

Michigan Healthcare Labor Market Analysis 2024

An Analysis of
Michigan's Healthcare
Labor Market
Jan 2023 - Dec 2023



Table of Contents

- Introduction.....3**
- Executive Summary.....3
- About MHC Insight.....4
- Methodology.....5

- Current State of the Workforce.....6**
- Demographics.....7
- Employer Demand.....8
- Turnover.....12
- Wages.....14

- Future State of the Workforce.....20**

- Conclusion.....24**

- Appendix A.....26**
- Appendix B.....29**
- Appendix C.....32**

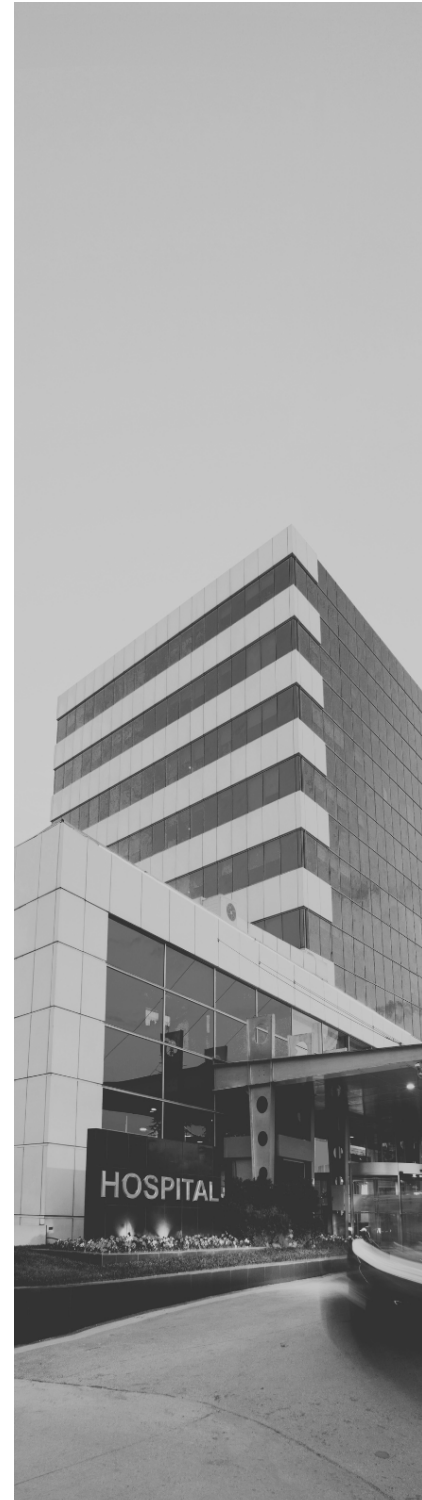
Introduction

Executive Summary

The healthcare workforce is a vital part of Michigan's healthcare delivery system; the quality of care provided is dependent on a diverse and competent healthcare workforce. The analysis presented herein suggests a growing demand over the next ten years for healthcare workers in a variety of positions, but most especially in Behavioral Health, Nursing, and Patient Support occupations. It also suggests that many occupations face recruitment and retention challenges; turnover continues to be a critical issue for much of the healthcare industry.

This report summarizes data from a variety of sources to describe Michigan's healthcare workforce. The key goal of this report is to provide current, actionable insights to assist with crucial decision-making in Michigan's healthcare labor market. Key findings include:

- The healthcare labor force was eight percent larger in 2023 than it was in 2013 (p. 6)
- Healthcare saw less turnover in 2023 than the rest of Michigan's labor force (p. 6, 13)
- The percentages of Black or African American and Hispanic or Latino/a/x healthcare workers increased over the past ten years, but only minimally (p. 8)
- Many occupations with the lowest median hourly wages had the highest turnover rates in 2023 (see Nursing Assistants, Home Health and Personal Care Aides, Dental Assistants and Medical Assistants) (p. 13)
- The eleven healthcare occupations that earned less than the 2023 Michigan median wage mainly belong to the Patient Support occupational group or Medical Technicians occupational group (p. 17)
- Hourly median wages for healthcare occupations grew by 47 percent in the past ten years (p. 18)
- Physicians saw the largest hourly median wage increase over the past ten years of all eight occupational groups while Behavioral Health occupations saw the smallest hourly median wage increase over the same period of time (p. 18)
- Between 2023 and 2033, healthcare jobs in Michigan are expected to increase by ten percent, which is more than the expected increase of jobs overall (seven percent) (p. 21)
- Almost all of the projected job openings in the next ten years will be replacement jobs, rather than new jobs (p. 21)



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.



MHC's Mission:
Ensuring the future of the healthcare workforce.

Methodology

This report highlights Michigan labor market information and real-time job posting data for 2023. A full healthcare workforce overview is provided within, identifying key components of the labor market, including demographic and supply and demand data. MHC's analysis of online job postings, a proxy for employer demand, is a unique method of understanding the status of the healthcare workforce ecosystem. This data is used to provide a real-time demand overview, detailing posting-related findings for both employers and job seekers. MHC Insight analyzes job posting data at the occupation level within eight customized occupational groups built using specific Standard Occupational Classification (SOC) codes to provide more contextualized information. These occupational groups are Advanced Practitioners, Behavioral Health, Medical Technicians, Nursing, Oral Health, Patient Support, Physicians, and Therapy. See [Appendix A](#) for a list of occupations in each group.

Occupational groups combine data for occupations with similar skill sets, educational attainment, and experience requirements, such as Registered Nurses and Licensed Practical and Licensed Vocational Nurses (LPNs). Occupational outlooks utilize these metrics to identify and display the top in-demand jobs, their entry requirements, and their earning potentials. MHC Insight produces a statewide report biennially using data from all eight occupational groups.

All data is sourced from Lightcast, with analysis provided by MHC Insight. While real-time job postings are the best available data to analyze employer demand, they have limitations. Job posting information is only sourced through online postings; as such, if a particular occupation, e.g. Cardiologists (or other Physicians), does not typically utilize online postings for advertisement, the occupation's demand will be underrepresented.

In addition, MHC Insight also utilizes traditional labor market information (LMI) provided by the Bureau of Labor Statistics and sourced through Lightcast to analyze longer past and present time periods. Job contractions and growth, as reported by job openings using traditional LMI, are predictions based on the state of the economy and, therefore, may change. For example, occupations that are predicted to experience declines are not "bad" occupations; they just may not have enough new supply (graduates) to keep up with labor force turnover.

As a result, it is important to keep these limitations in mind when considering the data and recall that this report is meant to provide an overview of trends in Michigan's healthcare labor market. For more information about the Michigan healthcare labor market, the occupational groups within this report, and any other workforce-related data projects, please visit mhc.org/insight.

Current State of the Workforce



In 2023, turnover for healthcare jobs was

50%

Between 2013 and 2023, the healthcare labor force grew by 8% and annual healthcare job openings grew to more than 57k

Between 2013 and 2023, healthcare jobs in Michigan grew by eight percent, or approximately 38,189 jobs. Over the same time period, the overall Michigan economy also grew by eight percent, indicating that healthcare matched growth in Michigan's overall labor force. This number reflects how much healthcare occupations grew over the last ten years, and is over and above considerations of retirement, or otherwise permanently leaving the labor force.

Moreover, between 2013 and 2023, there were 571,201 total healthcare job openings, or about 57,125 openings per year. The total job openings measure takes a fairly conservative approach to demand, accounting for job growth and estimating replacement needs for workers who change careers or retire. Of these total openings, 412,005 (or about 41,201 annually) were replacement jobs, or related to individuals either retiring or permanently leaving the labor force.

Healthcare also saw less turnover in the last year than the rest of Michigan's labor force – turnover in healthcare jobs was 50 percent in 2023, while turnover across Michigan's labor force was 64 percent. The 2023 Michigan non-seasonally adjusted annual unemployment rate was 3.9 percent. When unemployment is low, the pool of available, unemployed, candidates applying for open positions may shrink. This can lead to higher employee turnover for established companies, as employees have more options from which to choose. While turnover is still a challenge across healthcare occupations, in the last year, retention was higher in these jobs compared to the rest of Michigan's labor force.

Demographics

Using data from the Occupational Employment and Wage Statistics (OEWS) program and the American Community Survey (ACS), in 2023 there were 487,636 individuals working in healthcare in Michigan, an increase of eight percent since 2013. Last year, a majority (81 percent or 395,090 workers) were female, while 19 percent (92,926 workers) were male. Most of those working in the state were white, accounting for 72.5 percent of the workforce, while Black or African American workers accounted for 17 percent of the workforce. Those identifying as Hispanic or Latino/a/x accounted for 3.7 percent. Only 8.7 percent of workers were under the age of 25 compared to 23.4 percent over the age of 55, indicating an aging healthcare workforce in Michigan.

The occupational group with the most racial/ethnic diversity was Patient Support, which saw the highest percentage (37.7 percent) of non-white individuals practicing in the field in 2023. The occupational group with the least amount of racial/ethnic diversity was Oral Health, which had only 14.8 percent non-white individuals practicing in the field in 2023. However, Oral Health also gained the most racial/ethnic diversity between 2013 and 2023, with just over a five percentage point increase in non-white individuals practicing in the field. In 2023, Physicians had the most equal division between males and females practicing in the field with 61.1 percent males and 38.9 percent females. The least equal division was in Nursing, with 90.8 percent females and 9.2 percent males.¹

Healthcare Workforce Age, 2013–2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Age 14–18	1,163	0.3%	1,929	0.4%	0.1
Age 19–21	11,899	2.7%	15,003	3.1%	0.4
Age 22–24	24,696	5.5%	25,523	5.2%	-0.3
Age 25–34	104,911	23.5%	121,440	24.9%	1.4
Age 35–44	101,962	22.8%	108,158	22.2%	-0.6
Age 45–54	103,268	23.1%	101,778	20.9%	-2.2
Age 55–64	80,143	17.9%	84,217	17.3%	-0.6
Age 65+	19,129	4.3%	29,969	6.1%	1.8

Healthcare Workforce Sex, 2013–2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Males	82,681	18.5%	92,926	19.0%	0.5
Females	364,488	81.5%	395,090	81.0%	-0.5

¹ For individual occupational group demographic tables, please see [Appendix C](#).

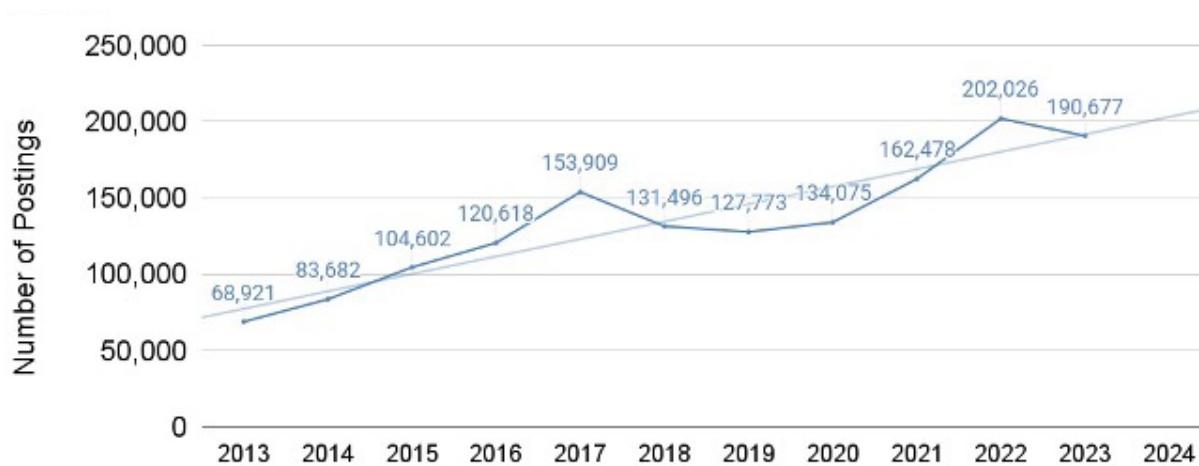
Healthcare Workforce Race/Ethnicity, 2013-2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Hispanic or Latino/a/x	11,578	2.6%	18,239	3.7%	1.1
White	334,465	74.8%	353,569	72.5%	-2.3
Black or African American	72,999	16.3%	82,748	17.0%	0.7
American Indian or Alaskan Native	1,450	0.3%	1,685	0.4%	0.1
Asian	20,025	4.5%	21,802	4.5%	0.0
Native Hawaiian or Other Pacific Islander	131	0.03%	192	0.04%	0.01
Two or More Races	6,521	1.5%	9,780	2.0%	0.5

Employer Demand

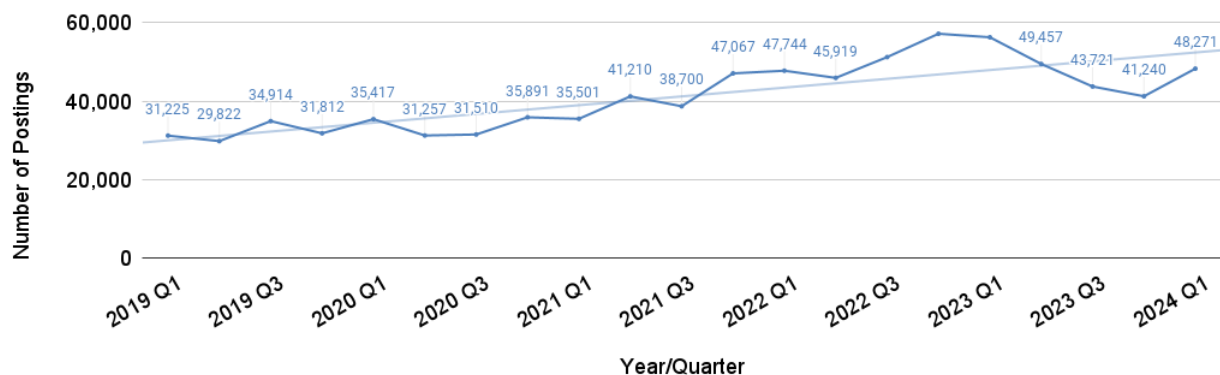
Online job demand, as measured by online job postings, can be an important tool in determining how a particular occupation or industry is growing or shrinking in real-time. As compared to job openings (discussed on page 21), postings can represent a higher ceiling of demand, but only if employers are actively and accurately advertising online. Job postings are also the best measure to assess current, real-time demand since they update monthly as opposed to quarterly or yearly. The yearly numbers tracked below represent unduplicated job vacancy advertisements for Michigan scraped from over 45,000 websites.

Yearly Job Postings, 2013-2023



Job postings declined from 2022 to 2023 by almost six percent, and data from the third quarter of 2023 into the fourth quarter of 2023 also show a drop of almost six percent in postings. Employer demand increased substantially between 2019 and 2022, through most of the COVID-19 pandemic, and the decline between 2022 and 2023 may indicate a return to pre-COVID demand levels. There were 2,481 fewer postings (5.7 percent) during Q4 2023 than in Q3 2023, and moreover, Q4 2023 had 15,913 fewer postings than Q4 2022.

Quarterly Job Postings, 2019 Q1 - 2024 Q1



Advertised Wages

While only 29 percent of postings contained salary information, since January 2023, the median advertised wage decreased by 0.7 percent for healthcare occupations in Michigan.

Job Postings and Median Advertised Wage for Healthcare Occupations in Michigan, 2023

Month	Job Postings	Median Advertised Wage
Jan 2023	4,832	\$36.12
Feb 2023	4,513	\$36.62
Mar 2023	5,158	\$29.97
Apr 2023	4,085	\$34.15
May 2023	4,277	\$33.66
Jun 2023	5,015	\$27.02
Jul 2023	4,192	\$35.38
Aug 2023	4,324	\$33.42
Sep 2023	3,770	\$32.92
Oct 2023	3,864	\$33.17
Nov 2023	4,004	\$32.68
Dec 2023	5,280	\$35.88

Top Occupations

The top posted job for 2023 was Registered Nurses, with 63,000 postings.

Top 20 Healthcare Occupations in Michigan by # Job Postings, 2023

Occupation (SOC)	Unique Postings (Jan 2023 - Dec 2023)
Registered Nurses	63,000
Home Health and Personal Care Aides	17,354
Nursing Assistants	10,397
Medical Assistants	10,300
Licensed Practical and Licensed Vocational Nurses	8,223
Clinical Laboratory Technologists and Technicians	5,986
Pharmacy Technicians	5,071
Physical Therapists	5,060
Physicians, All Other	4,750
Nurse Practitioners	3,981
Radiologic Technologists and Technicians	3,881
Dental Assistants	3,052
Surgical Technologists	3,011
Social Workers, All Other	2,762
General Internal Medicine Physicians	2,657
Magnetic Resonance Imaging Technologists	2,320
Pharmacists	2,262
Child, Family, and School Social Workers	2,085
Phlebotomists	1,981
Cardiovascular Technologists and Technicians	1,880

Job Postings v. Hires

Rehabilitation Counselors had the largest hire-to-posting ratio - approximately 14.2 counselors were hired off of every posting. The lowest hire-to-posting ratio was 0.1, and many occupations, including several Physicians, tied at this level. Hires per posting measures the efficacy of online job ads in filling open positions. Occupations with lower hiring to posting ratios may not be as effective at hiring off of online job ads, such as Physicians, which often use more targeted recruitment methods to fill available openings.

Occupation (SOC)	Avg. Monthly Postings (Jan 2023 - Dec 2023)	Avg. Monthly Hires (Jan 2023 - Dec 2023)	Hires per Posting
Rehabilitation Counselors	12	172	14.2
Home Health and Personal Care Aides	1,375	6,968	5.1
Nursing Assistants	658	3,042	4.6
Emergency Medical Technicians	48	178	3.7
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	119	422	3.6
Paramedics	22	73	3.4
Community Health Workers	31	83	2.7
Industrial-Organizational Psychologists	0	1	2.6
Dental Assistants	271	672	2.5
Dental Hygienists	119	249	2.1
Pediatricians, General	73	11	0.1
Magnetic Resonance Imaging Technologists	240	29	0.1
Surgeons, All Other	57	6	0.1
Psychiatrists	81	8	0.1
Orthopedic Surgeons, Except Pediatric	45	4	0.1
Neurologists	33	3	0.1
Obstetricians and Gynecologists	118	7	0.1

Turnover

Turnover is calculated by comparing total separations to total jobs (i.e., separations divided by jobs). A separation is recorded when an individual's Social Security Number that appeared on a company's payroll is no longer present. By comparing separations to the total number of jobs in an occupation, we can benchmark the level of movement taking place in that occupation. The average turnover rate across all healthcare occupations in 2023 was 50 percent. However, several occupations surpassed the healthcare average, and also surpassed Michigan's overall labor market turnover rate of 64 percent. Of particular interest are Nursing Assistants, Home Health and Personal Care Aides, Occupational Therapy Assistants, Physical Therapist Assistants, and Dental Assistants. These occupations are a pressing concern for recruitment and retention, especially as the healthcare needs of the population of Michigan grow with the continuing aging of baby boomers.

Occupation (SOC)	2023 Turnover Rate
Nursing Assistants	92%
Home Health and Personal Care Aides	87%
Occupational Therapy Assistants	78%
Physical Therapist Assistants	75%
Dental Assistants	68%
Medical Assistants	66%
Phlebotomists	66%
Orderlies	61%
Community Health Workers	53%
Licensed Practical and Licensed Vocational Nurses	53%
Pharmacy Technicians	51%
Rehabilitation Counselors	50%
Healthcare Social Workers	46%
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	43%
Emergency Medical Technicians	40%
Mental Health and Substance Abuse Social Workers	38%
Child, Family, and School Social Workers	38%
Social Workers, All Other	34%
Dental Hygienists	33%
Marriage and Family Therapists	31%
Clinical Laboratory Technologists and Technicians	31%
Clinical and Counseling Psychologists	30%
Surgical Technologists	29%
Occupational Therapists	29%
School Psychologists	29%
Registered Nurses	28%
Cardiovascular Technologists and Technicians	26%

Occupation (SOC)	2023 Turnover Rate
Paramedics	25%
Nurse Midwives	25%
Radiologic Technologists and Technicians	24%
Physician Assistants	23%
Diagnostic Medical Sonographers	23%
Magnetic Resonance Imaging Technologists	22%
Respiratory Therapists	22%
Nurse Practitioners	22%
Pediatric Surgeons	21%
Pharmacists	20%
Physical Therapists	20%
Nuclear Medicine Technologists	20%
Nurse Anesthetists	19%
Radiation Therapists	19%
Dermatologists	17%
Anesthesiologists	15%
Obstetricians and Gynecologists	14%
Pediatricians, General	14%
Emergency Medicine Physicians	14%
Physicians, All Other	14%
Cardiologists	14%
Optometrists	14%
Orthodontists	13%
Neurologists	13%
Family Medicine Physicians	13%
Orthopedic Surgeons, Except Pediatric	13%
Oral and Maxillofacial Surgeons	13%
Prosthodontists	13%
General Internal Medicine Physicians	12%
Ophthalmologists, Except Pediatric	12%
Psychiatrists	12%
Dentists, General	12%
Surgeons, All Other	12%
Radiologists	11%

LEGEND	
Green	Equal to or under MI healthcare rate of 50%
Yellow	Above MI healthcare rate of 50%
Red	Above MI overall rate of 64%

Occupation (SOC)	2023 Turnover Rate
Physicians, Pathologists	9%
Psychologists, All Other	7%
Industrial-Organizational Psychologists	Insf. Data
Dentists, All Other Specialists	Insf. Data
Overall MI Healthcare Turnover Rate	50%

Wages

Median Hourly Earnings and Wage Growth, 2013–2023

Occupation (SOC)	2013 Median Hourly Earnings	2023 Median Hourly Earnings	10-Year Wage Growth	10-Year Percent Growth
Cardiologists	\$79.09	\$167.69	\$88.61	112%
Oral and Maxillofacial Surgeons	\$63.74	\$130.74	\$67.00	105%
Dermatologists	\$70.20	\$143.02	\$72.82	104%
Neurologists	\$80.78	\$155.50	\$74.72	92%
Radiologists	\$90.96	\$172.89	\$81.94	90%
Dentists, All Other Specialists	\$53.36	\$101.27	\$47.91	90%
Ophthalmologists, Except Pediatric	\$76.35	\$144.67	\$68.33	89%
Physicians, Pathologists	\$86.79	\$163.27	\$76.48	88%
General Internal Medicine Physicians	\$56.94	\$102.64	\$45.70	80%
Emergency Medicine Physicians	\$83.80	\$147.49	\$63.70	76%
Paramedics	\$14.18	\$22.98	\$8.80	62%
Home Health and Personal Care Aides	\$9.81	\$14.78	\$4.97	51%
Orthodontists	\$104.53	\$157.24	\$52.72	50%
Industrial-Organizational Psychologists	\$36.18	\$53.98	\$17.80	49%
Occupational Therapy Assistants	\$20.77	\$30.05	\$9.28	45%
Nursing Assistants	\$12.66	\$18.22	\$5.56	44%
Licensed Practical and Licensed Vocational Nurses	\$20.63	\$29.68	\$9.05	44%
Surgical Technologists	\$20.00	\$28.70	\$8.70	44%
Magnetic Resonance Imaging Technologists	\$26.85	\$38.28	\$11.42	43%
Community Health Workers	\$15.61	\$22.08	\$6.47	41%

Occupation (SOC)	2013 Median Hourly Earnings	2023 Median Hourly Earnings	10-Year Wage Growth	10-Year Percent Growth
Orderlies	\$11.91	\$16.80	\$4.89	41%
Physician Assistants	\$43.60	\$61.00	\$17.40	40%
Physical Therapist Assistants	\$20.91	\$29.19	\$8.28	40%
Pharmacy Technicians	\$13.51	\$18.82	\$5.30	39%
Phlebotomists	\$13.50	\$18.66	\$5.17	38%
Nurse Practitioners	\$42.69	\$58.57	\$15.88	37%
Medical Assistants	\$13.48	\$18.40	\$4.92	37%
Orthopedic Surgeons, Except Pediatric	\$123.18	\$167.09	\$43.91	36%
Cardiovascular Technologists and Technicians	\$24.48	\$33.11	\$8.63	35%
Psychiatrists	\$84.99	\$114.93	\$29.93	35%
Respiratory Therapists	\$25.69	\$34.35	\$8.66	34%
Diagnostic Medical Sonographers	\$28.04	\$37.49	\$9.45	34%
Nurse Anesthetists	\$81.62	\$109.03	\$27.42	34%
Dental Assistants	\$16.47	\$21.96	\$5.49	33%
Clinical Laboratory Technologists and Technicians	\$21.47	\$28.35	\$6.87	32%
Mental Health and Substance Abuse Social Workers	\$20.96	\$27.57	\$6.60	32%
Nuclear Medicine Technologists	\$30.99	\$40.70	\$9.71	31%
Optometrists	\$48.15	\$62.11	\$13.96	29%
Social Workers, All Other	\$22.82	\$29.42	\$6.60	29%
Radiation Therapists	\$32.50	\$41.83	\$9.33	29%
Radiologic Technologists and Technicians	\$24.77	\$31.69	\$6.93	28%
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$21.00	\$26.79	\$5.78	28%
Pediatric Surgeons	\$125.46	\$159.87	\$34.40	27%
Nurse Midwives	\$47.53	\$60.09	\$12.56	26%
Registered Nurses	\$31.27	\$39.25	\$7.98	26%
Occupational Therapists	\$31.78	\$39.72	\$7.94	25%
Dental Hygienists	\$30.01	\$37.40	\$7.39	25%
Physical Therapists	\$38.33	\$47.29	\$8.97	23%
Healthcare Social Workers	\$24.54	\$30.23	\$5.69	23%

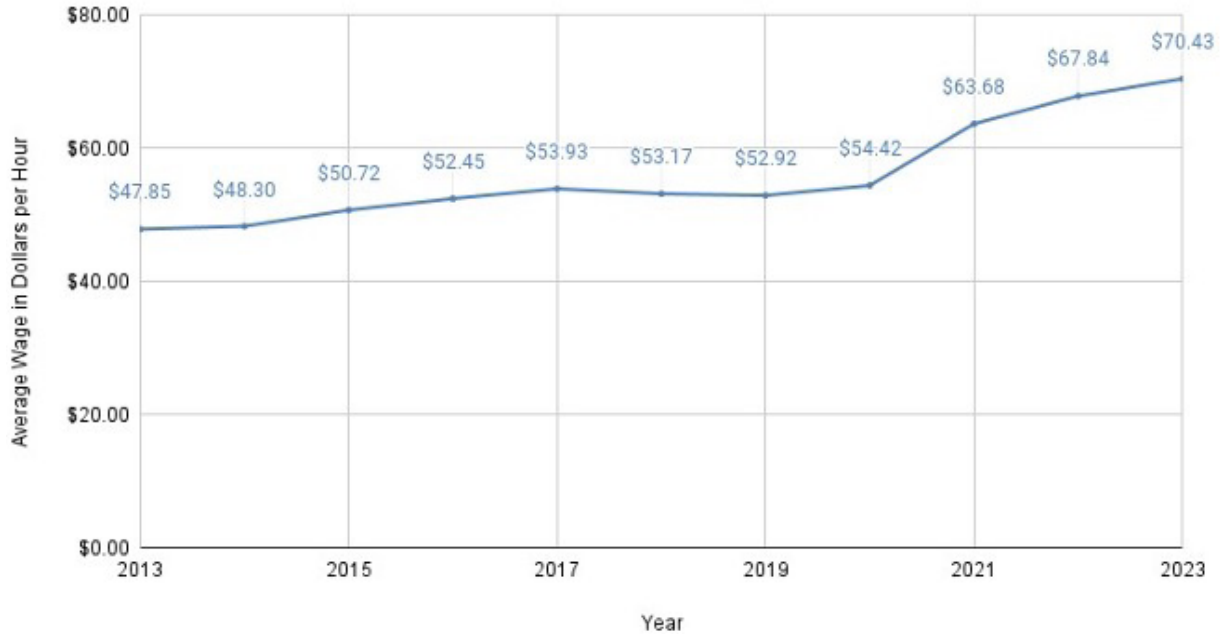
Occupation (SOC)	2013 Median Hourly Earnings	2023 Median Hourly Earnings	10-Year Wage Growth	10-Year Percent Growth
Physicians, All Other	\$76.06	\$92.99	\$16.93	22%
Child, Family, and School Social Workers	\$22.65	\$27.51	\$4.86	21%
Pharmacists	\$53.42	\$64.64	\$11.22	21%
School Psychologists	\$32.22	\$38.69	\$6.47	20%
Emergency Medical Technicians	\$14.52	\$17.34	\$2.82	19%
Clinical and Counseling Psychologists	\$31.53	\$37.34	\$5.82	18%
Obstetricians and Gynecologists	\$95.32	\$108.97	\$13.66	14%
Surgeons, All Other	\$120.62	\$135.66	\$15.04	12%
Marriage and Family Therapists	\$22.17	\$24.12	\$1.95	9%
Dentists, General	\$72.95	\$77.46	\$4.52	6%
Pediatricians, General	\$83.92	\$86.42	\$2.50	3%
Family Medicine Physicians	\$83.24	\$84.77	\$1.53	2%
Anesthesiologists	\$115.29	\$115.00	(\$0.29)	0%
Rehabilitation Counselors	\$19.38	\$19.04	(\$0.34)	-2%
Psychologists, All Other	\$40.85	\$33.48	(\$7.37)	-18%

LEGEND	
Green	Above MI rate of 31% / 23.11
Yellow	MI Rate 31% / 23.11
Red	Below MI rate 31% / 23.11

The 2023 Michigan median wage was \$23.11. Only eleven healthcare occupations earned less than this last year – Home Health and Personal Care Aides, Orderlies, Emergency Medical Technicians (EMTs), Nursing Assistants, Medical Assistants, Phlebotomists, Pharmacy Technicians, Rehabilitation Counselors, Dental Assistants, Community Health Workers, and Paramedics. Furthermore, many occupations experienced less than the overall Michigan wage growth of 31 percent – including the largest healthcare occupation – Registered Nurses. Other large occupations with below 31 percent wage growth include Physicians, All Other; Pharmacists; Dental Hygienists; and Physical Therapists. Two occupations had median hourly wages below the 2023 Michigan median wage and less than 31 percent growth since 2013 – EMTs and Rehabilitation Counselors. Wages were \$17.34 with 19 percent growth for EMTs and \$19.04 with negative two percent growth for Rehabilitation Counselors.

Since 2013, wages have increased in the healthcare industry by 47 percent.

Healthcare Industry Ten-Year Average Hourly Wages



Physicians, as a group, saw the largest wage increases over this time period, 60.8 percent. They also have the highest average wage of all the occupational groups, \$143.29 per hour in 2023. The smallest wage increase between 2013 and 2023 was in Behavioral Health with only 14.7 percent.

Physicians Group Ten-Year Average Hourly Wages



Behavioral Health Group Ten-Year Average Hourly Wages



The occupational group with the lowest average wages is Patient Support, at \$22.24 per hour, or less than the \$23.11 Michigan statewide median.²

Patient Support Group Ten-Year Average Hourly Wages



² For the rest of the occupational group growth charts please see [Appendix B](#).

Occupational Group Wage Growth, 2013-2023

Occupational Group	2013-2023 Average Hourly Wage Growth
Physicians	60.8%
Oral Health	55.7%
Patient Support	40.0%
Medical Technicians	35.9%
Nursing	29.4%
Advanced Practitioners	25.5%
Therapy	24.7%
Behavioral Health	14.7%
Full Healthcare	47.2%

Future State of the Workforce

Between 2023 and 2033, healthcare jobs in Michigan are expected to increase by ten percent or approximately 48,849 jobs. In contrast, all occupations in Michigan are estimated to rise by seven percent over the same time period, indicating that healthcare is experiencing high positive change in comparison to the rest of Michigan's labor force.

This number is how much healthcare jobs are projected to expand over ten years, and is over and above the considerations of retirement or otherwise permanently leaving the labor force. In other words, the healthcare workforce will be ten percent larger in 2033 than it was in 2023.

Moreover, between 2023 and 2033, there will be 551,124 total healthcare job openings or about 51,116 openings per year. Of these total job openings, 4,545,769 (or 45,477 annually) will be replacement jobs or related to individuals either retiring or permanently leaving the labor force.

Much of this growth in healthcare is related to an increase in occupations in the Nursing, Patient Support and Behavioral Health occupations. The occupations with the highest absolute value growth numbers are Home Health and Personal Care Aides (17,259 new jobs), Registered Nurses (5,897 new jobs), Nurse Practitioners (2,956 new jobs), Medical Assistants, (2,899 new jobs) and Nursing Assistants (2,229 new jobs).

Healthcare jobs are expected to increase by

10%

Occupations (SOC)	2023 – 2033 Change
Home Health and Personal Care Aides	17,259
Registered Nurses	5,897
Nurse Practitioners	2,956
Medical Assistants	2,899
Nursing Assistants	2,229

Occupations (SOC)	2023 – 2033 % Change
Nurse Practitioners	35.7%
Physical Therapist Assistants	30.3%
Occupational Therapy Assistants	28.7%
Marriage and Family Therapists	27.2%
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	22.0%

The highest percentage growth numbers (as a percentage of the occupation) are Nurse Practitioners (35.7 percent increase), Physical Therapist Assistants (30.3 percent increase), Occupational Therapy Assistants (28.7 percent increase), Marriage and Family Therapists (27.2 percent increase) and Substance Abuse, Behavioral Disorder, and Mental Health Counselors (22 percent increase).

In contrast, the occupations expected to contract over the next ten years are mostly Physician jobs. Anesthesiologists and Pediatric Surgeons are projected to decline by two and a half and 12.5 percent, respectively, while the largest absolute value declines are also in Anesthesiologists (-53 jobs) and Pediatric Surgeons occupations (-9 jobs).

Occupations (SOC)	2023 – 2033 % Change
Orthopedic Surgeons, Except Pediatric	-0.2%
Ophthalmologists, Except Pediatric	-0.4%
Obstetricians and Gynecologists	-0.4%
Anesthesiologists	-2.5%
Pediatric Surgeons	-12.5%

Occupations (SOC)	2023 – 2033 Change
Ophthalmologists, Except Pediatric	-1
Orthopedic Surgeons, Except Pediatric	-1
Obstetricians and Gynecologists	-3
Pediatric Surgeons	-9
Anesthesiologists	-53

On the next two pages, the ten-year projections of each of the 65 healthcare occupations from all eight classifications are shown. Where declines are expected, the text is red; otherwise, the text remains black.

Ten-Year Job Projections

Occupation (SOC)	2023 Jobs	2033 Jobs	2023 - 2033 Change	2023 - 2033 % Change	Avg. Annual Openings
Anesthesiologists	2,077	2,024	-53	-2.5%	63
Cardiologists	570	574	4	0.6%	17
Cardiovascular Technologists and Technicians	2,114	2,199	85	4.0%	143
Child, Family, and School Social Workers	14,554	15,652	1,097	7.5%	1,271
Clinical and Counseling Psychologists	2,615	2,959	344	13.2%	170
Clinical Laboratory Technologists and Technicians	9,685	10,064	379	3.9%	684
Community Health Workers	1,785	2,051	266	14.9%	215
Dental Assistants	11,025	11,877	852	7.7%	1,680
Dental Hygienists	8,480	8,986	506	6.0%	641
Dentists, All Other Specialists	78	78	0	0.1%	3
Dentists, General	4,674	4,876	202	4.3%	170
Dermatologists	507	508	0	0.1%	15
Diagnostic Medical Sonographers	3,261	3,643	382	11.7%	216
Emergency Medical Technicians	4,605	5,140	535	11.6%	411
Emergency Medicine Physicians	1,135	1,154	19	1.7%	36
Family Medicine Physicians	3,686	3,757	71	1.9%	115
General Internal Medicine Physicians	2,185	2,246	62	2.8%	69
Healthcare Social Workers	5,219	5,750	531	10.2%	517
Home Health and Personal Care Aides	95,083	112,342	17,259	18.2%	17,045
Industrial-Organizational Psychologists	43	48	6	13.5%	4
Licensed Practical and Licensed Vocational Nurses	12,321	13,653	1,332	10.8%	1,131
Magnetic Resonance Imaging Technologists	1,373	1,426	54	3.9%	82
Marriage and Family Therapists	1,121	1,426	305	27.2%	112
Medical Assistants	26,808	29,707	2,899	10.8%	3,895
Mental Health and Substance Abuse Social Workers	4,732	5,258	526	11.1%	402
Neurologists	269	275	6	2.1%	8
Nuclear Medicine Technologists	703	704	1	0.2%	34
Nurse Anesthetists	2,181	2,317	136	6.2%	105
Nurse Midwives	231	241	10	4.5%	12
Nurse Practitioners	8,279	11,235	2,956	35.7%	726
Nursing Assistants	40,201	42,430	2,229	5.5%	6,153

Occupation (SOC)	2023 Jobs	2033 Jobs	2023 - 2033 Change	2023 - 2033 % Change	Avg. Annual Openings
Obstetricians and Gynecologists	714	711	-3	-0.4%	22
Occupational Therapists	4,949	5,714	765	15.5%	368
Occupational Therapy Assistants	1,405	1,808	403	28.7%	261
Ophthalmologists, Except Pediatric	199	199	-1	-0.4%	6
Optometrists	1,546	1,693	146	9.5%	74
Oral and Maxillofacial Surgeons	143	146	3	2.2%	5
Orderlies	1,622	1,669	47	2.9%	251
Orthodontists	263	274	11	4.1%	10
Orthopedic Surgeons, Except Pediatric	451	450	-1	-0.2%	12
Paramedics	3,183	3,462	280	8.8%	191
Pediatric Surgeons	72	63	-9	-12.5%	2
Pediatricians, General	1,050	1,050	0	0.0%	32
Pharmacists	10,855	11,307	452	4.2%	476
Pharmacy Technicians	14,405	15,068	663	4.6%	1,414
Phlebotomists	3,293	3,539	246	7.5%	469
Physical Therapist Assistants	3,218	4,192	974	30.3%	604
Physical Therapists	7,160	8,603	1,443	20.2%	448
Physician Assistants	5,360	6,507	1,147	21.4%	407
Physicians, All Other	13,982	14,366	383	2.7%	425
Physicians, Pathologists	252	261	9	3.7%	8
Prosthodontists	107	128	21	19.4%	6
Psychiatrists	605	661	56	9.2%	23
Psychologists, All Other	1,624	1,860	236	14.5%	134
Radiation Therapists	551	573	23	4.1%	27
Radiologic Technologists and Technicians	6,897	7,169	272	3.9%	403
Radiologists	792	811	19	2.5%	26
Registered Nurses	104,844	110,742	5,897	5.6%	6,517
Rehabilitation Counselors	4,120	4,365	246	6.0%	369
Respiratory Therapists	4,668	5,185	517	11.1%	297
School Psychologists	1,178	1,211	32	2.7%	84
Social Workers, All Other	1,806	2,000	194	10.7%	171
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	10,114	12,341	2,227	22.0%	1,152
Surgeons, All Other	706	707	0	0.0%	20
Surgical Technologists	3,901	4,050	148	3.8%	257
Total Healthcare	487,636	537,485	49,849	10.2%	51,114

Conclusion

Recruitment for Nursing, Patient Support, and Behavioral Health occupational groups continue to be a struggle in Michigan. As the significant growth projected for the healthcare workforce over the next ten years indicates, this will be a problem that needs creative and innovative solutions. Apprenticeships, the expansion of community college programs, and compensation considerations will all need to be part of the conversation if Michigan expects to increase the supply of its healthcare workforce to meet the estimated growth. In particular, Patient Support occupations have difficult-to-track and ambiguous career paths that make solving recruitment issues even more problematic. Moreover, these occupations also tend to exhibit some of the most racial/ethnic diversity across all healthcare occupations, but their wages either remain below the Michigan median (most Patient Support occupations) or have had very little growth over ten years (most Behavioral Health Occupations, Registered Nurses and Nurse Midwives). These three occupational groups are also the largest groups, accounting for nearly three-quarters of all healthcare workers. Together, this indicates that the occupations with the most racial/ethnic minority workers are also the least well-compensated, leading to more inequity within healthcare and also across our labor force more generally.

Furthermore, retaining our healthcare workers remains a key challenge for maintaining a robust and adequate healthcare workforce in Michigan. As called out in the Executive Summary, nearly all occupations with median hourly wages below the 2023 Michigan median wage of \$23.11 had turnover rates well above the average turnover for healthcare jobs. This is concerning, because although these employees do not make livable incomes, their roles within the delivery of healthcare services are extremely valuable. Low-wage occupations are not the only occupations with high turnover. Although the turnover rate for Michigan Registered Nurses (RNs) was 28 percent, almost 45 percent of newly licensed RNs leave their position within the first three years of hire.³ RN turnover comes at a large cost to Michigan's healthcare ecosystem, considering that RNs were the largest healthcare occupation by size in 2023 and the average cost of each RN turnover at a hospital amounted to over \$56,000 in 2023.⁴ Developing and implementing solutions to decrease newly licensed RN turnover could significantly increase the number of nursing positions that are filled at all types of healthcare facilities.

³ Brewer, Carol S., Christine T. Kovner, William Greene, Magdalene Tukov-Shuser, and Maja Djukic. "Predictors of Actual Turnover in a National Sample of Newly Licensed Registered Nurses Employed in Hospitals." *Journal of Advanced Nursing* 68, no. 3 (2012): 521–38. <https://doi.org/10.1111/j.1365-2648.2011.05753.x>.

⁴ NSI Nursing Solutions, Inc. "2024 NSI National Health Care Retention & RN Staffing Report," 2024. https://www.nsinursingsolutions.com/Documents/Library/NSI_National_Health_Care_Retention_Report.pdf.

Lastly, this report analyzes Michigan's healthcare labor market on a statewide basis. However, it is important to note that even as healthcare jobs are expected to increase over the next ten years, some parts of Michigan will continue to experience difficulty accessing necessary healthcare. The distribution of healthcare providers is not evenly spread across the state; less-populated, rural regions like Northern Michigan and the Upper Peninsula lack an adequate supply of mental health providers and facilities, primary care providers, oral health services, and specialty providers.^{5,6,7} Ultimately, Michiganders' geography can partly determine their access to healthcare.

⁵ Rhyan, Corwin, Ani Turner, Beth Beaudin-Seiler, Samuel Obbin, Eric Luper, Robert Schneider, and Eric Paul Dennis. "Michigan's Path to a Prosperous Future: Health Challenges and Opportunities." Altarum and Citizens Research Council of Michigan, August 2023. <https://crcmich.org/PUBLICAT/2020s/2023/prosperous-future-health.pdf>.

⁶ Michigan Office of Rural Prosperity. "Michigan's Roadmap to Rural Prosperity." Michigan Department of Labor and Economic Opportunity, January 19, 2024. https://www.michigan.gov/leo/-/media/Project/Websites/leo/Documents/ord/Michigan-Roadmap-to-Rural-Prosperity_Report-FINAL.pdf?utm_medium=email&utm_source=govdelivery.

⁷ Cyr, Melissa E., Anna G. Etchin, Barbara J. Guthrie, and James C. Benneyan. "Access to Specialty Healthcare in Urban versus Rural US Populations: A Systematic Literature Review." *BMC Health Services Research* 19, no. 1 (December 18, 2019): 974. <https://doi.org/10.1186/s12913-019-4815-5>.

Appendix A

Occupational Groups

Advanced Practitioners

- Nurse Anesthetists
- Nurse Practitioners
- Optometrists
- Pharmacists
- Physician Assistants

Behavioral Health

- Child, Family and School Social Workers
- Clinical and Counseling Psychologists
- Community Health Workers
- Healthcare Social Workers
- Industrial-Organizational Psychologists
- Marriage and Family Therapists
- Mental Health and Substance Abuse Social Workers
- Psychologists, All Other
- Rehabilitation Counselors
- School Psychologists
- Social Workers, All Other
- Substance Abuse, Behavioral Disorder and Mental Health Counselors

Medical Technicians

- Cardiovascular Technologists and Technicians
- Clinical Laboratory Technologists and Technicians
- Diagnostic Medical Sonographers
- Emergency Medical Technicians
- Magnetic Resonance Imaging Technologists
- Nuclear Medicine Technologists
- Paramedics
- Radiologic Technologists and Technicians
- Surgical Technologists

Nursing

- Licensed Practical and Licensed Vocational Nurses
- Nurse Midwives
- Registered Nurses

Oral Health

- Dental Assistants
- Dental Hygienists
- Dentists, All Other Specialties
- Dentists, General
- Oral and Maxillofacial Surgeons
- Orthodontists
- Prosthodontists

Patient Support

- Home Health and Personal Care Aides
- Medical Assistants
- Nursing Assistants
- Orderlies
- Occupational Therapy Assistants
- Pharmacy Technicians
- Phlebotomists
- Physical Therapist Assistants

Physicians

- Anesthesiologists
- Cardiologists
- Dermatologists
- Emergency Medicine Physicians
- Family Medicine Physicians
- General Internal Medicine Physicians
- Neurologists
- Obstetricians and Gynecologists
- Ophthalmologists, Except Pediatric
- Orthopedic Surgeons, Except Pediatric
- Pediatricians, General
- Pediatric Surgeons
- Physicians, Pathologists
- Physicians, All Other
- Psychiatrists
- Radiologists
- Surgeons, All Other

Therapy

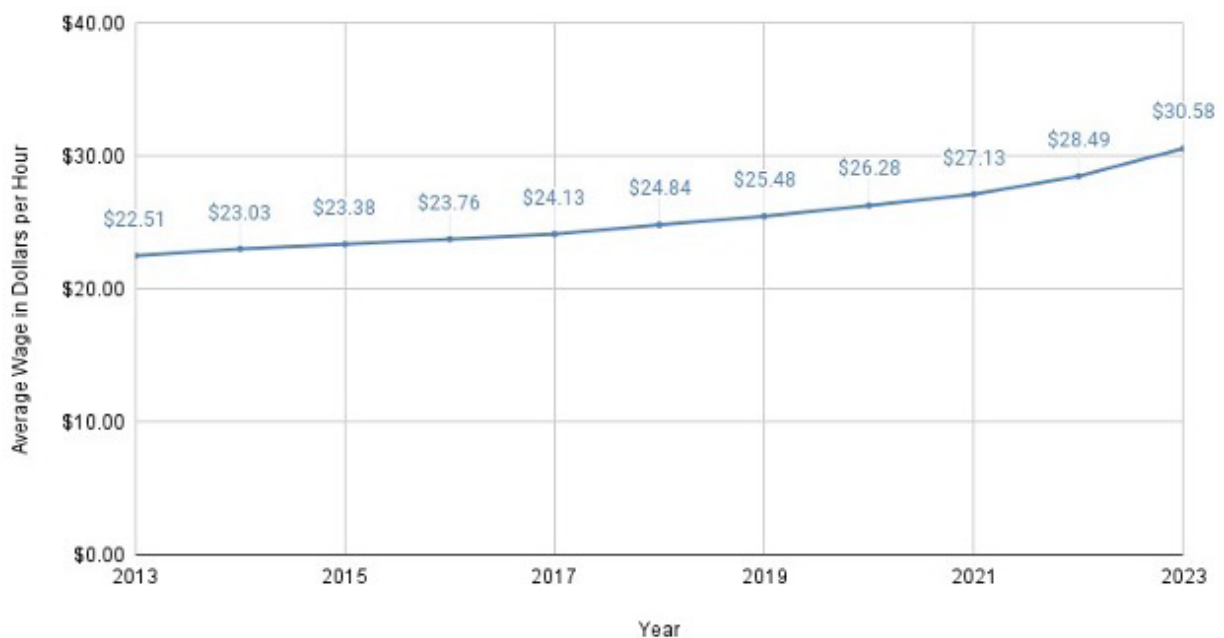
- Occupational Therapists
- Physical Therapists
- Radiation Therapists
- Respiratory Therapists

Appendix B

Advanced Practitioners Group: Ten-Year Average Hourly Wages



Medical Technicians Group: Ten-Year Average Hourly Wages



Nursing Group: Ten-Year Average Hourly Wages



Oral Health Group: Ten-Year Average Hourly Wages



Therapy Group: Ten-Year Average Hourly Wages



Appendix C

Advanced Practitioners Demographics, 2013-2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Age 14-18	<10	N/A	<10	N/A	N/A
Age 19-21	<10	N/A	<10	N/A	N/A
Age 22-24	15	0.1%	24	0.1%	0.0
Age 25-34	3,149	18.6%	4,621	21.3%	2.7
Age 35-44	4,381	25.9%	5,462	25.2%	-0.7
Age 45-54	4,074	24.1%	4,710	21.7%	-2.4
Age 55-64	3,604	21.3%	4,137	19.1%	-2.2
Age 65+	1,673	9.9%	2,751	12.7%	2.8
Males	10,125	59.9%	13,152	60.6%	0.7
Females	6,774	40.1%	8,558	39.4%	-0.7
Hispanic or Latino/a/x	316	1.9%	495	2.3%	0.4
White	13,265	78.5%	16,864	77.7%	-0.8
Black or African American	761	4.5%	1,010	4.7%	0.2
American Indian or Alaskan Native	20	0.1%	27	0.1%	0.0
Asian	2,333	13.8%	2,885	13.3%	-0.5
Native Hawaiian or Other Pacific Islander	<10	N/A	<10	N/A	N/A
Two or More Races	203	1.2%	426	2.0%	0.8

Behavioral Health Demographics, 2013-2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Age 14-18	38	0.1%	88	0.2%	0.0
Age 19-21	373	1.0%	500	1.1%	0.1
Age 22-24	1,491	3.9%	1,814	3.9%	0.0
Age 25-34	9,270	24.1%	11,724	25.5%	1.4
Age 35-44	8,882	23.1%	10,483	22.8%	-0.3
Age 45-54	8,689	22.6%	9,631	21.0%	-1.6
Age 55-64	7,399	19.2%	8,045	17.5%	-1.7
Age 65+	2,342	6.1%	3,672	8.0%	1.9
Males	7,837	20.4%	9,211	20.0%	-0.4
Females	30,647	79.6%	36,746	80.0%	0.4
Hispanic or Latino/a/x	1,085	2.8%	1,799	3.9%	1.1
White	27,802	72.3%	32,337	70.4%	-1.9
Black or African American	8,169	21.2%	9,582	20.8%	-0.4
American Indian or Alaskan Native	162	0.4%	164	0.4%	0.0
Asian	588	1.5%	813	1.8%	0.3
Native Hawaiian or Other Pacific Islander	<10	N/A	15	0.03%	N/A
Two or More Races	673	1.7%	1,248	2.7%	1.0

Medical Technicians Demographics, 2013–2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Age 14–18	33	0.1%	54	0.1%	0.0
Age 19–21	752	2.1%	1,044	2.8%	0.7
Age 22–24	2,161	6.0%	2,511	6.8%	0.8
Age 25–34	9,621	26.7%	10,891	29.4%	2.7
Age 35–44	8,538	23.7%	8,292	22.4%	-1.3
Age 45–54	8,018	22.3%	7,381	20.0%	-2.3
Age 55–64	5,951	16.5%	5,483	14.8%	-1.7
Age 65+	926	2.6%	1,341	3.6%	1.0
Males	11,272	31.3%	11,746	31.7%	0.4
Females	24,727	68.7%	25,251	68.3%	-0.4
Hispanic or Latino/a/x	807	2.2%	1,320	3.6%	1.4
White	30,006	83.4%	29,403	79.5%	-3.9
Black or African American	3,075	8.5%	3,829	10.3%	1.8
American Indian or Alaskan Native	104	0.3%	104	0.3%	0.0
Asian	1,583	4.4%	1,619	4.4%	0.0
Native Hawaiian or Other Pacific Islander	<10	N/A	15	0.0%	N/A
Two or More Races	415	1.2%	708	1.9%	0.7

Nursing Demographics, 2013-2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Age 14-18	25	0.02%	33	0.03%	0.1
Age 19-21	650	0.54%	687	0.6%	0.06
Age 22-24	3,697	3.3%	4,169	3.6%	0.3
Age 25-34	23,869	21.4%	27,306	23.4%	2.0
Age 35-44	26,557	23.8%	26,889	23.0%	-0.8
Age 45-54	29,235	26.2%	28,154	24.1%	-2.1
Age 55-64	23,899	21.4%	23,890	20.5%	-0.9
Age 65+	3,802	3.4%	5,661	4.8%	1.4
Males	9,724	8.7%	10,791	9.2%	0.5
Females	102,010	91.3%	105,999	90.8%	-0.5
Hispanic or Latino/a/x	1,711	1.5%	2,649	2.3%	0.8
White	90,852	81.3%	92,451	79.2%	-2.1
Black or African American	12,269	11.0%	13,831	11.8%	0.8
American Indian or Alaskan Native	258	0.2%	270	0.2%	0.0
Asian	5,502	4.9%	5,735	4.9%	0.0
Native Hawaiian or Other Pacific Islander	20	0.02%	29	0.02%	0.0
Two or More Races	1,122	1.0%	1,826	1.6%	0.6

Oral Health Demographics, 2013-2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Age 14-18	73	0.3%	122	0.5%	0.2
Age 19-21	402	1.7%	742	3.1%	1.4
Age 22-24	923	3.9%	1,266	5.3%	1.4
Age 25-34	5,066	21.7%	6,418	26.6%	4.9
Age 35-44	5,918	25.3%	5,474	22.7%	-2.6
Age 45-54	5,944	25.4%	5,024	20.8%	-4.6
Age 55-64	4,176	17.9%	3,742	15.5%	-2.4
Age 65+	868	3.7%	1,326	5.5%	1.8
Males	3,870	16.6%	4,225	17.5%	0.9
Females	19,500	83.4%	19,888	82.5%	-0.9
Hispanic or Latino/a/x	612	2.6%	1,119	4.6%	2.0
White	21,130	90.4%	20,541	85.2%	-5.2
Black or African American	800	3.4%	1,148	4.8%	1.4
American Indian or Alaskan Native	66	0.3%	71	0.3%	0.0
Asian	548	2.3%	867	3.6%	1.3
Native Hawaiian or Other Pacific Islander	<10	N/A	<10	N/A	N/A
Two or More Races	212	0.9%	362	1.5%	0.6

Patient Support Demographics, 2013-2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Age 14-18	987	0.6%	1,620	0.9%	0.3
Age 19-21	9,572	5.5%	11,821	6.2%	0.7
Age 22-24	15,600	8.9%	14,733	7.8%	-1.1
Age 25-34	42,535	24.4%	45,967	24.3%	-0.1
Age 35-44	35,026	20.1%	37,262	19.7%	-0.4
Age 45-54	36,269	20.8%	35,465	18.7%	-2.1
Age 55-64	27,045	15.5%	30,375	16.0%	0.5
Age 65+	7,292	4.2%	12,026	6.4%	2.2
Males	23,185	13.3%	26,536	14.0%	0.7
Females	151,142	86.7%	162,734	86.0%	-0.7
Hispanic or Latino/a/x	6,380	3.7%	9,820	5.2%	1.5
White	112,539	64.6%	117,869	62.3%	-2.3
Black or African American	45,639	26.2%	50,216	26.5%	0.3
American Indian or Alaskan Native	783	0.4%	978	0.5%	0.1
Asian	5,497	3.2%	5,936	3.1%	-0.1
Native Hawaiian or Other Pacific Islander	<10	N/A	15	0.03%	N/A
Two or More Races	673	1.7%	1,248	2.7%	1.0

Physicians Demographics, 2013-2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Age 14-18	<10	N/A	<10	N/A	N/A
Age 19-21	<10	N/A	<10	N/A	N/A
Age 22-24	24	0.1%	31	0.1%	0.0
Age 25-34	4,702	17.6%	5,727	12.7%	-4.9
Age 35-44	6,838	25.6%	7,060	25.2%	-0.4
Age 45-54	6,623	24.8%	6,092	21.8%	-3.0
Age 55-64	5,876	22.0%	5,415	19.4%	-2.6
Age 65+	2,671	10.0%	3,647	13.0%	3.0
Males	16,125	60.3%	17,081	61.1%	0.8
Females	10,612	39.7%	10,897	38.9%	-0.8
Hispanic or Latino/a/x	529	2.0%	670	2.4%	0.4
White	20,823	77.9%	21,587	77.2%	-0.7
Black or African American	1,217	4.6%	1,347	4.8%	0.2
American Indian or Alaskan Native	27	0.1%	32	0.1%	0.0
Asian	3,815	14.3%	3,784	13.5%	-0.8
Native Hawaiian or Other Pacific Islander	<10	N/A	<10	N/A	N/A
Two or More Races	324	1.2%	554	2.0%	0.8

Therapy Demographics, 2013–2023

	2013	2013 Percentage	2023	2023 Percentage	Percentage Point Change
Age 14-18	<10	N/A	<10	N/A	N/A
Age 19-21	45	0.3%	73	0.4%	0.1
Age 22-24	350	2.0%	441	2.5%	0.5
Age 25-34	4,747	27.7%	5,388	30.5%	2.8
Age 35-44	4,894	28.5%	4,807	27.2%	-1.3
Age 45-54	4,207	24.5%	3,937	22.3%	-2.2
Age 55-64	2,558	14.9%	2,468	14.0%	-0.9
Age 65+	359	2.1%	536	3.0%	0.9
Males	4,167	24.3%	4,450	25.2%	0.9
Females	12,996	75.7%	13,202	74.8%	-0.9
Hispanic or Latino/a/x	220	1.3%	352	2.0%	0.7
White	14,843	86.5%	14,904	84.5%	-2.0
Black or African American	902	5.3%	1,141	6.5%	1.2
American Indian or Alaskan Native	24	0.1%	25	0.1%	0.0
Asian	1,003	5.8%	950	5.4%	-0.4
Native Hawaiian or Other Pacific Islander	<10	N/A	<10	N/A	N/A
Two or More Races	168	1.0%	274	1.6%	0.6

MHC
MHC *insight*