



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

A Collaboration Between
CHiR and Maricopa Workforce Connections



Maricopa Workforce Connections

- One of the largest Local Workforce Investment Areas in the U.S.
- \$12 M Budget
- ~ 150,000+ Customer Visits Annually
- Regional Partner with Phoenix Workforce Connection
- Value Added Services to Employers and Job Seekers



This Collaboration

- **Win-Win**

- MWC requires solid labor market information for health care workforce
 - To be shared with PWC, and all workforce providers in Arizona
- CHiR Project was at risk - now sustained and put to practical use



Maricopa's Healthcare Workforce

- **Advanced Practice Nurses (APNs:** includes certified nurse midwives, certified registered nurse anesthetists, clinical nurse specialists, and nurse practitioners)
- **Registered Nurses (RNs:** includes diploma, ADN, and baccalaureate nurses)
- **Licensed Practical Nurses/Licensed Vocational Nurses**
- **Licensed Pharmacists**
- **Pharmacy Technicians**



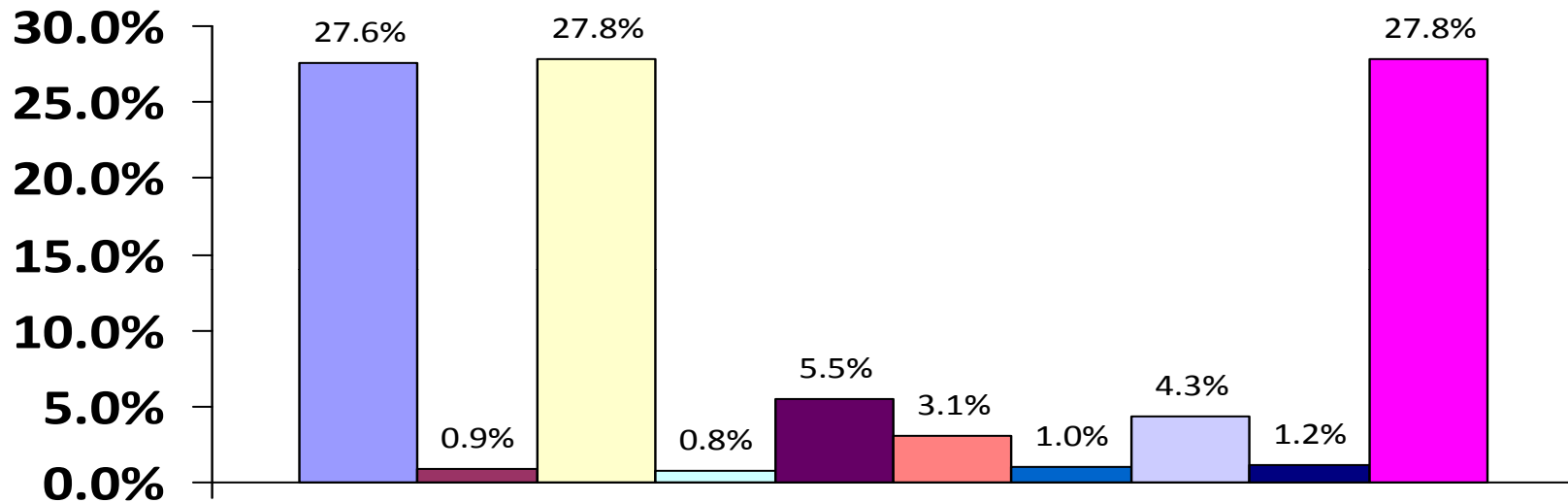


General Observations: APNs

- Majority of Arizona's APNs (60%) work in Maricopa County, followed by Pima (20.6%)
- Over 75% of APNs in Maricopa county report working full time (36+ hours/week) with 35% of the APNs reporting they work ≥ 41 hours/week
- 90% of APNs work at least 24 hours per week and ≥ 10 months/year
- 33.4% of APNs are over age 55 in Maricopa County



Maricopa County: APN Employment Setting



■ Ambulatory Care

■ Hospital

■ Long Term Care

■ Occupational Health

■ School Health

■ Home Health Care

■ Insurance Company

■ Nursing Education

■ Public/Community Health

■ Other

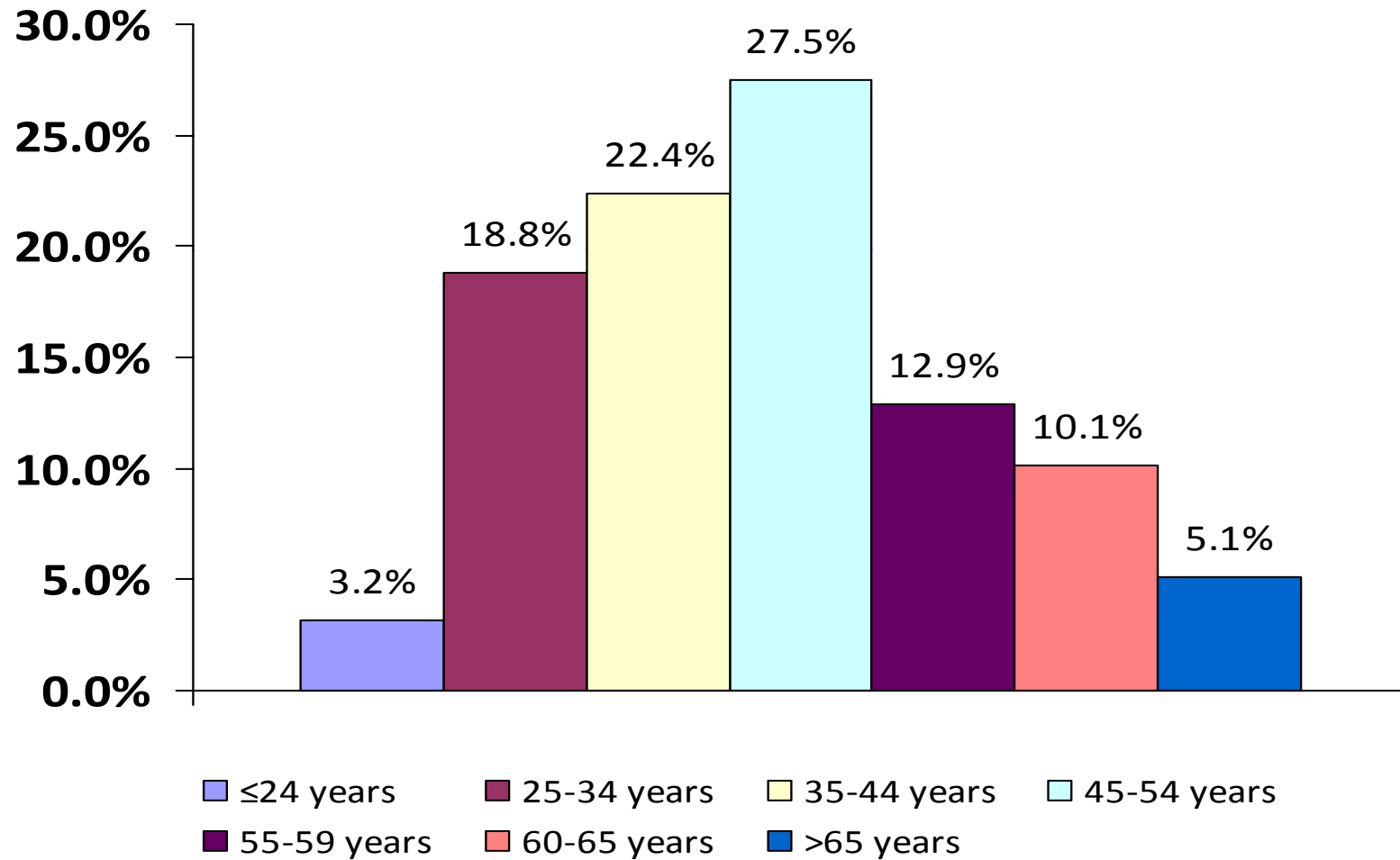


Observations: Registered Nurses

- Of the most recent AZ RN license renewals, nearly half (49.2%) are between the ages of 45 and 59; and a third (33%) are between 45-54 years of age.
- From 2008 to 2009, all counties but La Paz and Greenlee had an increase in the number of RNs per 100,000 population
- The most significant increases in RNs per 100,000 occurred in four of the state's largest counties (Maricopa, Pima, Pinal, and Yavapai)
- 15% of the nursing workforce is over 60



RN Workforce by Age – Maricopa County





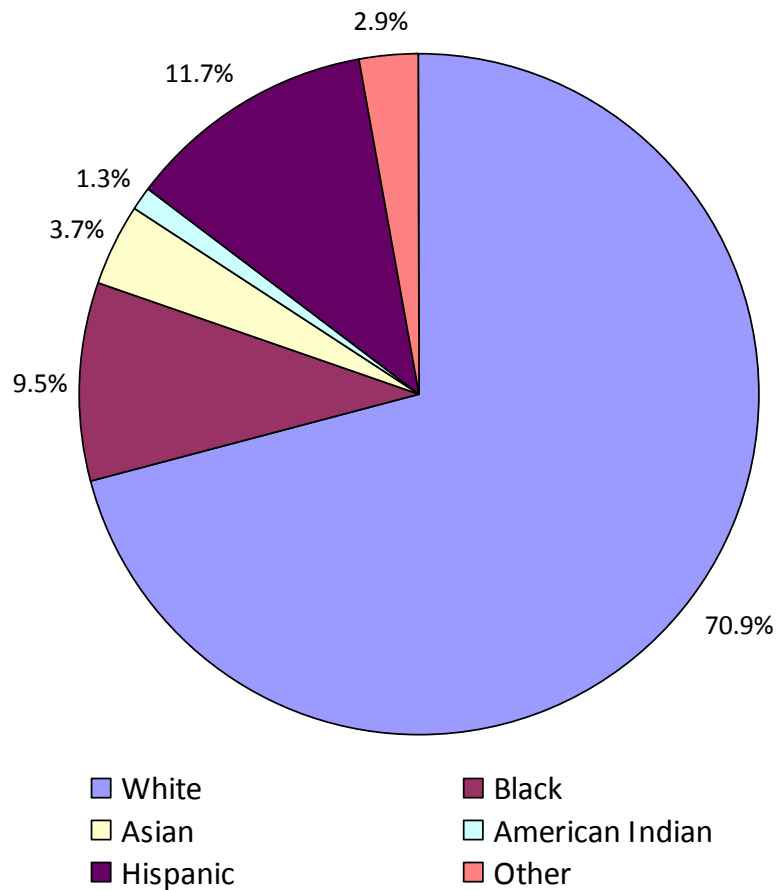
Observations: LPNs

- The LPN workforce is more ethnically diverse than the APNs and RNs, with approximately 71% Caucasian, 12% Hispanic, 10% Black, 4% Asian, Native American 1%, and 'other' at 2%
- LPNs are much more likely to work in geriatrics (34%) than RNs (8%)
- Majority of LPNs work full time in a nursing position
- 26.8% of LPNs are over age 55

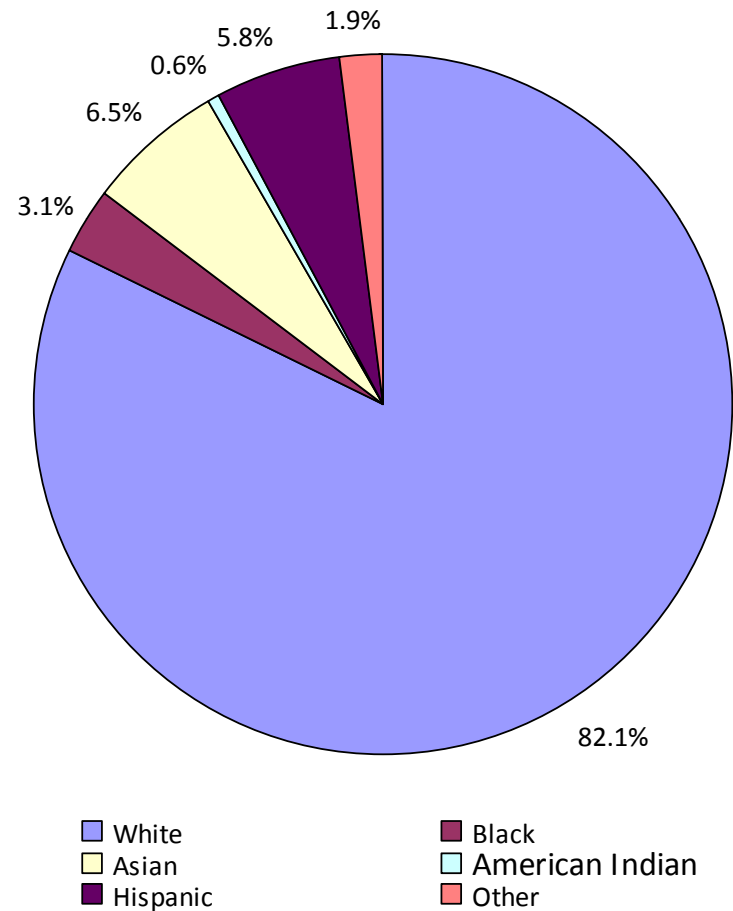


Ethnicity of LPN vs. RN Workforce

LPN Race / Ethnicity: 2009



RN Race / Ethnicity: 2009



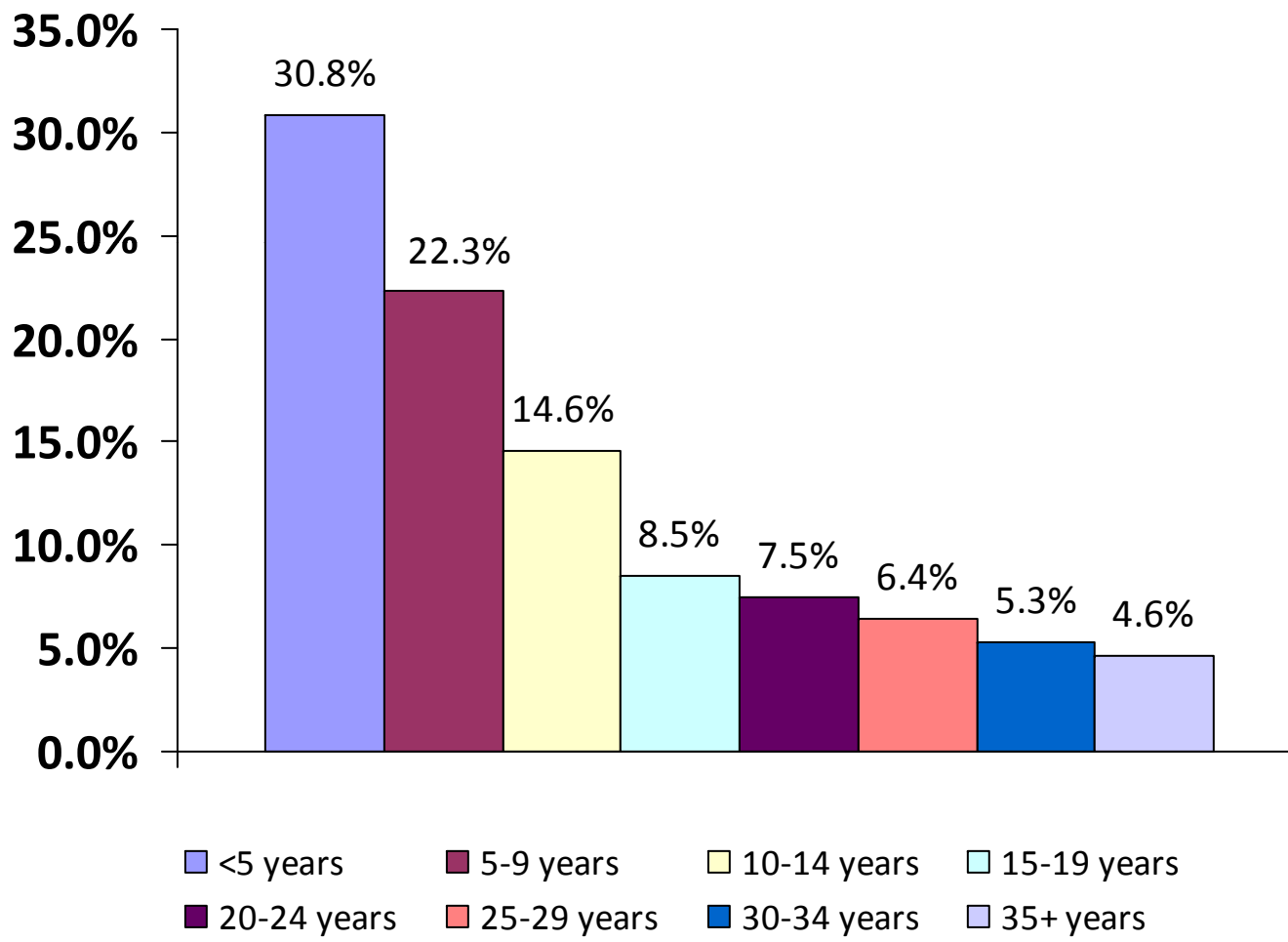


Observations: Licensed Pharmacists

- Over half (53.3%) of the pharmacists are between 25-44 years of age, 28.3% are over age 55
- The majority (51.1%) are males
- 53% of all licensed pharmacists have less than 10 years of experience; 68% have less than 15 years experience
- Most (79.3%) work in direct patient care



Licensed Pharmacists by years of experience – Maricopa County





Observations: Pharmacy Techs

- More likely to be female (73.2%)
- Majority (44%) work in *retail*, although this has decreased significantly (by 20%) since 2008
- After '*retail*,' the most common employment settings are *hospital / health care system* (15.1%) and *mail order* (20%)
- 12% are over age 55



Pharmacy Techs: Employment setting – Maricopa County

