

2025

# Michigan Healthcare Workforce Index

Ranking the Health of Michigan's  
Healthcare Occupations

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# Executive Summary

For the past two years, Michigan Health Council (MHC) has collected data regarding current and projected statewide healthcare workforce shortages to create the 2023 and 2024 Michigan Healthcare Workforce Indices ("Index"). Those comprehensive reports assessed the "health" of 36 healthcare occupations and occupational categories in Michigan. This is an update to that report, combining new 2023 and 2024 data from Lightcast, the Association of American Medical Colleges (AAMC), and the Accreditation Council for Graduate Medical Education (ACGME).

Once again, MHC was able to systematically rank each healthcare occupation on a variety of inputs and make comparisons across occupations. In this year's Index, subgroups of occupations are also ranked to understand their health in a more purposeful context. The intent of ranking and comparing occupations is not to conclude that some occupations are better than others. In a political world of finite resources, MHC's goal is to help decision-makers quickly understand the current state of individual occupations and the collective healthcare workforce across a range of factors. MHC wants decision-makers to use the Index as one of many tools to help inform how to invest limited time and resources for maximum impact. While no social science methodology is perfect, MHC believes that the insights and analysis gleaned from the Index will spark informed discussions about the best ways to build Michigan's healthcare workforce capacity.

## Key Findings:

- As in 2023 and 2024, nearly all occupations analyzed are projected to experience workforce shortages over the next decade.
- The "healthiest" occupation over the next ten years is *Dentists*.
- The "unhealthiest" occupation over the next ten years is *Dental Assistants*.
- Compared to last year's Index, many occupations moved either up or down in ranking, most significantly including:
  - *Dentists* saw higher wage growth and projected occupational growth, climbing 11 places to the highest overall rank.
  - *Nurse Anesthetists* saw a decrease in projected shortage, better wage growth, and lower turnover to break into the top 15.
  - *Optometrists* saw lower wage growth and projected occupational growth, dropping seven places.
- Occupations with fewer educational requirements beyond a high school diploma remain at the bottom third of the Index due to low wage growth.

“ MHC believes that the insights and analysis gleaned from the Index will spark informed discussions about the best ways to build Michigan's healthcare workforce capacity. ”

# About MHC Insight

Michigan Health Council (MHC) is a solutions-oriented nonprofit with an eight-decade track record of developing sustainable programming for healthcare employers, educators, and professionals. A partner in building healthcare workforce capacity, MHC is the force behind MHC Insight – Michigan's preeminent resource for data, analysis, and labor market intelligence on critical issues facing Michigan's healthcare workforce.

MHC Insight collects and disseminates healthcare workforce data and research to support stakeholders' efforts to develop systems-level approaches to building healthcare workforce capacity. MHC Insight can help organizations address their specific issues but prioritizes solutions to societal needs that cannot be solved in silos – like bolstering access to care, reducing health inequities, and increasing Michigan's healthcare workforce diversity. The first step in this process is creating a shared understanding of what current data tells us about our workforce.

## Methodology

Building on the foundation established in previous years, this report integrates the most recent **2023 and 2024 labor market and education data**, and calls out **seven specialized occupation groups** that offer focused analysis for critical healthcare workforce sectors.

This year's Index continues to present Michigan labor market information at both statewide and regional levels. It provides a detailed view of 62 healthcare occupations using Standard Occupational Classification (SOC) codes to ensure a standardized and comparable dataset. Where relevant, MHC has consolidated closely related occupations, such as subspecialized Physicians or Social Workers with similar education levels, into occupational categories that reflect consistent education, licensure, or job function. This consolidation allows for a clearer analysis of supply, demand, and labor market health across the full healthcare continuum.

In addition to ranking 36 occupations and occupational categories, the 2025 Index introduces seven distinct callout indices that analyze labor market dynamics within high-impact occupational groups. These callouts provide readers with a more nuanced look at intragroup variation and highlight specific challenges or strengths within each group. The callouts focus on:

1. **Advanced Practitioners**
2. **Medical Physicians**
3. **Nurses**
4. **Behavioral Health**
5. **Medical Technicians**
6. **Medical Therapy**
7. **Patient Support**

Analyzing occupational groups separately through dedicated callouts enables a more refined comparison of occupations that share similar educational pathways, licensure requirements, or scope of practice. For example, Registered Nurses, Nurse Anesthetists,

Clinical Psychologists, and Substance Use Counselors are often grouped together in the larger Index but represent vastly different workforce realities. While the overall Index provides a valuable cross-sector snapshot of the healthcare workforce, occupations with vastly different training requirements and compensation structures may appear adjacent in the rankings despite having little in common from a workforce planning perspective. By isolating groups such as Nurses, Behavioral Health professionals, and Medical Technicians, the callouts allow for a more meaningful assessment of internal variation. This comparative approach ensures that occupations are not only benchmarked broadly across the healthcare system but also evaluated alongside occupations with comparable preparation and career trajectories. As a result, stakeholders can better identify leverage points for investment and intervention within specific sectors of the workforce.

The Index and its callouts continue to utilize three core quantitative data sources:

- **Lightcast:** Lightcast gathers and integrates economic, labor market, demographic, education, profile, and job posting data from dozens of government and private-sector sources, creating a comprehensive and current dataset that includes both published data and detailed estimates with full United States coverage. Occupation data presents employment and wage information, categorized by worker type – Registered Nurses, Welders, Web Developers, etc. Occupation job counts are generated by taking industry job counts from the Bureau of Labor Statistics (BLS)'s Quarterly Census of Employment and Wages (QCEW) and combining them with staffing patterns from the BLS *Occupational Employment Statistics* (OES) dataset. Staffing patterns are unique to industries and show the percentage breakdown of each industry into its component occupations. Lightcast regionalizes OES staffing patterns, creating location-specific staffing patterns that take into account the region's particular industry mix. The result is tailored staffing patterns that generate location-specific occupation employment data.

Basic occupation earnings data come from OES as well. Lightcast unsuppresses earnings data where necessary and models the Metropolitan Statistical Area (MSA)-level earnings native to OES down to the county level. Although OES is not published as a time series, Lightcast has developed one using historical OES data. This time series offers several benefits, including historical occupation earnings back to 2005, reduced volatility between years of published OES data, and the ability to use historical years of OES to unsuppress latest year OES data.

Like industry employment data, occupation employment data goes back to 2001 and is also projected ten years into the future. Projections are generated by applying projected staffing patterns to Lightcast's projected industry employment data.

Finally, Lightcast provides data on college enrollments and graduates, as reported in the National Center for Education Statistics (NCES)'s *Integrated Postsecondary Education Data System* (IPEDS) dataset. This includes sex and race/ethnicity data for enrollees and graduates by school, Classification of Instructional Program (CIP) code, award level, data on distance completions, and information on tuition and other student fees.

- **Association of American Medical Colleges (AAMC):** AAMC's Michigan-specific workforce profile was used to estimate the in-state residency retention rate for Physicians. In 2021, Michigan retained 45.3 percent of its residency graduates, a figure used in calculating Physician workforce supply trends.



- **Accreditation Council for Graduate Medical Education (ACGME):** ACGME's 2023–2024 *Data Resource Book*<sup>1</sup> provided data on residency enrollments and the structure of graduate medical education (GME) programs in Michigan, which informed Physician supply pipeline projections.

## Index Creation

The 2025 Index was constructed using a rankings methodology that combined multiple quantitative indicators into a composite score for each occupation or occupational category. Each was evaluated based on four key variables:

1. **Growth:** The projected percentage increase in employment between 2024 and 2034.
2. **Wage:** The percentage increase in median wages from 2013 to 2023.
3. **Turnover:** The 2024 turnover rate, calculated as the ratio of separations to total employment.
4. **Shortage:** A calculated ratio representing the estimated workforce shortage or surplus based on projected openings versus the expected ten-year educational completions.

To develop the **Shortage** measure, Lightcast's "Openings" figure was used, which accounts for both new growth in the occupation and replacements for individuals exiting the workforce. This ten-year projected demand was compared to educational supply by multiplying the most recent IPEDS completions data by ten. The resulting completions estimate was subtracted from projected openings, and the difference was divided by the projected number of 2034 jobs, resulting in a shortage ratio.

For Physicians,<sup>2</sup> the Shortage variable was further modified, since the number of individuals completing medical school in a state is not a good representation of the Physician supply for the state. Using ACGME data for Michigan, 1,833 residents entered the GME pipeline in 2023–2024. By removing residents who did not complete their education and applying a residency retention rate of 45.3 percent from AAMC, this resulted in 829 residents available for the Michigan workforce per year. Note that the 1,833 residents represent those entering the residency education process to account for the various lengths of residency that many subspecialties require.

To verify this number, MHC completed this exercise going back ten years to look at the stability of residency classes in Michigan. The results are plotted in **figure 1**.<sup>3</sup>

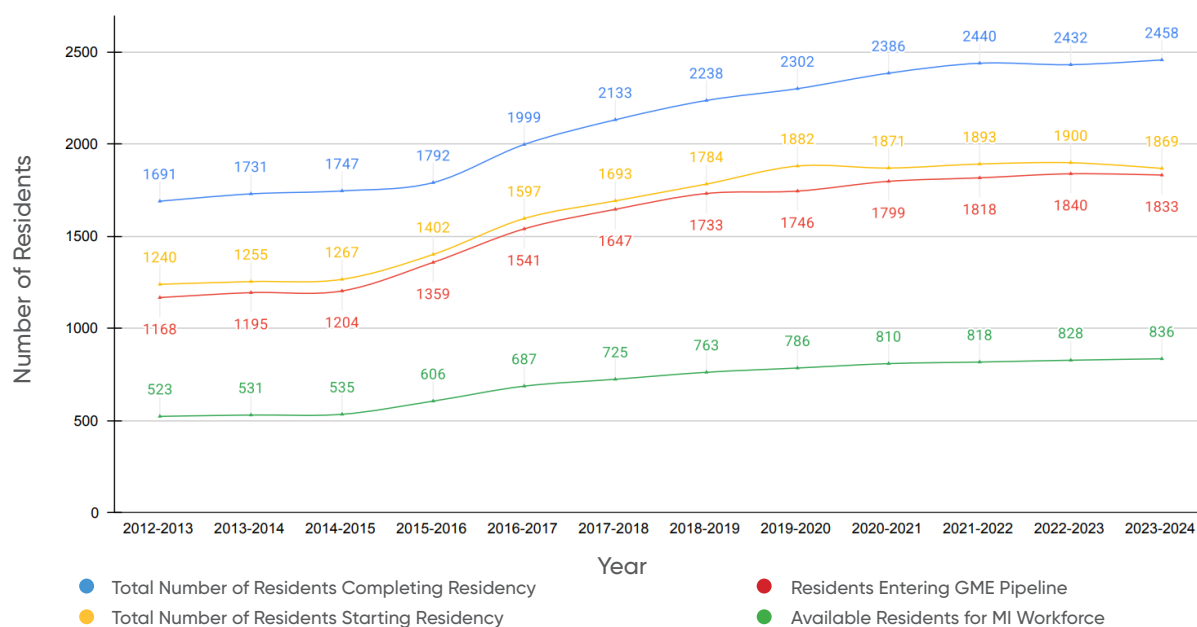
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<sup>1</sup> Department of Information Services / Applications and Data Analysis. (2024). *Data resource book: Academic year 2023–2024*. Accreditation Council for Graduate Medical Education. <https://www.acgme.org/globalassets/pfassets/publicationsbooks/dataresourcebook2023-2024.pdf>

<sup>2</sup> The subspecialties are: Anesthesiologists, Cardiologists, Dermatologists, Emergency Medicine Physicians, Family Medicine Physicians, General Internal Medicine Physicians, Neurologists, OB/GYNs, Ophthalmologists (Except Pediatric), Orthopedic Surgeons (Except Pediatric), General Pediatricians, Pediatric Surgeons, Pathologists, Psychiatrists, Radiologists, All Other Surgeons, and All Other Physicians.

<sup>3</sup> The number of residents completing and entering will never be equivalent since some Physician subspecialties have longer residencies than others.

**Figure 1: Michigan Medical Residency Trends, AY 2012–2013 to 2023–2024**



While the size of residency classes in Michigan has increased since 2012, the number of medical schools in Michigan has also increased in this time frame, resulting in a higher demand for residency slots, and thus accounting for the increase in residency classes around the state. It is also important to note that several other occupations offer residency – Dentists, Pharmacists, Nurse Practitioners (NPs), and Physician Assistants (PAs) – but there is no data tracking mechanism comparable to that of Physicians.<sup>4</sup> As a result, Index Shortage figures for these occupations are most likely overreported, since it is probable that individuals may be relocating to other states to pursue job opportunities either pre- or post-residency.<sup>5</sup>

For the Medical Physicians callout index, **Shortage** was removed from the composite scoring due to persistent challenges aligning the ACGME specialty taxonomy with Lightcast’s SOC-based specialty designations. Although Lightcast provides projections and wage data for Physician subspecialties, these differ significantly from ACGME’s classifications, and applying a single retention rate across subspecialties introduces too much variation

<sup>4</sup> Residencies for these occupations are not universally required but are often encouraged to pursue advanced clinical specialization, enhance employment opportunities, or increase long-term earning potential. The structure, availability, and uptake of these residencies vary widely across professions and are not consistently tracked at the national level.

<sup>5</sup> MHC Insight [conducted a survey](#) of Michigan Pharmacists in 2023 and determined that 66 percent of Pharmacy Clinical Specialists and 70 percent of Community Pharmacists remain in Michigan post-graduation. While the data is not used in the report because of the survey style, it is a good starting point for understanding pharmacy retention.

for valid comparison. As such, the **Medical Physicians callout is evaluated only on Growth, Wage,<sup>6</sup> and Turnover** for the 2025 Index, ensuring clarity and consistency in interpretation.

Like the Physician Group category, other occupational consolidations were maintained for methodological consistency. For example:

- **Occupations Requiring an MSW** includes occupations requiring a Master of Social Work (MSW) to practice—Marriage and Family Therapists; Healthcare Social Workers; Rehabilitation Counselors; Mental Health and Substance Abuse Social Workers; and Substance Abuse, Behavioral Disorder, and Mental Health Counselors due to the inability to disaggregate individual practice decisions post-graduation.
- **Psychologists** includes Clinical, School, and All Other Psychologists.
- **Dentists** includes General Dentists, Orthodontists, Prosthodontists, and All Other Specialty Dentists (excludes Oral and Maxillofacial Surgeons due to missing data).
- **Social Workers (BSW)** includes Social Workers, All Other and Child, Family and School Social Workers; both of which require a Bachelor of Social Work (BSW) to practice.

Each occupation or category was ranked from 1 to 36 for each applicable variable (with a lower number indicating better performance), and the rankings were summed. The occupation or category with the lowest total score was considered the “healthiest,” and ties were broken by prioritizing the **Shortage** rank. The methodology was tested for different weighting scenarios (e.g., placing more emphasis on Shortage or Turnover), but results were consistent across approaches, indicating strong stability in the relative rankings.

In this year’s edition, one of the key drivers of shifts in overall rankings was the updated historical wage growth period, which now reflects data from 2013 to 2023, rather than the 2012 to 2022 period used in the 2024 Index (or the 2011 to 2021 period used in the 2023 Index). As part of our methodology, we update the historical wage growth period each year to reflect the most recent available data—ensuring that wage trends align as closely as possible available education supply data. This one-year shift may seem minor, but it captured new trends in wage growth that significantly influenced occupation-level rankings. For example, continued wage stagnation in fields like Behavioral Health led to a relative decline in their standings, while strong wage increases among Advanced Practitioners and similar roles helped boost their rankings. This recalibration of the wage data window resulted in a notable reshuffling of variables across the Index.

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<sup>6</sup> For Anesthesiologists, wage data for the entire state reports more than a 20 percent decrease in wages, likely due to a bad sample. Instead of the whole-state data, we used wage data reflecting 50 percent of the population (Prosperity Regions 9 and 10). The resulting wage growth was slightly positive.



**Table 1: Michigan Healthcare Workforce Index**

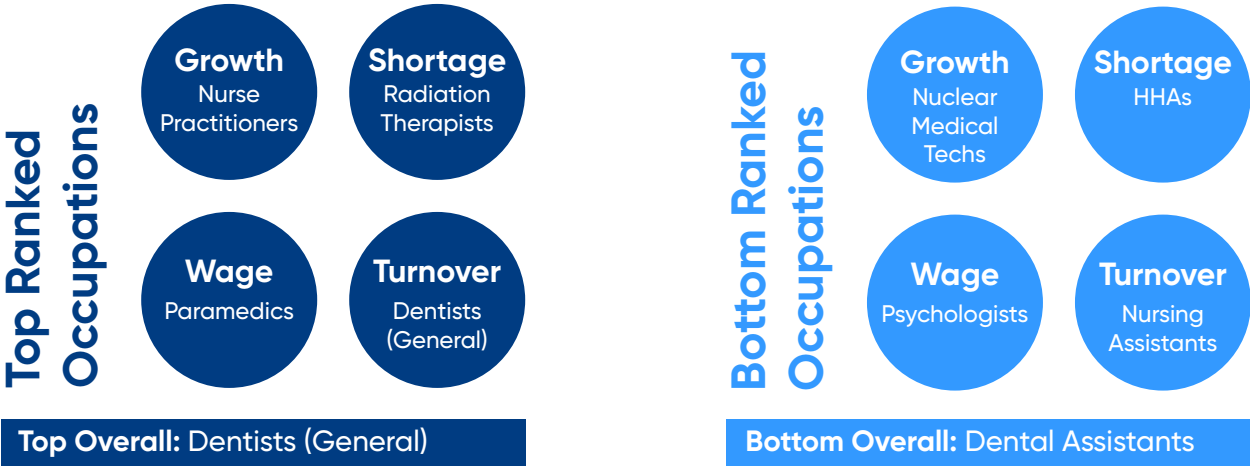
Occupation	Overall Rank	Rank Growth	Rank Shortage	Rank Wage	Rank Turnover
Dentists, General	1	24	2	3	1
Nurse Practitioners	2	1	10	15	8
Physician Assistants	3	4	16	11	12
Physician Group	4	35	5	4	3
Diagnostic Medical Sonographers	5	11	9	19	11
Licensed Practical and Licensed Vocational Nurses	6	10	7	7	27
Physical Therapists	7	5	12	32	7
Optometrists	8	16	15	24	2
Respiratory Therapists	9	12	18	18	9
Paramedics	10	15	25	1	17
Community Health Workers	11	8	13	10	28
Occupational Therapists	12	7	3	30	21
Surgical Technologists	13	30	4	8	20
Nurse Anesthetists	14	22	19	20	4
Radiation Therapists	15	33	1	25	14
Occupational Therapy Assistants	16	3	31	5	34
Registered Nurses	17	23	6	29	19
Pharmacists	18	27	11	33	6
Physical Therapist Assistants	19	2	30	12	33
Radiologic Technologists and Technicians	20	29	8	26	15
Magnetic Resonance Imaging Technologists	21	31	28	9	10
Home Health and Personal Care Aides	22	6	36	2	35
Nuclear Medicine Technologists	23	36	17	23	5
Cardiovascular Technologists and Technicians	24	28	22	17	18
Nurse Midwives	25	26	23	27	13
Medical Assistants	26	14	29	16	31
Emergency Medical Technicians	27	9	26	34	24
Pharmacy Technicians	28	25	32	13	26
Psychologists	29	17	27	36	16
Nursing Assistants	30	19	35	6	36
Phlebotomists	31	20	33	14	30
Occupations Requiring an MSW	32	13	20	35	29
Child, Family, and School Social Workers (BSW)	33	32	14	28	25
Clinical Laboratory Technologists and Technicians	34	34	21	22	22
Dental Hygienists	35	21	24	31	23
Dental Assistants	36	18	34	21	32

# Index Results

The “healthiest” occupation over the next ten years is Dentists. Dentists ranked 24th in Growth, second in Shortage, third in Wage, and first in Turnover. NPs are the second “healthiest” occupation, with top ten rankings across three variables, except for Wage. The last three occupations in the top five, PAs, Physician Group, and Diagnostic Medical Sonographers, did not rank first in any category, but were in or near the top ten for most rankings, except for the Physician Group, which ranked 35th in Growth. The occupations ranked second through seventh in the 2024 Index remained in the top seven, with only small adjustments to placement, meaning these occupations have been consistently some of the healthiest over the past two years of analysis.

Dental Assistants are the “unhealthiest” occupation, at 18th for Growth, 21st for Wage, and rankings below 30 for Shortage and Turnover. While occupations that ranked last in each variable were toward the bottom of the Index, they had one variable ranked in the top ten to improve their ranking, except for Psychologists, who ranked last in Wages: Nursing Assistants (last in Turnover) ranked sixth in Wage, Home Health and Personal Care Aides (last in Shortage) ranked second in Wage, and Nuclear Medicine Technologists (last in Growth) ranked fifth in Turnover.

Only four occupations are projected to have a surplus between 2024 and 2034: Dentists, Occupational Therapists, Radiation Therapists, and Surgical Technologists. Dentists and Radiation Therapists were also projected to have a surplus in the 2024 Index. Child, Family, and School Social Workers (BSW) and Diagnostic Medical Sonographers are no longer projected to have a surplus compared to 2024. However, even with a surplus, these occupations may not be well-distributed across Michigan, leaving many residents without access to care. For example, despite a 15 percent surplus of Dentists, as of March 31, 2025, Michigan has 242 dental health professional shortage areas (HPSAs) that contain 1,582,942 Michigan residents.<sup>7</sup>



<sup>7</sup> Bureau of Health Workforce. (2025). *Designated health professional shortage areas statistics: Second quarter of fiscal year 2025, designated HPSA quarterly summary*. U.S. Department of Health and Human Services, Health Resources and Services Administration. <https://data.hrsa.gov/Default/GenerateHPSAQuarterlyReport>

**Table 2: Index Overall Rankings 2023-2025**

Occupation	2025 Rank	2024 Rank	2023 Rank
Dentists, General	1	12	3
Nurse Practitioners	2	3	1
Physician Assistants	3	5	7
Physician Group	4	2	12
Diagnostic Medical Sonographers	5	4	8
Licensed Practical and Licensed Vocational Nurses	6	6	16
Physical Therapists	7	7	13
Optometrists	8	1	2
Respiratory Therapists	9	14	10
Paramedics	10	8	15
Community Health Workers	11	10	18
Occupational Therapists	12	9	6
Surgical Technologists	13	19	25
Nurse Anesthetists	14	27	4
Radiation Therapists	15	11	5
Occupational Therapy Assistants	16	17	28
Registered Nurses	17	15	17
Pharmacists	18	20	21
Physical Therapist Assistants	19	24	29
Radiologic Technologists and Technicians	20	13	11
Magnetic Resonance Imaging Technologists	21	25	19
Home Health and Personal Care Aides	22	22	24
Nuclear Medicine Technologists	23	21	9
Cardiovascular Technologists and Technicians	24	26	22
Nurse Midwives	25	18	14
Medical Assistants	26	28	23
Emergency Medical Technicians	27	23	32
Pharmacy Technicians	28	29	34
Psychologists	29	32	26
Nursing Assistants	30	36	35
Phlebotomists	31	30	27
Occupations Requiring an MSW	32	31	20
Child, Family, and School Social Workers (BSW)	33	16	30
Clinical Laboratory Technologists and Technicians	34	33	31
Dental Hygienists	35	34	33
Dental Assistants	36	35	36



## Occupation Callout Indices

While the overall Index provides valuable insights into how healthcare occupations are faring broadly, it is important to remember that the rankings are relative—meaning each occupation is evaluated in comparison to all others in the Index. As a result, occupations with lower wages or limited growth opportunities often rank toward the bottom, while higher-paying, in-demand roles tend to rise to the top. However, this approach can obscure important nuances—such as differences in education requirements, training pathways, and role expectations—when comparing fundamentally different types of occupations. To address this, the 2025 Index also ranks occupations within seven specific callout groups, each representing a similar category of healthcare work: Advanced Practitioners, Medical Physicians, Nurses, Behavioral Health, Medical Technicians, Medical Therapy, and Patient Support. These groupings allow for more meaningful comparisons within peer occupations, where roles share similar characteristics in terms of function, education level, and job setting.

Changing how occupations are grouped can significantly shift their relative rankings because the context in which they are being evaluated changes. For example, Dental Hygienists rank as the “unhealthiest” occupation in the overall Index, largely because their relative wage and opportunity indicators are lower when compared to high-compensation roles like Dentists or Nurse Anesthetists. However, when placed within the Patient Support category, which includes roles with similar educational pathways and compensation structures, they are no longer the lowest-ranked. This suggests that while Dental Hygienists may appear to fare poorly in a cross-occupational comparison, they perform better when compared to roles that are more similar in scope and requirements. In other words, rankings are relative, not absolute. An occupation’s position depends not just on its own performance, but on the scores of the other occupations in the same comparison group. Changing the group—like isolating Patient Support roles—reshapes the reference frame and can significantly alter where an occupation falls in the hierarchy.

## Advanced Practitioners Index

**Table 3:** *Advanced Practitioners Index*

Occupation	Overall Rank	Rank Growth	Rank Shortage	Rank Wage	Rank Turnover
Dentists, General	1	5	1	1	1
Nurse Practitioners	2	1	2	3	5
Optometrists	3	3	4	5	2
Physician Assistants	4	2	5	2	6
Nurse Anesthetists	5	4	6	4	3
Pharmacists	6	6	3	6	4

For the Advanced Practitioners group, Dentists remain the “healthiest” occupation. Optometrists and PAs swap relative positions. Pharmacists remain the “unhealthiest” of the occupations, ranking last in Growth and Wage.

There are many current challenges for Pharmacists that may contribute to their low ranking among other advanced practitioners. A study from the *Journal of the American Pharmacists Association* found decreasing Pharmacist wages, with Retail Pharmacists seeing a more significant decline than Hospital Pharmacists.<sup>8</sup> While the overall Index did not indicate a decrease in Pharmacist wages since 2014, Michigan Pharmacists’ wage growth (21.0 percent) was outpaced by other similar occupations like Physicians (45.8 percent) and Dentists (46.7 percent). A long education track, similar to that of Physicians or Dentists, without the same level of compensation, may be a disincentive to becoming a Pharmacist. Data from the American Association of Colleges of Pharmacy shows a decrease in pharmacy school applicants of over 35 percent from 2011 to 2022.<sup>9</sup>

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<sup>8</sup> Bounthavong, M. (2024). Despair and hope: Is the retail community pharmacy workforce in danger of becoming a monopsony labor market? *Journal of the American Pharmacists Association*, 64(3). <https://doi.org/10.1016/j.japh.2024.02.012>

<sup>9</sup> Pharmacy College Application Service. (n.d.) 2022–2023 PharmCAS applicant data report. American Association of Colleges of Pharmacy.



## Medical Physicians Index

**Table 4:** *Medical Physicians Index*

Occupation	Overall Rank	Rank Growth	Rank Wage	Rank Turnover
Physicians, Pathologists	1	2	6	2
Radiologists	2	5	5	1
Psychiatrists	3	1	9	4
General Internal Medicine Physicians	4	3	7	6
Neurologists	5	8	3	9
Cardiologists	6	10	1	11
Ophthalmologists, Except Pediatric	7	15	4	5
Physicians, All Other	8	4	12	10
Orthopedic Surgeons, Except Pediatric	9	9	10	8
Dermatologists	10	11	2	16
Emergency Medicine Physicians	11	7	8	14
Family Medicine Physicians	12	6	17	7
Surgeons, All Other	13	13	14	3
Pediatricians, General	14	12	16	12
Obstetricians and Gynecologists	15	14	13	13
Pediatric Surgeons	16	17	11	17
Anesthesiologists	17	16	15	15

Anesthesiologists rank “unhealthiest” among Physician specialties, as they rank last in Growth (-3 percent) and second-to-last in Wage and Turnover. A lack of occupational growth may be partly due to a change in the scope of practice of Certified Registered Nurse Anesthetists (CRNAs). Public Act 53 of 2021 allows Michigan CRNAs to provide services without Physician supervision.<sup>10</sup> Those interested in going into anesthesiology may opt for the shorter educational track of becoming a CRNA instead of going to medical school, since the difference in wages may not justify the extra time and money invested in more schooling. Nurse anesthesiology is a high-wage occupation with a median wage of \$109.03; Anesthesiologists’ median hourly wages are not significantly greater, at \$121.94.

While this callout does not include shortage data for each Physician specialty, the overall Index indicates a slight shortage of Physicians overall. Specifically, there is evidence of a continued shortage of Primary Care Physicians (PCPs) in Michigan. Health Resources and Services Administration (HRSA) data shows that Michigan has 253 primary care HPSAs.<sup>11</sup> Since 2010, there has been a 75 percent increase in medical school graduates, yet 56 of

<sup>10</sup> Michigan Public Health Code Act, 368 M.C.L. §333.17210 (1978 & 2021). <https://www.legislature.mi.gov/Laws/MCL?objectName=MCL-333-17210&QueryID=171681445>

<sup>11</sup> Bureau of Health Workforce. (2025). *Designated health professional shortage areas statistics: Second quarter of fiscal year 2025, designated HPSA quarterly summary*. U.S. Department of Health and Human Services, Health Resources and Services Administration. <https://data.hrsa.gov/Default/GenerateHPSAQuarterlyReport>

Michigan's 83 counties have greater patient-to-PCP ratios than ten years ago.<sup>12</sup> HRSA also estimates a national surplus of primary care NPs and PAs by 2036,<sup>13</sup> though it is unclear whether this surplus will reduce the current PCP shortage in Michigan; the Index reports a general shortage for both NPs and PAs. High debt and low compensation may be contributing factors.

PCP specialties, including General Internal Medicine Physicians, Family Medicine Physicians, Pediatricians, and Obstetricians and Gynecologists (OBGYNs), are the lowest-paid Physician specialties in Michigan, with the exception of "All Other Physicians." Family Medicine Physicians and Pediatricians saw negative wage growth from 2013 to 2023; these specialties had the lowest 2023 median hourly wages at \$80.31 and \$82.83, respectively. There is also an indication of shortages in other Physician specialties, including Radiologists<sup>14</sup> and Psychiatrists.<sup>15</sup>

For all Physician specialties, Michigan saw a 5.4 percent decrease in U.S. Doctor of Medicine (MD) seniors who applied for residency for the 2022-2023 cycle. Despite having no current bans or gestational restrictions on abortion in the state, OBGYN applications saw a larger decrease. The number of OBGYN applicants during the 2022-2023 application cycle dropped 3.1 percent from the previous year's application cycle. The 2023-2024 cycle saw a further 12.3 percent drop from the 2022-2023 cycle.<sup>16</sup>

The overall state of OBGYN practice has changed following the 2022 Dobbs decision.<sup>17, 18</sup>

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<sup>12</sup> French, R., & Erb, R. (2025, May 23). *Michigan needs doctors more than ever. More medical schools haven't helped.* Bridge Michigan. <https://www.bridgemi.com/michigan-health-watch/michigan-needs-doctors-more-ever-more-medical-schools-havent-helped>

<sup>13</sup> National Center for Healthcare Workforce Analysis. (2024). *State of the primary care workforce, 2024.* Health Resources and Services Administration. <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/state-of-the-primary-care-workforce-report-2024.pdf>

<sup>14</sup> Brummett, T. (2024, September 5). *Radiologist shortage forces Michigan patients to wait months for medical test results.* WWMT-TV. <https://wwmt.com/news/i-team/radiologist-shortage-investigative-journalism-health-issues-community-kalamazoo-county-west-michigan>

<sup>15</sup> Community Mental Health Association of Michigan. (2025, April 17). *Statewide studies: Michigan's public mental health system advances healthcare integration despite staffing shortages* [Press release]. <https://www.globenewswire.com/news-release/2025/04/17/3063556/0/en/Statewide-Studies-Michigan-s-Public-Mental-Health-System-Advances-Healthcare-Integration-Despite-Staffing-Shortages.html>

<sup>16</sup> Orgera, K., & Grover, A. (2024, May 9). *States with abortion bans see continued decrease in U.S. MD senior residency applicants.* AAMC Research and Action Institute. [https://doi.org/10.15766/rai\\_dnhob2mq](https://doi.org/10.15766/rai_dnhob2mq)

<sup>17</sup> Dobbs v. Jackson Women's Health Organization, 597 U.S. 215 (2022). [https://www.supremecourt.gov/opinions/21pdf/19-1392\\_6j37.pdf](https://www.supremecourt.gov/opinions/21pdf/19-1392_6j37.pdf)

<sup>18</sup> Turk, J. K., Claymore, E., Dawoodbhoy, N., & Steinauer, J. E. (2024). "I went into this field to empower other people, and I feel like I failed": Residents experience moral distress post-Dobbs. *Journal of Graduate Medical Education*, 16(3), 271–279. <https://doi.org/10.4300/JGME-D-23-00582.1>

There were also decreasing numbers of residency applications<sup>19</sup> to programs in states with total abortion bans for both the 2022–2023 and 2023–2024 application cycles.<sup>20–22</sup> Medical students may elect specialties other than OBGYN because they do not want to enter a field that is contentious and unpredictable, even if they are completing their residency in a state that does not limit access to reproductive care. Current residents may face criminal prosecution<sup>23</sup> for providing care,<sup>24</sup> should they eventually practice in a state that has restrictions on the care they provide.

## Nurses Index

**Table 5: Nurses Index**

Occupation	Overall Rank	Rank Growth	Rank Shortage	Rank Wage	Rank Turnover
Licensed Practical and Licensed Vocational Nurses	1	1	2	1	3
Registered Nurses	2	2	1	3	2
Nurse Midwives	3	3	3	2	1

According to HRSA, Michigan is one of the states with the largest projected nursing shortage in 2035 at 15 percent.<sup>25</sup> Nurse Midwives have the highest projected shortage of the nurses group at 33 percent; LPNs and RNs have shortages of four and three percent, respectively. Nationally, a lack of nursing school educators and program capacity contributes to these nursing shortages. U.S. nursing schools turned away 65,766 qualified applications from bachelor’s- and graduate-level nursing programs in 2023 due to an

<sup>19</sup> Orgera, K., & Grover, A. (2024, May 9). *States with abortion bans see continued decrease in U.S. MD senior residency applicants*. AAMC Research and Action Institute. [https://doi.org/10.15766/rai\\_dnhob2ma](https://doi.org/10.15766/rai_dnhob2ma)

<sup>20</sup> Applications are not a one-to-one reflection of the number of applicants, as people usually apply to more than one program.

<sup>21</sup> Orgera, K., Mahmood, H., & Grover, A. (2023). *Training location preferences of U.S. medical school graduates post Dobbs v. Jackson Women’s Health*. AAMC Research and Action Institute. [https://doi.org/10.15766/rai\\_2rw8fvba](https://doi.org/10.15766/rai_2rw8fvba)

<sup>22</sup> Hammoud, M. M., Morgan, H. K., George, K., Ollendorff, A. T., Dalrymple, J. L., Dunleavy, D., Zhu, M., Banks, E., Akingbola, B. A., & Connolly, A. (2024). Trends in obstetrics and gynecology residency applications in the year after abortion access changes. *JAMA Network Open*, 7(2), e2355017. <https://doi.org/10.1001/jamanetworkopen.2023.55017>

<sup>23</sup> Felix, M., Sobel, L., & Salganicoff, A. (2025, March 4). *Criminal penalties for physicians in state abortion bans*. KFF. <https://www.kff.org/womens-health-policy/issue-brief/criminal-penalties-for-physicians-in-state-abortion-bans/>

<sup>24</sup> Taladrid, S. (2024, November 25). The Texas ob-gyn exodus. *The New Yorker*. <https://www.newyorker.com/magazine/2024/12/02/the-texas-ob-gyn-exodus>

<sup>25</sup> National Center for Healthcare Workforce Analysis. (2022). *Nurse workforce projections, 2020–2035*. Health Services and Resources Administration. <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/Nursing-Workforce-Projections-Factsheet.pdf>

insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints, and one-third of nursing educators are expected to retire this year.<sup>26</sup>

Concurrent with the difficulties in educating new Nurses, many existing Nurses are leaving the field. A 2023 Michigan Nurses' Study found that 35.5 percent of RNs planned to leave nursing in the next year, with workload being the most cited reason for departure.<sup>27</sup> MPHI's *2024 Survey of Michigan Nurses* found that, while most Nurses planning to leave the workforce in the next five years are retiring, 34.1 percent of the RNs and 36.8 percent of the LPNs exiting nursing reported their jobs being too stressful/feeling burned out as a reason for leaving.<sup>28</sup>

While projected shortages for RNs and LPNs are low, they likely differ geographically. The MPHI survey also found that Michigan's Northeast Lower Peninsula and Northwest Lower Peninsula regions (Prosperity Regions 2 and 3) had significantly higher percentages of Nurses intending to leave the workforce<sup>29</sup> and the highest reports of burnout as a reason for leaving nursing (46.2 percent and 47.4 percent, respectively).<sup>30</sup>

LPNs rank the "healthiest" of the nursing occupations, ranking highest on Growth and Wage. However, they also have the highest Turnover at 53 percent, double that of RNs and Nurse Midwives (28 percent and 23 percent, respectively). MPHI's *2024 Survey of Michigan Nurses* found a disparity in employer benefits offered to RNs and LPNs, including nurse residency or transition to practice programs (23.8 percent vs. 3.9 percent) and access to counseling/mental health services (49.6 percent vs. 23.5 percent),<sup>31</sup> which may contribute to LPNs having the highest turnover rate of the Nurses group. LPNs' Growth rank has climbed

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<sup>26</sup> Asin, S. (2024, October 28). A quiet driver of the nurse shortage, explained. *Becker's Hospital Review*. <https://www.beckershospitalreview.com/workforce/a-quiet-driver-of-the-nurse-shortage-explained/>

<sup>27</sup> Friese, C. R., Medvec, B. R., Marriott, D. J., Khadr, L., Rurka Wade, M., Riba, M., & Titler, M. G. (2024). Changes in registered nurse employment plans and workplace assessments. *JAMA Network Open*, 7(7), e2421680. <https://doi.org/10.1001/jamanetworkopen.2024.21680>

<sup>28</sup> Office of Nursing Safety and Workforce Planning. (2024). *2024 survey of Michigan nurses: Survey summary report* (pp. 46–47). Michigan Department of Health and Human Services. [https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Doing-Business-with-MDHHS/Health-Care-Providers/Nursing-Programs/Michigan\\_Nurse\\_Survey\\_Report\\_2024.pdf](https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Doing-Business-with-MDHHS/Health-Care-Providers/Nursing-Programs/Michigan_Nurse_Survey_Report_2024.pdf)

<sup>29</sup> Office of Nursing Safety and Workforce Planning. (2024). *2024 survey of Michigan nurses: Survey summary report* (p. 47). Michigan Department of Health and Human Services. [https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Doing-Business-with-MDHHS/Health-Care-Providers/Nursing-Programs/Michigan\\_Nurse\\_Survey\\_Report\\_2024.pdf](https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Doing-Business-with-MDHHS/Health-Care-Providers/Nursing-Programs/Michigan_Nurse_Survey_Report_2024.pdf)

<sup>30</sup> Office of Nursing Safety and Workforce Planning. (2024). *2024 survey of Michigan nurses: Survey summary report* (p. 48). Michigan Department of Health and Human Services. [https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Doing-Business-with-MDHHS/Health-Care-Providers/Nursing-Programs/Michigan\\_Nurse\\_Survey\\_Report\\_2024.pdf](https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Doing-Business-with-MDHHS/Health-Care-Providers/Nursing-Programs/Michigan_Nurse_Survey_Report_2024.pdf)

<sup>31</sup> Office of Nursing Safety and Workforce Planning. (2024). *2024 survey of Michigan nurses: Survey summary report* (pp. 31–32). Michigan Department of Health and Human Services. [https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Doing-Business-with-MDHHS/Health-Care-Providers/Nursing-Programs/Michigan\\_Nurse\\_Survey\\_Report\\_2024.pdf](https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Doing-Business-with-MDHHS/Health-Care-Providers/Nursing-Programs/Michigan_Nurse_Survey_Report_2024.pdf)

each year of the Index, from 22nd to 16th to now 10th in this year's Index. This may be in part due to the LPN workforce's expansion in hospital settings. LPNs can help with hospital workload by taking on tasks that fall within their scope of practice to leverage RNs' time. Hospitals across the country have been adjusting their nursing team models in the wake of the pandemic, including Michigan-based Trinity Health which began hiring more LPNs in 2023.<sup>32</sup>

Nurse Midwives<sup>33</sup> are the "unhealthiest" of the nursing occupations with the lowest Growth and the highest Shortage (33 percent), significantly higher than the four and three percent shortages of LPNs and RNs, respectively. This disparity is likely in part due to the additional education requirements for Nurse Midwife licensure. Nurse Midwives need to hold a valid RN license and also complete a Master of Science in a Nurse-Midwife program.<sup>34</sup> There have been recent efforts in Michigan to address some barriers faced by Nurse Midwives. Last year, Public Act 252 was enacted, providing for the licensure of freestanding birth centers, and therefore allowing for Medicaid billing and reimbursement at those facilities.<sup>35</sup> Furthermore, Senate Bill 36, passed in the Michigan Senate, currently in the House, would expand the essential health provider recruitment strategy to include Nurse Midwives.<sup>36</sup> Midwifery care is limited in rural areas, especially those with majority Black, Indigenous, or People of Color (POC) populations and those with the majority of births funded by Medicaid.<sup>37</sup> This bill would provide repayment for loans taken out to attend a midwifery program for those working in a HPSA and would allow for cooperation with midwifery associations to support placement in health shortage areas. Lastly, three Michigan universities—Grand Valley State University, Saginaw Valley State University, and Wayne State University (WSU)—received funding in the last few years through the Advanced Nursing Education Workforce Program (ANEW) to help increase the number of nurses in high-demand fields, including Certified Nurse Midwives.<sup>38</sup>

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<sup>32</sup> Carbajal, E. (2023, December 14). LPNs make hospital comeback. *Becker's Clinical Leadership*. <https://www.beckershospitalreview.com/quality/nursing/lpns-make-hospital-comeback/>

<sup>33</sup> Nurse Midwives, occasionally referred to as Certified Nurse Midwives (CNMs), hold nursing degrees and are different from Certified Midwives (CMs) and Certified Professional Midwives (CPMs).

<sup>34</sup> MHC Insight. (n.d.). *Occupations: Nurse midwives*. Retrieved June 9, 2025, from <https://www.mhc.org/nursemidwives>

<sup>35</sup> P.A. 2024, No. 252 amends M.C.L. §333.2811, §333.2823, §333.17101, §333.20104, §333.20106, and §333.20161 and adds secs. 2823a & 22224c & pt. 207. <https://www.legislature.mi.gov/documents/2023-2024/publicact/pdf/2024-PA-0252.pdf>

<sup>36</sup> S.B. 36, 103rd Leg., Reg. Sess. (Mich. 2025). <https://legislature.mi.gov/Bills/Bill?ObjectName=2025-SB-0036>

<sup>37</sup> Sheffield, E. C., Fritz, A. H., Interrante, J. D., & Kozhimannil, K. B. (2024). The availability of midwifery care in rural United States communities. *Journal of Midwifery & Women's Health*, 69(6), 929–936. <https://doi.org/10.1111/jmwh.13676>

<sup>38</sup> Lee, N. (2024, August 13). *Workforce development program fast-tracks Michigan nurses' training to ease shortages*. The 'Gander. <https://gandernewsroom.com/2024/08/13/workforce-development-program-fast-tracks-michigan-nurses-training-to-ease-shortages/>



## Behavioral Health Index

**Table 6:** *Behavioral Health Index*

Occupation	Overall Rank	Rank Growth	Rank Shortage	Rank Wage	Rank Turnover
Community Health Workers	1	1	1	1	3
Child, Family, and School Social Workers (BSW)	2	4	2	2	2
Occupations Requiring an MSW	3	2	3	3	4
Psychologists	4	3	4	4	1

Behavioral Health occupations are facing high turnover and provider shortages across Michigan. As of March 31, 2025, Michigan has 233 mental health HPSAs,<sup>39</sup> and as of April 2025, only nine counties in Michigan have no mental health HPSAs.<sup>40</sup> Psychologists are the “unhealthiest” of the Behavioral Health group; the occupation has about half the turnover of other behavioral health occupations, but has the highest Shortage and lowest Wage rank. Despite open job positions for Psychologists, high shortages may prevent them from being filled. The Community Mental Health Association of Michigan’s 2025 *Michigan Behavioral Healthcare Workforce Shortage Survey* found that 21 percent of master’s-level Psychologist positions among network members were vacant.<sup>41</sup> These vacancies limit access to care: a HRSA report released in August 2024 reported that six in ten Psychologists do not accept new patients.<sup>42</sup>

Child, Family, and School Social Workers (BSW) experienced a decrease in Growth and an increase in Turnover compared to the 2024 Index. These Social Workers may be leaving the occupation because there are limited professional opportunities for those with only a BSW. Some with only a BSW could be leaving their jobs to go back to school for advanced degrees, increasing turnover rates. Despite shortages, some employers may be discouraged from hiring bachelor’s-prepared Social Workers since insurance offers limited

<sup>39</sup> Bureau of Health Workforce. (2025). *Designated health professional shortage areas statistics: Second quarter of fiscal year 2025, designated HPSA quarterly summary*. U.S. Department of Health and Human Services, Health Resources and Services Administration. <https://data.hrsa.gov/Default/GenerateHPSAQuarterlyReport>

<sup>40</sup> Rural Health Information Hub. (n.d.). *Health professional shortage areas: Mental health, by county, April 2025–Michigan* [Chart]. <https://www.ruralhealthinfo.org/charts/7?state=MI>

<sup>41</sup> Community Mental Health Association of Michigan. (2025, April 17). *Statewide studies: Michigan’s public mental health system advances healthcare integration despite staffing shortages* [Press release]. <https://www.globenewswire.com/news-release/2025/04/17/3063556/0/en/Statewide-Studies-Michigan-s-Public-Mental-Health-System-Advances-Healthcare-Integration-Despite-Staffing-Shortages.html>

<sup>42</sup> National Center for Healthcare Workforce Analysis. (2024). *State of the behavioral health workforce, 2024*. Health Services and Resources Administration. <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/state-of-the-behavioral-health-workforce-report-2024.pdf>

reimbursement for services provided by a bachelor's-level Social Worker when compared to a master's-level Social Worker.<sup>43</sup>

Additionally, open social work positions remain unfilled by Social Workers of any education level. Community Mental Health Association of Michigan (CMHAM) survey responses from network members found that vacancies in critical positions such as Licensed Master Social Workers (LMSWs) and Licensed Professional Counselors (LPCs) remained open for over a year, contributing to shift coverage gaps and lengthened response times.<sup>44</sup> Vacancies, in addition to limiting access to care, add further strain on those working in Behavioral Health occupations, exacerbating turnover.

Continuing shortages in Behavioral Health occupations, specifically social work, may be partly due to barriers in completing licensure requirements. The Association of Social Work Boards (ASWB) released an exam pass rate analysis in 2022 that showed significant racial disparities in both first-time pass rates and eventual pass rates of the ASWB licensure exam, with both rates especially lower for Black test-takers.<sup>45</sup> Illinois removed this exam from its licensure requirements in 2022 and licensed 3,000 new Social Workers in the first six months of the year, compared to 421 in the first half of 2021.<sup>46</sup> Michigan also attempted to modify the exam licensure requirements with the Social Work Licensure Modernization Act, introduced in 2023, though it died in committee at the end of the legislative session.<sup>47</sup> If passed, this legislation would have replaced the ASWB exam with a more affordable, open-book, state-specific competency-based exam to address pass rate disparities.<sup>48</sup> It also would have decreased the post-degree supervised hour requirement from 4,000, the highest among neighboring Midwest states, to 3,000, reducing another potential barrier to licensure. Exploring potential solutions such as these are important to consider as Behavioral Health occupations continue to have generally high shortages, and Michiganders lack access to mental health care.

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<sup>43</sup> Erb, R., & Lohman, I. (2025, May 23). *In Michigan mental health crisis, a tug-of-war over too few social workers*. *Michigan Health Watch*. Bridge Michigan. <https://www.bridgemi.com/michigan-health-watch/michigan-mental-health-crisis-tug-war-over-too-few-social-workers>

<sup>44</sup> Community Mental Health Association of Michigan. (2025, April 17). *Statewide studies: Michigan's public mental health system advances healthcare integration despite staffing shortages* [Press release]. <https://www.globenewswire.com/news-release/2025/04/17/3063556/0/en/Statewide-Studies-Michigan-s-Public-Mental-Health-System-Advances-Healthcare-Integration-Despite-Staffing-Shortages.html>

<sup>45</sup> Association of Social Work Boards. (2022). *2022 ASWB exam pass rate analysis: Final report*. <https://www.aswb.org/wp-content/uploads/2022/07/2022-ASWB-Exam-Pass-Rate-Analysis.pdf>

<sup>46</sup> NASW-IL Staff. (2022, August 6). ASWB first-time pass results released: This is not ok. *National Association of Social Workers, Illinois Chapter*. <https://www.naswil.org/post/aswb-first-time-pass-results-released-this-is-not-ok>

<sup>47</sup> Wein, M., & LaBarre, E. (2024, June 26). Examining the Social Work Licensure Modernization Act's potential impact. *News*. Michigan Health Council. <https://www.mhc.org/post/examining-the-social-work-licensure-modernization-act-s-potential-impact>

<sup>48</sup> H.B. 5184, 102nd Leg., Reg. Sess. (Mich. 2023). <https://www.legislature.mi.gov/Bills/Bill?ObjectName=2023-HB-5184>; H.B. 5185, 102nd Leg., Reg. Sess. (Mich. 2023). <https://www.legislature.mi.gov/Bills/Bill?ObjectName=2023-HB-5185>

## Medical Technicians Index

**Table 7: Medical Technicians Index**

Occupation	Overall Rank	Rank Growth	Rank Shortage	Rank Wage	Rank Turnover
Diagnostic Medical Sonographers	1	4	3	7	3
Paramedics	2	5	8	1	5
Surgical Technologists	3	9	1	3	7
Radiologic Technologists and Technicians	4	8	2	10	4
Cardiovascular Technologists and Technicians	5	7	6	6	6
Nuclear Medicine Technologists	6	12	4	9	1
Magnetic Resonance Imaging Technologists	7	10	10	4	2
Physical Therapist Assistants	8	1	11	5	11
Occupational Therapy Assistants	9	2	12	2	12
Clinical Laboratory Technologists and Technicians	10	11	5	8	8
Dental Hygienists	11	6	7	11	9
Emergency Medical Technicians	12	3	9	12	10

Emergency Medical Technicians (EMTs) are the “unhealthiest” Medical Technician profession. They have the highest turnover rate among Technician occupations at 42 percent and the lowest Wage rank with only 19.5 percent growth from 2013 to 2023. EMTs are the only type of Medical Technician that makes less than Michigan’s median hourly wage (\$17.34 vs. \$22.57), and Paramedics, despite having the highest Wage rank of the Medical Technician occupations, barely earn more than Michigan’s median hourly wage (\$22.98 vs. \$22.57).<sup>49</sup> According to a national study of Emergency Medical Services (EMS) workforce turnover, stress is the most frequent reason for leaving for both EMTs and Paramedics. Also, EMTs and Paramedics with higher educational achievement are more likely to leave EMS, potentially to seek career advancement in a different area of healthcare that pays more.<sup>50</sup> This may be partly due to future medical or PA school students temporarily working as EMTs/Paramedics to gain skills in healthcare and improve their applications.

<sup>49</sup> Holman, C. (2024, June 10). *Exploring Michigan’s median wage and wage range compared to other states*. Michigan Center for Data and Analytics. <https://www.michigan.gov/mcda/labor-market-information/michigans-labor-market-news/2024/06/10/oews-map-ranking-2023>

<sup>50</sup> Gage, C. B., Cooke, C. B., Powell, J. R., Kamholz, J. C., Kurth, J. D., van den Bergh, S., & Panchal, A. R. (2024). Factors associated with emergency medical clinicians leaving EMS. *Prehospital Emergency Care*, 1–7. <https://doi.org/10.1080/10903127.2024.2436047>

Physical Therapy Assistants (PTAs) and Occupational Therapy Assistants (OTAs) have ranked second or third in Growth for every Index, with particularly high growth this year compared to all other healthcare occupations (27 percent and 26 percent, respectively). Michigan's aging population may be a factor in this consistent, high growth, as an increasing number of older individuals are experiencing chronic health conditions that require physical or occupational therapy.<sup>51</sup> 32.7 percent of Michiganders are over 55 years old,<sup>52</sup> and Michigan's median age is 40.1, compared to the national median of 38.5.<sup>53</sup>

This year's alterations to Medicare Part B may help to address the high demand for care. The changes alter the supervision requirements for PTAs and OTAs in private practice from direct to general supervision.<sup>54</sup> This improves access to therapy services, especially in rural or underserved areas, where patients are 50 percent more likely to receive care from a PTA than a Physical Therapist (PT),<sup>55</sup> likely because there aren't enough PTs in these areas to treat patients. However, with PTAs and OTAs having the highest Shortage and Turnover ranks of the Medical Technicians callout, the impact will be limited. While there is no current Occupational Therapist (OT) shortage in Michigan, geographic distribution likely contributes to similar challenges.

Dental Hygienists rank second-to-last in the Medical Technicians group and in the overall Index. While Dental Hygienists are one of the highest-paid technician occupations in Michigan, they consistently earn the lowest wages and have the lowest wage growth among all states in the Great Lakes region since 2012.<sup>56</sup> Dental Hygienists have ranked below 30 in Wage every year of the Index, but the occupation's wage growth has increased yearly: 1.95 percent in the 2023 report, 18 percent in 2024, and 24.7 percent in 2025. Growth, Shortage, and Turnover for Dental Hygienists have stayed consistent across the Indices. In an American Dental Association (ADA) survey of dentistry issues for Q4 2024, 77.8 percent of responding Dentists reported it was "extremely challenging" to recruit Dental Hygienists,

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<sup>51</sup> Rhyan, C., Turner, A., Beaudin-Seiler, B., Obbin, S., Lupher, E., Schneider, R., & Dennis, E. P. (2023). *Michigan's path to a prosperous future: Health challenges and opportunities*. Altarum and Citizens Research Council of Michigan. <https://crcmich.org/PUBLICAT/2020s/2023/prosperous-future-health.pdf>

<sup>52</sup> KFF. (n.d.). *Population distribution by age, 2023* [Table]. <https://www.kff.org/other/state-indicator/distribution-by-age/?currentTimeframe=0&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D#>

<sup>53</sup> World Population Review. (n.d.). *Median age by state 2025*. Retrieved June 9, 2025, from <https://worldpopulationreview.com/state-rankings/median-age-by-state>

<sup>54</sup> Centers for Medicare & Medicaid Services. (2024). *Calendar year (CY) 2025 Medicare physician fee schedule final rule* [Fact sheet]. <https://www.cms.gov/newsroom/fact-sheets/calendar-year-cy-2025-medicare-physician-fee-schedule-final-rule>

<sup>55</sup> American Physical Therapy Association. (2023). *Enabling more of the physical and occupational workforce to engage in Rehabilitation Act, or EMPOWER Act, (H.R. 4878/S. 2459)* [Position paper]. <https://www.apta.org/contentassets/fa7bbb0aea8049249becc28e615d9dfc/apta-positionpaper-empower.pdf>

<sup>56</sup> Knudsen, E. (2023). MDA workforce survey results are in: Answers and opportunities. *The Journal of the Michigan Dental Association*, 105(12). <https://commons.ada.org/journalmichigandentalassociation/vol105/iss12/5>

and 12.3 percent reported it to be “very challenging.”<sup>57</sup> 2023 Michigan Dental Association (MDA) workforce data found that the supply of actively licensed Registered Dental Hygienists (RDHs) has not grown in the last ten years, and 30 percent of actively licensed RDHs in Michigan were not practicing in 2023, compared to only ten percent from 2012 to 2020.<sup>58</sup>

A lack of occupational growth despite increasing wages is a concern for the Hygienist occupation. Creating bridge programs that accelerate the educational track for Dental Assistants to become Dental Hygienists could help expand the Dental Hygiene workforce. In Michigan, there are only “test-out” options for Dental Assistants to bypass certain classes, rather than accelerated programs. However, most educational programs are currently not able to expand their class sizes to train more Hygienists; the primary reason for this is limited clinical space.<sup>59</sup> Rural and underserved areas, on the other hand, may have many openings in their clinics but no training programs in the area. Expanding educational opportunities to dental health HPSAs may provide more clinical space to train more Dental Hygienists, while also expanding care to areas that need it. For example, the EPiC Consortium, a Michigan Workforce Training and Education Collaborative (MWTEC) program, solves the issue of geographic availability for eight different healthcare training programs by allowing students to complete their program-specific classroom learning online while receiving local, in-person training to develop clinical competencies.<sup>60</sup> Additionally, similar to nursing education, dental hygiene programs would require additional faculty to increase their capacity, but recruiting Dental Hygienists to academic programs is made more difficult by salaries that are not competitive compared to non-academic positions.<sup>61</sup>

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<sup>57</sup> Health Policy Institute. (2025). *Economic outlook and emerging issues in dentistry, 4th quarter, 2024*. American Dental Association. [https://www.ada.org/-/media/project/ada-organization/ada/ada-org/files/resources/research/hpi/dec2024\\_hpi\\_economic\\_outlook\\_dentistry\\_main.pdf?rev=aab34e78adae45b0831a576f29cd551c&hash=EF4D6C37FC57E5393B897606E947F111](https://www.ada.org/-/media/project/ada-organization/ada/ada-org/files/resources/research/hpi/dec2024_hpi_economic_outlook_dentistry_main.pdf?rev=aab34e78adae45b0831a576f29cd551c&hash=EF4D6C37FC57E5393B897606E947F111)

<sup>58</sup> Knudsen, E. (2023). MDA workforce survey results are in: Answers and opportunities. *The Journal of the Michigan Dental Association*, 105(12). <https://commons.ada.org/journalmichigandentalassociation/vol105/iss12/5>

<sup>59</sup> MHC Insight. (2025). *Dental hygiene program survey*. <https://www.mhc.org/dhsurvey>

<sup>60</sup> Frieden, K., Brieschke, L., Bunnell, R., Donahue, C., Wein, M., & Czartoszewski, A. (2025). *2025 Michigan healthcare workforce plan* (p. 22). Michigan Health Council. [https://www.mhc.org/files/ugd/24abcc\\_b5f61284ac314223ae01cfcea5e28616.pdf](https://www.mhc.org/files/ugd/24abcc_b5f61284ac314223ae01cfcea5e28616.pdf)

<sup>61</sup> MHC Insight. (2025). *Dental hygiene program survey*. <https://www.mhc.org/dhsurvey>



## Medical Therapy Index

**Table 8:** *Medical Therapy Index*

Occupation	Overall Rank	Rank Growth	Rank Shortage	Rank Wage	Rank Turnover
Physical Therapists	1	1	3	4	1
Radiation Therapists	2	4	1	2	3
Respiratory Therapists	3	3	4	1	2
Occupational Therapists	4	2	2	3	4

All Medical Therapy occupations rank in the top half of the overall Index. Wage and Turnover are similar across all Medical Therapy occupations and have remained relatively consistent since 2023. Radiation Therapists have the lowest Growth at three percent compared to ten percent or higher for all other Medical Therapy occupations. Despite the low Growth, there is a large projected surplus of Radiation Therapists, though the magnitude of the surplus is likely due to the occupation's relatively small workforce.

Despite having the highest absolute wage of the Medical Therapy occupations and a similar career pathway to OTs, PTs have a projected shortage. However, there is a slight projected surplus of OTs. One potential explanation for this difference is the inability for PTAs to become PTs on an accelerated route,<sup>62</sup> whereas OTAs may be eligible for accelerated educational tracks to become OTs.<sup>63, 64</sup> This is likely not the only explanation for this difference; more research should be conducted to better understand the shortage disparity between these two similar occupations.

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<sup>62</sup> MHC Insight. (n.d.). *Occupations: Physical therapist assistants*. Retrieved June 9, 2025, from <https://www.mhc.org/physical-therapist-assistants>

<sup>63</sup> MHC Insight. (n.d.). *Occupations: Occupational therapy assistants*. Retrieved June 9, 2025, from <https://www.mhc.org/otas>

<sup>64</sup> PTA programs exclusively award associate degrees, whereas OTA programs can award associate or bachelor's degrees. Since a bachelor's degree is a prerequisite for PT program applicants, PTAs must earn an additional degree to matriculate. Therefore, it is more complicated for schools to create tracks that accelerate the educational path of PTAs to become PTs. In contrast, [there is a list](#) of 29 schools on the Accreditation Council for Occupational Therapy Education (ACOTE) website that have accredited or are in the accreditation process that offer OT bridge programs for OTAs. [Some programs](#) even accept OTAs with associate degrees.

## Patient Support Index

**Table 9: Patient Support Index**

Occupation	Overall Rank	Rank Growth	Rank Shortage	Rank Wage	Rank Turnover
Medical Assistants	1	2	1	5	3
Pharmacy Technicians	2	6	2	3	1
Home Health and Personal Care Aides	3	1	6	1	5
Phlebotomists	4	5	3	4	2
Dental Assistants	5	3	4	6	4
Nursing Assistants	6	4	5	2	6

Patient Support occupations are among the “unhealthiest” in healthcare; none are ranked in the Index’s top 20. All Patient Support occupations have a turnover rate of at least 50 percent; it is highest for Nursing Assistants at 93 percent. All Patient Support occupations rank 29th or lower on Shortage as well. The median wages of every Patient Support occupation are lower than Michigan’s median wage of \$22.57.<sup>65</sup> Medical technician occupations are very similar to Patient Support. With slightly more education, Technicians earn higher wages, and the occupations experience lower turnover. Moreover, Patient Support occupations have limited career advancement opportunities, which, when offered, lead to improved wages and working conditions.

Despite having the highest wage growth of the Patient Support occupations at 50.7 percent, Home Health and Personal Care Aides (HHAs) still have significantly lower wages than all other Patient Support occupations. This disparity in compensation may contribute to the high shortage of HHAs. All Patient Support occupations have significant projected ten-year shortages of 80 percent or higher, but HHAs have the highest at 149 percent. By 2026, the projected shortage for HHAs is 32 percent, with nearly 32,500 estimated job openings. Additionally, HHAs in Michigan are experiencing higher turnover than the national rate. The national turnover rate for HHAs is 70 percent; in Michigan, it was 87 percent in 2024.

Dental Assistants are currently experiencing one of the worst shortages across all healthcare occupations in Michigan at 129 percent, ranking 34th in Shortage on the Index. The occupation also has one of the worst turnover rates at 67 percent, ranked 32nd on the variable. The aforementioned American Dental Association (ADA) survey of dentistry issues for Q4 2024 found that Dentists in private practices reported difficulty recruiting new Dental Assistants, with 70.4 percent finding it “extremely” or “very challenging.” This

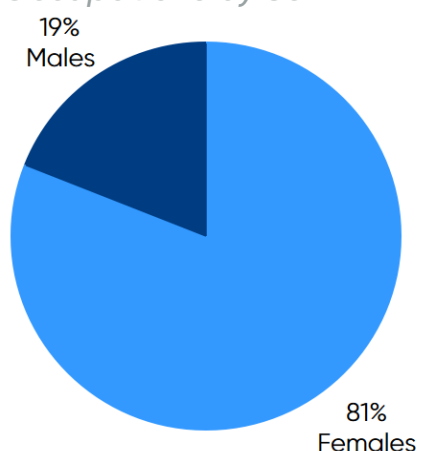
<sup>65</sup> Holman, C. (2024, June 10). *Exploring Michigan’s median wage and wage range compared to other states*. Michigan Center for Data and Analytics. <https://www.michigan.gov/mcda/labor-market-information/michigans-labor-market-news/2024/06/10/oews-map-ranking-2023>

statistic was higher in rural areas, with 77.8 percent finding recruitment “extremely” or “very challenging.”<sup>66</sup> Dental Assistants also saw the lowest wage growth (33.4 percent) of all Patient Support occupations. Since 2012, Michigan has consistently ranked as the lowest-paying state in the Great Lakes region for Dental Assistants. This may contribute to the occupation’s shortage: The Dental Assisting National Board’s (DANB) *2024 Dental Assistants Salary and Satisfaction Survey* found a positive correlation between wages and job satisfaction, and Dental Assistants reported that higher pay would encourage them to stay in their field longer.<sup>67</sup>

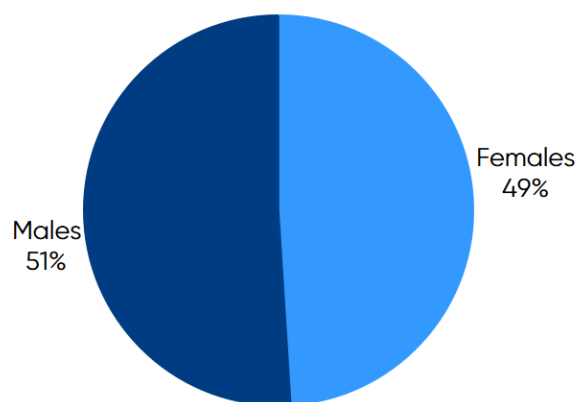
## Demographics of Healthcare Occupations

Figures 2, 3, and 4 list the average sex and racial/ethnic diversity across healthcare occupations in Michigan in 2024.

**Figure 2: 2024 Michigan Healthcare Occupations by Sex**



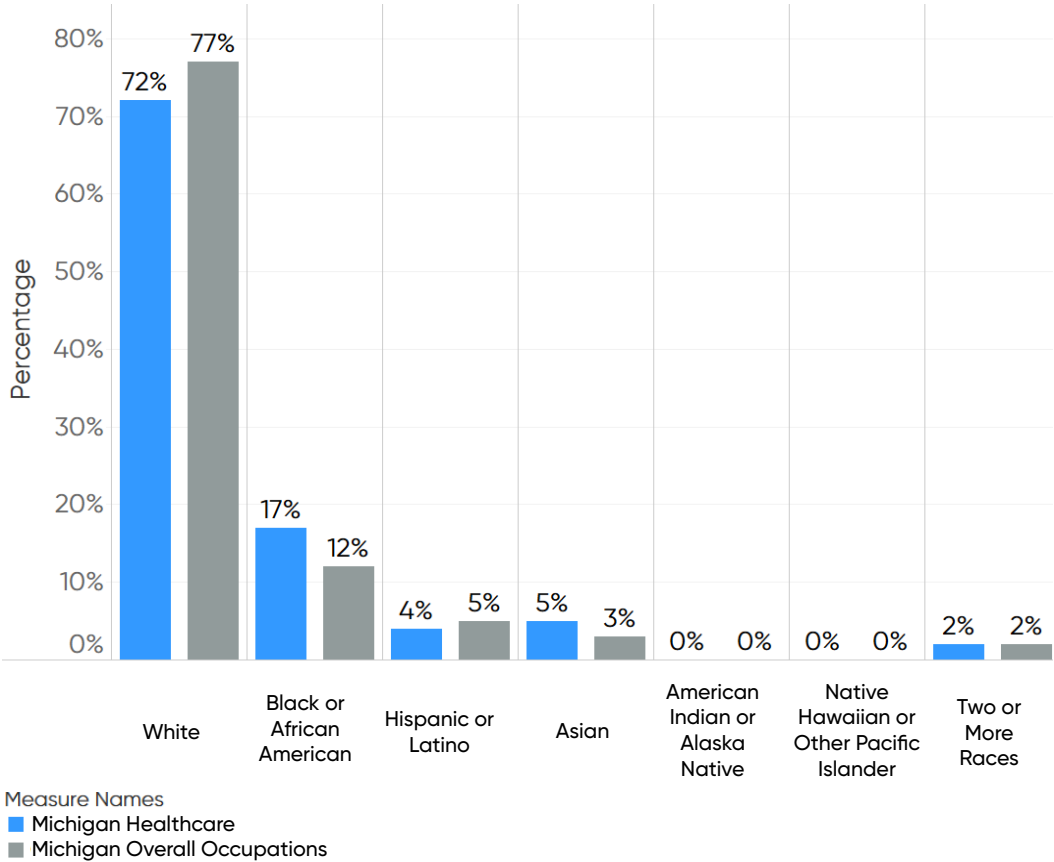
**Figure 3: 2024 Michigan Overall Occupations by Sex**



<sup>66</sup> Health Policy Institute. (2025). *Economic outlook and emerging issues in dentistry, 4th quarter, 2024*. American Dental Association. [https://www.ada.org/-/media/project/ada-organization/ada/ada-org/files/resources/research/hpi/dec2024\\_hpi\\_economic\\_outlook\\_dentistry\\_main.pdf?rev=aab34e78adae45b0831a576f29cd551c&hash=EF4D6C37FC57E5393B897606E947F111](https://www.ada.org/-/media/project/ada-organization/ada/ada-org/files/resources/research/hpi/dec2024_hpi_economic_outlook_dentistry_main.pdf?rev=aab34e78adae45b0831a576f29cd551c&hash=EF4D6C37FC57E5393B897606E947F111)

<sup>67</sup> Dental Assisting National Board. (n.d.). *2024 dental assistants salary and satisfaction survey*. Retrieved June 9, 2025, from [https://danbsfprodassets.azureedge.net/assets/docs/default-source/marketing-and-surveys/2024-danb-salary-survey.pdf?sfvrsn=4f8947e2\\_2](https://danbsfprodassets.azureedge.net/assets/docs/default-source/marketing-and-surveys/2024-danb-salary-survey.pdf?sfvrsn=4f8947e2_2)

Figure 4: 2024 Michigan Healthcare Occupations by Race/Ethnicity



**Table 10: Most Diverse Occupations (by Percentage)**

Description	Males	Females	White	Black or African American	Hispanic or Latino	Asian	Two or More Races	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander
Nursing Assistants	11%	89%	56%	35%	4%	3%	2%	1%	0%
Home Health and Personal Care Aides	15%	85%	59%	30%	5%	3%	2%	1%	0%
Child, Family, and School Social Workers	16%	84%	64%	26%	5%	1%	3%	1%	0%
Community Health Workers	25%	75%	67%	22%	5%	2%	3%	1%	0%
Licensed Practical and Licensed Vocational Nurses	9%	91%	66%	26%	3%	2%	2%	0%	0%
Phlebotomists	15%	85%	71%	18%	6%	3%	2%	0%	0%
Medical Assistants	7%	93%	71%	14%	9%	3%	2%	0%	0%
Occupations Requiring an MSW	22%	78%	71%	20%	4%	2%	3%	0%	0%
Clinical Laboratory Technologists and Technicians	25%	75%	73%	14%	4%	8%	2%	0%	0%
Surgical Technologists	22%	78%	75%	15%	4%	3%	2%	0%	0%



# Conclusions

## Many occupations, including Nurses, are experiencing shortages

RNs ranked in the middle and LPNs ranked at the top of the Index, but when combined, their absolute value shortage is still one of the highest across all occupations. Yet, compared to last year's absolute value shortages, PTAs, Phlebotomists, and Child, Family, and School Social Workers (BSW) pass nursing in shortage severity. Many of the occupations that ranked above nursing (R/LPNs) are Patient Support occupations or other healthcare occupations that often do not receive a lot of public attention. Half of the Behavioral Health occupations have a top ten absolute value shortage as well, indicating a great need for behavioral health services across Michigan.

**Table 11: Occupations With the Highest Absolute Value Shortages**

Occupation	AV Shortage
Home Health and Personal Care Aides	171,372
Nursing Assistants	60,444
Medical Assistants	24,321
Dental Assistants	15,454
Pharmacy Technicians	13,116
Occupations Requiring an MSW	8,530
Phlebotomists	3,739
Physical Therapist Assistants	3,524
Child, Family, and School Social Workers (BSW)	3,503
Nursing	3,474
Dental Hygienists	2,774

## Population health statistics point to the need for a more robust behavioral health workforce

The crisis surrounding behavioral health occupations cannot be overlooked. Behavioral health occupations are facing high turnover and provider shortages across Michigan. As the Michigan population demonstrates more need for assistance, the gaps in care provision around the state will be acutely felt. From February 1 to 13 of 2023, 29.9 percent of adults in Michigan reported symptoms of anxiety and/or depressive disorder, which is comparable to the 32.3 percent of adults in the U.S.<sup>68</sup> Drug overdose death rates increased in Michigan from 14.3 per 100,000 in 2011 to 31.5 per 100,000 in 2021.<sup>69</sup> In 2021, there were 2,536 opioid overdose deaths in Michigan, which accounted for 82 percent of all drug overdose deaths

<sup>68</sup> KFF. (n.d.). *Mental health in Michigan* [Fact sheet]. Retrieved June 9, 2025, from <https://www.kff.org/statedata/mental-health-and-substance-use-state-fact-sheets/>

<sup>69</sup> See footnote 68.

in the state.<sup>70</sup> Across the U.S., opioid overdose deaths accounted for 75 percent of all drug overdose deaths in the country in 2021.<sup>71</sup> In 2021, Michigan's age-adjusted suicide rate was higher than the national level.<sup>72</sup> Finally, a report from Altarum found that behavioral health provider capacity was especially low in the northern half of the Lower Peninsula and the Upper Peninsula of Michigan.<sup>73</sup> Expanding access to behavioral health care in all of Michigan would improve the need met, which is currently only at 40.3 percent.<sup>74</sup> These data establish the need for more growth in all behavioral health occupations – from Psychiatrists to Substance Abuse Counselors. Every behavioral health occupation has projected shortages, and all except Psychologists have turnover rates of around 50 percent. Improving the “health” of these occupations is critical to improving Michiganders’ mental health.

**Building more career pathways could help individuals in high-growth, low-wage occupations stay and advance in the healthcare workforce, while also better reflecting the communities they serve**

With the largest absolute value (and in some cases, percentage) shortages occurring in occupations that do not require much education beyond high school, it becomes critical to ask if these occupations offer enough opportunities for career progression. Building more career pathways and apprenticeships to make it easier to advance in healthcare occupations could encourage individuals in these high-growth, low-wage occupations to remain in the healthcare workforce. Bridge programs for entry-level occupations may facilitate career progression by reducing the time and money spent acquiring further education. For example, bridge programs can create a way for Dental Assistants to become Dental Hygienists more easily, an occupation with continuing wage growth but persistent shortages.

Opportunities for advancement, especially in Patient Support careers, will be even more crucial as the population ages, and home health occupations become necessary to assist Michiganders aging in place. Community Health Workers and HHAs are two of the most in-demand occupations in the next ten years, yet they are both experiencing shortages, with HHAs experiencing the highest absolute value shortage of any healthcare occupation. Moreover, the shortages across the board for almost all healthcare occupations point to the need for a public awareness campaign on par with Science, Technology, Engineering, and Math (STEM) awareness to drive more interest in health careers and more coordination between employers and educators to strengthen the pipeline. This is vital, particularly for the Nurses group and Patient Support occupations, whose large shortages are projected to continue over the next ten years.

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<sup>70</sup> See footnote 68.

<sup>71</sup> See footnote 68.

<sup>72</sup> See footnote 68.

<sup>73</sup> Rhyan, C., Turner, A., Daly, M., & Hurdle-Rabb, D. (2022). *Access to behavioral health care in Michigan, 2019 data update*. Altarum. <https://altarum.org/sites/default/files/Altarum%20BH%20Access%202019%20Update%20Final.pdf>

<sup>74</sup> Bureau of Health Workforce. (2025, April 1). *Designated health professional shortage areas statistics: Second quarter of fiscal year 2025, designated HPSA quarterly summary*. Health Resources and Services Administration, U.S. Department of Health and Human Services. <https://data.hrsa.gov/Default/GenerateHPSAQuarterlyReport>

## Greater investment in lower-wage occupations is essential

Some occupations are relatively more diverse, such as LPNs, Behavioral Health, and Patient Support occupations, but many of these occupations earn lower wages. While they are a better reflection of the communities they serve, professionals in these occupations may consider leaving healthcare for industries with higher wages, or occupations where they may experience lower stress and burnout.<sup>75</sup> Healthcare employers must work with partners to find creative ways to invest in the healthcare careers of their lower-wage, more diverse professionals.

## Pharmacists need help, especially in retail settings

The Advanced Practitioners index highlights that Pharmacists, while a moderately “healthy” occupation on the overall Index, are not healthy relative to other occupations that require similar levels of education and training. As the “unhealthiest” occupation among Advanced Practitioners, Pharmacists rank last in Wage (21 percent) and Growth (four percent). Recent research and coverage have focused on the current landscape of pharmacy, including pharmacy closures,<sup>76</sup> pharmacy benefit managers (PBMs),<sup>77,78</sup> and Pharmacist shortages.<sup>79</sup> In Michigan, between 2013 and 2023, the number of open pharmacies increased from about 2,000 to 2,300 while the number of employees fell from 22,800 to 20,400.<sup>80</sup> In 2024, the number of both pharmacies and employees declined. *Time* reported that between 2013 and 2022, 10 percent of independent pharmacies in rural areas closed.<sup>81</sup> Independent pharmacies are more likely to close, and in addition to those in rural areas, they are more likely than chain stores to be in Black, Latino, and low-income neighborhoods.<sup>82</sup>

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<sup>75</sup> Michigan Department of Technology, Management & Budget. (n.d.). *Hourly wage rates by occupation*. Michigan Labor Market Information. Retrieved June 9, 2025, from <https://milmi.org/datasearch/Hourly-Wage-Rates-by-Occupation>

<sup>76</sup> Murphy, T. (2024, December 3). Nearly 30% of US drugstores closed in one decade, study shows. *Associated Press News*. <https://apnews.com/article/drugstore-closings-cvs-walgreens-independent-pharmacies-6b54d4bd1564b2bff7a55a624da61c19>

<sup>77</sup> Cheema, M. (2024, November 27). PBM price negotiations have unintended consequences for independent pharmacies. *Pharmacy Times*. <https://www.pharmacytimes.com/view/pbm-price-negotiations-have-unintended-consequences-for-independent-pharmacies>

<sup>78</sup> Martin, K. (2025, March 17). What pharmacy benefit managers do, and how they contribute to drug spending [Explainer]. *The Commonwealth Fund*. <https://doi.org/10.26099/fsgq-y980>

<sup>79</sup> Muchka, J. (2025, January 17). Combating the post-pandemic pharmacy workforce shortage. *Pharmacy Times*. <https://www.pharmacytimes.com/view/combating-the-post-pandemic-pharmacy-workforce-shortage>

<sup>80</sup> Rourke, W. (2024, December 11). *Number of pharmacies in Michigan declines as more closures are reported*. Michigan Center for Data and Analytics. <https://www.michigan.gov/mcda/labor-market-information/michigans-labor-market-news/2024/12/11/pharmacies-in-michigan>

<sup>81</sup> Semuels, A. (2024, September 18). *Why your pharmacy experience is miserable*. *Time*. <https://time.com/7022116/pharmacies-struggling/>

<sup>82</sup> Murphy, T. (2024, December 3). Nearly 30% of US drugstores closed in one decade, study shows. *Associated Press News*. <https://apnews.com/article/drugstore-closings-cvs-walgreens-independent-pharmacies-6b54d4bd1564b2bff7a55a624da61c19>

Independent pharmacies are not the only locations closing: the statewide Rite Aid closures at the end of 2024 shuttered 186 stores in Michigan, transferring all prescriptions to nearby pharmacies.<sup>83</sup> While Michigan has a low patient-to-pharmacy ratio compared to the U.S. average<sup>84</sup> and pharmacies are the most accessible health care in the U.S.,<sup>85</sup> they are still disproportionately inaccessible to disadvantaged communities. In Michigan, patient-to-pharmacy ratios are higher in regions that typically lack adequate healthcare services, such as the Upper Peninsula (UP),<sup>86</sup> meaning each pharmacy has to serve a larger number of people and can have barriers to access, such as travel time.

PBM reimbursement rates have declined over the past few years, putting additional strain on pharmacies. Sometimes they even lose money on certain medications.<sup>87</sup> This especially impacts smaller pharmacies where getting paid less per prescription has a larger impact.<sup>88</sup> Financial burdens such as these can lead to staffing cuts and prevent wage increases, and, eventually, to complete closures or selling to large chains. In MHC's 2023 Pharmacist Survey, Pharmacists mentioned dissatisfaction with workloads due to low staffing and the PBM system.<sup>89</sup> Michigan's PBM Licensure and Regulation Act, effective at the start of 2024, now authorizes the Department of Insurance and Financial Services (DIFS) to regulate PBM licenses, prohibits spread pricing (where PBMs negotiate lower prices with manufacturers and then do not pass those lower costs onto pharmacies), prevents discrimination against pharmacies based on ownership interests or affiliations, and requires PBMs to file transparency reports about the backend cost and profits of medications.<sup>90, 91</sup>

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<sup>83</sup> Kovanis, G. (2024, August 14). Rite Aid: All Michigan stores will be shuttered by end of September. *Detroit Free Press*. <https://www.freep.com/story/money/business/michigan/2024/08/14/rite-aid-stores-in-michigan-will-close-by-end-of-september/74802314007/>

<sup>84</sup> See footnote 80.

<sup>85</sup> *Community-based retail pharmacy's role in collaborative healthcare*. (2025, March 5). Wolters Kluwer. <https://www.wolterskluwer.com/en/expert-insights/community-based-retail-pharmacy-role-in-collaborative-healthcare>

<sup>86</sup> See footnote 80.

<sup>87</sup> Miller, A. (2024, October 24). *PBM math: Big chains are paid \$23.55 to fill a blood pressure Rx. small drugstores? \$1.51*. KFF Health News. <https://kffhealthnews.org/news/article/pbm-pharmacy-benefit-managers-independent-drugstores-versus-big-chain-prices/>

<sup>88</sup> Cheema, M. (2024, November 27). PBM price negotiations have unintended consequences for independent pharmacies. *Pharmacy Times*. <https://www.pharmacytimes.com/view/pbm-price-negotiations-have-unintended-consequences-for-independent-pharmacies>

<sup>89</sup> Berge, A. (2024, April 6). Michigan pharmacist survey: Insights from one of Michigan's healthiest professions. News. Michigan Health Council. <https://www.mhc.org/post/michigan-pharmacist-survey-insights-from-one-of-michigan-s-healthiest-professions>

<sup>90</sup> Pharmacy Benefit Manager Licensure And Regulation Act. M.C.L. § 550.819 et seq. (2022). <https://legislature.mi.gov/Laws/MCL?objectName=MCL-ACT-11-OF-2022>

<sup>91</sup> *Governor Whitmer, DIFS announce new consumer protections, new licensing requirements for pharmacy benefit managers*. (2023, November 30). Department of Insurance and Financial Services. <https://www.michigan.gov/difs/news-and-outreach/press-releases/2023/11/30/governor-whitmer-difs-announce-new-consumer-protections-new-licensing-requirements-for-pbms?>

# Appendix

Job counts and changes are rounded to the nearest whole number; as a result, reported differences may not precisely reflect the actual calculated change.

Wage data for certain occupations are not reported due to data discrepancies or suppression protocols, which limit the accuracy and reliability of wage estimates for smaller occupations in less populated regions.

## Michigan Healthcare Workforce Index (Detailed)

Occupation	2024 Jobs	2026 Jobs	2028 Jobs	2030 Jobs
Dentists, General	5,122	5,248	5,267	5,264
Nurse Practitioners	8,729	9,350	9,866	10,280
Physician Assistants	5,551	5,781	5,958	6,094
Physician Group	29,536	29,734	29,566	29,330
Diagnostic Medical Sonographers	3,333	3,404	3,449	3,483
Licensed Practical and Licensed Vocational Nurses	12,645	12,880	13,012	13,077
Physical Therapists	7,479	7,732	7,960	8,110
Optometrists	1,579	1,647	1,666	1,680
Respiratory Therapists	4,747	4,860	4,921	4,958
Paramedics	3,250	3,303	3,333	3,347
Community Health Workers	1,846	1,880	1,915	1,934
Occupational Therapists	5,130	5,247	5,357	5,423
Surgical Technologists	3,950	3,966	3,954	3,934
Nurse Anesthetists	2,218	2,265	2,275	2,277
Radiation Therapists	558	560	559	557
Occupational Therapy Assistants	1,497	1,595	1,670	1,724
Registered Nurses	106,570	107,591	107,759	107,585
Pharmacists	10,894	10,648	10,587	10,536
Physical Therapist Assistants	3,404	3,585	3,755	3,880
Radiologic Technologists and Technicians	7,011	7,046	7,034	7,000
Magnetic Resonance Imaging Technologists	1,393	1,397	1,395	1,388
Home Health and Personal Care Aides	98,530	101,712	104,396	106,190
Nuclear Medicine Technologists	705	704	695	688
Cardiovascular Technologists and Technicians	2,149	2,165	2,162	2,154
Nurse Midwives	234	233	233	231
Medical Assistants	27,397	27,850	28,173	28,363
Emergency Medical Technicians	4,742	4,817	4,882	4,914
Pharmacy Technicians	14,415	14,162	14,072	14,011
Psychologists	5,671	5,858	5,963	6,021

Occupation	2024 Jobs	2026 Jobs	2028 Jobs	2030 Jobs
Nursing Assistants	40,984	41,713	41,833	41,837
Phlebotomists	3,373	3,375	3,386	3,384
Occupations Requiring an MSW	26,409	27,415	28,054	28,413
Child, Family, and School Social Workers (BSW)	16,851	17,103	17,233	17,269
Clinical Laboratory Technologists and Technicians	9,770	9,767	9,743	9,694
Dental Hygienists	8,598	8,685	8,709	8,712
Dental Assistants	11,208	11,372	11,437	11,469



Occupation	2032 Jobs	2034 Jobs	2024-2034 % Change	Turnover
Dentists, General	5,260	5,329	4%	12%
Nurse Practitioners	10,650	11,475	31%	22%
Physician Assistants	6,212	6,580	19%	23%
Physician Group	29,118	29,867	1%	14%
Diagnostic Medical Sonographers	3,508	3,681	10%	22%
Licensed Practical and Licensed Vocational Nurses	13,143	13,995	11%	53%
Physical Therapists	8,255	8,828	18%	20%
Optometrists	1,688	1,712	8%	14%
Respiratory Therapists	4,993	5,225	10%	22%
Paramedics	3,363	3,526	8%	26%
Community Health Workers	1,956	2,088	13%	55%
Occupational Therapists	5,492	5,843	14%	29%
Surgical Technologists	3,918	4,074	3%	28%
Nurse Anesthetists	2,278	2,335	5%	19%
Radiation Therapists	554	574	3%	23%
Occupational Therapy Assistants	1,776	1,891	26%	79%
Registered Nurses	107,425	111,942	5%	28%
Pharmacists	10,484	11,282	4%	20%
Physical Therapist Assistants	4,001	4,334	27%	75%
Radiologic Technologists and Technicians	6,971	7,236	3%	23%
Magnetic Resonance Imaging Technologists	1,381	1,435	3%	22%
Home Health and Personal Care Aides	107,960	114,881	17%	87%
Nuclear Medicine Technologists	681	704	0%	19%
Cardiovascular Technologists and Technicians	2,144	2,223	3%	28%
Nurse Midwives	230	243	4%	23%
Medical Assistants	28,537	29,984	9%	67%
Emergency Medical Technicians	4,951	5,254	11%	42%
Pharmacy Technicians	13,939	14,989	4%	51%
Psychologists	6,074	6,094	7%	25%
Nursing Assistants	41,850	43,516	6%	93%
Phlebotomists	3,381	3,554	5%	66%
Occupations Requiring an MSW	28,753	28,974	10%	55%
Child, Family, and School Social Workers (BSW)	17,298	17,291	3%	47%
Clinical Laboratory Technologists and Technicians	9,649	10,056	3%	32%
Dental Hygienists	8,711	9,057	5%	33%
Dental Assistants	11,496	11,987	7%	67%

Occupation	Ratio Shortage*	2013 Wages	2023 Wages	Wage Growth '13-'23
Dentists, General	-15%	\$76.29	\$111.93	\$35.64
Nurse Practitioners	11%	\$42.69	\$58.57	\$15.88
Physician Assistants	22%	\$43.60	\$61.00	\$17.40
Physician Group	2%	\$90.13	\$131.44	\$41.31
Diagnostic Medical Sonographers	7%	\$28.04	\$37.49	\$9.45
Licensed Practical and Licensed Vocational Nurses	4%	\$20.63	\$29.68	\$9.05
Physical Therapists	15%	\$38.33	\$47.29	\$8.97
Optometrists	21%	\$48.15	\$62.12	\$13.96
Respiratory Therapists	23%	\$25.69	\$34.35	\$8.66
Paramedics	40%	\$14.18	\$22.98	\$8.80
Community Health Workers	19%	\$15.61	\$22.08	\$6.47
Occupational Therapists	-3%	\$31.78	\$39.72	\$7.94
Surgical Technologists	-1%	\$20.00	\$28.70	\$8.70
Nurse Anesthetists	23%	\$81.62	\$109.03	\$27.42
Radiation Therapists	-272%	\$32.50	\$41.83	\$9.33
Occupational Therapy Assistants	82%	\$20.77	\$30.05	\$9.28
Registered Nurses	3%	\$31.27	\$39.25	\$7.98
Pharmacists	12%	\$53.42	\$64.64	\$11.22
Physical Therapist Assistants	81%	\$20.91	\$29.19	\$8.28
Radiologic Technologists and Technicians	4%	\$24.77	\$31.69	\$6.93
Magnetic Resonance Imaging Technologists	50%	\$26.85	\$38.28	\$11.42
Home Health and Personal Care Aides	149%	\$9.81	\$14.78	\$4.97
Nuclear Medicine Technologists	22%	\$30.99	\$40.70	\$9.71
Cardiovascular Technologists and Technicians	30%	\$24.48	\$33.11	\$8.62
Nurse Midwives	33%	\$47.53	\$60.09	\$12.56
Medical Assistants	81%	\$13.48	\$18.40	\$4.92
Emergency Medical Technicians	40%	\$14.52	\$17.34	\$2.82
Pharmacy Technicians	88%	\$13.51	\$18.82	\$5.30
Psychologists	40%	\$34.86	\$36.66	\$1.80
Nursing Assistants	139%	\$12.66	\$18.22	\$5.56
Phlebotomists	105%	\$13.50	\$18.66	\$5.17
Occupations Requiring an MSW	29%	\$21.61	\$25.61	\$4.00
Child, Family, and School Social Workers (BSW)	20%	\$22.73	\$28.65	\$5.92
Clinical Laboratory Technologists and Technicians	30%	\$21.47	\$28.35	\$6.87
Dental Hygienists	36%	\$30.00	\$37.40	\$7.40
Dental Assistants	129%	\$16.47	\$21.96	\$5.49

\*Ratio Shortage takes the Shortage calculated in Openings - Completions and divides it by the total employment in the occupation in order to see how large the shortage is relative to the occupation.

Occupation	Percentage Growth '13-'23	Rank Growth	Rank Shortage	Rank Wage	Rank Turnover
Dentists, General	46.7%	24	2	3	1
Nurse Practitioners	37.2%	1	10	15	8
Physician Assistants	39.9%	4	16	11	12
Physician Group	45.8%	35	5	4	3
Diagnostic Medical Sonographers	33.7%	11	9	19	11
Licensed Practical and Licensed Vocational Nurses	43.9%	10	7	7	27
Physical Therapists	23.4%	5	12	32	7
Optometrists	29.0%	16	15	24	2
Respiratory Therapists	33.7%	12	18	18	9
Paramedics	62.1%	15	25	1	17
Community Health Workers	41.5%	8	13	10	28
Occupational Therapists	25.0%	7	3	30	21
Surgical Technologists	43.5%	30	4	8	20
Nurse Anesthetists	33.6%	22	19	20	4
Radiation Therapists	28.7%	33	1	25	14
Occupational Therapy Assistants	44.7%	3	31	5	34
Registered Nurses	25.5%	23	6	29	19
Pharmacists	21.0%	27	11	33	6
Physical Therapist Assistants	39.6%	2	30	12	33
Radiologic Technologists and Technicians	28.0%	29	8	26	15
Magnetic Resonance Imaging Technologists	42.5%	31	28	9	10
Home Health and Personal Care Aides	50.7%	6	36	2	35
Nuclear Medicine Technologists	31.3%	36	17	23	5
Cardiovascular Technologists and Technicians	35.2%	28	22	17	18
Nurse Midwives	26.4%	26	23	27	13
Medical Assistants	36.5%	14	29	16	31
Emergency Medical Technicians	19.5%	9	26	34	24
Pharmacy Technicians	39.2%	25	32	13	26
Psychologists	5.2%	17	27	36	16
Nursing Assistants	44.0%	19	35	6	36
Phlebotomists	38.3%	20	33	14	30
Occupations Requiring an MSW	18.5%	13	20	35	29
Child, Family, and School Social Workers (BSW)	26.0%	32	14	28	25
Clinical Laboratory Technologists and Technicians	32.0%	34	21	22	22
Dental Hygienists	24.7%	21	24	31	23
Dental Assistants	33.4%	18	34	21	32

## Prosperity Region 1

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	35	36	1	2%	35%	12	\$170.28	\$83.20
Cardiologists	42	40	(2)	(5%)	Insf. Data	12	\$153.59	Insf. Data
Cardiovascular Technologists and Technicians	42	35	(8)	(18%)	Insf. Data	25	\$34.89	\$22.10
Child, Family, and School Social Workers	575	540	(35)	(6%)	43%	430	\$28.41	\$21.75
Clinical and Counseling Psychologists	44	46	2	4%	30%	24	\$36.29	\$34.52
Clinical Laboratory Technologists and Technicians	255	226	(29)	(11%)	30%	159	\$29.72	\$21.38
Community Health Workers	62	64	2	3%	40%	65	\$21.09	\$16.89
Dental Assistants	281	264	(17)	(6%)	42%	381	\$21.96	\$17.25
Dental Hygienists	140	134	(6)	(4%)	28%	94	\$40.35	\$29.18
Dentists, All Other Specialists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Dentists, General	86	80	(7)	(8%)	20%	27	\$67.80	\$59.67
Dermatologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Diagnostic Medical Sonographers	71	66	(5)	(7%)	25%	39	\$36.73	\$29.75
Emergency Medical Technicians	169	179	10	6%	48%	147	\$18.50	\$14.15
Emergency Medicine Physicians	52	48	(5)	(9%)	28%	14	\$116.42	\$114.43
Family Medicine Physicians	89	85	(4)	(5%)	29%	27	\$113.39	\$89.23
General Internal Medicine Physicians	92	88	(4)	(4%)	27%	26	\$95.35	\$47.83
Healthcare Social Workers	137	127	(10)	(7%)	43%	114	\$29.24	\$19.87
Home Health and Personal Care Aides	2,395	2,405	10	0%	71%	3,631	\$15.74	\$10.06
Licensed Practical and Licensed Vocational Nurses	480	460	(20)	(4%)	54%	366	\$28.55	\$17.23
Magnetic Resonance Imaging Technologists	29	25	(4)	(15%)	Insf. Data	15	\$35.74	Insf. Data

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	30	32	2	8%	40%	23	\$27.03	\$30.24
Medical Assistants	494	531	37	8%	46%	711	\$18.53	\$11.86
Mental Health and Substance Abuse Social Workers	159	162	3	2%	41%	121	\$28.13	\$19.50
Neurologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$112.44
Nuclear Medicine Technologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$0.00
Nurse Anesthetists	44	43	(1)	(2%)	36%	20	\$111.29	\$82.35
Nurse Midwives	0	0	0	0%	0%	0	\$0.00	Insf. Data
Nurse Practitioners	182	232	51	28%	38%	147	\$55.61	\$44.94
Nursing Assistants	1,166	1,067	(98)	(8%)	66%	1,607	\$19.02	\$12.49
Obstetricians and Gynecologists	43	40	(3)	(6%)	32%	12	\$99.39	\$91.77
Occupational Therapists	132	127	(5)	(3%)	34%	73	\$38.26	\$29.93
Occupational Therapy Assistants	45	48	3	6%	62%	69	\$27.55	\$19.12
Ophthalmologists, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	0	Insf. Data	Insf. Data
Optometrists	62	76	13	21%	23%	36	\$63.20	\$53.57
Orthodontists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Orthopedic Surgeons, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Paramedics	68	73	5	8%	58%	41	\$20.82	\$14.14
Pediatric Surgeons	0	0	0	0%	0%	0	\$0.00	\$0.00
Pediatricians, General	51	48	(2)	(5%)	26%	14	\$86.74	\$83.80
Pharmacists	245	242	(3)	(1%)	36%	102	\$64.04	\$57.68
Pharmacy Technicians	450	473	24	5%	58%	445	\$18.59	\$13.45
Phlebotomists	98	89	(9)	(9%)	39%	122	\$18.28	\$12.99
Physical Therapist Assistants	135	143	8	6%	63%	205	\$27.09	\$20.28
Physical Therapists	173	174	1	1%	31%	77	\$44.64	\$37.14
Physician Assistants	100	115	15	16%	34%	72	\$59.86	\$45.63
Physicians, All Other	226	210	(16)	(7%)	25%	66	\$110.97	\$119.48
Physicians, Pathologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$112.40
Prosthodontists	0	0	0	0%	0%	0	\$0.00	\$0.00

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Psychiatrists	11	10	(1)	(9%)	Insf. Data	<10	\$106.10	\$76.21
Psychologists, All Other	39	45	6	16%	Insf. Data	34	\$46.84	\$40.62
Radiation Therapists	47	40	(7)	(15%)	33%	18	\$42.34	\$45.61
Radiologic Technologists and Technicians	179	154	(25)	(14%)	26%	92	\$32.47	\$22.90
Radiologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$112.29
Registered Nurses	2,495	2,194	(301)	(12%)	32%	1,336	\$38.17	\$27.78
Rehabilitation Counselors	105	98	(7)	(7%)	58%	81	\$31.30	\$17.42
Respiratory Therapists	65	62	(3)	(4%)	36%	37	\$34.17	\$22.53
School Psychologists	37	35	(1)	(4%)	Insf. Data	25	\$35.49	\$35.32
Social Workers, All Other	98	97	(1)	(1%)	38%	80	\$30.91	\$31.60
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	267	295	28	11%	47%	263	\$30.40	\$20.00
Surgeons, All Other	17	16	(1)	(7%)	Insf. Data	<10	\$178.42	Insf. Data
Surgical Technologists	83	70	(13)	(16%)	41%	48	\$25.90	\$19.06
	12,492	12,052	(440)	(4%)	47%	11,654		



## Prosperity Region 2

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	45	37	(8)	(18%)	24%	11	\$123.69	\$123.51
Cardiologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Cardiovascular Technologists and Technicians	52	54	2	5%	23%	37	\$32.23	\$22.33
Child, Family, and School Social Workers	541	585	44	8%	48%	477	\$27.93	\$24.90
Clinical and Counseling Psychologists	78	80	2	2%	31%	41	\$35.99	\$34.86
Clinical Laboratory Technologists and Technicians	276	282	7	2%	31%	197	\$28.27	\$23.85
Community Health Workers	91	100	9	10%	41%	103	\$25.80	\$15.02
Dental Assistants	602	705	103	17%	46%	1,038	\$20.63	\$16.92
Dental Hygienists	436	508	72	16%	29%	405	\$38.32	\$28.42
Dentists, All Other Specialists	25	28	3	12%	Insf. Data	13	\$127.05	Insf. Data
Dentists, General	163	191	27	17%	26%	85	\$77.36	\$79.74
Dermatologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Diagnostic Medical Sonographers	116	127	11	9%	29%	77	\$38.28	\$28.64
Emergency Medical Technicians	153	162	9	6%	58%	125	\$18.80	\$13.51
Emergency Medicine Physicians	53	51	(2)	(5%)	27%	16	\$141.85	\$94.20
Family Medicine Physicians	91	89	(2)	(2%)	26%	27	\$96.80	\$85.76
General Internal Medicine Physicians	131	125	(6)	(5%)	26%	36	\$117.29	\$62.44
Healthcare Social Workers	95	103	8	9%	46%	96	\$30.37	\$27.33
Home Health and Personal Care Aides	2,284	2,414	130	6%	79%	3,717	\$16.78	\$10.29
Licensed Practical and Licensed Vocational Nurses	258	263	4	2%	57%	215	\$29.30	\$20.87
Magnetic Resonance Imaging Technologists	26	30	4	16%	Insf. Data	19	\$35.45	\$30.71

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	53	62	9	18%	50%	47	\$25.48	\$19.24
Medical Assistants	732	763	31	4%	50%	1,023	\$19.71	\$13.83
Mental Health and Substance Abuse Social Workers	151	165	14	9%	44%	126	\$28.62	\$23.50
Neurologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Nuclear Medicine Technologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$33.53
Nurse Anesthetists	50	53	3	6%	26%	25	\$118.70	\$79.95
Nurse Midwives	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Nurse Practitioners	207	274	66	32%	36%	176	\$59.55	\$39.61
Nursing Assistants	1,047	1,029	(18)	(2%)	69%	1,516	\$19.53	\$13.16
Obstetricians and Gynecologists	26	21	(5)	(19%)	Insf. Data	<10	\$99.11	Insf. Data
Occupational Therapists	170	195	25	15%	39%	130	\$39.90	\$33.50
Occupational Therapy Assistants	40	56	15	38%	78%	82	\$25.56	\$26.54
Ophthalmologists, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Optometrists	63	56	(7)	(11%)	32%	19	\$62.03	\$40.47
Orthodontists	<10	11	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Orthopedic Surgeons, Except Pediatric	11	10	(0)	(1%)	Insf. Data	<10	\$183.00	Insf. Data
Paramedics	204	215	11	6%	71%	110	\$24.32	\$14.25
Pediatric Surgeons	0	0	0	0%	0%	0	\$0.00	\$0.00
Pediatricians, General	59	52	(6)	(11%)	24%	15	\$84.61	\$67.39
Pharmacists	245	256	11	5%	38%	116	\$67.15	\$54.07
Pharmacy Technicians	431	441	10	2%	60%	418	\$19.58	\$13.79
Phlebotomists	125	124	(1)	(1%)	56%	165	\$19.29	\$12.94
Physical Therapist Assistants	122	156	34	28%	77%	229	\$28.74	\$22.97
Physical Therapists	291	345	53	18%	36%	184	\$41.90	\$37.91
Physician Assistants	213	252	39	18%	33%	158	\$66.39	\$50.28
Physicians, All Other	186	198	12	6%	26%	66	\$114.16	\$94.40
Physicians, Pathologists	12	11	(1)	(7%)	Insf. Data	<10	\$113.00	Insf. Data
Prosthodontists	0	<10	Insf. Data	Insf. Data	0%	<10	\$0.00	\$0.00

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Psychiatrists	18	16	(2)	(11%)	Insf. Data	<10	\$107.00	\$88.49
Psychologists, All Other	58	65	7	12%	Insf. Data	47	\$39.80	\$42.69
Radiation Therapists	23	21	(2)	(9%)	Insf. Data	11	\$41.26	\$34.32
Radiologic Technologists and Technicians	202	200	(2)	(1%)	30%	122	\$31.87	\$24.09
Radiologists	12	12	0	1%	Insf. Data	<10	\$194.04	\$93.41
Registered Nurses	2,979	3,022	43	1%	34%	1,835	\$39.20	\$27.27
Rehabilitation Counselors	115	106	(9)	(8%)	75%	92	\$18.92	\$12.21
Respiratory Therapists	104	118	14	14%	38%	74	\$34.15	\$25.59
School Psychologists	33	31	(3)	(8%)	Insf. Data	21	\$37.20	\$35.05
Social Workers, All Other	102	110	7	7%	38%	92	\$28.22	\$26.88
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	363	426	63	17%	58%	393	\$29.63	\$20.69
Surgeons, All Other	35	33	(1)	(4%)	Insf. Data	<10	\$186.61	\$111.81
Surgical Technologists	114	116	3	2%	45%	78	\$29.62	\$20.70
	14,199	15,038	838	6%	49%	14,236		

## Prosperity Region 3

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	41	48	7	17%	25%	23	\$110.33	Insf. Data
Cardiologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	0	Insf. Data	Insf. Data
Cardiovascular Technologists and Technicians	17	18	1	4%	Insf. Data	12	\$34.59	\$21.58
Child, Family, and School Social Workers	360	374	14	4%	40%	297	\$26.70	\$23.28
Clinical and Counseling Psychologists	20	22	1	7%	Insf. Data	12	\$36.94	\$33.44
Clinical Laboratory Technologists and Technicians	98	100	2	2%	34%	70	\$29.58	\$22.01
Community Health Workers	42	45	3	7%	37%	47	\$21.01	\$15.29
Dental Assistants	141	144	3	2%	42%	213	\$20.36	\$15.84
Dental Hygienists	105	107	2	2%	26%	81	\$33.83	\$27.05
Dentists, All Other Specialists	15	16	0	1%	Insf. Data	<10	\$114.65	Insf. Data
Dentists, General	41	43	2	6%	Insf. Data	18	\$65.96	\$70.66
Dermatologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	0	Insf. Data	Insf. Data
Diagnostic Medical Sonographers	36	40	4	11%	30%	25	\$34.04	\$27.42
Emergency Medical Technicians	230	273	43	19%	52%	221	\$17.49	\$12.26
Emergency Medicine Physicians	23	25	2	7%	Insf. Data	<10	\$105.11	\$89.83
Family Medicine Physicians	32	37	5	16%	Insf. Data	16	\$123.26	\$80.94
General Internal Medicine Physicians	42	45	4	9%	28%	19	\$92.75	\$79.59
Healthcare Social Workers	45	47	2	4%	52%	42	\$28.83	\$24.96
Home Health and Personal Care Aides	1,614	1,721	107	7%	78%	2,617	\$15.69	\$9.55
Licensed Practical and Licensed Vocational Nurses	192	189	(3)	(2%)	59%	158	\$28.16	\$18.66
Magnetic Resonance Imaging Technologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$0.00

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	25	29	3	13%	40%	21	\$23.67	\$19.06
Medical Assistants	331	399	68	21%	51%	550	\$18.40	\$12.95
Mental Health and Substance Abuse Social Workers	106	108	2	2%	40%	78	\$27.82	\$22.37
Neurologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$0.00
Nuclear Medicine Technologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$0.00
Nurse Anesthetists	20	23	3	17%	Insf. Data	12	\$140.11	\$77.13
Nurse Midwives	0	0	0	0%	0%	0	\$0.00	Insf. Data
Nurse Practitioners	82	119	38	46%	40%	83	\$54.44	\$40.12
Nursing Assistants	695	636	(59)	(8%)	75%	962	\$18.10	\$11.99
Obstetricians and Gynecologists	21	23	3	12%	Insf. Data	11	\$92.15	Insf. Data
Occupational Therapists	57	59	2	3%	42%	37	\$39.07	\$31.17
Occupational Therapy Assistants	13	14	1	7%	93%	21	\$18.55	\$23.81
Ophthalmologists, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	0	Insf. Data	Insf. Data
Optometrists	45	56	11	25%	Insf. Data	28	\$56.09	\$39.38
Orthodontists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Orthopedic Surgeons, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Paramedics	115	133	18	16%	49%	76	\$20.97	\$12.24
Pediatric Surgeons	0	0	0	0%	0%	0	\$0.00	\$0.00
Pediatricians, General	27	30	3	12%	Insf. Data	13	\$81.18	\$54.72
Pharmacists	146	153	7	5%	40%	69	\$62.87	\$54.62
Pharmacy Technicians	288	310	22	8%	61%	297	\$18.57	\$13.49
Phlebotomists	46	47	1	2%	55%	63	\$18.30	\$12.88
Physical Therapist Assistants	59	64	5	9%	83%	93	\$27.09	\$20.74
Physical Therapists	88	93	5	6%	39%	46	\$43.95	\$34.78
Physician Assistants	59	78	19	33%	36%	55	\$60.25	\$47.54
Physicians, All Other	65	73	9	14%	30%	29	\$105.44	\$90.46
Physicians, Pathologists	<10	11	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Prosthodontists	0	<10	Insf. Data	Insf. Data	0%	<10	\$0.00	\$0.00

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Psychiatrists	10	11	0	4%	Insf. Data	<10	\$96.16	Insf. Data
Psychologists, All Other	31	33	2	7%	Insf. Data	23	\$47.27	\$41.62
Radiation Therapists	16	16	0	0%	Insf. Data	<10	\$39.42	\$32.81
Radiologic Technologists and Technicians	115	114	(1)	(1%)	31%	68	\$30.86	\$23.23
Radiologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Registered Nurses	1,222	1,220	(1)	(0%)	38%	735	\$37.01	\$26.40
Rehabilitation Counselors	43	37	(6)	(15%)	54%	32	\$19.71	\$15.40
Respiratory Therapists	50	53	3	6%	43%	31	\$33.64	\$24.96
School Psychologists	23	21	(1)	(6%)	Insf. Data	14	\$33.48	\$33.11
Social Workers, All Other	50	54	4	8%	36%	45	\$30.74	\$26.33
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	240	264	25	10%	46%	234	\$29.99	\$19.56
Surgeons, All Other	11	12	1	8%	Insf. Data	<10	\$180.50	\$104.14
Surgical Technologists	46	45	(0)	(1%)	53%	30	\$28.11	\$19.53
	7,288	7,677	389	5%	53%	7,708		



## Prosperity Region 4

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	320	254	(66)	(21%)	30%	78	\$137.07	\$121.40
Cardiologists	80	72	(8)	(10%)	40%	21	\$208.80	\$100.02
Cardiovascular Technologists and Technicians	208	235	27	13%	34%	166	\$37.77	\$23.03
Child, Family, and School Social Workers	2,893	3,062	169	6%	49%	2,452	\$26.77	\$22.24
Clinical and Counseling Psychologists	475	518	43	9%	32%	281	\$37.31	\$30.81
Clinical Laboratory Technologists and Technicians	1,410	1,498	88	6%	47%	1,036	\$24.31	\$22.45
Community Health Workers	271	298	27	10%	59%	308	\$23.13	\$16.39
Dental Assistants	1,643	1,702	60	4%	62%	2,392	\$22.85	\$17.44
Dental Hygienists	1,546	1,594	49	3%	39%	1,104	\$38.93	\$28.32
Dentists, All Other Specialists	15	14	(1)	(4%)	Insf. Data	<10	\$96.70	\$127.43
Dentists, General	668	684	15	2%	26%	224	\$81.35	\$92.21
Dermatologists	30	22	(8)	(26%)	49%	<10	\$200.55	Insf. Data
Diagnostic Medical Sonographers	477	525	48	10%	31%	311	\$39.01	\$27.41
Emergency Medical Technicians	744	877	134	18%	47%	704	\$18.44	\$14.03
Emergency Medicine Physicians	125	118	(7)	(6%)	55%	33	\$182.29	\$100.50
Family Medicine Physicians	559	473	(86)	(15%)	29%	139	\$104.75	\$89.35
General Internal Medicine Physicians	162	166	4	2%	29%	53	N/A	N/A
Healthcare Social Workers	843	899	56	7%	53%	798	\$31.30	\$23.16
Home Health and Personal Care Aides	12,383	14,295	1,912	15%	92%	21,691	\$16.42	\$10.04
Licensed Practical and Licensed Vocational Nurses	1,953	2,078	125	6%	89%	1,685	\$30.18	\$20.48
Magnetic Resonance Imaging Technologists	193	207	14	7%	32%	123	\$39.30	\$28.54

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	255	300	45	18%	50%	223	\$25.65	\$20.87
Medical Assistants	3,587	3,556	(31)	(1%)	65%	4,644	\$19.77	\$14.17
Mental Health and Substance Abuse Social Workers	643	704	61	10%	47%	532	\$26.83	\$19.65
Neurologists	23	28	4	19%	83%	12	\$128.42	\$98.71
Nuclear Medicine Technologists	88	86	(1)	(1%)	26%	43	\$40.75	\$29.19
Nurse Anesthetists	290	285	(5)	(2%)	32%	117	\$110.43	\$79.34
Nurse Midwives	47	37	(10)	(20%)	41%	19	\$56.11	\$51.63
Nurse Practitioners	1,257	1,503	246	20%	48%	858	\$59.30	\$41.90
Nursing Assistants	7,116	7,479	363	5%	99%	10,904	\$18.25	\$12.79
Obstetricians and Gynecologists	104	92	(12)	(11%)	33%	27	\$109.96	\$105.99
Occupational Therapists	1,009	1,151	142	14%	43%	733	\$41.76	\$31.51
Occupational Therapy Assistants	424	513	89	21%	71%	739	\$31.31	\$20.95
Ophthalmologists, Except Pediatric	<10	13	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$101.34
Optometrists	266	276	10	4%	27%	100	\$61.34	\$45.48
Orthodontists	68	68	(0)	(0%)	22%	22	\$149.78	Insf. Data
Orthopedic Surgeons, Except Pediatric	58	47	(11)	(19%)	35%	12	\$124.50	\$113.51
Paramedics	507	577	70	14%	45%	320	\$24.06	\$13.69
Pediatric Surgeons	<10	<10	Insf. Data	Insf. Data	Insf. Data	0	Insf. Data	Insf. Data
Pediatricians, General	81	81	0	0%	54%	25	\$110.94	\$84.38
Pharmacists	1,503	1,591	89	6%	39%	708	\$66.17	\$55.64
Pharmacy Technicians	2,426	2,504	78	3%	63%	2,351	\$20.76	\$13.41
Phlebotomists	652	694	42	6%	65%	918	\$18.84	\$13.27
Physical Therapist Assistants	853	1,052	199	23%	73%	1,508	\$30.45	\$20.08
Physical Therapists	1,406	1,663	257	18%	37%	851	\$45.37	\$37.08
Physician Assistants	1,184	1,249	65	5%	43%	670	\$63.61	\$46.79
Physicians, All Other	2,862	2,609	(253)	(9%)	28%	722	\$106.73	\$100.29
Physicians, Pathologists	53	50	(3)	(5%)	36%	15	\$145.27	\$97.93
Prosthodontists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Psychiatrists	136	131	(5)	(4%)	31%	36	\$102.57	\$70.80
Psychologists, All Other	212	261	49	23%	8%	200	\$36.69	\$39.10

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Radiation Therapists	133	130	(3)	(2%)	42%	55	\$40.63	\$34.59
Radiologic Technologists and Technicians	1,126	1,171	45	4%	36%	671	\$32.08	\$23.06
Radiologists	30	34	5	16%	108%	15	\$172.91	\$98.78
Registered Nurses	17,247	18,612	1,365	8%	46%	11,372	\$39.80	\$28.66
Rehabilitation Counselors	1,297	1,372	75	6%	76%	1,114	\$19.11	\$18.22
Respiratory Therapists	813	935	122	15%	47%	559	\$35.85	\$24.96
School Psychologists	277	284	7	3%	36%	195	\$36.33	\$32.41
Social Workers, All Other	370	397	27	7%	42%	333	\$24.97	\$22.37
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,565	1,856	291	19%	55%	1,712	\$30.16	\$22.10
Surgeons, All Other	86	83	(3)	(3%)	33%	22	\$147.63	\$109.29
Surgical Technologists	731	779	47	6%	61%	513	\$28.87	\$20.01
	78,116	84,183	6,067	8%	60%	77,988		

## Prosperity Region 5

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	54	42	(12)	(22%)	29%	13	\$151.39	\$104.50
Cardiologists	11	10	(1)	(9%)	Insf. Data	<10	\$158.76	Insf. Data
Cardiovascular Technologists and Technicians	238	235	(3)	(1%)	26%	156	\$38.18	\$25.84
Child, Family, and School Social Workers	1,018	997	(21)	(2%)	44%	793	\$27.66	\$21.39
Clinical and Counseling Psychologists	134	139	5	4%	54%	73	\$38.06	\$30.84
Clinical Laboratory Technologists and Technicians	455	438	(17)	(4%)	32%	311	\$31.88	\$21.70
Community Health Workers	68	73	5	8%	43%	77	\$28.39	\$17.24
Dental Assistants	472	453	(20)	(4%)	56%	663	\$21.81	\$15.84
Dental Hygienists	456	420	(36)	(8%)	35%	308	\$38.18	\$27.83
Dentists, All Other Specialists	16	16	0	0%	Insf. Data	<10	\$101.69	Insf. Data
Dentists, General	166	155	(10)	(6%)	25%	54	\$85.74	\$89.28
Dermatologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Diagnostic Medical Sonographers	161	180	20	12%	33%	108	\$43.33	\$26.65
Emergency Medical Technicians	284	236	(47)	(17%)	52%	211	\$18.12	\$13.51
Emergency Medicine Physicians	34	33	(1)	(3%)	41%	11	\$131.66	\$96.00
Family Medicine Physicians	249	234	(15)	(6%)	29%	65	\$123.10	\$97.59
General Internal Medicine Physicians	42	43	1	3%	38%	15	N/A	N/A
Healthcare Social Workers	327	333	5	2%	50%	295	\$32.04	\$24.02
Home Health and Personal Care Aides	7,341	8,361	1,019	14%	85%	12,755	\$15.93	\$9.33
Licensed Practical and Licensed Vocational Nurses	760	790	30	4%	69%	633	\$29.71	\$20.54
Magnetic Resonance Imaging Technologists	116	106	(10)	(8%)	24%	62	\$40.52	\$29.04

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	69	80	11	16%	68%	59	\$23.70	\$19.54
Medical Assistants	1,476	1,552	75	5%	59%	2,018	\$18.57	\$12.92
Mental Health and Substance Abuse Social Workers	308	323	14	5%	51%	239	\$28.94	\$23.23
Neurologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Nuclear Medicine Technologists	86	83	(3)	(4%)	29%	41	\$51.82	\$29.77
Nurse Anesthetists	150	145	(5)	(3%)	38%	60	\$121.44	\$85.58
Nurse Midwives	82	78	(4)	(5%)	32%	36	\$57.14	Insf. Data
Nurse Practitioners	451	580	128	28%	40%	357	\$60.03	\$42.22
Nursing Assistants	3,152	3,099	(52)	(2%)	81%	4,530	\$18.38	\$12.55
Obstetricians and Gynecologists	21	20	(1)	(5%)	Insf. Data	<10	\$96.99	\$55.51
Occupational Therapists	286	304	19	6%	45%	189	\$39.19	\$31.92
Occupational Therapy Assistants	71	88	17	24%	84%	128	\$28.21	\$20.25
Ophthalmologists, Except Pediatric	29	26	(3)	(9%)	Insf. Data	<10	\$108.85	\$98.32
Optometrists	63	64	1	2%	40%	26	\$56.29	\$46.40
Orthodontists	46	39	(8)	(16%)	25%	13	\$136.13	Insf. Data
Orthopedic Surgeons, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$120.44
Paramedics	161	144	(17)	(10%)	49%	85	\$22.82	\$13.62
Pediatric Surgeons	0	0	0	0%	0%	0	\$0.00	\$0.00
Pediatricians, General	20	19	(1)	(7%)	Insf. Data	<10	\$78.30	\$76.63
Pharmacists	428	398	(30)	(7%)	35%	158	\$66.31	\$56.46
Pharmacy Technicians	763	656	(107)	(14%)	56%	634	\$18.81	\$13.34
Phlebotomists	218	180	(37)	(17%)	49%	264	\$18.89	\$12.71
Physical Therapist Assistants	214	251	37	17%	102%	359	\$28.50	\$20.28
Physical Therapists	365	408	43	12%	43%	202	\$47.03	\$35.47
Physician Assistants	309	364	55	18%	35%	222	\$61.77	\$47.72
Physicians, All Other	486	473	(12)	(3%)	26%	139	\$116.53	\$96.48
Physicians, Pathologists	35	36	1	3%	Insf. Data	11	\$124.02	Insf. Data
Prosthodontists	0	0	0	0%	0%	0	\$0.00	\$0.00
Psychiatrists	37	37	(0)	(1%)	Insf. Data	13	\$112.35	\$72.31
Psychologists, All Other	57	67	10	17%	Insf. Data	49	\$35.92	\$40.80

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Radiation Therapists	19	18	(1)	(4%)	Insf. Data	<10	\$41.98	\$33.11
Radiologic Technologists and Technicians	442	398	(44)	(10%)	27%	232	\$35.82	\$25.69
Radiologists	34	33	(1)	(2%)	44%	<10	\$186.22	\$92.25
Registered Nurses	5,416	5,322	(95)	(2%)	34%	3,145	\$42.16	\$29.89
Rehabilitation Counselors	200	201	1	0%	76%	168	\$21.24	\$17.83
Respiratory Therapists	267	280	13	5%	36%	155	\$33.05	\$25.11
School Psychologists	87	85	(2)	(2%)	21%	60	\$36.74	\$33.53
Social Workers, All Other	154	157	3	2%	36%	132	\$41.57	\$30.19
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	912	990	77	8%	57%	865	\$26.57	\$20.32
Surgeons, All Other	53	52	(2)	(3%)	27%	13	\$167.08	\$99.29
Surgical Technologists	282	262	(20)	(7%)	53%	172	\$28.11	\$20.39
	29,834	30,788	953	3%	57%	31,676		



## Prosperity Region 6

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	60	58	(2)	(4%)	34%	18	\$146.51	\$136.42
Cardiologists	23	21	(2)	(7%)	Insf. Data	<10	\$119.00	\$86.82
Cardiovascular Technologists and Technicians	110	100	(10)	(9%)	23%	66	\$35.93	\$23.30
Child, Family, and School Social Workers	1,211	1,173	(38)	(3%)	46%	918	\$27.70	\$22.69
Clinical and Counseling Psychologists	138	161	23	17%	39%	96	\$38.23	\$30.29
Clinical Laboratory Technologists and Technicians	536	501	(34)	(6%)	32%	340	\$31.18	\$22.11
Community Health Workers	105	110	5	5%	45%	112	\$21.86	\$13.21
Dental Assistants	750	657	(93)	(12%)	65%	969	\$20.75	\$16.06
Dental Hygienists	640	555	(86)	(13%)	45%	392	\$37.07	\$28.87
Dentists, All Other Specialists	18	16	(2)	(9%)	Insf. Data	<10	\$92.21	Insf. Data
Dentists, General	350	307	(43)	(12%)	31%	98	\$84.78	\$80.04
Dermatologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Diagnostic Medical Sonographers	181	181	0	0%	24%	99	\$36.37	\$28.15
Emergency Medical Technicians	382	375	(6)	(2%)	61%	296	\$17.55	\$12.77
Emergency Medicine Physicians	54	51	(3)	(5%)	27%	15	\$135.78	\$76.67
Family Medicine Physicians	292	267	(26)	(9%)	27%	75	\$100.57	\$91.89
General Internal Medicine Physicians	327	291	(36)	(11%)	27%	83	N/A	N/A
Healthcare Social Workers	317	316	(1)	(0%)	56%	274	\$32.14	\$26.38
Home Health and Personal Care Aides	6,301	7,038	737	12%	90%	10,609	\$15.44	\$9.31
Licensed Practical and Licensed Vocational Nurses	794	837	43	5%	73%	681	\$30.02	\$21.14
Magnetic Resonance Imaging Technologists	201	177	(24)	(12%)	22%	102	\$39.65	\$29.44

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	74	92	18	25%	39%	72	\$33.72	\$18.93
Medical Assistants	1,617	1,629	12	1%	54%	2,106	\$17.82	\$13.38
Mental Health and Substance Abuse Social Workers	416	449	32	8%	42%	335	\$28.69	\$20.95
Neurologists	16	15	(1)	(4%)	Insf. Data	<10	\$137.39	Insf. Data
Nuclear Medicine Technologists	31	27	(4)	(14%)	33%	13	\$43.27	\$29.45
Nurse Anesthetists	219	207	(12)	(6%)	26%	87	\$109.91	\$84.10
Nurse Midwives	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Nurse Practitioners	562	699	138	25%	39%	417	\$57.47	\$43.89
Nursing Assistants	2,586	2,666	79	3%	85%	3,896	\$19.02	\$12.74
Obstetricians and Gynecologists	75	66	(9)	(12%)	29%	19	N/A	N/A
Occupational Therapists	294	298	5	2%	45%	169	\$39.87	\$33.37
Occupational Therapy Assistants	55	65	10	17%	99%	92	\$27.81	\$21.41
Ophthalmologists, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$98.59
Optometrists	106	102	(4)	(4%)	30%	33	\$62.33	\$45.75
Orthodontists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Orthopedic Surgeons, Except Pediatric	16	15	(0)	(3%)	73%	<10	\$162.37	\$133.68
Paramedics	253	248	(5)	(2%)	51%	131	\$22.52	\$13.06
Pediatric Surgeons	0	0	0	0%	Insf. Data	0	\$0.00	Insf. Data
Pediatricians, General	80	74	(7)	(8%)	26%	21	\$75.85	\$80.75
Pharmacists	564	466	(97)	(17%)	35%	195	\$63.43	\$54.28
Pharmacy Technicians	975	730	(245)	(25%)	53%	764	\$18.26	\$13.24
Phlebotomists	132	127	(5)	(4%)	47%	170	\$21.17	\$13.23
Physical Therapist Assistants	259	291	32	12%	90%	409	\$27.62	\$21.87
Physical Therapists	446	465	19	4%	39%	199	\$45.88	\$38.49
Physician Assistants	378	415	37	10%	33%	232	\$59.35	\$49.16
Physicians, All Other	626	588	(39)	(6%)	29%	168	\$96.66	\$97.09
Physicians, Pathologists	18	18	1	3%	Insf. Data	<10	\$122.73	\$100.02
Prosthodontists	<10	<10	Insf. Data	Insf. Data	Insf. Data	0	Insf. Data	Insf. Data

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Psychiatrists	23	23	(0)	(1%)	Insf. Data	<10	\$111.93	\$74.19
Psychologists, All Other	90	107	16	18%	Insf. Data	79	\$36.29	\$43.19
Radiation Therapists	23	22	(1)	(6%)	Insf. Data	<10	\$41.49	\$31.97
Radiologic Technologists and Technicians	387	365	(22)	(6%)	25%	204	\$32.92	\$23.69
Radiologists	36	33	(2)	(6%)	Insf. Data	<10	\$155.20	\$94.63
Registered Nurses	6,306	5,966	(340)	(5%)	35%	3,441	\$41.63	\$31.01
Rehabilitation Counselors	175	185	10	6%	85%	154	\$20.03	\$17.60
Respiratory Therapists	265	269	4	2%	38%	141	\$35.65	\$24.88
School Psychologists	84	76	(8)	(9%)	25%	52	\$35.50	\$30.89
Social Workers, All Other	106	112	6	6%	34%	95	\$24.86	\$25.45
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	666	788	122	18%	48%	728	\$24.47	\$20.51
Surgeons, All Other	36	35	(1)	(3%)	Insf. Data	<10	\$185.54	\$139.55
Surgical Technologists	220	205	(15)	(7%)	49%	129	\$28.19	\$20.08
	31,152	31,272	120	0%	55%	30,042		

## Prosperity Region 7

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	89	78	(11)	(13%)	27%	22	\$123.32	\$106.99
Cardiologists	48	42	(6)	(13%)	22%	12	\$199.55	\$80.41
Cardiovascular Technologists and Technicians	<10	11	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$27.96
Child, Family, and School Social Workers	714	795	82	11%	38%	661	\$29.09	\$22.11
Clinical and Counseling Psychologists	114	127	13	12%	27%	72	\$39.01	\$35.07
Clinical Laboratory Technologists and Technicians	544	516	(28)	(5%)	31%	337	\$31.55	\$21.35
Community Health Workers	139	153	14	10%	44%	158	\$24.56	\$19.23
Dental Assistants	511	485	(27)	(5%)	60%	702	\$22.02	\$17.60
Dental Hygienists	434	406	(28)	(6%)	42%	288	\$38.86	\$30.57
Dentists, All Other Specialists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$62.25
Dentists, General	226	212	(13)	(6%)	27%	69	\$95.66	\$76.20
Dermatologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$80.56
Diagnostic Medical Sonographers	108	109	1	1%	22%	57	\$37.30	\$28.30
Emergency Medical Technicians	151	144	(7)	(5%)	38%	102	\$19.61	\$16.17
Emergency Medicine Physicians	58	52	(6)	(10%)	26%	14	\$109.46	\$80.51
Family Medicine Physicians	145	134	(11)	(8%)	26%	37	\$106.49	\$79.07
General Internal Medicine Physicians	121	114	(8)	(6%)	24%	31	N/A	N/A
Healthcare Social Workers	223	241	17	8%	44%	216	\$34.65	\$24.07
Home Health and Personal Care Aides	3,897	4,584	687	18%	73%	7,037	\$15.89	\$9.48
Licensed Practical and Licensed Vocational Nurses	377	414	37	10%	64%	342	\$30.84	\$20.15
Magnetic Resonance Imaging Technologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$22.69

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	111	129	18	16%	42%	94	\$21.72	\$22.85
Medical Assistants	1,015	982	(33)	(3%)	54%	1,281	\$18.46	\$13.96
Mental Health and Substance Abuse Social Workers	467	508	41	9%	44%	381	\$29.78	\$23.64
Neurologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Nuclear Medicine Technologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$33.19
Nurse Anesthetists	127	122	(5)	(4%)	26%	50	\$114.85	\$87.99
Nurse Midwives	14	12	(2)	(13%)	Insf. Data	<10	N/A	N/A
Nurse Practitioners	268	317	49	18%	39%	179	\$61.76	\$45.46
Nursing Assistants	1,467	1,499	32	2%	81%	2,155	\$18.80	\$13.67
Obstetricians and Gynecologists	27	24	(3)	(11%)	44%	<10	\$97.10	\$108.35
Occupational Therapists	188	201	13	7%	39%	119	\$42.81	\$33.38
Occupational Therapy Assistants	42	49	8	18%	74%	70	\$29.99	\$21.96
Ophthalmologists, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Optometrists	88	93	5	6%	31%	36	\$63.35	\$40.09
Orthodontists	29	27	(3)	(9%)	46%	<10	\$76.69	Insf. Data
Orthopedic Surgeons, Except Pediatric	39	33	(6)	(15%)	28%	<10	\$181.97	\$117.38
Paramedics	96	92	(4)	(4%)	35%	43	\$24.04	\$16.18
Pediatric Surgeons	0	0	0	0%	0%	0	\$0.00	\$0.00
Pediatricians, General	53	47	(6)	(11%)	26%	13	\$71.29	\$85.05
Pharmacists	293	290	(2)	(1%)	35%	112	\$64.58	\$57.60
Pharmacy Technicians	611	587	(24)	(4%)	57%	546	\$18.39	\$14.09
Phlebotomists	246	237	(10)	(4%)	55%	309	\$18.87	\$13.96
Physical Therapist Assistants	127	149	22	17%	80%	209	\$28.19	\$22.88
Physical Therapists	328	351	23	7%	36%	154	\$46.93	\$36.63
Physician Assistants	227	240	13	6%	35%	129	\$63.46	\$46.95
Physicians, All Other	410	386	(25)	(6%)	25%	106	\$121.08	\$79.97
Physicians, Pathologists	31	29	(2)	(5%)	Insf. Data	<10	\$103.80	Insf. Data
Prosthodontists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	N/A
Psychiatrists	38	40	2	6%	Insf. Data	13	\$128.21	\$74.44

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Psychologists, All Other	94	101	7	7%	Insf. Data	69	\$30.81	\$40.84
Radiation Therapists	42	38	(4)	(11%)	29%	16	\$40.21	\$33.94
Radiologic Technologists and Technicians	249	233	(16)	(7%)	25%	126	\$31.79	\$25.65
Radiologists	16	15	(1)	(5%)	Insf. Data	<10	\$215.47	\$80.35
Registered Nurses	3,700	3,689	(11)	(0%)	32%	2,043	\$40.91	\$34.07
Rehabilitation Counselors	227	261	34	15%	43%	225	\$24.86	\$24.16
Respiratory Therapists	135	141	6	4%	35%	74	\$33.52	\$29.53
School Psychologists	71	69	(2)	(3%)	24%	45	\$36.89	\$35.43
Social Workers, All Other	126	138	13	10%	27%	118	\$24.41	\$27.63
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	804	963	159	20%	54%	893	\$35.05	\$20.16
Surgeons, All Other	49	44	(5)	(11%)	32%	11	\$113.95	\$115.73
Surgical Technologists	195	183	(12)	(6%)	42%	112	\$30.02	\$22.33
	20,070	21,042	972	5%	49%	20,058		

## Prosperity Region 8

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	213	168	(45)	(21%)	29%	50	\$173.52	\$115.74
Cardiologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Cardiovascular Technologists and Technicians	121	115	(7)	(6%)	25%	73	\$31.07	\$24.16
Child, Family, and School Social Workers	1,119	1,152	33	3%	47%	911	\$26.99	\$21.43
Clinical and Counseling Psychologists	166	194	28	17%	39%	117	\$36.16	\$32.58
Clinical Laboratory Technologists and Technicians	429	425	(4)	(1%)	41%	281	\$32.50	\$20.51
Community Health Workers	110	124	14	13%	53%	131	\$21.58	\$17.87
Dental Assistants	549	532	(18)	(3%)	59%	756	\$21.38	\$17.12
Dental Hygienists	504	484	(20)	(4%)	37%	331	\$37.23	\$29.32
Dentists, All Other Specialists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$53.54
Dentists, General	240	229	(11)	(5%)	28%	72	\$85.64	\$63.82
Dermatologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Diagnostic Medical Sonographers	196	194	(3)	(1%)	34%	104	\$39.56	\$28.63
Emergency Medical Technicians	217	183	(34)	(16%)	46%	141	\$19.45	\$16.26
Emergency Medicine Physicians	34	34	(1)	(2%)	33%	<10	\$154.21	\$83.64
Family Medicine Physicians	316	271	(44)	(14%)	26%	77	\$91.98	\$89.00
General Internal Medicine Physicians	121	106	(15)	(12%)	29%	32	N/A	N/A
Healthcare Social Workers	415	426	12	3%	54%	369	\$31.36	\$23.74
Home Health and Personal Care Aides	7,014	7,399	385	5%	89%	11,214	\$15.28	\$9.67
Licensed Practical and Licensed Vocational Nurses	1,010	1,083	73	7%	76%	888	\$30.07	\$21.08
Magnetic Resonance Imaging Technologists	48	45	(2)	(5%)	23%	25	\$42.11	\$29.12



Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	116	145	29	25%	49%	114	\$25.46	\$19.32
Medical Assistants	1,641	1,640	(2)	(0%)	61%	2,147	\$19.37	\$13.67
Mental Health and Substance Abuse Social Workers	379	420	41	11%	51%	322	\$29.63	\$21.02
Neurologists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$88.32
Nuclear Medicine Technologists	30	27	(4)	(12%)	Insf. Data	13	\$39.72	Insf. Data
Nurse Anesthetists	149	138	(11)	(7%)	27%	59	\$109.08	\$77.74
Nurse Midwives	44	42	(2)	(4%)	32%	19	\$55.22	Insf. Data
Nurse Practitioners	464	573	109	24%	44%	339	\$59.65	\$43.31
Nursing Assistants	3,292	3,340	49	1%	92%	4,926	\$18.49	\$13.21
Obstetricians and Gynecologists	13	12	(1)	(4%)	Insf. Data	<10	\$100.57	\$89.08
Occupational Therapists	298	300	2	1%	50%	174	\$39.65	\$31.65
Occupational Therapy Assistants	60	68	8	13%	103%	97	\$28.81	\$21.25
Ophthalmologists, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Optometrists	106	105	(1)	(1%)	33%	39	\$60.38	\$46.14
Orthodontists	69	68	(1)	(1%)	33%	20	\$148.64	\$98.01
Orthopedic Surgeons, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Paramedics	90	78	(12)	(14%)	35%	40	\$24.20	\$17.30
Pediatric Surgeons	0	0	0	0%	0%	0	\$0.00	\$0.00
Pediatricians, General	28	27	(1)	(3%)	39%	<10	\$89.32	\$94.12
Pharmacists	531	514	(17)	(3%)	43%	202	\$64.79	\$54.57
Pharmacy Technicians	949	923	(26)	(3%)	64%	853	\$19.10	\$13.86
Phlebotomists	190	179	(11)	(6%)	60%	243	\$19.00	\$13.33
Physical Therapist Assistants	300	315	15	5%	98%	442	\$29.96	\$21.34
Physical Therapists	421	427	6	2%	46%	179	\$46.07	\$35.98
Physician Assistants	324	361	37	11%	37%	206	\$64.21	\$43.80
Physicians, All Other	551	526	(26)	(5%)	27%	143	\$110.33	\$81.36
Physicians, Pathologists	11	14	3	25%	Insf. Data	<10	\$136.59	Insf. Data
Prosthodontists	0	0	0	0%	0%	0	\$0.00	\$0.00
Psychiatrists	52	50	(1)	(2%)	27%	16	N/A	N/A
Psychologists, All Other	129	146	16	13%	9%	104	\$26.51	\$22.84

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Radiation Therapists	15	14	(1)	(5%)	Insf. Data	<10	\$43.97	\$36.09
Radiologic Technologists and Technicians	608	576	(31)	(5%)	31%	310	\$36.67	\$25.56
Radiologists	40	38	(2)	(5%)	43%	12	\$157.97	\$95.43
Registered Nurses	6,564	6,432	(132)	(2%)	46%	3,573	\$41.87	\$30.12
Rehabilitation Counselors	189	197	9	5%	79%	167	\$22.34	\$22.13
Respiratory Therapists	259	270	11	4%	49%	142	\$34.42	\$25.55
School Psychologists	73	76	3	4%	28%	52	\$37.09	\$31.40
Social Workers, All Other	213	222	8	4%	35%	183	\$36.50	\$29.26
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	764	960	196	26%	60%	916	\$31.38	\$18.55
Surgeons, All Other	52	48	(4)	(7%)	27%	12	N/A	N/A
Surgical Technologists	229	222	(8)	(3%)	84%	136	\$28.69	\$22.62
	32,187	32,771	584	2%	62%	31,946		

## Prosperity Region 9

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	147	160	13	9%	26%	56	\$186.77	\$115.29
Cardiologists	31	34	2	8%	Insf. Data	12	\$207.04	\$82.64
Cardiovascular Technologists and Technicians	302	301	(1)	(0%)	25%	191	\$39.09	\$25.37
Child, Family, and School Social Workers	1,277	1,319	42	3%	43%	1,058	\$28.69	\$20.48
Clinical and Counseling Psychologists	375	397	22	6%	28%	214	\$37.07	\$32.85
Clinical Laboratory Technologists and Technicians	1,458	1,481	23	2%	31%	982	\$26.77	\$19.41
Community Health Workers	153	174	22	14%	53%	186	\$22.20	\$11.69
Dental Assistants	977	968	(9)	(1%)	53%	1,371	\$22.42	\$17.65
Dental Hygienists	719	695	(24)	(3%)	33%	481	\$39.08	\$31.97
Dentists, All Other Specialists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$61.13
Dentists, General	458	440	(18)	(4%)	19%	136	\$86.45	\$78.57
Dermatologists	14	16	3	22%	Insf. Data	<10	\$153.30	\$82.56
Diagnostic Medical Sonographers	366	401	35	10%	29%	233	\$39.12	\$25.76
Emergency Medical Technicians	483	578	95	20%	45%	469	\$19.23	\$13.87
Emergency Medicine Physicians	102	103	1	1%	29%	31	\$151.74	\$82.98
Family Medicine Physicians	495	519	24	5%	27%	171	\$109.20	\$83.17
General Internal Medicine Physicians	168	171	2	1%	31%	53	\$114.63	\$60.70
Healthcare Social Workers	630	655	25	4%	46%	574	\$35.75	\$24.63
Home Health and Personal Care Aides	10,421	11,709	1,288	12%	86%	17,703	\$16.48	\$10.09
Licensed Practical and Licensed Vocational Nurses	1,288	1,355	67	5%	68%	1,104	\$31.04	\$21.79
Magnetic Resonance Imaging Technologists	163	165	2	1%	29%	91	\$40.31	\$27.49

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	113	144	31	27%	50%	114	\$26.12	\$19.28
Medical Assistants	2,479	2,845	366	15%	53%	3,791	\$19.01	\$14.35
Mental Health and Substance Abuse Social Workers	664	731	67	10%	40%	556	\$32.18	\$21.04
Neurologists	15	16	1	8%	Insf. Data	<10	\$141.41	\$83.25
Nuclear Medicine Technologists	98	91	(6)	(7%)	27%	43	\$41.20	\$30.36
Nurse Anesthetists	294	315	21	7%	31%	142	\$123.08	\$80.94
Nurse Midwives	48	50	2	5%	56%	24	\$62.43	\$55.06
Nurse Practitioners	784	1,113	329	42%	43%	752	\$64.36	\$44.64
Nursing Assistants	4,969	4,995	26	1%	81%	7,229	\$19.15	\$13.52
Obstetricians and Gynecologists	60	64	5	8%	28%	23	N/A	N/A
Occupational Therapists	555	626	71	13%	42%	394	\$40.73	\$32.32
Occupational Therapy Assistants	124	166	42	34%	84%	242	\$29.99	\$20.72
Ophthalmologists, Except Pediatric	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$91.17
Optometrists	154	172	18	12%	29%	72	\$61.43	\$51.35
Orthodontists	37	32	(5)	(13%)	Insf. Data	<10	\$157.22	Insf. Data
Orthopedic Surgeons, Except Pediatric	26	29	3	13%	Insf. Data	10	\$182.20	\$113.45
Paramedics	539	609	70	13%	38%	333	\$26.31	\$13.54
Pediatric Surgeons	<10	<10	Insf. Data	Insf. Data	Insf. Data	0	Insf. Data	Insf. Data
Pediatricians, General	78	83	6	7%	31%	29	\$89.15	\$77.14
Pharmacists	998	1,030	32	3%	39%	422	\$72.94	\$53.38
Pharmacy Technicians	1,534	1,576	42	3%	66%	1,483	\$20.78	\$14.20
Phlebotomists	282	291	8	3%	62%	384	\$19.04	\$14.02
Physical Therapist Assistants	400	522	122	31%	81%	755	\$29.53	\$22.01
Physical Therapists	908	1,069	161	18%	38%	542	\$49.04	\$38.52
Physician Assistants	705	856	151	21%	35%	538	\$63.42	\$47.28
Physicians, All Other	2,742	2,850	107	4%	25%	879	\$108.61	\$83.50
Physicians, Pathologists	34	33	(1)	(3%)	Insf. Data	<10	\$160.08	\$83.24
Prosthodontists	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
Psychiatrists	131	135	4	3%	26%	42	\$114.95	\$86.14

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Psychologists, All Other	253	281	28	11%	10%	198	\$33.62	\$42.61
Radiation Therapists	103	100	(3)	(3%)	33%	45	\$41.83	\$32.94
Radiologic Technologists and Technicians	836	855	19	2%	29%	471	\$38.28	\$25.78
Radiologists	31	30	(0)	(1%)	Insf. Data	11	\$200.36	\$84.82
Registered Nurses	15,277	15,407	130	1%	36%	8,662	\$43.77	\$32.29
Rehabilitation Counselors	394	369	(26)	(6%)	95%	302	\$20.83	\$19.59
Respiratory Therapists	515	548	33	6%	40%	296	\$39.29	\$23.61
School Psychologists	157	159	2	1%	29%	107	\$38.05	\$33.93
Social Workers, All Other	369	385	16	4%	33%	320	\$31.23	\$31.90
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,059	1,290	231	22%	48%	1,216	\$26.38	\$23.99
Surgeons, All Other	64	68	4	6%	44%	20	N/A	N/A
Surgical Technologists	387	396	9	2%	50%	245	\$30.76	\$18.25
	58,545	62,271	3,726	6%	52%	56,236		

## Prosperity Region 10

Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Anesthesiologists	830	806	(24)	(3%)	31%	218	\$165.29	\$126.31
Cardiologists	291	282	(10)	(3%)	30%	77	\$126.36	\$80.36
Cardiovascular Technologists and Technicians	881	854	(26)	(3%)	28%	532	\$38.47	\$25.75
Child, Family, and School Social Workers	5,837	5,841	3	0%	49%	4,656	\$29.12	\$21.56
Clinical and Counseling Psychologists	1,198	1,262	64	5%	36%	667	\$39.88	\$33.55
Clinical Laboratory Technologists and Technicians	3,684	3,508	(176)	(5%)	37%	2,292	\$25.44	\$23.89
Community Health Workers	591	626	35	6%	55%	636	\$23.32	\$18.38
Dental Assistants	6,022	6,184	162	3%	57%	8,571	\$22.39	\$15.62
Dental Hygienists	3,307	3,413	106	3%	42%	2,305	\$38.96	\$29.10
Dentists, All Other Specialists	88	92	4	5%	21%	31	\$93.53	\$52.17
Dentists, General	2,265	2,319	54	2%	24%	710	\$85.08	\$57.27
Dermatologists	130	132	2	2%	50%	38	\$144.80	\$80.39
Diagnostic Medical Sonographers	1,378	1,432	54	4%	31%	774	\$39.60	\$29.72
Emergency Medical Technicians	1,424	1,467	43	3%	60%	1,109	\$19.88	\$15.20
Emergency Medicine Physicians	385	370	(15)	(4%)	34%	101	\$148.26	\$80.53
Family Medicine Physicians	2,439	2,370	(68)	(3%)	31%	642	\$104.44	\$79.66
General Internal Medicine Physicians	751	728	(22)	(3%)	33%	198	\$107.54	\$82.57
Healthcare Social Workers	2,088	2,143	55	3%	55%	1,859	\$32.72	\$25.29
Home Health and Personal Care Aides	40,161	45,055	4,893	12%	81%	68,001	\$15.68	\$9.73
Licensed Practical and Licensed Vocational Nurses	4,525	4,628	103	2%	73%	3,680	\$31.56	\$23.44
Magnetic Resonance Imaging Technologists	631	616	(16)	(2%)	31%	335	\$40.47	\$28.31

Description	2024 Jobs	2034 Jobs	2024 – 2034 Change	2024 – 2034 % Change	2024 Turnover Rate	2024 – 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Marriage and Family Therapists	461	532	71	15%	50%	391	\$26.26	\$20.87
Medical Assistants	10,151	10,728	577	6%	64%	13,911	\$18.81	\$13.79
Mental Health and Substance Abuse Social Workers	2,017	2,080	63	3%	47%	1,537	\$28.69	\$21.40
Neurologists	140	137	(3)	(2%)	31%	39	\$173.74	\$80.33
Nuclear Medicine Technologists	235	222	(13)	(6%)	32%	104	\$45.29	\$32.60
Nurse Anesthetists	1,575	1,615	40	3%	32%	675	\$111.53	\$86.42
Nurse Midwives	32	35	3	10%	84%	19	\$55.98	\$46.09
Nurse Practitioners	3,794	4,883	1,089	29%	47%	3,009	\$60.80	\$45.31
Nursing Assistants	15,661	15,515	(146)	(1%)	85%	22,506	\$19.02	\$13.48
Obstetricians and Gynecologists	252	242	(10)	(4%)	30%	67	\$121.56	\$91.50
Occupational Therapists	2,197	2,376	179	8%	48%	1,422	\$40.79	\$34.62
Occupational Therapy Assistants	510	622	112	22%	103%	893	\$28.77	\$20.40
Ophthalmologists, Except Pediatric	118	116	(2)	(2%)	40%	29	\$156.22	\$80.74
Optometrists	700	739	39	6%	36%	321	\$66.43	\$50.57
Orthodontists	46	50	3	7%	40%	17	\$100.55	\$103.17
Orthopedic Surgeons, Except Pediatric	195	191	(4)	(2%)	31%	46	\$172.29	\$100.68
Paramedics	951	964	13	1%	53%	487	\$25.61	\$15.24
Pediatric Surgeons	<10	<10	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$101.46
Pediatricians, General	383	369	(14)	(4%)	27%	101	\$91.83	\$81.88
Pharmacists	4,658	4,460	(199)	(4%)	42%	1,727	\$65.45	\$55.38
Pharmacy Technicians	5,959	5,679	(280)	(5%)	63%	5,229	\$19.21	\$14.28
Phlebotomists	966	988	22	2%	62%	1,310	\$21.12	\$14.11
Physical Therapist Assistants	1,601	1,940	339	21%	99%	2,763	\$28.34	\$20.61
Physical Therapists	3,579	3,968	389	11%	43%	1,835	\$47.22	\$40.09
Physician Assistants	1,958	2,270	312	16%	43%	1,353	\$65.15	\$44.52
Physicians, All Other	6,678	6,524	(154)	(2%)	32%	1,758	N/A	N/A
Physicians, Pathologists	114	113	(1)	(1%)	26%	35	\$165.87	\$79.82
Prosthodontists	12	13	1	4%	Insf. Data	<10	\$113.92	\$48.97



Description	2024 Jobs	2034 Jobs	2024 - 2034 Change	2024 - 2034 % Change	2024 Turnover Rate	2024 - 2034 Openings	2024 Median Hourly Earnings	2014 Median Hourly Earnings
Psychiatrists	193	196	4	2%	32%	57	\$124.32	\$70.38
Psychologists, All Other	641	730	89	14%	4%	526	\$37.79	\$43.34
Radiation Therapists	229	219	(10)	(4%)	42%	92	\$42.76	\$34.16
Radiologic Technologists and Technicians	3,001	2,882	(119)	(4%)	30%	1,536	\$33.94	\$26.53
Radiologists	310	300	(11)	(3%)	33%	81	\$165.24	\$79.91
Registered Nurses	43,156	42,406	(749)	(2%)	38%	23,338	\$43.23	\$33.40
Rehabilitation Counselors	1,124	1,067	(58)	(5%)	65%	899	\$21.92	\$17.15
Respiratory Therapists	1,662	1,735	72	4%	43%	908	\$37.84	\$26.20
School Psychologists	611	574	(36)	(6%)	30%	380	\$37.82	\$35.04
Social Workers, All Other	777	807	30	4%	34%	664	\$28.79	\$23.79
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	5,282	5,868	586	11%	52%	5,220	\$24.69	\$20.24
Surgeons, All Other	266	255	(11)	(4%)	29%	62	\$188.52	\$101.60
Surgical Technologists	1,619	1,557	(62)	(4%)	54%	940	\$31.00	\$20.95
	203,538	210,890	7,352	4%	56%	194,820		



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