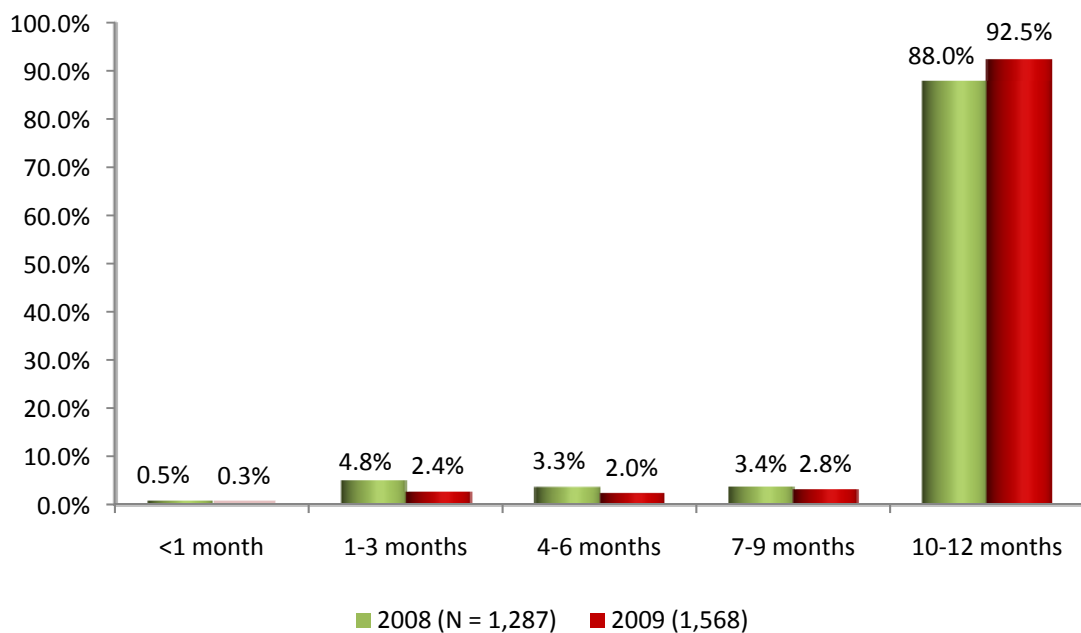
Figure 60. Percentage of Pharmacists Switching from Hospital to Retail by Factors, 2009 (N = 36)



<u>FACTORS</u>	Most Important	Important	Somewhat Important	Not Important
Regular Work Hours	16 (44.4%)	14 (38.9%)	5 (13.9%)	1 (2.8%)
Flexible Schedule	15 (41.7%)	16 (44.4%)	4 (11.1%)	1 (2.8%)
Most Holidays Off	14 (38.9%)	11 (30.6%)	9 (25.0%)	2 (5.6%)
Convenient Location to Home	16 (44.4%)	10 (27.8%)	8 (22.2%)	2 (5.6%)
Less Stressful Work Environment	13 (36.1%)	11 (30.6%)	7 (19.4%)	5 (13.9%)
Enjoy the Customer Interaction	22 (61.1%)	12 (33.3%)	1 (2.8%)	1 (2.8%)
Increased Compensation	15 (41.7%)	14 (38.9%)	4 (11.1%)	3 (8.3%)

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2009.

Figure 61. Percentage of Pharmacists by Number of Months Worked during Year, 2008 & 2009

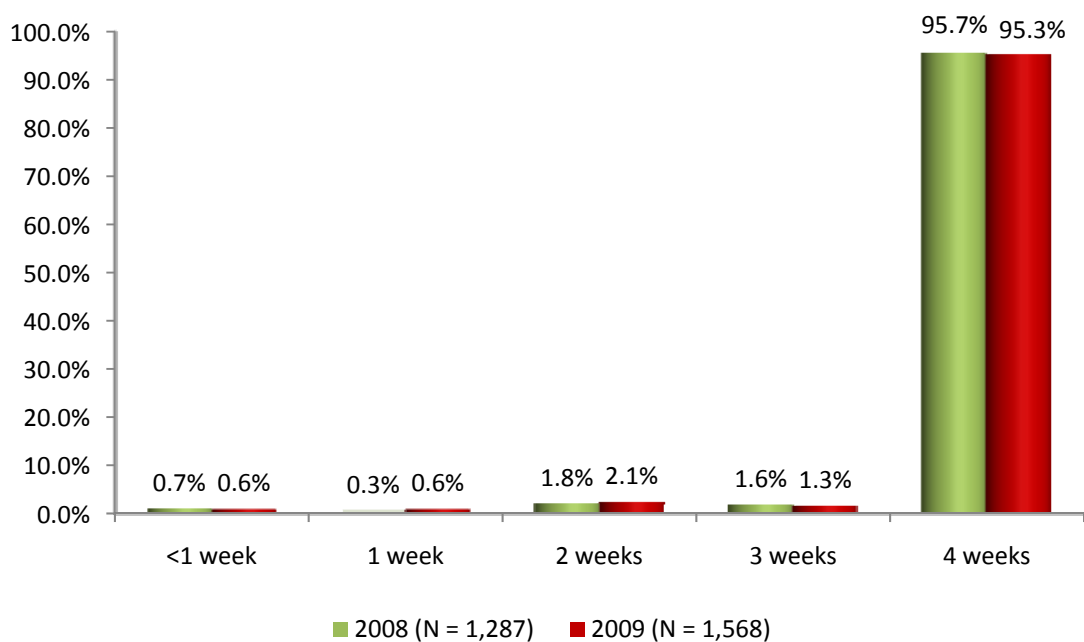


<u>NUMBER OF MONTHS</u>	2008 Pharmacists (N = 1,287)		2009 Pharmacists (N = 1,568)	
<1 month	6	0.5%	5	0.3%
1-3 months	62	4.8%	37	2.4%
4-6 months	43	3.3%	32	2.0%
7-9 months	44	3.4%	44	2.8%
10-12 months	1,132	88.0%	1,450	92.5%

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008 & 2009.

Note: The number of months during the year is based on the previous 12 months of work at the time the survey was completed.

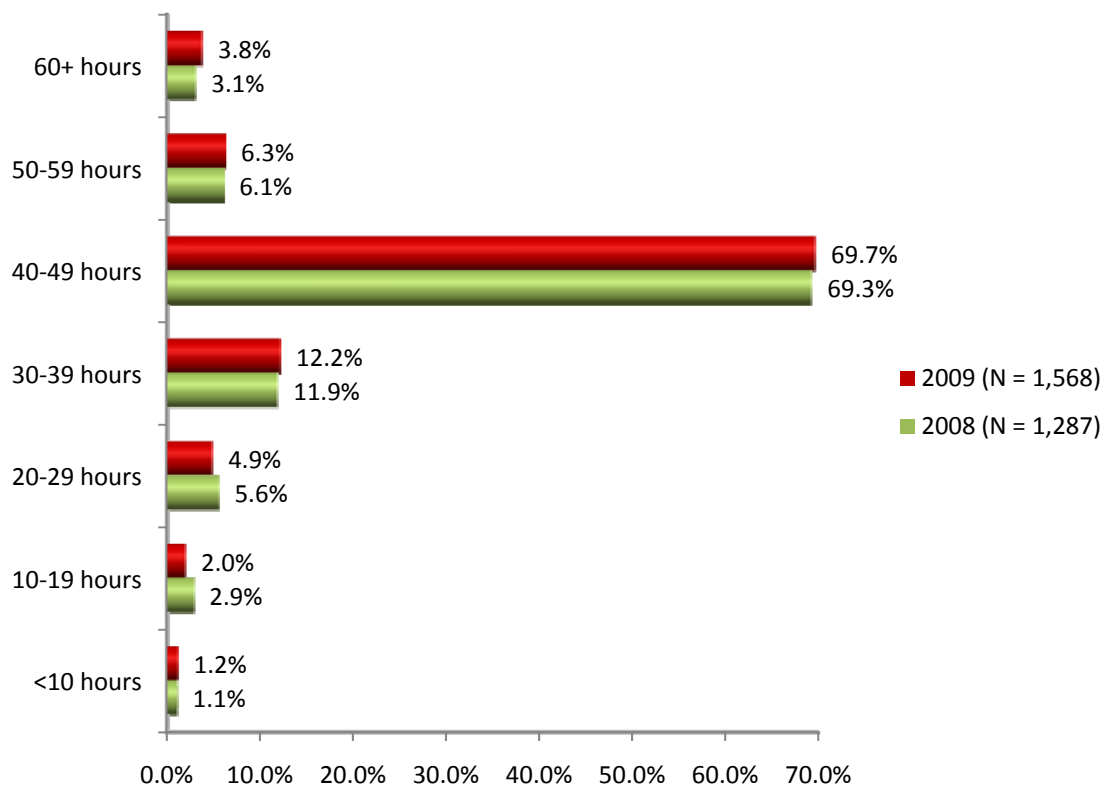
Figure 62. Percentage of Pharmacists Number by Weeks Usually Worked per Month, 2008 & 2009



<u>NUMBER OF WEEKS</u>	2008 Pharmacists (N = 1,287)		2009 Pharmacists (N = 1,568)	
<1 week	9	0.7%	9	0.6%
1 week	4	0.3%	10	0.6%
2 weeks	23	1.8%	33	2.1%
3 weeks	20	1.6%	21	1.3%
4 weeks	1,231	95.7%	1,495	95.3%

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008 & 2009.

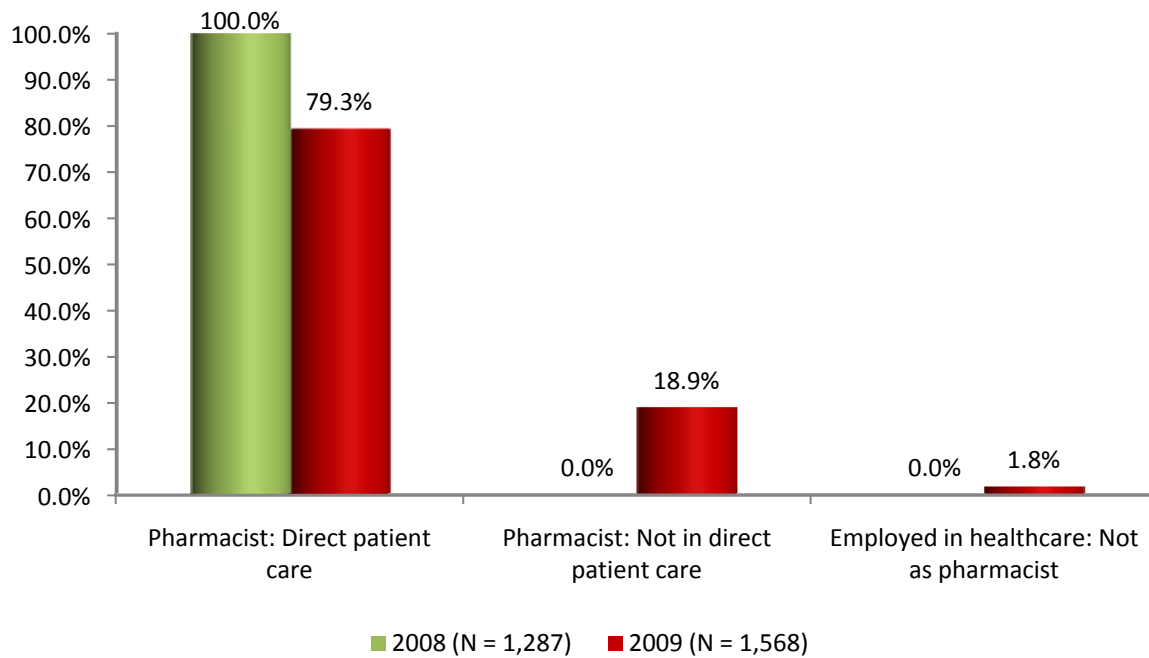
Figure 63. Percentage of Pharmacists by Number of Hours Usually Worked Per Week, 2008 & 2009



<u>NUMBER OF HOURS</u>	2008 Pharmacists (N = 1,287)		2009 Pharmacists (N = 1,568)	
<10 hours	14	1.1%	19	1.2%
10-19 hours	37	2.9%	31	2.0%
20-29 hours	72	5.6%	76	4.9%
30-39 hours	153	11.9%	191	12.2%
40-49 hours	892	69.3%	1,093	69.7%
50-59 hours	79	6.1%	99	6.3%
60+ hours	40	3.1%	59	3.8%

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008 & 2009.

Figure 64. Percentage of Pharmacists by Employment Status, 2008 & 2009



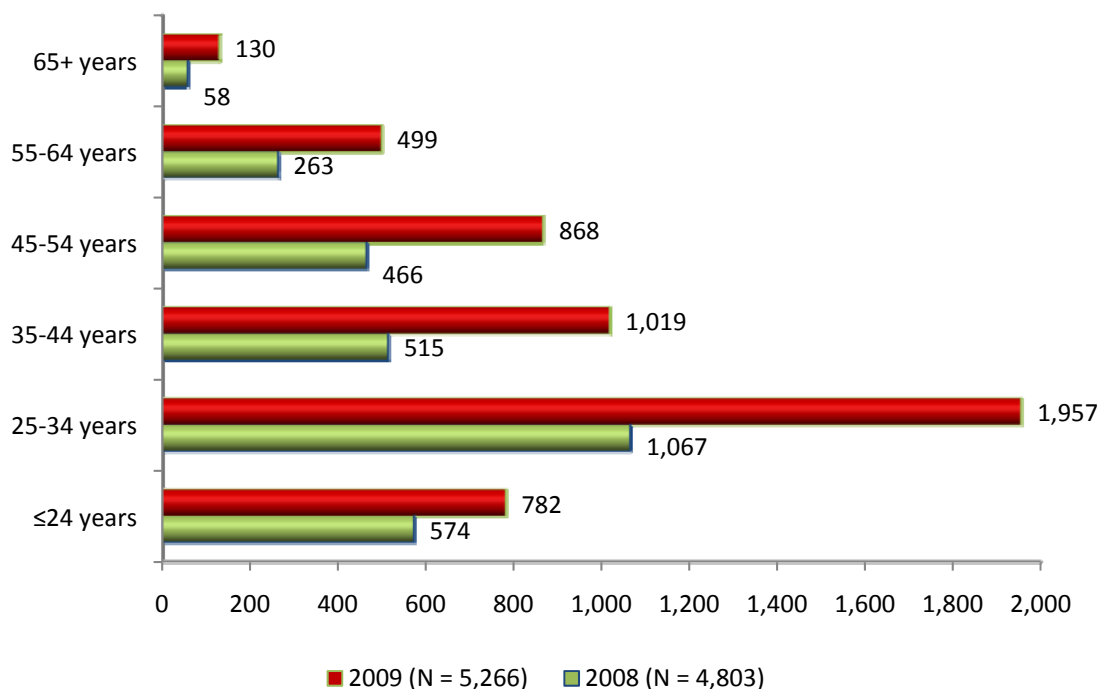
<u>EMPLOYMENT STATUS</u>	2008 Pharmacists (N = 1,287)		2009 Pharmacists (N = 1,568)	
Pharmacist in direct patient care	1,287	100%	1,243	79.3%
Pharmacist not in direct patient care	0	0%	297	18.9%
Healthcare employee, but not a pharmacist	0	0%	28	1.8%

Source: Arizona Board of Pharmacy, Pharmacist Survey Data, 2008 & 2009.

II. Pharmacy Technicians

Demographics of Pharmacy Technicians

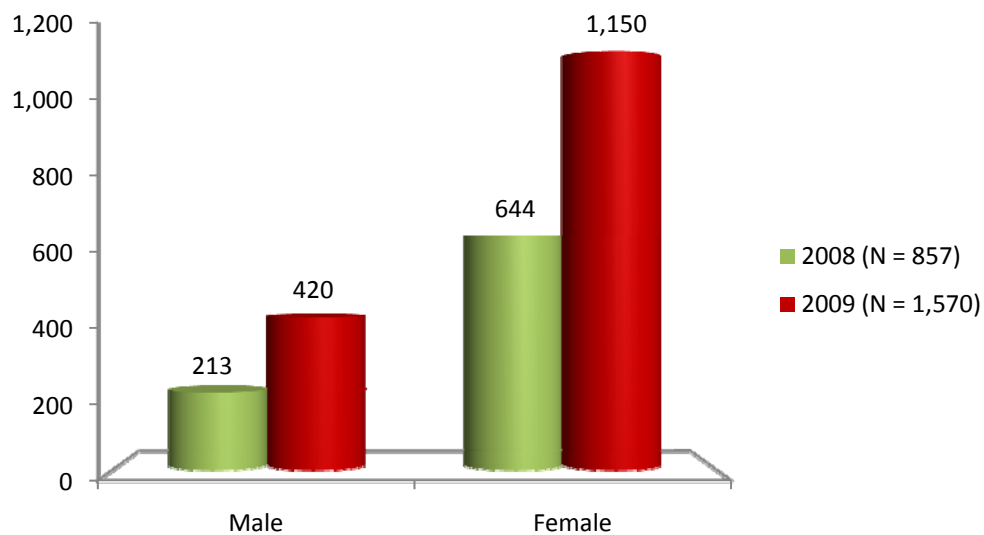
Figure 65. Pharmacy Technicians by Age Group, 2008 & 2009



AGE	2008 Pharmacy Technicians (N = 4,803)		2009 Pharmacy Technicians (N = 5,266)	
≤24 years	574	12.0%	782	0.2%
25-34 years	1,067	22.2%	1,957	26.4%
35-44 years	515	10.7%	1,019	26.9%
45-54 years	466	9.7%	868	18.1%
55-64 years	263	5.5%	499	17.9%
≥65 years	58	1.2%	130	10.4%
Unknown	1,860	38.7%	11	0%

Source: Arizona Board of Pharmacy, Pharmacy Technician Licensing Data, 2008 & 2009.

Figure 66. Pharmacy Technicians by Gender, 2008 & 2009



<u>GENDER</u>	2008 Pharmacy Technicians (N = 857)		2009 Pharmacy Technicians (N = 1,570)	
Males	213	24.9%	420	26.8%
Females	644	75.1%	1,150	73.2%

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008 & 2009.

Note: Gender is not part of the licensing data, but is requested on the voluntary survey provided to renewals and new licensees only. The survey response rate was less than 50% in both years.

Supply of Pharmacy Technicians

Table 16. Distribution of Pharmacy Technicians by City of Residence and per 100,000 Population, 2008 (N = 4,766)

CITY	2008 Estimated Population	Number of Pharmacy Technicians	Pharmacy Technicians per 100,000
Arlington	N/A	2	N/A
Avondale	81,111	78	96.2
Buckeye	47,340	68	143.6
Carefree	3,852	4	103.8
Cashion	N/A	1	N/A
Cave Creek	5,416	28	517.0
Chandler	252,885	406	160.5
El Mirage	24,701	58	234.8
Fountain Hills	25,170	32	127.1
Gilbert	211,892	318	150.1
Glendale	250,746	406	161.9
Goodyear	62,170	68	109.4
Higley	N/A	7	N/A
Laveen	N/A	51	N/A
Litchfield Park	5,116	33	645.0
Mesa	459,160	765	166.6
Morristown	1,402 [†]	2	142.7
New River	N/A	6	N/A
Paradise Valley	14,949	7	46.8
Peoria	158,093	264	167.0
Phoenix	1,577,812	1,382	87.6
Scottsdale	236,496	264	111.6
Sun City	41,105 [†]	22	53.5
Sun City West	39,807 [†]	9	22.6
Surprise	92,679	168	181.3
Tempe	171,444	244	142.3
Tolleson	7,179	27	376.1
Tonopah	1,809 [†]	6	331.7
Waddell	N/A	10	N/A
Wickenburg	6,618	4	60.4
Wittmann	N/A	7	N/A
Youngtown	4,895	18	367.7

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008.

Notes: There were 37 pharmacy technicians of unknown city (by zip code).

[†]These unofficial population estimates were obtained from <http://www.arizonaguide.com/places-to-visit/phoenix-central-arizona>. Source is not verifiable.

N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy.

Table 17. Distribution of Pharmacy Technicians by City of Residence and per 100,000 Population, 2009 (N = 5,177)

CITY	2009 Estimated Population*	Number of Pharmacy Technicians	Pharmacy Technicians per 100,000
Arlington	N/A	1	N/A
Avondale	84,914	98	115.4
Buckeye	51,462	81	157.4
Carefree	3,876	2	51.6
Cashion	N/A	2	N/A
Cave Creek	5,478	28	511.1
Chandler	255,230	428	167.7
El Mirage	24,739	67	270.8
Fountain Hills	25,305	33	130.4
Gilbert	217,285	374	172.1
Glendale	252,188	417	165.4
Goodyear	66,308	85	128.2
Higley	N/A	2	N/A
Laveen	N/A	62	N/A
Litchfield Park	5,162	46	891.1
Luke AFB	N/A	1	--
Mesa	462,486	821	177.5
New River	N/A	11	N/A
Paradise Valley	15,131	8	52.9
Peoria	162,740	299	183.7
Phoenix	1,601,587	1,462	91.3
Scottsdale	238,715	281	117.7
Sun City	41,105 [†]	24	58.4
Sun City West	39,807 [†]	10	25.1
Surprise	94,899	191	201.3
Tempe	174,255	258	148.1
Tolleson	7,302	37	506.7
Tonopah	1,809 [†]	5	276.4
Waddell	N/A	14	N/A
Wickenburg	6,637	5	75.3
Wittmann	N/A	8	N/A
Youngtown	4,895	16	326.9

Source: U.S. Census Bureau, Population Estimates, Incorporated Place and Minor Civil Divisions, All Places: 2000 to 2009; Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2009.

Notes: There were 89 pharmacy technicians of unknown city (by zip code).

[†]These unofficial population estimates were obtained from <http://www.arizonaguide.com/places-to-visit/phenix-central-arizona>. Source is not verifiable.

N/A – The most recent population estimates for these cities was the 2000 census. Given the significant population changes in Arizona since 2000, these figures were excluded from the report for better accuracy.

Residence of Pharmacy Technicians

Figure 67. Distribution of Pharmacy Technicians by City of Residence and Area, 2008 & 2009

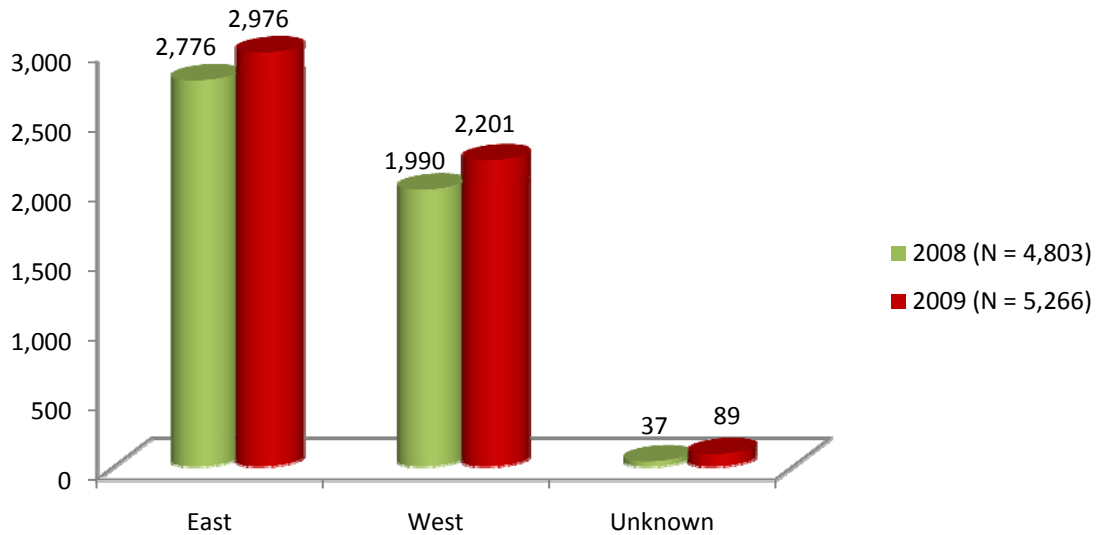


Figure 68. Percentage of Pharmacy Technicians by City of Residence and Area, 2008 & 2009

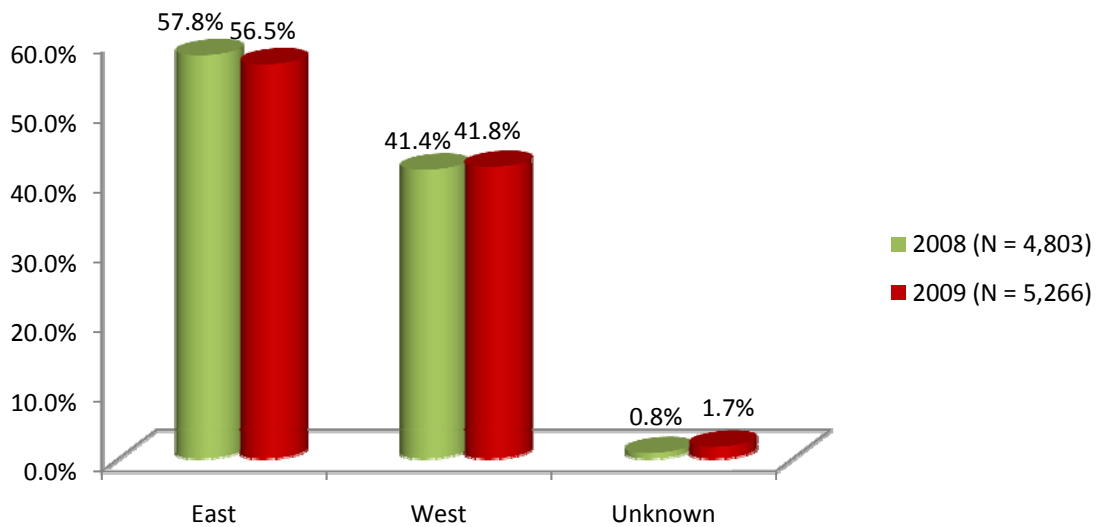


Table 18. Distribution of Pharmacy Technicians by City of Residence and East/West Designation, 2008 & 2009

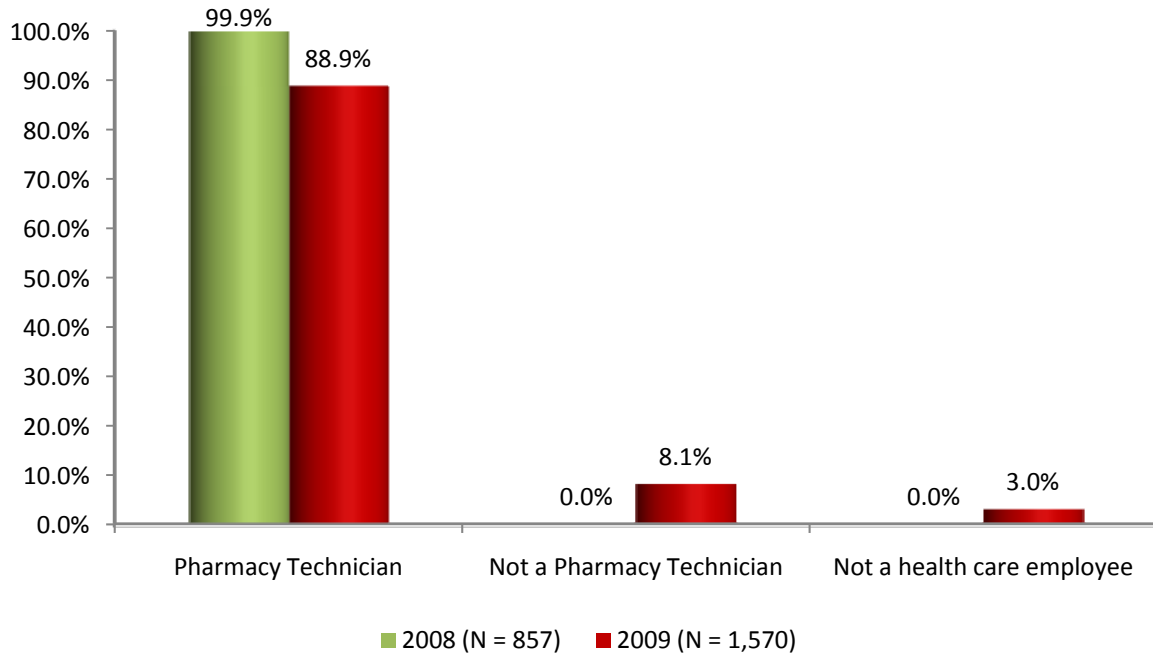
CITY	2008 Pharmacy Technicians (N = 4,766)		2009 Pharmacy Technicians (N = 5,177)	
	East	West	East	West
Arlington		2		1
Avondale		78		98
Buckeye		68		81
Carefree	4		2	
Cashion		1		2
Cave Creek	28		28	
Chandler	406		428	
El Mirage		58		67
Fountain Hills	32		33	
Gilbert	318		374	
Glendale		406		417
Goodyear		68		85
Higley	7		2	
Laveen		51		62
Litchfield Park		33		46
Mesa	765		821	
Morristown		2		
New River		6		11
Paradise Valley	7		8	
Peoria		264		299
Phoenix	701	681	741	721
Scottsdale	264		281	
Sun City		22		24
Sun City West		9		10
Sun Lakes				
Surprise		168		191
Tempe	244		258	
Tolleson		27		37
Tonopah		6		5
Waddell		10		14
Wickenburg		4		5
Wittmann		7		8
Youngtown		18		16
Total	2,776	1,990	2,976	2,201

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008 & 2009

Note: There were 37 pharmacy technicians of unknown zip code in 2008 and 89 unknowns in 2009 due to either incorrect information provided on the pharmacy application or due to recent zip code changes within Maricopa County.

Characteristics of Pharmacy Technician Workforce

Figure 69. Percentage of Pharmacy Technicians by Employment Status, 2008 & 2009

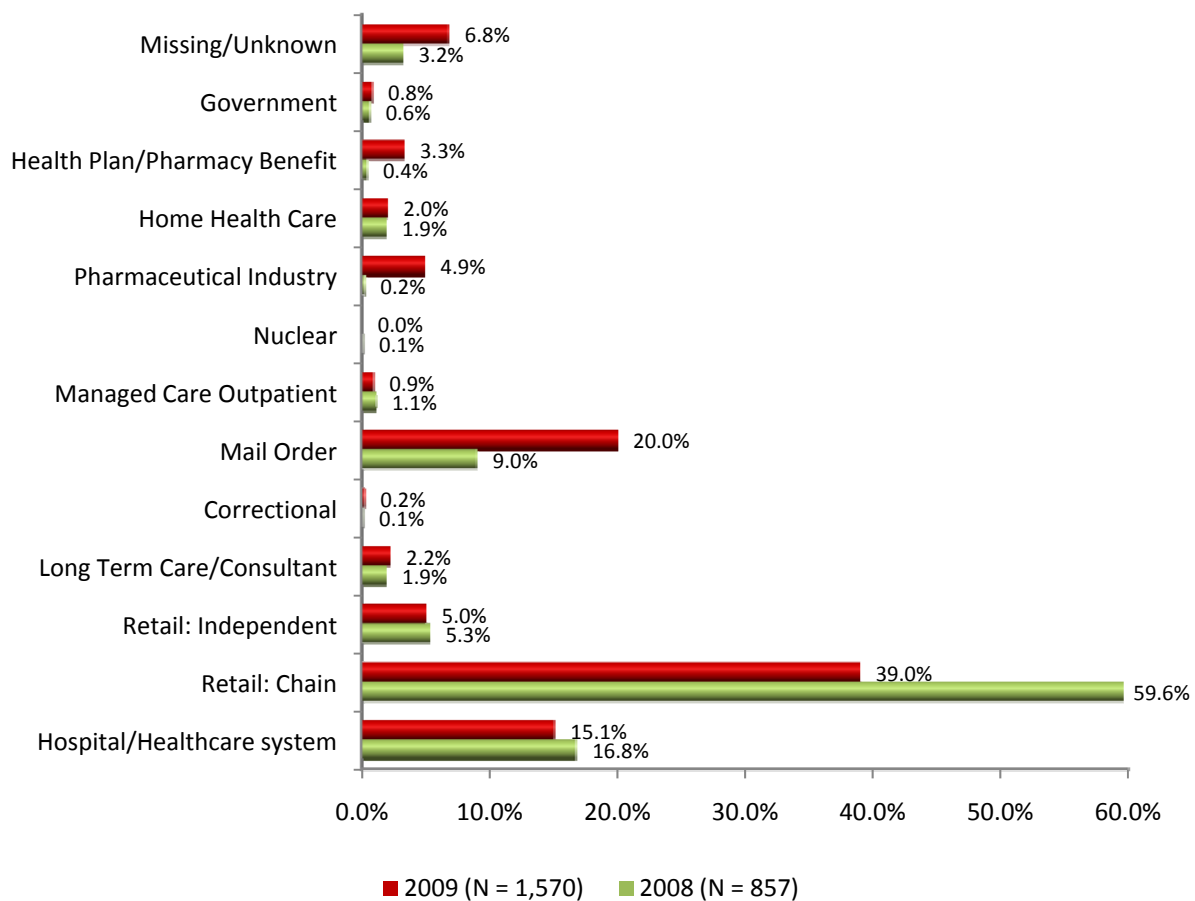


<u>EMPLOYMENT STATUS</u>	2008 Pharmacy Technicians (N = 857)		2009 Pharmacy Technicians (N = 1,570)	
Employed in a paid position as a pharmacy technician	856	99.9%	1,396	88.9%
Health care employee, but not a pharmacy technician	0	0%	127	8.1%
Non-health care employee	0	0%	47	3.0%

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008 & 2009

Note: For 2008, one pharmacy technician indicated status as employed, but seeking a pharmacy technician position.

Figure 70. Percentage of Pharmacy Technicians by Place of Employment, 2008 & 2009

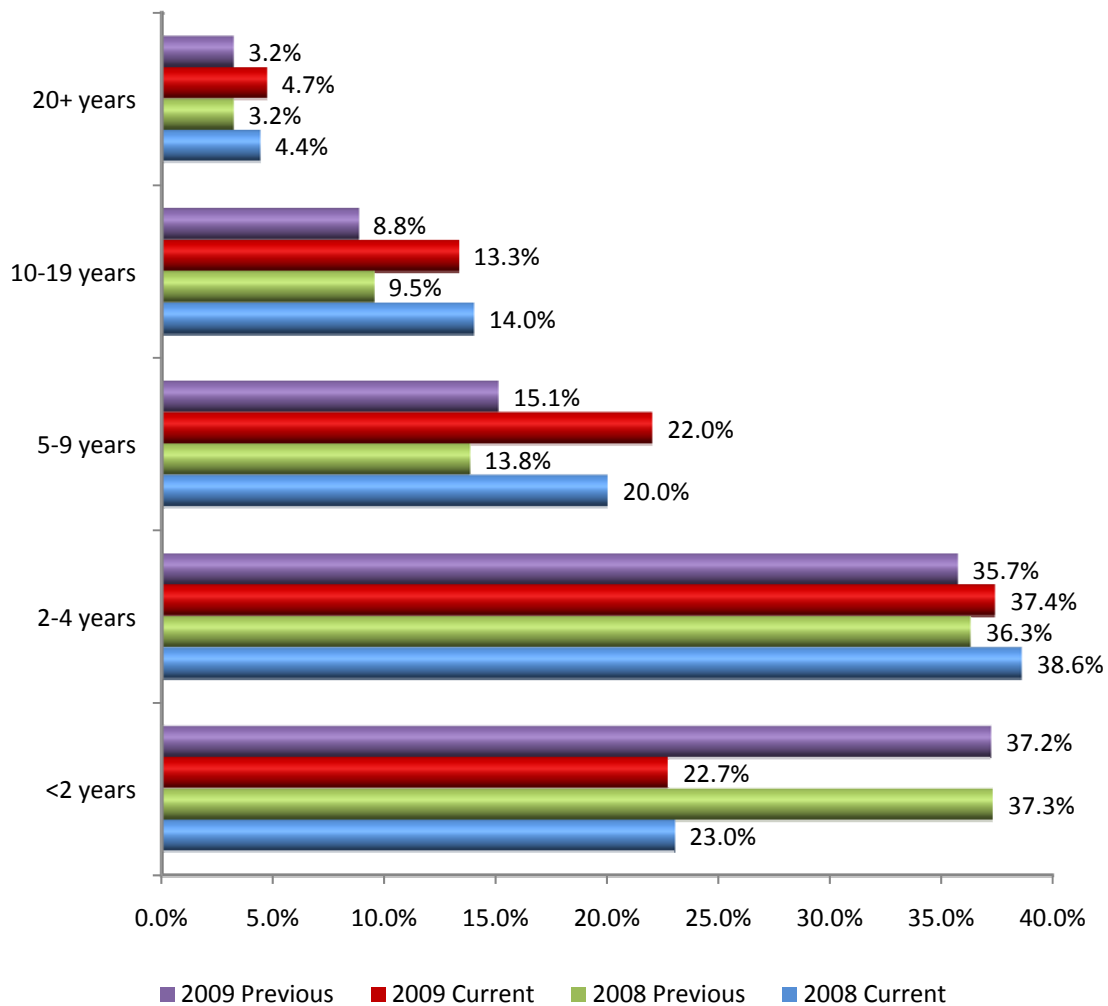


<u>PLACE OF EMPLOYMENT</u>	2008 Pharmacy Technicians (N = 857)		2009 Pharmacy Technicians (N = 1,570)	
Hospital/Health Care System	144	16.8%	237	15.1%
Retail: Chain	511	59.6%	612	39.0%
Retail: Independent	45	5.3%	78	5.0%
Long Term Care/Consultant	16	1.9%	34	2.2%
Correctional	1	0.1%	3	0.2%
Mail Order	77	9.0%	314	20.0%
Managed Care Outpatient Pharmacy	9	1.1%	14	0.9%
Nuclear Pharmacy	1	0.1%	0	0%
Pharmaceutical Industry (e.g R&D, medical	2	0.2%	77	4.9%
Home Health Care Pharmacy	16	1.9%	32	2.0%
Health Plan or Pharmacy Benefit Manager	3	0.4%	51	3.3%
Government (e.g. AHCCCS, VA)	5	0.6%	12	0.8%
Missing/Unknown	27	3.2%	106	6.8%

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008 & 2009.

Note: Responses based on survey results. Not all licensed pharmacists answered optional survey questions.

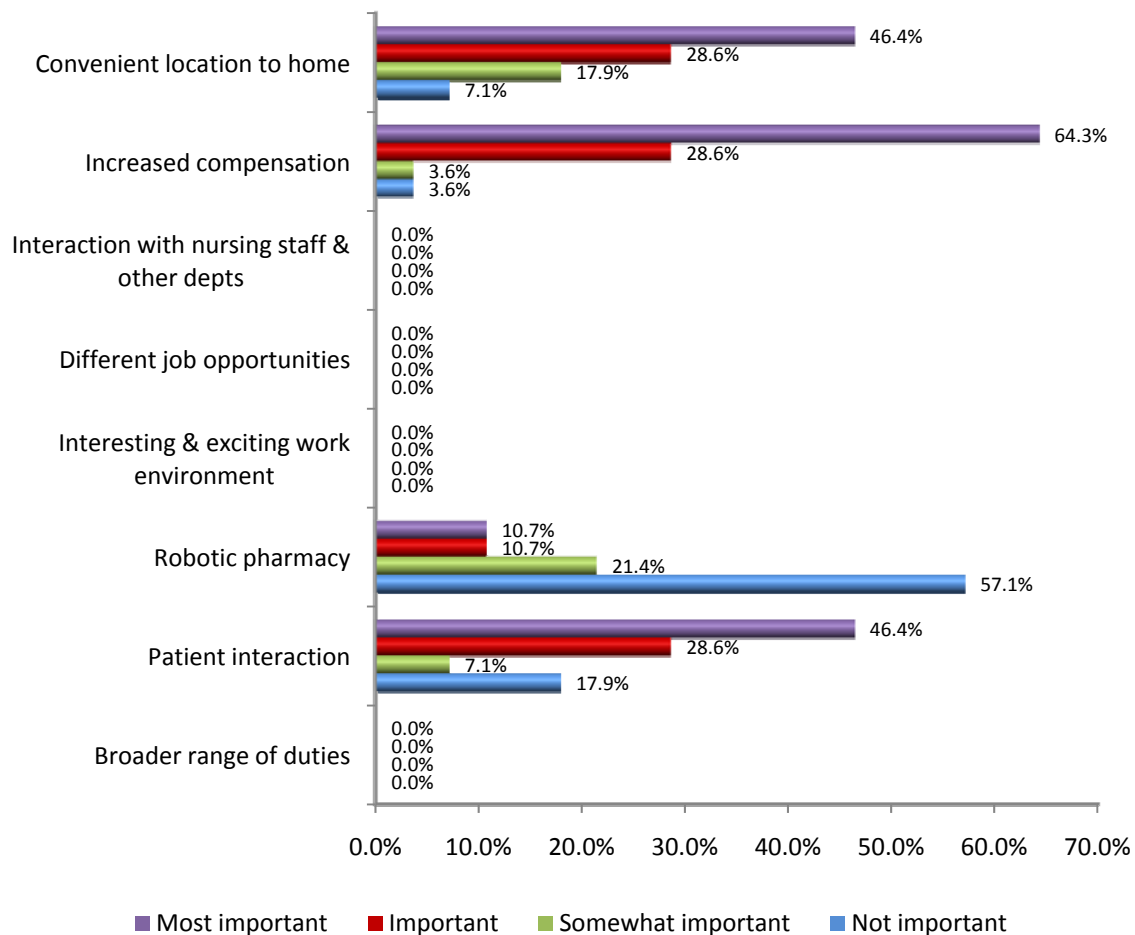
Figure 71. Percentage of Pharmacy Technicians by Years Employed in Current Job and Previous Job, 2008 & 2009



<u>YEARS OF EMPLOYMENT</u>	2008 Pharmacy Technicians (N = 857)				2009 Pharmacy Technicians (N = 1,570)			
	Current Job		Previous Job		Current Job		Previous Job	
<2 years	197	23.0%	320	37.3%	356	22.7%	584	37.2%
2-4 years	331	38.6%	311	36.3%	587	37.4%	561	35.7%
5-9 years	171	20.0%	118	13.8%	345	22.0%	237	15.1%
10-19 years	120	14.0%	81	9.5%	208	13.3%	138	8.8%
20+ years	38	4.4%	27	3.2%	74	4.7%	50	3.2%

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008 & 2009.

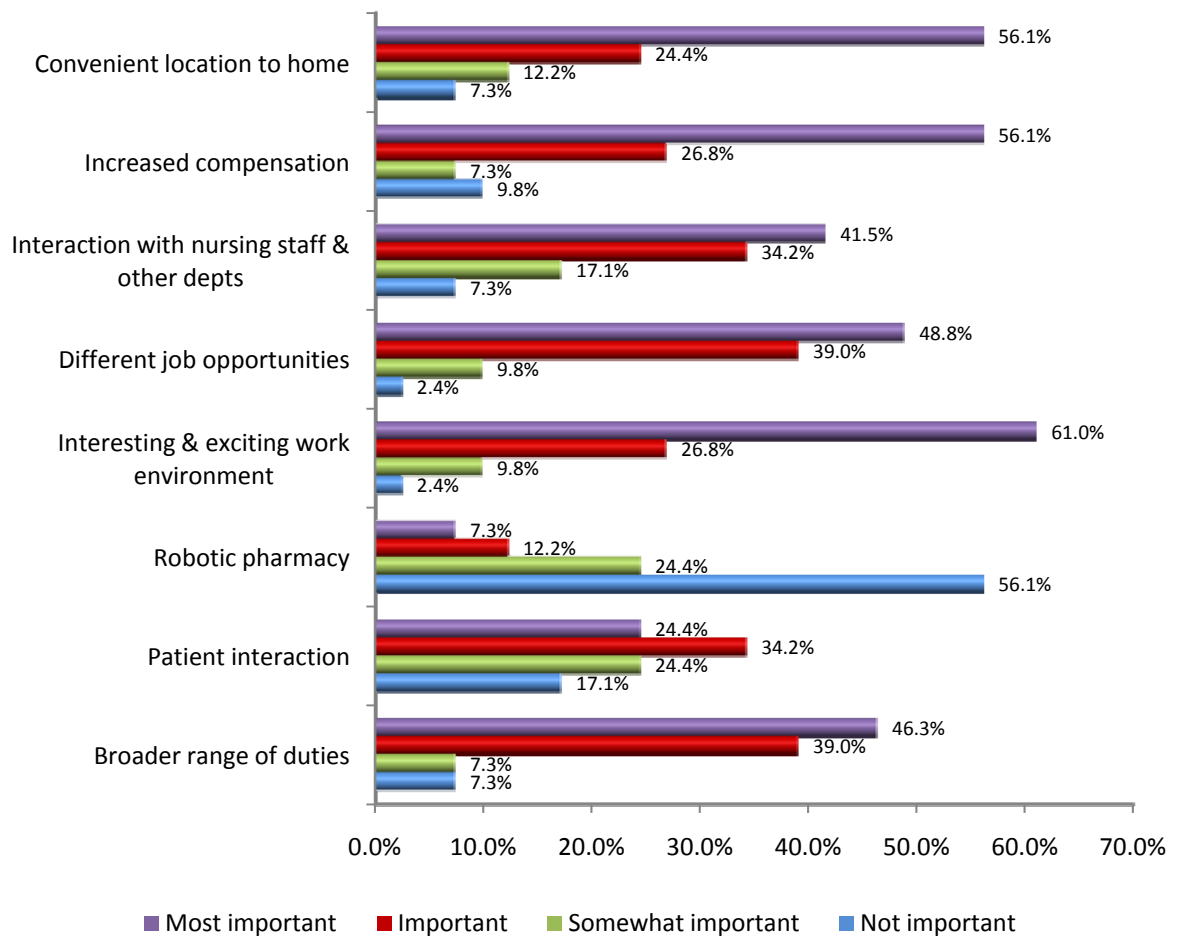
Figure 72. Percentage of Pharmacy Technicians Switching from Retail to Hospital by Factors, 2008 (N = 857)



<u>FACTORS</u>	Most Important	Important	Somewhat Important	Not Important
Broader Range of Duties	0	0	0	0
Patient Interaction	13 (46.4%)	8 (28.6%)	2 (7.1%)	5 (17.9%)
Robotic Pharmacy	3 (10.7%)	3 (10.7%)	6 (21.4%)	16 (57.1%)
Interesting and Exciting Work Environment	0	0	0	0
Different Job Opportunities	0	0	0	0
Interaction with Nursing Staff and Other Departments	0	0	0	0
Increased Compensation	18 (64.3%)	8 (28.6%)	1 (3.6%)	1 (3.6%)
Convenient Location to Home	13 (46.4%)	8 (28.6%)	5 (17.9%)	2 (7.1%)

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008.

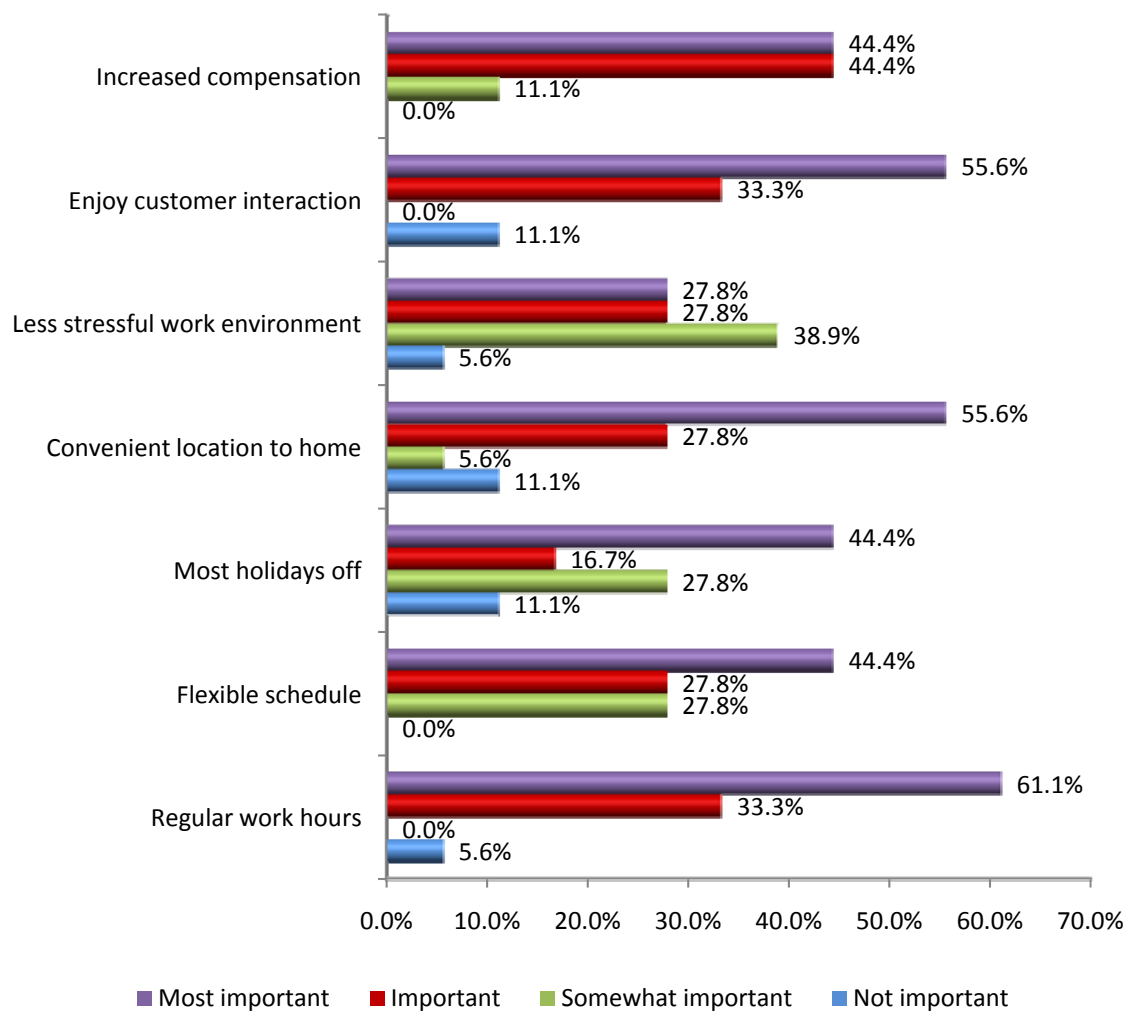
Figure 73. Percentage of Pharmacy Technicians Switching from Retail to Hospital by Factors, 2009 (N = 1,570)



<u>FACTORS</u>	Most Important	Important	Somewhat Important	Not Important
Broader Range of Duties	19 (46.3%)	16 (39.0%)	3 (7.3%)	3 (7.3%)
Patient Interaction	10 (24.4%)	14 (34.2%)	10 (24.4%)	7 (17.1%)
Robotic Pharmacy	3 (7.3%)	5 (12.2%)	10 (24.4%)	23 (56.1%)
Interesting and Exciting Work Environment	25 (61.0%)	11 (26.8%)	4 (9.8%)	1 (2.4%)
Different Job Opportunities	20 (48.8%)	16 (39.0%)	4 (9.8%)	1 (2.4%)
Interaction with Nursing Staff and Other Departments	17 (41.5%)	14 (34.2%)	7 (17.1%)	3 (7.3%)
Increased Compensation	23 (56.1%)	11 (26.8%)	3 (7.3%)	4 (9.8%)
Convenient Location to Home	23 (56.1%)	10 (24.4%)	5 (12.2%)	3 (7.3%)

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2009.

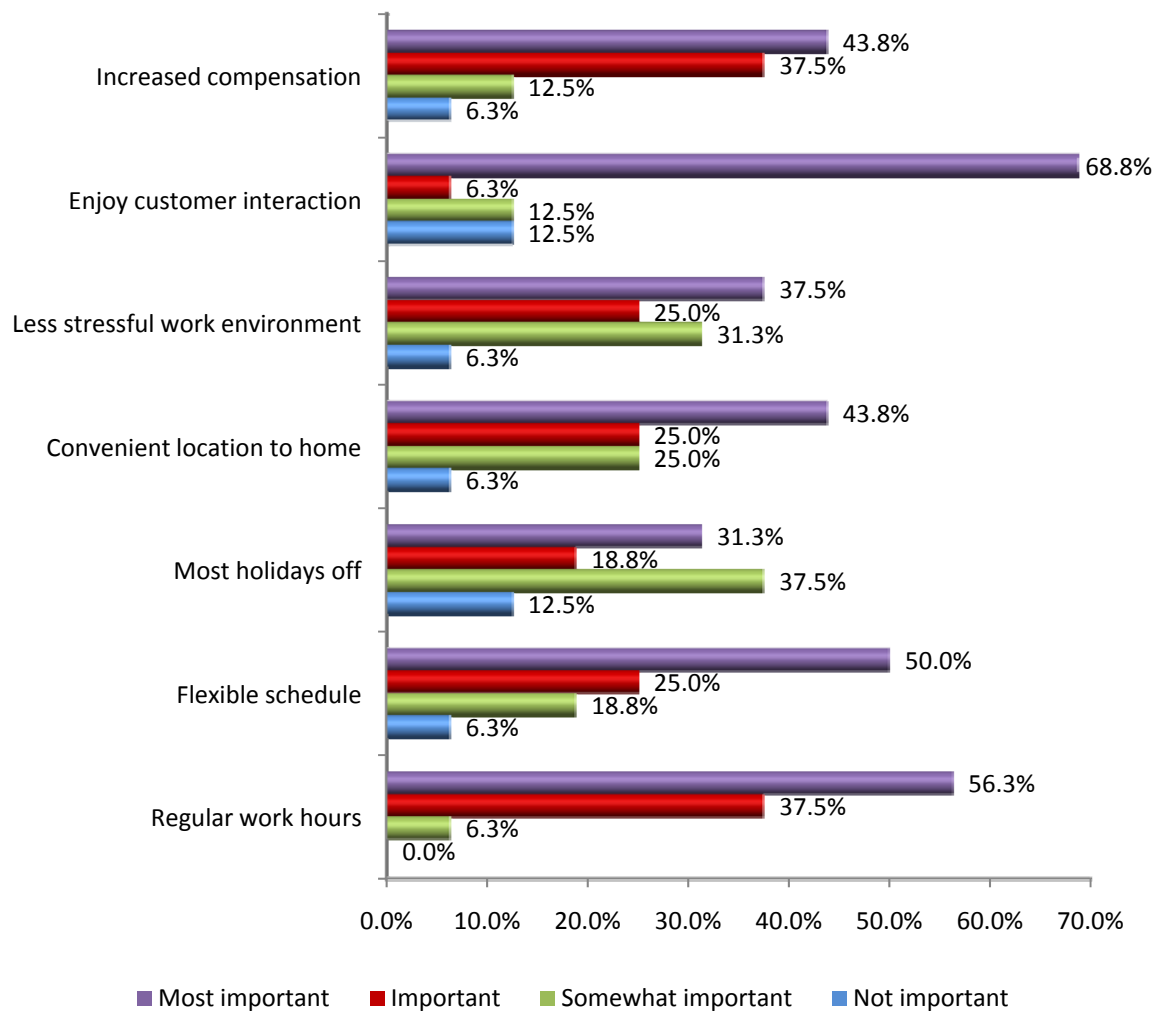
Figure 74. Percentage of Pharmacy Technicians Switching from Hospital to Retail by Factors, 2008 (N = 857)



<u>FACTORS</u>	Most Important	Important	Somewhat Important	Not Important
Regular Work Hours	11 (61.1%)	6 (33.3%)	0	1 (5.6%)
Flexible Schedule	8 (44.4%)	5 (27.8%)	5 (27.8%)	0
Most Holidays Off	8 (44.4%)	3 (16.7%)	5 (27.8%)	2 (11.1%)
Convenient Location to Home	10 (55.6%)	5 (27.8%)	1 (5.6%)	2 (11.1%)
Less Stressful Work Environment	5 (27.8%)	5 (27.8%)	7 (38.9%)	1 (5.6%)
Enjoy the Customer Interaction	10 (55.6%)	6 (33.3%)	0	2 (11.1%)
Increased Compensation	8 (44.4%)	8 (44.4%)	2 (11.1%)	0

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008.

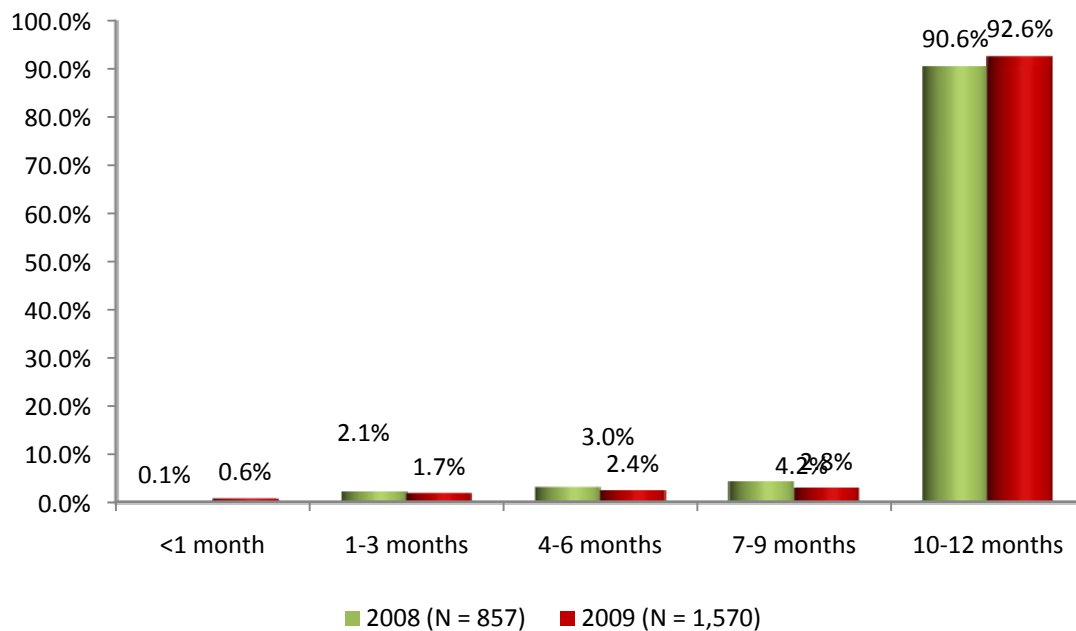
Figure 75. Percentage of Pharmacy Technicians Switching from Hospital to Retail by Factors, 2009 (N = 1,570)



<u>FACTORS</u>	Most Important	Important	Somewhat Important	Not Important
Regular Work Hours	9 (56.3%)	6 (37.5%)	1 (6.3%)	0
Flexible Schedule	8 (50.0%)	4 (25.0%)	3 (18.8%)	1 (6.3%)
Most Holidays Off	5 (31.3%)	3 (18.8%)	6 (37.5%)	2 (12.5%)
Convenient Location to Home	7 (43.8%)	4 (25.0%)	4 (25.0%)	1 (6.3%)
Less Stressful Work Environment	6 (37.5%)	4 (25.0%)	5 (31.3%)	1 (6.3%)
Enjoy the Customer Interaction	11 (68.8%)	1 (6.3%)	2 (12.5%)	2 (12.5%)
Increased Compensation	7 (43.8%)	6 (37.5%)	2 (12.5%)	1 (6.3%)

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2009.

Figure 76. Percentage of Pharmacy Technicians by Number of Months Worked during Year, 2008 & 2009

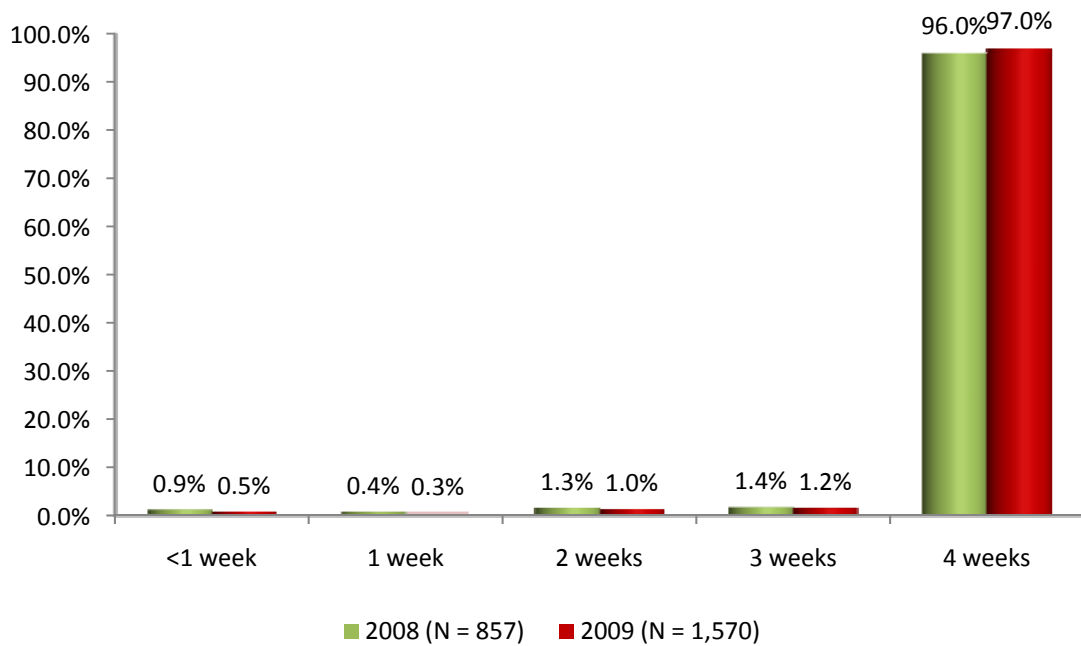


NUMBER OF MONTHS	2008 Pharmacy Technicians (N = 857)		2009 Pharmacy Technicians (N = 1,570)	
<1 month	1	0.1%	9	0.6%
1-3 months	18	2.1%	27	1.7%
4-6 months	26	3.0%	37	2.4%
7-9 months	36	4.2%	44	2.8%
10-12 months	776	90.6%	1,453	92.6%

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008 & 2009.

Note: The number of months during the year is based on the previous 12 months of work at the time the survey was completed.

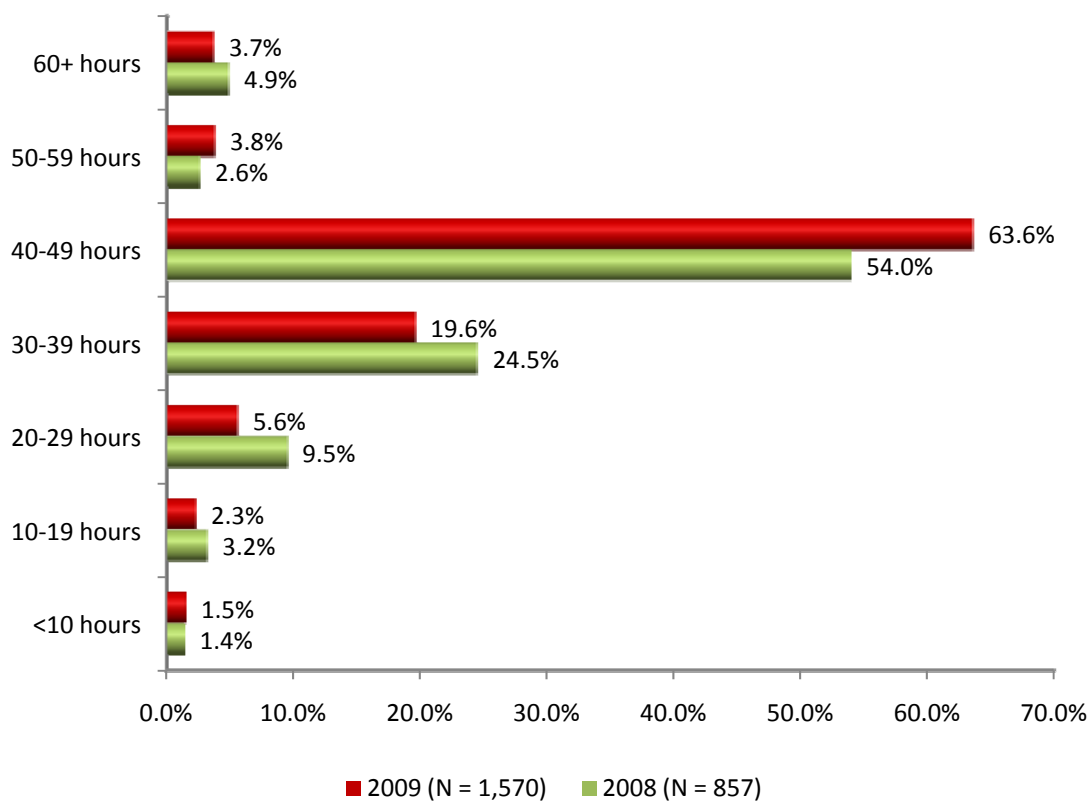
Figure 77. Percentage of Pharmacy Technicians by Number of Weeks Usually Worked Per Month, 2008 & 2009



<u>NUMBER OF WEEKS</u>	2008 Pharmacy Technicians (N = 857)		2009 Pharmacy Technicians (N = 1,570)	
<1 week	8	0.9%	8	0.5%
1 week	3	0.4%	5	0.3%
2 weeks	11	1.3%	16	1.0%
3 weeks	12	1.4%	18	1.2%
4 weeks	823	96.0%	1,523	97.0%

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008 & 2009.

Figure 78. Percentage of Pharmacy Technicians by Number of Hours Usually Worked Per Week, 2008 & 2009



<u>NUMBER OF HOURS</u>	2008 Pharmacy Technicians (N = 857)		2009 Pharmacy Technicians (N = 1,570)	
<10 hours	12	1.4%	23	1.5%
10-19 hours	27	3.2%	36	2.3%
20-29 hours	81	9.5%	88	5.6%
30-39 hours	210	24.5%	307	19.6%
40-49 hours	463	54.0%	998	63.6%
50-59 hours	22	2.6%	60	3.8%
60+ hours	42	4.9%	58	3.7%

Source: Arizona Board of Pharmacy, Pharmacy Technician Survey Data, 2008 & 2009.