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: 27.6%
- Hospital: 27.8%
- Home Health Care: 0.9%
- Long Term Care: 0.8%
- Insurance Company: 5.5%
- Nursing Education: 3.1%
- Occupational Health: 1.0%
- Public/Community Health: 4.3%
- School Health: 1.2%
- Other: 27.8%
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

- 27.5% 45-54 years
- 22.4% 35-44 years
- 18.8% 25-34 years
- 12.9% 30-44 years
- 10.1% 55-59 years
- 10.1% 60-65 years
- 5.1% >65 years
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**

- White: 70.9%
- Black: 11.7%
- Hispanic: 2.9%
- Other: 3.7%
- Asian: 1.3%
- American Indian: 9.5%

**RN Race / Ethnicity: 2009**

- White: 82.1%
- Black: 5.8%
- Hispanic: 1.9%
- Other: 3.1%
- Asian: 6.5%
- American Indian: 0.6%
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

- <5 years: 30.8%
- 5-9 years: 22.3%
- 10-14 years: 14.6%
- 15-19 years: 8.5%
- 20-24 years: 7.5%
- 25-29 years: 6.4%
- 30-34 years: 5.3%
- 35+ years: 4.6%
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

- Missing/Unknown: 3.3% (2008), 6.8% (2009)
- Government/Correctional: 0.7% (2008), 1.0% (2009)
- Health Plan/Pharmacy Benefit: 0.4% (2008), 3.3% (2009)
- Home Health Care: 2.0% (2008), 2.0% (2009)
- Pharmaceutical Industry: 1.8% (2008), 4.9% (2009)
- Managed Care Outpatient: 1.1% (2008), 0.9% (2009)
- Mail Order: 9.0% (2008), 20.0% (2009)
- Long Term Care/Consultant: 1.8% (2008), 2.0% (2009)
- Retail: 16.8% (2008), 44.0% (2009)
- Hospital/Health Care System: 15.1% (2008), 16.8% (2009)

2008 (N = 857) 2009 (N = 1,570)