

Alaska Health Care Workforce Profile

Identifying occupations
that are hardest to fill
2016



**Alaska Department of Labor and Workforce Development
Research and Analysis Section**

In partnership with:



UAA College of Health
UNIVERSITY of ALASKA ANCHORAGE

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Report Summary

This report details the health care occupations Alaska employers reported were most difficult to fill. It also introduces new data on occupational retention and provides occupational and demographic data on the existing health care workforce to help identify why some occupations are especially difficult for employers to fill. That information is intended to inform decisions about education, training, and other workforce development efforts.

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Introduction

No major Alaska industry has grown more than health care for decades. From 2005 to 2015 alone, health care employment grew by 32 percent, which was more than triple the state's overall job growth of just under 10 percent.

Neighboring states and the U.S. as a whole also experienced robust and sustained health care growth over the last decade, but Alaska's was five to 10 percentage points higher. The state's health care industry has continued to grow even as overall job growth has slowed in recent years due to low oil prices, declining oil production, and related fiscal challenges for state government.

That kind of growth puts pressure on those responsible for guiding education, training, and workforce development dollars to their most productive use. If those decisions are made poorly or if investment in training health care workers is inadequate, consumers will receive lower quality care — or no care — and employers will resort to more expensive and usually temporary out-of-state workers to meet demand.

But the challenge is more complicated than just identifying the occupations for which more people need

to be trained. Expanding a training program won't resolve a shortage of qualified applicants, for instance, if low wages and unpleasant working conditions are the real reason for the shortage.

It's also not enough to conclude that more health care workers are needed across the board, as not all occupations are difficult to fill. For example, the survey for this report found that 100 percent of responding Alaska health care employers found it difficult to fill openings for psychiatrists, psychiatric nurse practitioners, and rehabilitation counselors. However, less than a third reported it was difficult to hire physical therapist aides, medical records filing clerks, and EMTs.

The more specifically the workforce development community can identify health care employers' most pressing workforce needs, the more effectively it can respond.

This survey took a more direct and comprehensive approach

Previous efforts to collect information to help prioritize health care workforce development included employer vacancy surveys in 2007, 2009, and 2012. Those surveys elicited some useful information but were difficult for



employers to complete and for researchers to analyze because of the difficulty of defining a “vacancy” in a way that was comparable across all health care employers.

This survey took a more direct approach, asking both rural and urban Alaska employers which occupations they had difficulty filling based on the availability of qualified applicants. Survey response rates and employer comments suggested that the survey was easy to complete, and the responses were clear in showing where workforce development interventions are needed most.

The second major piece of this report is a comprehensive look at retention data by occupation, a new product based partly on the assumption that one of the best ways to mitigate hiring difficulties is to keep workers longer once they are hired. At the high end of the retention spectrum, dental hygienists work an average of 7.2 years in Alaska. At the low end, file clerks and physical therapist aides work an average of only about 1.5 years.

Detailed information in appendices is more than supplemental

Much of the report’s value lies in the first two appendices, which provide as much detail for individual occupations as the available data could support. An example occupation, substance abuse and behavioral disorder counselors, illustrates what can be found there.

Appendix A shows that 90 percent of responding employers said those occupations were difficult to fill. Among urban employers, it was 87 percent, and among rural employers, 100 percent.

Appendix B shows that the average substance abuse counselor worked 2.17 years and that half of those tracked worked one year or less. A total of 383 people worked as substance abuse counselors in 2014, with 262 working in urban locations and 121 in rural areas. Thirteen of those workers were nonresidents (using the Permanent



Fund Dividend criteria, which require a person to have lived in the state for a full calendar year to be a resident), 74 percent were female, and 52 percent were 45 or older. Strong growth for these occupations is projected over the next decade in Alaska and the nation as a whole.

That expanded information is valuable in isolation, but even more so when compared to the other health care occupations to give it context. Substance abuse and behavioral disorder counselors are among the 10 most difficult occupations for employers to fill, hourly wages are among the lowest of all health care occupations, and retention in the occupation is very low relative to other occupations.

Survey Responses and Analysis

Nearly 1,600 employers of health care workers were asked to complete the “2015 Health Workforce Survey.” The survey asked them to identify whether they had any openings in 2014 in occupations they were likely to employ based on their industry classification as a hospital, doctor’s office, etc. The survey then asked whether the occupations for which they had openings were “not difficult,” “difficult,” or “critically difficult” to fill. “Critically difficult” was defined as a position for which the inability to hire would impact the employer’s ability to provide health services to clients. We ultimately combined “difficult” and “critically difficult” responses and presented occupations as either “not difficult” or “difficult” to fill, because the difference between “difficult” and “critically difficult” was not distinct enough.

Nearly 900 employers responded — a 55 percent response rate — and we coded their responses by industry, status as urban or rural, and size class. Employers were surveyed using the Alaska Standardized Health Care Taxonomy, or AKSHOT, which provides additional occupational detail compared to the more widely used Standard Occupational Classification (SOC) taxonomy. Registered nurses, for example, in the SOC taxonomy are broken out into nine different types of nursing specialty practice areas in addition to “registered nurses, general” in the AKSHOT taxonomy. (See appendices D and E for more details and crosswalks between the two.)

Appendix A catalogues all the occupations and provides survey response rates where there were a sufficient number of responses to produce reliable data. For smaller occupations, such as the first two in the alphabetical listing in Appendix A (anesthesiologists and audiologists), there were too few responses to produce useful information even for all employers of those occupations combined. At the other end of the spectrum, responses from employers of “registered nurses, general” were sufficient enough to provide information by industry, status as urban or rural employers, and employer size class.

The Most Difficult Occupations to Fill Overall

Looking broadly at the responses (that is, not stratified by industry, urban/rural status, or size class), survey responses showed the following:

- There was a wide range of reported difficulty. At one end of the spectrum, 100 percent of employers who had hired for certain occupations identified those occupations as difficult to fill. At the other end, only

Rank	Occupation	% Who Reported Difficulty
1	Psychiatric Nurse Practitioners	100%
1	Psychiatrists	100%
1	Rehabilitation Counselors	100%
4	Chief Medical Officers	94%
5	Surgical Technicians and Technologists	93%
6	Psychiatric Nurses	91%
7	Substance Use Disorder Counselors	90%
8	Occupational Therapist	90%
9	Mammographers	89%
10	Perioperative Nurses	88%
11	Nurse Managers	87%
12	Pharmacists	86%
12	Obstetric Nurses	86%
12	Diagnostic Medical Sonographers	86%
15	Geriatric Nurses	85%
16	Case Management Nurses	84%
16	Speech-Language Pathologists	84%
18	Critical Care Nurses	83%
18	MRI Technologists	83%
18	Pediatricians	83%
20	Physical Therapists	82%

25 percent of employers said other occupations were difficult to fill. (See tables 1 and 2.)

- The most obvious pattern in the table of occupations most difficult to fill is that nearly all of them require at least a bachelor’s degree and none require less than an associate degree. Knowing that significant training is required for these hardest-to-fill occupations invites some key questions:
 1. How much of the required training is being done in Alaska?
 2. How attractive is employment in Alaska to trained workers outside the state or students completing training out of state and looking for their first job?
 3. How well does “growing our own” in Alaska fulfill the need for workers?

Expanding the capacity of in-state training programs or

creating new programs for the hardest-to-fill occupations is appealing in its simplicity and directness, but a variety of other tools might also alleviate the pressure. Creating recruitment incentives for qualified workers from other states is one example, and assessing the degree to which retention is part of the problem and attempting to improve it is another. Longer term strategies include educating and encouraging Alaska’s youth to consider health care careers from an early age.

For some of the occupations requiring high levels of training, Alaska has limited training options. Among the occupations listed as the 20 most difficult to fill, the state has no in-state training options for MRI technologists or physical therapists and only small, partial residencies for psychiatrists and pediatricians offered through the University of Washington. Some nurse specialties also require postgraduate education not available in the state.

To partly compensate for these limitations, Alaska has implemented loan repayment and direct incentive programs to practitioners who commit to practicing in Alaska for a certain period of time. These programs are widely used for recruitment and retention in health care occupations, especially where there’s a specific public interest in having sufficient and sufficiently trained workers.

Another pattern in the list of 20 occupations that are most difficult to fill is the number of different types of nurses. Seven out of the 20 were some type of nurse, nurse manager, or nurse practitioner. The likely reason is that among occupations that require significant training, nursing is especially large in terms of the number employed and also an occupation that has recorded strong growth for an extended period of time.

The Least Difficult Occupations to Fill Overall

Table 2 shows the occupations employers identified as less difficult to fill. One cautionary note in interpreting these results is that because the survey was limited to employers of health care workers, we don’t know how these percentages would compare to non-health care occupations. Given health care’s strong growth over the last few decades, it’s fair to assume that even some of the health care occupations that are less difficult to fill would be harder to fill than many occupations outside health care.

The occupations in this group generally require minimal training and education, but there are exceptions. For example, radiologists require a medical degree, and dentists have to graduate from dental school. And though advanced degrees are not generally required, an occupational health and safety specialist needs a bachelor’s degree. Possible reasons these occupations are relatively easy to fill are: 1) favorable working conditions

Rank	Occupation	% Who Reported Difficulty
1	Physical Therapist Aides	27%
2	Medical Records Filing Clerks	28%
3	Emergency Medical Technicians	31%
4	Medical Records and Health Information Technicians	33%
5	Medical Secretaries	39%
6	Medical Assistants	41%
7	Pharmacy Technicians	42%
8	Limited Radiologic Technicians	43%
9	X-Ray Technicians and Technologists	46%
9	Phlebotomists	46%
11	Radiologists	50%
11	Occupational Health and Safety Spec.	50%
11	Physical Therapy Assistants	50%
14	Dental Hygienists	52%
14	Health Care Social and Community Services Managers	52%
16	Dentists	53%
17	Massage Therapists	54%
18	Certified Nursing Assistants	56%
18	Behavioral Health Case Managers and Care Coordinators	56%
19	Home Health Aides	57%
19	Medical and Clinical Lab Technicians	57%
19	Community Wellness Advocates	57%

and other nonwage benefits, and 2) relatively high wages.

Occupations Most Difficult to Fill in Rural Alaska

The survey confirmed that rural Alaska employers typically have more difficulty filling health care positions than urban employers, but not for all occupations. Table 3 shows the occupations most difficult to fill according to rural employers, which include several that are not on the overall list of hardest-to-fill occupations and several others that are on the list but were noticeably more difficult for rural employers to fill. For example, all rural employers had difficulty finding geriatric nurses, occupational therapists, and pharmacists, but because none of those occupations were among the top 10 most difficult to fill

for urban employers (Table 5), they were further down the overall list (Table 1).

Occupations Least Difficult to Fill in Rural Alaska

Occupations that were least difficult to fill in rural Alaska (Table 4) tended to require little specialized training, and the required training was available on the job or without more than a brief time away from a rural location. It is telling that some of these occupations are actually less difficult to fill in rural Alaska than they are in urban Alaska (Table 6). For example, pharmacy technicians and certified nursing assistants were among the least difficult to fill rurally but not on that list for urban Alaska. The likely reason, discussed more below, is that rural Alaska has fewer occupational options, so what constitutes a “good job” is different. Year-round jobs that pay moderately well and don’t require years of training away from home are scarcer in rural Alaska, which likely means larger applicant pools and easier recruitment for rural employers.



Most Difficult Occupations to Fill in Urban Alaska

The list of occupations most difficult to fill in urban Alaska (Table 5) has fewer occupations that 100 percent of employers said were difficult to fill. Behavioral health occupations were well represented on the list:

psychiatrists, psychiatric nurse practitioners, psychiatric nurses, clinical social workers, and substance abuse counselors. The fact that chief medical officers are difficult to fill in both urban and rural locations probably says more about the complexity and difficulty of managing health care medical operations than anything else. That problem is unlikely to go away any time soon and probably can’t be addressed as effectively by the tools useful for other occupations (e.g., expanding training, raising awareness of the benefits of health care careers, and loan forgiveness/ direct payment programs).

Rank	Occupation	% Who Reported Difficulty
1	Chief Medical Officers	100%
1	Geriatric Nurses	100%
1	Occupational Therapists	100%
1	Pharmacists	100%
1	Rehabilitation Counselors	100%
1	Speech-Language Pathologists	100%
1	Substance Use Disorder Counselors	100%
1	Surgical Technicians and Technologists	100%
9	Case Management Nurses	91%
10	Dentists	90%

Rank	Occupation	% Who Reported Difficulty
1	Physical Therapist Aides	29%
2	Medical Records Filing Clerks	32%
3	Pharmacy Technicians	33%
4	Medical Secretaries	36%
5	Medical Records and Health Information Technicians	42%
6	Certified Nursing Assistants	44%
7	Medical Assistants	52%
8	Medical and Clinician Lab Technicians	53%
9	X-Ray Technicians and Technologists	56%
10	Occupational Therapy Assistants	57%

Least Difficult Occupations to Fill in Urban Alaska

The list of occupations least difficult to fill in urban Alaska (Table 6) is similar to the comparable list for rural Alaska, but dentists were one of the 10 least difficult occupations to fill in urban Alaska and one of the 10 most difficult in rural Alaska.

Occupations substantially more difficult to fill rurally

Many occupations were substantially more difficult to fill in rural Alaska than in urban Alaska. Table 7 shows those with a difference of at least 20 percentage points.

Nearly all of these occupations require significant postsecondary training only available in urban Alaska or, in a few cases, out of state (dentists and chiropractors). Some rural Alaskans who leave home for training would presumably not return because their new, marketable skills would put them in high demand in both rural and urban settings.

That's one of the consistent challenges of workforce development in rural Alaska: training that provides clear benefits for rural students in terms of lifetime earnings and reduced likelihood of unemployment does not always benefit their rural home because the training makes it more likely they can find work elsewhere. Scholarships or other incentives that are contingent on rural students returning to work in rural areas may help. Another promising option is apprenticeships, which create unique opportunities to train and work locally and foster bonds with rural employers.

Occupations substantially less difficult to fill rurally

There were fewer occupations rural employers had less difficulty filling than urban employers, and the difference between the two was smaller. (See Table 8.)

Several of these occupations require little postsecondary training and many require only on-the-job training. As discussed earlier, the fact that rural Alaska has more limited wage and salary job opportunities, both in the variety of occupations and in the number of jobs relative to the population, is a likely part of the equation. Also, for some positions such as nurse managers, urban facilities may require more advanced education, making it more likely that employers will find it difficult to find qualified applicants.

Rank	Occupation	% Who Reported Difficulty
1	Psychiatrists	100%
1	Psychiatric Nurse Practitioner	100%
1	Mammographers	100%
4	Chief Medical Officers	91%
5	Psychiatric Nurses	89%
5	Surgical Technicians and Technologists	89%
5	Perioperative Nurses	89%
8	Clinical Social Workers	88%
9	Substance Use Disorder Counselors	87%
10	Optometrists	88%

Rank	Occupation	% Who Reported Difficulty
1	Medical Records Filing Clerks	26%
2	Physical Therapist Aides	27%
3	Medical Records and Health Information Technicians	29%
4	Medical Assistants	38%
5	Medical Secretaries	39%
6	Phlebotomists	39%
7	X-Ray Technicians and Technologists	41%
8	Dentists	43%
9	Physical Therapy Assistants	44%
10	Massage Therapists	46%

Table 7		
Occupations Rural Respondents Identified as Substantially More Difficult to Fill Than Urban Respondents		
Rank	Occupation	% Who Replied 'Substantially More'
1	Geriatric Nurses	100% rural/75% urban
2	Speech Language Pathologists	100% rural/77% urban
3	Pharmacists	100% rural/78% urban
4	Dentists	90% rural/43% urban
5	Chiropractors	80% rural/55% urban
6	Sterile Processing Technicians	80% rural/56% urban
7	Dental Hygienists	68% rural/48% urban
8	Physical Therapy Assistants	67% rural/44% urban

Table 8		
Occupations Rural Employers Reported As Substantially Less Difficult to Fill Than Urban Employers		
Rank	Occupation	% Who Replied 'Substantially Less'
1	Nurse Managers	75% rural/91% urban
2	Clinical Social Workers	64% rural/88% urban
3	Licensed Practical Nurses	64% rural/75% urban
4	Dental Assistants	51% rural/64% urban
5	Certified Nursing Assistants	44% rural/61% urban
6	Pharmacy Technicians	33% rural/50% urban

Analysis of Retention and Other Workforce Characteristics

Knowing which occupations are most difficult to fill leads naturally to questions about the degree to which people are likely to remain in those occupations once hired. Although we could not compile retention data for all occupations because a certain number of workers were required over the period, this newly created data set looks promising as a means to understanding and improving occupational retention.

As noted in the introduction, the retention, wage, and demographic information discussed briefly here and detailed in Appendix B uses less detailed occupational codes than the survey data. See appendices D and E for more information and crosswalks between the two.

Sorting occupations by wages and retention

Table 9 is the list of occupations sorted by hourly wages. Table 10 sorts occupations by the average number of years people in that occupation worked from 2001 to 2014.

As one might expect, the higher an occupation's hourly wages ranked, the higher it tended to rank by retention. However, the connection between wages and retention is somewhat loose. Table 11 examines that relationship and highlights occupations that ranked noticeably higher by wages than by retention. Table 12 does the inverse, highlighting occupations that ranked higher by retention than by wages.

Not surprisingly, other factors besides wages play a role in determining whether a person stays in an occupation. For the occupations in Table 11, the combined nonwage factors — working conditions, meaningfulness of work, etc. — made the occupations appear less desirable. For the occupations in Table 12, the nonwage factors made the occupation more desirable.

Every occupation has a different combination of nonwage factors (which would also differ by employer), and efforts to increase retention would require more in-depth exploration by those familiar with the day-to-day work. But identifying occupations with the lowest retention is the first step toward increasing it, which could be part of the solution for easing pressure in occupations that are hard to fill.

Using the data

The primary value of this report comes from the pairing



of targeted survey data gathered from employers about difficult-to-fill occupations with detailed occupational data from the Department of Labor and Workforce Development.

To an employer, the data will show whether their hiring experiences are typical among Alaska employers. If the employer is having difficulty hiring for an occupation that other Alaska employers are not, that means the employer can likely mitigate the difficulty, possibly by raising wages, improving working conditions, or dealing with morale or other reputational factors that make them less appealing to applicants. For universally hard-to-fill positions, employers may benefit more from working with other employers and the workforce development system to develop practicum, apprenticeship, or internship opportunities, or help create statewide incentives for retention.

For those in health care workforce development, the information can help:

- Prioritize spending
- Expand targeted training programs and youth engagement initiatives
- Maintain and grow loan repayment and incentives programs

It may be too early to set targets for the percentage of employers that report recruitment difficulties or goals for retention, but that's another potential use. These two data sets — the employer survey and the new retention data — offer clear opportunities to make health care workforce development systems more data driven.

Even without specific targets, simply knowing at regular intervals which occupations are most difficult for employers to fill and whether that difficulty has increased or abated will reveal where workforce development needs are greatest and help separate chronic from temporary problems.

Table 9**Occupations Sorted by Average Hourly Wages**

Rank	Occupation	Average Hourly Wage
1	Physicians and Surgeons, All Other	\$148.32
2	Anesthesiologists	\$147.88
3	Psychiatrists	\$105.62
4	Family and General Practitioners	\$94.92
5	Dentists	\$87.68
6	Chief Executives	\$78.79
7	Pharmacists	\$60.32
8	Physician Assistants	\$55.14
9	Medical and Health Services Managers	\$52.42
10	Financial Managers	\$52.05
11	General and Operations Managers	\$46.71
12	Registered Nurses	\$39.28
13	Physical Therapists	\$39.24
14	Clinical Counseling, and School Psychologists	\$37.73
15	Speech-Language Pathologists	\$35.90
16	Respiratory Therapists	\$34.57
17	Occupational Therapists	\$34.18
18	Health Diagnosing and Treating Practitioners, All Other	\$34.13
19	Radiologic Technologists	\$33.79
20	Medical and Clinical Laboratory Technologists	\$33.68
21	Social and Community Services Managers	\$32.95
22	Dental Hygienists	\$32.41
23	Emergency Medical Technicians and Paramedics	\$30.81
24	Physical Therapist Assistants	\$28.27
25	Dietitians and Nutritionists	\$28.22
26	Mental Health Counselors	\$27.84
27	Licensed Practical and Licensed Vocational Nurses	\$27.52
28	Surgical Technologists	\$26.99
29	Healthcare Social Workers	\$26.60
30	Health Educators	\$26.43
31	Counselors, All Other	\$25.76
32	Health Technologists and Technicians, All Other	\$25.31
33	Medical and Clinical Laboratory Technicians	\$24.42
34	Substance Abuse and Behavioral Disorder Counselors	\$23.64
35	Opticians, Dispensing	\$22.64
36	Medical Equipment Preparers	\$21.95
37	Rehabilitation Counselors	\$21.85

Table 10**Occupations Sorted by Retention**

Rank	Occupation	Average Years Worked
1	Dental Hygienists	7.2
2	Physical Therapists	7.0
3	Registered Nurses	6.9
4	Respiratory Therapists	6.4
5	Speech-Language Pathologists	6.1
6	Occupational Therapists	6.1
7	Pharmacists	5.9
8	Medical and Clinical Laboratory Technologists	5.7
9	Pharmacy Technicians	5.3
10	Licensed Practical and Licensed Vocational Nurses	5.2
11	Physician Assistants	5.1
12	Surgical Technologists	5.1
13	Radiologic Technologists	5.0
14	Chief Executives	4.9
15	Family and General Practitioners	4.9
16	Medical and Health Services Managers	4.7
17	Physicians and Surgeons, All Other	4.6
18	Financial Managers	4.5
19	Health Care Social Workers	4.4
20	Medical and Clinical Laboratory Technicians	4.3
21	Dietitians and Nutritionists	4.2
22	Nursing Assistants	4.1
23	Anesthesiologists	4.1
24	Dental Assistants	4.0
25	General and Operations Managers	4.0
26	Psychiatrists	3.9
27	Opticians, Dispensing	3.9
28	Medical Equipment Preparers	3.8
29	Health Diagnosing and Treating Practitioners, All Other	3.7
30	Dentists	3.7
31	Billing and Posting Clerks	3.5
32	Clinical Counseling, and School Psychologists	3.4
33	Rehabilitation Counselors	3.4
34	Emergency Medical Technicians and Paramedics	3.1
35	Physical Therapist Assistants	3.0
36	Social and Community Services Managers	2.9
37	Psychiatric Technicians	2.8
38	Mental Health Counselors	2.7
39	Medical Assistants	2.7
40	Medical Records and Health Information Technicians	2.6
40	Medical Secretaries	2.6
42	Health Care Support Workers, All Other	2.6
43	Health Technologists and Technicians, All Other	2.5
44	Substance Abuse and Behavioral Disorder Counselors	2.2
45	Health Educators	2.2
46	Massage Therapists	2.2
47	Home Health Aides	2.0
48	Personal Care Aides	1.8
49	Counselors, All Other	1.7
50	Physical Therapist Aides	1.5
51	File Clerks	1.4

Table 11**Occupations With Low Retention Relative to Wages**

Occupation	Rank by Average Hourly Wage	Rank by Retention
Physicians and Surgeons, All Other	1	17
Anesthesiologists	2	23
Psychiatrists	3	26
Family and General Practitioners	4	15
Dentists	5	30
Chief Executives	6	14
Medical and Health Services Managers	9	16
Financial Managers	10	18
General and Operations Managers	11	25
Clinical Counseling, and School Psychologists	14	32
Health Diagnosing and Treating Practitioners, All Other	18	29
Social and Community Services Managers	21	36
Emergency Medical Technicians and Paramedics	23	34
Physical Therapist Assistants	24	35
Mental Health Counselors	26	38
Health Educators	30	45
Counselors, All Other	31	49
Health Technologists and Technicians, All Other	32	43
Substance Abuse and Behavioral Disorder Counselors	34	44
Massage Therapists	40	46

Table 12**Occupations With High Retention Relative to Wages**

Occupation	Rank by Average Hourly Wage	Rank by Retention
Registered Nurses	12	3
Physical Therapists	13	2
Speech-Language Pathologists	15	5
Respiratory Therapists	16	4
Occupational Therapists	17	6
Radiologic Technologists	19	13
Dental Hygienists	22	1
Licensed Practical and Licensed Vocational Nurses	27	10
Surgical Technologists	28	12
Healthcare Social Workers	29	19
Medical and Clinical Laboratory Technicians	33	20
Opticians, Dispensing	35	27
Medical Equipment Preparers	36	28
Billing and Posting Clerks	38	31
Dental Assistants	43	24
Pharmacy Technicians	44	9
Nursing Assistants	45	22
Medical Secretaries	46	40
Psychiatric Technicians	47	37

AKSHOT Occupation Survey Results

Anesthesiologists

Administer anesthetics prior to, during, or after surgery or other medical procedures. Closely monitor patients' vital signs during surgery and adjust anesthetics accordingly; monitor patients through the first recovery stages after an operation; and administer appropriate medications during recovery. May treat patients with conditions causing chronic pain. May specialize in specific types of problems, such as respiratory or neurological illnesses.

Training Requirements: Graduation from medical school and completion of specialized training and a medical residency program, plus board certification and licensure/eligibility for licensure as an anesthesiologist.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-
¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough. (-) Data suppressed due to low response rate or no data reported for that category.												
Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-
¹ Employment ranges are based on statewide average employment in 2014. (-) Data suppressed due to low response rate or no data reported for that category.												

Audiologists

Assess and treat hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.

Training Requirements: At least a master's degree in audiology, national certification, and fulfillment of state licensure requirements.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-
¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough. (-) Data suppressed due to low response rate or no data reported for that category.												
Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-
¹ Employment ranges are based on statewide average employment in 2014. (-) Data suppressed due to low response rate or no data reported for that category.												

Behavioral Health Aides (BHA) including Village Counselors

Address community behavioral health problems including alcohol, drug, and tobacco abuse and mental health disorders such as grief, depression, suicide, and related issues. Seek balance in the community by developing solutions that are sensitive to cultural needs. Promote healthy individuals, families, and communities in Alaska Native villages. Includes all BHA levels. Includes Village Counselors.

Training Requirements: Certification based on current level of training or experience and fulfillment of CHAPCB program requirements. Certified BHAs require additional clinical experience and training.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	22	41%	59%	16	44%	56%	6	33%	67%			
Hospitals	5	60%	40%	-	-	-	-	-	-	-	-	-
Nursing and Residential Care Facilities	6	33%	67%	5	20%	80%	1	-	-	-	-	-
Social Assistance	8	38%	63%	6	50%	50%	2	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	15	47%	53%
Hospitals	-	-	-	-	-	-	-	-	-	5	60%	40%
Social Assistance	-	-	-	-	-	-	-	-	-	5	40%	60%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Behavioral Health Case Managers and Care Coordinators

Develop, implement, and carry out care plans developed by a psychologist, social worker, or other behavioral health clinician. Provide individuals, families, and groups with the psychosocial support to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers, providing patient education and counseling, and referrals for other services in the areas of mental health, developmental disabilities, and senior and long-term care. May also provide care and case management or interventions to promote health, prevent disease, and address barriers to health care access.

Training Requirements: Associate or bachelor's degree typically required, preferably in social work, psychology, or human services. May be waived with relevant experience.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	32	44%	56%	19	47%	53%	13	39%	62%			
Hospitals	6	33%	67%	-	-	-	-	-	-	-	-	-
Other Ambulatory Health Care Services	6	33%	67%	-	-	-	-	-	-	-	-	-
Social Assistance	11	36%	64%	7	43%	57%	4	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Behavioral Health Case Managers and Care Coordinators, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	8	38%	63%	-	-	-	18	50%	50%
Hospitals	-	-	-	-	-	-	-	-	-	5	20%	80%
Social Assistance	-	-	-	-	-	-	-	-	-	7	43%	57%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Behavioral Health Clinical Associates

Using specialized training or experience, provide psychosocial evaluation, education, and counseling to patients with behavioral or mental health conditions, including substance abuse, stress or family issues. Facilitate rehabilitation by teaching needed life skills and encouraging and coaching patients. Works under the direction of a Mental or Behavioral Health Counselor, Licensed Clinical Social Worker (LCSW), or other behavioral health professional.

Training Requirements: Minimum of an associate degree in health and human services or related field.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	22	23%	77%	16	25%	75%	6	17%	83%
Nursing and Residential Care Facilities	5	20%	80%	5	20%	80%	-	-	-
Physicians' Offices	5	20%	80%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	7	-	100%	-	-	-	11	36%	64%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Behavioral Health Directors and Supervisors

Oversee, direct, supervise, or evaluate the work of other behavioral health providers within a professional unit or across an entire facility.

Training Requirements: Education requirements may vary greatly, but generally graduation from a two- or four-year accredited program in psychology, social work, or related field. May require supervisory experience.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	24	33%	67%	17	35%	65%	7	29%	71%			
Hospitals	5	-	100%	-	-	-	-	-	-			
Social Assistance	8	38%	63%	6	50%	50%	2	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	5	60%	40%	-	-	-	15	27%	73%
Hospitals	-	-	-	-	-	-	-	-	-	5	-	100%
Social Assistance	-	-	-	-	-	-	-	-	-	5	40%	60%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Case Management Nurses

Work with patients and their providers, develop a plan of care, monitor progress, assess care, and make changes or suggest alternative treatments if necessary. Ensure high quality care and cost effectiveness. Ensure care plan best suits the patient's needs. Work with patients and their families as well as with the provider team. Analyze data, conduct research, and compare treatments. May specialize in one area of health care to better serve their clients and may still provide patient care within a registered nurse's scope of work. Excludes case managers and care coordinators primarily concerned with behavioral, mental health, and substance use disorders. (See Health Care Social and Community Health Workers.)

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. May obtain additional certification as a case management nurse.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	25	16%	84%	14	21%	79%	11	9%	91%			
Hospitals	11	27%	73%	6	50%	50%	5	-	100%			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	16	19%	81%
Hospitals	-	-	-	-	-	-	-	-	-	10	30%	70%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

CAT Scan Technicians

Prepare diagnostic images of the body's interior using computerized scanners and radiation to create 3-D images.

Training Requirements: Graduation from an accredited certificate program or an associate or bachelor's degree, plus passing the national certification exam and obtaining a state license.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	9	33%	67%	7	29%	71%	2	-	-
Hospitals	6	17%	83%	-	-	-	-	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	7	29%	71%
Hospitals	-	-	-	-	-	-	-	-	-	6	17%	83%

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Certified Nurse Midwives (CNM)

Diagnose and coordinate all aspects of the birthing process from ante partum to postpartum, independently or as part of a health care team. May provide well-woman gynecological care and family planning. Assess, treat, and evaluate infants and women of childbearing age through menopause, approximately 13 to 60 years of age.

Training Requirements: Graduation from a graduate nursing program specializing in preparing nurse midwives. Successful completion of board exams and certification/licensure requirements.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	10	30%	70%	7	29%	71%	3	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Certified Nursing Assistants (CNA)

Provide basic patient care under the direction of nursing staff, typically within a long-term care or mental facility, or a hospital. Take vital signs, change wound dressings, change linens, and feed, bathe, dress, groom, or move patients according to the patient's care plan. May transfer or transport patients. Excludes Home Health Aides, Orderlies, Personal Care Aides, Lift Team Technicians and Specialists, and Psychiatric Aides.

Training Requirements: Successful completion of a Board of Nursing approved CNA training program. Must pass the certification exam. May require CPR certificate and basic care preparatory course.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	81	44%	56%	54	39%	61%	27	56%	44%
Home Health Care Services	6	-	100%	6	-	100%	-	-	-
Hospitals	14	71%	29%	5	100%	-	9	56%	44%
Nursing and Residential Care Facilities	32	41%	59%	22	36%	64%	10	50%	50%
Physicians' Offices	17	59%	41%	10	50%	50%	7	71%	29%
Social Assistance	10	20%	80%	9	22%	78%	1	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	32	41%	59%	20	40%	60%	6	33%	67%	23	57%	43%
Hospitals	-	-	-	-	-	-	-	-	-	12	67%	33%
Nursing and Residential Care Facilities	20	40%	60%	8	38%	63%	-	-	-	-	-	-
Physicians' Offices	5	60%	40%	8	63%	38%	-	-	-	-	-	-
Social Assistance	-	-	-	-	-	-	-	-	-	5	20%	80%

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Chief Executive Officers (CEO), Health Care-specific

Lead a large health management system or group of facilities. Responsible for the direction, oversight, financial management, and performance of their organization. Excludes Hospital Administrators that are leaders of a single facility.

Training Requirements: Typically requires a master's degree in business, public administration, or a health-care related field, but education requirements vary greatly.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	27	37%	63%	21	43%	57%	6	17%	83%
Hospitals	6	33%	67%	-	-	-	-	-	-
Nursing and Residential Care Facilities	5	-	100%	-	-	-	-	-	-
Physicians' Offices	6	83%	17%	6	83%	17%	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Chief Executive Officers (CEO), Health Care-specific, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	8	38%	63%	8	50%	50%	2			9	33%	67%
Hospitals	-	-	-	-	-	-	-	-	-	5	40%	60%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Chief Medical Officers (CMO)

As MDs and senior members of the facility management team, supervise all medical staff. Oversee patient care delivery and assume responsibility for quality assessment and patient safety. Assess organization's health care services and ensure they meet the needs of the community demographic. Act as a liaison between medical staff and administration.

Training Requirements: Physician's license and extensive experience in practice, management, and supervision.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	16	6%	94%	11	9%	91%	5	-	100%
Hospitals	5	-	100%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	5	20%	80%	-	-	-	-	-	-	8	-	100%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Chief Nursing Officers and Directors

As senior nursing management in an organization, supervise the nursing staff and oversee the care of all patients at a health care facility. Develop and implement plans for nursing care, treatment, and services. Determine the optimum types and numbers of nursing personnel in conjunction with all other medical, clinical, and therapeutic disciplines. Assume full responsibility for the quality of nursing care.

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. Extensive experience in management and supervision is required.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	15	33%	67%	9	33%	67%	6	33%	67%
Hospitals	7	29%	71%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Chief Nursing Officers and Directors, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	8	38%	63%
Hospitals	-	-	-	-	-	-	-	-	-	6	33%	67%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Chiropractors

Assess, treat, and care for patients by manipulation of spine and musculoskeletal system. May provide spinal adjustment or address sacral or pelvic misalignment.

Training Requirements: At least three years of undergraduate education at an accredited college, followed by a four-year Doctor of Chiropractic (D.C.) degree program, plus a state license.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	16	38%	63%	11	46%	55%	5	20%	80%
Other Health Practitioners' Offices	15	33%	67%	10	40%	60%	5	20%	80%

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	10	10%	90%	5	80%	20%	-	-	-	-	-	-
Other Health Practitioners' Offices	10	10%	90%	5	80%	20%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Clinical Psychologists

Diagnose or evaluate mental and emotional disorders through observation, interviews, and psychological tests. Formulate and administer treatment and therapy plans. Do not prescribe medication.

Training Requirements: Doctorate in an accredited program. A state license is required in Alaska.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	16	13%	88%	13	8%	92%	3	-	-
Physicians' Offices	7	-	100%	6	-	100%	1	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Clinical Psychologists, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	6	33%	67%	-	-	-	6	-	100%

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Clinical Social Workers

Provide mental health therapy. Prevent, treat, or eliminate mental or emotional illness or dysfunction by applying generally recognized professional social work principles, methods, and procedures. Use observation, description, evaluation, interpretation, intervention, and treatment to modify behavior.

Training Requirements: Master's or doctorate in social work from an accredited program, plus specialized training. Licensure as a clinical social worker (LCSW) is required to practice in Alaska.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	36	19%	81%	25	12%	88%	11	36%	64%
Hospitals	7	29%	71%	-	-	-	-	-	-
Physicians' Offices	7	14%	86%	5	20%	80%	2	-	-
Social Assistance	11	18%	82%	9	11%	89%	2	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	5	-	100%	12	33%	67%	2	-	-	17	18%	82%
Hospitals	-	-	-	-	-	-	-	-	-	7	29%	71%
Social Assistance	-	-	-	7	29%	71%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Community Health Aide/Practitioners (CHA, CHA/P)

Provide direct therapeutic and diagnostic patient care, health promotion, disease prevention, and clinic administration in the Indian Health Services system in Alaska. Work under the direct supervision of a physician, but may be the sole on-location medical provider in a rural community.

Training Requirements: High school graduation or GED, completion of CHA/P training, and annual continuing education.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	6	-	100%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Community Health Aide/Practitioners (CHA, CHA/P), cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	5	-	100%

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Community Health Representatives (Indian Health Services)

Visit clients in the home and refer them to the proper health facility. Explain available health programs and the policies and procedures community members must abide by when seeking health care. Organize community health promotion and disease prevention events. Educate people about the health hazards of alcohol use, cigarette smoking, poor eating habits, and poor hygiene. Offer transportation to health promotion facilities for those in need. Enter diagnostic patient-specific data into official patient medical records. Primarily reside in the Indian Health Services system.

Training Requirements: Specialized training through the Indian Health Services system.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Community Wellness Advocates

As entry-level health educators, implement health promotion and education in their communities under the direction of a more experienced health educator. Typically work in Alaska Native villages and are trained by tribal health organizations.

Training Requirements: One-year basic health promotion training program.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	14	43%	57%	9	44%	56%	5	40%	60%

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Community Wellness Advocates, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	5	20%	80%	-	-	-	-	-	-	6	83%	17%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Counseling Psychologists

Assess and evaluate clients' problems through the use of case history, interviews, and observation. Provide individual or group counseling to help patients achieve more effective personal, social, educational, and vocational development and adjustment.

Training Requirements: Master's degree from an accredited program. May obtain a license, but this is not required.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	15	20%	80%	12	17%	83%	3	-	-
Physicians' Offices	5	20%	80%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	6	33%	67%	-	-	-	6	17%	83%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Critical Care Nurses (CCU)

Provide direct patient care including assessing, diagnosing, planning, and prescribing pharmacological and nonpharmacological treatment of health problems. Practice in settings where patients require complex assessment, high-intensity therapies and interventions, and continuous nursing vigilance. Can specialize in pulmonary, cardiac, Intensive care, pediatric, and other areas.

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. May obtain specialized training and certification.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	12	17%	83%	5	20%	80%	7	14%	86%
Hospitals	12	17%	83%	5	20%	80%	7	14%	86%

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Critical Care Nurses (CCU), cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	11	18%	82%
Hospitals	-	-	-	-	-	-	-	-	-	11	18%	82%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Dental Assistants

Carry out an assortment of patient care and clerical duties, including sterilizing dental instruments, preparing examination rooms, managing office inventory, scheduling appointments, and processing payments. Collect patients' medical and dental histories before preparing them for exams and procedures. May work alongside dentists during procedures and hand them instruments as necessary. May prepare x-rays, take dental impressions, apply topical anesthetics, and place dental dams.

Training Requirements: High school diploma or GED and a certificate or degree from a dental assistant program.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	122	40%	60%	85	37%	64%	37	49%	51%
Dentists' Offices	108	38%	62%	81	36%	64%	27	44%	56%
Physicians' Offices	6	33%	67%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	72	38%	63%	41	39%	61%	-	-	-	9	67%	33%
Dentists' Offices	72	38%	63%	36	39%	61%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Dental Health Aide Therapists

Under the supervision of a dentist, provide routine dental services to high-risk residents of rural Alaska villages. Use language skills and cultural fluency to educate people and the community and to promote oral health.

Training Requirements: Specialized training through the Alaska Tribal Health System.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.

Dental Health Aide Therapists, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Dental Hygienists

Clean teeth and examine mouth, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop x-rays, and apply fluoride or sealants.

Training Requirements: Graduation from an accredited dental hygiene program and obtainment of state license.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	82	48%	52%	63	52%	48%	19	32%	68%
Dentists' Offices	78	49%	51%	60	53%	47%	18	33%	67%

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	50	48%	52%	30	47%	53%	-	-	-	-	-	-
Dentists' Offices	50	48%	52%	28	50%	50%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Dentists, General

Diagnose and treat problems with teeth and tissues in the mouth, give advice, and administer care to prevent future problems. Provide instruction on diet, brushing, flossing, the use of fluoride, and other dental care. Remove tooth decay, fill cavities, examine x-rays, place protective plastic sealants on children's teeth, straighten teeth, and repair fractured teeth. Perform corrective surgery on gums and supporting bones to treat gum diseases. Extract teeth and make models and measurements for dentures to replace missing teeth. Administer anesthetics and write prescriptions for antibiotics and other medication. Excludes Prosthodontists, Orthodontists, Oral and Maxillofacial Surgeons, and all other specialized dentists.

Training Requirements: Graduation from an accredited dental school and obtainment of state license.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	45	47%	53%	35	57%	43%	10	10%	90%
Dentists' Offices	33	61%	39%	32	63%	38%	1	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Dentists, General, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	16	69%	31%	20	45%	55%	-	-	-	9	11%	89%
Dentists' Offices	16	69%	31%	17	53%	47%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Diagnostic Medical Sonographers

Use special equipment to direct high frequency sound waves into areas of the patient's body. Operate the equipment that collects reflected echoes and forms an image that may be videotaped, transmitted, or photographed for interpretation and diagnosis by a physician.

Training Requirements: Associate degree from an accredited program. A license is not required in Alaska.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	14	14%	86%	10	20%	80%	4	-	-
Hospitals	8	-	100%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	8	-	100%
Hospitals	-	-	-	-	-	-	-	-	-	8	-	100%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Dietitians and Nutritionists

Plan and conduct food service or nutritional programs to promote health and control of disease. Consult with patients and devise meal plans to meet individual dietary needs. Educate about nutrition and promote wellness and disease prevention through diet. May supervise activities of a department providing food services, counsel individuals, or conduct nutritional research.

Training Requirements: At least a four-year degree from an accredited program and obtainment of Alaska license. National certification is available.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	18	44%	56%	12	42%	58%	6	50%	50%
Hospitals	10	50%	50%	6	50%	50%	4	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Dietitians and Nutritionists, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	11	45%	55%
Hospitals	-	-	-	-	-	-	-	-	-	9	44%	56%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Electrocardiology (EKG or ECG) Technicians

Conduct diagnostic tests on pulmonary or cardiovascular systems. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests. Includes Vascular Technologists.

Training Requirements: High school diploma or GED and on-the-job training. A technical certificate or associate degree from an accredited program is often preferred or required.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	5	60%	40%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Electroneurodiagnostic (END or EEG) Technicians

Conduct electroneurodiagnostic (END) tests such as electroencephalograms, evoked potentials, polysomnograms, or electronystagmograms. Take readings of the brain or central nervous system.

Training Requirements: High school diploma or GED, CPR certification, and on-the-job training. A technical certificate or associate degree is often preferred or required.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	6	33%	67%	6	33%	67%	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Electroneurodiagnostic (END or EEG) Technicians, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Emergency Medical Technicians (EMT)

As first responders, assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick people to medical facilities. Under the direction of more highly trained medical personnel, manage respiratory and cardiac emergencies and trauma. Unlike paramedics, are not certified to administer medications, perform endotracheal intubations, and certain other procedures.

Training Requirements: Successful completion of approved EMT training course(s) and obtainment of state license.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	13	69%	31%	10	70%	30%	3	-	-
Hospitals	5	80%	20%	-	-	-	-	-	-
Other Ambulatory Health Care Services	6	67%	33%	5	60%	40%	1	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	6	67%	33%
Hospitals	-	-	-	-	-	-	-	-	-	5	80%	20%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Emergency Physicians

Provide initial evaluation, diagnosis, treatment, and disposition of any patient requiring expeditious medical, surgical, or psychiatric care. Emergency medicine may be practiced in a hospital-based or freestanding emergency department (ED), in an urgent care clinic, in an emergency medical response vehicle, or at a disaster site.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as an emergency room physician.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	6	33%	67%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Emergency Physicians, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Emergency Room (ER) Nurses

Assess and treat patients in medical crisis. Typically work alongside medical doctors. Using extensive training and knowledge, make quick and flexible responses to patients with serious illness and trauma.

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. May obtain specialized training and certification.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	12	25%	75%	4	-	-	8	25%	75%
Hospitals	11	27%	73%	4	-	-	7	29%	71%

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	10	30%	70%
Hospitals	-	-	-	-	-	-	-	-	-	10	30%	70%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Emergency Trauma Technicians (ETT)

Provide first aid, CPR, and basic care at the scene of an emergency. Typically located in remote areas such as villages and logging camps.

Training Requirements: Successful completion of Alaska-approved ETT certificate training program and first aid/CPR training.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.

Emergency Trauma Technicians (ETT), cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category. .

Family Nurse Practitioners (FNP)

Provide preventive and acute health care services to individuals of all ages. Take health histories and provide complete physical examinations. Diagnose and treat many common acute and chronic problems. Interpret laboratory results and X-rays. Prescribe and manage medications and other therapies. Provide health teaching and supportive counseling with an emphasis on prevention of illness and health maintenance. Refer patients to other health professionals as needed.

Training Requirements: Graduation from a four-year accredited nursing school and a graduate nursing program. Successful completion of board exams and certification/licensure requirements.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	45	27%	73%	29	28%	72%	16	25%	75%
Hospitals	7	29%	71%	2	-	-	5	20%	80%
Other Ambulatory Health Care Services	6	17%	83%	-	-	-	-	-	-
Other Health Practitioners' Offices	10	20%	80%	8	25%	75%	2	-	-
Physicians' Offices	19	32%	68%	13	39%	62%	6	17%	83%

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	14	7%	93%	18	39%	61%	2			11	36%	64%
Hospitals	-	-	-	-	-	-	-	-	-	6	33%	67%
Other Health Practitioners' Offices	5	20%	80%	-	-	-	-	-	-	-	-	-
Physicians' Offices	6	-	100%	11	55%	45%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Financial Managers and Officers, Health Care-specific

Using health care-specific knowledge and experience, direct and oversee finance and accounting functions of a health care facility or organization. Provide timely and accurate analysis of budgets, financial trends, and forecasts. Determine optimal investment options, considering risk and liquidity. Oversee the capital structure to determine the best mix of debt, equity, and internal financing. Develop, enhance, and implement health care industry forecasting and modeling, as appropriate.

Training Requirements: Graduation from a college or university in business, finance, or accounting with an emphasis in health care or nonprofits. Graduate degree and extensive experience are preferred.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	79	35%	65%	61	38%	62%	18	28%	72%
Dentists' Offices	27	37%	63%	24	38%	63%	3	-	-
Hospitals	9	22%	78%	3	-	-	6	17%	83%
Nursing and Residential Care Facilities	8	38%	63%	5	40%	60%	3	-	-
Other Health Practitioners' Offices	14	14%	86%	12	17%	83%	2	-	-
Physicians' Offices	11	64%	36%	8	63%	38%	3	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	30	40%	60%	27	41%	59%	6	17%	83%	16	25%	75%
Dentists' Offices	15	33%	67%	12	42%	58%	-	-	-	-	-	-
Hospitals	-	-	-	-	-	-	-	-	-	7	29%	71%
Other Health Practitioners' Offices	6	17%	83%	5	20%	80%	-	-	-	-	-	-
Physicians' Offices	-	-	-	5	60%	40%	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Firefighters, EMT or ETT Certified

In addition to firefighter duties, use ETT or EMT certification to act as first responders in medical emergencies. Assess injuries; administer emergency first aid, CPR, or other medical care; and extricate trapped individuals. May transport injured or sick people to medical facilities.

Training Requirements: Volunteer or paid firefighter with successful completion of approved EMT or ETT training course(s) and obtainment of state license.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

General Practitioners and Family Physicians

Serve the general population (regardless of age or sex). Diagnose, treat, and help prevent common diseases, injuries, and behavioral health afflictions. Provide preventative care and services. Help maintain biological and behavioral health and social well-being. May refer patients to specialists for further diagnosis, treatment, or social services.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as a family physician.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	32	28%	72%	16	31%	69%	16	25%	75%			
Hospitals	9	33%	67%	2	-	-	7	29%	71%			
Other Health Practitioners' Offices	5	20%	80%	-	-	-	-	-	-			
Physicians' Offices	14	36%	64%	9	33%	67%	5	40%	60%			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	7	29%	71%	10	30%	70%	1			14	29%	71%
Hospitals	-	-	-	-	-	-	-	-	-	8	38%	63%
Physicians' Offices	-	-	-	8	38%	63%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Geriatric Nurses

Care for and support elderly patients. Evaluate patient needs and administer treatments under the supervision of a medical provider such as an MD, NP, or PA-C.

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. Additional education and training in gerontology, or working in geriatrics, also required.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	13	15%	85%	8	25%	75%	5	-	100%			
Hospitals	7	14%	86%	-	-	-	-	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	8	13%	88%
Hospitals	-	-	-	-	-	-	-	-	-	6	17%	83%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Health Care Billing Clerks and Technicians

Compile, compute, code, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare insurance claims and billing invoices for services rendered.

Training Requirements: High school diploma or GED and basic understanding of billing, insurance, and coding, plus on-the-job training related to specific office practice.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	157	41%	59%	124	44%	57%	33	33%	67%
Dentists' Offices	31	36%	65%	27	37%	63%	4	-	-
Hospitals	11	73%	27%	5	80%	20%	6	67%	33%
Nursing and Residential Care Facilities	12	75%	25%	10	70%	30%	2	-	-
Other Ambulatory Health Care Services	8	25%	75%	5	20%	80%	3	-	-
Other Health Practitioners' Offices	46	30%	70%	37	38%	62%	9	-	100%
Physicians' Offices	39	39%	62%	32	41%	59%	7	29%	71%
Social Assistance	7	71%	29%	6	83%	17%	1	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	67	36%	64%	60	33%	67%	7	86%	14%	23	65%	35%
Dentists' Offices	18	39%	61%	13	31%	69%	-	-	-	-	-	-
Hospitals	-	-	-	-	-	-	-	-	-	11	73%	27%
Nursing and Residential Care Facilities	-	-	-	-	-	-	-	-	-	5	80%	20%
Other Ambulatory Health Care Services	-	-	-	6	17%	83%	-	-	-	-	-	-
Other Health Practitioners' Offices	28	32%	68%	14	21%	79%	-	-	-	-	-	-
Physicians' Offices	13	38%	62%	21	33%	67%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Health Care Insurance Claims Processors

Review medical claims for accuracy and validity, compare billed medical procedures with insured members specific insurance plan benefits, and determine whether items billed fall within the plan provisions. Contact insured member for more information if needed. May work with a computerized claims processing program that helps flag claims requiring specific attention.

Training Requirements: High school diploma or GED. Successful completion of a training program and certification preferred.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	113	39%	61%	90	40%	60%	23	35%	65%
Dentists' Offices	35	37%	63%	32	38%	63%	3	-	-
Hospitals	9	78%	22%	4	-	-	5	80%	20%
Other Ambulatory Health Care Services	6	17%	83%	-	-	-	-	-	-
Other Health Practitioners' Offices	28	29%	71%	21	33%	67%	7	14%	86%
Physicians' Offices	30	40%	60%	25	44%	56%	5	20%	80%

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	53	36%	64%	42	29%	71%	4			14	71%	29%
Dentists' Offices	21	38%	62%	14	36%	64%	-	-	-	-	-	-
Hospitals	-	-	-	-	-	-	-	-	-	9	78%	22%
Other Health Practitioners' Offices	17	35%	65%	8	-	100%	-	-	-	-	-	-
Physicians' Offices	12	42%	58%	14	36%	64%	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Health Care Social and Community Services Managers

Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the budget of a program or organization. Oversee policies regarding participant involvement, program requirements, and benefits. May also direct social workers, counselors, or probation officers. Plan, direct, or coordinate the activities of a health care-related social service program or community outreach organization. Includes managers of programs or organizations that provide behavioral health care, long term care, senior care, or community and home-based care. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. May also direct health care social workers, counselors, health educators, or community health workers.

Training Requirements: Graduation from a two- or four-year accredited program in psychology, social work, or related field necessary, but educational requirements vary greatly. May require experience in program management, budgeting, and supervision.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	27	48%	52%	20	50%	50%	7	43%	57%
Nursing and Residential Care Facilities	5	40%	60%	-	-	-	-	-	-
Social Assistance	15	53%	47%	12	58%	42%	3	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Health Care Social and Community Services Managers, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	5	80%	20%	10	30%	70%	1			11	45%	55%
Social Assistance	-	-	-	7	29%	71%	-	-	-	5	60%	40%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Health Care Social Workers

Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to health care.

Training Requirements: At least a bachelor's degree, but frequently a master's degree in social work or a related field. Positions that require certification, such as licensed clinical social workers, are listed separately. Excludes Behavioral Health Case Managers/ Care Coordinators.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	23	22%	78%	19	21%	79%	4	-	-
Hospitals	10	30%	70%	7	43%	57%	3	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	5	-	100%	-	-	-	-	-	-	13	31%	69%
Hospitals	-	-	-	-	-	-	-	-	-	9	33%	67%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Home Health Aides

Provide routine individualized health care such as changing bandages, dressing wounds, and applying topical medications to the elderly, convalescents, or the disabled in their homes or an assisted living or care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming.

Training Requirements: GED or high school diploma, and may also require national certification such as an HHA or PCA. May require a first aid/CPR certificate that includes blood borne pathogens and a basic care preparatory course.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	49	43%	57%	46	46%	54%	3	-	-			
Home Health Care Services	7	14%	86%	7	14%	86%	-	-	-			
Nursing and Residential Care Facilities	31	52%	48%	30	53%	47%	1	-	-			
Social Assistance	8	38%	63%	7	43%	57%	1	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	24	42%	58%	14	43%	57%	1			10	50%	50%
Home Health Care Services	5	20%	80%	-	-	-	-	-	-	-	-	-
Nursing and Residential Care Facilities	18	44%	56%	10	50%	50%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Hospital Administrators

Lead a hospital and/or long term care facility. Direct, administer, and manage finances and performance of a hospital or long term care facility. Differs from a Chief Executive Officer (a CEO leads a large system or group of facilities).

Training Requirements: Typically a master's degree, preferably in business, public administration, or a health-care related field, but education requirements vary greatly.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	5	20%	80%	-	-	-	-	-	-			
Hospitals	5	20%	80%	-	-	-	-	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Hospitalists

Provide inpatient care, predominantly in medical wards, acute care units, intensive care units, rehabilitation centers, or emergency rooms. Manage and coordinate patient care throughout treatment with a focus on quality, patient safety, and resources.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as a physician.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	8	25%	75%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	6	33%	67%

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Internists, General

Diagnose and provide nonsurgical treatment of diseases and injuries to internal organs. Provide care mainly for adults who have a range of internal problems.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as an internal medicine physician.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	16	25%	75%	11	27%	73%	5	20%	80%
Physicians' Offices	10	40%	60%	8	38%	63%	2	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	7	43%	57%	-	-	-	6	17%	83%
Physicians' Offices	-	-	-	6	50%	50%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Licensed Practical Nurses (LPN)

Care for ill, injured, disabled, or convalescing patients in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a licensed registered nurse, licensed physician, or licensed dentist.

Training Requirements: Successful completion of a state-approved, vocational practical nursing program, which is typically 12 to 18 months, plus passing a licensure exam.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	51	28%	73%	40	25%	75%	11	36%	64%
Nursing and Residential Care Facilities	8	38%	63%	7	43%	57%	1	-	-
Other Health Practitioners' Offices	5	20%	80%	-	-	-	-	-	-
Physicians' Offices	22	23%	77%	17	24%	77%	5	20%	80%
Social Assistance	6	17%	83%	6	17%	83%	-	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	13	23%	77%	24	25%	75%	1			13	38%	62%
Physicians' Offices	5	20%	80%	14	21%	79%	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.

Limited Radiologic Technicians

Perform exams of chest, extremities, skull/sinuses, spine, ankle/foot, and abdomen using only radiation and under direct supervision of a radiologist or other certified radiological professional.

Training Requirements: Certificate from a six-month-to-one-year program. Certification is available but not required in Alaska.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	14	57%	43%	9	44%	56%	5	80%	20%
Hospitals	6	33%	67%	-	-	-	-	-	-
Physicians' Offices	6	67%	33%	-	-	-	-	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	7	71%	29%	-	-	-	6	33%	67%
Hospitals	-	-	-	-	-	-	-	-	-	6	33%	67%
Physicians' Offices	-	-	-	5	60%	40%	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.

Magnetic Resonance Imaging (MRI) Technologists

Operate Magnetic Resonance Imaging (MRI) scanners. Monitor patient safety and comfort and view images of area being scanned to ensure picture quality. May administer gadolinium contrast dosage intravenously. May interview patient, explain MRI procedures, and position patient on examining table. May enter data into the computer such as patient history, anatomical area to be scanned, orientation specified, and position of entry.

Training Requirements: Associate or bachelor's degree from an accredited program, passing national certification exam, and a state license.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	12	17%	83%	11	18%	82%	1	-	-			
Hospitals	6	17%	83%	5	20%	80%	1	-	-			

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	7	29%	71%
Hospitals	-	-	-	-	-	-	-	-	-	6	17%	83%

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Mammographers

Image breasts to help physicians look for or track the progress of cancer or benign growths and determine treatment. Explain process to patients, position them comfortably, perform the test, and report test results to the physician.

Training Requirements: Graduation from a two- or four-year accredited radiology program and passing the national certification exam.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	9	11%	89%	5	-	100%	4	-	-			
Hospitals	7	-	100%	-	-	-	-	-	-			

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	9	11%	89%
Hospitals	-	-	-	-	-	-	-	-	-	7	-	100%

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Marriage and Family Therapists

Diagnose and treat mental and emotional disorders within marriages and families, whether cognitive, affective, or behavioral. Treat diagnosed nervous and mental disorders by applying psychotherapeutic and family systems theories and techniques.

Training Requirements: A master's or doctorate in psychology, social work, marriage and family therapy, or counseling, plus specialized training in treating marital and family issues. Depending on the type of therapist, an active state license may be necessary.

Responses by Location											
Industry	Statewide			Urban ¹			Rural				
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult		
All Health Care	5	20%	80%	5	20%	80%	-	-	-		

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Massage Therapists

Perform therapeutic massages of soft tissues and joints. May assist in assessing range of motion and muscle strength, or propose client therapy plans.

Training Requirements: Successful completion of an accredited program and obtainment of state license. Some positions may require additional education.

Responses by Location											
Industry	Statewide			Urban ¹			Rural				
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult		
All Health Care	39	46%	54%	28	54%	46%	11	27%	73%		
Other Health Practitioners' Offices	34	44%	56%	24	54%	46%	10	20%	80%		
Physicians' Offices	5	60%	40%	-	-	-	-	-	-		

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	25	40%	60%	13	54%	46%	-	-	-	-	-	-
Other Health Practitioners' Offices	25	40%	60%	9	56%	44%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Medical and Clinical Lab Technicians

Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.

Training Requirements: A certificate or associate degree from an accredited program, passing the national certification exam, and obtaining a state license.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	37	43%	57%	22	41%	59%	15	47%	53%			
Hospitals	11	-	100%	5	-	100%	6	-	100%			
Physicians' Offices	18	61%	39%	12	50%	50%	6	83%	17%			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	6	67%	33%	15	60%	40%	2			14	14%	86%
Hospitals	-	-	-	-	-	-	-	-	-	11	-	100%
Physicians' Offices	-	-	-	10	70%	30%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Medical and Clinical Lab Technologists

Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.

Training Requirements: Associate or bachelor's degree from an accredited program, passing the national certification exam, and obtaining a state license.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	29	28%	72%	17	29%	71%	12	25%	75%			
Hospitals	12	-	100%	6	-	100%	6	-	100%			
Physicians' Offices	13	46%	54%	10	50%	50%	3	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	9	44%	56%	-	-	-	15	13%	87%
Hospitals	-	-	-	-	-	-	-	-	-	12	-	100%
Physicians' Offices	-	-	-	7	57%	43%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Medical Assistants

Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.

Training Requirements: Completion of a certification program (up to two years), passing the national certification exam, and, if applicable, a state license.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	115	59%	41%	90	62%	38%	25	48%	52%
Hospitals	10	60%	40%	3	-	-	7	43%	57%
Other Ambulatory Health Care Services	7	29%	71%	6	33%	67%	1	-	-
Other Health Practitioners' Offices	21	67%	33%	18	67%	33%	3	-	-
Physicians' Offices	72	57%	43%	60	60%	40%	12	42%	58%

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	40	50%	50%	52	63%	37%	7	57%	43%	16	69%	31%
Hospitals	-	-	-	-	-	-	-	-	-	9	67%	33%
Other Ambulatory Health Care Services	-	-	-	5	40%	60%	-	-	-	-	-	-
Other Health Practitioners' Offices	11	73%	27%	8	50%	50%	-	-	-	-	-	-
Physicians' Offices	28	43%	57%	37	68%	32%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Medical Equipment Technicians and Repairers

Maintain, adjust, calibrate, and repair a variety of electronic, electromechanical, and hydraulic equipment used in hospitals and other medical environments, including health practitioners' offices. May work on patient monitors, defibrillators, medical imaging equipment (e.g., x-rays, CAT scanners, and ultrasound equipment), voice-controlled operating tables, electric wheelchairs, and other sophisticated dental, optometric, and ophthalmic equipment.

Training Requirements: Associate degree from an accredited program. Certification is available, but is not required in Alaska.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	8	38%	63%	6	33%	67%	2	-	-
Hospitals	6	33%	67%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Medical Equipment Technicians and Repairers, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	6	33%	67%
Hospitals	-	-	-	-	-	-	-	-	-	6	33%	67%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Medical Records and Health Information Technicians

Assemble and organize health data according to the facility's patient record system, including medical history, diagnostic test results, reported and observed symptoms, examination results and treatments. Responsible for checking data for accuracy, quality, and security. Consult with health care providers to ensure all data are clear, understandable, and up-to-date. Excludes Professional Medical Coders.

Training Requirements: High School diploma or GED. Associate degree in medical records and health information technology is preferred. RHIT certification is sometimes required.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	57	67%	33%	38	71%	29%	19	58%	42%
Hospitals	14	79%	21%	6	83%	17%	8	75%	25%
Other Ambulatory Health Care Services	6	67%	33%	-	-	-	-	-	-
Other Health Practitioners' Offices	11	55%	46%	8	63%	38%	3	-	-
Physicians' Offices	19	63%	37%	13	69%	31%	6	50%	50%

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	15	60%	40%	18	56%	44%	5	80%	20%	19	79%	21%
Hospitals	-	-	-	-	-	-	-	-	-	12	83%	17%
Other Health Practitioners' Offices	6	67%	33%	-	-	-	-	-	-	-	-	-
Physicians' Offices	-	-	-	11	64%	36%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Medical Records Filing Clerks

File health care-related correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used in a health care setting. Locate and remove material from file when requested.

Training Requirements: High School graduation or GED.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	79	72%	28%	57	74%	26%	22	68%	32%
Dentists' Offices	5	100%	-	-	-	-	-	-	-
Hospitals	14	100%	-	6	100%	-	8	100%	-
Nursing and Residential Care Facilities	5	80%	20%	-	-	-	-	-	-
Other Ambulatory Health Care Services	11	46%	55%	9	56%	44%	2	-	-
Other Health Practitioners' Offices	22	68%	32%	16	75%	25%	6	50%	50%
Physicians' Offices	19	63%	37%	15	67%	33%	4	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	27	56%	44%	27	67%	33%	5	100%		20	95%	5%
Hospitals	-	-	-	-	-	-	-	-	-	12	100%	-
Other Ambulatory Health Care Services	-	-	-	7	29%	71%	-	-	-	-	-	-
Other Health Practitioners' Offices	13	54%	46%	5	100%		-	-	-	-	-	-
Physicians' Offices	7	57%	43%	9	56%	44%	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Medical Secretaries

Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.

Training Requirements: High school diploma. Years of health care-related experience often required. Associate degree in medical office management or business administration may be preferred.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	93	61%	39%	79	61%	39%	14	64%	36%
Dentists' Offices	5	80%	20%	5	80%	20%	-	-	-
Hospitals	7	100%	-	-	-	-	-	-	-
Other Ambulatory Health Care Services	5	60%	40%	-	-	-	-	-	-
Other Health Practitioners' Offices	39	62%	39%	34	65%	35%	5	40%	60%
Physicians' Offices	34	53%	47%	31	52%	48%	3	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Medical Secretaries, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	45	51%	49%	36	64%	36%	3			9	100%	
Hospitals	-	-	-	-	-	-	-	-	-	6	100%	-
Other Ambulatory Health Care Services	-	-	-	5	60%	40%	-	-	-	-	-	-
Other Health Practitioners' Offices	25	64%	36%	12	58%	42%	-	-	-	-	-	-
Physicians' Offices	17	29%	71%	15	73%	27%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Mental and Behavioral Health Clinicians and Counselors

Counsel with emphasis on prevention. Work with individuals and groups to promote optimal mental and emotional health. May help individuals deal with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes Social Workers, Licensed Clinical Social Workers (LCSW), Licensed Professional Counselors (LPC), Licensed Psychological Associates (LPA), Marriage and Family Therapists (LMFT), Psychiatrists, and Psychologists.

Training Requirements: Master's or doctorate in psychology, social work, nursing, community mental health, marriage and family therapy, counseling, or child guidance.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	56	29%	71%	41	32%	68%	15	20%	80%
Hospitals	7	29%	71%	-	-	-	-	-	-
Nursing and Residential Care Facilities	12	25%	75%	9	11%	89%	3	-	-
Other Ambulatory Health Care Services	9	33%	67%	5	60%	40%	4	-	-
Physicians' Offices	11	36%	64%	9	44%	56%	2	-	-
Social Assistance	14	21%	79%	12	25%	75%	2	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	10	30%	70%	21	38%	62%	2			23	22%	78%
Hospitals	-	-	-	-	-	-	-	-	-	7	29%	71%
Nursing and Residential Care Facilities	-	-	-	-	-	-	-	-	-	6	17%	83%
Other Ambulatory Health Care Services	-	-	-	5	20%	80%	-	-	-	-	-	-
Physicians' Offices	5	20%	80%	5	60%	40%	-	-	-	-	-	-
Social Assistance	-	-	-	7	29%	71%	-	-	-	5	-	100%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Nurse Educators (Health Care Facility or Multi-Site)

Educate nurses within a health care facility. May also coordinate or oversee training for other disciplines.

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. Often requires extensive nursing experience and sometimes a master's degree in nursing.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	7	29%	71%	2	-	-	5	20%	80%			
Hospitals	7	29%	71%	2	-	-	5	20%	80%			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	6	33%	67%
Hospitals	-	-	-	-	-	-	-	-	-	6	33%	67%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Nurse Managers (patient care setting)

Oversee, develop, and maintain an environment that supports professional nurses and staff. Organize and direct nursing units and programs. Coordinate staff to ensure effective nursing services and quality standards. May perform traditional nursing duties such as direct patient care.

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. May require experience in leadership and supervisory positions.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	31	13%	87%	23	9%	91%	8	25%	75%			
Hospitals	10	10%	90%	5	-	100%	5	20%	80%			
Physicians' Offices	11	9%	91%	10	10%	90%	1	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	10	20%	80%	-	-	-	14	7%	93%
Hospitals	-	-	-	-	-	-	-	-	-	9	11%	89%
Physicians' Offices	-	-	-	6	17%	83%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Obstetric Nurses

Care for and support women during pregnancy, childbirth, and the recuperative period following surgery. Evaluate patient needs and administer treatments under the direct supervision of a medical provider such as an MD, NP, or PA-C.

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. Additional education and training in obstetrics.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	14	14%	86%	6	17%	83%	8	13%	88%			
Hospitals	11	9%	91%	5	20%	80%	6	-	100%			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	12	17%	83%
Hospitals	-	-	-	-	-	-	-	-	-	11	9%	91%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Obstetricians and Gynecologists

Provide medical care related to pregnancy or childbirth. Diagnose, treat, and help prevent diseases in women, particularly those affecting the reproductive system. May also provide general medical care to women.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as an obstetrician/gynecologist.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	14	29%	71%	11	36%	64%	3	-	-			
Hospitals	5	-	100%	-	-	-	-	-	-			
Physicians' Offices	8	38%	63%	8	38%	63%	-	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	5	80%	20%	-	-	-	7	-	100%
Hospitals	-	-	-	-	-	-	-	-	-	5	-	100%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Occupational Health and Safety Specialists

Analyze work environments and design programs to control, eliminate, and prevent disease or injury. Look for chemical, physical, radiological, and biological hazards. Make equipment more ergonomic to promote proper body positioning, increase worker comfort, and decrease fatigue. May conduct inspections and inform an organization's management of noncompliance with state and federal laws or employer policies. May advise management on the cost and effectiveness of safety and health programs. May provide training on new regulations and policies or recognition of hazards.

Training Requirements: Bachelor's degree in occupational health and safety, or a related field such as engineering, biology, or chemistry. For some positions, a master's degree in industrial hygiene, health physics, or a related subject is required.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	6	50%	50%	-	-	-	-	-	-	-	-	

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Occupational Health and Safety Technicians

Work with Occupational Health and Safety Specialist to help prevent harm to workers, property, the environment, and the public. Ensure machinery and equipment comply with appropriate safety regulations. Take measurements, such as air quality, and collect workplace data either for routine inspection or as directed by a specialist.

Training Requirements: Less than a bachelor's degree in occupational health, safety, or a related field such as engineering, biology, or chemistry.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	-	-	-	-	-	-	-	-	-	-	-	

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Occupational Therapists

Assess, plan, organize, and participate in rehabilitative programs that help build or restore vocational, homemaking, and daily living skills as well as general independence to those with disabilities or developmental delays.

Training Requirements: At least a master's degree in occupational therapy from an accredited program and passing a national certification exam, plus license to practice in Alaska.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	31	10%	90%	21	14%	86%	10	-	100%
Hospitals	10	-	100%	6	-	100%	4	-	-
Other Health Practitioners' Offices	15	20%	80%	12	25%	75%	3	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	9	11%	89%	8	25%	75%	1	-	-	13	-	100%
Hospitals	-	-	-	-	-	-	-	-	-	10	-	100%
Other Health Practitioners' Offices	9	11%	89%	6	33%	67%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Occupational Therapy Aides

Prepare materials and assemble equipment used during treatment. Perform a range of clerical tasks including scheduling appointments, answering the telephone, restocking or ordering supplies, and filling out insurance forms or other paperwork. Occupational Therapy Aides are not regulated by states, so the law does not allow them to perform as wide a range of tasks as Occupational Therapist Assistants.

Training Requirements: GED or high school diploma and sometimes on-the-job training. No certification is required.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	12	42%	58%	8	50%	50%	4	-	-
Hospitals	5	60%	40%	-	-	-	-	-	-
Other Health Practitioners' Offices	5	20%	80%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	5	60%	40%
Hospitals	-	-	-	-	-	-	-	-	-	5	60%	40%

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Occupational Therapy Assistants

Help clients with rehabilitation and exercises outlined in a treatment plan developed in collaboration with an occupational therapist. Activities range from teaching the proper method of moving from a bed into a wheelchair to the best way to stretch the hands. Monitor activities to ensure they are performed correctly, and provide encouragement. Record clients' progress for the occupational therapist for monitoring. Document the billing of the client's health insurance provider.

Training Requirements: Graduation from an approved OTA program. Requires national certification and state license.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	10	40%	60%	7	43%	57%	3	-	-			
¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough. (-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.												
Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-
¹ Employment ranges are based on statewide average employment in 2014. (-) Data suppressed due to low response rate or no data reported for that category.												

Operations Managers and Officers, Health Care-specific

Oversee the operations of a facility or organization that are directly related to the efficient delivery of health care services. Ensure and facilitate efficient delivery of services. Oversee and coordinate clinical staff and/or department managers for the efficiency of general operations and service delivery.

Training Requirements: Graduation from a college or university in health care or a related field. May require current license in related health care occupation.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	63	38%	62%	48	40%	60%	15	33%	67%			
Dentists' Offices	14	29%	71%	12	33%	67%	2	-	-			
Hospitals	7	29%	71%	-	-	-	-	-	-			
Nursing and Residential Care Facilities	5	40%	60%	5	40%	60%	-	-	-			
Other Ambulatory Health Care Services	6	50%	50%	-	-	-	-	-	-			
Other Health Practitioners' Offices	14	29%	71%	10	40%	60%	4	-	-			
Physicians' Offices	13	62%	39%	10	60%	40%	3	-	-			
¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough. (-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.												

Operations Managers and Officers, Health Care-specific, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	25	36%	64%	23	39%	61%	3			12	33%	67%
Dentists' Offices	7	29%	71%	7	29%	71%	-	-	-	-	-	-
Hospitals	-	-	-	-	-	-	-	-	-	6	17%	83%
Other Health Practitioners' Offices	9	33%	67%	-	-	-	-	-	-	-	-	-
Physicians' Offices	5	40%	60%	7	71%	29%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Ophthalmologists

Diagnose, treat, and help prevent diseases and injuries of the eyes and related structures.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as an ophthalmologist.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Opticians, Dispensing

Design, measure, fit, and adapt lenses and frames according to written optical prescription or specification. Assist client with inserting, removing, and caring for contact lenses. Assist client with selecting frames. Measure customer for size of eyeglasses and coordinate frames with facial and eye measurements and optical prescription. Prepare work order for optical laboratory containing instructions for grinding and mounting lenses in frames. Verify finished product. Adjust frame and lens position to fit client. May shape or reshape frames. Includes contact lens opticians.

Training Requirements: Graduation from high school, completion of a two-year optician dispensing program or state-approved apprenticeship (3,600 hours) program, and obtainment of Alaska license.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	11	27%	73%	9	22%	78%	2	-	-
Other Health Practitioners' Offices	10	20%	80%	8	13%	88%	2	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Opticians, Dispensing, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	5	40%	60%	-	-	-	-	-	-	-	-	-
Other Health Practitioners' Offices	5	40%	60%	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Optometrists

Examine eyes and visual system, diagnose problems or impairments, prescribe corrective lenses, and provide treatment. May prescribe therapeutic drugs to treat specific eye conditions.

Training Requirements: At least three years of study at an accredited college or university, followed by graduation from a four-year accredited optometry school, plus passing national and state board and licensure exams.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	8	13%	88%	7	14%	86%	1	-	-
Other Health Practitioners' Offices	6	17%	83%	6	17%	83%	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Orthodontists

Examine, diagnose, and treat dental malocclusions and oral anomalies. Design and fabricate appliances to realign teeth and jaws to produce and maintain normal function and to improve appearance.

Training Requirements: Graduation from a four-year dental school plus passing national board exams and meeting state licensure requirements.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Paramedics

Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick people to medical facilities. Unlike basic EMTs or ETTs, can administer medications orally and intravenously, interpret electrocardiograms (EKGs), and perform endotracheal intubations. Use monitors and other complex equipment.

Training Requirements: Completion of an accredited paramedic program, plus state license.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	6	33%	67%	-	-	-	-	-	-			
¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough. (-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.												
Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-
¹ Employment ranges are based on statewide average employment in 2014. (-) Data suppressed due to low response rate or no data reported for that category.												

Pediatricians, General

Diagnose, treat, and help prevent children's diseases, injuries, and behavioral health afflictions. Provide preventive care and services. Help maintain children's biological and behavioral health and social well-being. May refer patients to specialists for further diagnosis, treatment, or social services.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as a pediatrician.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	12	17%	83%	10	20%	80%	2	-	-			
Physicians' Offices	8	13%	88%	8	13%	88%	-	-	-			
¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough. (-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.												
Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	5	20%	80%	-	-	-	5	20%	80%
Physicians' Offices	-	-	-	5	20%	80%	-	-	-	-	-	-
¹ Employment ranges are based on statewide average employment in 2014. (-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.												

Perioperative Nurses

Help plan, implement, and evaluate treatment by working closely with the surgical patient, family members, and other health care professionals. Work in hospital surgical departments, day-surgery units (also called ambulatory surgery), clinics, and physicians' offices.

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. May obtain specialized training and certification.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	16	13%	88%	9	11%	89%	7	14%	86%			
Hospitals	10	10%	90%	5	-	100%	5	20%	80%			

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	10	10%	90%
Hospitals	-	-	-	-	-	-	-	-	-	10	10%	90%

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Personal Care Aides and Assistants

Assist the elderly, convalescents, mentally ill, or physically disabled with daily activities at home or in an assisted living environment. Duties at a home may include making beds, doing laundry, washing dishes, vacuuming, dusting, and preparing meals. May advise families, the elderly, convalescents, and the disabled on topics such as nutrition, cleanliness, and household activities.

Training Requirements: GED or high school diploma. May require a national certification as an HHA or PCA. May require a first aid/CPR certificate, including blood borne pathogens and a basic care preparatory course.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	75	35%	65%	64	36%	64%	11	27%	73%			
Home Health Care Services	9	11%	89%	9	11%	89%	-	-	-			
Nursing and Residential Care Facilities	44	36%	64%	36	39%	61%	8	25%	75%			
Social Assistance	17	35%	65%	15	40%	60%	2	-	-			

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	34	29%	71%	24	46%	54%	6	17%	83%	11	36%	64%
Home Health Care Services	5	-	100%	-	-	-	-	-	-	-	-	-
Nursing and Residential Care Facilities	26	35%	65%	15	40%	60%	-	-	-	-	-	-
Social Assistance	-	-	-	6	50%	50%	-	-	-	6	33%	67%

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Pharmacists

Distribute prescription drugs and advise patients, physicians, and other health practitioners on the selection, dosages, interactions, and side effects of medications. Monitor the health and progress of patients to ensure they use medications safely and effectively.

Training Requirements: Pharm.D. degree from an accredited college or school of pharmacy, and passage of national or state exams to obtain license.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	14	14%	86%	9	22%	78%	5	-	100%			
Hospitals	9	-	100%	5	-	100%	4	-	-			
Physicians' Offices	5	40%	60%	-	-	-	-	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	12	8%	92%
Hospitals	-	-	-	-	-	-	-	-	-	9	-	100%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Pharmacy Technicians

Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.

Training Requirements: High school diploma or GED and on-the-job training are required. A technical certificate or associate degree from an accredited program is often preferred or required.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	19	58%	42%	10	50%	50%	9	67%	33%			
Hospitals	10	50%	50%	5	40%	60%	5	60%	40%			
Physicians' Offices	8	75%	25%	-	-	-	-	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	5	60%	40%	-	-	-	13	62%	38%
Hospitals	-	-	-	-	-	-	-	-	-	10	50%	50%
Physicians' Offices	-	-	-	5	60%	40%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Phlebotomists

Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.

Training Requirements: High school diploma or GED, and certificate from a phlebotomy program.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	24	54%	46%	13	62%	39%	11	46%	55%			
Hospitals	9	56%	44%	5	80%	20%	4	-	-			
Physicians' Offices	11	73%	27%	6	67%	33%	5	80%	20%			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	11	64%	36%	-	-	-	9	56%	44%
Hospitals	-	-	-	-	-	-	-	-	-	9	56%	44%
Physicians' Offices	-	-	-	8	88%	13%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Physical Therapist Aides

Assist with therapy sessions under the direct supervision of a Physical Therapist or Physical Therapist Assistant. Typically responsible for keeping the treatment area clean and organized and for preparing for each session. Help transport patients to or from a treatment area. May perform some clerical tasks, such as ordering supplies, answering the phone, and filling out insurance forms and other paperwork. Because they are not licensed in Alaska, they cannot perform the clinical tasks that can be performed by a Physical Therapist Assistant.

Training Requirements: GED or high school diploma and sometimes on-the-job training. No certification is required.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	22	73%	27%	15	73%	27%	7	71%	29%			
Hospitals	7	86%	14%	-	-	-	-	-	-			
Other Health Practitioners' Offices	12	67%	33%	9	78%	22%	3	-	-			

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	7	43%	57%	5	80%	20%	2			8	88%	13%
Hospitals	-	-	-	-	-	-	-	-	-	7	86%	14%
Other Health Practitioners' Offices	6	50%	50%	5	80%	20%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Physical Therapists

Diagnose and treat people of all ages with medical problems or other health-related conditions, illnesses, or injuries that limit their ability to move and perform certain functions. Examine each individual and develop a plan for promoting the ability to move, reduce pain, restore function, and prevent disability. Work with individuals to prevent the loss of mobility by developing fitness and wellness-oriented programs.

Training Requirements: Graduation from an accredited master's or, increasingly, a doctoral physical therapy program, plus passage of national exam and fulfillment of the state's requirements for a license.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	54	19%	82%	38	21%	79%	16	13%	88%
Hospitals	13	15%	85%	6	-	100%	7	29%	71%
Other Health Practitioners' Offices	32	22%	78%	25	28%	72%	7	-	100%
Physicians' Offices	6	17%	83%	5	20%	80%	1	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	21	19%	81%	14	14%	86%	3			16	19%	81%
Hospitals	-	-	-	-	-	-	-	-	-	12	17%	83%
Other Health Practitioners' Offices	20	20%	80%	11	18%	82%	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Physical Therapy Assistants

Assist Physical Therapists in providing exercise, instruction, and therapeutic methods such as electrical stimulation, mechanical traction, ultrasound, massage, and gait and balance training. Record the patient's responses to treatment and report the outcome to the Physical Therapist.

Training Requirements: Associate degree from an accredited physical therapist assistant program and a state license.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	22	50%	50%	16	56%	44%	6	33%	67%
Hospitals	7	43%	57%	-	-	-	-	-	-
Other Health Practitioners' Offices	12	50%	50%	9	67%	33%	3	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	7	29%	71%	6	67%	33%	1			8	50%	50%
Hospitals	-	-	-	-	-	-	-	-	-	7	43%	57%
Other Health Practitioners' Offices	7	29%	71%	5	80%	20%	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Physician Assistants (PA-C)

Provide a range of health care services typically performed by a physician, under the supervision of a physician. Conduct physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication.

Training Requirements: Graduation from an accredited physician assistants program, plus a state physician assistant license.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult			
All Health Care	52	33%	67%	37	35%	65%	15	27%	73%			
Hospitals	8	25%	75%	2	-	-	6	17%	83%			
Other Health Practitioners' Offices	6	-	100%	-	-	-	-	-	-			
Physicians' Offices	32	41%	59%	26	42%	58%	6	33%	67%			

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	15	20%	80%	19	53%	47%	3			15	27%	73%
Hospitals	-	-	-	-	-	-	-	-	-	7	29%	71%
Physicians' Offices	11	27%	73%	16	56%	44%	-	-	-	-	-	-

¹Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Professional Medical Coders (CPC, CCS, or CCS-P required)

Compile, process, and maintain medical records of hospital and clinic patients consistent with the medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards consistent with the health care industry's numerical coding system. Excludes File Clerks.

Training Requirements: High school diploma or GED and one of the following certifications: CPC, CCS, or CCS-P.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	63	25%	75%	47	28%	72%	16	19%	81%
Dentists' Offices	5	20%	80%	5	20%	80%	-	-	-
Hospitals	7	14%	86%	2	-	-	5	20%	80%
Other Ambulatory Health Care Services	5	60%	40%	-	-	-	-	-	-
Other Health Practitioners' Offices	18	22%	78%	15	27%	73%	3	-	-
Physicians' Offices	25	28%	72%	19	32%	68%	6	17%	83%

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Professional Medical Coders (CPC, CCS, or CCS-P required), cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	28	29%	71%	19	21%	79%	3			13	31%	69%
Hospitals	-	-	-	-	-	-	-	-	-	7	14%	86%
Other Health Practitioners' Offices	12	33%	67%	-	-	-	-	-	-	-	-	-
Physicians' Offices	9	33%	67%	13	23%	77%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Psychiatric and Mental Health Technicians

Care for individuals with mental or emotional conditions or disabilities. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications. Typically work in a hospital or institution under the direction of a supervising mental health care professional, such as a psychologist or psychiatrist.

Training Requirements: Associate degree or experience working as psychiatric or mental health aide or related occupation. May also require first aid/CPR certificate, including blood borne pathogens and a basic care preparatory course.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Psychiatric Nurse Practitioners

Using advanced knowledge of psychiatrics and clinical experience, care for and support patients experiencing mental, behavioral, and/or substance use disorders. Evaluate the behavioral health needs of their patients, and administer treatments and therapies. May work with other providers to develop and carry out care plans in response to the needs of their individual patients. In Alaska, NPs work independently without supervision from any other health provider.

Training Requirements: Graduation from a four year accredited nursing school and a graduate nursing program with an emphasis on providing psychiatric care. Successful completion of board exams and certification/licensure requirements.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	12	-	100%	9	-	100%	3	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Psychiatric Nurse Practitioners, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	6	-	100%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Psychiatric Nurses

Care for and support patients with mental disabilities. Evaluate patient needs and administer treatments and therapies under the supervision of a Psychiatrist or Psychiatric Nurse Practitioner. May work with other providers to carry out care plans in response to patients' needs.

Training Requirements: Graduation from a two- or four-year accredited nursing school with specialized training in psychiatric nursing and successful completion of board and licensure exams.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	11	9%	91%	9	11%	89%	2	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	6	17%	83%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Psychiatrists

Diagnose, treat, and help prevent disorders of the mind, including biopsychosocial and cognitive disorders.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as a psychiatrist.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	13	-	100%	10	-	100%	3	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	8	-	100%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Public Health Nurses

Promote the health and well-being of communities by educating the public about beneficial health practices and disease prevention. Identify common health problems in the community and create intervention plans to correct or prevent these problems. May work with families in the home, schools, the workplace, government agencies, or major health facilities.

Training Requirements: Graduation from a four-year accredited nursing school with specialized training in public health nursing and successful completion of board and licensure exams.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-
¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough. (-) Data suppressed due to low response rate or no data reported for that category.												
Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-
¹ Employment ranges are based on statewide average employment in 2014. (-) Data suppressed due to low response rate or no data reported for that category.												

Radiologists

Specialize in the use of radioactive substances and x-rays in the diagnosis and treatment of disease.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as a radiologist.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	10	50%	50%	6	50%	50%	4	-	-	-	-	-
Hospitals	5	20%	80%	-	-	-	-	-	-	-	-	-
¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough. (-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.												
Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	5	20%	80%
Hospitals	-	-	-	-	-	-	-	-	-	5	20%	80%
¹ Employment ranges are based on statewide average employment in 2014. (-) Data suppressed due to low response rate or no data reported for that category. Percentages may not sum to 100 due to rounding.												

Registered Nurses, General (RN)

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Care for ill, injured, convalescent, or disabled patients. RNs work under the supervision of a physician, Nurse Practitioner, or other approved clinician. Excludes Advanced Practice Nurses, including Nurse Practitioners (see Advanced Practice Nurses) and specialized RNs. (See Registered Nurses, Specialized.)

Training Requirements: Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	110	30%	70%	85	32%	68%	25	24%	76%
Hospitals	17	41%	59%	7	43%	57%	10	40%	60%
Nursing and Residential Care Facilities	15	20%	80%	14	21%	79%	1	-	-
Other Ambulatory Health Care Services	12	17%	83%	11	18%	82%	1	-	-
Other Health Practitioners' Offices	5	20%	80%	-	-	-	-	-	-
Physicians' Offices	42	33%	67%	34	38%	62%	8	13%	88%
Social Assistance	16	38%	63%	13	39%	62%	3	-	-

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	25	20%	80%	36	39%	61%	12	25%	75%	37	30%	70%
Hospitals	-	-	-	-	-	-	-	-	-	15	47%	53%
Nursing and Residential Care Facilities	6	33%	67%	-	-	-	-	-	-	8	13%	88%
Other Ambulatory Health Care Services	-	-	-	6	17%	83%	-	-	-	-	-	-
Physicians' Offices	13	23%	77%	21	48%	52%	-	-	-	-	-	-
Social Assistance	-	-	-	-	-	-	-	-	-	8	25%	75%

¹Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Rehabilitation Counselors

Assist people with the personal, social, and vocational effects caused by disabilities. Counsel people with physical and emotional disabilities resulting from birth defects, illness or disease, accidents, or other causes. Interview the client and family, evaluate school and medical reports, and confer with other professionals to determine the capabilities and limitations of the client. Provide personal and vocational counseling, offer case management support, and arrange for medical care, vocational training, and job placement. Develop individualized rehabilitation programs.

Training Requirements: Master's degree in rehabilitation counseling. May require national certification, depending on employer.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	7	-	100%	2	-	-	5	-	100%

¹Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Rehabilitation Counselors, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	5	-	100%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Respiratory Therapists

Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of Respiratory Therapy Technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.

Training Requirements: At least a postsecondary certificate from an accredited school; however, an associate degree is usually preferred or required.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	9	33%	67%	5	40%	60%	4	-	-
Hospitals	9	33%	67%	5	40%	60%	4	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	9	33%	67%
Hospitals	-	-	-	-	-	-	-	-	-	9	33%	67%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Speech-Language Pathologists

Assess, diagnose, treat, and prevent disorders related to speech, language, cognitive communication, voice, swallowing, and fluency. May select alternative communication systems and teach their use. May perform research related to speech and language problems.

Training Requirements: Master's degree from an accredited speech language pathology program, Type C certification, and a state license.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	19	16%	84%	13	23%	77%	6	-	100%
Hospitals	8	-	100%	6	-	100%	2	-	-
Other Health Practitioners' Offices	8	38%	63%	6	50%	50%	2	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Speech-Language Pathologists, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	6	50%	50%	-	-	-	8	-	100%
Hospitals	-	-	-	-	-	-	-	-	-	7	-	100%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Speech-Language Pathology Assistants

Assist in the assessment and treatment of speech, language, voice, and fluency disorders. Implement speech and language programs or activities as planned and directed by Speech-Language Pathologists. Monitor the use of alternative communication devices and systems.

Training Requirements: An associate of applied science degree in disabilities with a speech-language support emphasis, or a bachelor's degree in speech-language pathology from an accredited institution. Alaska requires proof of 100 hours of field work supervised by a licensed speech-language pathologist, submitted to the Department of Commerce, Community, and Economic Development.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	5	40%	60%	-	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.

Sterile Processing Technicians

Prepare, sterilize, install, or clean laboratory or health care equipment. May perform routine laboratory tasks and operate or inspect equipment. May also be called Medical Equipment Preparers.

Training Requirements: High school graduation or GED, usually with on-the-job training. Certification is available, but not required in Alaska.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	14	36%	64%	9	44%	56%	5	20%	80%
Hospitals	7	29%	71%	5	40%	60%	2	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Sterile Processing Technicians, cont.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	7	29%	71%
Hospitals	-	-	-	-	-	-	-	-	-	7	29%	71%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Substance Use Disorder Counselors

Counsel and advise those with alcohol, tobacco, drug, or other substance addiction problems. May counsel individuals, families, or groups; or engage in prevention programs. Excludes Social Workers, Psychologists, Licensed Clinical Social Workers, and Mental Health Professional Counselors/Behavioral Health Clinicians who provide these services.

Training Requirements: Specialized training in treating substance use and addictions. Depending on the specific type, may require certification to practice.

Responses by Location

Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	20	10%	90%	15	13%	87%	5	-	100%
Nursing and Residential Care Facilities	5	-	100%	5	-	100%	-	-	-
Other Ambulatory Health Care Services	5	20%	80%	-	-	-	-	-	-
Social Assistance	9	11%	89%	7	14%	86%	2	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range¹

Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	9	-	100%	-	-	-	7	14%	86%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Surgeons

Treat diseases, injuries, and deformities through invasive, minimally invasive, or noninvasive surgical methods such as using instruments, appliances, or manual manipulation.

Training Requirements: Graduation from medical school and successful completion of a medical residency program, plus board certification and licensure/eligibility for licensure as a surgeon.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	14	29%	71%	10	30%	70%	4	-	-	-	-	-
Hospitals	5	20%	80%	-	-	-	-	-	-	-	-	-
Physicians' Offices	9	33%	67%	8	38%	63%	1	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	6	33%	67%
Hospitals	-	-	-	-	-	-	-	-	-	5	20%	80%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Surgical Technicians and Technologists

Assist in operations under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeon's assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.

Training Requirements: Graduation from an accredited certificate or two-year/four-year program, passing a national board exam, and obtaining a license.

Responses by Location												
Industry	Statewide			Urban ¹			Rural					
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	14	7%	93%	9	11%	89%	5	-	-	100%	-	-
Hospitals	9	-	100%	5	-	100%	4	-	-	-	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	-	-	-	-	-	-	9	-	100%
Hospitals	-	-	-	-	-	-	-	-	-	9	-	100%

¹ Employment ranges are based on statewide average employment in 2014.
 (-) Data suppressed due to low response rate or no data reported for that category.
 Percentages may not sum to 100 due to rounding.

Women's Health Care Nurse Practitioners

Using advanced education and clinical experience in women's health care, deliver comprehensive care to women with an emphasis on reproductive and gynecologic needs. Qualified to provide well-woman care, prenatal and postpartum care, and care for women with episodic acute or chronic illnesses. May also care for men with select reproductive health needs or problems. In Alaska, NPs work independently without supervision from any other health provider.

Training Requirements: Graduation from a four-year accredited nursing school and a graduate nursing program with an emphasis on providing women's health care. Successful completion of board exams and certification/licensure requirements.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	14	21%	79%	10	20%	80%	4	-	-
Physicians' Offices	8	25%	75%	5	20%	80%	3	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	10	20%	80%	-	-	-	-	-	-
Physicians' Offices	-	-	-	7	29%	71%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

X-Ray Technicians and Technologists

Produce x-ray films (radiographs) of parts of the body for use in diagnosing medical problems. Prepare patients for radiologic examinations by explaining the procedure, ensuring proper attire, and positioning patients so that the parts of the body can be appropriately radiographed.

Training Requirements: Associate or bachelor's degree from an accredited program. Certification is available but not required in Alaska.

Responses by Location									
Industry	Statewide			Urban ¹			Rural		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	26	54%	46%	17	59%	41%	9	44%	56%
Hospitals	10	50%	50%	5	40%	60%	5	60%	40%
Physicians' Offices	10	60%	40%	6	83%	17%	4	-	-

¹ Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

Responses by Employment Range ¹												
Industry	0 to 9 Employees			10 to 49 Employees			50 to 99 Employees			More than 99 Employees		
	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult	Total	Not Difficult	Difficult
All Health Care	-	-	-	10	60%	40%	-	-	-	13	54%	46%
Hospitals	-	-	-	-	-	-	-	-	-	10	50%	50%
Physicians' Offices	-	-	-	6	67%	33%	-	-	-	-	-	-

¹ Employment ranges are based on statewide average employment in 2014.

(-) Data suppressed due to low response rate or no data reported for that category.

Percentages may not sum to 100 due to rounding.

SOC Occupation Data

Anesthesiologists

Physicians who administer anesthetics prior to, during, or after surgery, or other medical procedures.

Related AKSHOT Occupations:

- Anesthesiologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$147.88	\$162.14	-	-	\$163.26	-	\$137.26
Physicians' Offices	\$159.44	\$159.44	-	-	\$163.26	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

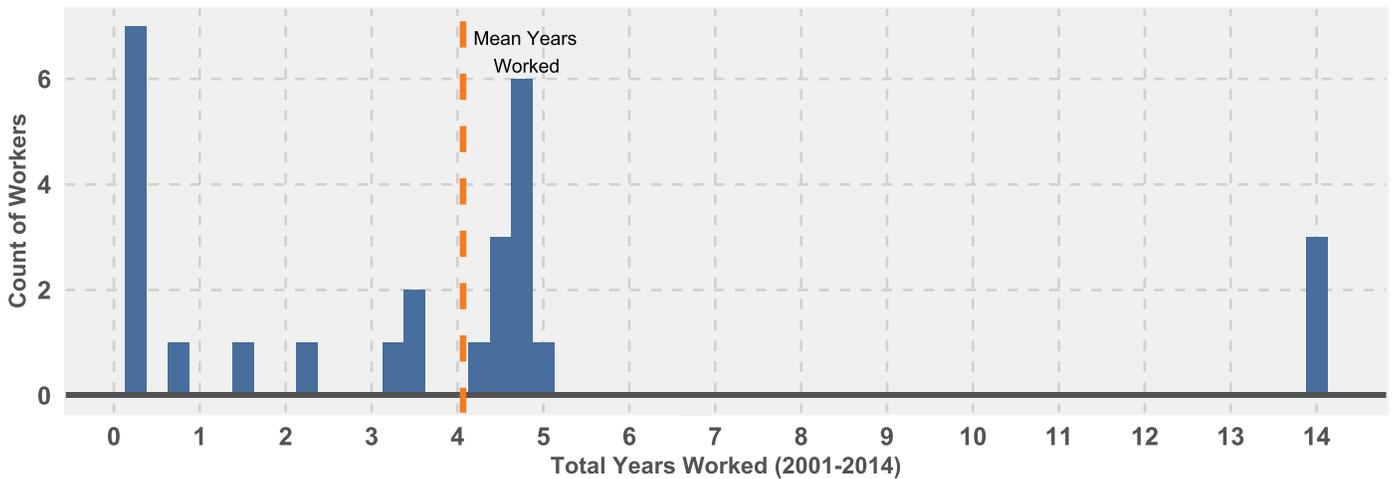
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Anesthesiologists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
27	0.25	4.06	14	0.5	4.25	4.75	4.04

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Anesthesiologists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	37	10	27.0%	37.0%	63.0%	37.0%	33.3%	45
Urban ²	28	7	25.0%	-	-	-	-	-
Rural	9	-	-	-	-	-	-	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	28	35	25.0%	7	5	12
United States	33,900	42,100	24.4%	8,300	8,500	16,700

Audiologists

Assess and treat persons with hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.

Related AKSHOT Occupations:

- Audiologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	-	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses
²Employment ranges are based on statewide average employment in 2014.
³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	36	6	16.7%	-	-	40.0%	33.3%	-
Urban ²	32	-	-	-	-	42.9%	35.7%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.
²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	-	-	-	-	-	-
United States	13,000	17,300	33.6%	4,300	2,700	7,000

(-) Data suppressed

Billing and Posting Clerks

Compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods.

Related AKSHOT Occupations:

- Health Care Billing Clerks and Technicians

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$21.76	\$21.66	\$21.11	\$22.55	\$21.69	\$20.59	\$21.26
Dentists' Offices	\$23.54	\$23.54	-	-	\$23.11	-	-
Hospitals	\$20.59	\$21.34	\$19.40	-	-	\$22.50	\$20.46
Nursing and Residential Care Facilities	\$19.66	\$19.69	-	-	-	-	\$19.69
Other Ambulatory Health Care Services	\$22.31	\$19.34	\$23.77	-	-	-	\$23.71
Other Health Practitioners' Offices	\$19.66	\$19.45	-	\$18.85	\$19.57	-	\$21.40
Physicians' Offices	\$21.99	\$22.24	\$20.61	\$23.45	\$21.75	\$20.95	\$21.79
Social Assistance	\$22.30	\$22.23	\$22.48	-	-	-	\$20.89

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

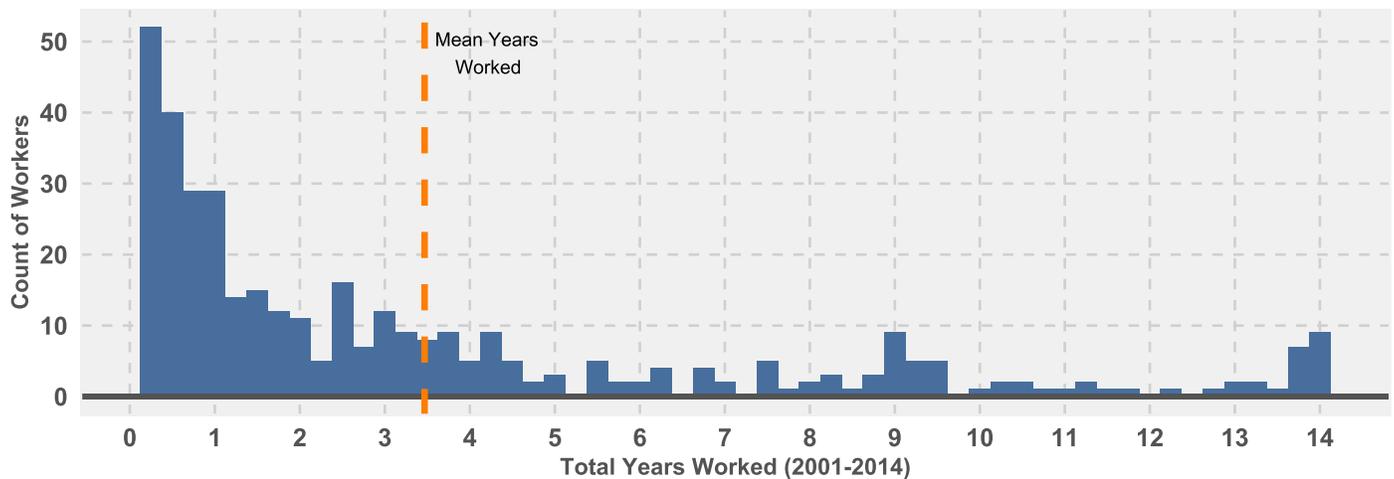
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Billing and Posting Clerks



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
379	0.25	3.47	14	0.75	1.75	4.5	3.84

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Billing and Posting Clerks, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	1,380	90	6.5%	89.2%	10.8%	37.4%	28.0%	41
Urban ²	1,006	64	6.4%	89.0%	11.0%	36.3%	26.1%	-
Rural	373	26	7.0%	90.2%	9.8%	40.6%	33.1%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	1,181	1,397	18.3%	216	274	490
United States	513,800	607,000	18.1%	93,200	94,600	187,800

Cardiovascular Technologists and Technicians

Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests. Includes vascular technologists.

Related AKSHOT Occupations:

- Electrocardiology (EKG or ECG) Technicians

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$37.93	\$37.43	-	-	-	-	\$39.85
Hospitals	\$41.51	\$41.03	-	-	-	-	\$41.51
Physicians' Offices	\$36.18	\$36.18	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	52	8	15.4%	52.3%	47.7%	34.1%	22.7%	41
Urban ²	51	8	15.7%	53.5%	46.5%	32.6%	23.3%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	57	69	21.1%	12	8	21
United States	51,600	67,300	30.4%	15,700	7,300	23,000

Chief Executives

Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.

Related AKSHOT Occupations:

- Chief Executive Officers (CEO), Health Care-specific

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$78.79	\$77.08	\$81.40	\$47.81	\$58.19	\$61.38	\$88.86
Hospitals	\$95.61	\$100.10	\$87.90	-	-	-	\$99.64
Nursing and Residential Care Facilities	\$52.05	\$52.17	-	-	-	-	\$53.33
Other Ambulatory Health Care Services	\$77.67	-	\$95.05	-	-	-	\$102.68
Physicians' Offices	\$93.56	\$101.39	-	-	-	-	\$102.44
Social Assistance	\$65.22	\$60.41	\$81.27	-	\$48.78	-	\$74.92

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

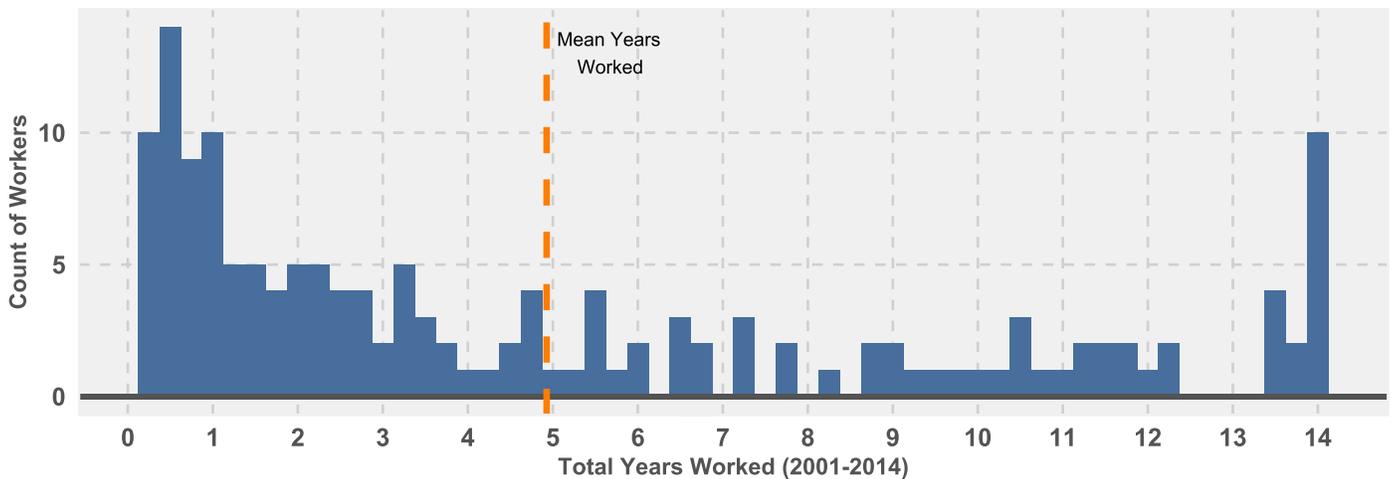
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Chief Executives



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
154	0.25	4.93	14	1	3.12	8.62	4.59

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Chief Executives, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	1,645	160	9.7%	40.0%	60.0%	75.9%	63.1%	51
Urban ²	1,138	116	10.2%	39.9%	60.1%	75.2%	62.4%	-
Rural	505	44	8.7%	40.1%	59.9%	77.4%	64.9%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	1,270	1,438	13.2%	169	184	353
United States	330,500	347,900	5.3%	17,400	70,300	87,800

Chiropractors

Assess, treat, and care for patients by manipulation of spine and musculoskeletal system. May provide spinal adjustment or address sacral or pelvic misalignment.

Related AKSHOT Occupations:

- Chiropractors

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	-	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	76	11	14.5%	40.0%	60.0%	24.6%	20.0%	-
Urban ²	69	11	15.9%	37.9%	62.1%	24.1%	19.0%	-
Rural	7	-	-	-	-	-	-	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	67	86	28.4%	19	13	32
United States	44,400	50,900	14.6%	6,500	8,700	15,200

Clinical, Counseling, and School Psychologists

Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.

Related AKSHOT Occupations:

- Clinical Psychologists
- Counseling Psychologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$37.73	\$38.74	\$35.78	-	-	-	\$38.05

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

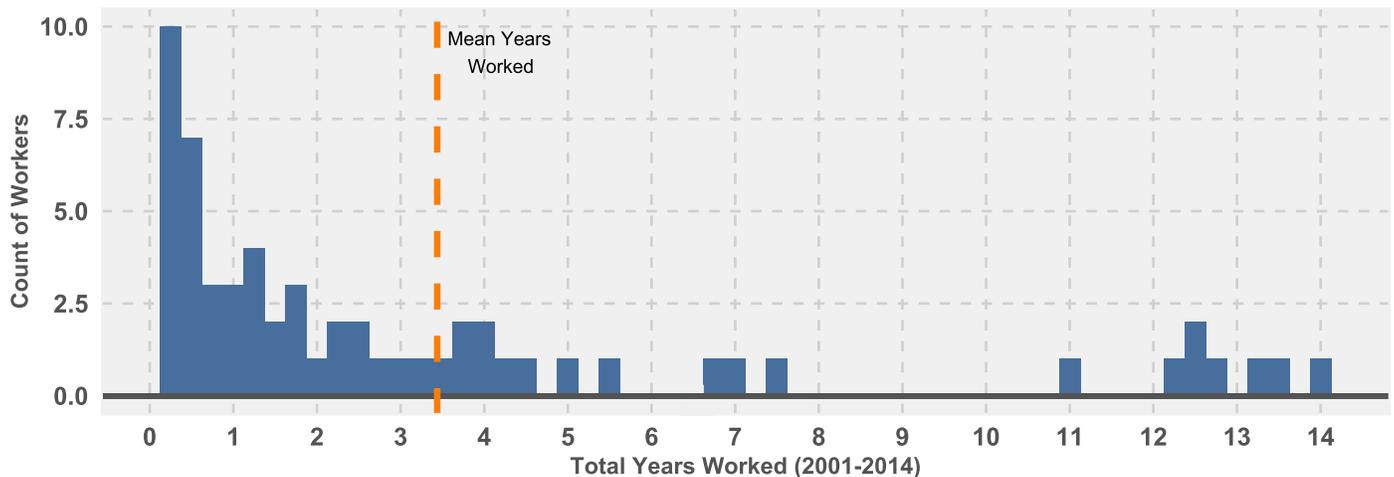
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Clinical, Counseling, and School Psychologists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
60	0.25	3.44	14	0.5	1.75	4.06	4.09

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Clinical, Counseling, and School Psychologists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	163	25	15.3%	71.7%	28.3%	47.1%	37.0%	45
Urban ²	117	15	12.8%	68.6%	31.4%	47.1%	37.3%	-
Rural	46	10	21.7%	80.6%	19.4%	47.2%	36.1%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	122	138	13.1%	16	31	47
United States	145,100	161,500	11.3%	16,400	39,500	55,900

Community Health Workers

Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs. Excludes Health Educators (21-1091).

Related AKSHOT Occupations:

- Community Health Representatives (Indian Health Services)

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$23.59	\$24.31	\$23.23	\$15.66	\$21.78	-	\$27.33
Hospitals	\$29.31	-	\$29.31	-	-	-	\$29.31
Other Ambulatory Health Care Services	\$14.77	\$18.87	-	-	-	-	\$18.87
Physicians' Offices	\$24.02	-	\$22.45	-	\$24.05	-	-
Social Assistance	\$17.54	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

No data to report for this occupation

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	95	7	7.4%	88.6%	11.4%	48.9%	39.8%	44
Urban ²	31	-	-	-	-	55.2%	37.9%	-
Rural	64	-	-	86.4%	13.6%	45.8%	40.7%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	54	62	14.8%	7	12	19
United States	40,500	50,700	25.1%	10,200	10,600	20,800

Counselors, All Other

All counselors not listed separately.

Related AKSHOT Occupations:

- Clinical Social Workers

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$25.76	\$24.56	\$27.91	-	\$25.99	-	\$25.66
Hospitals	\$25.26	\$26.33	-	-	-	-	\$25.26
Nursing and Residential Care Facilities	\$17.79	\$17.79	-	-	-	-	\$17.79
Other Ambulatory Health Care Services	\$25.45	-	\$26.15	-	-	-	\$26.78
Other Health Practitioners' Offices	\$32.88	\$32.88	-	-	\$32.88	-	-
Physicians' Offices	\$28.90	-	\$28.90	-	-	-	\$28.98
Social Assistance	\$21.78	\$21.23	-	-	\$19.30	-	\$21.23

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

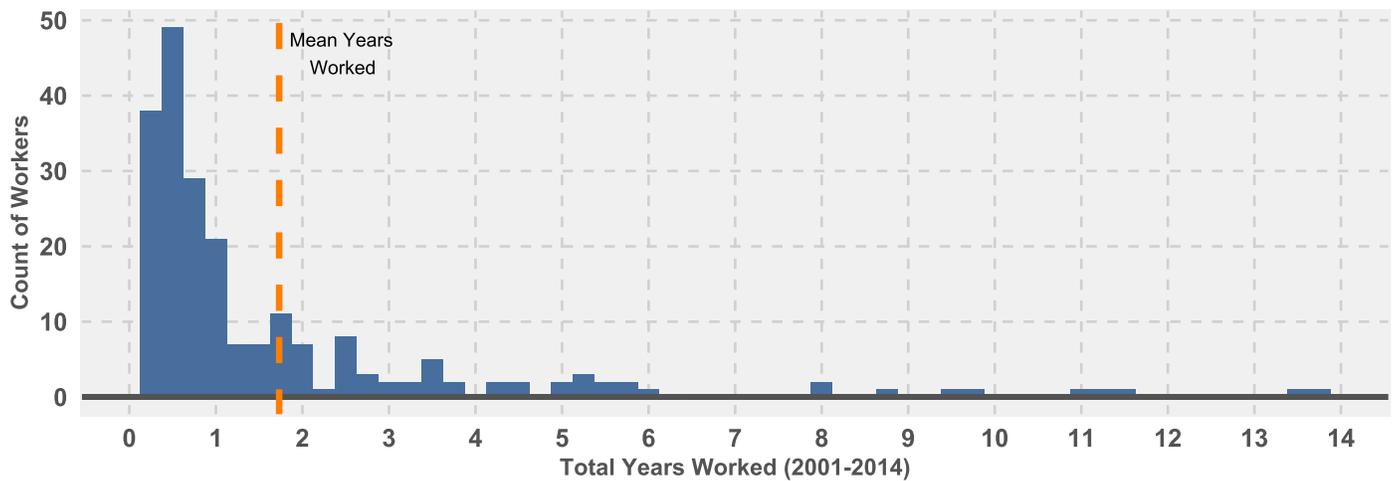
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Counselors, All Other



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
216	0.25	1.73	13.8	0.5	0.75	1.81	2.37

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Counselors, All Other, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	430	84	19.5%	69.4%	30.6%	40.5%	31.5%	43
Urban ²	314	67	21.3%	68.8%	31.2%	35.6%	26.7%	-
Rural	116	17	14.7%	70.7%	29.3%	52.5%	43.4%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	227	271	19.4%	44	47	91
United States	29,800	35,600	19.4%	5,800	6,300	12,100

Dental Assistants

Assist dentist, set up equipment, prepare patient for treatment, and keep records.

Related AKSHOT Occupations:

- Dental Assistants

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$19.86	\$19.78	\$19.53	\$18.74	\$20.20	-	\$19.84
Dentists' Offices	\$19.73	\$19.99	\$17.30	\$18.79	\$20.22	-	-
Hospitals	\$19.72	-	\$19.72	-	-	-	\$19.72
Other Ambulatory Health Care Services	\$20.86	-	\$20.92	-	-	-	\$20.92
Other Health Practitioners' Offices	\$17.72	\$17.72	-	-	\$17.72	-	-
Physicians' Offices	\$20.00	\$18.47	\$26.34	-	\$21.79	-	\$19.46
Social Assistance	\$17.93	\$18.07	\$17.97	-	-	-	\$17.93

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

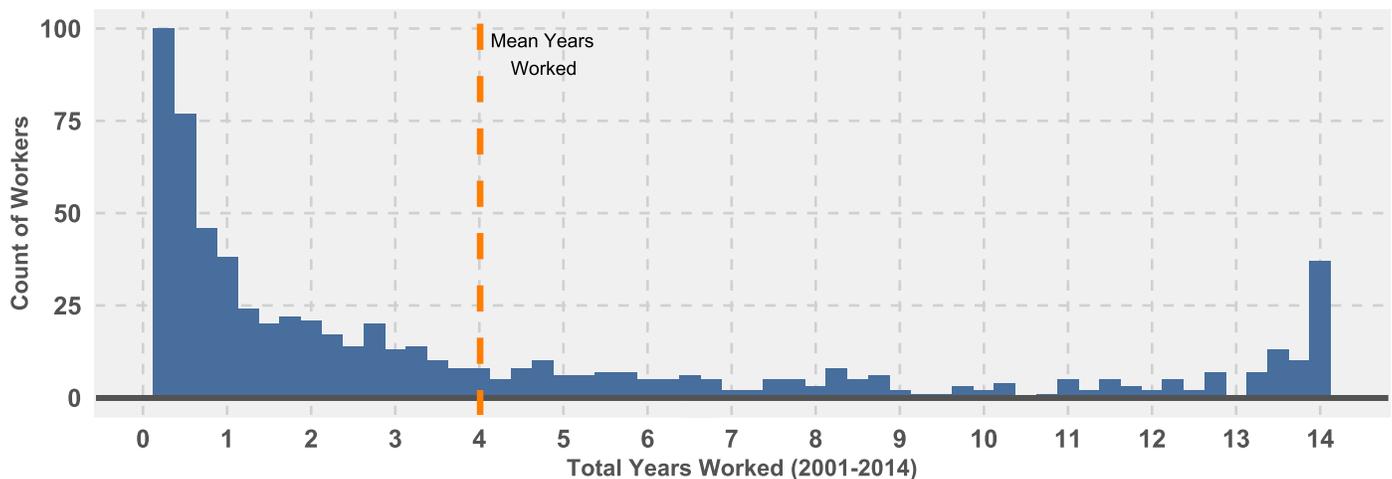
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Dental Assistants



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
670	0.25	4.01	14	0.5	2	6	4.49

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Dental Assistants, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	1,265	129	10.2%	94.7%	5.3%	22.3%	15.7%	36
Urban ²	927	100	10.8%	94.9%	5.1%	23.7%	16.4%	-
Rural	338	29	8.6%	94.2%	5.8%	18.4%	13.6%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	1,081	1,373	27.0%	293	220	512
United States	303,200	377,600	24.5%	74,400	62,900	137,200

Dental Hygienists

Clean teeth and examine oral areas, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop x rays, or apply fluoride or sealants.

Related AKSHOT Occupations:

- Dental Hygienists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$32.41	\$33.31	\$32.49	\$30.76	\$32.83	-	\$31.42
Dentists' Offices	\$33.27	\$33.46	\$32.07	\$30.73	\$32.84	-	-
Physicians' Offices	\$29.90	\$30.34	-	-	-	-	\$30.11

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

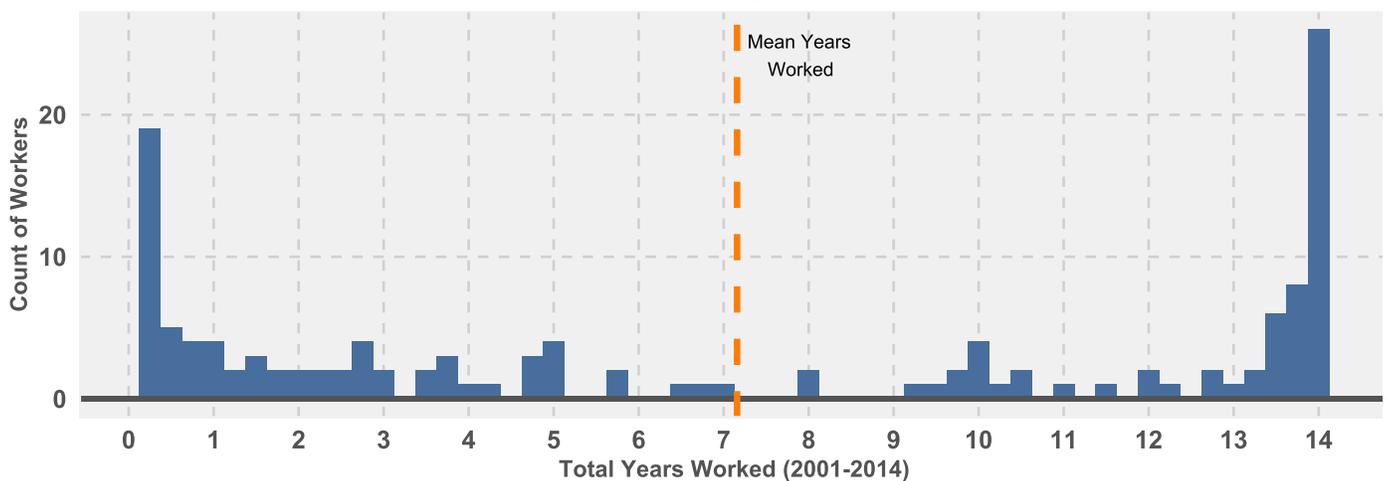
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Dental Hygienists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
133	0.25	7.16	14	1.25	5.75	13.8	5.65

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Dental Hygienists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	499	52	10.4%	96.0%	4.0%	44.5%	32.2%	43
Urban ²	411	36	8.8%	96.3%	3.7%	43.2%	31.5%	-
Rural	88	16	18.2%	-	-	51.4%	36.1%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	571	730	27.8%	159	111	270
United States	192,800	256,900	33.3%	64,200	49,400	113,500

Dentists, General

Examine, diagnose, and treat diseases, injuries, and malformations of teeth and gums. May treat diseases of nerve, pulp, and other dental tissues affecting oral hygiene and retention of teeth. May fit dental appliances or provide preventive care. Excludes Prosthodontists (29-1024), Orthodontists (29-1023), Oral and Maxillofacial Surgeons (29-1022) and Dentists, All Other Specialists (29-1029).

Related AKSHOT Occupations:

- Dentists, General

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$87.68	\$94.30	\$76.14	\$77.10	\$104.23	-	\$74.16
Dentists' Offices	\$101.60	\$102.31	-	\$79.48	\$106.46	-	-
Hospitals	\$75.40	-	\$75.40	-	-	-	\$75.40
Other Ambulatory Health Care Services	\$72.98	-	\$72.98	-	-	-	\$72.98
Physicians' Offices	\$74.49	\$70.47	-	-	-	-	\$75.02

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

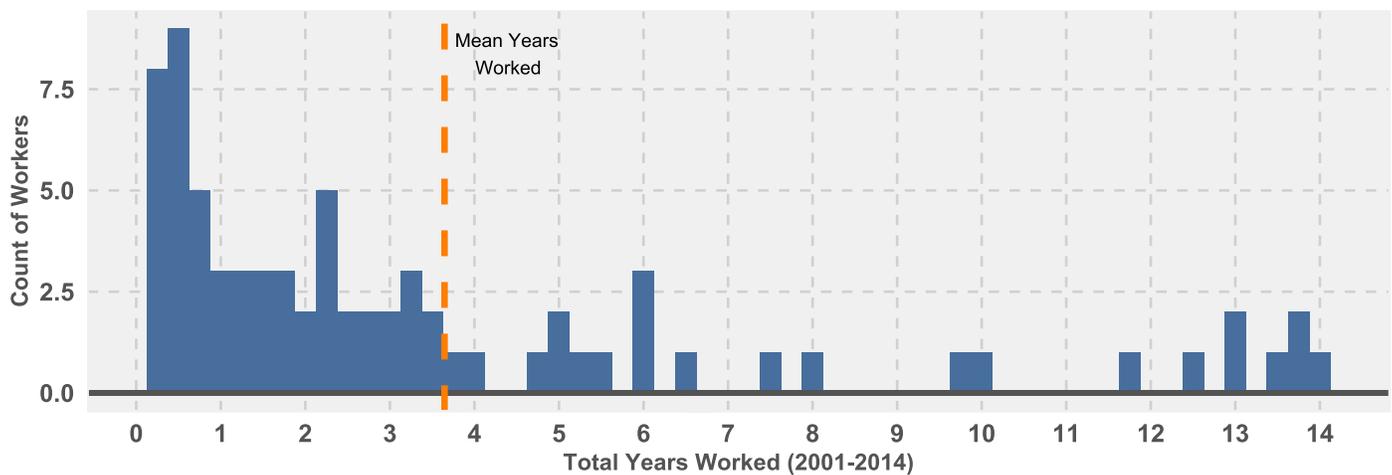
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Dentists, General



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
75	0.25	3.65	14	0.75	2.25	5	4

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Dentists, General, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	222	61	27.5%	34.8%	65.2%	42.2%	36.6%	45
Urban ²	140	30	21.4%	28.2%	71.8%	44.5%	40.0%	-
Rural	82	31	37.8%	49.0%	51.0%	37.3%	29.4%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	142	177	24.6%	35	37	72
United States	125,800	146,400	16.3%	20,600	30,700	51,200

Diagnostic Medical Sonographers

Produce ultrasonic recordings of internal organs for use by physicians.

Related AKSHOT Occupations:

- Diagnostic Medical Sonographers

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$41.92	\$42.77	\$40.88	-	\$37.91	-	\$43.64
Hospitals	\$43.87	\$44.62	\$41.09	-	-	-	\$43.87
Other Ambulatory Health Care Services	\$38.85	\$38.85	-	-	-	-	-
Physicians' Offices	\$38.14	\$38.14	-	-	-	-	\$38.63

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	109	25	22.9%	81.0%	19.0%	34.5%	26.2%	43
Urban ²	89	15	16.9%	82.4%	17.6%	35.1%	27.0%	-
Rural	19	10	52.6%	-	-	-	-	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	77	95	23.4%	18	12	29
United States	58,800	85,900	46.0%	27,000	8,300	35,300

Dietitians and Nutritionists

Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.

Related AKSHOT Occupations:

- Dietitians and Nutritionists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$28.22	\$27.62	\$31.42	-	-	-	\$28.04
Hospitals	\$27.70	\$26.69	-	-	-	-	\$27.70
Other Ambulatory Health Care Services	\$32.52	-	-	-	-	-	-
Physicians' Offices	\$26.69	\$25.16	-	-	-	-	\$27.71

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

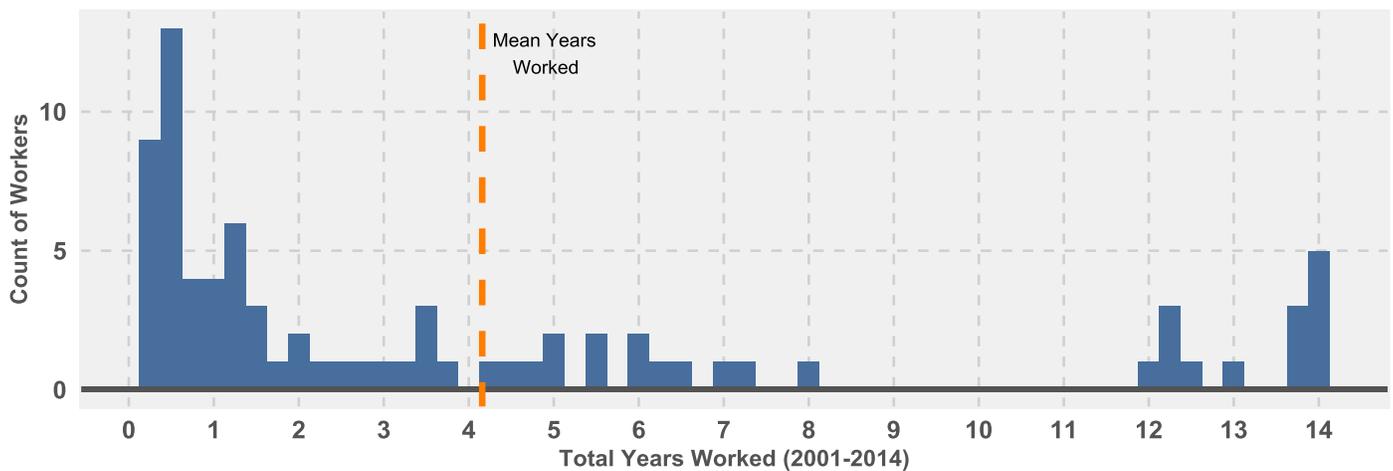
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Dietitians and Nutritionists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
79	0.25	4.16	14	0.5	1.75	6	4.69

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Dietitians and Nutritionists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	151	14	9.3%	95.6%	4.4%	46.7%	30.7%	43
Urban ²	127	7	5.5%	-	-	47.5%	30.0%	-
Rural	24	7	29.2%	-	-	41.2%	35.3%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	147	175	19.0%	29	38	67
United States	67,400	81,600	21.1%	14,200	8,000	22,300

Emergency Medical Technicians and Paramedics

Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick persons to medical facilities.

Related AKSHOT Occupations:

- Emergency Medical Technicians (EMT)
- Emergency Trauma Technicians (ETT)
- Firefighters, EMT or ETT Certified
- Paramedics

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$30.81	\$27.82	\$32.99	\$26.92	\$26.58	\$30.15	\$32.06
Hospitals	\$17.54	\$17.86	-	-	-	-	\$17.54
Other Ambulatory Health Care Services	\$32.64	\$32.90	\$23.60	\$31.27	\$15.72	\$31.44	\$38.72
Physicians' Offices	\$44.02	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

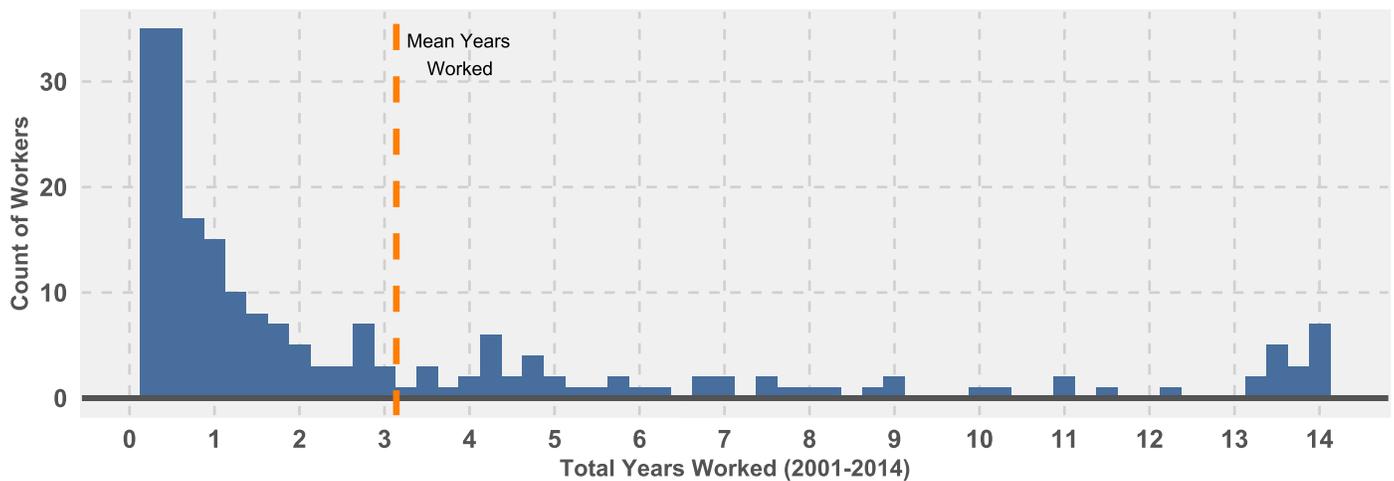
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Emergency Medical Technicians and Paramedics



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
210	0.25	3.14	14	0.5	1.25	4.25	4.03

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Emergency Medical Technicians and Paramedics, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	374	54	14.4%	31.3%	68.8%	28.4%	18.8%	38
Urban ²	183	21	11.5%	38.9%	61.1%	19.1%	12.3%	-
Rural	191	33	17.3%	23.4%	76.6%	38.0%	25.3%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	468	552	17.9%	84	91	175
United States	239,100	294,400	23.1%	55,300	65,200	120,600

Family and General Practitioners

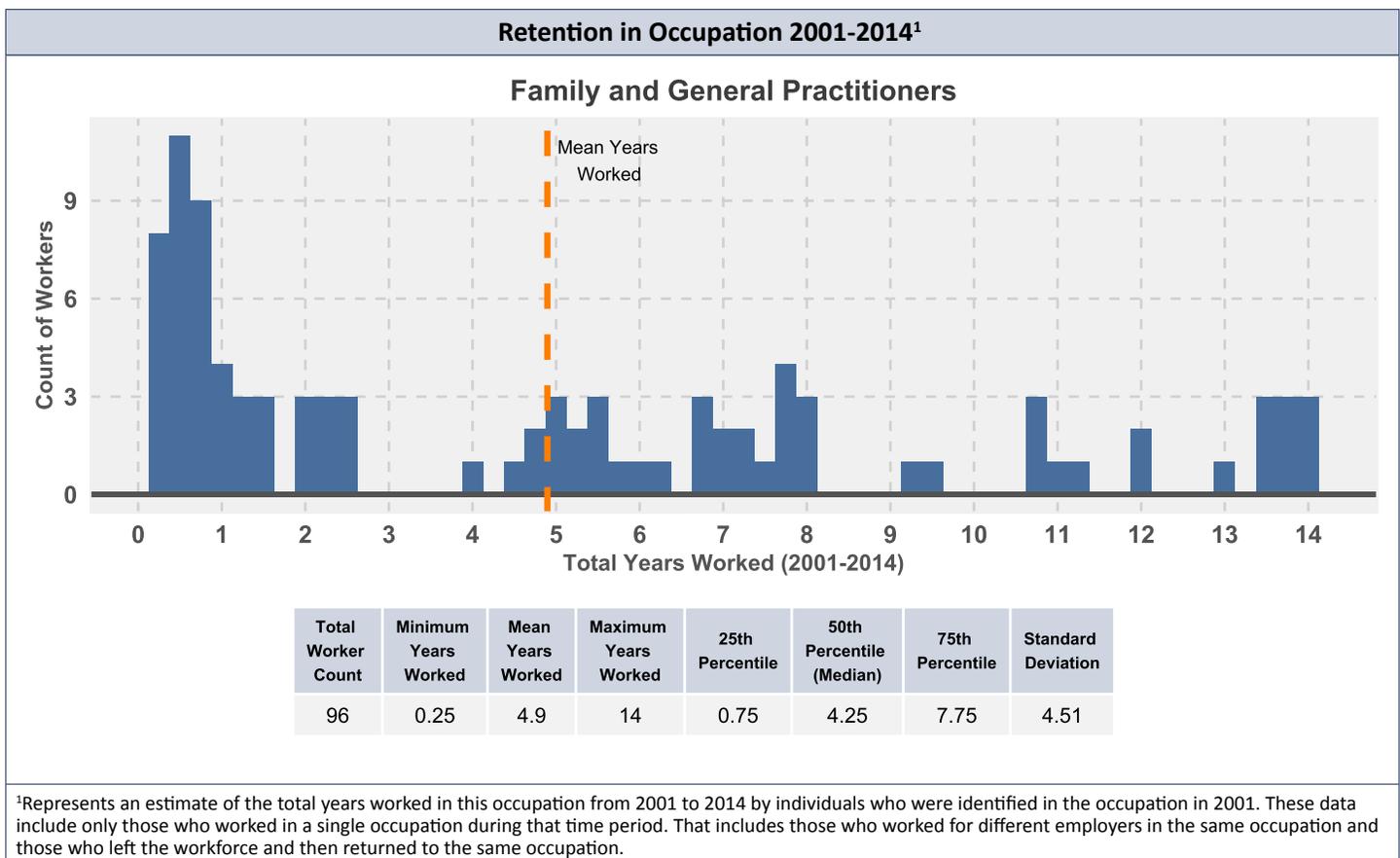
Physicians who diagnose, treat, and help prevent diseases and injuries that commonly occur in the general population. May refer patients to specialists when needed for further diagnosis or treatment.

Related AKSHOT Occupations:

- General Practitioners and Family Physicians

2014 Estimated Average Hourly Wages ¹							
Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$94.92	\$95.04	\$93.98	-	\$95.27	\$116.97	\$93.31
Hospitals	\$96.21	\$89.49	\$99.17	-	-	-	\$96.68
Other Ambulatory Health Care Services	\$74.80	-	\$76.67	-	-	-	\$76.67
Physicians' Offices	\$98.03	\$97.92	\$98.47	-	\$97.84	-	\$89.85
Social Assistance	\$99.66	\$101.10	-	-	-	-	\$99.66

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses
²Employment ranges are based on statewide average employment in 2014.
³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed



Family and General Practitioners, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	466	128	27.5%	63.3%	36.7%	47.6%	31.1%	45
Urban ²	242	41	16.9%	62.7%	37.3%	40.8%	25.9%	-
Rural	224	87	38.8%	64.2%	35.8%	57.7%	38.7%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	399	495	24.1%	96	76	172
United States	124,000	142,100	14.6%	18,100	31,000	49,200

File Clerks

File correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used. Locate and remove material from file when requested.

Related AKSHOT Occupations:

- Medical Records Filing Clerks

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$17.40	\$17.16	\$17.83	\$15.40	\$14.82	\$13.97	\$18.47
Hospitals	\$18.03	\$19.09	\$14.13	-	-	-	\$18.03
Other Ambulatory Health Care Services	\$20.55	-	\$20.55	-	-	-	\$20.55
Other Health Practitioners' Offices	\$13.65	\$13.65	-	-	-	\$13.99	-
Physicians' Offices	\$17.16	\$17.52	\$16.66	-	\$14.87	-	\$18.26

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

File Clerks



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
195	0.25	1.4	14	0.25	0.75	1.25	2.35

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

File Clerks, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	546	37	6.8%	80.6%	19.4%	29.5%	21.4%	34
Urban ²	381	29	7.6%	80.1%	19.9%	28.4%	19.9%	-
Rural	165	8	4.8%	81.5%	18.5%	31.8%	24.8%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	590	677	14.7%	88	86	173
United States	164,200	158,800	-3.3%	0	37,500	37,500

Financial Managers

Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.

Related AKSHOT Occupations:

- Financial Managers and Officers, Health Care-specific

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$52.05	\$50.58	\$56.97	-	\$39.67	\$42.23	\$55.61
Hospitals	\$57.24	\$56.04	\$61.07	-	-	-	\$57.93
Other Ambulatory Health Care Services	\$52.50	-	-	-	-	-	-
Physicians' Offices	\$57.87	\$54.96	-	-	-	-	\$63.40
Social Assistance	\$38.93	\$38.23	-	-	-	-	\$42.84

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

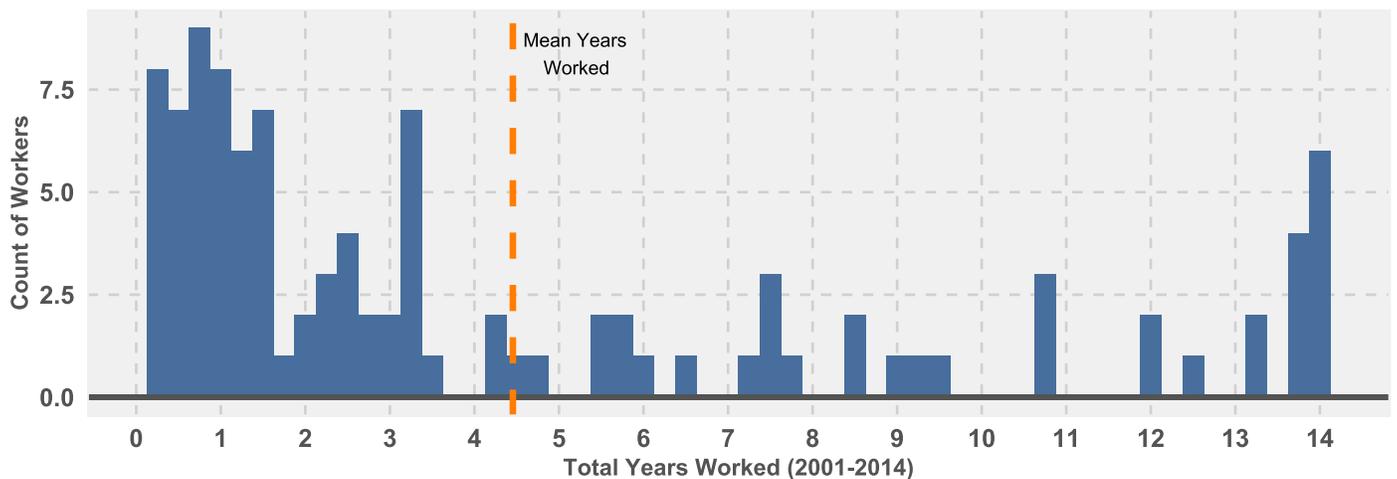
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Financial Managers



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
105	0.25	4.45	14	1	2.5	7.5	4.57

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Financial Managers, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	1,207	63	5.2%	64.5%	35.5%	56.8%	44.1%	49
Urban ²	946	33	3.5%	64.5%	35.5%	57.0%	44.4%	-
Rural	260	30	11.5%	64.8%	35.2%	56.5%	43.0%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	1,128	1,252	11.0%	124	200	324
United States	532,100	579,200	8.9%	47,100	99,800	146,900

General and Operations Managers

Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Excludes First-Line Supervisors.

Related AKSHOT Occupations:

- Operations Managers and Officers, Health Care-specific

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$46.71	\$44.68	\$51.60	\$34.57	\$42.97	\$53.67	\$49.27
Hospitals	\$53.63	\$45.04	\$68.44	-	-	-	\$53.40
Nursing and Residential Care Facilities	\$37.82	\$37.62	-	-	-	-	\$34.32
Other Ambulatory Health Care Services	\$52.66	-	\$53.89	-	-	-	\$62.06
Other Health Practitioners' Offices	\$40.56	\$40.82	-	-	-	-	-
Physicians' Offices	\$55.00	\$53.69	-	-	\$47.51	-	\$60.04
Social Assistance	\$37.54	\$37.77	\$37.10	-	\$37.62	-	\$38.22

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

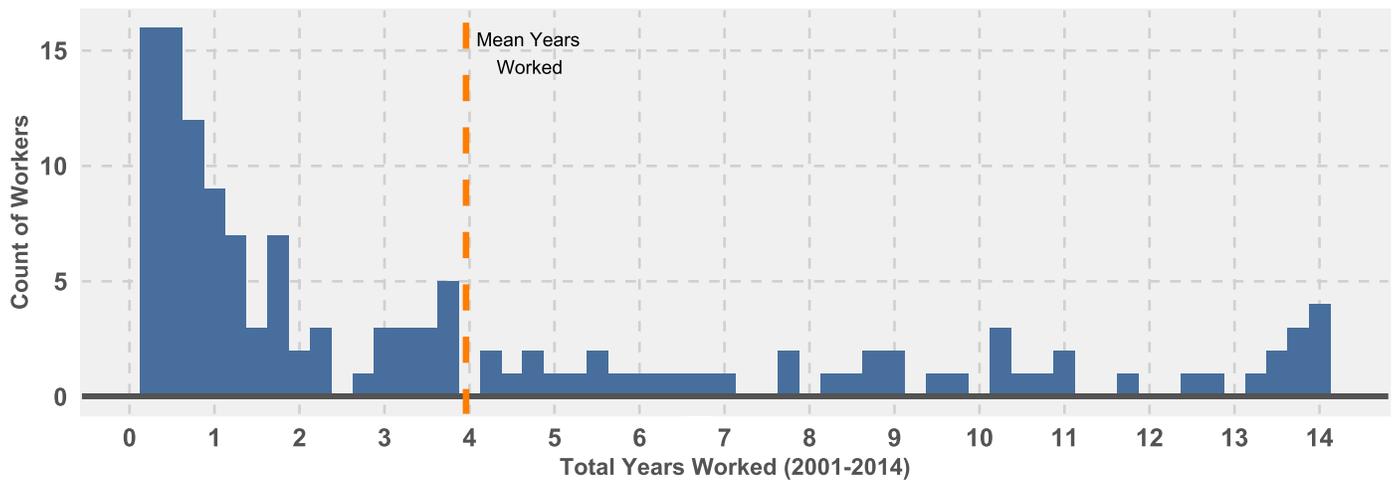
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

General and Operations Managers



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
135	0.25	3.96	14	0.75	1.75	6.12	4.31

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

General and Operations Managers, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	4,832	632	13.1%	37.8%	62.2%	58.4%	45.4%	47
Urban ²	3,322	359	10.8%	39.0%	61.0%	56.8%	43.7%	-
Rural	1,507	272	18.0%	34.9%	65.1%	62.4%	49.6%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	3,350	3,752	12.0%	402	603	1,005
United States	1,972,700	2,216,800	12.4%	244,100	369,100	613,100

Health Diagnosing and Treating Practitioners, All Other

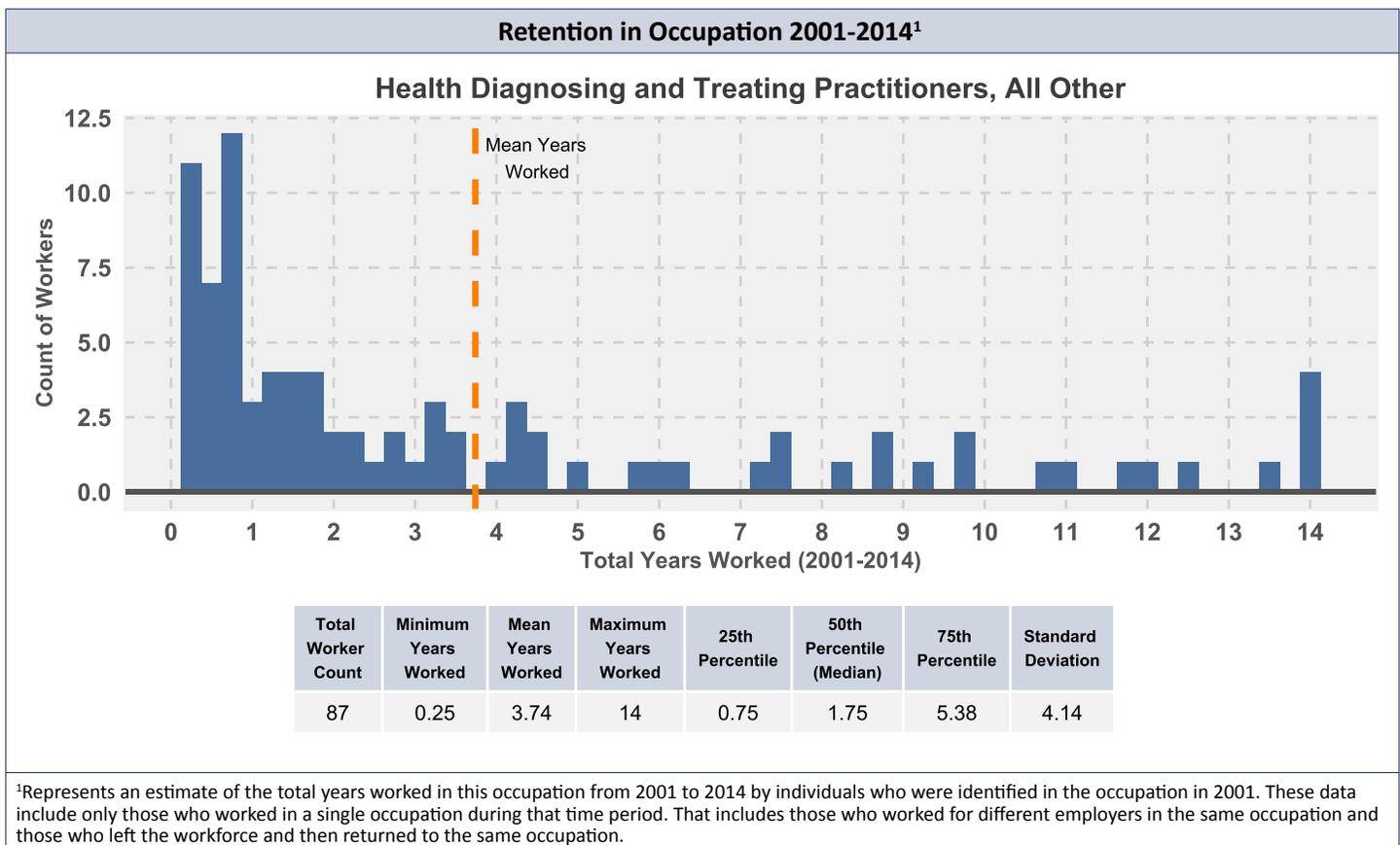
All health diagnosing and treating practitioners not listed separately.

Related AKSHOT Occupations:

- Community Health Aide/Practitioners (CHA, CHA/P)
- Dental Health Aide Therapists

2014 Estimated Average Hourly Wages ¹							
Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$34.13	\$32.45	\$35.92	\$35.22	-	\$33.71	\$32.68
Physicians' Offices	\$33.45	\$33.80	\$31.32	-	-	-	\$31.09

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses
²Employment ranges are based on statewide average employment in 2014.
³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed



Health Diagnosing and Treating Practitioners, All Other, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	189	6	3.2%	76.5%	23.5%	37.2%	25.1%	42
Urban ²	125	6	4.8%	74.8%	25.2%	38.7%	27.7%	-
Rural	64	-	-	79.7%	20.3%	34.4%	20.3%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	167	206	23.4%	38	31	69
United States	47,200	50,900	7.9%	3,700	9,700	13,500

Health Educators

Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs. Excludes Community Health Workers (21-1094).

Related AKSHOT Occupations:

- Community Wellness Advocates

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$26.43	\$26.68	\$25.20	\$26.36	\$22.03	-	\$26.68
Hospitals	\$28.57	\$30.84	\$23.92	-	-	-	\$28.60
Other Ambulatory Health Care Services	\$30.74	-	\$32.92	-	-	-	\$32.92
Physicians' Offices	\$26.70	\$26.92	-	-	-	-	\$26.92
Social Assistance	\$20.76	\$20.89	-	-	-	-	\$21.39

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

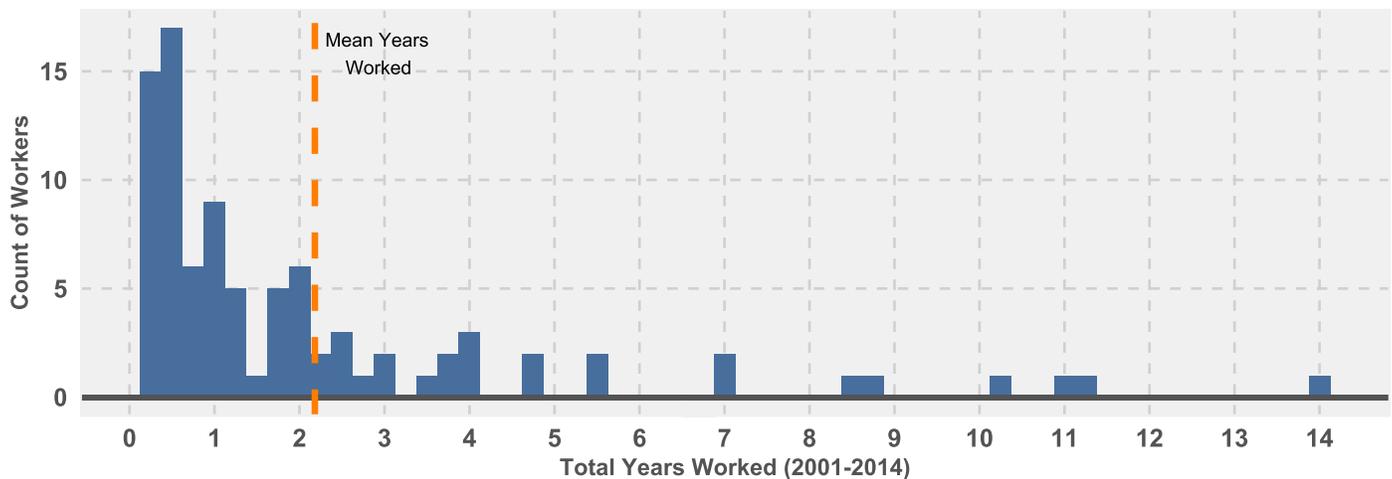
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Health Educators



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
90	0.25	2.18	14	0.5	1	2.5	2.77

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Health Educators, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	329	15	4.6%	86.3%	13.7%	47.8%	36.6%	44
Urban ²	255	12	4.7%	86.8%	13.2%	51.4%	40.3%	-
Rural	74	-	-	84.5%	15.5%	35.2%	23.9%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	192	230	19.8%	39	40	79
United States	58,900	70,100	19.0%	11,200	15,400	26,600

Health Technologists and Technicians, All Other

All health technologists and technicians not listed separately.

Related AKSHOT Occupations:

- Electroneurodiagnostic (END or EEG) Technicians

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$25.31	\$25.03	\$26.99	\$24.72	\$27.20	\$22.38	\$25.49
Hospitals	\$24.24	\$24.07	\$24.89	-	-	-	\$24.24
Other Ambulatory Health Care Services	\$24.63	\$24.79	\$24.31	-	\$28.24	\$21.50	\$24.31
Other Health Practitioners' Offices	\$22.11	\$22.11	-	\$19.94	-	-	-
Physicians' Offices	\$26.67	\$26.67	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

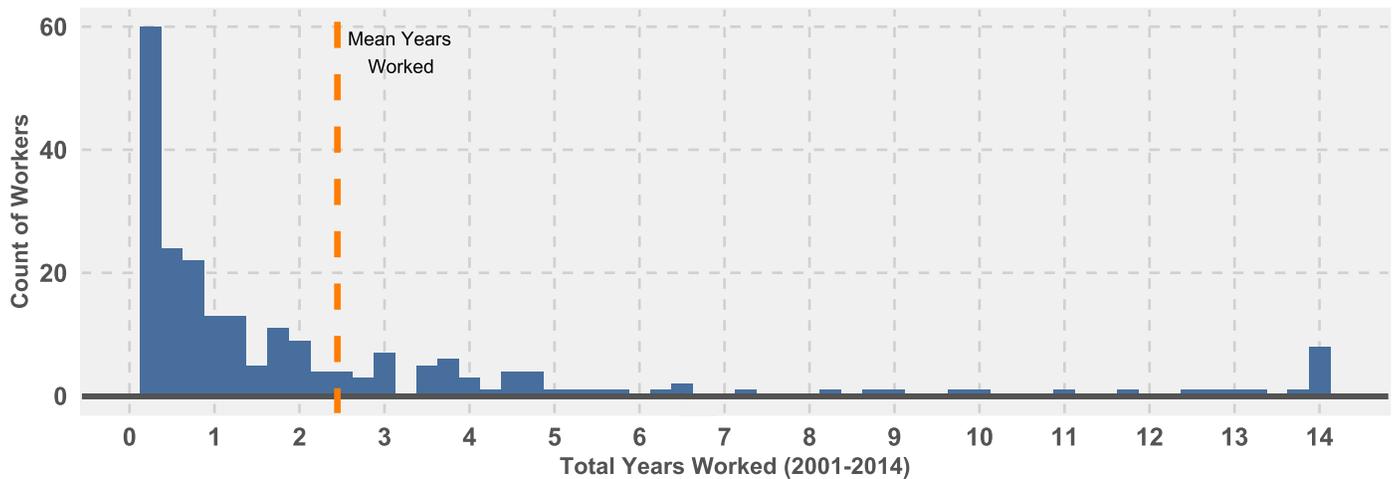
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Health Technologists and Technicians, All Other



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
226	0.25	2.45	14	0.25	1	3	3.46

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Health Technologists and Technicians, All Other, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	319	48	15.0%	65.3%	34.7%	35.8%	27.3%	40
Urban ²	263	39	14.8%	65.2%	34.8%	37.1%	28.6%	-
Rural	56	9	16.1%	66.0%	34.0%	29.8%	21.3%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	372	460	23.7%	88	72	160
United States	90,400	114,600	26.7%	24,200	8,900	33,100

Healthcare Social Workers

Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family care givers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.

Related AKSHOT Occupations:

- Behavioral Health Case Managers and Care Coordinators
- Health Care Social Workers

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$26.60	\$26.80	\$26.23	-	\$28.36	\$26.10	\$26.03
Hospitals	\$28.40	\$28.54	\$27.59	-	-	-	\$28.08
Other Ambulatory Health Care Services	\$23.90	\$22.07	-	-	-	-	\$23.07
Social Assistance	\$21.76	\$20.62	\$22.70	-	-	-	\$21.56

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

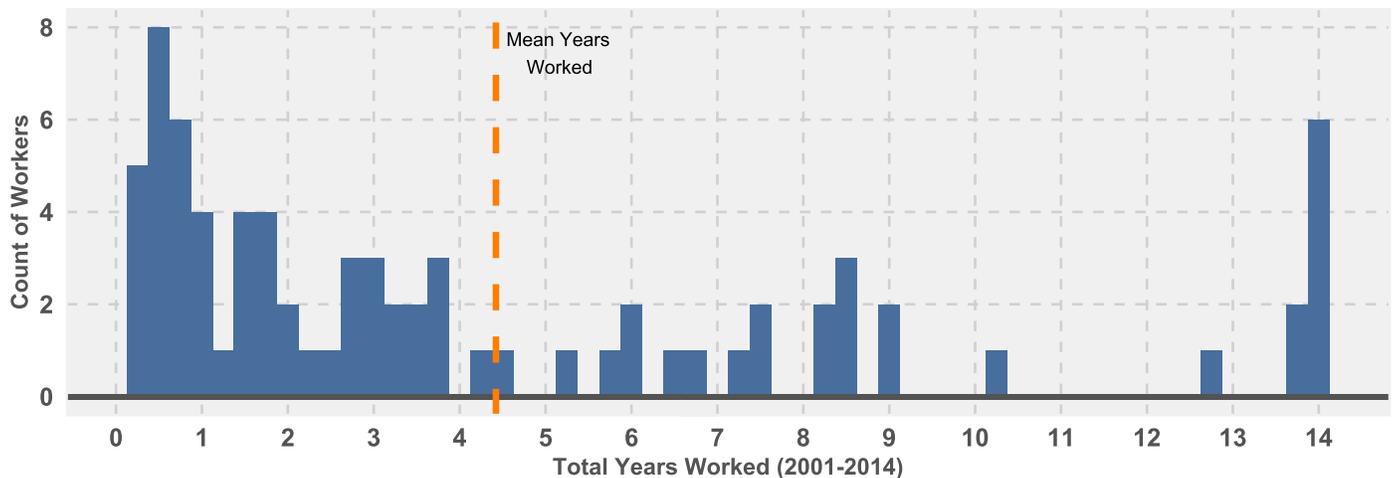
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Healthcare Social Workers



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
77	0.25	4.42	14	1	2.75	7.25	4.36

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Healthcare Social Workers, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	227	13	5.7%	91.1%	8.9%	43.9%	36.0%	44
Urban ²	167	9	5.4%	92.4%	7.6%	41.8%	34.2%	-
Rural	60	-	-	87.5%	12.5%	50.0%	41.1%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	264	314	18.9%	50	61	110
United States	146,200	185,500	26.8%	39,200	31,000	70,200

Healthcare Support Workers, All Other

All healthcare support workers not listed separately

Related AKSHOT Occupations:

- Speech-Language Pathology Assistants

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$20.23	\$19.29	\$21.42	\$18.25	\$19.69	\$19.97	\$20.48
Dentists' Offices	\$18.57	\$18.48	-	\$20.23	-	-	-
Hospitals	\$21.06	\$19.70	\$22.05	-	-	-	\$21.07
Nursing and Residential Care Facilities	\$16.31	\$16.45	\$14.40	\$16.19	\$15.68	-	\$17.06
Other Ambulatory Health Care Services	\$20.19	\$19.12	\$23.80	\$19.66	\$18.94	\$18.98	\$24.45
Other Health Practitioners' Offices	\$18.50	\$18.61	-	\$15.27	\$19.20	-	\$14.62
Physicians' Offices	\$21.07	\$21.43	\$20.28	\$20.09	\$21.39	-	\$21.22
Social Assistance	\$18.52	\$18.93	-	-	-	-	\$19.46

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

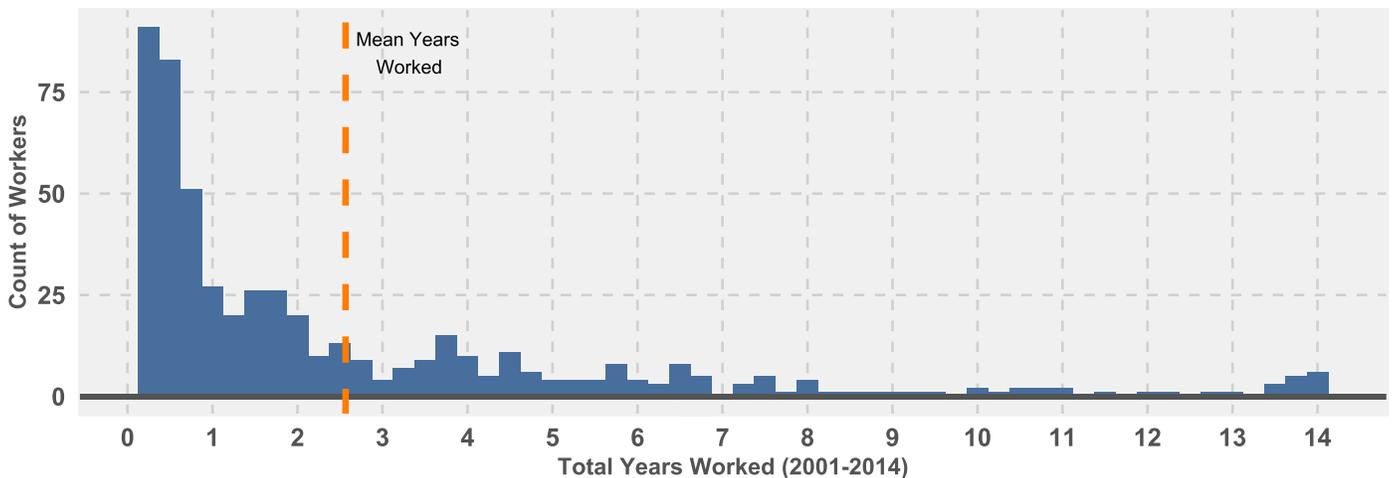
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Healthcare Support Workers, All Other



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
530	0.25	2.57	14	0.5	1.25	3.75	3.12

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Healthcare Support Workers, All Other, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	1,396	137	9.8%	84.4%	15.6%	35.1%	26.1%	39
Urban ²	880	95	10.8%	84.2%	15.8%	33.8%	25.6%	-
Rural	515	42	8.2%	84.6%	15.4%	37.4%	26.8%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	1,141	1,418	24.3%	277	216	493
United States	107,400	124,600	16.0%	17,200	20,500	37,700

Home Health Aides

Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patients home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.

Related AKSHOT Occupations:

- Home Health Aides

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$14.87	\$14.53	\$15.54	\$14.18	\$14.19	\$15.76	\$14.79
Home Health Care Services	\$12.75	\$12.56	-	\$13.25	-	\$11.91	-
Hospitals	\$18.03	-	\$19.59	-	-	-	\$18.03
Nursing and Residential Care Facilities	\$14.09	\$14.09	\$14.22	\$13.95	\$13.97	\$13.97	-
Physicians' Offices	\$18.70	\$18.70	-	-	-	-	\$18.70
Social Assistance	\$14.85	\$14.52	\$15.48	-	\$14.12	\$17.85	\$14.62

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

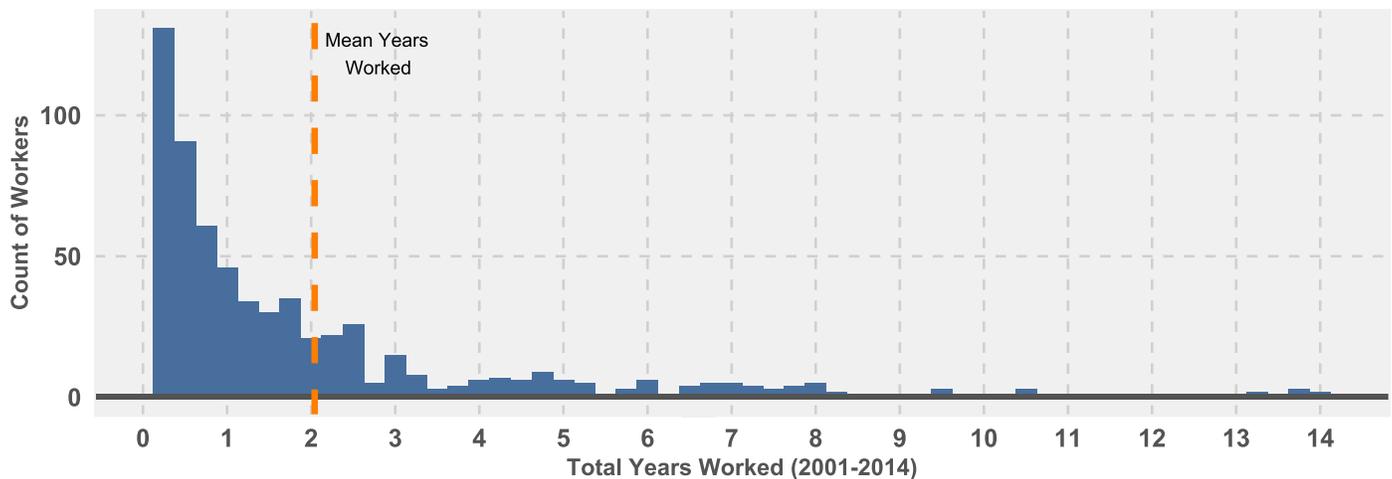
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Home Health Aides



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
634	0.25	2.04	14	0.5	1	2.5	2.54

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Home Health Aides, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	1,487	148	10.0%	75.5%	24.5%	46.3%	34.9%	42
Urban ²	992	108	10.9%	74.4%	25.6%	48.9%	36.0%	-
Rural	495	40	8.1%	77.6%	22.4%	41.3%	32.7%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	2,343	2,952	26.0%	608	454	1,062
United States	875,100	1,299,300	48.5%	424,200	166,400	590,700

Insurance Claims and Policy Processing Clerks

Process new insurance policies, modifications to existing policies, and claims forms. Obtain information from policyholders to verify the accuracy and completeness of information on claims forms, applications and related documents, and company records. Update existing policies and company records to reflect changes requested by policyholders and insurance company representatives. Excludes Claims Adjusters, Examiners, and Investigators (13-1031).

Related AKSHOT Occupations:

- Health Care Insurance Claims Processors

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$22.80	\$22.77	\$23.56	\$24.15	\$23.88	\$19.04	\$20.53

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	254	17	6.7%	86.1%	13.9%	29.1%	21.9%	46
Urban ²	239	15	6.3%	85.7%	14.3%	28.1%	20.5%	-
Rural	15	-	-	-	-	46.2%	46.2%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	193	216	11.9%	24	56	79
United States	254,400	275,000	8.1%	20,600	67,400	88,100

Internists, General

Physicians who diagnose and provide non-surgical treatment of diseases and injuries of internal organ systems. Provide care mainly for adults who have a wide range of problems associated with the internal organs. Subspecialists, such as cardiologists and gastroenterologists, are included in Physicians and Surgeons, All Other (29-1069).

Related AKSHOT Occupations:

- Internists, General

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$100.55	\$103.40	\$93.64	-	\$82.93	-	\$106.49
Hospitals	\$110.74	\$111.05	-	-	-	-	\$111.56
Other Ambulatory Health Care Services	\$97.97	-	\$97.61	-	-	-	\$97.61
Physicians' Offices	\$86.61	\$87.79	-	-	\$82.50	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	127	43	33.9%	48.8%	51.2%	58.3%	46.4%	49
Urban ²	76	16	21.1%	43.3%	56.7%	56.7%	41.7%	-
Rural	51	27	52.9%	62.5%	37.5%	62.5%	58.3%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	104	123	18.3%	20	20	40
United States	51,300	58,600	14.1%	7,300	12,800	20,100

Licensed Practical and Licensed Vocational Nurses

Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

Related AKSHOT Occupations:

- Licensed Practical Nurses (LPN)

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$27.52	\$27.99	\$25.62	\$29.00	\$23.38	\$32.79	\$27.20
Hospitals	\$24.86	\$24.82	\$24.00	-	-	-	\$24.97
Nursing and Residential Care Facilities	\$26.36	\$26.36	-	-	-	-	\$26.46
Other Ambulatory Health Care Services	\$38.54	\$42.83	\$29.62	-	-	\$45.82	\$29.62
Other Health Practitioners' Offices	\$23.17	\$23.17	-	-	-	-	-
Physicians' Offices	\$25.00	\$25.17	\$24.11	\$28.09	\$23.02	-	\$25.29
Social Assistance	\$25.21	\$25.44	-	-	-	-	\$26.15

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

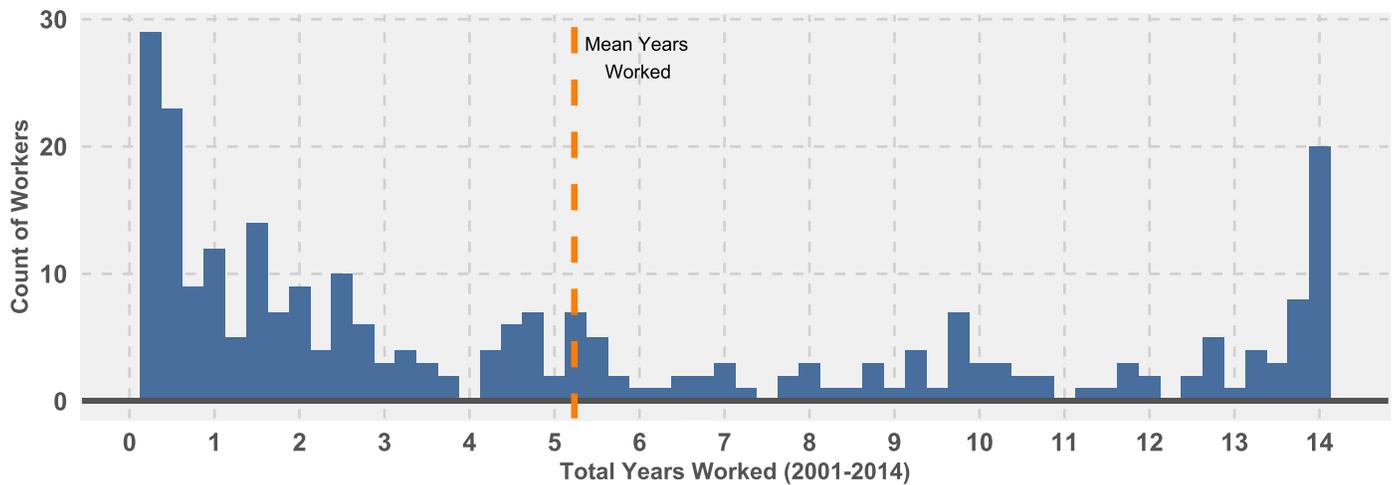
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Licensed Practical and Licensed Vocational Nurses



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
266	0.25	5.23	14	1	3.25	9.69	4.85

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Licensed Practical and Licensed Vocational Nurses, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	567	107	18.9%	88.0%	12.0%	55.7%	42.8%	46
Urban ²	438	63	14.4%	87.5%	12.5%	56.0%	42.4%	-
Rural	129	44	34.1%	90.6%	9.4%	54.1%	44.7%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	644	782	21.4%	138	167	304
United States	738,400	921,300	24.8%	182,900	180,300	363,100

Magnetic Resonance Imaging Technologists

Operate Magnetic Resonance Imaging (MRI) scanners. Monitor patient safety and comfort, and view images of area being scanned to ensure quality of pictures. May administer gadolinium contrast dosage intravenously. May interview patient, explain MRI procedures, and position patient on examining table. May enter into the computer data such as patient history, anatomical area to be scanned, orientation specified, and position of entry.

Related AKSHOT Occupations:

- Magnetic Resonance Imaging (MRI) Technologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$39.13	\$40.05	-	-	-	-	\$38.48
Hospitals	\$38.47	\$39.52	-	-	-	-	\$38.47

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

No data to report for this occupation.

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	53	12	22.6%	43.9%	56.1%	51.2%	36.6%	45
Urban ²	40	11	27.5%	51.7%	48.3%	48.3%	37.9%	-
Rural	13	-	-	-	-	-	-	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	26	32	23.1%	6	4	10
United States	30,100	37,200	23.6%	7,100	4,200	11,300

Marriage and Family Therapists

Diagnose and treat mental and emotional disorders, whether cognitive, affective, or behavioral, within the context of marriage and family systems. Apply psychotherapeutic and family systems theories and techniques in the delivery of services to individuals, couples, and families for the purpose of treating such diagnosed nervous and mental disorders. Excludes Social Workers (21-1021 through 21-1029) and Psychologists of all types (19-3031 through 19-3039).

Related AKSHOT Occupations:

- Marriage and Family Therapists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	-	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Marriage and Family Therapists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
25	0.25	3.32	14	0.75	2.25	5.5	3.32

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Marriage and Family Therapists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	-	-	-	-	-	-	-	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	-	-	-	-	-	-
United States	37,800	49,400	30.6%	11,600	8,000	19,600

(-) Data suppressed

Massage Therapists

Perform therapeutic massages of soft tissues and joints. May assist in the assessment of range of motion and muscle strength, or propose client therapy plans.

Related AKSHOT Occupations:

- Massage Therapists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$20.42	\$20.34	\$22.28	\$21.47	\$19.21	\$17.74	\$18.80
Other Health Practitioners' Offices	\$21.14	\$21.11	\$21.42	\$21.57	\$18.93	-	-
Physicians' Offices	\$21.37	\$21.55	-	-	\$22.99	-	\$18.84

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

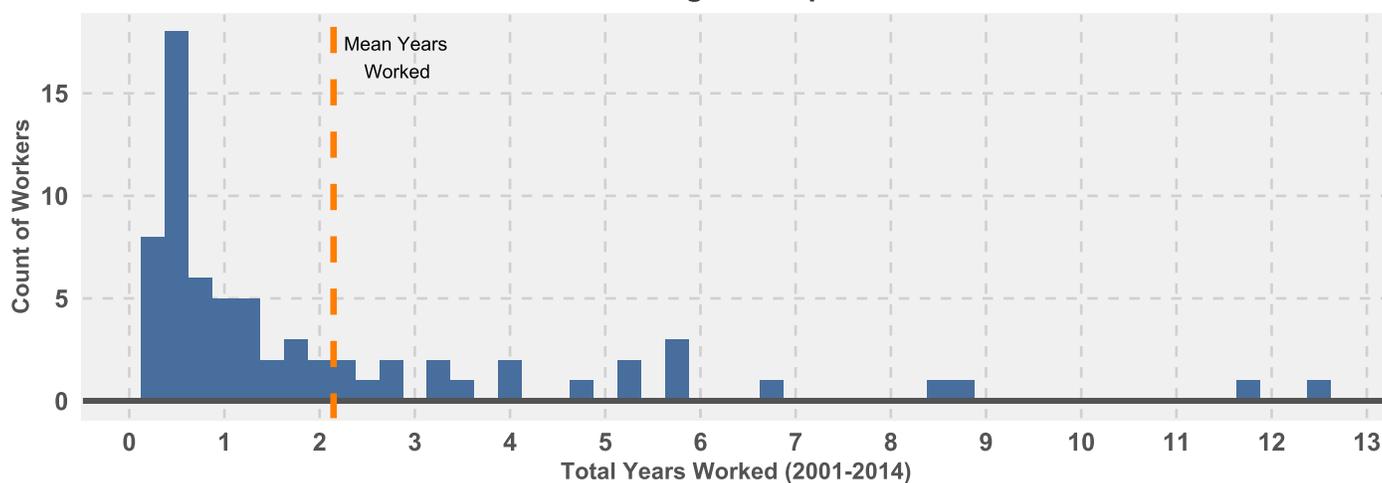
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Massage Therapists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
70	0.25	2.15	12.5	0.5	1	2.69	2.65

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Massage Therapists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	509	70	13.8%	88.8%	11.2%	26.2%	18.5%	38
Urban ²	439	56	12.8%	88.8%	11.2%	25.6%	18.0%	-
Rural	70	14	20.0%	89.3%	10.7%	30.4%	21.4%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	310	384	23.9%	74	49	123
United States	132,800	162,800	22.6%	30,000	14,100	44,100

Medical and Clinical Laboratory Technicians

Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.

Related AKSHOT Occupations:

- Medical and Clinical Lab Technicians

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$24.42	\$23.49	\$26.59	\$26.56	\$23.00	\$23.75	\$24.98
Hospitals	\$24.99	\$23.18	\$30.93	-	-	-	\$24.78
Other Ambulatory Health Care Services	\$21.35	\$19.54	\$27.67	-	\$19.03	\$18.99	\$29.97
Physicians' Offices	\$25.11	\$25.46	\$23.97	-	\$24.11	-	\$24.47

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

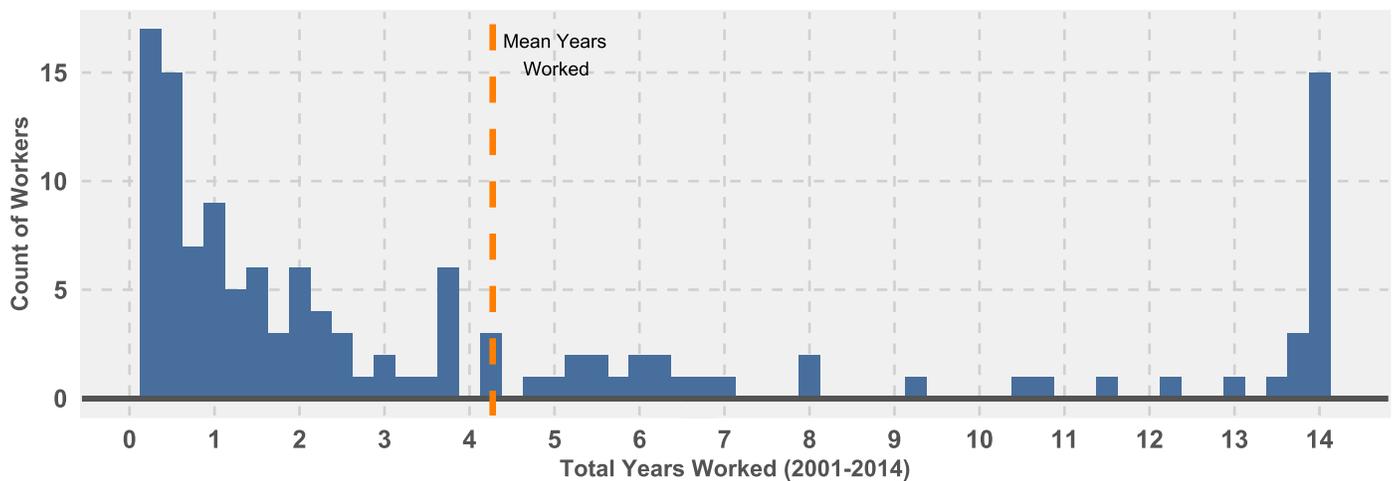
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Medical and Clinical Laboratory Technicians



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
130	0.25	4.27	14	0.75	2	6	4.81

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Medical and Clinical Laboratory Technicians, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	396	60	15.2%	71.1%	28.9%	41.4%	30.1%	42
Urban ²	282	32	11.3%	72.8%	27.2%	42.0%	32.4%	-
Rural	114	28	24.6%	66.3%	33.7%	39.5%	23.3%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	355	437	23.1%	82	67	149
United States	161,500	209,400	29.7%	47,900	42,300	90,200

Medical and Clinical Laboratory Technologists

Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.

Related AKSHOT Occupations:

- Medical and Clinical Lab Technologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$33.68	\$33.37	\$35.86	\$40.10	\$29.98	-	\$34.08
Hospitals	\$34.08	\$33.55	\$36.56	-	-	-	\$33.89
Other Ambulatory Health Care Services	\$32.52	\$27.31	\$35.35	-	\$28.51	-	\$36.00
Physicians' Offices	\$31.15	\$29.22	-	-	-	-	\$32.29

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

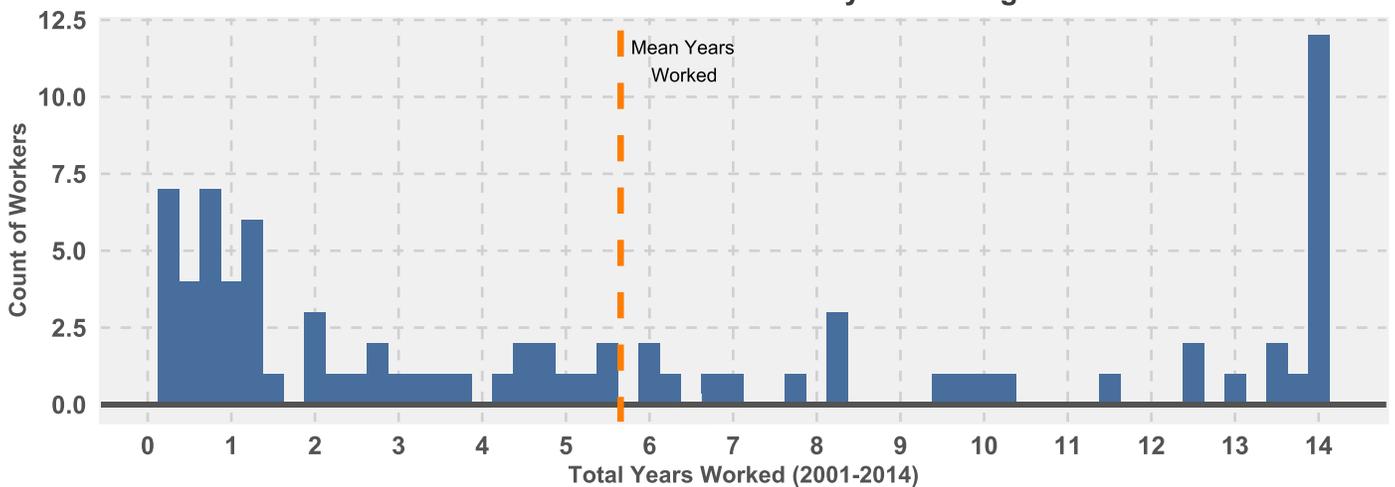
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Medical and Clinical Laboratory Technologists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
81	0.25	5.65	14	1	4.25	10	5.14

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Medical and Clinical Laboratory Technologists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	284	60	21.1%	69.2%	30.8%	47.8%	38.8%	45
Urban ²	199	32	16.1%	70.1%	29.9%	42.5%	34.1%	-
Rural	85	28	32.9%	66.7%	33.3%	63.2%	52.6%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	284	346	21.8%	62	54	116
United States	164,300	187,100	13.8%	22,700	43,100	65,800

Medical and Health Services Managers

Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.

Related AKSHOT Occupations:

- Behavioral Health Directors and Supervisors
- Chief Medical Officers (CMO)
- Chief Nursing Officers and Directors
- Hospital Administrators

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$52.42	\$52.87	\$50.44	\$50.84	\$48.12	\$50.21	\$53.23
Dentists' Offices	\$37.04	\$37.07	-	\$36.24	-	-	-
Hospitals	\$52.20	\$53.37	\$47.14	-	-	-	\$52.18
Nursing and Residential Care Facilities	\$42.53	\$42.09	-	-	-	-	-
Other Ambulatory Health Care Services	\$50.54	\$46.52	\$54.48	-	\$44.07	\$48.80	\$54.34
Other Health Practitioners' Offices	\$61.10	\$62.03	-	-	-	-	-
Physicians' Offices	\$60.20	\$58.69	\$69.31	\$52.26	\$53.89	-	\$68.42
Social Assistance	\$46.12	\$42.46	-	-	-	-	\$46.29

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

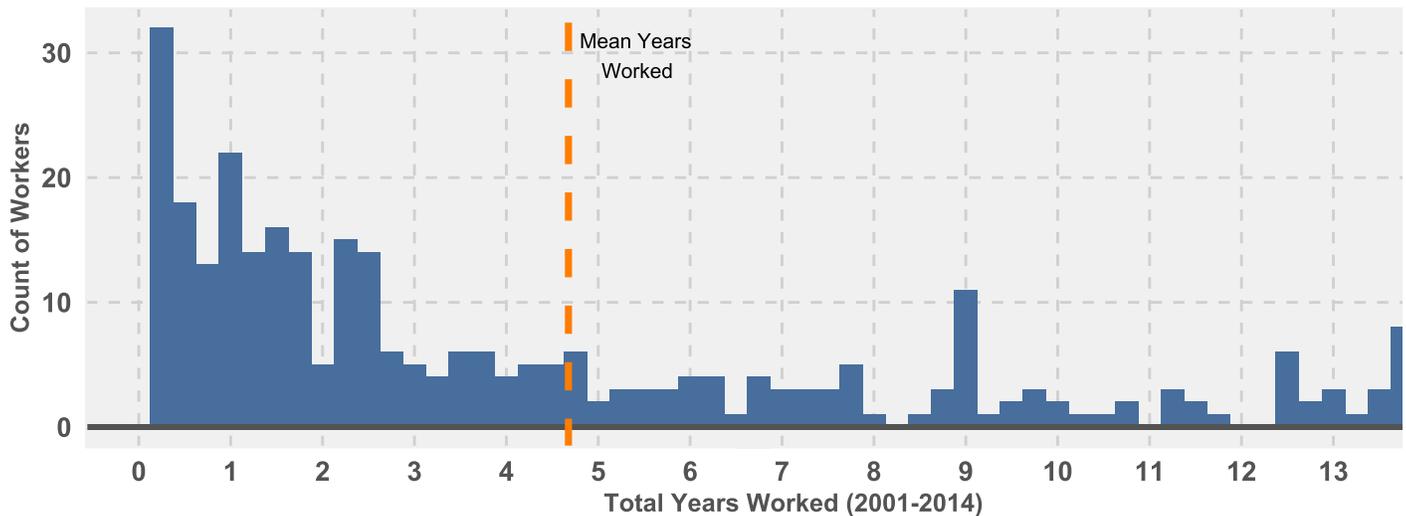
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Medical and Health Services Managers



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
324	0.25	4.68	14	1	2.5	7.56	4.49

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Medical and Health Services Managers, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	984	80	8.1%	77.2%	22.8%	62.9%	48.0%	49
Urban ²	725	45	6.2%	78.1%	21.9%	62.1%	46.9%	-
Rural	259	35	13.5%	74.6%	25.4%	65.6%	51.3%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	949	1,137	19.8%	188	224	412
United States	315,500	388,800	23.2%	73,300	76,600	149,900

Medical Assistants

Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes Physician Assistants (29-1071).

Related AKSHOT Occupations:

- Medical Assistants

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$19.87	\$19.11	\$20.03	\$18.93	\$18.71	\$19.11	\$19.42
Hospitals	\$17.85	\$17.42	\$18.17	-	-	-	\$17.90
Other Ambulatory Health Care Services	\$20.09	\$17.50	\$20.82	-	\$17.93	\$16.94	\$20.83
Other Health Practitioners' Offices	\$18.55	\$18.75	\$17.13	\$18.28	\$18.49	\$18.34	-
Physicians' Offices	\$19.15	\$19.23	\$17.03	\$19.04	\$18.83	\$18.69	\$18.88
Social Assistance	\$19.18	\$19.67	-	-	-	-	\$19.16

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

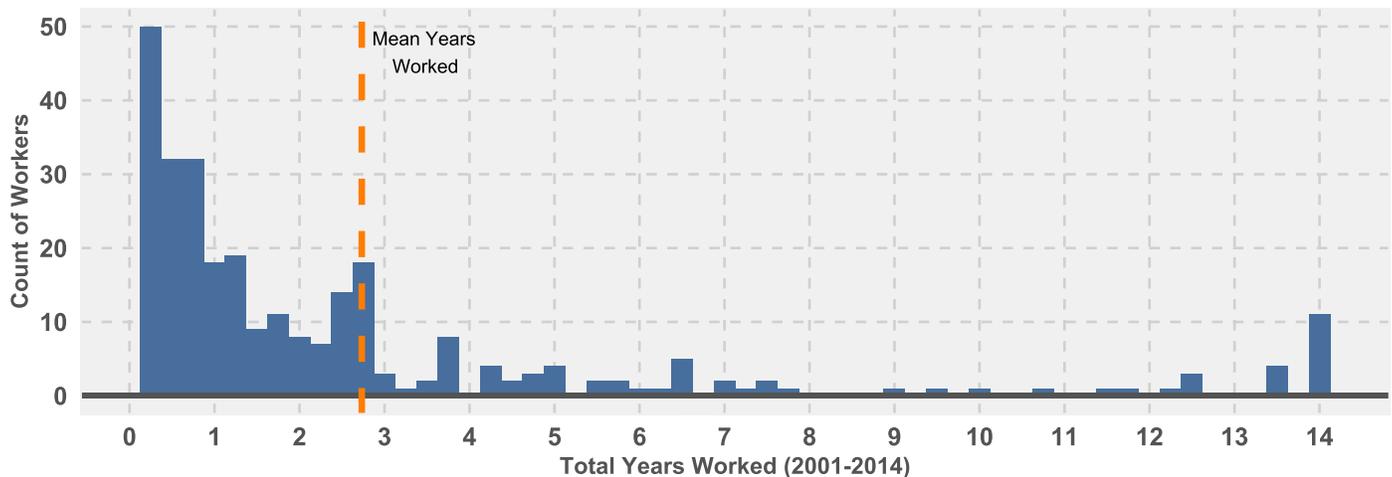
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Medical Assistants



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
287	0.25	2.73	14	0.5	1.25	2.75	3.56

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Medical Assistants, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	1,613	145	9.0%	89.9%	10.1%	18.1%	11.1%	35
Urban ²	1,170	95	8.1%	90.4%	9.6%	17.0%	10.2%	-
Rural	440	50	11.4%	88.2%	11.8%	21.0%	13.6%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	1,130	1,420	25.7%	289	274	563
United States	560,800	723,700	29.0%	162,900	107,000	269,900

Medical Equipment Preparers

Prepare, sterilize, install, or clean laboratory or healthcare equipment. May perform routine laboratory tasks and operate or inspect equipment.

Related AKSHOT Occupations:

- Sterile Processing Technicians

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$21.95	\$22.23	-	-	-	-	\$22.01
Hospitals	\$22.01	\$22.31	-	-	-	-	\$22.01

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

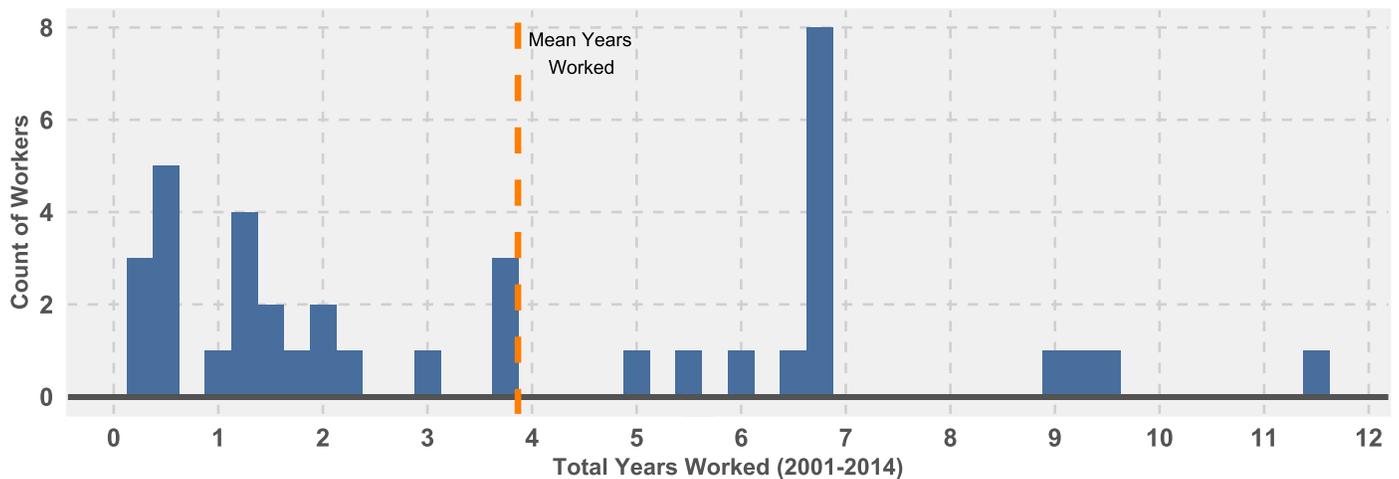
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Medical Equipment Preparers



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
39	0.25	3.87	11.5	1.25	3	6.75	3.18

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Medical Equipment Preparers, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	99	8	8.1%	51.6%	48.4%	30.8%	20.9%	39
Urban ²	92	8	8.7%	48.8%	51.2%	31.0%	20.2%	-
Rural	7	-	-	-	-	-	-	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	78	93	19.2%	15	18	33
United States	51,600	62,000	20.3%	10,400	9,800	20,300

Medical Equipment Repairers

Test, adjust, or repair biomedical or electromedical equipment.

Related AKSHOT Occupations:

- Medical Equipment Technicians and Repairers

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$37.29	\$37.56	-	\$39.41	-	-	\$36.97
Hospitals	\$37.36	\$37.36	-	-	-	-	\$37.36

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	67	10	14.9%	-	-	52.6%	43.9%	47
Urban ²	64	10	15.6%	-	-	51.9%	42.6%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	49	57	16.3%	8	13	21
United States	42,300	55,100	30.3%	12,800	11,800	24,600

Medical Records and Health Information Technicians

Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system. Excludes File Clerks (43-4071).

Related AKSHOT Occupations:

- Medical Records and Health Information Technicians
- Professional Medical Coders (CPC, CCS, or CCS-P required)

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$21.12	\$21.21	\$20.29	\$19.52	\$20.14	\$18.50	\$21.56
Hospitals	\$22.45	\$22.65	\$20.96	-	-	\$25.22	\$22.32
Other Ambulatory Health Care Services	\$20.75	-	\$21.82	-	-	-	\$21.22
Other Health Practitioners' Offices	\$18.73	\$19.22	-	-	-	-	-
Physicians' Offices	\$18.66	\$18.13	\$20.16	-	\$19.81	\$16.11	\$18.89
Social Assistance	\$19.66	\$19.94	-	-	-	-	\$20.24

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

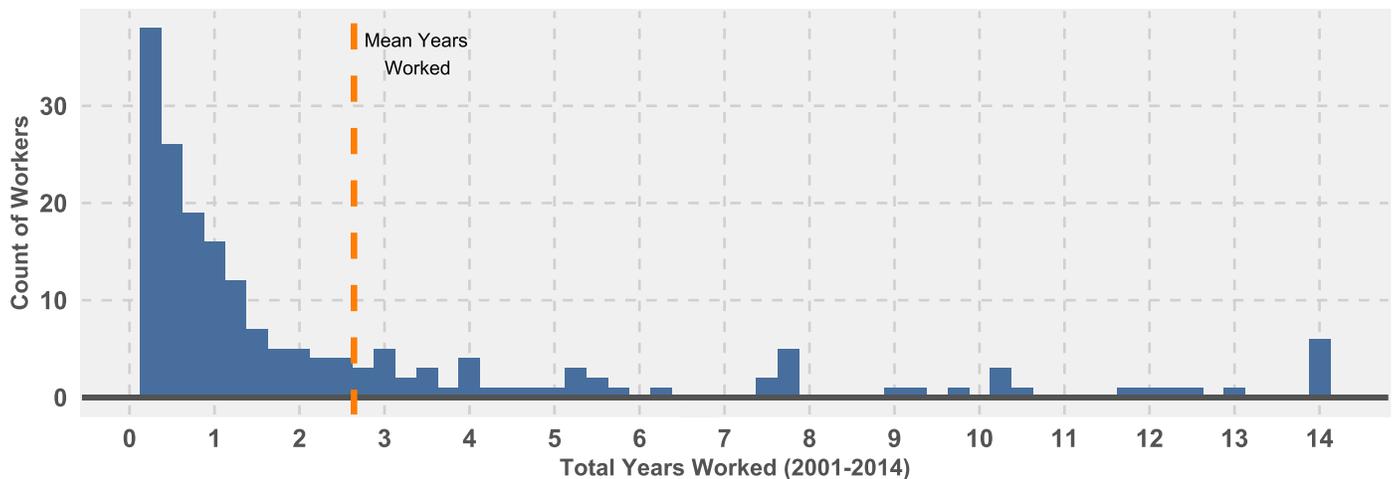
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Medical Records and Health Information Technicians



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
190	0.25	2.64	14	0.5	1	3	3.54

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Medical Records and Health Information Technicians, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	588	35	6.0%	88.4%	11.6%	39.1%	27.5%	41
Urban ²	421	26	6.2%	88.4%	11.6%	39.2%	27.1%	-
Rural	167	9	5.4%	88.6%	11.4%	38.6%	28.5%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	496	604	21.8%	108	96	204
United States	186,300	227,500	22.1%	41,100	49,200	90,400

Medical Secretaries

Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.

Related AKSHOT Occupations:

- Medical Secretaries

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$18.83	\$18.63	\$19.67	\$18.86	\$18.11	\$16.88	\$18.87
Dentists' Offices	\$19.52	\$19.20	-	\$19.29	\$19.74	-	-
Hospitals	\$18.71	\$18.39	\$21.35	-	-	-	\$18.70
Other Ambulatory Health Care Services	\$17.97	\$17.81	-	\$19.37	\$16.92	-	-
Other Health Practitioners' Offices	\$19.17	\$19.18	-	\$18.71	\$19.78	-	-
Physicians' Offices	\$19.11	\$19.53	\$17.30	\$19.34	\$17.81	-	\$23.17

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

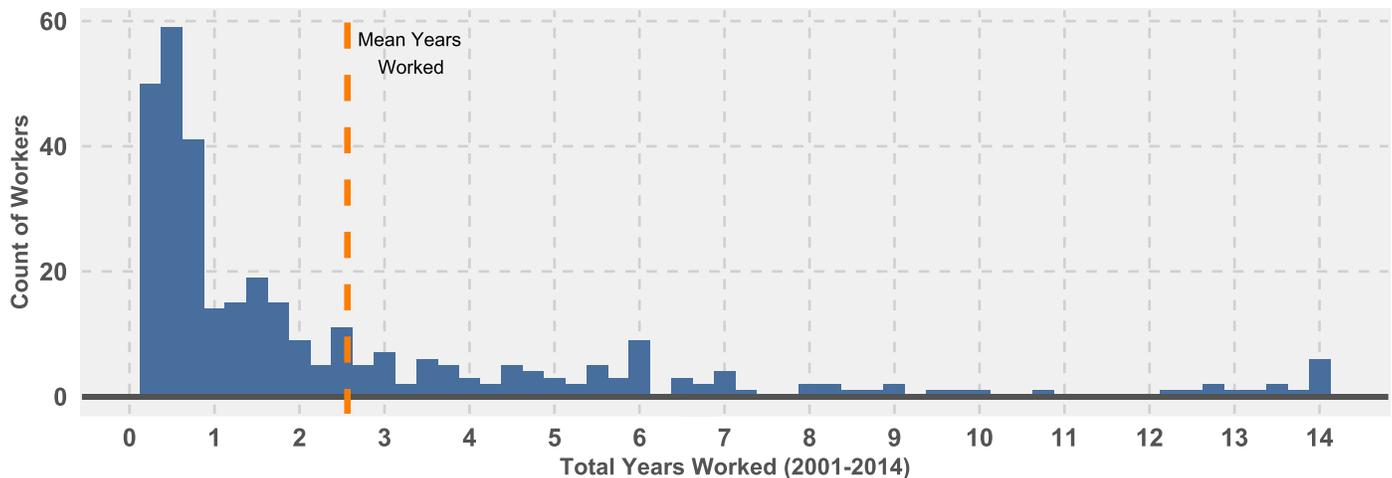
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Medical Secretaries



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
336	0.25	2.56	14	0.5	1.25	3.31	3.22

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Medical Secretaries, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	750	66	8.8%	94.0%	6.0%	33.6%	25.7%	39
Urban ²	632	58	9.2%	93.9%	6.1%	31.2%	24.0%	-
Rural	117	8	6.8%	94.5%	5.5%	46.8%	34.9%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	510	631	23.7%	120	99	219
United States	525,600	714,900	36.0%	189,200	63,300	252,500

Mental Health Counselors

Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes Social Workers (21-1021 through 21-1029), Psychiatrists (29-1066), and Psychologists (19-3031 through 19-3039).

Related AKSHOT Occupations:

- Behavioral Health Aides (BHA) including Village Counselors
- Behavioral Health Clinical Associates
- Mental and Behavioral Health Clinicians and Counselors

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$27.84	\$27.52	\$28.95	\$28.05	\$26.00	\$28.07	\$28.15
Hospitals	\$29.50	\$28.94	-	-	-	-	\$29.34
Nursing and Residential Care Facilities	\$26.47	\$26.57	\$25.72	-	\$26.26	-	\$26.30
Other Ambulatory Health Care Services	\$30.33	\$24.73	\$32.12	-	-	-	\$31.78
Other Health Practitioners' Offices	\$23.47	\$22.65	\$25.42	-	-	-	\$23.77
Social Assistance	\$25.06	\$23.74	\$27.93	-	\$23.96	-	\$26.21

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

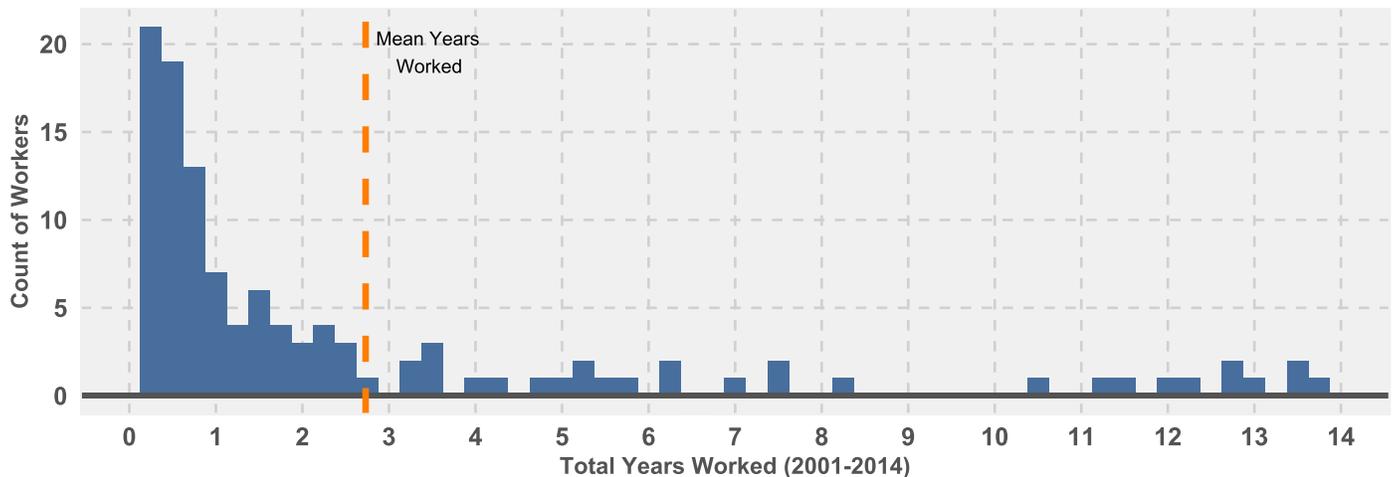
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Mental Health Counselors



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
115	0.25	2.73	13.8	0.5	1	3.25	3.66

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Mental Health Counselors, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	510	50	9.8%	73.7%	26.3%	52.0%	40.2%	45
Urban ²	382	36	9.4%	72.0%	28.0%	50.3%	37.9%	-
Rural	128	14	10.9%	78.9%	21.1%	57.0%	47.4%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	349	423	21.2%	74	101	175
United States	128,400	165,100	28.5%	36,700	27,300	64,000

Nurse Midwives

Diagnose and coordinate all aspects of the birthing process, either independently or as part of a healthcare team. May provide well-woman gynecological care. Must have specialized, graduate nursing education.

Related AKSHOT Occupations:

- Certified Nurse Midwives (CNM)

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$43.48	\$42.83	-	-	-	-	\$44.63
Physicians' Offices	\$41.59	\$42.13	-	-	-	-	\$43.00

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

No data to report for this occupation

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	75	9	12.0%	-	-	48.5%	40.9%	46
Urban ²	70	8	11.4%	-	-	45.2%	37.1%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	46	59	28.3%	13	8	21
United States	6,000	7,700	28.6%	1,700	1,200	2,900

Nurse Practitioners

Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.

Related AKSHOT Occupations:

- Family Nurse Practitioners (FNP)
- Psychiatric Nurse Practitioners
- Women's Health Care Nurse Practitioners

2014 Estimated Average Hourly Wages ¹							
Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$50.78	\$51.74	\$49.07	\$50.11	\$50.37	\$49.49	\$51.35
Hospitals	\$53.29	\$54.52	\$49.68	-	-	-	\$53.44
Other Ambulatory Health Care Services	\$47.82	\$48.38	\$47.90	-	-	-	\$47.90
Other Health Practitioners' Offices	\$52.24	\$53.74	-	-	\$53.89	-	-
Physicians' Offices	\$49.92	\$50.12	\$48.78	\$50.09	\$49.77	-	\$51.78

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014 ¹
No data to report for this occupation

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Nurse Practitioners, cont.								
Worker Characteristics Statewide 2014								
Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	316	62	19.6%	92.5%	7.5%	58.7%	46.5%	47
Urban ²	227	34	15.0%	95.9%	4.1%	58.0%	45.1%	-
Rural	89	28	31.5%	82.0%	18.0%	60.7%	50.8%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022						
Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	211	261	23.7%	50	37	87
United States	110,200	147,300	33.7%	37,100	21,400	58,500

Nursing Assistants

Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes Home Health Aides (31-1011), Orderlies (31-1015), Personal Care Aides (39-9021), and Psychiatric Aides (31-1013).

Related AKSHOT Occupations:

- Certified Nursing Assistants (C-)

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$18.94	\$18.38	\$17.86	\$17.45	\$17.85	\$17.74	\$18.57
Hospitals	\$18.06	\$18.22	\$17.05	-	-	\$16.60	\$18.07
Nursing and Residential Care Facilities	\$17.57	\$17.66	\$15.25	\$15.78	\$16.07	-	\$17.82
Other Ambulatory Health Care Services	\$19.65	\$18.88	\$21.04	-	-	\$19.01	\$21.04
Physicians' Offices	\$18.65	\$16.64	\$20.02	-	-	-	\$20.55
Social Assistance	\$19.44	\$15.14	-	-	-	-	\$20.99

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Nursing Assistants



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
936	0.25	4.09	14	0.75	1.75	6	4.65

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Nursing Assistants, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	2,138	105	4.9%	86.9%	13.1%	31.1%	23.7%	38
Urban ²	1,490	68	4.6%	86.3%	13.7%	29.5%	22.3%	-
Rural	648	37	5.7%	88.2%	11.8%	34.7%	26.8%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	2,082	2,474	18.8%	393	416	809
United States	1,479,800	1,792,000	21.1%	312,200	281,400	593,600

Nursing Instructors and Teachers, Postsecondary

Demonstrate and teach patient care in classroom and clinical units to nursing students. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.

Related AKSHOT Occupations:

- Nurse Educators (Health Care Facility or Multi-Site)

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	-	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	67	-	-	-	-	69.4%	53.2%	-
Urban ²	63	-	-	-	-	69.5%	52.5%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	155	166	7.1%	11	24	35
United States	67,800	91,800	35.4%	24,000	10,200	34,200

Obstetricians and Gynecologists

Physicians who provide medical care related to pregnancy or childbirth and those who diagnose, treat, and help prevent diseases of women, particularly those affecting the reproductive system. May also provide general medical care to women.

Related AKSHOT Occupations:

- Obstetricians and Gynecologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$105.84	\$113.64	-	-	-	-	\$91.57
Physicians' Offices	\$112.47	\$112.47	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	35	8	22.9%	59.3%	40.7%	55.6%	40.7%	48
Urban ²	29	-	-	58.3%	41.7%	58.3%	41.7%	-
Rural	6	-	-	-	-	-	-	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	26	33	26.9%	7	5	12
United States	23,600	27,000	14.4%	3,400	5,900	9,300

Occupational Health and Safety Specialists

Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector. Includes environmental protection officers.

Related AKSHOT Occupations:

- Occupational Health and Safety Specialists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	-	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

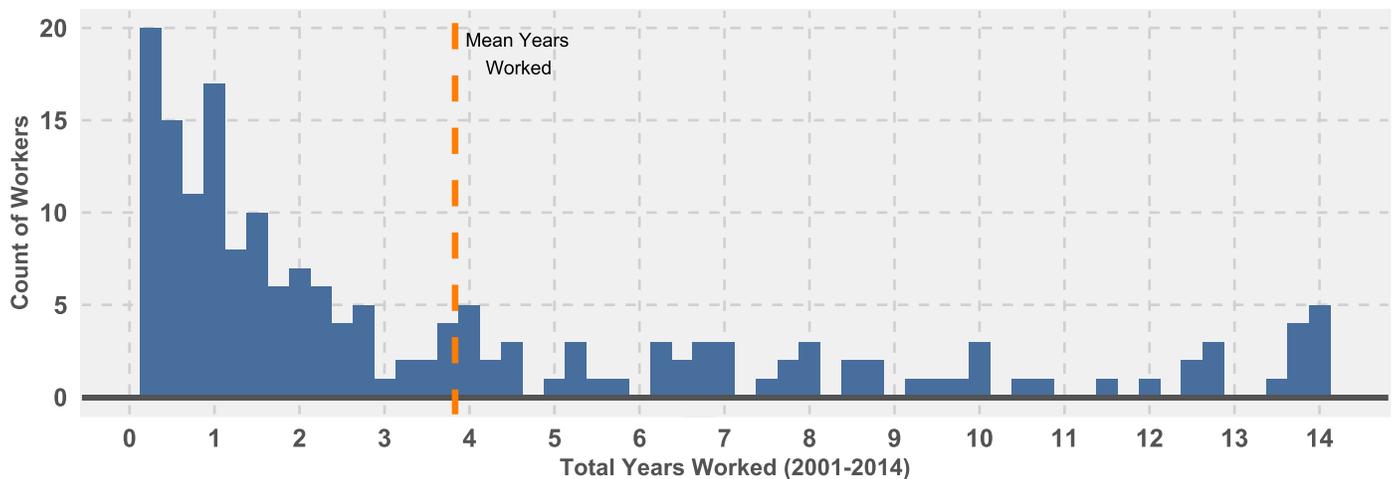
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Occupational Health and Safety Specialists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
180	0.25	3.83	14	0.75	2	6.25	4.07

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Occupational Health and Safety Specialists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	462	117	25.3%	24.6%	75.4%	53.6%	42.9%	-
Urban ²	182	18	9.9%	34.1%	65.9%	54.3%	44.5%	-
Rural	280	99	35.4%	16.0%	84.0%	53.0%	41.4%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	283	315	11.3%	31	82	113
United States	62,900	67,100	6.6%	4,200	17,100	21,300

Occupational Health and Safety Technicians

Collect data on work environments for analysis by occupational health and safety specialists. Implement and conduct evaluation of programs designed to limit chemical, physical, biological, and ergonomic risks to workers.

Related AKSHOT Occupations:

- Occupational Health and Safety Technicians

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	-	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

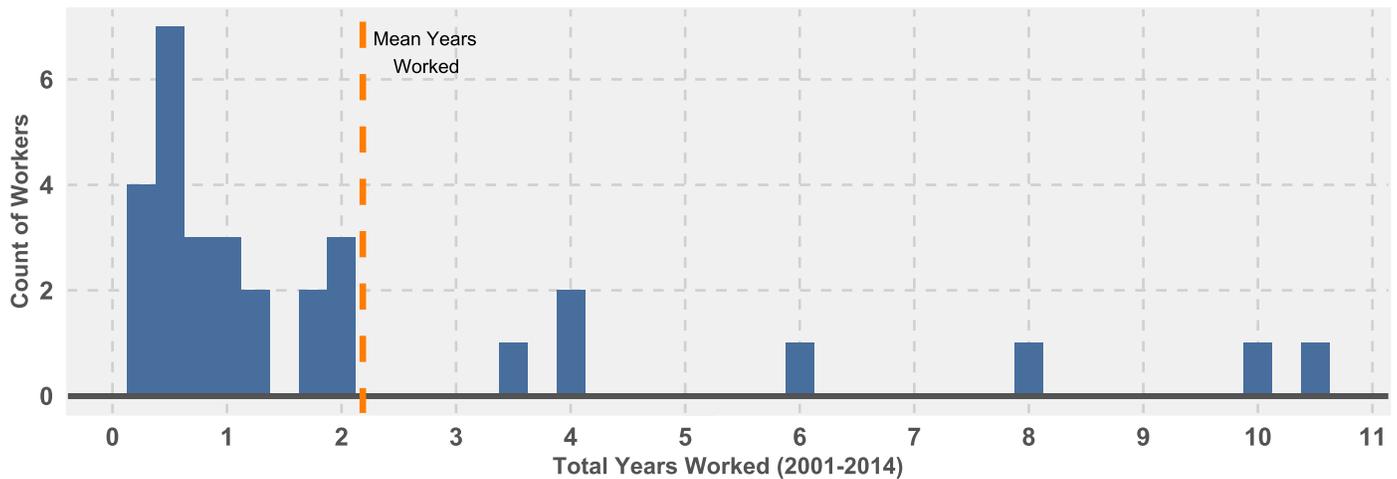
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Occupational Health and Safety Technicians



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
31	0.25	2.19	10.5	0.5	1	2	2.8

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Occupational Health and Safety Technicians, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	155	56	36.1%	55.6%	44.4%	38.4%	28.3%	-
Urban ²	67	6	9.0%	65.6%	34.4%	27.9%	21.3%	-
Rural	88	50	56.8%	39.5%	60.5%	55.3%	39.5%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	111	130	17.1%	19	38	57
United States	12,600	13,900	10.9%	1,400	3,400	4,800

Occupational Therapists

Assess, plan, organize, and participate in rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays.

Related AKSHOT Occupations:

- Occupational Therapists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$34.18	\$34.26	\$34.58	\$34.01	\$32.79	\$33.32	\$34.99
Hospitals	\$36.01	\$35.98	\$36.17	-	-	-	\$35.87
Other Health Practitioners' Offices	\$34.24	\$34.94	-	\$33.99	\$33.93	-	-
Social Assistance	\$27.31	\$27.39	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

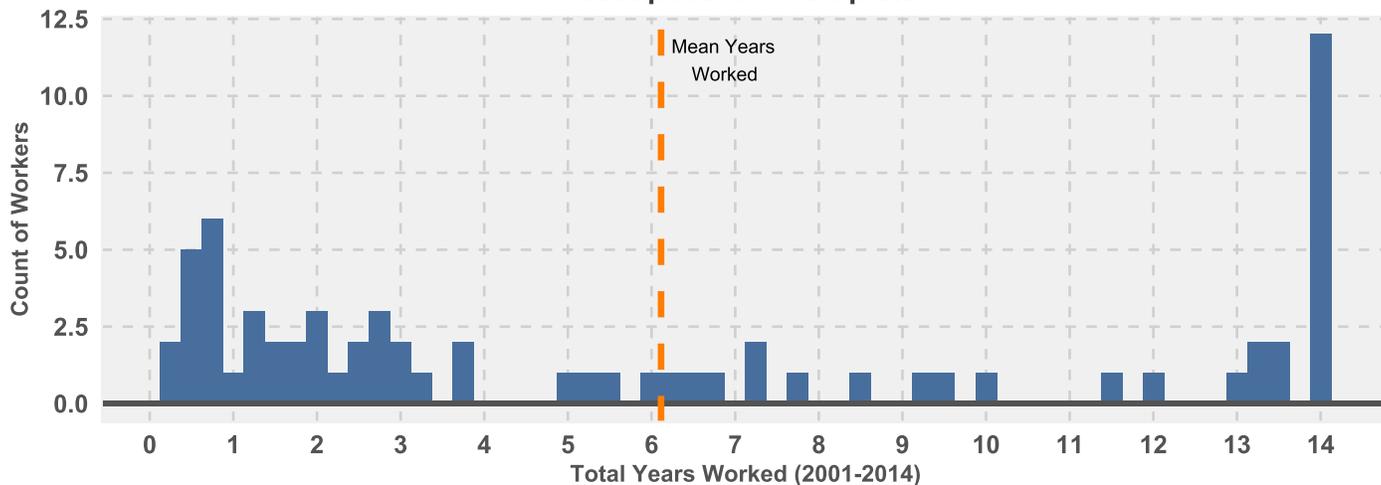
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Occupational Therapists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
68	0.25	6.11	14	1.44	3.75	12.2	5.27

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Occupational Therapists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	222	40	18.0%	87.9%	12.1%	42.9%	33.0%	43
Urban ²	181	31	17.1%	86.7%	13.3%	42.0%	33.3%	-
Rural	41	9	22.0%	-	-	46.9%	31.3%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	194	233	20.1%	39	36	75
United States	113,200	146,100	29.0%	32,800	15,400	48,200

Occupational Therapy Aides

Under close supervision of an occupational therapist or occupational therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing patient and treatment room.

Related AKSHOT Occupations:

- Occupational Therapy Aides

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	-	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	25	-	-	-	-	27.3%	27.3%	-
Urban ²	21	-	-	-	-	-	-	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	-	-	-	-	-	-
United States	8,400	11,400	36.2%	3,000	2,100	5,100

(-) Data suppressed

Occupational Therapy Assistants

Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with State laws, assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.

Related AKSHOT Occupations:

- Occupational Therapy Assistants

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	-	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	17	-	-	-	-	-	-	-
Urban ²	16	-	-	-	-	-	-	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	-	-	-	-	-	-
United States	30,300	43,200	42.6%	12,900	7,600	20,500

(-) Data suppressed

Opticians, Dispensing

Design, measure, fit, and adapt lenses and frames for client according to written optical prescription or specification. Assist client with inserting, removing, and caring for contact lenses. Assist client with selecting frames. Measure customer for size of eyeglasses and coordinate frames with facial and eye measurements and optical prescription. Prepare work order for optical laboratory containing instructions for grinding and mounting lenses in frames. Verify exactness of finished lens spectacles. Adjust frame and lens position to fit client. May shape or reshape frames. Includes contact lens opticians.

Related AKSHOT Occupations:

- Opticians, Dispensing

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$22.64	\$22.63	\$22.65	\$24.42	\$21.40	-	\$21.17
Other Ambulatory Health Care Services	\$20.23	-	\$20.23	-	-	-	-
Other Health Practitioners' Offices	\$23.39	\$23.24	-	\$24.73	\$22.50	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Opticians, Dispensing



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
138	0.25	3.9	14	0.75	2	5.69	4.27

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Opticians, Dispensing, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	164	22	13.4%	84.5%	15.5%	38.0%	28.9%	42
Urban ²	144	17	11.8%	83.5%	16.5%	37.8%	28.3%	-
Rural	20	-	-	-	-	40.0%	-	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	172	223	29.7%	51	33	85
United States	67,600	83,500	23.4%	15,800	19,400	35,300

Optometrists

Diagnose, manage, and treat conditions and diseases of the human eye and visual system. Examine eyes and visual system, diagnose problems or impairments, prescribe corrective lenses, and provide treatment. May prescribe therapeutic drugs to treat specific eye conditions. Ophthalmologists are included in Physicians and Surgeons, All Other (29-1069).

Related AKSHOT Occupations:

- Optometrists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$83.41	\$95.21	\$57.77	-	-	-	\$59.34
Other Health Practitioners' Offices	\$97.78	\$100.36	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	58	15	25.9%	58.1%	41.9%	41.9%	34.9%	44
Urban ²	40	10	25.0%	60.0%	40.0%	46.7%	36.7%	-
Rural	18	-	-	53.8%	46.2%	-	-	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	32	41	28.1%	9	9	18
United States	33,100	41,200	24.4%	8,100	9,600	17,700

Orthodontists

Examine, diagnose, and treat dental malocclusions and oral cavity anomalies. Design and fabricate appliances to realign teeth and jaws to produce and maintain normal function and to improve appearance.

Related AKSHOT Occupations:

- Orthodontists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	-	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

No data to report for this occupation

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	-	-	-	-	-	-	-	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	-	-	-	-	-	-
United States	7,500	8,700	16.3%	1,200	1,800	3,000

(-) Data suppressed

Pediatricians, General

Physicians who diagnose, treat, and help prevent children's diseases and injuries.

Related AKSHOT Occupations:

- Pediatricians, General

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$87.64	\$83.31	\$98.23	-	-	-	\$92.06
Hospitals	\$106.35	-	\$101.09	-	-	-	\$106.35
Physicians' Offices	\$71.11	\$71.11	-	-	-	-	\$71.44

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	61	19	31.1%	52.4%	47.6%	69.0%	59.5%	53
Urban ²	44	12	27.3%	59.4%	40.6%	65.6%	53.1%	-
Rural	17	7	41.2%	-	-	80.0%	80.0%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	41	51	24.4%	11	8	18
United States	34,700	40,100	15.7%	5,400	8,700	14,100

Personal Care Aides

Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.

Related AKSHOT Occupations:

- Personal Care Aides and Assistants

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$16.01	\$15.90	\$14.80	\$14.26	\$14.66	\$14.84	\$15.96
Home Health Care Services	\$14.77	\$14.77	-	\$13.98	\$15.28	\$13.53	\$14.75
Nursing and Residential Care Facilities	\$15.99	\$16.03	\$13.45	\$14.23	\$14.28	-	\$16.51
Other Ambulatory Health Care Services	\$16.18	\$12.12	\$16.64	-	-	\$12.57	\$16.64
Other Health Practitioners' Offices	\$12.59	\$12.59	-	-	-	-	-
Physicians' Offices	\$17.54	\$16.69	\$17.78	-	-	-	\$17.54
Social Assistance	\$15.11	\$15.20	\$13.48	\$14.34	\$15.00	\$15.15	\$15.00

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

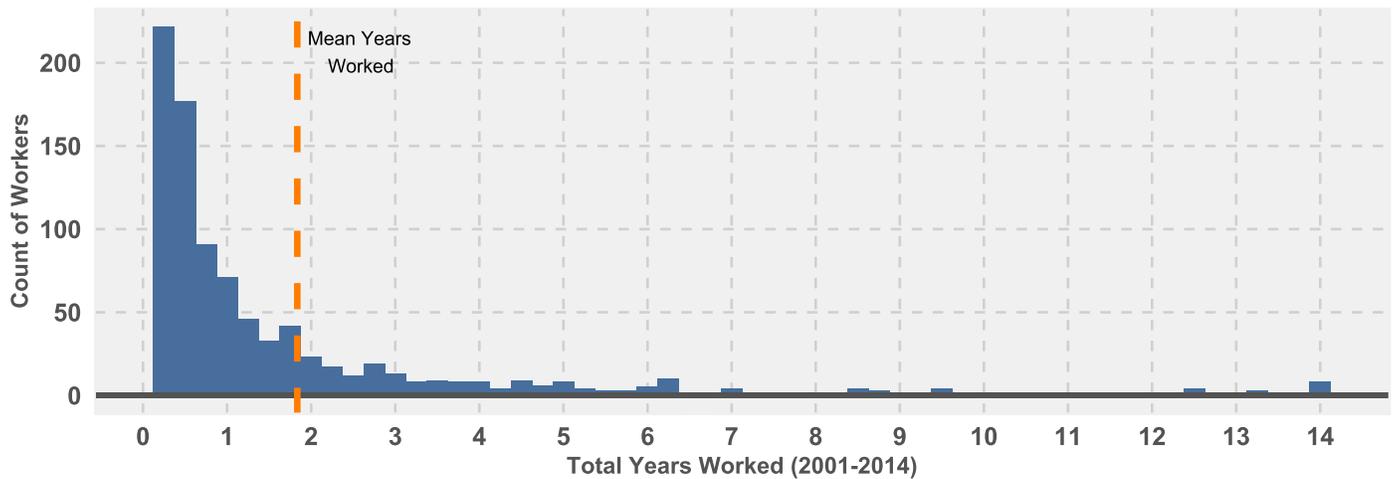
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Personal Care Aides



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
908	0.25	1.84	14	0.5	0.75	1.75	2.69

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Personal Care Aides, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	6,821	520	7.6%	76.2%	23.8%	38.8%	30.0%	41
Urban ²	4,747	428	9.0%	77.6%	22.4%	40.7%	31.4%	-
Rural	2,074	92	4.4%	73.1%	26.9%	34.5%	27.0%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	3,973	5,006	26.0%	1,032	1,155	2,187
United States	1,190,600	1,771,400	48.8%	580,800	85,200	666,000

Pharmacists

Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.

Related AKSHOT Occupations:

- Pharmacists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$60.32	\$59.54	\$64.33	\$62.59	\$57.47	-	\$60.76
Hospitals	\$60.07	\$58.83	\$62.92	-	-	-	\$60.07
Other Ambulatory Health Care Services	\$59.12	-	\$59.12	-	-	-	\$59.12
Physicians' Offices	\$62.57	-	-	-	-	-	\$64.20

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

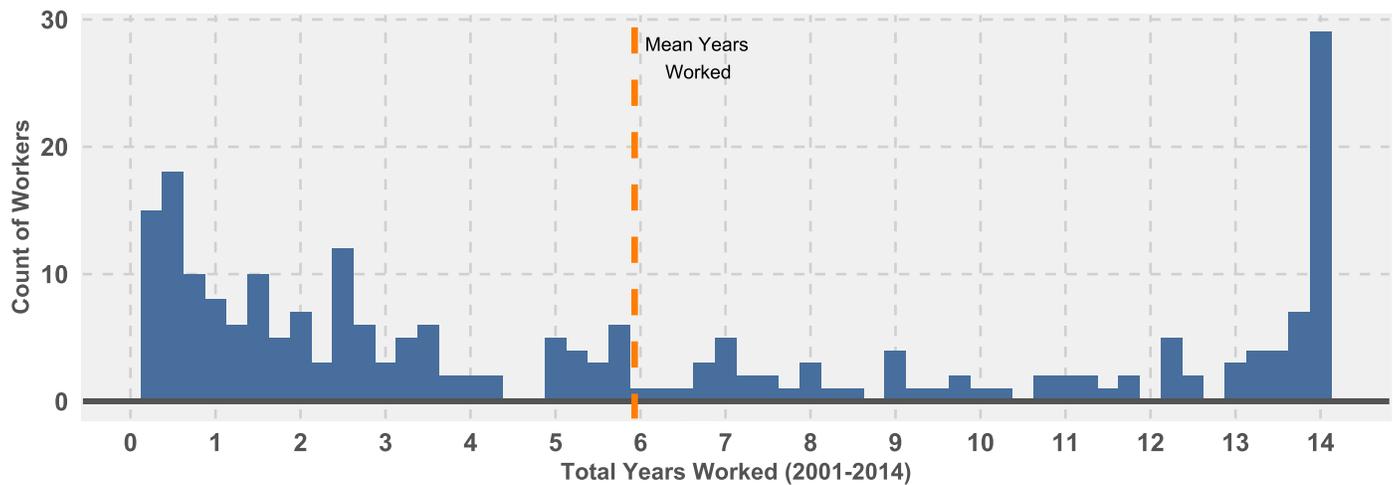
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Pharmacists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
232	0.25	5.93	14	1.5	3.88	11.2	5.09

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Pharmacists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	393	73	18.6%	59.4%	40.6%	41.9%	31.3%	44
Urban ²	295	41	13.9%	60.2%	39.8%	41.7%	31.1%	-
Rural	98	32	32.7%	56.1%	43.9%	42.4%	31.8%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	394	464	17.8%	70	97	167
United States	286,400	327,800	14.5%	41,400	68,400	109,800

Pharmacy Technicians

Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.

Related AKSHOT Occupations:

- Pharmacy Technicians

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$19.10	\$19.04	\$20.00	\$22.61	\$19.41	-	\$18.94
Hospitals	\$20.82	\$21.00	\$20.20	-	-	-	\$20.82
Other Ambulatory Health Care Services	\$22.81	-	-	-	-	-	-
Physicians' Offices	\$18.23	\$18.46	\$18.42	-	-	-	\$18.04
Social Assistance	\$18.87	\$18.98	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

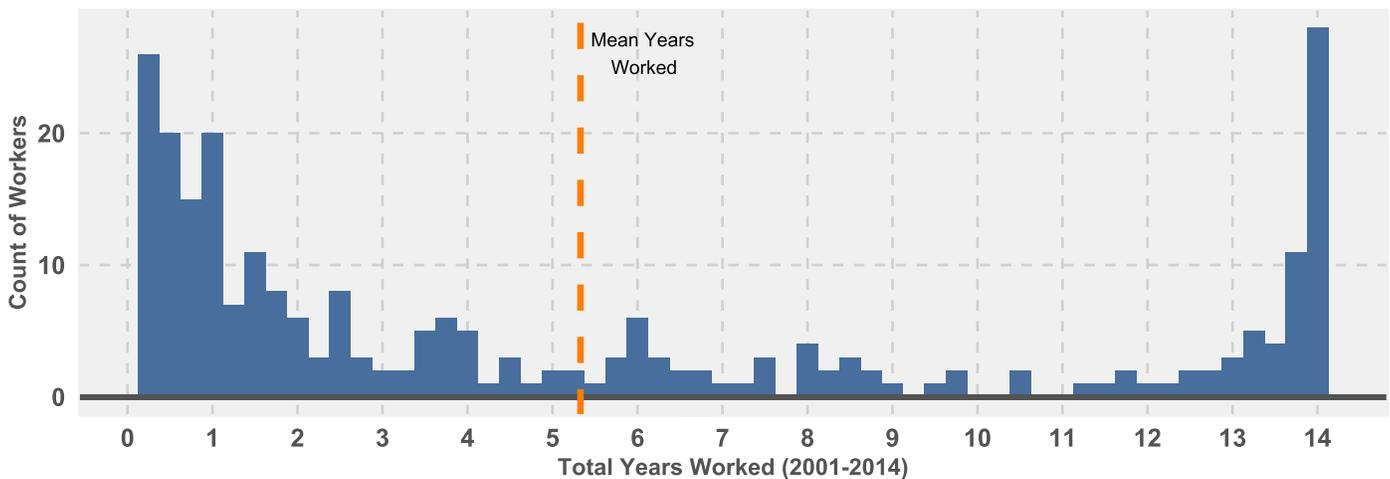
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Pharmacy Technicians



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
256	0.25	5.33	14	1	3	9.75	5.17

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Pharmacy Technicians, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	641	58	9.0%	75.0%	25.0%	25.2%	18.7%	37
Urban ²	513	37	7.2%	74.6%	25.4%	25.6%	19.3%	-
Rural	128	21	16.4%	76.6%	23.4%	23.4%	15.9%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	554	653	17.9%	99	93	193
United States	355,300	426,100	19.9%	70,700	35,200	105,900

Phlebotomists

Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.

Related AKSHOT Occupations:

- Phlebotomists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$18.53	\$18.47	\$19.00	-	\$12.71	\$17.14	\$19.68
Hospitals	\$19.43	\$20.24	\$18.80	-	-	-	\$19.43
Other Ambulatory Health Care Services	\$17.53	\$17.11	-	-	\$15.32	\$17.14	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses
²Employment ranges are based on statewide average employment in 2014.
³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed

Retention in Occupation 2001-2014¹

Data Suppressed

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	114	13	11.4%	75.2%	24.8%	32.7%	19.8%	40
Urban ²	89	10	11.2%	74.7%	25.3%	29.1%	16.5%	-
Rural	25	-	-	-	-	45.5%	31.8%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	71	88	23.9%	18	13	31
United States	101,300	128,400	26.7%	27,100	19,300	46,400

Physical Therapist Aides

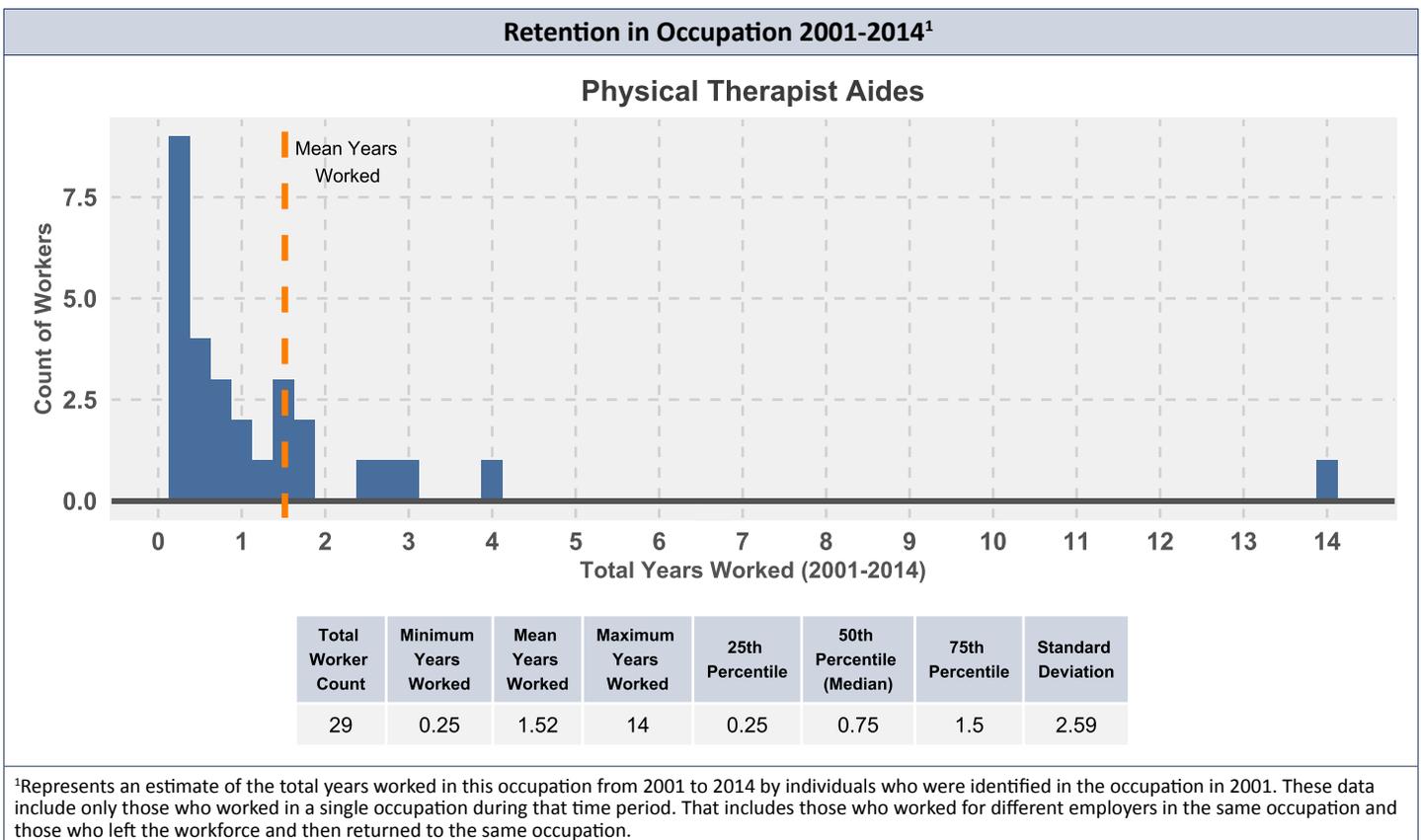
Under close supervision of a physical therapist or physical therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing the patient and the treatment area.

Related AKSHOT Occupations:

- Physical Therapist Aides

2014 Estimated Average Hourly Wages ¹							
Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$17.91	\$18.10	\$17.36	-	\$17.85	-	\$17.34
Hospitals	\$17.66	\$17.44	-	-	-	-	\$17.66
Other Health Practitioners' Offices	\$18.66	\$19.11	-	-	\$17.89	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses
²Employment ranges are based on statewide average employment in 2014.
³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed



Physical Therapist Aides, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	75	7	9.3%	86.8%	13.2%	26.5%	16.2%	39
Urban ²	49	-	-	82.6%	17.4%	23.9%	-	-
Rural	26	-	-	-	-	31.8%	27.3%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	63	77	22.2%	15	9	24
United States	50,000	70,100	40.1%	20,100	11,100	31,200

Physical Therapist Assistants

Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with State laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.

Related AKSHOT Occupations:

- Physical Therapy Assistants

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$28.27	\$28.04	-	\$29.55	-	-	\$25.83
Hospitals	\$25.66	\$25.13	-	-	-	-	\$25.66
Other Health Practitioners' Offices	\$30.27	\$29.94	-	\$29.55	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

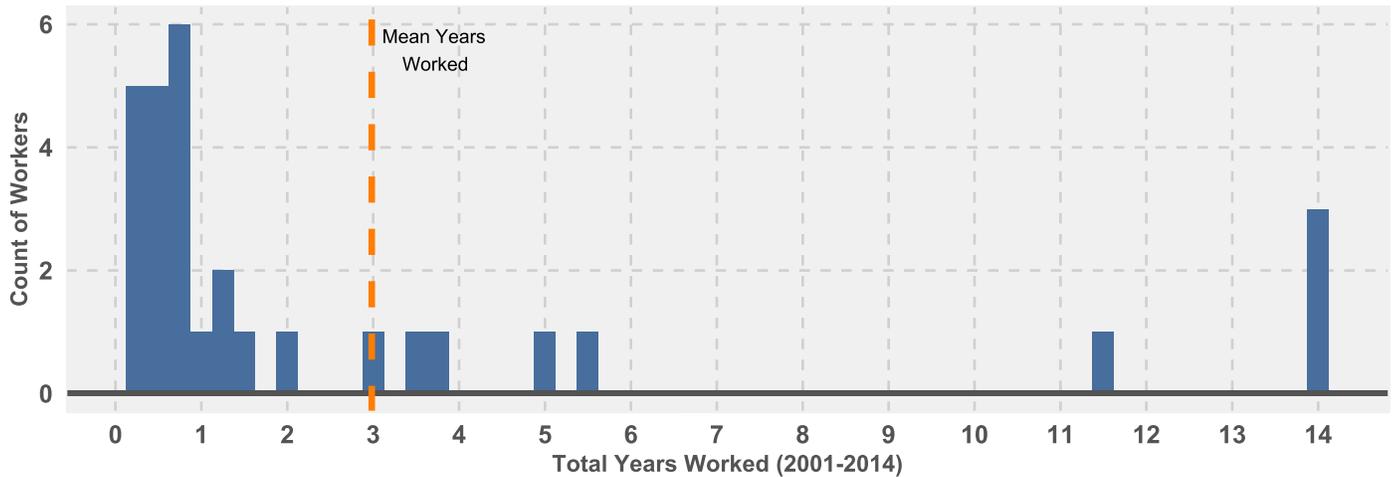
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Physical Therapist Assistants



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
30	0.25	2.98	14	0.5	0.75	3.38	4.39

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Physical Therapist Assistants, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	68	10	14.7%	77.6%	22.4%	39.7%	22.4%	43
Urban ²	54	9	16.7%	75.6%	24.4%	37.8%	24.4%	-
Rural	14	-	-	-	-	46.2%	-	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	56	70	25.0%	14	8	22
United States	71,400	100,700	41.0%	29,300	15,800	45,100

Physical Therapists

Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.

Related AKSHOT Occupations:

- Physical Therapists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$39.24	\$39.38	\$38.87	\$37.78	\$37.53	\$45.17	\$38.82
Home Health Care Services	\$39.32	\$39.10	-	-	\$39.32	-	-
Hospitals	\$38.93	\$38.56	\$39.69	-	-	-	\$38.82
Other Ambulatory Health Care Services	\$40.54	\$40.37	-	-	\$39.29	-	-
Other Health Practitioners' Offices	\$39.45	\$39.57	-	\$37.50	\$36.07	\$46.14	-
Physicians' Offices	\$40.45	\$40.07	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

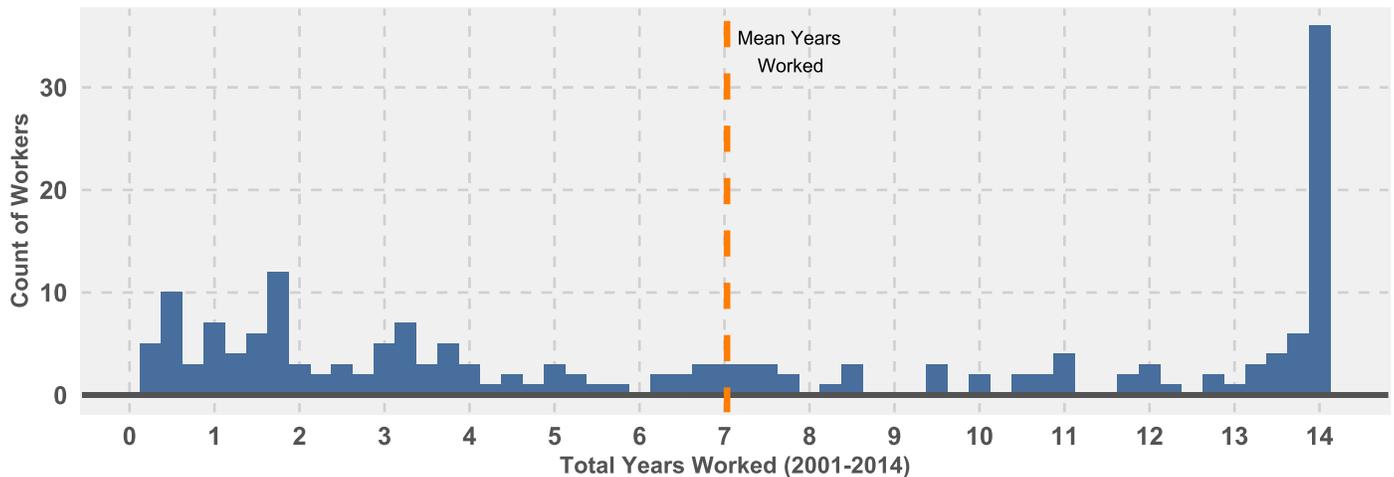
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Physical Therapists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
184	0.25	7.03	14	1.75	6.25	13.3	5.21

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Physical Therapists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	499	125	25.1%	77.8%	22.2%	42.8%	28.6%	43
Urban ²	383	76	19.8%	76.9%	23.1%	42.3%	27.4%	-
Rural	116	49	42.2%	82.1%	17.9%	44.8%	34.3%	-

¹A person is considered a resident for this report if he or she applied for a Permanent Fund Dividend (PFD) in either of the two most recent years. Because a person must live in the state for a full calendar year before becoming eligible for a PFD, people who move to Alaska and consider it their new principal place of residence will be initially identified as nonresidents.

²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	400	492	23.0%	93	45	138
United States	204,200	277,700	36.0%	73,500	50,300	123,700

Physician Assistants

Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Excludes Emergency Medical Technicians and Paramedics (29-2041), Medical Assistants (31-9092), Registered Nurses (29-1141), Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).

Related AKSHOT Occupations:

- Physician Assistants (PA-C)

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$55.14	\$54.44	\$56.68	\$52.09	\$57.82	\$54.12	\$54.58
Hospitals	\$50.14	\$50.09	\$50.04	-	-	-	\$50.06
Other Ambulatory Health Care Services	\$49.25	\$51.59	\$47.29	-	-	-	\$47.29
Other Health Practitioners' Offices	\$41.39	\$41.82	-	-	\$43.03	-	-
Physicians' Offices	\$56.92	\$57.54	\$54.48	\$52.43	\$58.93	\$56.24	\$56.76
Social Assistance	\$50.64	\$52.52	-	-	-	-	\$50.64

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

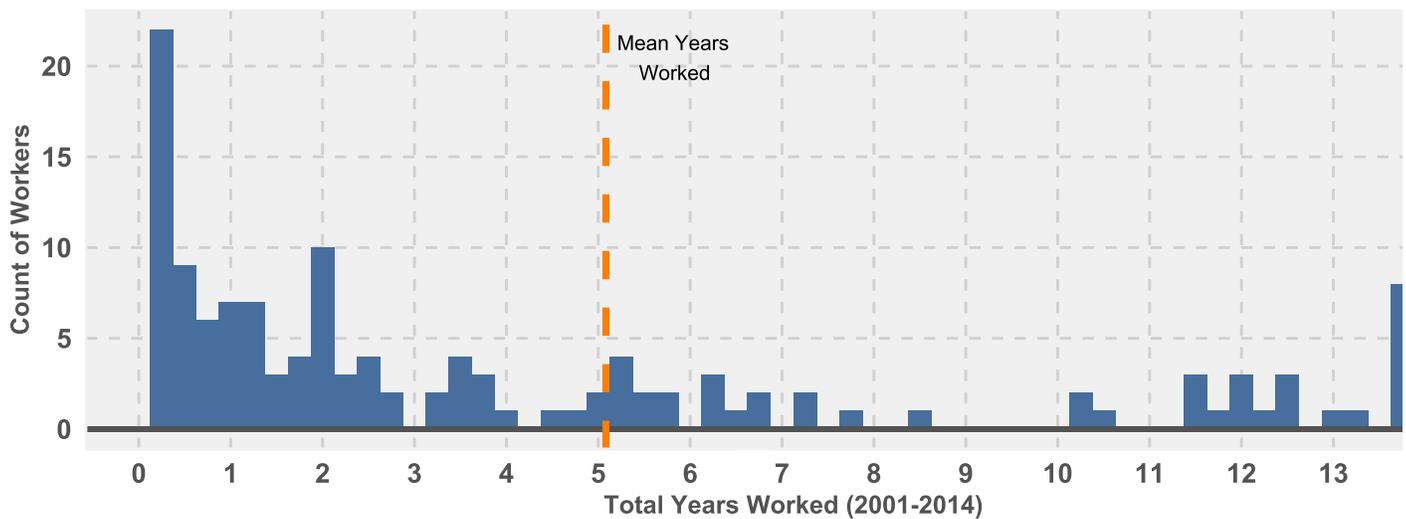
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Physician Assistants



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
147	0.25	5.08	14	0.875	2.5	10.2	5.1

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Physician Assistants, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	493	106	21.5%	64.6%	35.4%	51.4%	40.8%	46
Urban ²	303	30	9.9%	66.7%	33.3%	45.8%	35.5%	-
Rural	190	76	40.0%	59.6%	40.4%	64.9%	53.5%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	376	472	25.5%	97	69	166
United States	86,700	120,000	38.4%	33,300	15,600	48,900

Physicians and Surgeons, All Other

All physicians and surgeons not listed separately.

Related AKSHOT Occupations:

- Emergency Physicians
- Hospitalists
- Ophthalmologists
- Radiologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$148.32	\$146.91	\$152.15	\$150.85	\$170.19	-	\$132.71
Hospitals	\$137.22	\$124.63	\$172.86	-	-	-	\$137.65
Other Ambulatory Health Care Services	\$167.29	\$201.00	\$95.64	\$176.33	-	-	\$65.42
Other Health Practitioners' Offices	\$209.91	\$209.91	-	-	-	-	-
Physicians' Offices	\$158.55	\$160.53	-	\$117.83	\$177.95	-	\$129.18

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

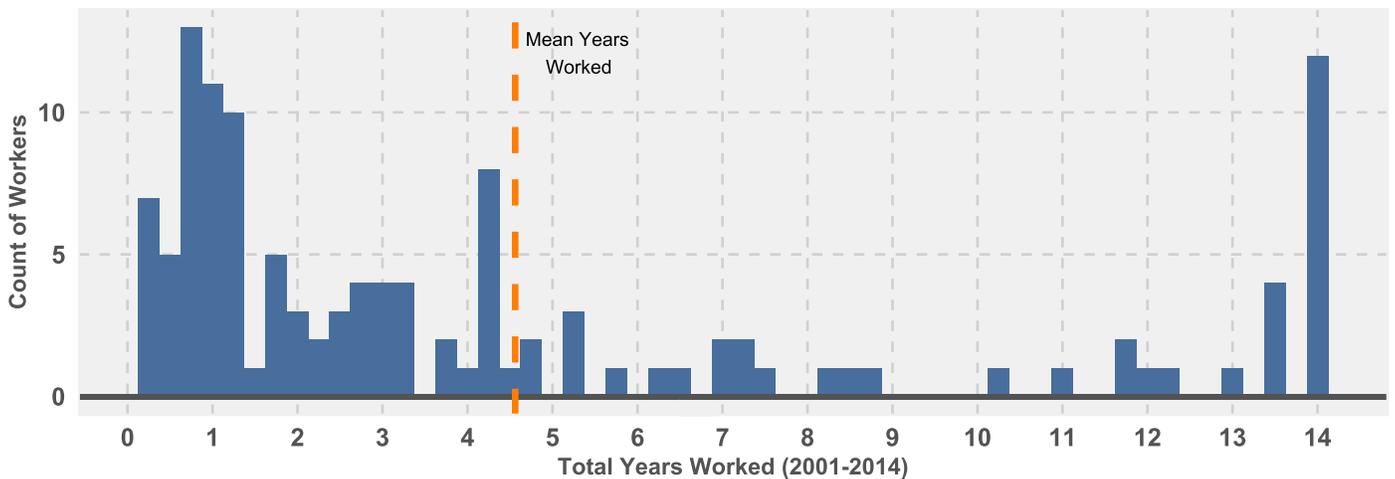
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Physicians and Surgeons, All Other



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
123	0.25	4.56	14	1	2.75	6.75	4.63

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Physicians and Surgeons, All Other, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	394	115	29.2%	37.3%	62.7%	58.1%	45.9%	49
Urban ²	314	85	27.1%	38.4%	61.6%	57.6%	45.4%	-
Rural	80	30	37.5%	32.0%	68.0%	60.0%	48.0%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	237	296	24.9%	59	46	104
United States	348,900	414,200	18.7%	65,300	87,300	152,600

Psychiatric Technicians

Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.

Related AKSHOT Occupations:

- Psychiatric and Mental Health Technicians

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$18.49	\$17.45	\$21.93	-	\$11.78	-	\$18.54
Hospitals	\$18.16	\$18.16	-	-	-	-	\$18.16
Nursing and Residential Care Facilities	\$15.61	\$15.75	\$11.78	-	\$11.78	-	\$15.75
Other Ambulatory Health Care Services	\$22.35	-	\$22.35	-	-	-	\$22.35

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

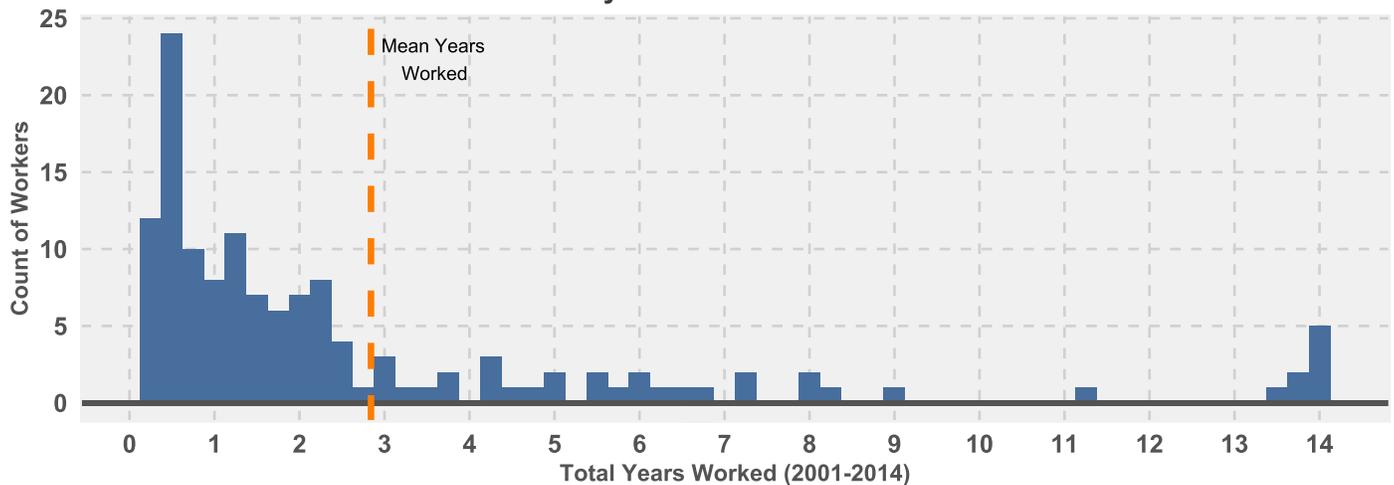
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Psychiatric Technicians



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
135	0.25	2.84	14	0.5	1.5	3.12	3.51

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Psychiatric Technicians, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	374	34	9.1%	64.4%	35.6%	26.8%	19.7%	37
Urban ²	266	22	8.3%	62.7%	37.3%	27.5%	20.1%	-
Rural	108	12	11.1%	68.8%	31.3%	25.0%	18.8%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	433	523	20.8%	90	73	163
United States	71,000	73,800	3.9%	2,800	7,000	9,800

Psychiatrists

Physicians who diagnose, treat, and help prevent disorders of the mind.

Related AKSHOT Occupations:

- Psychiatrists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$105.62	\$109.02	-	-	-	-	\$104.61
Hospitals	\$113.43	\$116.62	-	-	-	-	\$113.43
Physicians' Offices	\$92.21	-	-	-	-	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

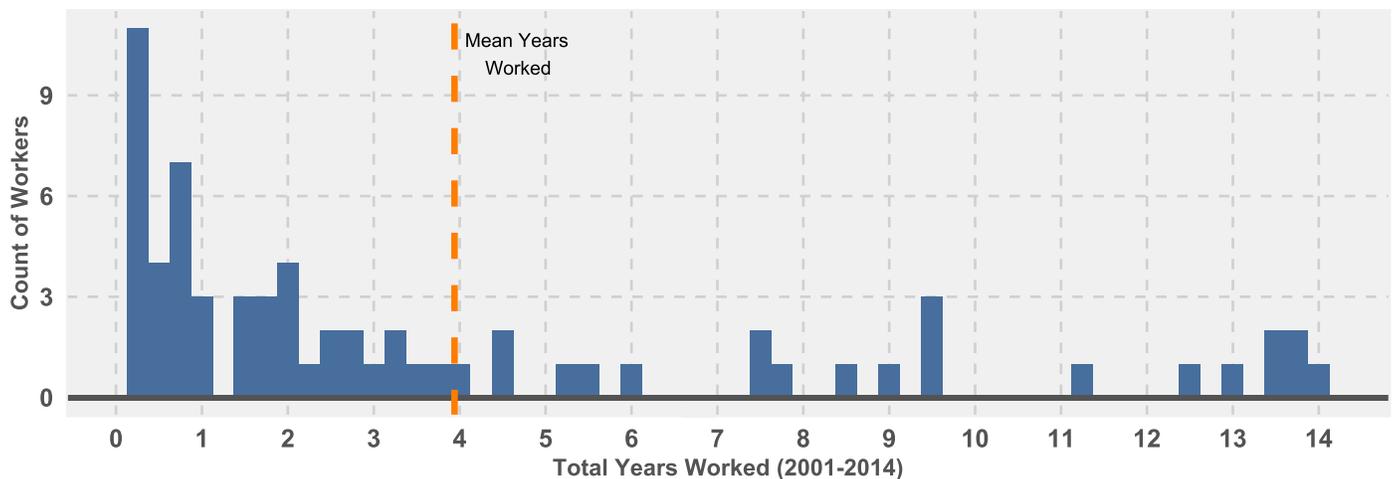
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Psychiatrists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
67	0.25	3.94	14	0.75	2	5.75	4.31

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Psychiatrists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	66	10	15.2%	50.0%	50.0%	82.1%	75.0%	53
Urban ²	51	-	-	54.3%	45.7%	78.3%	69.6%	-
Rural	15	-	-	-	-	100.0%	100.0%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	61	75	23.0%	14	12	26
United States	27,200	31,600	16.2%	4,400	6,800	11,200

Radiologic Technologists

Take x rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other scanning modalities. Excludes Diagnostic Medical Sonographers(29-2032) and Magnetic Resonance Imaging Technologists (29-2035).

Related AKSHOT Occupations:

- CAT Scan Technicians
- Limited Radiologic Technicians
- Mammographers
- X-Ray Technicians and Technologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$33.79	\$32.64	\$38.55	\$31.30	\$32.10	\$36.68	\$33.81
Hospitals	\$33.26	\$32.25	\$36.64	-	-	-	\$33.12
Other Ambulatory Health Care Services	\$36.86	\$33.90	\$44.17	-	\$34.33	-	\$44.17
Physicians' Offices	\$32.37	\$30.09	-	-	\$28.71	-	\$36.59

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

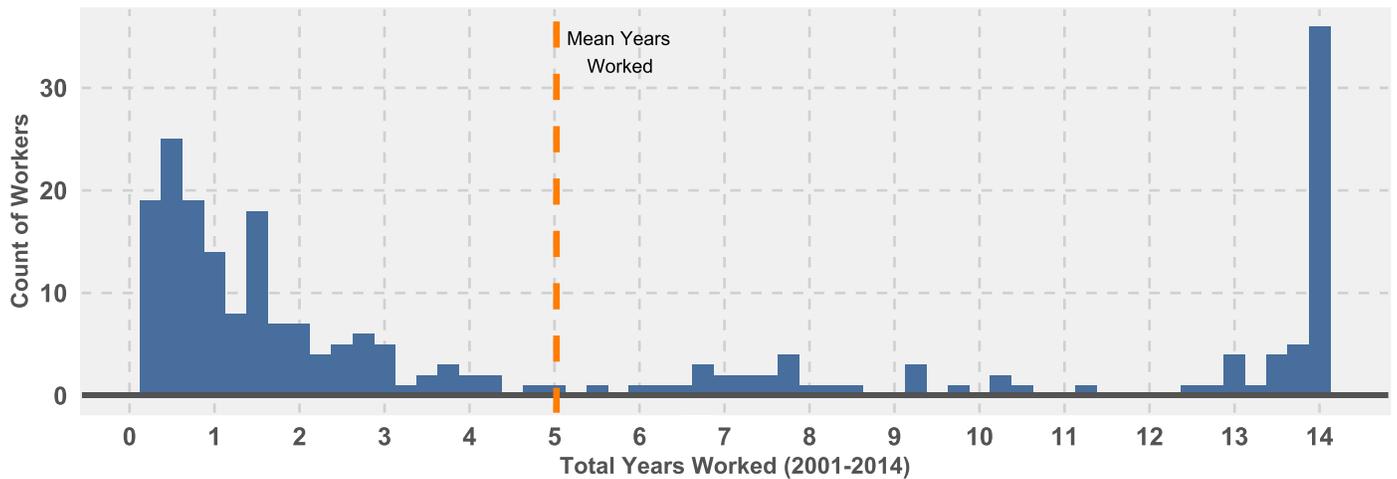
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Radiologic Technologists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
229	0.25	5.02	14	0.75	2	9.25	5.31

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Radiologic Technologists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	436	51	11.7%	67.3%	32.7%	48.3%	37.7%	44
Urban ²	320	28	8.8%	66.4%	33.6%	44.9%	34.6%	-
Rural	116	23	19.8%	69.9%	30.1%	59.1%	47.3%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	441	539	22.2%	98	66	164
United States	199,200	240,800	20.8%	41,500	28,100	69,600

Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).

Related AKSHOT Occupations:

- Case Management Nurses
- Critical Care Nurses (CCU)
- Emergency Room (ER) Nurses
- Geriatric Nurses
- Nurse Managers (patient care setting)
- Obstetric Nurses
- Perioperative Nurses
- Psychiatric Nurses
- Public Health Nurses
- Registered Nurses, General (RN)

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$39.28	\$39.42	\$40.05	\$38.91	\$36.41	\$37.36	\$39.80
Home Health Care Services	\$38.27	-	-	-	\$38.27	-	-
Hospitals	\$39.56	\$39.58	\$38.40	-	-	\$43.83	\$39.52
Nursing and Residential Care Facilities	\$35.93	\$36.13	-	-	-	-	\$36.33
Other Ambulatory Health Care Services	\$44.36	\$41.58	\$47.12	-	\$37.22	\$40.27	\$48.10
Other Health Practitioners' Offices	\$34.00	\$34.29	-	\$38.02	-	-	-
Physicians' Offices	\$37.86	\$37.17	\$41.77	\$40.94	\$36.70	\$35.56	\$38.55
Social Assistance	\$33.19	\$33.13	-	-	-	-	\$33.13

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

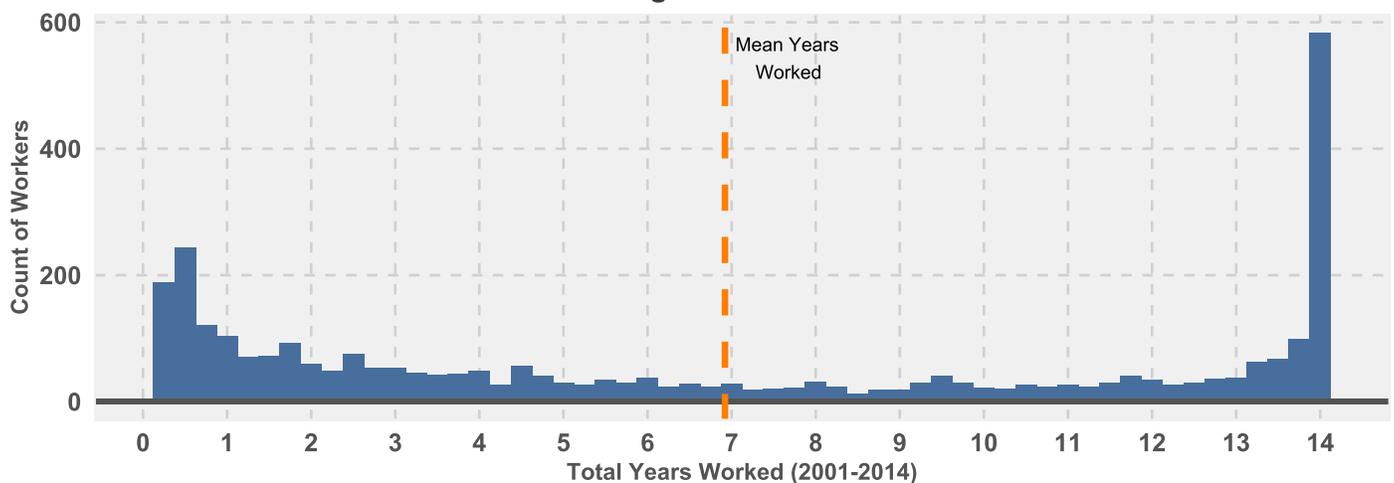
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Registered Nurses



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
3199	0.25	6.92	14	1.75	5.75	13.2	5.34

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Registered Nurses, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	6,034	938	15.5%	89.1%	10.9%	49.9%	40.1%	45
Urban ²	4,727	634	13.4%	89.2%	10.8%	48.0%	38.5%	-
Rural	1,307	304	23.3%	88.7%	11.3%	57.5%	46.6%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	4,979	5,973	20.0%	994	873	1,867
United States	2,711,500	3,238,400	19.4%	526,800	525,700	1,052,600

Rehabilitation Counselors

Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement.

Related AKSHOT Occupations:

- Rehabilitation Counselors

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$21.85	\$22.12	\$20.33	-	-	-	\$21.81
Nursing and Residential Care Facilities	\$17.59	\$17.59	-	-	-	-	\$17.59
Other Ambulatory Health Care Services	\$20.11	-	\$20.11	-	-	-	\$20.21
Social Assistance	\$19.57	\$19.57	-	-	-	-	\$19.56

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

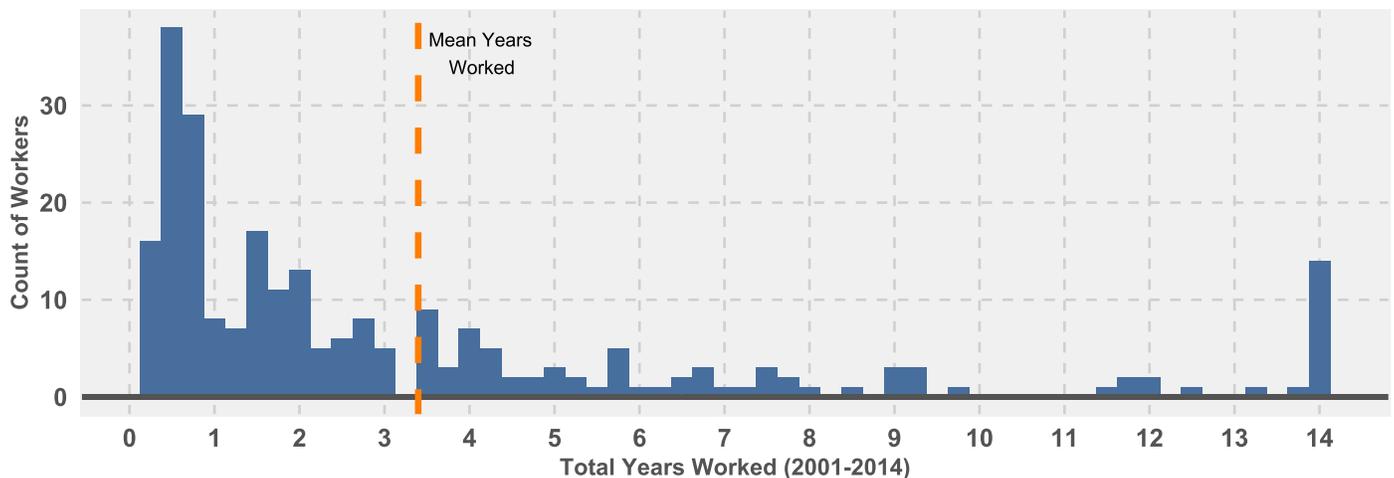
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Rehabilitation Counselors



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
247	0.25	3.4	14	0.75	1.75	4.25	3.84

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Rehabilitation Counselors, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	241	10	4.1%	66.7%	33.3%	39.8%	27.3%	42
Urban ²	208	9	4.3%	65.8%	34.2%	38.2%	24.6%	-
Rural	33	-	-	71.9%	28.1%	50.0%	43.8%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	329	395	20.1%	67	68	135
United States	117,500	140,900	19.9%	23,400	25,000	48,400

Respiratory Therapists

Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.

Related AKSHOT Occupations:

- Respiratory Therapists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$34.57	\$34.69	\$36.93	-	-	-	\$35.07
Hospitals	\$34.99	\$34.72	\$36.91	-	-	-	\$34.99

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

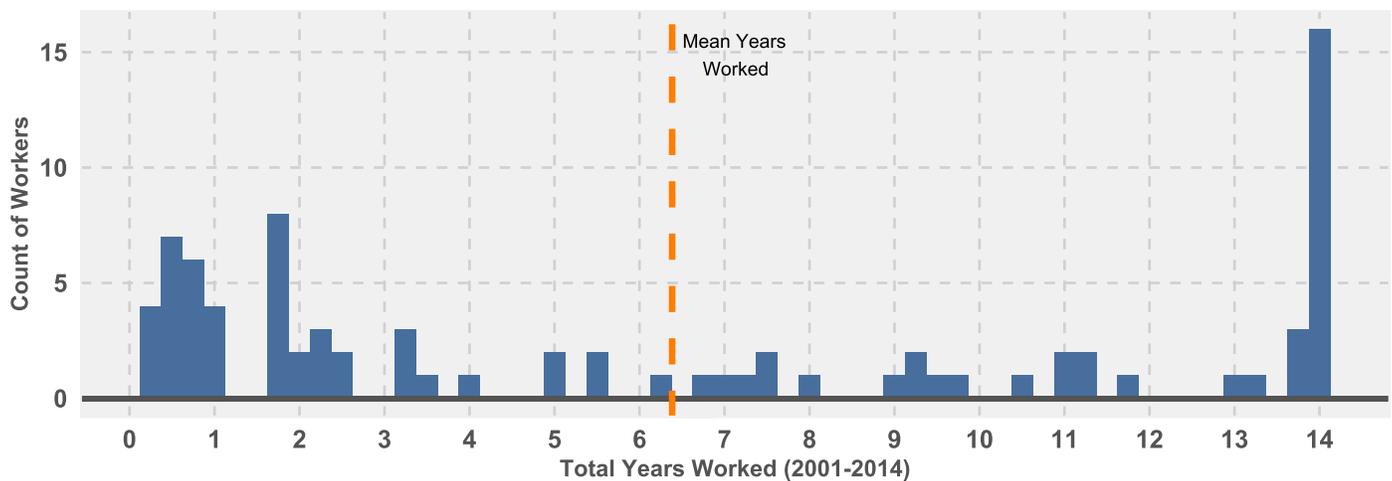
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Respiratory Therapists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
84	0.25	6.38	14	1.56	5	12.1	5.39

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Respiratory Therapists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	173	25	14.5%	46.6%	53.4%	60.8%	50.7%	48
Urban ²	144	19	13.2%	49.6%	50.4%	58.4%	48.0%	-
Rural	29	6	20.7%	30.4%	69.6%	73.9%	65.2%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	171	206	20.5%	35	32	67
United States	119,300	142,100	19.1%	22,700	17,300	40,100

Social and Community Service Managers

Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.

Related AKSHOT Occupations:

- Health Care Social and Community Services Managers

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$32.95	\$33.13	\$32.21	\$29.82	\$33.71	\$33.78	\$33.03
Hospitals	\$43.42	-	-	-	-	-	\$43.42
Nursing and Residential Care Facilities	\$28.08	\$28.06	-	-	-	-	\$27.84
Social Assistance	\$30.20	\$30.07	\$30.85	\$27.97	\$30.20	-	\$30.65

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

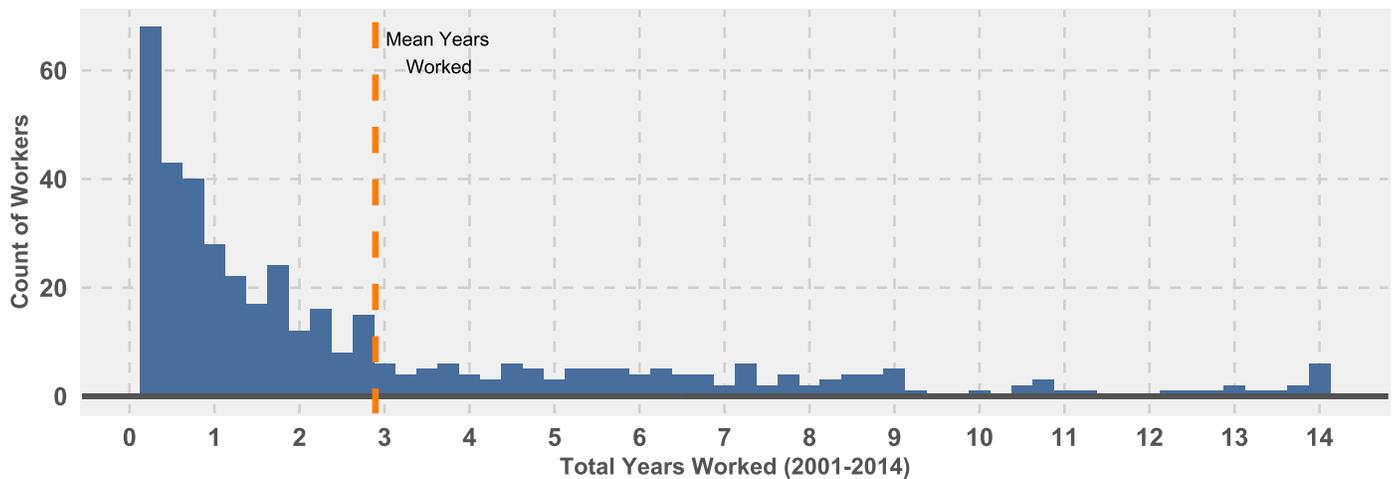
²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Social and Community Service Managers



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
423	0.25	2.89	14	0.5	1.5	4	3.3

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Social and Community Service Managers, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	423	26	6.1%	75.8%	24.2%	55.7%	41.8%	47
Urban ²	284	16	5.6%	75.7%	24.3%	55.6%	42.2%	-
Rural	139	10	7.2%	76.0%	24.0%	55.8%	41.1%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	384	434	13.0%	50	119	169
United States	132,900	160,600	20.8%	27,700	27,400	55,100

Speech-Language Pathologists

Assess and treat persons with speech, language, voice, and fluency disorders. May select alternative communication systems and teach their use. May perform research related to speech and language problems.

Related AKSHOT Occupations:

- Speech-Language Pathologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$35.90	\$36.00	\$37.31	-	\$31.70	-	\$37.02
Hospitals	\$35.47	\$35.46	-	-	-	-	\$35.47
Other Health Practitioners' Offices	\$31.87	\$31.87	-	-	\$32.68	-	-
Social Assistance	\$28.20	\$28.13	-	-	\$26.77	-	-

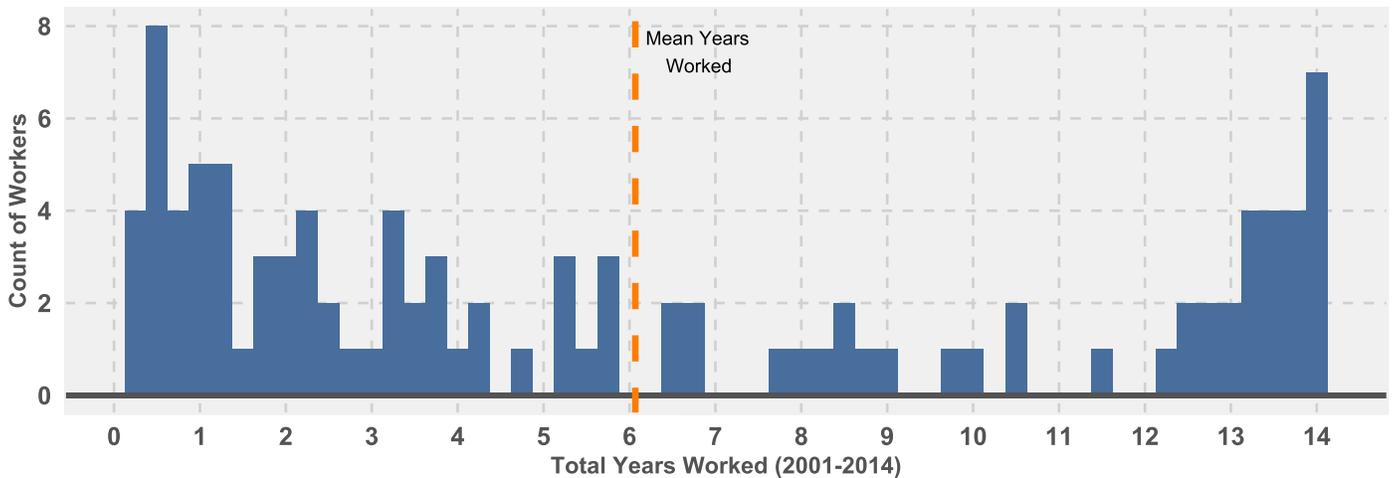
¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
(-) Data suppressed

Retention in Occupation 2001-2014¹

Speech-Language Pathologists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
103	0.25	6.07	14	1.38	4.25	11.9	5.05

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Speech-Language Pathologists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	301	59	19.6%	95.0%	5.0%	46.3%	36.0%	45
Urban ²	239	32	13.4%	96.1%	3.9%	44.4%	35.3%	-
Rural	62	27	43.5%	-	-	57.1%	40.0%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	204	235	15.2%	30	38	68
United States	134,100	160,100	19.4%	26,000	20,200	46,200

Substance Abuse and Behavioral Disorder Counselors

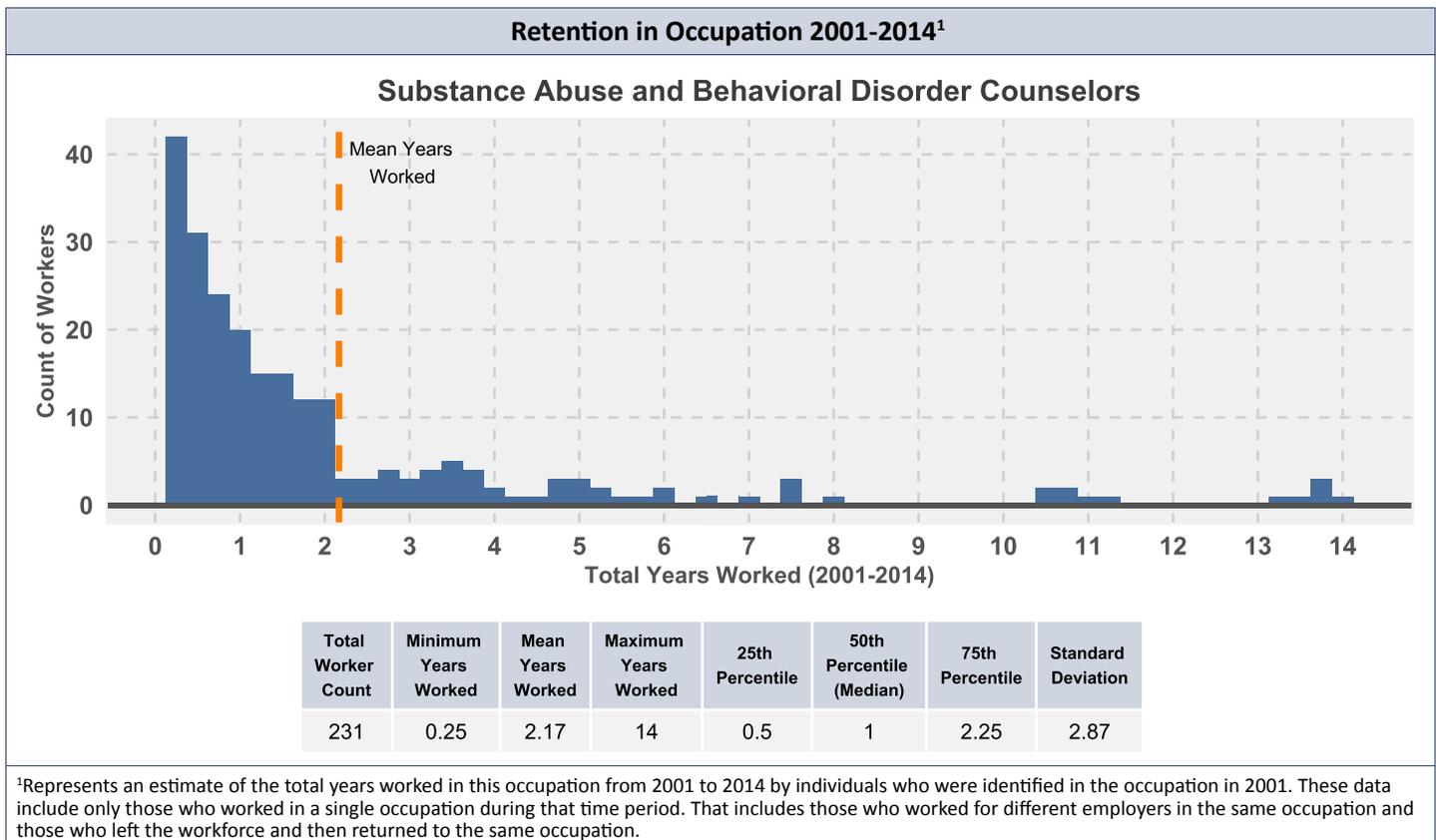
Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs. Excludes Social Workers (21-1021 through 21-1029), Psychologists (19-3031 through 19-3039), and Mental Health Counselors (21-1014) providing these services.

Related AKSHOT Occupations:

- Substance Use Disorder Counselors

2014 Estimated Average Hourly Wages ¹							
Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$23.64	\$22.70	\$25.62	\$25.02	\$22.79	\$23.24	\$23.85
Hospitals	\$27.01	-	\$26.34	-	-	-	\$27.01
Nursing and Residential Care Facilities	\$21.21	\$21.58	\$18.53	-	\$18.69	\$22.71	\$21.05
Other Ambulatory Health Care Services	\$26.86	-	\$27.73	-	-	-	\$28.16
Physicians' Offices	\$34.90	-	\$34.90	-	-	-	-
Social Assistance	\$21.73	\$21.11	-	\$23.69	-	-	\$21.51

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses
²Employment ranges are based on statewide average employment in 2014.
³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.
 (-) Data suppressed



Substance Abuse and Behavioral Disorder Counselors, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	383	48	12.5%	74.0%	26.0%	51.6%	42.1%	46
Urban ²	262	33	12.6%	77.7%	22.3%	49.8%	40.6%	-
Rural	121	15	12.4%	66.0%	34.0%	55.7%	45.3%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	357	440	23.2%	83	138	221
United States	89,600	117,700	31.4%	28,200	19,000	47,200

Surgeons

Physicians who treat diseases, injuries, and deformities by invasive, minimally-invasive, or non-invasive surgical methods, such as using instruments, appliances, or by manual manipulation. Excludes Oral and Maxillofacial Surgeons (29-1022).

Related AKSHOT Occupations:

- Surgeons

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$164.74	\$175.59	\$126.23	-	-	-	\$156.97
Hospitals	\$156.97	\$168.77	\$126.23	-	-	-	\$156.97

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

No data to report for this occupation

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				Average Age
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	
Statewide	27	10	37.0%	41.2%	58.8%	70.6%	58.8%	52
Urban ²	21	9	42.9%	-	-	66.7%	50.0%	-
Rural	6	-	-	-	-	-	-	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	-	-	-	-	-	-
United States	47,900	59,000	23.2%	11,100	12,000	23,100

(-) Data suppressed

Surgical Technologists

Assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeon's assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.

Related AKSHOT Occupations:

- Surgical Technicians and Technologists

2014 Estimated Average Hourly Wages¹

Industry	Area			Employment Range ²			
	Statewide	Urban ³	Rural	0 to 9 Employees	10 to 49 Employees	50 to 99 Employees	More than 99 Employees
All Health Care	\$26.99	\$27.02	\$27.82	-	\$27.08	-	\$27.13
Dentists' Offices	\$24.54	\$24.54	-	-	\$24.54	-	-
Hospitals	\$27.01	\$26.87	\$27.85	-	-	-	\$27.01
Other Ambulatory Health Care Services	\$28.29	\$28.54	-	-	\$28.54	-	-

¹Estimated wages are based on 3rd quarter 2013 through 2nd quarter 2014 unemployment and Occupational Employment Statistics (OES) wage data. Estimated wages are not restricted to employer survey responses

²Employment ranges are based on statewide average employment in 2014.

³Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

(-) Data suppressed

Retention in Occupation 2001-2014¹

Surgical Technologists



Total Worker Count	Minimum Years Worked	Mean Years Worked	Maximum Years Worked	25th Percentile	50th Percentile (Median)	75th Percentile	Standard Deviation
39	0.25	5.09	14	0.625	2	9.75	5.32

¹Represents an estimate of the total years worked in this occupation from 2001 to 2014 by individuals who were identified in the occupation in 2001. These data include only those who worked in a single occupation during that time period. That includes those who worked for different employers in the same occupation and those who left the workforce and then returned to the same occupation.

Surgical Technologists, cont.

Worker Characteristics Statewide 2014

Area	Total Workers	Nonresident Workers		Resident Workers ¹				
		Number	Percent	Percent Female	Percent Male	Percent Age 45+	Percent Age 50+	Average Age
Statewide	200	40	20.0%	68.8%	31.3%	31.9%	23.1%	41
Urban ²	177	34	19.2%	72.0%	28.0%	28.7%	18.9%	-
Rural	23	6	26.1%	41.2%	58.8%	58.8%	58.8%	-

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²Urban includes the Municipality of Anchorage, Fairbanks North Star Borough, City and Borough of Juneau, and Matanuska-Susitna Borough.

Employment and Job Openings 2012-2022

Area	Average Employment			Average Annual Openings		
	2012 Estimates	2022 Projections	Percent Change	Growth	Replacement	Total
Alaska	150	183	22.0%	33	25	58
United States	98,500	127,800	29.8%	29,300	9,700	39,100

Survey Comments

Employers were given the opportunity to provide their comments about the health care workforce and its effect on their company. The following comments are verbatim from the employer except where they would either identify themselves or another employer.

Dentists' Offices

- “Cannot expand office hours of operation.”
- “Company trains dental assistants and is still difficult.”
- “Could have hired dental assistants but not enough qualified applicants.”
- “Had to hire from out of state and know of other offices had to hire outside of Alaska for the same position. Dental is so different from medical its hard to find someone with experience or knowledge of dental.”
- “I haven’t hired anyone the last 3 years, but have had some difficulty finding experienced dental assistants and knowledgeable office receptionist/insurance -in the past.”
- “Not difficult because of the school in Wasilla. Had heard the school was closing.”
- “Provide on the job training for dental assistants”
- “Require no degree, train in house”
- “The number of qualified expanded dental assistants is pretty much non-existent. We typically look for Asst’s w/at least 3 years of dental experience the skill set and motivation of many is lacking. It’s pretty slim pickings for the dental community.”
- “There are plenty of people who apply for jobs, but they are not qualified or have horrible attitudes or a sense of entitlement. They don’t want to work hard. It’s difficult to find good employees who can consistently show up on time and do their jobs without causing trouble.”
- “There is a critical shortage of dental hygienists in [our area]. It is difficult to find highly trained dental assistants as well.”
- “They train their dental assistants in house”
- “This office has been fortunate to have qualified people apply for positions almost as soon as there was availability.”
- “Typically it is difficult to hire dental assistants but in 2014 they had a good candidate”
- “UAF should not close the Dental Hygiene School in Fairbanks AK. Dental School is also critical for our area.”
- “We have hired a couple of dental assistants and there is a very small pool of applicants with experience. We often hire w/o experience and train on the job.”
- “We struggle with our dental assistant positions the most. Our openings are mainly due to team members moving out of state-military families. Small dental community - competitive.”
- “Well trained dental assistants are very hard to find.”

Home Health Care Services

- “Online portal that is marketed and spread out to all health-care professionals for job seekers problem is that there are too many online healthcare career job employment sites and with the lack of time, it would make hiring and recruiting much mainstreamed and simple.”
- “Retention of nurse’s remains an issue in the workforce and at our company.”
- “The CNA holders are reluctant in working in Assisted Living Home because of the energy sapping/commitment to the job that is needed. They prefer to work for PCA Agencies where it is easy to dash in and out in clients home. In addition some prefer to work in hospitals because of the fringe benefits available to them which an operator of ALH cannot afford.

The personal care aides/assistants are in the same boat with the CNA Holders, the only difference is that they cannot work in the hospitals, thus they prefer the Agency jobs compared to the ALH situation.

The mitigating factor basically in getting regular/consistent/committed workers in ALH is the pay as this unit of Health Industry cannot compete with agencies/hospitals who need the services of these same qualified personnel and it is a big headache for the operators of ALH.”

Hospitals

- “We do not directly employ most medical staff that said we do keep close track of MDs and what services might be available in the community-Pediatricians and Anesthesiologists have been difficult.”

Nursing and Residential Care Facilities

- “As an assisted living home our need for individuals who have the following qualifications/experience/abilities are in extremely short supply: 1. Ability to work consistently a) cleaning b) cooking c) laundry d) appropriate interactions with residents 1) meeting need for effective timely ADL assistance 2) meeting need for socialization activities (talking, crafts games) 3) listening effectively to residents complaints & resolving issues. 2. Ability to understand and follow clear complete directions given by administrator or providers. 3. Ability to write effective responses to situations requiring documentation.

We are financially unable to pay workers what we know they should be paid. We are unable to provide the benefits larger firms are making available to employees. Payroll expenses presently exceed 70% of our income-an unsuitable level. The new minimum wage increase in income directly impacts our business as a quality, labor intensive service delivery organization.”

Nursing and Residential Care Facilities, cont.

- “CNAs leave to jobs that have benefits”
- “Difficult to get Personal Care Aides and Assistants trained”
- “For Psychiatrist our organization has had to delay implementation of billing service due to challenges identifying candidates.”
- “For us, some of the categories overlap. The main example is Mental Health Clinicians who can also be clinical social workers, substance abuse disorder counselors, and clinical psychologists. I chose to put people in only one category rather than multiple.”
- “I think if the state is flexible with the requirement, most of this possibly will not be difficult. Also there should be variation depending on demand for services to some settings such as mental health services.”
- “I’ve been licensed for over 11 years, I have 2 homes currently. I only have residents in 1 home because I can’t find qualified staff. In my 11 + years, I’ve only found 2 qualified staff outside of family and friends. Both of them worked less than 6 months before moving or finding another job.

The problem is the state does not pay enough to pay staff more than \$12-\$14 an hour. Yet the staff are expected to deal with residents who can be psychotic, aggressive, yelling for hours, verbally abusive, refuse to shower or frequently uncooperative.

The state does not pay enough for mental health home to pay staff a decent wage yet they are expected to put with all kinds of difficult behaviors. Needless to say, any that is very skilled or qualified moves on to an easier job.”

- “Many are transient (i.e.: Military wives, etc. not avail for long-term). Many lack basic work ethics and do not have communication skills/soft skills. Despite being trained as C.N.A.s, many are NOT strong in their skills and are inconsistent with abilities (diff. standards depending on where training took place).”
- “The workforce is fine-fix Medicaid choice wavier!”
- “We have found it very hard to find individuals that have any training at all for our Assisted Living Home. We do most of the training and spend a considerable amount of time doing so. More often than not we find that many employees at this level use us for temporary work for a winter or a few months to supplement another job.

Transportation to work and home is a huge problem in Anchorage. When applicants don’t own a car. Bus service is poor and often doesn’t run at time employees need to get to work. Cab are very expensive and cost prohibitive for our employees. This has severely limited our applicant pool.”

Other Ambulatory Health Care Services

- “Hard to get and keep quality staff.”
- “OR nurses are difficult to hire”
- “Very limited pool of talented and competent applicants. Difficult to compete with nurse union wages.”
- “We only have RNs in Alaska. Other operations in Washington State.”

Other Health Practitioners’ Offices

- “In optometry very difficult to find qualified employees.”
- “It’s difficult finding reliable massage therapists. There seems to be a commitment issue. Working in a structured environment also seems to be a problem for massage therapists. They want full time pay with part time hours very frustrating!”
- “Alaska would benefit from a physical therapy program at UAA or UAF (not only a physical therapist assistant program)”
- “I am an acupuncturists, the insurance reimbursement rate is a low (and dropping). That I can’t afford to hire staff for the rates people want to work for, so I run a one-person office. Employees are more hassle than the one are worth to me.”
- “In 23 years, I have had one trained optician/optometric assistant apply for a position. It has required me to spend 6-12 months doing on the job training. Have had numerous experiences with employees lasting only a short time due to relapses into drug & alcohol. Tough applicant pool in general for over 20 years.”
- “It isn’t that there isn’t enough applicants who could be trained or already have skills to do the job-work ethics are missing.”
- “It’s been very hard to find an excellent medical biller. We’ve had nothing but problems hiring and maintaining them.”
- “Lack of PT’s in Alaska. Small business needs to have the staffing to do the work of several categories-not one person for each specific job such as medical records, management, billing, aides, etc. The thing that affects the health care workforce the most is government regulation-massive amount of insurance paperwork.”
- “Massage therapists are not hard to find. Qualified, knowledgeable, good work ethic massage therapists are hard to find. So glad the industry is going to get some much needed regulation in our state.”
- “Nation-wide shortage of audiology position notoriously difficult to fill.”
- “Physical Therapists are hard to come by. We have an assistant program now and that may help, but prefer to hire Physical Therapists”
- “Regarding Chiropractors: Difficult, but eventually able to hire a qualified candidate.”
- “The biggest problem is people no (In no particular order) team skills-being some good work with want to work skills-they want to be paid but not always interested in working. Value creation skills-they have no how to create value.”
- “We have the patient demand, but a very limited pool of occupational and certified hand therapists. Recruitment is also very costly.”

Physicians’ Offices

- “Certified medical assistants are available for hire. However, their training and work ethics is not satisfactory.”
- “Have interviewed 4 pediatrician this year been trying to find one for 3 years.”
- “I believe that this form has remote relevance for solo practitioners. One common problem that is shared is that it is generally difficult to find qualified and reliable office staff for small practices.”

Physicians' Offices, cont.

- “I found it very difficult to get an Nurse Practitioner licensing in the State of Alaska. Time consuming application and expensive”
 - “Mamographers, paramedics and nurses are difficult to retain. Clinical social worker is difficult to hire and position has been vacant for 3 years.”
 - “Pathology is highly specialized and often when you need to fill an opening it is almost impossible to find qualified people.”
 - “The delay in licensing our new physicians is unacceptable and creating problems for our group.”
 - “They have had long-term employees”
 - “Very small office. In 2014 it was one specialist and one medical assistant. Now in 2015 it is two medical assistants and we're borrowing doctors until we find our own nephrologist.”
 - “We would like to see more RN's with hospital or/Recovery experience.”
 - “We need Pediatric Subspecialties: Pediatric Endocrinology, Peds Psychiatry, Peds Psychology, Peds Inpatient Psych facilities and personnel, Peds Orthopedic Physicians, Peds Oral/rhino laryngologist (ENT), Peds Child Abuse Physicians. Also need perinatologists, Social Workers, Case Workers, Child Advocacy Centers, Pediatric Emergency Room and Peds ER Doctors and RN's and Resp Therapists, Peds Palliative Care and Hospice System.”
 - “We use an employment placement company”
- “No Psychiatrists available for hire which impacts our ability to bill Medicaid. Difficult to find licensed social workers as well as Bachelor's level counselors to work with youth and families.”
 - “Our company has a very small pool of potential employee candidates. Turnover is high based on burn out and high behavior consumers. This makes it challenging for retention and recruiting quality personnel.”
 - “Our company issue is getting employees to stay or staff retention. We pay for all train and hiring process. CAN that graduate from programs end up not working in the field of healthcare.”
 - “Physical Therapists are darn near impossible to recruit to Alaska for non-profit work. Not having a training program in-state is a barrier to recruitment.”
 - “Qualified mental health counselors/therapists with trauma and child abuse experience are difficult to find to contact with or to make referrals to another local agency; lack of nurses (RN's, PA's) or other health care providers to be able to train for child abuse evaluations (forensic medical evaluations) and be able to contact with or employ on a part time basis. The above mentioned needs are in reference to [our area].”
 - “Registered nurse is a consultant on contract”
 - “Rural Alaska and [our area] in particular has a severe housing shortage which makes all housing exceedingly expensive. We cannot get professional level expertise in the health and social services to move here because the housing is very poor quality, very expensive and unavailable. This is hurting the community significantly.”
 - “Serious lack of skilled providers available pay rate inconsistent with skills and time commitment required for the position. Current Medicaid funding is inadequate to provide appropriate pay rate and benefits for direct care providers. There are nearly no trained providers available. Low reimbursement rates make it extremely difficult to attract, train and retrain providers.”
 - “Sonographer was hired from within the company.”
 - “There is no direct effect. We need clerical staff with computer skills.”
 - “We feel fortunate to have our current employers. They all seem to have the level of professionalism and concern for our clients. We are very fortunate and happy.”
 - “We need more loan repayment options in the state of Alaska that are not tied to an unrealistic calendar: when we are recruiting a physician and they are looking for loan repayment we have to tell them to wait and apply to SHARP in the fall---not helpful. For rural AK we need to address provider housing and come up with staffing solutions that replace the current overuse and expense of locums providers (I am speaking based on previous healthcare provider recruitment experience rather than directly for [our company]. Longer range we need a medical school in state and increased collaboration for medical residency rotations.”
 - “Would be great if we could use OT/PT's out of state for telehealth practice. Also, SLP licensing is very hard/slow when recruiting from out of state. Wish there were more Pediatric Specific SLP's, OT's and PT's in Alaska.”

Social Assistance

- “But experienced case manager are hard to find.”
- “Certified and non-certified homecare services employees are getting much harder to find quality/new ones. Many are being recycled through the agencies. I believe this lowers the quality of care overall. We do all we can to retain staff and have a turnover rate of about 25% compared with an industry standard of 40-50%”
- “Company is currently recruiting for Health Care Social and Community Services Managers, Psychiatrists, and Speech-Language Pathologists and they anticipate that it will be difficult to hire for the position.”
- “Difficulty in retaining good PCA, CAN, HHA's. There are many of them, not as many as would be nice that can effectively work independently, ethically, and reliably. The turnover for these occupations in the in-home care industry is unfortunately high.”
- “In our agency, we are lacking male staff. There are definitely more females who are interested in working in this field (PCA-Patient Care Assistant, Daily Providers).”
- “It is not only difficult to find candidates, but to also house candidates in [our area]”
- “It is very difficult to find qualified or experience substance abuse counselors. Since the hospital stopped hiring LPN's it has been easier to find these.”
- “master level counselor not difficult to hire”

Nonhealth Care

- “Although we do not employ many health care providers, our homemakers fill the role of personal care aides & assistants. This is a difficult job to fill as we serve such a vulnerable population.”
- “Applicant pool for basic emt. Usually come straight from training programs. Few applicants have experience therefore high turnover. Very few advanced EMT and Paramedics level applicants can’t compete with Fire Dept. pay scale.”
- “As a private home with personal care aide needed, it is difficult to find aides outside of an agency environment. Agency costs are high and aides receive small percentage of what they charge creating economic inequity for workers. In a home environment consistency is important and agencies are a revolving door of workers. There is need for private referrals and continue background searches for private employers.”
- “Being a relatively small school district in [our area] we are currently outsource our OT and PT services. The need is not so great as to have a part time staff member We had a nurse for part of the 14/15 SY, we are discontinuing this position because of lack of staff funding.”
- “Client is a private-pay in home w/Alzheimer’s. Caregivers that are reliable and that can read, write and speak English are difficult to find. Contracting thru agencies is difficult as they send untrained persons-someone who took care of grandma and that is it. Our turn over is low because the money is much better thru a private pay.”
- “Difficult to hire experienced knowledgeable positions.”
- “Due to the lack of Pharmacists available, we have been forced to look “outside” for help. We have been searching for 1.5 years for a pharmacists will no luck. Most applicants find out the job is in [our area] and withdrawal their application. It would be nice to have more locals. This shortage has tied me up working as a pharmacist when I could be out promoting and growing my business in turn finding new and better ways to benefit my patients. My business is suffering, my patients are suffering, and due to my long hours during and after work, my home life is suffering. Also, my other staff is overworked and more prone to making mistakes and having an overall unhealthy work environment.”
- “Education funding restricts our district to contract agreements on a limited basis.”
- “Hiring a qualified peer mentor always presents difficulty as the lived experience is essential, but often precedes individuals from working with the population served due to past criminal histories. Also, individuals interested in working within-peer-run organization routinely have limited education and/or experience working in an environment which calls for a high level of professionalism and competency. It is important to note, the lack of a consistent training source for Individuals interested in working as peer mentors, further stagnates the pool of qualified candidates with which to hire from.”
- “Housing is the main reason we have difficulty with medical providers to our clinic along with relocating expenses. Staff and council turnovers make hiring difficult.”
- “I have hired my own help and they each work approx 4 hours each day every day. It can take awhile go get a reliable employee. Family members assist during employees time off. One employee stay the night. Centers for Community too expensive \$32/hr.”
- “Not difficult because we employ a family member.”
- “Our recruitment for firefighter-EMT’s and Firefighter-Paramedics eventually ended in some hires, but we had to re-issue a few times to obtain an acceptable pool.”
- “Paramedics are usually hired from out of state.”
- “Since the legislature ended the Board of Disp Opticians. Most Opticians look at licensing as voluntary. The skill level has since dropped significantly.”
- “State has made life for small business even more different by continuing to pay prothetist-orthotist at Medicare recipients. CPOs are expected to now have a master degree to even begin on of 2 residencies. The state Medicaid system is serious broken. Director Brodie state there will not be a serious delay in change to our reimbursement fee (nine years is a significant time to go without a raise in fees). To make matter worse when there was a new computer system for Medicaid in October 2013-we stop being reimbursed to current Medicare levels on Medicare/Medicaid claims. How it is that there are doctors etc. being paid for 140% above Medicare-and we are almost 20% below Medicare. Our field in Alaska may die at hands of the State! Who want to come or stay in Alaska at 2006 level-and continues to ignore us. We are small, yes but many need custom bracing & artificial limbs!”
- “The professional (licensed, certified, etc.) talent pool in Alaska is generally insufficient to meet the needs we have. Some of this is unavoidable due to a small population and a huge geography.”
- “There were no health related hires in 2014. However our paramedics gave us feedback that problems that may occur when hiring in the future are: Long shift rotations, re-locating to Alaska.”
- “Very limited applicants in the private hire list from hospital outdated & misinformed, poor qualifications of applicants. We rely on agency to help us but even this has been a difficult to find willing & qualified applicants. Luckily good friends can cover open shifts when caregiver are not available. [Our company] is too busy with referrals & we have a waiting list for several months.”
- “We don’t have many locals to fill the medical fields. We need to educate kids to go to school in the medical field. It is hard to fill the PA or FNP positions in Remote/Rural Alaska.”

Appendix D

Occupational Crosswalk: AKSHOT to SOC

The following crosswalk shows which SOC occupation the AKSHOT occupation corresponds to. The AKSHOT occupations are more detailed than the SOC occupations which means there are some SOC occupations that have more than one AKSHOT crosswalked to it.

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Anesthesiologists Administer anesthetics prior to, during, or after surgery or other medical procedures. Closely monitor patients' vital signs during surgery and adjust anesthetics accordingly; monitor patients through the first recovery stages after an operation; and administer appropriate medications during recovery. May treat patients with conditions causing chronic pain. May specialize in specific types of problems, such as respiratory or neurological illnesses.</p>	<p>Anesthesiologists (29-1061) Physicians who administer anesthetics prior to, during, or after surgery, or other medical procedures.</p>	
<p>Audiologists Assess and treat hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.</p>	<p>Audiologists (29-1181) Assess and treat persons with hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.</p>	
<p>Behavioral Health Aides (BHA) including Village Counselors Address community behavioral health problems including alcohol, drug, and tobacco abuse and mental health disorders such as grief, depression, suicide, and related issues. Seek balance in the community by developing solutions that are sensitive to cultural needs. Promote healthy individuals, families, and communities in Alaska Native villages. Includes all BHA levels. Includes Village Counselors.</p>	<p>Mental Health Counselors (21-1014) Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes Social Workers (21-1021 through 21-1029), Psychiatrists (29-1066), and Psychologists (19-3031 through 19-3039).</p>	<ul style="list-style-type: none"> • Behavioral Health Clinical Associates • Mental and Behavioral Health Clinicians and Counselors
<p>Behavioral Health Case Managers and Care Coordinators Develop, implement, and carry out care plans developed by a psychologist, social worker, or other behavioral health clinician. Provide individuals, families, and groups with the psychosocial support to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers, providing patient education and counseling, and referrals for other services in the areas of mental health, developmental disabilities, and senior and long-term care. May also provide care and case management or interventions to promote health, prevent disease, and address barriers to health care access.</p>	<p>Healthcare Social Workers (21-1022) Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family care givers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.</p>	<ul style="list-style-type: none"> • Health Care Social Workers
<p>Behavioral Health Clinical Associates Using specialized training or experience, provide psychosocial evaluation, education, and counseling to patients with behavioral or mental health conditions, including substance abuse, stress or family issues. Facilitate rehabilitation by teaching needed life skills and encouraging and coaching patients. Works under the direction of a Mental or Behavioral Health Counselor, Licensed Clinical Social Worker (LCSW), or other behavioral health professional.</p>	<p>Mental Health Counselors (21-1014) Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes Social Workers (21-1021 through 21-1029), Psychiatrists (29-1066), and Psychologists (19-3031 through 19-3039).</p>	<ul style="list-style-type: none"> • Behavioral Health Aides (BHA) including Village Counselors • Mental and Behavioral Health Clinicians and Counselors
<p>Behavioral Health Directors and Supervisors Oversee, direct, supervise, or evaluate the work of other behavioral health providers within a professional unit or across an entire facility.</p>	<p>Medical and Health Services Managers (11-9111) Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.</p>	<ul style="list-style-type: none"> • Chief Medical Officers (CMO) • Chief Nursing Officers and Directors • Hospital Administrators

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Case Management Nurses Work with patients and their providers, develop a plan of care, monitor progress, assess care, and make changes or suggest alternative treatments if necessary. Ensure high quality care and cost effectiveness. Ensure care plan best suits the patient's needs. Work with patients and their families as well as with the provider team. Analyze data, conduct research, and compare treatments. May specialize in one area of health care to better serve their clients and may still provide patient care within a registered nurse's scope of work. Excludes case managers and care coordinators primarily concerned with behavioral, mental health, and substance use disorders. (See Health Care Social and Community Health Workers.)</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Critical Care Nurses (CCU) • Emergency Room (ER) Nurses • Geriatric Nurses • Nurse Managers (patient care setting) • Obstetric Nurses • Perioperative Nurses • Psychiatric Nurses • Public Health Nurses • Registered Nurses, General (RN)
<p>CAT Scan Technicians Prepare diagnostic images of the body's interior using computerized scanners and radiation to create 3-D images.</p>	<p>Radiologic Technologists (29-2034) Take x rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other scanning modalities. Excludes Diagnostic Medical Sonographers(29-2032) and Magnetic Resonance Imaging Technologists (29-2035).</p>	<ul style="list-style-type: none"> • Limited Radiologic Technicians • Mammographers • X-Ray Technicians and Technologists
<p>Certified Nurse Midwives (CNM) Diagnose and coordinate all aspects of the birthing process from ante partum to postpartum, independently or as part of a health care team. May provide well-woman gynecological care and family planning. Assess, treat, and evaluate infants and women of childbearing age through menopause, approximately 13 to 60 years of age.</p>	<p>Nurse Midwives (29-1161) Diagnose and coordinate all aspects of the birthing process, either independently or as part of a healthcare team. May provide well-woman gynecological care. Must have specialized, graduate nursing education.</p>	
<p>Certified Nursing Assistants (CNA) Provide basic patient care under the direction of nursing staff, typically within a long-term care or mental facility, or a hospital. Take vital signs, change wound dressings, change linens, and feed, bathe, dress, groom, or move patients according to the patient's care plan. May transfer or transport patients. Excludes Home Health Aides, Orderlies, Personal Care Aides, Lift Team Technicians and Specialists, and Psychiatric Aides.</p>	<p>Nursing Assistants (31-1014) Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes Home Health Aides (31-1011), Orderlies (31-1015), Personal Care Aides (39-9021), and Psychiatric Aides (31-1013).</p>	
<p>Chief Executive Officers (CEO), Health Care-specific Lead a large health management system or group of facilities. Responsible for the direction, oversight, financial management, and performance of their organization. Excludes Hospital Administrators that are leaders of a single facility.</p>	<p>Chief Executives (11-1011) Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.</p>	
<p>Chief Medical Officers (CMO) As MDs and senior members of the facility management team, supervise all medical staff. Oversee patient care delivery and assume responsibility for quality assessment and patient safety. Assess organization's health care services and ensure they meet the needs of the community demographic. Act as a liaison between medical staff and administration.</p>	<p>Medical and Health Services Managers (11-9111) Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.</p>	<ul style="list-style-type: none"> • Behavioral Health Directors and Supervisors • Chief Nursing Officers and Directors • Hospital Administrators
<p>Chief Nursing Officers and Directors As senior nursing management in an organization, supervise the nursing staff and oversee the care of all patients at a health care facility. Develop and implement plans for nursing care, treatment, and services. Determine the optimum types and numbers of nursing personnel in conjunction with all other medical, clinical, and therapeutic disciplines. Assume full responsibility for the quality of nursing care.</p>	<p>Medical and Health Services Managers (11-9111) Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.</p>	<ul style="list-style-type: none"> • Behavioral Health Directors and Supervisors • Chief Medical Officers (CMO) • Hospital Administrators

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Chiropractors Assess, treat, and care for patients by manipulation of spine and musculoskeletal system. May provide spinal adjustment or address sacral or pelvic misalignment.</p>	<p>Chiropractors (29-1011) Assess, treat, and care for patients by manipulation of spine and musculoskeletal system. May provide spinal adjustment or address sacral or pelvic misalignment.</p>	
<p>Clinical Psychologists Diagnose or evaluate mental and emotional disorders through observation, interviews, and psychological tests. Formulate and administer treatment and therapy plans. Do not prescribe medication.</p>	<p>Clinical, Counseling, and School Psychologists (19-3031) Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.</p>	<ul style="list-style-type: none"> • Counseling Psychologists
<p>Clinical Social Workers Provide mental health therapy. Prevent, treat, or eliminate mental or emotional illness or dysfunction by applying generally recognized professional social work principles, methods, and procedures. Use observation, description, evaluation, interpretation, intervention, and treatment to modify behavior.</p>	<p>Counselors, All Other (21-1019) All counselors not listed separately.</p>	
<p>Community Health Aide/Practitioners (CHA, CHA/P) Provide direct therapeutic and diagnostic patient care, health promotion, disease prevention, and clinic administration in the Indian Health Services system in Alaska. Work under the direct supervision of a physician, but may be the sole on-location medical provider in a rural community.</p>	<p>Health Diagnosing and Treating Practitioners, All Other (29-1199) All health diagnosing and treating practitioners not listed separately.</p>	<ul style="list-style-type: none"> • Dental Health Aide Therapists
<p>Community Health Representatives (Indian Health Services) Visit clients in the home and refer them to the proper health facility. Explain available health programs and the policies and procedures community members must abide by when seeking health care. Organize community health promotion and disease prevention events. Educate people about the health hazards of alcohol use, cigarette smoking, poor eating habits, and poor hygiene. Offer transportation to health promotion facilities for those in need. Enter diagnostic patient-specific data into official patient medical records. Primarily reside in the Indian Health Services system.</p>	<p>Community Health Workers (21-1094) Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs. Excludes Health Educators (21-1091).</p>	
<p>Community Wellness Advocates As entry-level health educators, implement health promotion and education in their communities under the direction of a more experienced health educator. Typically work in Alaska Native villages and are trained by tribal health organizations.</p>	<p>Health Educators (21-1091) Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs. Excludes Community Health Workers (21-1094).</p>	
<p>Counseling Psychologists Assess and evaluate clients' problems through the use of case history, interviews, and observation. Provide individual or group counseling to help patients achieve more effective personal, social, educational, and vocational development and adjustment.</p>	<p>Clinical, Counseling, and School Psychologists (19-3031) Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.</p>	<ul style="list-style-type: none"> • Clinical Psychologists

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Critical Care Nurses (CCU) Provide direct patient care including assessing, diagnosing, planning, and prescribing pharmacological and nonpharmacological treatment of health problems. Practice in settings where patients require complex assessment, high-intensity therapies and interventions, and continuous nursing vigilance. Can specialize in pulmonary, cardiac, Intensive care, pediatric, and other areas.</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Case Management Nurses • Emergency Room (ER) Nurses • Geriatric Nurses • Nurse Managers (patient care setting) • Obstetric Nurses • Perioperative Nurses • Psychiatric Nurses • Public Health Nurses • Registered Nurses, General (RN)
<p>Dental Assistants Carry out an assortment of patient care and clerical duties, including sterilizing dental instruments, preparing examination rooms, managing office inventory, scheduling appointments, and processing payments. Collect patients' medical and dental histories before preparing them for exams and procedures. May work alongside dentists during procedures and hand them instruments as necessary. May prepare x-rays, take dental impressions, apply topical anesthetics, and place dental dams.</p>	<p>Dental Assistants (31-9091) Assist dentist, set up equipment, prepare patient for treatment, and keep records.</p>	
<p>Dental Health Aide Therapists Under the supervision of a dentist, provide routine dental services to high-risk residents of rural Alaska villages. Use language skills and cultural fluency to educate people and the community and to promote oral health.</p>	<p>Health Diagnosing and Treating Practitioners, All Other (29-1199) All health diagnosing and treating practitioners not listed separately.</p>	<ul style="list-style-type: none"> • Community Health Aide/Practitioners (CHA, CHA/P)
<p>Dental Hygienists Clean teeth and examine mouth, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop x-rays, and apply fluoride or sealants.</p>	<p>Dental Hygienists (29-2021) Clean teeth and examine oral areas, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop x rays, or apply fluoride or sealants.</p>	
<p>Dentists, General Diagnose and treat problems with teeth and tissues in the mouth, give advice, and administer care to prevent future problems. Provide instruction on diet, brushing, flossing, the use of fluoride, and other dental care. Remove tooth decay, fill cavities, examine x-rays, place protective plastic sealants on children's teeth, straighten teeth, and repair fractured teeth. Perform corrective surgery on gums and supporting bones to treat gum diseases. Extract teeth and make models and measurements for dentures to replace missing teeth. Administer anesthetics and write prescriptions for antibiotics and other medication. Excludes Prosthodontists, Orthodontists, Oral and Maxillofacial Surgeons, and all other specialized dentists.</p>	<p>Dentists, General (29-1021) Examine, diagnose, and treat diseases, injuries, and malformations of teeth and gums. May treat diseases of nerve, pulp, and other dental tissues affecting oral hygiene and retention of teeth. May fit dental appliances or provide preventive care. Excludes Prosthodontists (29-1024), Orthodontists (29-1023), Oral and Maxillofacial Surgeons (29-1022) and Dentists, All Other Specialists (29-1029).</p>	
<p>Diagnostic Medical Sonographers Use special equipment to direct high frequency sound waves into areas of the patient's body. Operate the equipment that collects reflected echoes and forms an image that may be videotaped, transmitted, or photographed for interpretation and diagnosis by a physician.</p>	<p>Diagnostic Medical Sonographers (29-2032) Produce ultrasonic recordings of internal organs for use by physicians.</p>	
<p>Dietitians and Nutritionists Plan and conduct food service or nutritional programs to promote health and control of disease. Consult with patients and devise meal plans to meet individual dietary needs. Educate about nutrition and promote wellness and disease prevention through diet. May supervise activities of a department providing food services, counsel individuals, or conduct nutritional research.</p>	<p>Dietitians and Nutritionists (29-1031) Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.</p>	

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Electrocardiology (EKG or ECG) Technicians Conduct diagnostic tests on pulmonary or cardiovascular systems. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests. Includes Vascular Technologists.</p>	<p>Cardiovascular Technologists and Technicians (29-2031) Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests. Includes vascular technologists.</p>	
<p>Electroneurodiagnostic (END or EEG) Technicians Conduct electroneurodiagnostic (END) tests such as electroencephalograms, evoked potentials, polysomnograms, or electronystagmograms. Take readings of the brain or central nervous system.</p>	<p>Health Technologists and Technicians, All Other (29-2099) All health technologists and technicians not listed separately.</p>	
<p>Emergency Medical Technicians (EMT) As first responders, assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick people to medical facilities. Under the direction of more highly trained medical personnel, manage respiratory and cardiac emergencies and trauma. Unlike paramedics, are not certified to administer medications, perform endotracheal intubations, and certain other procedures.</p>	<p>Emergency Medical Technicians and Paramedics (29-2041) Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick persons to medical facilities.</p>	<ul style="list-style-type: none"> • Emergency Trauma Technicians (ETT) • Firefighters, EMT or ETT Certified • Paramedics
<p>Emergency Physicians Provide initial evaluation, diagnosis, treatment, and disposition of any patient requiring expeditious medical, surgical, or psychiatric care. Emergency medicine may be practiced in a hospital-based or freestanding emergency department (ED), in an urgent care clinic, in an emergency medical response vehicle, or at a disaster site.</p>	<p>Physicians and Surgeons, All Other (29-1069) All physicians and surgeons not listed separately.</p>	<ul style="list-style-type: none"> • Hospitalists • Ophthalmologists • Radiologists
<p>Emergency Room (ER) Nurses Assess and treat patients in medical crisis. Typically work alongside medical doctors. Using extensive training and knowledge, make quick and flexible responses to patients with serious illness and trauma.</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Case Management Nurses • Critical Care Nurses (CCU) • Geriatric Nurses • Nurse Managers (patient care setting) • Obstetric Nurses • Perioperative Nurses • Psychiatric Nurses • Public Health Nurses • Registered Nurses, General (RN)
<p>Emergency Trauma Technicians (ETT) Provide first aid, CPR, and basic care at the scene of an emergency. Typically located in remote areas such as villages and logging camps.</p>	<p>Emergency Medical Technicians and Paramedics (29-2041) Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick persons to medical facilities.</p>	<ul style="list-style-type: none"> • Emergency Medical Technicians (EMT) • Firefighters, EMT or ETT Certified • Paramedics
<p>Family Nurse Practitioners (FNP) Provide preventive and acute health care services to individuals of all ages. Take health histories and provide complete physical examinations. Diagnose and treat many common acute and chronic problems. Interpret laboratory results and X-rays. Prescribe and manage medications and other therapies. Provide health teaching and supportive counseling with an emphasis on prevention of illness and health maintenance. Refer patients to other health professionals as needed.</p>	<p>Nurse Practitioners (29-1171) Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.</p>	<ul style="list-style-type: none"> • Psychiatric Nurse Practitioners • Women's Health Care Nurse Practitioners
<p>Financial Managers and Officers, Health Care-specific Using health care-specific knowledge and experience, direct and oversee finance and accounting functions of a health care facility or organization. Provide timely and accurate analysis of budgets, financial trends, and forecasts. Determine optimal investment options, considering risk and liquidity. Oversee the capital structure to determine the best mix of debt, equity, and internal financing. Develop, enhance, and implement health care industry forecasting and modeling, as appropriate.</p>	<p>Financial Managers (11-3031) Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.</p>	

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Firefighters, EMT or ETT Certified In addition to firefighter duties, use ETT or EMT certification to act as first responders in medical emergencies. Assess injuries; administer emergency first aid, CPR, or other medical care; and extricate trapped individuals. May transport injured or sick people to medical facilities.</p>	<p>Emergency Medical Technicians and Paramedics (29-2041) Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick persons to medical facilities.</p>	<ul style="list-style-type: none"> • Emergency Medical Technicians (EMT) • Emergency Trauma Technicians (ETT) • Paramedics
<p>General Practitioners and Family Physicians Serve the general population (regardless of age or sex). Diagnose, treat, and help prevent common diseases, injuries, and behavioral health afflictions. Provide preventative care and services. Help maintain biological and behavioral health and social well-being. May refer patients to specialists for further diagnosis, treatment, or social services.</p>	<p>Family and General Practitioners (29-1062) Physicians who diagnose, treat, and help prevent diseases and injuries that commonly occur in the general population. May refer patients to specialists when needed for further diagnosis or treatment.</p>	
<p>Geriatric Nurses Care for and support elderly patients. Evaluate patient needs and administer treatments under the supervision of a medical provider such as an MD, NP, or PA-C.</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Case Management Nurses • Critical Care Nurses (CCU) • Emergency Room (ER) Nurses • Nurse Managers (patient care setting) • Obstetric Nurses, Perioperative Nurses • Psychiatric Nurses • Public Health Nurses • Registered Nurses, General (RN)
<p>Health Care Billing Clerks and Technicians Compile, compute, code, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare insurance claims and billing invoices for services rendered.</p>	<p>Billing and Posting Clerks (43-3021) Compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods.</p>	
<p>Health Care Insurance Claims Processors Review medical claims for accuracy and validity, compare billed medical procedures with insured members specific insurance plan benefits, and determine whether items billed fall within the plan provisions. Contact insured member for more information if needed. May work with a computerized claims processing program that helps flag claims requiring specific attention.</p>	<p>Insurance Claims and Policy Processing Clerks (43-9041) Process new insurance policies, modifications to existing policies, and claims forms. Obtain information from policyholders to verify the accuracy and completeness of information on claims forms, applications and related documents, and company records. Update existing policies and company records to reflect changes requested by policyholders and insurance company representatives. Excludes Claims Adjusters, Examiners, and Investigators (13-1031).</p>	
<p>Health Care Social and Community Services Managers Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the budget of a program or organization. Oversee policies regarding participant involvement, program requirements, and benefits. May also direct social workers, counselors, or probation officers. Plan, direct, or coordinate the activities of a health care-related social service program or community outreach organization. Includes managers of programs or organizations that provide behavioral health care, long term care, senior care, or community and home-based care. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. May also direct health care social workers, counselors, health educators, or community health workers.</p>	<p>Social and Community Service Managers (11-9151) Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.</p>	

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Health Care Social Workers Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to health care.</p>	<p>Healthcare Social Workers (21-1022) Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family care givers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.</p>	<ul style="list-style-type: none"> Behavioral Health Case Managers Care Coordinators
<p>Home Health Aides Provide routine individualized health care such as changing bandages, dressing wounds, and applying topical medications to the elderly, convalescents, or the disabled in their homes or an assisted living or care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming.</p>	<p>Home Health Aides (31-1011) Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patients home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.</p>	
<p>Hospital Administrators Lead a hospital and/or long term care facility. Direct, administer, and manage finances and performance of a hospital or long term care facility. Differs from a Chief Executive Officer (a CEO leads a large system or group of facilities).</p>	<p>Medical and Health Services Managers (11-9111) Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.</p>	<ul style="list-style-type: none"> Behavioral Health Directors and Supervisors Chief Medical Officers (CMO) Chief Nursing Officers and Directors
<p>Hospitalists Provide inpatient care, predominantly in medical wards, acute care units, intensive care units, rehabilitation centers, or emergency rooms. Manage and coordinate patient care throughout treatment with a focus on quality, patient safety, and resources.</p>	<p>Physicians and Surgeons, All Other (29-1069) All physicians and surgeons not listed separately.</p>	<ul style="list-style-type: none"> Emergency Physicians Ophthalmologists Radiologists
<p>Internists, General Diagnose and provide nonsurgical treatment of diseases and injuries to internal organs. Provide care mainly for adults who have a range of internal problems.</p>	<p>Internists, General (29-1063) Physicians who diagnose and provide non-surgical treatment of diseases and injuries of internal organ systems. Provide care mainly for adults who have a wide range of problems associated with the internal organs. Subspecialists, such as cardiologists and gastroenterologists, are included in Physicians and Surgeons, All Other (29-1069).</p>	
<p>Licensed Practical Nurses (LPN) Care for ill, injured, disabled, or convalescing patients in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a licensed registered nurse, licensed physician, or licensed dentist.</p>	<p>Licensed Practical and Licensed Vocational Nurses (29-2061) Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.</p>	
<p>Limited Radiologic Technicians Perform exams of chest, extremities, skull/sinuses, spine, ankle/foot, and abdomen using only radiation and under direct supervision of a radiologist or other certified radiological professional.</p>	<p>Radiologic Technologists (29-2034) Take x rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other scanning modalities. Excludes Diagnostic Medical Sonographers(29-2032) and Magnetic Resonance Imaging Technologists (29-2035).</p>	<ul style="list-style-type: none"> CAT Scan Technicians Mammographers X-Ray Technicians and Technologists
<p>Magnetic Resonance Imaging (MRI) Technologists Operate Magnetic Resonance Imaging (MRI) scanners. Monitor patient safety and comfort and view images of area being scanned to ensure picture quality. May administer gadolinium contrast dosage intravenously. May interview patient, explain MRI procedures, and position patient on examining table. May enter data into the computer such as patient history, anatomical area to be scanned, orientation specified, and position of entry.</p>	<p>Magnetic Resonance Imaging Technologists (29-2035) Operate Magnetic Resonance Imaging (MRI) scanners. Monitor patient safety and comfort, and view images of area being scanned to ensure quality of pictures. May administer gadolinium contrast dosage intravenously. May interview patient, explain MRI procedures, and position patient on examining table. May enter into the computer data such as patient history, anatomical area to be scanned, orientation specified, and position of entry.</p>	

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<p>Mammographers Image breasts to help physicians look for or track the progress of cancer or benign growths and determine treatment. Explain process to patients, position them comfortably, perform the test, and report test results to the physician.</p>	<p>Radiologic Technologists (29-2034) Take x rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other scanning modalities. Excludes Diagnostic Medical Sonographers(29-2032) and Magnetic Resonance Imaging Technologists (29-2035).</p>	<ul style="list-style-type: none"> • CAT Scan Technicians • Limited Radiologic Technicians • X-Ray Technicians and Technologists
<p>Marriage and Family Therapists Diagnose and treat mental and emotional disorders within marriages and families, whether cognitive, affective, or behavioral. Treat diagnosed nervous and mental disorders by applying psychotherapeutic and family systems theories and techniques.</p>	<p>Marriage and Family Therapists (21-1013) Diagnose and treat mental and emotional disorders, whether cognitive, affective, or behavioral, within the context of marriage and family systems. Apply psychotherapeutic and family systems theories and techniques in the delivery of services to individuals, couples, and families for the purpose of treating such diagnosed nervous and mental disorders. Excludes Social Workers (21-1021 through 21-1029) and Psychologists of all types (19-3031 through 19-3039).</p>	
<p>Massage Therapists Perform therapeutic massages of soft tissues and joints. May assist in assessing range of motion and muscle strength, or propose client therapy plans.</p>	<p>Massage Therapists (31-9011) Perform therapeutic massages of soft tissues and joints. May assist in the assessment of range of motion and muscle strength, or propose client therapy plans.</p>	
<p>Medical and Clinical Lab Technicians Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.</p>	<p>Medical and Clinical Laboratory Technicians (29-2012) Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.</p>	
<p>Medical and Clinical Lab Technologists Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.</p>	<p>Medical and Clinical Laboratory Technologists (29-2011) Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.</p>	
<p>Medical Assistants Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.</p>	<p>Medical Assistants (31-9092) Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes Physician Assistants (29-1071).</p>	
<p>Medical Equipment Technicians and Repairers Maintain, adjust, calibrate, and repair a variety of electronic, electromechanical, and hydraulic equipment used in hospitals and other medical environments, including health practitioners' offices. May work on patient monitors, defibrillators, medical imaging equipment (e.g., x-rays, CAT scanners, and ultrasound equipment), voice-controlled operating tables, electric wheelchairs, and other sophisticated dental, optometric, and ophthalmic equipment.</p>	<p>Medical Equipment Repairers (49-9062) Test, adjust, or repair biomedical or electromedical equipment.</p>	
<p>Medical Records and Health Information Technicians Assemble and organize health data according to the facility's patient record system, including medical history, diagnostic test results, reported and observed symptoms, examination results and treatments. Responsible for checking data for accuracy, quality, and security. Consult with health care providers to ensure all data are clear, understandable, and up-to-date. Excludes Professional Medical Coders.</p>	<p>Medical Records and Health Information Technicians (29-2071) Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system. Excludes File Clerks (43-4071).</p>	<ul style="list-style-type: none"> • Professional Medical Coders (CPC, CCS, or CCS-P required)

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Medical Records Filing Clerks File health care-related correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used in a health care setting. Locate and remove material from file when requested.</p>	<p>File Clerks (43-4071) File correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used. Locate and remove material from file when requested.</p>	
<p>Medical Secretaries Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.</p>	<p>Medical Secretaries (43-6013) Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.</p>	
<p>Mental and Behavioral Health Clinicians and Counselors Counsel with emphasis on prevention. Work with individuals and groups to promote optimal mental and emotional health. May help individuals deal with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes Social Workers, Licensed Clinical Social Workers (LCSW), Licensed Professional Counselors (LPC), Licensed Psychological Associates (LPA), Marriage and Family Therapists (LMFT), Psychiatrists, and Psychologists.</p>	<p>Mental Health Counselors (21-1014) Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes Social Workers (21-1021 through 21-1029), Psychiatrists (29-1066), and Psychologists (19-3031 through 19-3039).</p>	<ul style="list-style-type: none"> • Behavioral Health Aides (BHA) including Village Counselors • Behavioral Health Clinical Associates
<p>Nurse Educators (Health Care Facility or Multi-Site) Educate nurses within a health care facility. May also coordinate or oversee training for other disciplines.</p>	<p>Nursing Instructors and Teachers, Postsecondary (25-1072) Demonstrate and teach patient care in classroom and clinical units to nursing students. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.</p>	
<p>Nurse Managers (patient care setting) Oversee, develop, and maintain an environment that supports professional nurses and staff. Organize and direct nursing units and programs. Coordinate staff to ensure effective nursing services and quality standards. May perform traditional nursing duties such as direct patient care.</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Case Management Nurses • Critical Care Nurses (CCU) • Emergency Room (ER) Nurses • Geriatric Nurses • Obstetric Nurses • Perioperative Nurses • Psychiatric Nurses • Public Health Nurses • Registered Nurses, General (RN)
<p>Obstetric Nurses Care for and support women during pregnancy, childbirth, and the recuperative period following surgery. Evaluate patient needs and administer treatments under the direct supervision of a medical provider such as an MD, NP, or PA-C.</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Case Management Nurses • Critical Care Nurses (CCU) • Emergency Room (ER) Nurses • Geriatric Nurses • Nurse Managers (patient care setting) • Perioperative Nurses • Psychiatric Nurses • Public Health Nurses • Registered Nurses, General (RN)
<p>Obstetricians and Gynecologists Provide medical care related to pregnancy or childbirth. Diagnose, treat, and help prevent diseases in women, particularly those affecting the reproductive system. May also provide general medical care to women.</p>	<p>Obstetricians and Gynecologists (29-1064) Physicians who provide medical care related to pregnancy or childbirth and those who diagnose, treat, and help prevent diseases of women, particularly those affecting the reproductive system. May also provide general medical care to women.</p>	

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Occupational Health and Safety Specialists Analyze work environments and design programs to control, eliminate, and prevent disease or injury. Look for chemical, physical, radiological, and biological hazards. Make equipment more ergonomic to promote proper body positioning, increase worker comfort, and decrease fatigue. May conduct inspections and inform an organization's management of noncompliance with state and federal laws or employer policies. May advise management on the cost and effectiveness of safety and health programs. May provide training on new regulations and policies or recognition of hazards.</p>	<p>Occupational Health and Safety Specialists (29-9011) Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector. Includes environmental protection officers.</p>	
<p>Occupational Health and Safety Technicians Work with Occupational Health and Safety Specialist to help prevent harm to workers, property, the environment, and the public. Ensure machinery and equipment comply with appropriate safety regulations. Take measurements, such as air quality, and collect workplace data either for routine inspection or as directed by a specialist.</p>	<p>Occupational Health and Safety Technicians (29-9012) Collect data on work environments for analysis by occupational health and safety specialists. Implement and conduct evaluation of programs designed to limit chemical, physical, biological, and ergonomic risks to workers.</p>	
<p>Occupational Therapists Assess, plan, organize, and participate in rehabilitative programs that help build or restore vocational, homemaking, and daily living skills as well as general independence to those with disabilities or developmental delays.</p>	<p>Occupational Therapists (29-1122) Assess, plan, organize, and participate in rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays.</p>	
<p>Occupational Therapy Aides Prepare materials and assemble equipment used during treatment. Perform a range of clerical tasks including scheduling appointments, answering the telephone, restocking or ordering supplies, and filling out insurance forms or other paperwork. Occupational Therapy Aides are not regulated by states, so the law does not allow them to perform as wide a range of tasks as Occupational Therapist Assistants.</p>	<p>Occupational Therapy Aides (31-2012) Under close supervision of an occupational therapist or occupational therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing patient and treatment room.</p>	
<p>Occupational Therapy Assistants Help clients with rehabilitation and exercises outlined in a treatment plan developed in collaboration with an occupational therapist. Activities range from teaching the proper method of moving from a bed into a wheelchair to the best way to stretch the hands. Monitor activities to ensure they are performed correctly, and provide encouragement. Record clients' progress for the occupational therapist for monitoring. Document the billing of the client's health insurance provider.</p>	<p>Occupational Therapy Assistants (31-2011) Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with State laws, assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.</p>	
<p>Operations Managers and Officers, Health Care-specific Oversee the operations of a facility or organization that are directly related to the efficient delivery of health care services. Ensure and facilitate efficient delivery of services. Oversee and coordinate clinical staff and/or department managers for the efficiency of general operations and service delivery.</p>	<p>General and Operations Managers (11-1021) Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Excludes First-Line Supervisors.</p>	
<p>Ophthalmologists Diagnose, treat, and help prevent diseases and injuries of the eyes and related structures.</p>	<p>Physicians and Surgeons, All Other (29-1069) All physicians and surgeons not listed separately.</p>	<ul style="list-style-type: none"> • Emergency Physicians • Hospitalists • Radiologists

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<p>Opticians, Dispensing Design, measure, fit, and adapt lenses and frames according to written optical prescription or specification. Assist client with inserting, removing, and caring for contact lenses. Assist client with selecting frames. Measure customer for size of eyeglasses and coordinate frames with facial and eye measurements and optical prescription. Prepare work order for optical laboratory containing instructions for grinding and mounting lenses in frames. Verify finished product. Adjust frame and lens position to fit client. May shape or reshape frames. Includes contact lens opticians.</p>	<p>Opticians, Dispensing (29-2081) Design, measure, fit, and adapt lenses and frames for client according to written optical prescription or specification. Assist client with inserting, removing, and caring for contact lenses. Assist client with selecting frames. Measure customer for size of eyeglasses and coordinate frames with facial and eye measurements and optical prescription. Prepare work order for optical laboratory containing instructions for grinding and mounting lenses in frames. Verify exactness of finished lens spectacles. Adjust frame and lens position to fit client. May shape or reshape frames. Includes contact lens opticians.</p>	
<p>Optometrists Examine eyes and visual system, diagnose problems or impairments, prescribe corrective lenses, and provide treatment. May prescribe therapeutic drugs to treat specific eye conditions.</p>	<p>Optometrists (29-1041) Diagnose, manage, and treat conditions and diseases of the human eye and visual system. Examine eyes and visual system, diagnose problems or impairments, prescribe corrective lenses, and provide treatment. May prescribe therapeutic drugs to treat specific eye conditions. Ophthalmologists are included in Physicians and Surgeons, All Other (29-1069).</p>	
<p>Orthodontists Examine, diagnose, and treat dental malocclusions and oral anomalies. Design and fabricate appliances to realign teeth and jaws to produce and maintain normal function and to improve appearance.</p>	<p>Orthodontists (29-1023) Examine, diagnose, and treat dental malocclusions and oral cavity anomalies. Design and fabricate appliances to realign teeth and jaws to produce and maintain normal function and to improve appearance.</p>	
<p>Paramedics Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick people to medical facilities. Unlike basic EMTs or ETTs, can administer medications orally and intravenously, interpret electrocardiograms (EKGs), and perform endotracheal intubations. Use monitors and other complex equipment.</p>	<p>Emergency Medical Technicians and Paramedics (29-2041) Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick persons to medical facilities.</p>	<ul style="list-style-type: none"> • Emergency Medical Technicians (EMT) • Emergency Trauma Technicians (ETT) • Firefighters, EMT or ETT Certified
<p>Pediatricians, General Diagnose, treat, and help prevent children's diseases, injuries, and behavioral health afflictions. Provide preventive care and services. Help maintain children's biological and behavioral health and social well-being. May refer patients to specialists for further diagnosis, treatment, or social services.</p>	<p>Pediatricians, General (29-1065) Physicians who diagnose, treat, and help prevent children's diseases and injuries.</p>	
<p>Perioperative Nurses Help plan, implement, and evaluate treatment by working closely with the surgical patient, family members, and other health care professionals. Work in hospital surgical departments, day-surgery units (also called ambulatory surgery), clinics, and physicians' offices.</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Case Management Nurses • Critical Care Nurses (CCU) • Emergency Room (ER) Nurses • Geriatric Nurses • Nurse Managers (patient care setting) • Obstetric Nurses • Psychiatric Nurses • Public Health Nurses • Registered Nurses, General (RN)
<p>Personal Care Aides and Assistants Assist the elderly, convalescents, mentally ill, or physically disabled with daily activities at home or in an assisted living environment. Duties at a home may include making beds, doing laundry, washing dishes, vacuuming, dusting, and preparing meals. May advise families, the elderly, convalescents, and the disabled on topics such as nutrition, cleanliness, and household activities.</p>	<p>Personal Care Aides (39-9021) Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.</p>	

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<p>Pharmacists Distribute prescription drugs and advise patients, physicians, and other health practitioners on the selection, dosages, interactions, and side effects of medications. Monitor the health and progress of patients to ensure they use medications safely and effectively.</p>	<p>Pharmacists (29-1051) Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.</p>	
<p>Pharmacy Technicians Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.</p>	<p>Pharmacy Technicians (29-2052) Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.</p>	
<p>Phlebotomists Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.</p>	<p>Phlebotomists (31-9097) Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.</p>	
<p>Physical Therapist Aides Assist with therapy sessions under the direct supervision of a Physical Therapist or Physical Therapist Assistant. Typically responsible for keeping the treatment area clean and organized and for preparing for each session. Help transport patients to or from a treatment area. May perform some clerical tasks, such as ordering supplies, answering the phone, and filling out insurance forms and other paperwork. Because they are not licensed in Alaska, they cannot perform the clinical tasks that can be performed by a Physical Therapist Assistant.</p>	<p>Physical Therapist Aides (31-2022) Under close supervision of a physical therapist or physical therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing the patient and the treatment area.</p>	
<p>Physical Therapists Diagnose and treat people of all ages with medical problems or other health-related conditions, illnesses, or injuries that limit their ability to move and perform certain functions. Examine each individual and develop a plan for promoting the ability to move, reduce pain, restore function, and prevent disability. Work with individuals to prevent the loss of mobility by developing fitness and wellness-oriented programs.</p>	<p>Physical Therapists (29-1123) Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.</p>	
<p>Physical Therapy Assistants Assist Physical Therapists in providing exercise, instruction, and therapeutic methods such as electrical stimulation, mechanical traction, ultrasound, massage, and gait and balance training. Record the patient's responses to treatment and report the outcome to the Physical Therapist.</p>	<p>Physical Therapist Assistants (31-2021) Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with State laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.</p>	
<p>Physician Assistants (PA-C) Provide a range of health care services typically performed by a physician, under the supervision of a physician. Conduct physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication.</p>	<p>Physician Assistants (29-1071) Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Excludes Emergency Medical Technicians and Paramedics (29-2041), Medical Assistants (31-9092), Registered Nurses (29-1141), Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	
<p>Professional Medical Coders (CPC, CCS, or CCS-P required) Compile, process, and maintain medical records of hospital and clinic patients consistent with the medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards consistent with the health care industry's numerical coding system. Excludes File Clerks.</p>	<p>Medical Records and Health Information Technicians (29-2071) Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system. Excludes File Clerks (43-4071).</p>	<ul style="list-style-type: none"> • Medical Records and Health Information Technicians

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Psychiatric and Mental Health Technicians Care for individuals with mental or emotional conditions or disabilities. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications. Typically work in a hospital or institution under the direction of a supervising mental health care professional, such as a psychologist or psychiatrist.</p>	<p>Psychiatric Technicians (29-2053) Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.</p>	
<p>Psychiatric Nurse Practitioners Using advanced knowledge of psychiatrics and clinical experience, care for and support patients experiencing mental, behavioral, and/or substance use disorders. Evaluate the behavioral health needs of their patients, and administer treatments and therapies. May work with other providers to develop and carry out care plans in response to the needs of their individual patients. In Alaska, NPs work independently without supervision from any other health provider.</p>	<p>Nurse Practitioners (29-1171) Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.</p>	<ul style="list-style-type: none"> • Family Nurse Practitioners (FNP) • Women's Health Care Nurse Practitioners
<p>Psychiatric Nurses Care for and support patients with mental disabilities. Evaluate patient needs and administer treatments and therapies under the supervision of a Psychiatrist or Psychiatric Nurse Practitioner. May work with other providers to carry out care plans in response to patients' needs.</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Case Management Nurses • Critical Care Nurses (CCU) • Emergency Room (ER) Nurses • Geriatric Nurses • Nurse Managers (patient care setting) • Obstetric Nurses • Perioperative Nurses • Public Health Nurses • Registered Nurses, General (RN)
<p>Psychiatrists Diagnose, treat, and help prevent disorders of the mind, including biopsychosocial and cognitive disorders.</p>	<p>Psychiatrists (29-1066) Physicians who diagnose, treat, and help prevent disorders of the mind.</p>	
<p>Public Health Nurses Promote the health and well-being of communities by educating the public about beneficial health practices and disease prevention. Identify common health problems in the community and create intervention plans to correct or prevent these problems. May work with families in the home, schools, the workplace, government agencies, or major health facilities.</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Case Management Nurses • Critical Care Nurses (CCU) • Emergency Room (ER) Nurses • Geriatric Nurses • Nurse Managers (patient care setting) • Obstetric Nurses, Perioperative Nurses • Psychiatric Nurses • Registered Nurses, General (RN)
<p>Radiologists Specialize in the use of radioactive substances and x-rays in the diagnosis and treatment of disease.</p>	<p>Physicians and Surgeons, All Other (29-1069) All physicians and surgeons not listed separately.</p>	<ul style="list-style-type: none"> • Emergency Physicians • Hospitalists • Ophthalmologists
<p>Registered Nurses, General (RN) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Care for ill, injured, convalescent, or disabled patients. RNs work under the supervision of a physician, Nurse Practitioner, or other approved clinician. Excludes Advanced Practice Nurses, including Nurse Practitioners (see Advanced Practice Nurses) and specialized RNs. (See Registered Nurses, Specialized.)</p>	<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<ul style="list-style-type: none"> • Case Management Nurses • Critical Care Nurses (CCU) • Emergency Room (ER) Nurses • Geriatric Nurses • Nurse Managers (patient care setting) • Obstetric Nurses • Perioperative Nurses • Psychiatric Nurses • Public Health Nurses

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Rehabilitation Counselors Assist people with the personal, social, and vocational effects caused by disabilities. Counsel people with physical and emotional disabilities resulting from birth defects, illness or disease, accidents, or other causes. Interview the client and family, evaluate school and medical reports, and confer with other professionals to determine the capabilities and limitations of the client. Provide personal and vocational counseling, offer case management support, and arrange for medical care, vocational training, and job placement. Develop individualized rehabilitation programs.</p>	<p>Rehabilitation Counselors (21-1015) Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement.</p>	
<p>Respiratory Therapists Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of Respiratory Therapy Technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.</p>	<p>Respiratory Therapists (29-1126) Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.</p>	
<p>Speech-Language Pathologists Assess, diagnose, treat, and prevent disorders related to speech, language, cognitive communication, voice, swallowing, and fluency. May select alternative communication systems and teach their use. May perform research related to speech and language problems.</p>	<p>Speech-Language Pathologists (29-1127) Assess and treat persons with speech, language, voice, and fluency disorders. May select alternative communication systems and teach their use. May perform research related to speech and language problems.</p>	
<p>Speech-Language Pathology Assistants Assist in the assessment and treatment of speech, language, voice, and fluency disorders. Implement speech and language programs or activities as planned and directed by Speech-Language Pathologists. Monitor the use of alternative communication devices and systems.</p>	<p>Healthcare Support Workers, All Other (31-9099) All healthcare support workers not listed separately</p>	
<p>Sterile Processing Technicians Prepare, sterilize, install, or clean laboratory or health care equipment. May perform routine laboratory tasks and operate or inspect equipment. May also be called Medical Equipment Preparers.</p>	<p>Medical Equipment Preparers (31-9093) Prepare, sterilize, install, or clean laboratory or healthcare equipment. May perform routine laboratory tasks and operate or inspect equipment.</p>	
<p>Substance Use Disorder Counselors Counsel and advise those with alcohol, tobacco, drug, or other substance addiction problems. May counsel individuals, families, or groups; or engage in prevention programs. Excludes Social Workers, Psychologists, Licensed Clinical Social Workers, and Mental Health Professional Counselors/Behavioral Health Clinicians who provide these services.</p>	<p>Substance Abuse and Behavioral Disorder Counselors (21-1011) Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs. Excludes Social Workers (21-1021 through 21-1029), Psychologists (19-3031 through 19-3039), and Mental Health Counselors (21-1014) providing these services.</p>	
<p>Surgeons Treat diseases, injuries, and deformities through invasive, minimally invasive, or noninvasive surgical methods such as using instruments, appliances, or manual manipulation.</p>	<p>Surgeons (29-1067) Physicians who treat diseases, injuries, and deformities by invasive, minimally-invasive, or non-invasive surgical methods, such as using instruments, appliances, or by manual manipulation. Excludes Oral and Maxillofacial Surgeons (29-1022).</p>	
<p>Surgical Technicians and Technologists Assist in operations under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeon's assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.</p>	<p>Surgical Technologists (29-2055) Assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeon's assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.</p>	

AKSHOT Occupation	SOC Occupation and Code	Other AKSHOT occupations related to this SOC
<p>Women's Health Care Nurse Practitioners Using advanced education and clinical experience in women's health care, deliver comprehensive care to women with an emphasis on reproductive and gynecologic needs. Qualified to provide well-woman care, prenatal and postpartum care, and care for women with episodic acute or chronic illnesses. May also care for men with select reproductive health needs or problems. In Alaska, NPs work independently without supervision from any other health provider.</p>	<p>Nurse Practitioners (29-1171) Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.</p>	<ul style="list-style-type: none"> • Family Nurse Practitioners (FNP) • Psychiatric Nurse Practitioners
<p>X-Ray Technicians and Technologists Produce x-ray films (radiographs) of parts of the body for use in diagnosing medical problems. Prepare patients for radiologic examinations by explaining the procedure, ensuring proper attire, and positioning patients so that the parts of the body can be appropriately radiographed.</p>	<p>Radiologic Technologists (29-2034) Take x rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other scanning modalities. Excludes Diagnostic Medical Sonographers(29-2032) and Magnetic Resonance Imaging Technologists (29-2035).</p>	<ul style="list-style-type: none"> • CAT Scan Technicians • Limited Radiologic Technicians • Mammographers

Appendix E

Occupational Crosswalk: SOC to AKSHOT

The following crosswalk shows which SOC occupation the AKSHOT occupation corresponds to. The AKSHOT occupations are more detailed than the SOC occupations which means there are some SOC occupations that have more than one AKSHOT crosswalked to it.

SOC Occupation and Code	AKSHOT Occupations
<p>Anesthesiologists (29-1061) Physicians who administer anesthetics prior to, during, or after surgery, or other medical procedures.</p>	<p>Anesthesiologists Administer anesthetics prior to, during, or after surgery or other medical procedures. Closely monitor patients' vital signs during surgery and adjust anesthetics accordingly; monitor patients through the first recovery stages after an operation; and administer appropriate medications during recovery. May treat patients with conditions causing chronic pain. May specialize in specific types of problems, such as respiratory or neurological illnesses.</p>
<p>Audiologists (29-1181) Assess and treat persons with hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.</p>	<p>Audiologists Assess and treat hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.</p>
<p>Billing and Posting Clerks (43-3021) Compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods.</p>	<p>Health Care Billing Clerks and Technicians Compile, compute, code, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare insurance claims and billing invoices for services rendered.</p>
<p>Cardiovascular Technologists and Technicians (29-2031) Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests. Includes vascular technologists.</p>	<p>Electrocardiology (EKG or ECG) Technicians Conduct diagnostic tests on pulmonary or cardiovascular systems. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests. Includes Vascular Technologists.</p>
<p>Chief Executives (11-1011) Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.</p>	<p>Chief Executive Officers (CEO), Health Care-specific Lead a large health management system or group of facilities. Responsible for the direction, oversight, financial management, and performance of their organization. Excludes Hospital Administrators that are leaders of a single facility.</p>
<p>Chiropractors (29-1011) Assess, treat, and care for patients by manipulation of spine and musculoskeletal system. May provide spinal adjustment or address sacral or pelvic misalignment.</p>	<p>Chiropractors Assess, treat, and care for patients by manipulation of spine and musculoskeletal system. May provide spinal adjustment or address sacral or pelvic misalignment.</p>
<p>Clinical, Counseling, and School Psychologists (19-3031) Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.</p>	<p>Clinical Psychologists Diagnose or evaluate mental and emotional disorders through observation, interviews, and psychological tests. Formulate and administer treatment and therapy plans. Do not prescribe medication.</p> <p>Counseling Psychologists Assess and evaluate clients' problems through the use of case history, interviews, and observation. Provide individual or group counseling to help patients achieve more effective personal, social, educational, and vocational development and adjustment.</p>
<p>Community Health Workers (21-1094) Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs. Excludes Health Educators (21-1091).</p>	<p>Community Health Representatives (Indian Health Services) Visit clients in the home and refer them to the proper health facility. Explain available health programs and the policies and procedures community members must abide by when seeking health care. Organize community health promotion and disease prevention events. Educate people about the health hazards of alcohol use, cigarette smoking, poor eating habits, and poor hygiene. Offer transportation to health promotion facilities for those in need. Enter diagnostic patient-specific data into official patient medical records. Primarily reside in the Indian Health Services system.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>Counselors, All Other (21-1019) All counselors not listed separately.</p>	<p>Clinical Social Workers Provide mental health therapy. Prevent, treat, or eliminate mental or emotional illness or dysfunction by applying generally recognized professional social work principles, methods, and procedures. Use observation, description, evaluation, interpretation, intervention, and treatment to modify behavior.</p>
<p>Dental Assistants (31-9091) Assist dentist, set up equipment, prepare patient for treatment, and keep records.</p>	<p>Dental Assistants Carry out an assortment of patient care and clerical duties, including sterilizing dental instruments, preparing examination rooms, managing office inventory, scheduling appointments, and processing payments. Collect patients' medical and dental histories before preparing them for exams and procedures. May work alongside dentists during procedures and hand them instruments as necessary. May prepare x-rays, take dental impressions, apply topical anesthetics, and place dental dams.</p>
<p>Dental Hygienists (29-2021) Clean teeth and examine oral areas, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop x rays, or apply fluoride or sealants.</p>	<p>Dental Hygienists Clean teeth and examine mouth, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop x-rays, and apply fluoride or sealants.</p>
<p>Dentists, General (29-1021) Examine, diagnose, and treat diseases, injuries, and malformations of teeth and gums. May treat diseases of nerve, pulp, and other dental tissues affecting oral hygiene and retention of teeth. May fit dental appliances or provide preventive care. Excludes Prosthodontists (29-1024), Orthodontists (29-1023), Oral and Maxillofacial Surgeons (29-1022) and Dentists, All Other Specialists (29-1029).</p>	<p>Dentists, General Diagnose and treat problems with teeth and tissues in the mouth, give advice, and administer care to prevent future problems. Provide instruction on diet, brushing, flossing, the use of fluoride, and other dental care. Remove tooth decay, fill cavities, examine x-rays, place protective plastic sealants on children's teeth, straighten teeth, and repair fractured teeth. Perform corrective surgery on gums and supporting bones to treat gum diseases. Extract teeth and make models and measurements for dentures to replace missing teeth. Administer anesthetics and write prescriptions for antibiotics and other medication. Excludes Prosthodontists, Orthodontists, Oral and Maxillofacial Surgeons, and all other specialized dentists.</p>
<p>Diagnostic Medical Sonographers (29-2032) Produce ultrasonic recordings of internal organs for use by physicians.</p>	<p>Diagnostic Medical Sonographers Use special equipment to direct high frequency sound waves into areas of the patient's body. Operate the equipment that collects reflected echoes and forms an image that may be videotaped, transmitted, or photographed for interpretation and diagnosis by a physician.</p>
<p>Dietitians and Nutritionists (29-1031) Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.</p>	<p>Dietitians and Nutritionists Plan and conduct food service or nutritional programs to promote health and control of disease. Consult with patients and devise meal plans to meet individual dietary needs. Educate about nutrition and promote wellness and disease prevention through diet. May supervise activities of a department providing food services, counsel individuals, or conduct nutritional research.</p>
<p>Emergency Medical Technicians and Paramedics (29-2041) Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick persons to medical facilities.</p>	<p>Emergency Medical Technicians (EMT) As first responders, assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick people to medical facilities. Under the direction of more highly trained medical personnel, manage respiratory and cardiac emergencies and trauma. Unlike paramedics, are not certified to administer medications, perform endotracheal intubations, and certain other procedures.</p> <p>Emergency Trauma Technicians (ETT) Provide first aid, CPR, and basic care at the scene of an emergency. Typically located in remote areas such as villages and logging camps.</p> <p>Firefighters, EMT or ETT Certified In addition to firefighter duties, use ETT or EMT certification to act as first responders in medical emergencies. Assess injuries; administer emergency first aid, CPR, or other medical care; and extricate trapped individuals. May transport injured or sick people to medical facilities.</p> <p>Paramedics Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick people to medical facilities. Unlike basic EMTs or ETTs, can administer medications orally and intravenously, interpret electrocardiograms (EKGs), and perform endotracheal intubations. Use monitors and other complex equipment.</p>
<p>Family and General Practitioners (29-1062) Physicians who diagnose, treat, and help prevent diseases and injuries that commonly occur in the general population. May refer patients to specialists when needed for further diagnosis or treatment.</p>	<p>General Practitioners and Family Physicians Serve the general population (regardless of age or sex). Diagnose, treat, and help prevent common diseases, injuries, and behavioral health afflictions. Provide preventative care and services. Help maintain biological and behavioral health and social well-being. May refer patients to specialists for further diagnosis, treatment, or social services.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>File Clerks (43-4071) File correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used. Locate and remove material from file when requested.</p>	<p>Medical Records Filing Clerks File health care-related correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used in a health care setting. Locate and remove material from file when requested.</p>
<p>Financial Managers (11-3031) Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.</p>	<p>Financial Managers and Officers, Health Care-specific Using health care-specific knowledge and experience, direct and oversee finance and accounting functions of a health care facility or organization. Provide timely and accurate analysis of budgets, financial trends, and forecasts. Determine optimal investment options, considering risk and liquidity. Oversee the capital structure to determine the best mix of debt, equity, and internal financing. Develop, enhance, and implement health care industry forecasting and modeling, as appropriate.</p>
<p>General and Operations Managers (11-1021) Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Excludes First-Line Supervisors.</p>	<p>Operations Managers and Officers, Health Care-specific Oversee the operations of a facility or organization that are directly related to the efficient delivery of health care services. Ensure and facilitate efficient delivery of services. Oversee and coordinate clinical staff and/or department managers for the efficiency of general operations and service delivery.</p>
<p>Health Diagnosing and Treating Practitioners, All Other (29-1199) All health diagnosing and treating practitioners not listed separately.</p>	<p>Community Health Aide/Practitioners (CHA, CHA/P) Provide direct therapeutic and diagnostic patient care, health promotion, disease prevention, and clinic administration in the Indian Health Services system in Alaska. Work under the direct supervision of a physician, but may be the sole on-location medical provider in a rural community.</p> <p>Dental Health Aide Therapists Under the supervision of a dentist, provide routine dental services to high-risk residents of rural Alaska villages. Use language skills and cultural fluency to educate people and the community and to promote oral health.</p>
<p>Health Educators (21-1091) Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs. Excludes Community Health Workers (21-1094).</p>	<p>Community Wellness Advocates As entry-level health educators, implement health promotion and education in their communities under the direction of a more experienced health educator. Typically work in Alaska Native villages and are trained by tribal health organizations.</p>
<p>Health Technologists and Technicians, All Other (29-2099) All health technologists and technicians not listed separately.</p>	<p>Electroneurodiagnostic (END or EEG) Technicians Conduct electroneurodiagnostic (END) tests such as electroencephalograms, evoked potentials, polysomnograms, or electronystagmograms. Take readings of the brain or central nervous system.</p>
<p>Healthcare Social Workers (21-1022) Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family care givers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.</p>	<p>Behavioral Health Case Managers and Care Coordinators Develop, implement, and carry out care plans developed by a psychologist, social worker, or other behavioral health clinician. Provide individuals, families, and groups with the psychosocial support to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers, providing patient education and counseling, and referrals for other services in the areas of mental health, developmental disabilities, and senior and long-term care. May also provide care and case management or interventions to promote health, prevent disease, and address barriers to health care access.</p> <p>Health Care Social Workers Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to health care.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>Healthcare Support Workers, All Other (31-9099) All healthcare support workers not listed separately</p>	<p>Speech-Language Pathology Assistants Assist in the assessment and treatment of speech, language, voice, and fluency disorders. Implement speech and language programs or activities as planned and directed by Speech-Language Pathologists. Monitor the use of alternative communication devices and systems.</p>
<p>Home Health Aides (31-1011) Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patients home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.</p>	<p>Home Health Aides Provide routine individualized health care such as changing bandages, dressing wounds, and applying topical medications to the elderly, convalescents, or the disabled in their homes or an assisted living or care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming.</p>
<p>Insurance Claims and Policy Processing Clerks (43-9041) Process new insurance policies, modifications to existing policies, and claims forms. Obtain information from policyholders to verify the accuracy and completeness of information on claims forms, applications and related documents, and company records. Update existing policies and company records to reflect changes requested by policyholders and insurance company representatives. Excludes Claims Adjusters, Examiners, and Investigators (13-1031).</p>	<p>Health Care Insurance Claims Processors Review medical claims for accuracy and validity, compare billed medical procedures with insured members specific insurance plan benefits, and determine whether items billed fall within the plan provisions. Contact insured member for more information if needed. May work with a computerized claims processing program that helps flag claims requiring specific attention.</p>
<p>Internists, General (29-1063) Physicians who diagnose and provide non-surgical treatment of diseases and injuries of internal organ systems. Provide care mainly for adults who have a wide range of problems associated with the internal organs. Subspecialists, such as cardiologists and gastroenterologists, are included in Physicians and Surgeons, All Other (29-1069).</p>	<p>Internists, General Diagnose and provide nonsurgical treatment of diseases and injuries to internal organs. Provide care mainly for adults who have a range of internal problems.</p>
<p>Licensed Practical and Licensed Vocational Nurses (29-2061) Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.</p>	<p>Licensed Practical Nurses (LPN) Care for ill, injured, disabled, or convalescing patients in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a licensed registered nurse, licensed physician, or licensed dentist.</p>
<p>Magnetic Resonance Imaging Technologists (29-2035) Operate Magnetic Resonance Imaging (MRI) scanners. Monitor patient safety and comfort, and view images of area being scanned to ensure quality of pictures. May administer gadolinium contrast dosage intravenously. May interview patient, explain MRI procedures, and position patient on examining table. May enter into the computer data such as patient history, anatomical area to be scanned, orientation specified, and position of entry.</p>	<p>Magnetic Resonance Imaging (MRI) Technologists Operate Magnetic Resonance Imaging (MRI) scanners. Monitor patient safety and comfort and view images of area being scanned to ensure picture quality. May administer gadolinium contrast dosage intravenously. May interview patient, explain MRI procedures, and position patient on examining table. May enter data into the computer such as patient history, anatomical area to be scanned, orientation specified, and position of entry.</p>
<p>Marriage and Family Therapists (21-1013) Diagnose and treat mental and emotional disorders, whether cognitive, affective, or behavioral, within the context of marriage and family systems. Apply psychotherapeutic and family systems theories and techniques in the delivery of services to individuals, couples, and families for the purpose of treating such diagnosed nervous and mental disorders. Excludes Social Workers (21-1021 through 21-1029) and Psychologists of all types (19-3031 through 19-3039).</p>	<p>Marriage and Family Therapists Diagnose and treat mental and emotional disorders within marriages and families, whether cognitive, affective, or behavioral. Treat diagnosed nervous and mental disorders by applying psychotherapeutic and family systems theories and techniques.</p>
<p>Massage Therapists (31-9011) Perform therapeutic massages of soft tissues and joints. May assist in the assessment of range of motion and muscle strength, or propose client therapy plans.</p>	<p>Massage Therapists Perform therapeutic massages of soft tissues and joints. May assist in assessing range of motion and muscle strength, or propose client therapy plans.</p>
<p>Medical and Clinical Laboratory Technicians (29-2012) Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.</p>	<p>Medical and Clinical Lab Technicians Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>Medical and Clinical Laboratory Technologists (29-2011) Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.</p>	<p>Medical and Clinical Lab Technologists Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.</p>
<p>Medical and Health Services Managers (11-9111) Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.</p>	<p>Behavioral Health Directors and Supervisors Oversee, direct, supervise, or evaluate the work of other behavioral health providers within a professional unit or across an entire facility.</p> <p>Chief Medical Officers (CMO) As MDs and senior members of the facility management team, supervise all medical staff. Oversee patient care delivery and assume responsibility for quality assessment and patient safety. Assess organization's health care services and ensure they meet the needs of the community demographic. Act as a liaison between medical staff and administration.</p> <p>Chief Nursing Officers and Directors As senior nursing management in an organization, supervise the nursing staff and oversee the care of all patients at a health care facility. Develop and implement plans for nursing care, treatment, and services. Determine the optimum types and numbers of nursing personnel in conjunction with all other medical, clinical, and therapeutic disciplines. Assume full responsibility for the quality of nursing care.</p> <p>Hospital Administrators Lead a hospital and/or long term care facility. Direct, administer, and manage finances and performance of a hospital or long term care facility. Differs from a Chief Executive Officer (a CEO leads a large system or group of facilities).</p>
<p>Medical Assistants (31-9092) Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes Physician Assistants (29-1071).</p>	<p>Medical Assistants Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.</p>
<p>Medical Equipment Preparers (31-9093) Prepare, sterilize, install, or clean laboratory or healthcare equipment. May perform routine laboratory tasks and operate or inspect equipment.</p>	<p>Sterile Processing Technicians Prepare, sterilize, install, or clean laboratory or health care equipment. May perform routine laboratory tasks and operate or inspect equipment. May also be called Medical Equipment Preparers.</p>
<p>Medical Equipment Repairers (49-9062) Test, adjust, or repair biomedical or electromedical equipment.</p>	<p>Medical Equipment Technicians and Repairers Maintain, adjust, calibrate, and repair a variety of electronic, electromechanical, and hydraulic equipment used in hospitals and other medical environments, including health practitioners' offices. May work on patient monitors, defibrillators, medical imaging equipment (e.g., x-rays, CAT scanners, and ultrasound equipment), voice-controlled operating tables, electric wheelchairs, and other sophisticated dental, optometric, and ophthalmic equipment.</p>
<p>Medical Records and Health Information Technicians (29-2071) Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system. Excludes File Clerks (43-4071).</p>	<p>Medical Records and Health Information Technicians Assemble and organize health data according to the facility's patient record system, including medical history, diagnostic test results, reported and observed symptoms, examination results and treatments. Responsible for checking data for accuracy, quality, and security. Consult with health care providers to ensure all data are clear, understandable, and up-to-date. Excludes Professional Medical Coders.</p> <p>Professional Medical Coders (CPC, CCS, or CCS-P required) Compile, process, and maintain medical records of hospital and clinic patients consistent with the medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards consistent with the health care industry's numerical coding system. Excludes File Clerks.</p>
<p>Medical Secretaries (43-6013) Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.</p>	<p>Medical Secretaries Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>Mental Health Counselors (21-1014) Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes Social Workers (21-1021 through 21-1029), Psychiatrists (29-1066), and Psychologists (19-3031 through 19-3039).</p>	<p>Behavioral Health Aides (BHA) including Village Counselors Address community behavioral health problems including alcohol, drug, and tobacco abuse and mental health disorders such as grief, depression, suicide, and related issues. Seek balance in the community by developing solutions that are sensitive to cultural needs. Promote healthy individuals, families, and communities in Alaska Native villages. Includes all BHA levels. Includes Village Counselors.</p> <p>Behavioral Health Clinical Associates Using specialized training or experience, provide psychosocial evaluation, education, and counseling to patients with behavioral or mental health conditions, including substance abuse, stress or family issues. Facilitate rehabilitation by teaching needed life skills and encouraging and coaching patients. Works under the direction of a Mental or Behavioral Health Counselor, Licensed Clinical Social Worker (LCSW), or other behavioral health professional.</p> <p>Mental and Behavioral Health Clinicians and Counselors Counsel with emphasis on prevention. Work with individuals and groups to promote optimal mental and emotional health. May help individuals deal with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes Social Workers, Licensed Clinical Social Workers (LCSW), Licensed Professional Counselors (LPC), Licensed Psychological Associates (LPA), Marriage and Family Therapists (LMFT), Psychiatrists, and Psychologists.</p>
<p>Nurse Midwives (29-1161) Diagnose and coordinate all aspects of the birthing process, either independently or as part of a healthcare team. May provide well-woman gynecological care. Must have specialized, graduate nursing education.</p>	<p>Certified Nurse Midwives (CNM) Diagnose and coordinate all aspects of the birthing process from ante partum to postpartum, independently or as part of a health care team. May provide well-woman gynecological care and family planning. Assess, treat, and evaluate infants and women of childbearing age through menopause, approximately 13 to 60 years of age.</p>
<p>Nurse Practitioners (29-1171) Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.</p>	<p>Family Nurse Practitioners (FNP) Provide preventive and acute health care services to individuals of all ages. Take health histories and provide complete physical examinations. Diagnose and treat many common acute and chronic problems. Interpret laboratory results and X-rays. Prescribe and manage medications and other therapies. Provide health teaching and supportive counseling with an emphasis on prevention of illness and health maintenance. Refer patients to other health professionals as needed.</p> <p>Psychiatric Nurse Practitioners Using advanced knowledge of psychiatrics and clinical experience, care for and support patients experiencing mental, behavioral, and/or substance use disorders. Evaluate the behavioral health needs of their patients, and administer treatments and therapies. May work with other providers to develop and carry out care plans in response to the needs of their individual patients. In Alaska, NPs work independently without supervision from any other health provider.</p> <p>Women’s Health Care Nurse Practitioners Using advanced education and clinical experience in women’s health care, deliver comprehensive care to women with an emphasis on reproductive and gynecologic needs. Qualified to provide well-woman care, prenatal and postpartum care, and care for women with episodic acute or chronic illnesses. May also care for men with select reproductive health needs or problems. In Alaska, NPs work independently without supervision from any other health provider.</p>
<p>Nursing Assistants (31-1014) Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes Home Health Aides (31-1011), Orderlies (31-1015), Personal Care Aides (39-9021), and Psychiatric Aides (31-1013).</p>	<p>Certified Nursing Assistants (CNA) Provide basic patient care under the direction of nursing staff, typically within a long-term care or mental facility, or a hospital. Take vital signs, change wound dressings, change linens, and feed, bathe, dress, groom, or move patients according to the patient’s care plan. May transfer or transport patients. Excludes Home Health Aides, Orderlies, Personal Care Aides, Lift Team Technicians and Specialists, and Psychiatric Aides.</p>
<p>Nursing Instructors and Teachers, Postsecondary (25-1072) Demonstrate and teach patient care in classroom and clinical units to nursing students. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.</p>	<p>Nurse Educators (Health Care Facility or Multi-Site) Educate nurses within a health care facility. May also coordinate or oversee training for other disciplines.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>Obstetricians and Gynecologists (29-1064) Physicians who provide medical care related to pregnancy or childbirth and those who diagnose, treat, and help prevent diseases of women, particularly those affecting the reproductive system. May also provide general medical care to women.</p>	<p>Obstetricians and Gynecologists Provide medical care related to pregnancy or childbirth. Diagnose, treat, and help prevent diseases in women, particularly those affecting the reproductive system. May also provide general medical care to women.</p>
<p>Occupational Health and Safety Specialists (29-9011) Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector. Includes environmental protection officers.</p>	<p>Occupational Health and Safety Specialists Analyze work environments and design programs to control, eliminate, and prevent disease or injury. Look for chemical, physical, radiological, and biological hazards. Make equipment more ergonomic to promote proper body positioning, increase worker comfort, and decrease fatigue. May conduct inspections and inform an organization's management of noncompliance with state and federal laws or employer policies. May advise management on the cost and effectiveness of safety and health programs. May provide training on new regulations and policies or recognition of hazards.</p>
<p>Occupational Health and Safety Technicians (29-9012) Collect data on work environments for analysis by occupational health and safety specialists. Implement and conduct evaluation of programs designed to limit chemical, physical, biological, and ergonomic risks to workers.</p>	<p>Occupational Health and Safety Technicians Work with Occupational Health and Safety Specialist to help prevent harm to workers, property, the environment, and the public. Ensure machinery and equipment comply with appropriate safety regulations. Take measurements, such as air quality, and collect workplace data either for routine inspection or as directed by a specialist.</p>
<p>Occupational Therapists (29-1122) Assess, plan, organize, and participate in rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays.</p>	<p>Occupational Therapists Assess, plan, organize, and participate in rehabilitative programs that help build or restore vocational, homemaking, and daily living skills as well as general independence to those with disabilities or developmental delays.</p>
<p>Occupational Therapy Aides (31-2012) Under close supervision of an occupational therapist or occupational therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing patient and treatment room.</p>	<p>Occupational Therapy Aides Prepare materials and assemble equipment used during treatment. Perform a range of clerical tasks including scheduling appointments, answering the telephone, restocking or ordering supplies, and filling out insurance forms or other paperwork. Occupational Therapy Aides are not regulated by states, so the law does not allow them to perform as wide a range of tasks as Occupational Therapist Assistants.</p>
<p>Occupational Therapy Assistants (31-2011) Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with State laws, assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.</p>	<p>Occupational Therapy Assistants Help clients with rehabilitation and exercises outlined in a treatment plan developed in collaboration with an occupational therapist. Activities range from teaching the proper method of moving from a bed into a wheelchair to the best way to stretch the hands. Monitor activities to ensure they are performed correctly, and provide encouragement. Record clients' progress for the occupational therapist for monitoring. Document the billing of the client's health insurance provider.</p>
<p>Opticians, Dispensing (29-2081) Design, measure, fit, and adapt lenses and frames for client according to written optical prescription or specification. Assist client with inserting, removing, and caring for contact lenses. Assist client with selecting frames. Measure customer for size of eyeglasses and coordinate frames with facial and eye measurements and optical prescription. Prepare work order for optical laboratory containing instructions for grinding and mounting lenses in frames. Verify exactness of finished lens spectacles. Adjust frame and lens position to fit client. May shape or reshape frames. Includes contact lens opticians.</p>	<p>Opticians, Dispensing Design, measure, fit, and adapt lenses and frames according to written optical prescription or specification. Assist client with inserting, removing, and caring for contact lenses. Assist client with selecting frames. Measure customer for size of eyeglasses and coordinate frames with facial and eye measurements and optical prescription. Prepare work order for optical laboratory containing instructions for grinding and mounting lenses in frames. Verify finished product. Adjust frame and lens position to fit client. May shape or reshape frames. Includes contact lens opticians.</p>
<p>Optometrists (29-1041) Diagnose, manage, and treat conditions and diseases of the human eye and visual system. Examine eyes and visual system, diagnose problems or impairments, prescribe corrective lenses, and provide treatment. May prescribe therapeutic drugs to treat specific eye conditions. Ophthalmologists are included in Physicians and Surgeons, All Other (29-1069).</p>	<p>Optometrists Examine eyes and visual system, diagnose problems or impairments, prescribe corrective lenses, and provide treatment. May prescribe therapeutic drugs to treat specific eye conditions.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>Orthodontists (29-1023) Examine, diagnose, and treat dental malocclusions and oral cavity anomalies. Design and fabricate appliances to realign teeth and jaws to produce and maintain normal function and to improve appearance.</p>	<p>Orthodontists Examine, diagnose, and treat dental malocclusions and oral anomalies. Design and fabricate appliances to realign teeth and jaws to produce and maintain normal function and to improve appearance.</p>
<p>Pediatricians, General (29-1065) Physicians who diagnose, treat, and help prevent children's diseases and injuries.</p>	<p>Pediatricians, General Diagnose, treat, and help prevent children's diseases, injuries, and behavioral health afflictions. Provide preventive care and services. Help maintain children's biological and behavioral health and social well-being. May refer patients to specialists for further diagnosis, treatment, or social services.</p>
<p>Personal Care Aides (39-9021) Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.</p>	<p>Personal Care Aides and Assistants Assist the elderly, convalescents, mentally ill, or physically disabled with daily activities at home or in an assisted living environment. Duties at a home may include making beds, doing laundry, washing dishes, vacuuming, dusting, and preparing meals. May advise families, the elderly, convalescents, and the disabled on topics such as nutrition, cleanliness, and household activities.</p>
<p>Pharmacists (29-1051) Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.</p>	<p>Pharmacists Distribute prescription drugs and advise patients, physicians, and other health practitioners on the selection, dosages, interactions, and side effects of medications. Monitor the health and progress of patients to ensure they use medications safely and effectively.</p>
<p>Pharmacy Technicians (29-2052) Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.</p>	<p>Pharmacy Technicians Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.</p>
<p>Phlebotomists (31-9097) Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.</p>	<p>Phlebotomists Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.</p>
<p>Physical Therapist Aides (31-2022) Under close supervision of a physical therapist or physical therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing the patient and the treatment area.</p>	<p>Physical Therapist Aides Assist with therapy sessions under the direct supervision of a Physical Therapist or Physical Therapist Assistant. Typically responsible for keeping the treatment area clean and organized and for preparing for each session. Help transport patients to or from a treatment area. May perform some clerical tasks, such as ordering supplies, answering the phone, and filling out insurance forms and other paperwork. Because they are not licensed in Alaska, they cannot perform the clinical tasks that can be performed by a Physical Therapist Assistant.</p>
<p>Physical Therapist Assistants (31-2021) Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with State laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.</p>	<p>Physical Therapy Assistants Assist Physical Therapists in providing exercise, instruction, and therapeutic methods such as electrical stimulation, mechanical traction, ultrasound, massage, and gait and balance training. Record the patient's responses to treatment and report the outcome to the Physical Therapist.</p>
<p>Physical Therapists (29-1123) Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.</p>	<p>Physical Therapists Diagnose and treat people of all ages with medical problems or other health-related conditions, illnesses, or injuries that limit their ability to move and perform certain functions. Examine each individual and develop a plan for promoting the ability to move, reduce pain, restore function, and prevent disability. Work with individuals to prevent the loss of mobility by developing fitness and wellness-oriented programs.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>Physician Assistants (29-1071) Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Excludes Emergency Medical Technicians and Paramedics (29-2041), Medical Assistants (31-9092), Registered Nurses (29-1141), Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<p>Physician Assistants (PA-C) Provide a range of health care services typically performed by a physician, under the supervision of a physician. Conduct physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication.</p>
<p>Physicians and Surgeons, All Other (29-1069) All physicians and surgeons not listed separately.</p>	<p>Emergency Physicians Provide initial evaluation, diagnosis, treatment, and disposition of any patient requiring expeditious medical, surgical, or psychiatric care. Emergency medicine may be practiced in a hospital-based or freestanding emergency department (ED), in an urgent care clinic, in an emergency medical response vehicle, or at a disaster site.</p> <p>Hospitalists Provide inpatient care, predominantly in medical wards, acute care units, intensive care units, rehabilitation centers, or emergency rooms. Manage and coordinate patient care throughout treatment with a focus on quality, patient safety, and resources.</p> <p>Ophthalmologists Diagnose, treat, and help prevent diseases and injuries of the eyes and related structures.</p> <p>Radiologists Specialize in the use of radioactive substances and x-rays in the diagnosis and treatment of disease.</p>
<p>Psychiatric Technicians (29-2053) Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.</p>	<p>Psychiatric and Mental Health Technicians Care for individuals with mental or emotional conditions or disabilities. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications. Typically work in a hospital or institution under the direction of a supervising mental health care professional, such as a psychologist or psychiatrist.</p>
<p>Psychiatrists (29-1066) Physicians who diagnose, treat, and help prevent disorders of the mind.</p>	<p>Psychiatrists Diagnose, treat, and help prevent disorders of the mind, including biopsychosocial and cognitive disorders.</p>
<p>Radiologic Technologists (29-2034) Take x rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other scanning modalities. Excludes Diagnostic Medical Sonographers(29-2032) and Magnetic Resonance Imaging Technologists (29-2035).</p>	<p>CAT Scan Technicians Prepare diagnostic images of the body's interior using computerized scanners and radiation to create 3-D images.</p> <p>Limited Radiologic Technicians Perform exams of chest, extremities, skull/sinuses, spine, ankle/foot, and abdomen using only radiation and under direct supervision of a radiologist or other certified radiological professional.</p> <p>Mammographers Image breasts to help physicians look for or track the progress of cancer or benign growths and determine treatment. Explain process to patients, position them comfortably, perform the test, and report test results to the physician.</p> <p>X-Ray Technicians and Technologists Produce x-ray films (radiographs) of parts of the body for use in diagnosing medical problems. Prepare patients for radiologic examinations by explaining the procedure, ensuring proper attire, and positioning patients so that the parts of the body can be appropriately radiographed.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>Registered Nurses (29-1141) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).</p>	<p>Case Management Nurses Work with patients and their providers, develop a plan of care, monitor progress, assess care, and make changes or suggest alternative treatments if necessary. Ensure high quality care and cost effectiveness. Ensure care plan best suits the patient's needs. Work with patients and their families as well as with the provider team. Analyze data, conduct research, and compare treatments. May specialize in one area of health care to better serve their clients and may still provide patient care within a registered nurse's scope of work. Excludes case managers and care coordinators primarily concerned with behavioral, mental health, and substance use disorders. (See Health Care Social and Community Health Workers.)</p> <p>Critical Care Nurses (CCU) Provide direct patient care including assessing, diagnosing, planning, and prescribing pharmacological and nonpharmacological treatment of health problems. Practice in settings where patients require complex assessment, high-intensity therapies and interventions, and continuous nursing vigilance. Can specialize in pulmonary, cardiac, Intensive care, pediatric, and other areas.</p> <p>Emergency Room (ER) Nurses Assess and treat patients in medical crisis. Typically work alongside medical doctors. Using extensive training and knowledge, make quick and flexible responses to patients with serious illness and trauma.</p> <p>Geriatric Nurses Care for and support elderly patients. Evaluate patient needs and administer treatments under the supervision of a medical provider such as an MD, NP, or PA-C.</p> <p>Nurse Managers (patient care setting) Oversee, develop, and maintain an environment that supports professional nurses and staff. Organize and direct nursing units and programs. Coordinate staff to ensure effective nursing services and quality standards. May perform traditional nursing duties such as direct patient care.</p> <p>Obstetric Nurses Care for and support women during pregnancy, childbirth, and the recuperative period following surgery. Evaluate patient needs and administer treatments under the direct supervision of a medical provider such as an MD, NP, or PA-C.</p> <p>Perioperative Nurses Help plan, implement, and evaluate treatment by working closely with the surgical patient, family members, and other health care professionals. Work in hospital surgical departments, day-surgery units (also called ambulatory surgery), clinics, and physicians' offices.</p> <p>Psychiatric Nurses Care for and support patients with mental disabilities. Evaluate patient needs and administer treatments and therapies under the supervision of a Psychiatrist or Psychiatric Nurse Practitioner. May work with other providers to carry out care plans in response to patients' needs.</p> <p>Public Health Nurses Promote the health and well-being of communities by educating the public about beneficial health practices and disease prevention. Identify common health problems in the community and create intervention plans to correct or prevent these problems. May work with families in the home, schools, the workplace, government agencies, or major health facilities.</p> <p>Registered Nurses, General (RN) Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Care for ill, injured, convalescent, or disabled patients. RNs work under the supervision of a physician, Nurse Practitioner, or other approved clinician. Excludes Advanced Practice Nurses, including Nurse Practitioners (see Advanced Practice Nurses) and specialized RNs. (See Registered Nurses, Specialized.)</p>
<p>Rehabilitation Counselors (21-1015) Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement.</p>	<p>Rehabilitation Counselors Assist people with the personal, social, and vocational effects caused by disabilities. Counsel people with physical and emotional disabilities resulting from birth defects, illness or disease, accidents, or other causes. Interview the client and family, evaluate school and medical reports, and confer with other professionals to determine the capabilities and limitations of the client. Provide personal and vocational counseling, offer case management support, and arrange for medical care, vocational training, and job placement. Develop individualized rehabilitation programs.</p>

SOC Occupation and Code	AKSHOT Occupations
<p>Respiratory Therapists (29-1126) Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.</p>	<p>Respiratory Therapists Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of Respiratory Therapy Technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.</p>
<p>Social and Community Service Managers (11-9151) Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.</p>	<p>Health Care Social and Community Services Managers Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the budget of a program or organization. Oversee policies regarding participant involvement, program requirements, and benefits. May also direct social workers, counselors, or probation officers. Plan, direct, or coordinate the activities of a health care-related social service program or community outreach organization. Includes managers of programs or organizations that provide behavioral health care, long term care, senior care, or community and home-based care. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. May also direct health care social workers, counselors, health educators, or community health workers.</p>
<p>Speech-Language Pathologists (29-1127) Assess and treat persons with speech, language, voice, and fluency disorders. May select alternative communication systems and teach their use. May perform research related to speech and language problems.</p>	<p>Speech-Language Pathologists Assess, diagnose, treat, and prevent disorders related to speech, language, cognitive communication, voice, swallowing, and fluency. May select alternative communication systems and teach their use. May perform research related to speech and language problems.</p>
<p>Substance Abuse and Behavioral Disorder Counselors (21-1011) Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs. Excludes Social Workers (21-1021 through 21-1029), Psychologists (19-3031 through 19-3039), and Mental Health Counselors (21-1014) providing these services.</p>	<p>Substance Use Disorder Counselors Counsel and advise those with alcohol, tobacco, drug, or other substance addiction problems. May counsel individuals, families, or groups; or engage in prevention programs. Excludes Social Workers, Psychologists, Licensed Clinical Social Workers, and Mental Health Professional Counselors/Behavioral Health Clinicians who provide these services.</p>
<p>Surgeons (29-1067) Physicians who treat diseases, injuries, and deformities by invasive, minimally-invasive, or non-invasive surgical methods, such as using instruments, appliances, or by manual manipulation. Excludes Oral and Maxillofacial Surgeons (29-1022).</p>	<p>Surgeons Treat diseases, injuries, and deformities through invasive, minimally invasive, or noninvasive surgical methods such as using instruments, appliances, or manual manipulation.</p>
<p>Surgical Technologists (29-2055) Assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeon's assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.</p>	<p>Surgical Technicians and Technologists Assist in operations under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeon's assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.</p>

Other Health-Related Occupations with Hiring Difficulty

Employers were given the opportunity to add other health-related occupations and rate the level of difficulty in hiring. They added 83 occupations, but, this appendix only includes those deemed “difficult” or “critical” to fill. When possible, we combined occupations within an industry and included the number of companies that responded.

Dentists’ Offices

- Administrative Staff Including Front Office, Receptionist, Scheduling, And Collections (*7 companies reported this occupation*)
- Oral Surgery Assistant

Nursing And Residential Care Facilities

- Accounting Technician
- Activities Director
- ASL Fluent Staff
- Assisted Living Home Administrators
- Cook
- Home Visit Staff
- Program Coordinator
- Psychiatric Treatment Counselor (B.A. or A.A.)
- Residential Care Assistants For Behavioral Health And Substance Abuse
- Respite Services

Other Ambulatory Health Care Services

- Beneficiary Services (RAP/BSR)
- Child Care Assistant
- Courier
- Lab Assistant
- Long Term Care Nurse
- Materials Manager
- Medical Receptionist
- Polysomnographic Technologist
- Recovery Staff
- Specimen Collector/Drug Screen

Other Health Practitioners’ Offices

- Certified Hand Therapist
- Chiropractic Assistant
- Mental Health Technician
- Receptionist (*2 companies reported this occupation*)

Physicians’ Offices

- Certified Lymphedema Therapist
- Certified Ophthalmic Tech

- DME Technologist
- Histotechnologist
- IT Medical Specialist
- Neuropsychologist
- Ophthalmic Scribe
- Ophthalmic Technician
- Pathology Transcription
- Referrals Specialist
- Rheumatology
- Sleep Neurologist
- Sleep Technician
- Sleep Technologist

Social Assistance

- Behavior Specialist (BCBA)
- Children’s Advocacy
- Community Support Specialist
- Direct Care/Service Provider
- Director For Emergency Shelter For Inebriates
- Director For Homeless Prevention
- Homemaker/Chore Services
- ILP Coordinator
- Job Coaches Employment Specialist
- Job Developer
- Life Coach Direct Service Provider
- Mental Health Clinical Director
- Service Planner
- Shelter Advocate
- Support Specialist
- Supported Living Specialist

Nonhealth Care

- Chore Provider
- Clinician
- Health Aide
- Health Systems Director
- Live-in Caregiver
- Peer Mentor
- Sales Representative
- Vision Specialist

Sample Survey Instrument

Alaska Department of Labor and Workforce Development
2015 Health Workforce Survey

1 Contact information of the person completing this survey:

Name:	Phone number:
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2 Tell us about the level of difficulty in hiring for positions within your organization in 2014.

This survey contains a list of typical occupations in your industry. If you have a health-related occupation not on the list, add it in the section provided. When determining your level of difficulty in recruiting and hiring for a position, exclude difficulties related to your internal hiring practices. Occupational definitions are available online at laborstats.alaska.gov/survey/HS15.htm

Please choose one option for each occupation

Do Not Employ This Occupation

No Openings in 2014: Did not recruit/hire in 2014.

Not Difficult: Recruitment/hiring process resulted in a satisfying list of qualified applicants.

Difficult: Recruitment/hiring process resulted in an applicant pool you prefer not to or cannot hire from. The inability to hire for the position did not directly impact your ability to provide health services to your clients.

Critical: Recruitment/hiring process resulted in an applicant pool you prefer not to or cannot hire from. The inability to hire for the position impacted your ability to provide health services to your clients.

Occupational List	Level of Difficulty				
	Do Not Employ this Occupation	No Openings in 2014	Not Difficult	Difficult	Critical

Use the space below to provide your input on the health care workforce in Alaska and its effect on your company.

Occupational List	Do Not Employ this Occupation	No Openings in 2014	Not Difficult	Difficult	Critical
<input type="radio"/> Emergency Medical Technicians (EMT) (2305)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Emergency Trauma Technicians (ETT) (2440)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Firefighters, EMT or ETT Certified (2575)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Internists, General (3025)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Medical and Clinical Lab Technicians (3340)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Medical and Clinical Lab Technologists (3385)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Medical Assistants (3430)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Medical Records and Health Information Technician (3520)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Paramedics (4330)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Physician Assistants (PA-C) (4780)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Registered Nurses, General (RN) (5140)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

List any health-related occupations not included above.	Do Not Employ this Occupation	No Openings in 2014	Not Difficult	Difficult	Critical
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Include your email if you'd like to receive an electronic copy of the report.