



Health Care Employment Projections, 2016-2026: An Analysis of Bureau of Labor Statistics Projections by Setting and by Occupation



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February 2018



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PREFACE

In October 2017, the federal Bureau of Labor Statistics (BLS) published its 10-year occupational and industry projections for employment in the United States from 2016 to 2026.¹ The Center for Health Workforce Studies (CHWS) analyzed the BLS data on employment in health care settings and on health care occupations that provided the basis for the BLS report.² This report describes trends in health care employment to help health care providers, educators, policymakers, and other stakeholders better understand current and future demand for health care workers.

Over the past 10 years, health care jobs in the United States have grown by more than 20%, significantly outpacing job growth in all other employment sectors. Increased health care employment is tied to growing demand for health services. Factors influencing the demand for health services include changing demographics—especially growing and aging population and increased access to health insurance. However, health care providers and insurers face mounting pressure to provide more cost-effective services and to constrain costs while at the same time improving patient outcomes. Changes underway in health care delivery and financing raise questions about the rate of future job growth in health care.

This report was prepared by CHWS staff Robert Martiniano and Jean Moore, with layout design by Leanne Keough and Morgan Clifford.

Established in 1996, CHWS is a not-for-profit research organization, based at the School of Public Health, University at Albany, State University of New York (SUNY). The mission of CHWS is to provide timely, accurate data and conduct policy-relevant research about the health workforce. The research conducted by CHWS supports and promotes health workforce planning and policymaking at local, regional, state, and national levels. Today, CHWS is a national leader in the field of health workforce studies.

The views expressed in this report are those of CHWS and do not necessarily represent positions or policies of the School of Public Health, University at Albany, SUNY, or the federal Bureau of Labor Statistics.

February 2018

SUGGESTED CITATION

Martiniano R, Moore J. *Health Care Employment Projections, 2016-2026: An Analysis of Bureau of Labor Statistics Projections by Setting and by Occupation*. Rensselaer, NY: Center for Health Workforce Studies, School of Public Health, SUNY Albany; February 2018.

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Background

Every 2 years, the federal Bureau of Labor Statistics (BLS) published its 10-year occupational and industry projections for employment in the United States. In October of 2017, BLS published its projections for 2016 to 2026.¹ The Center for Health Workforce Studies (CHWS) analyzed the data that provided the basis for the BLS report focusing on current and projected job growth in the health care sector and in health care occupations.²

Methods

This report is based on an analysis of historical data from 2006-2016 health care employment and on employment projections for 2016-2026. The report summarizes the most significant findings related to employment in the health care sector and in health care occupations.* Health care sector projections identify growth in new jobs by setting and occupation between 2016 and 2026. Projections for jobs in health care occupations include new jobs and, in some cases, jobs for replacement workers (ie, filling jobs vacated by existing workers who leave the occupation or retire and who need to be replaced).

Key Findings

Jobs in the health care sector are projected to continue to grow sharply between 2016 and 2026 (18.1%) and to continue to far exceed growth in the remainder of the economy (6.1%). As rapid a rate of growth as this is, it is slightly less than it was in the prior decade (20.5%). It is estimated that between 2016 and 2026, 3.5 million health care workers will be needed to fill new jobs and another 8.1 million health care workers will be needed to replace workers who leave the occupation or retire, or 11.6 million in total over the ten-year period. Within the health care sector, home care and ambulatory care settings are projected to grow the most rapidly. While job growth in the hospital sector will be slower, because of its size, it is still expected to add 700,000 jobs over the next decade. Key findings from this analysis include the following:

Health care jobs comprise a growing share of total US employment.

In 2016, there were nearly 22 million jobs either in the health care sector or in health care occupations working outside of the health care sector, representing 14% of total employment in the nation.

Job growth in the health care sector continues to outpace job growth in all other employment sectors.

Employment in the health care sector grew by about 20% between 2006 and 2016, adding 2.8 million jobs, while employment in all other sectors grew by 3% during the same time period. The growth rate in health

* Includes 101 occupations identified by CHWS as health care occupations.

care employment has slowed since the 1990s. From a high of 29% growth between 1992 and 2002, employment in the health care sector grew by about 20% between 2004 and 2014 as well as between 2006 and 2016.

Hospital employment declined as a percentage of total health care employment between 2006 and 2016 and is expected to drop further by 2026.

In 2006, employment in hospitals made up 41% of total health care employment; in 2016, it dropped to 39%. It is projected that by 2026, hospital employment will decline further, comprising 35% of total health care employment.

Between 2016 and 2026, health sector employment is projected to grow the fastest in home health care and in offices of health practitioners.

Home health care is projected to see the greatest job growth (54%) across all health care settings, adding nearly 500,000 new jobs between 2016 and 2026. Additionally, jobs in offices of health practitioners (physicians, dentists, and other health practitioners) are projected to grow by 21%, adding more than 844,000 jobs during the same time period.

It is estimated that 11.6 million health care workers will be needed between 2016 and 2026 in the US to fill new jobs and to replace workers who leave the occupation or retire.

The total number of new health care worker jobs across all employment sectors is projected to increase by more than 3.5 million between 2016 and 2026, or about 350,000 annually. In addition, approximately 810,000 health care workers will be needed annually to replace individuals expected to leave the occupation or retire over the same time period. In total, 1,162,600 health care workers will be needed annually to fill new jobs and to replace those who leave the occupation or retire between 2016 and 2026 or 11.6 million health care workers over the ten-year period.

More than 37,000 physicians, nurse practitioners, and physician assistants will be needed annually between 2016 and 2026 to fill new jobs and to replace workers who leave the occupation or retire.

Approximately 15,400 nurse practitioners and physician assistants will be needed annually between 2016 and 2026 to fill new positions or positions vacated by individuals expected to leave the occupation or retire. Additionally, 7,600 primary care physicians and 14,200 other physician specialties will be needed annually to fill new positions or positions vacated by individuals expected to leave the occupation or retire.

Between 2016 and 2026, 15 of the 30 fastest-growing occupations nationally will be in health care, including 4 of the top 6.

Home health aides (46.7%), personal care aides (37.4%), physician assistants (37.4%), and nurse practitioners (36.0%) are projected to be the 4 fastest-growing health care occupations between 2016 and 2026.

Between 2016 and 2026, 7 of the 30 occupations with the largest number of jobs projected to be added will be in health care, including 3 of the top 5.

Jobs for personal care aides are projected to grow by more than 754,000 between 2016 and 2026, the largest-growing occupation in the U.S., followed by registered nurses (437,000) and home health aides (425,600).

Limitations

The BLS projections count jobs and not individuals, and there is no distinction between full-time and part-time jobs. Individuals working multiple part-time jobs are counted for each job worked—for example, dental hygienists, who often work 2 or more part-time jobs.[†] Publicly sponsored hospitals (federal, state, and local) are included in certain counts and projections but not others, and projected job growth in federal hospitals was estimated. Additionally, there may be some misclassification in jobs reported in some health care settings. For example, a hospital that also provides home health care services or outpatient services may report all workers under the hospital setting.

Discussion

Job growth in the health care sector over the next decade is expected to continue to outpace job growth in other employment sectors, although overall job growth in health care has slowed in recent years. It is estimated that between 2016 and 2026, 3.5 million health care workers will be needed to fill new jobs and another 8.1 million health care workers will be needed to replace workers who leave the occupation or retire, or 11.6 million health care workers over the ten-year period.

Many factors contribute to growing demand for health services and for health workers. Changes in the health service delivery system could potentially impact job growth in health care, reducing demand in some settings and for some occupations. Consequently, it is important to routinely monitor current and future demand for health workers.

Technical Report

BACKGROUND

Every 2 years, the federal Bureau of Labor Statistics (BLS) publishes 10-year occupational and industry projections for employment in the United States. These projections are based on a number of factors, including current employment and employment trends; labor force participation by age, gender, and race/ethnicity; population projections; and macroeconomic trends, such as gross domestic product growth, labor productivity, business investments, and the housing market. In October 2017, the federal Bureau of Labor Statistics (BLS) published its 10-year occupational and industry projections for employment in the United States from 2016 to 2026.¹ The present report is based on an analysis of information on job growth between 2006 and 2016 and projected job growth between 2016 and 2026, summarizing the most significant findings related to health care sector and health occupations employment.

Two data sources are used by BLS to develop industry employment estimates: (1) the Current Employment Statistics (CES) survey, which provides a count of jobs for nonfarm payroll jobs only; and (2) the Current Population Survey (CPS), a household survey that provides a count of the number of self-employed workers. Projections for the period 2016-2026 were released in October 2017. More information on the projection methodology can be found at http://www.bls.gov/emp/ep_projections_methods.htm.

METHODS

This report is based on an analysis of data on 2006-2016 health care employment and 2016-2026 employment projections,² and summarizes the most significant findings related to employment in the health care sector and in health care occupations.[‡] Health care occupations employment includes jobs within the health care sector, such as registered nurses (RNs) working in hospitals; jobs outside the health care sector, such as RNs working in schools or for insurance companies; and individuals in health occupations who are self-employed, such as occupational therapists and physical therapists contracting with multiple health care providers for services, and physicians and dentists who own their own practices. Health care sector projections identify the growth in new jobs between 2016 and 2026, irrespective of staff turnover in existing positions. Projections for jobs by health care occupation include new jobs and, in some cases, jobs of existing workers who leave the occupation or retire and who need to be replaced. The analysis is based on data tables available from BLS. Additionally, data from BLS's CES program were also used to prepare this report when employment information for certain health care settings was not available in earlier 10-year projection reports.

The BLS projections are national in scope and do not include state or regional projections. State employment projections are typically released by BLS about 1 year after the national projections. The factors that influence demand for health services nationally—such as an aging population, economic conditions, and changes in health care policy and reimbursement—may have similar effects on demand at the regional level, with some geographic variation. Regardless, the BLS projections represent a comprehensive forecast of future jobs across the nation.

[‡] Includes 101 occupations identified by CHWS as health care occupations.

NAICS Classifications

This report refers to health care settings within the health care sector, as well as other employment sectors, based on the North American Industry Classification System (NAICS).⁴ Note that public hospitals (local, state, and federal) are included in the information reported on hospitals. Additionally, 2026 estimated employment for federal hospitals is not broken out from other federal employment projections but is estimated for purposes of this report. Finally, health care providers who are considered self-employed are included in ambulatory care services settings where feasible.

The health care settings classified under the NAICS and used in this report are provided in Table 1.

Table 1. NAICS Health Care and Social Assistance Classifications Used in This Report

NAICS code	NAICS title	Setting code	Setting title	How the NAICS category is used in this report
62	Health Care and Social Assistance			
621	Ambulatory Care Services	6211	Offices of Physicians	Reported separately
		6212	Offices of Dentists	Reported separately
		6213	Offices of Other Health Practitioners	Reported separately
		6214	Outpatient Care Centers	Reported in ambulatory care services
		6215	Medical and Diagnostic Laboratories	Reported in ambulatory care services
		6216	Home Health Care Services	Reported separately
		6219	All Other Ambulatory Care Services	Reported in ambulatory care services
622	Hospitals	6221	General Medical and Surgical Hospitals	Reported as part of hospitals
		6222	Psychiatric and Substance Abuse Hospitals	Reported as part of hospitals
		6223	Special Hospitals	Reported as part of hospitals
623	Nursing and Residential Care Facilities	6231	Nursing Care Facilities	Reported as part of nursing and residential care facilities
		6232	Residential Mental Retardation, Mental Health, and Substance Abuse Facilities	Not used in this report
		6232	Community Care Facilities for the Elderly	Reported as part of nursing and residential care facilities
		6239	Other Residential Care Facilities	Not used in this report
624	Social Assistance			Not used in this report
N/A	Self-Employed (in health care)			Reported in ambulatory care services
N/A	Federal, State, and Local Government	N/A	Local government hospitals	Reported as part of hospitals
		N/A	State government hospitals	Reported as part of hospitals
		N/A	Federal government hospitals	Reported as part of hospitals

Abbreviation: N/A, not applicable.

FINDINGS

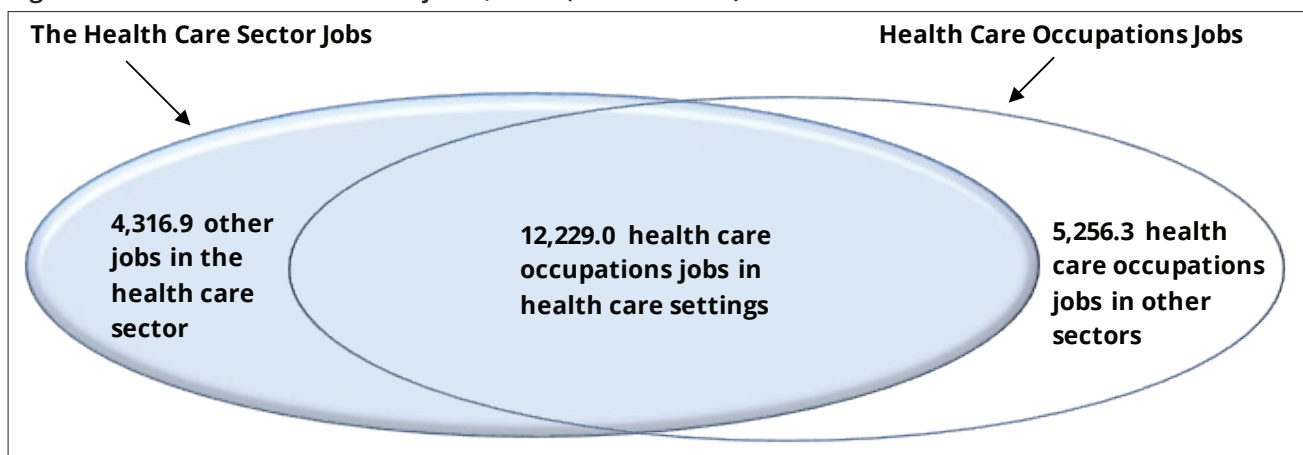
Health Care Settings and Health Care Occupations

Health care employment comprises a growing share of the total US workforce.

There are two ways to look at the health workforce: the first are the people who work in the health care sector, for example, all the individuals who work in hospitals. This includes many people who are not health care professionals or in health occupations, such as billers, housekeepers, security staff, and information technology staff. There are also many health professionals who do not work in the health care sector, such as nurses who work in schools or physicians who work in insurance companies.

Health care jobs comprise a growing share of total US employment. In 2016, there were nearly 22 million jobs (14% of total employment nationally) either in the health care sector or in health care occupations working outside of the health care sector. More than 16.5 million of these jobs (nearly 11% of U.S. employment) were in the health care sector, in both health care and non-health-related occupations.[§] The remaining 5.3 million jobs (3.4%) were in health care occupations working outside of the health care sector (Figure 1 and Table 2).

Figure 1. The US Health Care Workforce, 2016 (in Thousands)



[§]Includes jobs in state, local, and federal hospitals and jobs for people who are self-employed.

Table 2. The US Health Care Workforce, 2016 (in Thousands)

Setting	Health Care Occupation Jobs	Other Jobs	Total
Health Care Settings	12,229.0	4,316.9	16,545.9
Other Work Settings	5,256.3	134,261.6	139,517.9
Total	17,485.3	138,578.5	156,063.8

Setting	Number	Percent
Health Care Occupations Jobs in Health Care Settings	12,229.0	7.8%
Other Jobs in Health Care Settings	4,316.9	2.8%
Health Care Occupations Jobs in Other Settings	5,256.3	3.4%
Total	21,802.2	14.0%

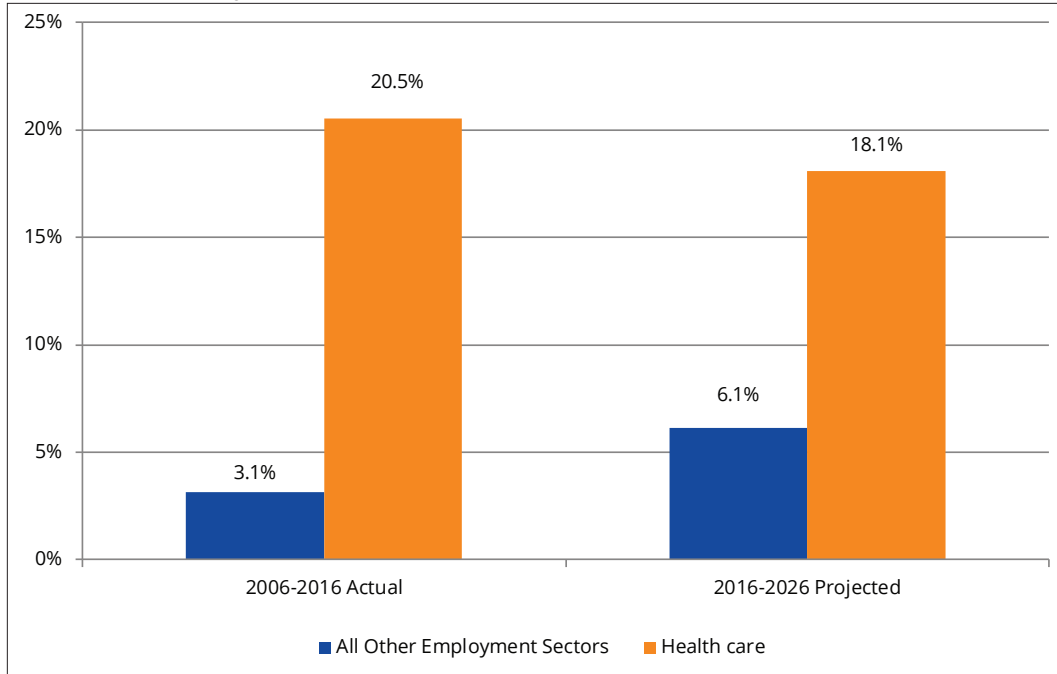
Sources: US Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Health Care Sector Employment

Job growth in the health care sector continues to outpace job growth in all other employment sectors.

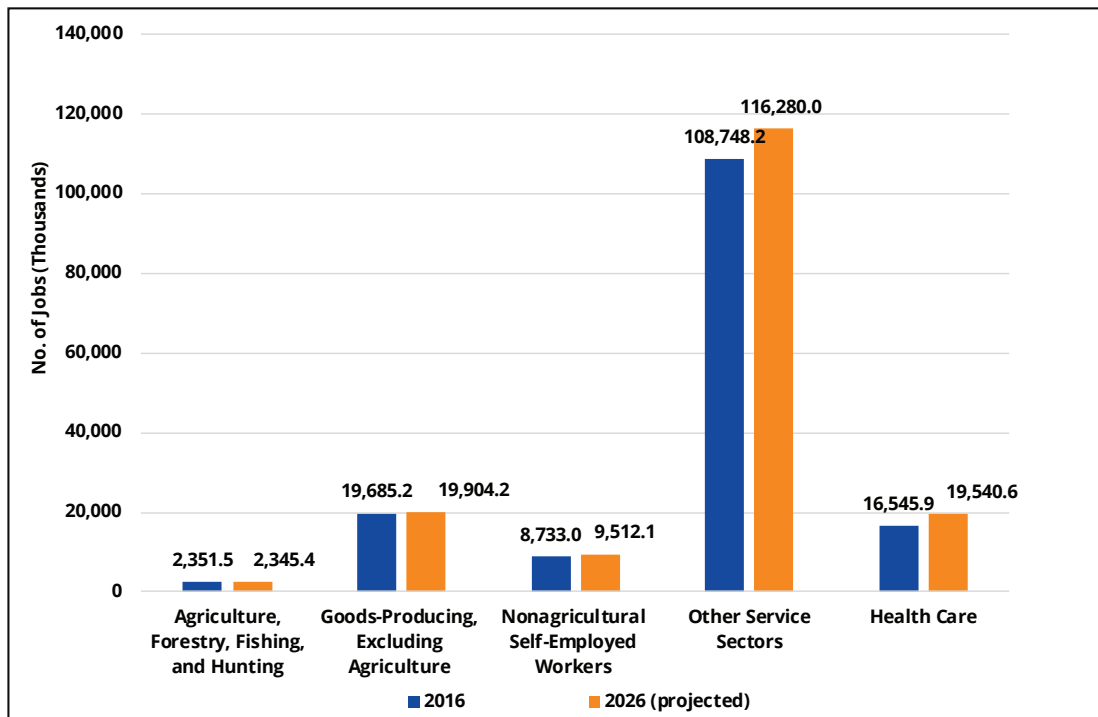
Employment in the health care sector grew by about 20% between 2006 and 2016, adding 2.8 million jobs, while employment in all other sectors grew by 3% during the same time period (Figure 2). Employment in the health care sector is expected to grow faster than employment in all other sectors between 2016 and 2026, with projected increases of 18% and 6%, respectively. Other services sectors, such as education and retail, are projected to grow by about 7% during the same time period (Figures 2 and 3).

Figure 2. Job Growth in the Health Care Sector Compared With All Other Employment Sectors in the US, 2006-2016 and Projected 2016-2026



Sources: US Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Figure 3. Projected Change in US Employment by Job Sector, 2016-2026



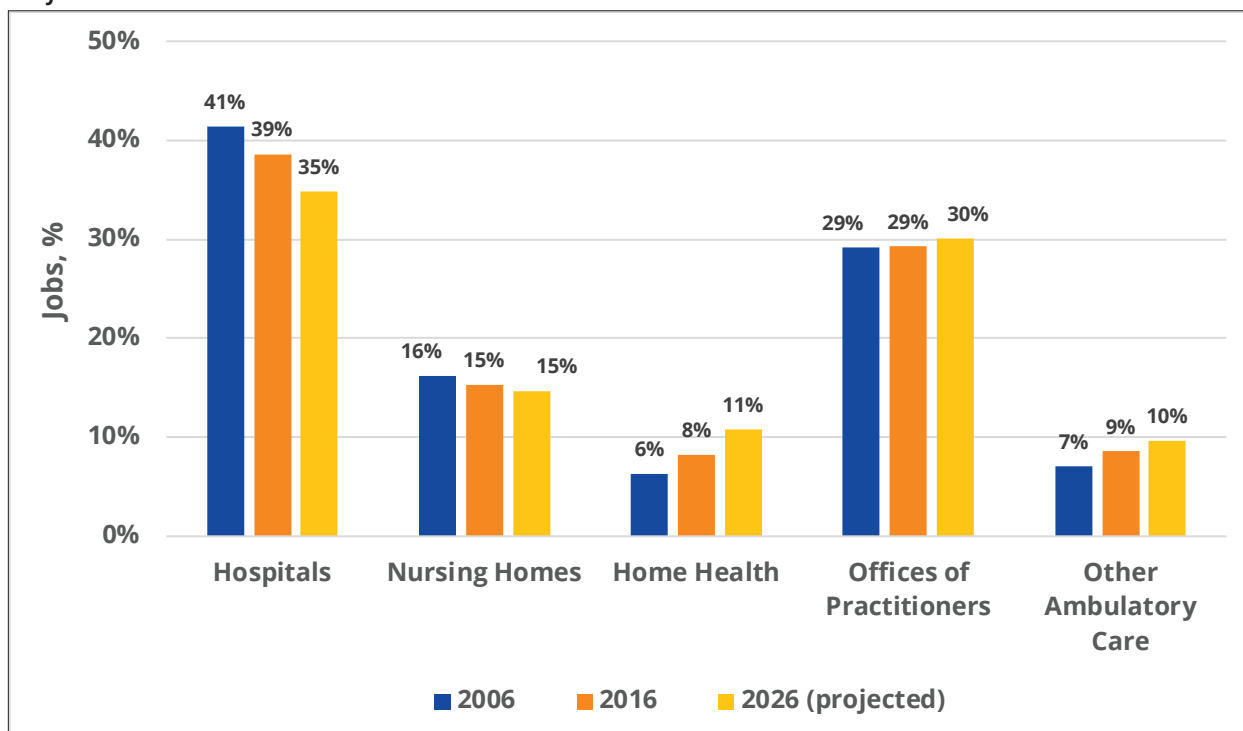
Sources: US Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.1: Employment by major industry sector, 2006, 2016, and projected 2026; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Employment in Selected Health Care Settings

Growth in hospital employment is projected to slow significantly to 7% over the next decade but this still represents an additional 700,000 jobs. Because other health care settings are growing more rapidly, employment in hospitals will continue to decline as a percentage of total health care employment.

In 2006, employment in hospitals made up 41% of total health care employment; by 2016, that percentage had declined to 39%. It is projected to drop to 35% by 2026. In contrast, employment in home health care, offices of practitioners, and other ambulatory care is becoming a larger proportion of total health care employment, projected to comprise more than 50% of total health care employment by 2026 (Figure 4).

Figure 4. Percentage of Total Health Care Employment by Health Care Setting, 2006, 2016, and Projected 2026

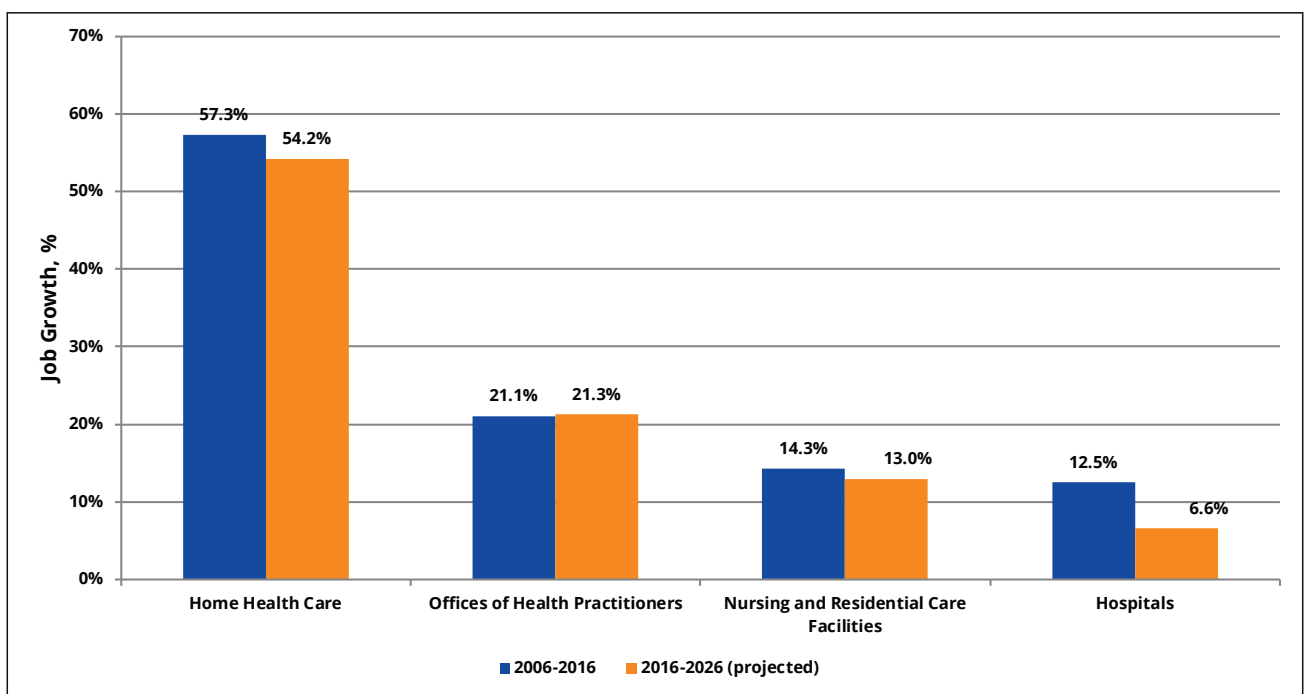


Sources: US Bureau of Labor Statistics, employment projections, 2016-2026; Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Between 2016 and 2026, jobs in the health care sector are projected to grow the fastest in home health care, followed by offices of health practitioners.

Home health care is projected to see the greatest job growth (54%) across all health care settings, adding nearly 500,000 new jobs between 2016 and 2026. Additionally, jobs in offices of health practitioners (physicians, dentists, and other health practitioners) are projected to grow by 21%, adding more than 844,000 jobs during the same time period. Private and public hospital employment is projected to see the slowest growth between 2016 and 2026, increasing by about 7% and adding nearly 700,000 jobs (Figure 5).

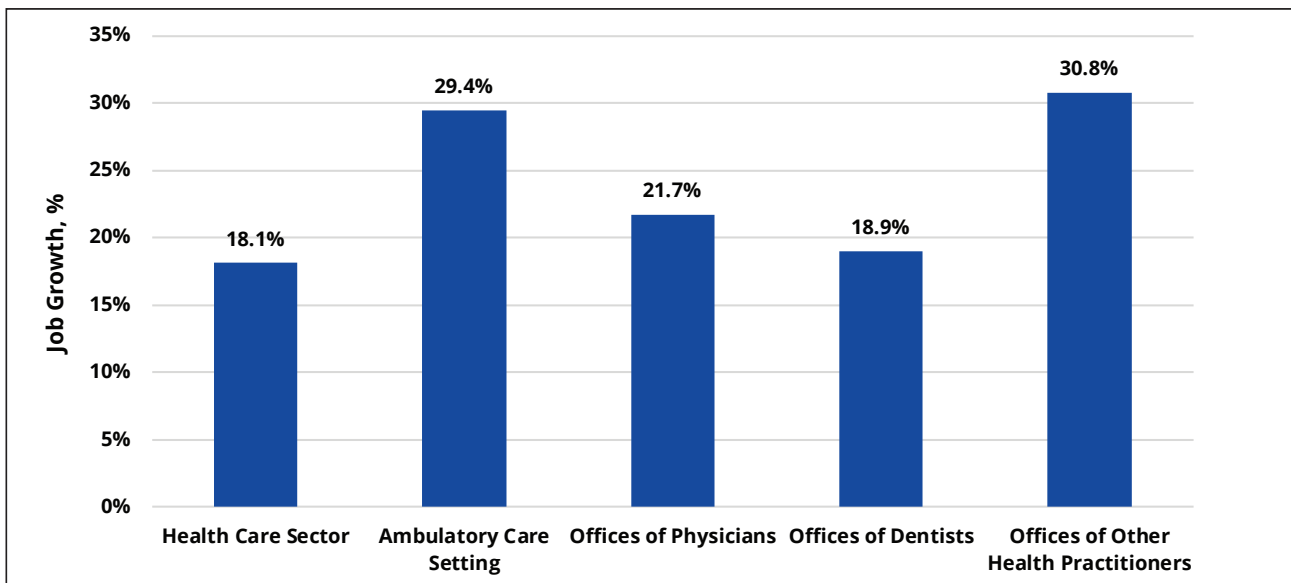
Figure 5. Job Growth in Selected Settings Within the Health Care Sector, 2006-2016 and Projected 2016-2026



Sources: US Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-2026 Industry-occupation matrix data by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Within the health care setting of offices of health practitioners, jobs in offices of physicians are projected to grow by 22% (425,000 new jobs) between 2016 and 2016 (Figure 6). Jobs in offices of other health practitioners such as chiropractors and podiatrists (285,000 jobs) and in offices of dentists (140,000 jobs) are also projected to grow substantially between 2016 and 2026.

Figure 6. Projected Job Growth in Offices of Health Practitioners in the U.S., 2016-2026



Sources: US Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

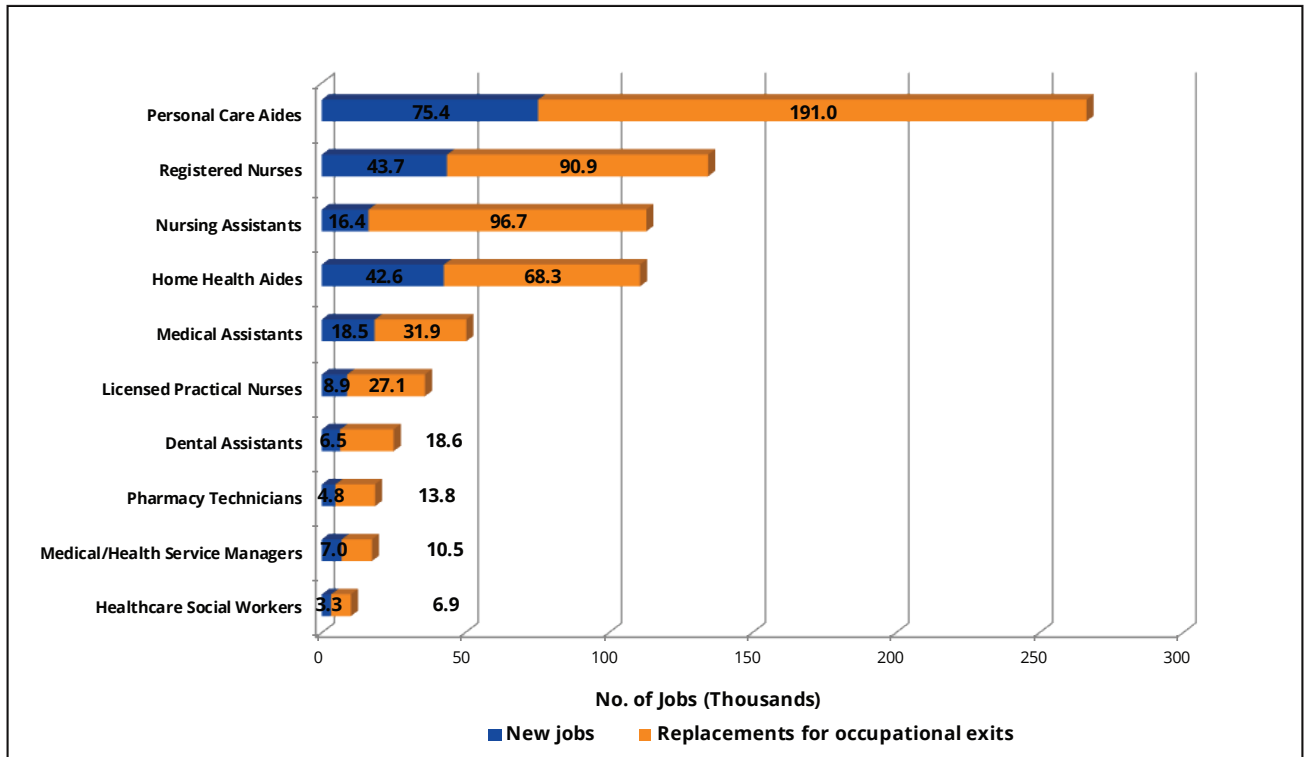
Employment by Selected Health Care Occupations

It is estimated that 11.6 million health care workers will be needed between 2016 and 2026 in the US to fill new jobs and to replace workers who leave the occupation or retire.

The total number of new health care worker jobs across all employment sectors is projected to increase by more than 3.5 million between 2016 and 2026 (Appendix),^{||} or about 350,000 annually. In addition, approximately 810,000 health care workers will be needed annually to replace individuals expected to leave the occupation or retire over the same period. In total, 1,162,600 workers will be needed annually to fill new jobs and to replace those who leave the occupation or retire between 2016 and 2026 or 11.6 million health care workers over the ten-year period. Between 2016 and 2026, more than 260,000 (2.6 million over 10 years) personal care aides and nearly 135,000 RNs will be needed annually to fill new or vacant jobs and to replace workers who leave the occupation or retire (Figure 7).

^{||} Includes 101 health occupations identified by CHWS as health care occupations.

Figure 7. Projected Annual Need for New Workers Among Health Care Occupations With Greatest Need, 2016-2026[#]



Source: US Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.10: Occupational separations and openings, projected 2016-26.

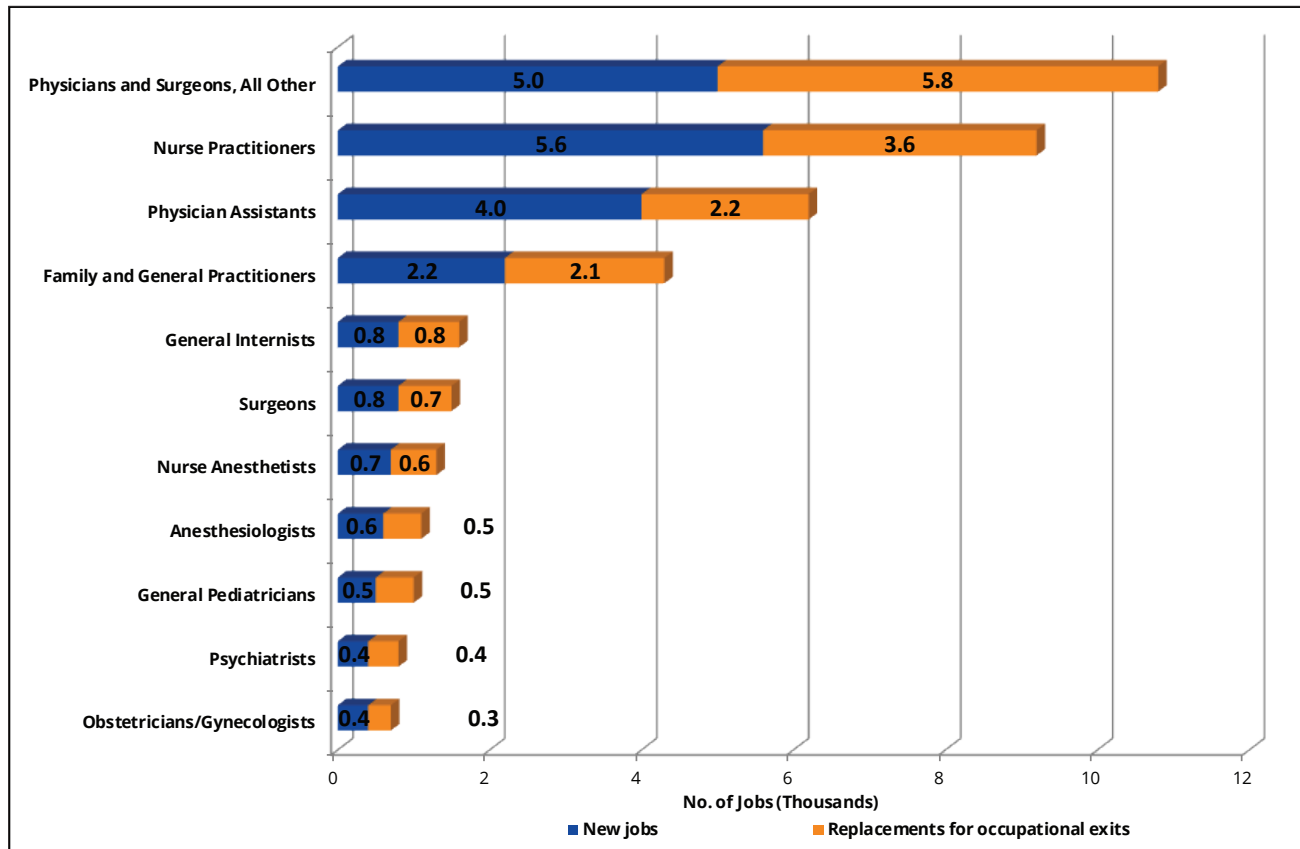
More than 37,000 physicians, nurse practitioners, and physician assistants will be needed annually between 2016 and 2026 to fill new jobs and to replace workers who leave the occupation or retire.

Approximately 15,400 nurse practitioners and physician assistants will be needed annually between 2016 and 2026 to fill new positions or positions vacated by individuals expected to leave the occupation or retire. Additionally, 7600 primary care physicians^{**} and 14,200 other physician specialties will be needed annually to fill new positions or positions vacated by individuals expected to leave the occupation or retire (Figure 8).

[#] Excludes physicians, nurse practitioners, and physician assistants (included in Figure 8).

^{**} Primary care physicians include family and general practitioners, general internists, general pediatricians, and obstetricians/gynecologists.

Figure 8. Projected Annual Need for Physicians, Nurse Practitioners, and Physician Assistants, 2016-2026



Source: US Bureau of Labor Statistics, employment projections, 2016-2026; Table 1.10: Occupational separations and openings, projected 2016-26.

Between 2016 and 2026, 15 of the 30 fastest-growing occupations nationally will be in health care, including 4 of the top 6.

Home health aides (46.7%), personal care aides (37.4%), physician assistants (37.4%), and nurse practitioners (36.0%) are projected to be the 4 fastest-growing health care occupations between 2016 and 2026. The 15 fastest-growing health care occupations projected nationally are:

- Home health aides (46.7%)
- Personal care aides (37.4%)
- Physician assistants (37.4%)
- Nurse practitioners (36.0%)
- Physical therapist assistants (30.8%)
- Medical assistants (29.1%)
- Physical therapist aides (29.1%)
- Occupational therapy assistants (28.9%)
- Genetic counselors (28.3%)
- Physical therapists (25.0%)
- Occupational therapy aides (24.7%)
- Phlebotomists (24.4%)
- Massage therapists (23.5%)
- Respiratory therapists (23.4%)
- Diagnostic medical sonographers (23.2%)

Source: US Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.3, Fastest growing occupations, 2016 and projected 2016.

Between 2016 and 2026, 7 of the 30 occupations with the largest number of jobs projected to be added will be in health care, including 3 of the top 5.

Jobs for personal care aides are projected to grow by more than 754,000 between 2016 and 2026, the largest-growing occupation in the US, followed by RNs (437,000) and home health aides (425,600). The health care occupations with the greatest projected growth (in thousands of jobs) include:

- Personal care aides (754.0)^a
- Registered nurses (437.0)^a
- Home health aides (425.6)^a
- Medical assistants (184.6)^a
- Nursing assistants (164.0)^a
- Medical secretaries (129.1)^a
- Licensed practical and licensed vocational nurses (88.6)^a
- Medical and health services managers (69.8)
- Dental assistants (64.6)
- Physical therapists (60.0)
- Nurse practitioners (56.0)
- Pharmacy technicians (47.6)
- Dental hygienists (40.9)
- Physician assistants (39.7)
- Massage therapists (37.7)
- Emergency medical technicians and paramedics (37.4)

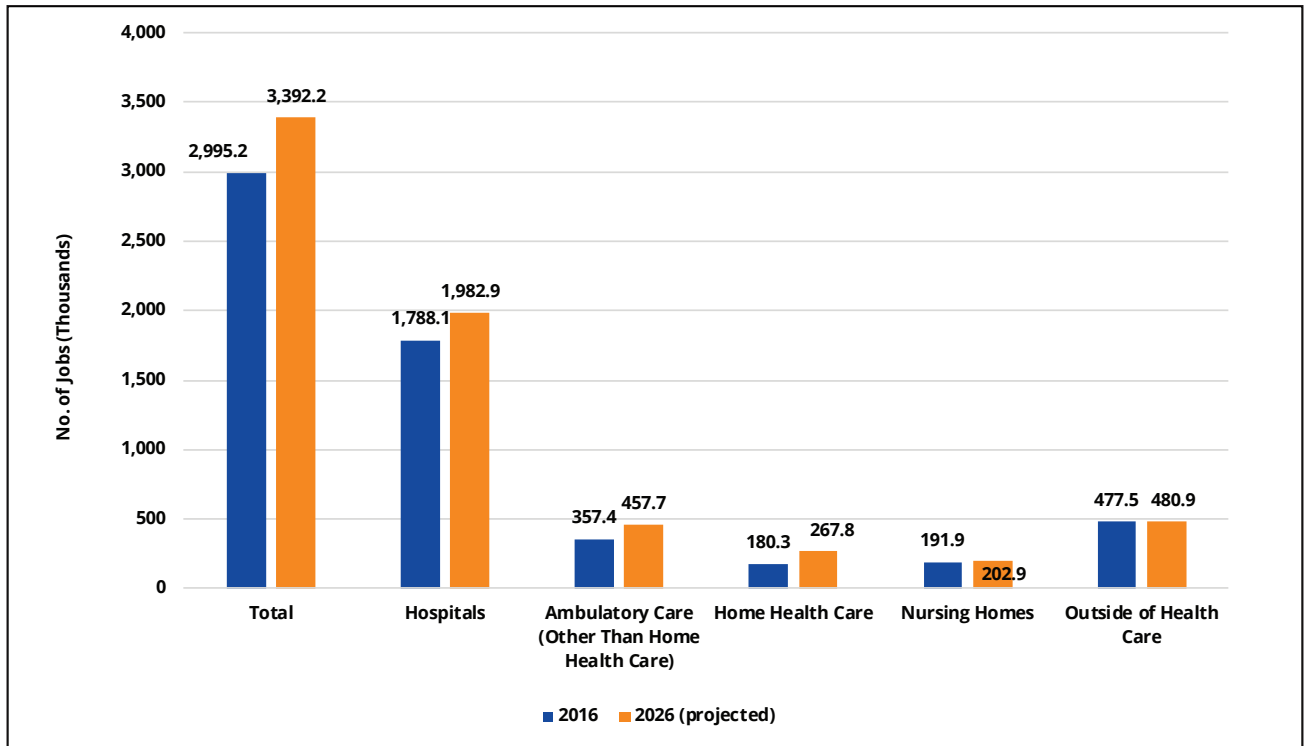
^a Among the top 30 occupations with the greatest projected job growth, 2016-2026.

Sources: US Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.4: Occupations with the most job growth, 2016 and projected 2026; Table 1.10: Occupational separations and openings, projected 2016-26.

Between 2016 and 2026, RN jobs are projected to grow the fastest in home health care, followed by growth in other ambulatory care settings.

RN job growth is projected to grow the fastest in home health care (49%) between 2016 and 2026, adding nearly 88,000 jobs, followed by ambulatory care (excluding home health care services) (28%) and hospitals (13%). RN jobs in hospitals are projected to increase by nearly 200,000 between 2016 and 2026 (Figure 9).

Figure 9. Projected Registered Nurse Job Growth by Health Care Setting, 2016-2026



Source: US Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.8: 2016-26 Industry-occupation matrix data, by occupation.

LIMITATIONS

The BLS projections count jobs and not individuals, and there is no distinction between full-time and part-time jobs. Individuals working multiple part-time jobs are counted for each job worked—for example, dental hygienists, who often work 2 or more part-time jobs.³ Publicly sponsored hospitals (federal, state, and local) are included in certain counts and projections but not others, and projected job growth in federal hospitals was estimated. Additionally, there may be some misclassification in jobs reported in some health care settings. For example, a hospital that also provides home health care services or outpatient services may report all workers under the hospital setting.

DISCUSSION

Job growth in the health care sector over the next decade is expected to continue to outpace job growth in other employment sectors, although overall job growth in health care has slowed in recent years. Between 2016 and 2026, health care employment is projected to increase by 18%, the lowest rate of growth in more than 20 years. However, the previous sustained health care employment growth has increased overall health care employment as a percentage of total employment. In 2016, 14% of employment in the United States was considered health care employment—employment either in health care settings or in health occupations working outside of health care—up from 12% in 2008.

While there continue to be more jobs in hospitals than in other settings, the proportion of hospital employment in the health care sector has steadily declined and is projected to continue to decline through 2026. Employment in home health care and in offices of health practitioners continues to increase faster than in other health care settings. It is projected that by 2026, just over half of all jobs in health care will be in ambulatory care settings.

A projected 3.5 million new jobs will be added to the health care sector between 2016 and 2026, with nearly 1.2 million new personal care aide or home health aide jobs. In total, just over half of new jobs in health care will be for personal care aides, RNs, home health aides, and medical assistants. In addition, about 810,000 health workers will be needed annually, or 8.1 million over the ten-year period, to replace individuals expected to leave the occupation or retire over the same period. In total, 11.6 million new health care workers will be needed to fill new and existing positions.

Many factors contribute to growing demand for health services and for health workers. Changes in the health service delivery system could potentially impact job growth in health care, reducing demand in some settings and for some occupations. The growth of employment in home health care and ambulatory care is related in part to an increased emphasis on primary care and prevention services as well as growing pressure to reduce avoidable (and costly) emergency department visits and hospitalizations. Given the tremendous pressures to constrain the rate of growth in health care costs, including through service delivery redesign as well as potential changes and cutbacks, it is unclear whether job growth in health care will continue at its projected pace. Consequently, it is important to routinely monitor current and future demand for health workers.



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Appendix

Health Care Employment by Occupation, 2016 and Projected 2026 (In Thousands of Jobs)

Occupation	Matrix Code	Employment		Employment Change, 2016-26		Average Annual Occupational Separations, 2016-26			Average Annual Occupational Openings, 2016-26	
		2016	2026	Number	Percent	Labor force Exits	Occupational Transfers	Total	Total	Exits and New Jobs
Total Health Care Occupations		21,517.3	25,043.3	3,506.4	16.3	811.7	800.8	1,613.1	1,964.0	1,162.6
Personal care aides	39-9021	2,016.1	2,770.1	754.0	37.4	191.0	143.9	334.9	410.3	266.4
Registered nurses	29-1141	2,955.2	3,392.2	437.0	14.8	90.9	69.0	159.9	203.6	134.6
Nursing assistants	31-1014	1,510.3	1,674.4	164.0	10.9	96.7	80.5	177.2	193.6	113.1
Home health aides	31-1011	911.5	1,337.0	425.6	46.7	68.3	56.8	125.1	167.7	110.9
Medical assistants	31-9092	634.4	819.0	184.6	29.1	31.9	44.6	76.5	95.0	50.4
Medical secretaries	43-6013	574.2	703.2	129.1	22.5	34.4	33.5	67.9	80.8	47.3
Licensed practical and licensed vocational nurses	29-2061	724.5	813.1	88.6	12.2	27.1	26.7	53.8	62.7	36.0
Dental assistants	31-9091	332.0	396.6	64.6	19.5	18.6	20.9	39.4	45.9	25.1
Pharmacy technicians	29-2052	402.5	450.1	47.6	11.8	13.8	18.9	32.7	37.5	18.6
Medical and health services managers	11-9111	352.2	422.0	69.8	19.8	10.5	18.9	29.4	36.4	17.5
Massage therapists	31-9011	160.3	198.1	37.7	23.5	11.7	6.4	18.1	21.9	15.5
Dental hygienists	29-2021	207.9	248.8	40.9	19.6	8.2	5.1	13.4	17.5	12.3
Physical therapists	29-1123	239.8	299.8	60.0	25.0	5.2	5.6	10.8	16.8	11.2
Physicians and surgeons, all other	29-1069	372.4	422.0	49.6	13.3	5.8	4.4	10.2	15.2	10.8
Healthcare social workers	21-1022	176.5	209.3	32.7	18.5	6.9	12.3	19.2	22.5	10.2
Mental health counselors	21-1014	157.7	188.9	31.2	19.8	6.4	11.3	17.7	20.8	9.5
Medical records and health information technicians	29-2071	206.3	234.1	27.8	13.5	6.5	6.6	13.0	15.8	9.3
Nurse practitioners	29-1171	155.5	211.5	56.0	36.0	3.6	5.3	8.8	14.4	9.2
Pharmacists	29-1051	312.5	330.1	17.6	5.6	7.4	6.2	13.6	15.3	9.2
Phlebotomists	31-9097	122.7	152.6	30.0	24.4	5.9	7.9	13.9	16.9	8.9
Emergency medical technicians and paramedics	29-2041	248.0	285.4	37.4	15.1	4.6	11.0	15.6	19.3	8.3
Radiologic technologists	29-2034	205.2	230.4	25.2	12.3	5.6	5.4	11.1	13.6	8.1
Medical and clinical laboratory technicians	29-2012	164.2	187.2	22.9	14.0	5.3	5.3	10.6	12.9	7.6
Medical and clinical laboratory technologists	29-2011	171.4	191.2	19.7	11.5	5.5	5.5	11.0	12.9	7.5
Healthcare support workers, all other	31-9099	97.3	108.6	11.3	11.6	6.4	6.1	12.6	13.7	7.5
Physical therapist assistants	31-2021	88.3	115.5	27.2	30.8	4.5	7.5	12.0	14.7	7.2
Mental health and substance abuse social workers	21-1023	123.9	146.1	22.2	17.9	4.9	8.6	13.4	15.7	7.1
Veterinary assistants and laboratory animal caretakers	31-9096	83.8	100.0	16.3	19.4	5.3	8.6	13.9	15.5	6.9
Respiratory therapists	29-1126	130.2	160.6	30.4	23.4	3.4	3.3	6.7	9.8	6.4
Health technologists and technicians, all other	29-2099	127.8	152.5	24.8	19.4	3.9	4.6	8.5	11.0	6.4
Physician assistants	29-1071	106.2	145.9	39.7	37.4	2.2	4.5	6.7	10.6	6.2
Clinical, counseling, and school psychologists	19-3031	147.5	168.4	20.9	14.2	4.0	6.0	10.0	12.1	6.1
Substance abuse and behavioral disorder counselors	21-1011	102.4	122.8	20.4	19.9	4.1	7.4	11.5	13.5	6.1
Occupational therapists	29-1122	130.4	158.0	27.7	21.2	3.0	4.0	7.0	9.7	5.8
Rehabilitation counselors	21-1015	119.3	130.9	11.6	9.7	4.6	8.2	12.8	13.9	5.8

Health Care Employment by Occupation, 2016 and Projected 2026 (In Thousands of Jobs)[Cont.]

Occupation	Matrix Code	Employment		Employment change, 2016-26		Occupational separations, 2016-26 annual average		Occupational openings, 2016-26 annual average	
		2016	2026	Number	Percent	Labor force Exits	Occupational Transfers	Total	Total
		Veterinary technologists and technicians	102.0	122.4	20.4	19.9	3.6	5.0	8.6
Speech-language pathologists	145.1	170.5	25.4	17.5	2.9	4.9	7.8	10.3	5.4
Dentists, general	132.8	156.0	23.2	17.5	2.7	1.1	3.8	6.1	5.0
Surgical technologists	107.7	120.3	12.6	11.7	3.7	5.1	8.8	10.0	5.0
Psychiatric aides	73.6	77.4	3.9	5.2	4.6	3.8	8.4	8.8	5.0
Family and general practitioners	134.8	157.1	22.2	16.5	2.1	1.6	3.7	6.0	4.3
Medical equipment preparers	54.2	60.1	5.9	10.9	3.6	3.4	7.0	7.6	4.2
Physical therapist aides	52.0	67.1	15.1	29.1	2.6	4.4	7.0	8.5	4.1
Medical scientists, except epidemiologists	120.0	135.9	15.9	13.2	2.4	8.1	10.5	12.1	4.0
Opticians, dispensing	77.6	88.9	11.3	14.5	2.8	3.1	5.8	7.0	3.9
Health educators	61.0	69.9	8.8	14.5	3.0	4.9	7.8	8.7	3.9
Life, physical, and social science technicians, all other	76.1	83.4	7.3	9.6	3.2	5.9	9.1	9.9	3.9
Community health workers	57.5	67.8	10.4	18.1	2.8	4.6	7.5	8.5	3.8
Orderlies	54.0	58.4	4.4	8.1	3.4	2.8	6.3	6.7	3.8
Diagnostic medical sonographers	67.3	82.9	15.6	23.2	1.9	1.9	3.8	5.4	3.5
Medical transcriptionists	57.4	55.4	-2.0	-3.5	3.7	2.8	6.6	6.4	3.5
Occupational therapy assistants	39.3	50.7	11.4	28.9	2.3	3.2	5.5	6.6	3.4
Dietitians and nutritionists	68.0	77.6	9.6	14.1	2.3	2.3	4.4	5.3	3.3
Veterinarians	79.6	94.0	14.4	18.1	1.6	1.4	3.0	4.5	3.0
Environmental scientists and specialists, including health	89.5	99.3	9.9	11.1	2.0	6.5	8.5	9.5	3.0
Health diagnosing and treating practitioners, all other	56.4	62.9	6.4	11.4	2.4	0.6	3.0	3.6	3.0
Psychiatric technicians	66.1	70.0	3.9	5.9	2.2	3.0	5.2	5.6	2.6
Ophthalmic medical technicians	44.5	53.2	8.7	19.4	1.6	2.2	3.8	4.6	2.5
Marriage and family therapists	41.5	49.9	8.4	20.2	1.7	3.0	4.7	5.5	2.5
Occupational health and safety specialists	83.7	90.1	6.4	7.6	1.9	2.4	4.3	4.9	2.5
Dental laboratory technicians	38.1	43.7	5.5	14.5	1.8	2.7	4.5	5.0	2.4
Pharmacy aides	36.9	35.2	-1.8	-4.8	2.4	2.4	4.8	4.7	2.2
Medical equipment repairers	47.1	49.6	2.5	5.3	1.8	2.3	4.1	4.4	2.1
Cardiovascular technologists and technicians	55.0	60.5	5.4	9.9	1.5	1.4	2.9	3.5	2.0
Environmental science and protection technicians, including health	34.6	38.8	4.1	11.9	1.5	2.7	4.2	4.6	1.9
Ophthalmic laboratory technicians	29.1	32.5	3.5	11.9	1.3	2.0	3.4	3.7	1.7
Internists, general	49.8	58.2	8.4	16.9	0.8	0.6	1.4	2.2	1.6
Surgeons	45.0	52.6	7.6	16.8	0.7	0.5	1.3	2.0	1.5
Magnetic resonance imaging technologists	36.6	41.5	5.0	13.6	1.0	1.0	2.0	2.5	1.5
Optometrists	40.2	47.1	7.0	17.3	0.7	0.6	1.3	2.0	1.4
Healthcare practitioners and technical workers, all other	40.0	44.8	4.8	12.1	0.9	1.2	2.1	2.6	1.4
Dietetic technicians	33.4	36.5	3.1	9.3	1.1	1.5	2.7	3.0	1.4

Health Care Employment by Occupation, 2016 and Projected 2026 (In Thousands of Jobs)[Cont.]

Occupation	Matrix Code	Employment		Employment change, 2016-26		Occupational separations, 2016-26 annual average			Occupational openings, 2016-26 annual average	
		2016	2026	Number	Percent	Labor force Exits	Occupational Transfers	Total	Total	Total
Nurse anesthetists	29-1151	41.8	48.5	6.7	16.0	0.6	1.5	2.1	2.8	1.3
Athletic trainers	29-9091	27.8	34.0	6.2	22.2	0.7	0.8	1.5	2.2	1.3
Chiropractors	29-1011	47.4	52.4	5.0	10.5	0.8	0.4	1.2	1.7	1.3
Anesthesiologists	29-1061	33.0	38.9	5.9	17.8	0.5	0.4	0.9	1.5	1.1
Therapists, all other	29-1129	24.1	28.9	4.8	19.7	0.6	0.8	1.4	1.9	1.1
Pediatricians, general	29-1065	29.6	34.8	5.3	17.8	0.5	0.4	0.8	1.4	1.0
Forensic science technicians	19-4092	15.4	18.0	2.6	16.8	0.7	1.2	1.9	2.2	1.0
Medical appliance technicians	51-9082	15.0	17.0	2.0	13.7	0.7	1.1	1.8	2.0	0.9
Psychiatrists	29-1066	27.5	31.2	3.6	13.1	0.4	0.3	0.8	1.1	0.8
Obstetricians and gynecologists	29-1064	21.7	25.5	3.9	17.9	0.3	0.3	0.6	1.0	0.7
Audiologists	29-1181	14.8	17.8	3.0	20.4	0.4	0.3	0.7	1.0	0.7
Radiation therapists	29-1124	19.1	21.3	2.3	11.9	0.5	0.4	0.9	1.2	0.7
Nuclear medicine technologists	29-2033	20.1	22.0	2.0	9.8	0.5	0.5	1.1	1.3	0.7
Psychologists, all other	19-3039	17.4	19.0	1.6	9.1	0.5	0.7	1.2	1.3	0.7
Recreational therapists	29-1125	19.2	20.5	1.3	6.5	0.6	0.5	1.1	1.2	0.7
Exercise physiologists	29-1128	15.1	17.1	2.0	12.9	0.4	0.5	0.9	1.1	0.6
Occupational therapy aides	31-2012	7.5	9.3	1.8	24.7	0.4	0.6	1.0	1.2	0.6
Occupational health and safety technicians	29-9012	18.1	19.8	1.7	9.5	0.4	0.5	0.9	1.1	0.6
Orthotists and prosthetists	29-2091	7.8	9.5	1.7	21.9	0.2	0.3	0.5	0.7	0.4
Podiatrists	29-1081	11.0	12.1	1.1	9.7	0.3	0.3	0.6	0.7	0.4
Hearing aid specialists	29-2092	6.8	8.2	1.3	19.2	0.2	0.2	0.5	0.6	0.3
Nurse midwives	29-1161	6.5	7.8	1.3	20.6	0.1	0.2	0.3	0.5	0.2
Oral and maxillofacial surgeons	29-1022	6.8	7.9	1.2	17.2	0.1	0.1	0.2	0.3	0.2
Orthodontists	29-1023	6.6	7.7	1.1	17.3	0.1	0.1	0.2	0.3	0.2
Genetic counselors	29-9092	3.1	3.9	0.9	28.3	0.1	0.1	0.2	0.3	0.2
Dentists, all other specialists	29-1029	6.4	7.2	0.8	12.0	0.1	0.1	0.2	0.3	0.2
Epidemiologists	19-1041	6.1	6.6	0.5	8.7	0.1	0.4	0.5	0.6	0.2
Prosthodontists	29-1024	0.9	1.1	0.2	17.2	0.0	0.0	0.0	0.0	0.0
Respiratory therapy technicians	29-2054	10.8	4.7	-6.1	-56.3	0.3	0.3	0.6	0.0	-0.3

Source: U.S. Bureau of Labor Statistics, Employment Projections, 2016 – 2026 Table 1.10 Occupational separations and openings.

About the Authors



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Dr. Martiniano has an extensive background in health workforce research and program management, including 11 years at the New York State Department of Health. He has worked with a number of different communities, agencies and membership organizations on developing community health assessments, identifying provider and workforce shortages based on the healthcare delivery system and the health of the population, and understanding the impact of new models of care on the healthcare workforce – including the development of emerging workforce titles.



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