



The Heartbeat of Washington: Health care Industry Trends and Workforce Insights

By Ajsa Suljic, Regional Labor Economist

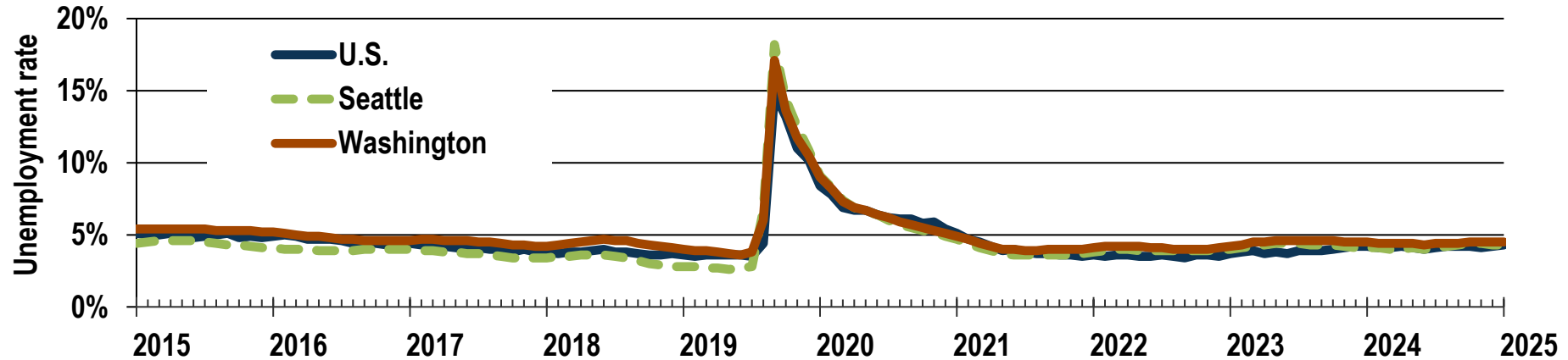
Washington Employment Security Department/LMIR Division

September 26th, 2025



Washington's Current Labor Market

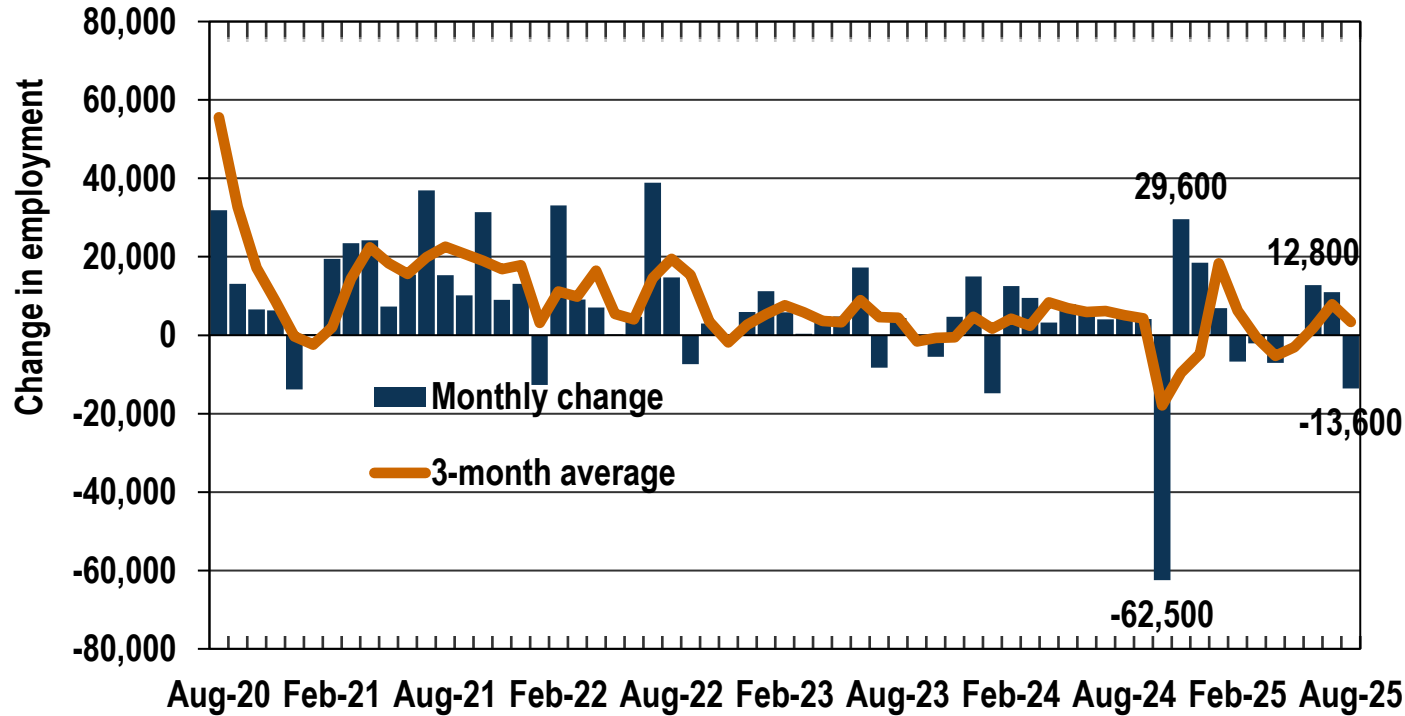
Unemployment rates, seasonally adjusted, U.S., Washington and Seattle, January 2015 through August 2025



| Washington | August 2025 prelim | July 2025 revised | August 2024 revised | Over the Year Change |
|----------------------|-----------------------|----------------------|------------------------|-------------------------|
| Unemployment rate | 4.50% | 4.50% | 4.50% | 0.0% |
| Resident labor force | 4,022,129 | 4,024,800 | 4,065,971 | -1.1% |
| Employed | 3,841,679 | 3,843,949 | 3,884,961 | -1.1% |
| Unemployed | 180,450 | 180,851 | 181,010 | -0.3% |

Washington's Current Nonfarm Jobs

Monthly employment change, seasonally adjusted, Washington state, August 2023 through August 2025



Losses in:

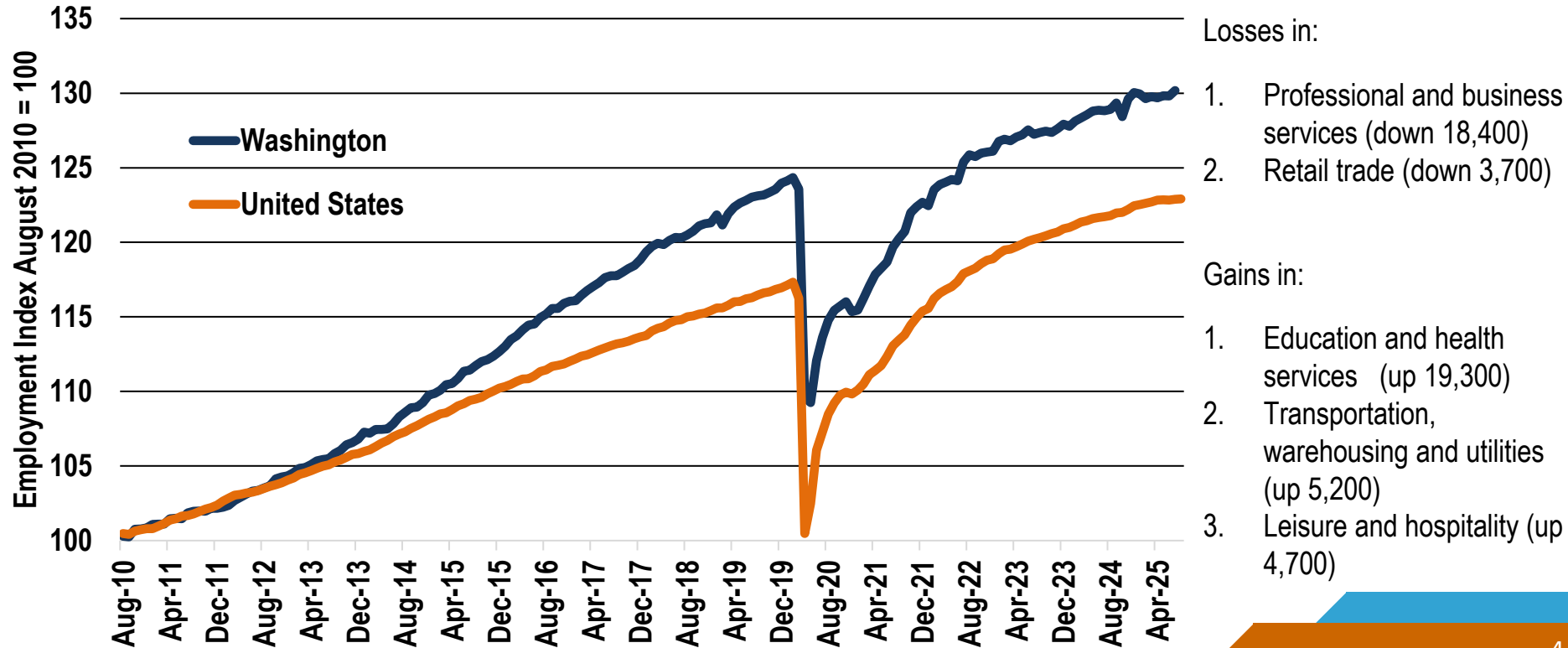
1. Manufacturing (down 3,500)
2. Professional and business services (down 3,400)
3. Leisure and hospitality (down 3,400)

Gains in:

1. Education and health services (up 1,100)
2. Other services (up 600)

Washington's Current Nonfarm Jobs

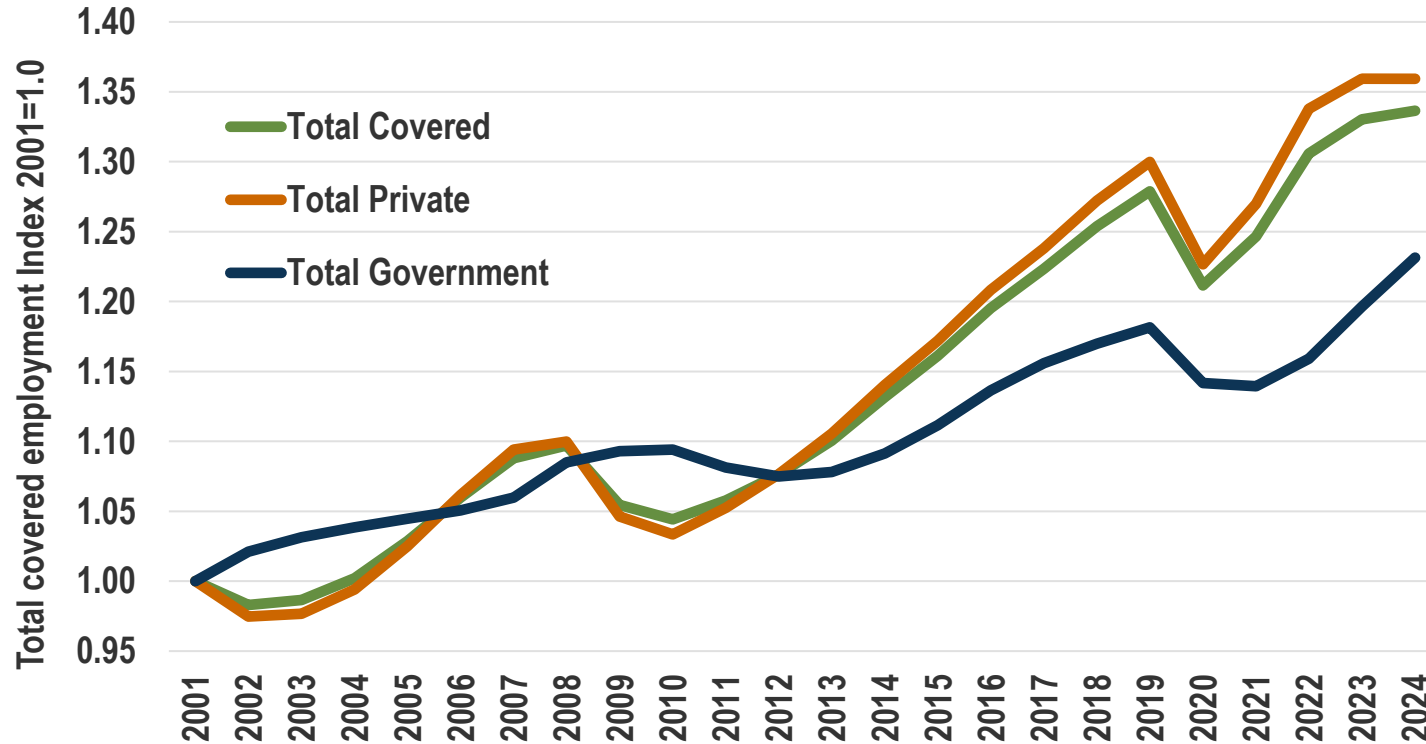
Nonfarm employment over the year change, seasonally adjusted, Washington state, August 2024 through August 2025



Source: Employment Security Department/LMIR Division; U.S. Bureau of Labor Statistics, Current Employment Statistics

Washington's Total Covered Employment

Total covered employment, Washington state, 2001 to 2024



Total covered employment:
3,549,439

Over the year:
16,859 or 0.5%

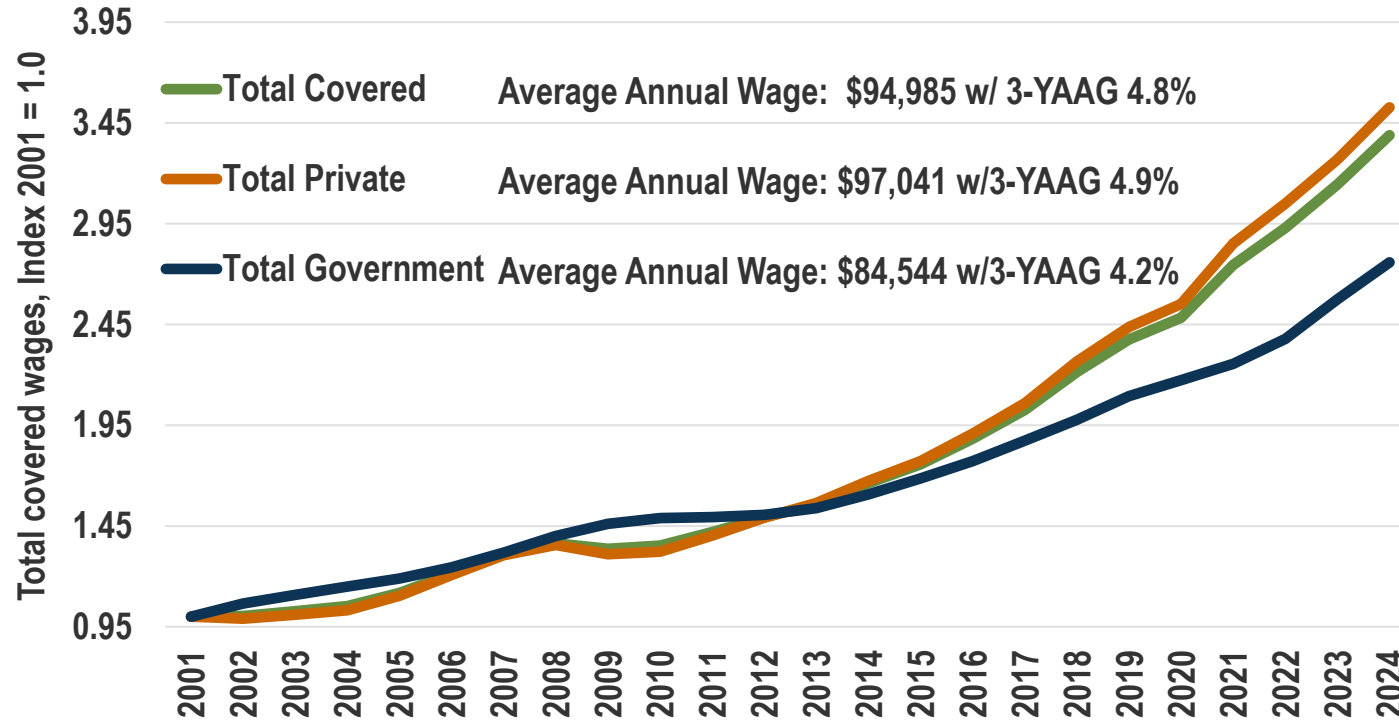
3-Year average change:
2.3%

Total Private Share:
83.5%

Total Government Share:
16.5%

Washington's Total Covered Wages 2024

Total covered wages, Washington state, index 2001= 1.0, from 2001 to 2024



Total covered wages:
\$341,418,490 K

Over the year:
\$24,592,314 K or 7.8%

3-Year average change:
7.3%

Total Private share:
85.4% and 3-YAAG- 7.3%

Total Government Share:
14.6% 3-YAAG- 7.0%

Washington's Employment by Industry

Employment by industry, Washington state, 2024

| NAICS Code | Industry Name | Total 2024 Employment | Percent Share of Total Employment 2024 | Percent Share of Total Payroll Wages 2024 |
|------------|--|-----------------------|--|---|
| 0 | Total Covered Employment | 3,593,526 | 100.0% | 100.0% |
| 11 | Agriculture, forestry, fishing and hunting | 94,041 | 2.6% | 1.2% |
| 21 | Mining, quarrying, and oil and gas extraction | 2,123 | 0.1% | 0.1% |
| 22 | Utilities | 20,808 | 0.6% | 0.8% |
| 23 | Construction | 212,345 | 5.9% | 5.3% |
| 31-33 | Manufacturing | 285,839 | 8.0% | 8.1% |
| 42 | Wholesale trade | 135,371 | 3.8% | 4.4% |
| 44-45 | Retail trade | 330,473 | 9.2% | 4.7% |
| 48-49 | Transportation and warehousing | 172,588 | 4.8% | 4.1% |
| 51 | Information | 166,775 | 4.6% | 15.0% |
| 52 | Finance and insurance | 94,830 | 2.6% | 3.7% |
| 53 | Real estate and rental and leasing | 60,972 | 1.7% | 1.4% |
| 54 | Professional, scientific, and technical services | 259,188 | 7.2% | 11.1% |
| 55 | Management of companies and enterprises | 101,432 | 2.8% | 8.2% |
| 56 | Administrative and support and waste management and remediation services | 180,176 | 5.0% | 3.8% |
| 61 | Educational services | 287,382 | 8.0% | 5.8% |
| 62 | Health care and social assistance | 524,832 | 14.6% | 11.2% |
| 71 | Arts, entertainment, and recreation | 81,017 | 2.3% | 1.2% |
| 72 | Accommodation and food services | 284,631 | 7.9% | 2.8% |
| 81 | Other services (except public administration) | 104,732 | 2.9% | 1.8% |
| 92 | Public administration | 193,971 | 5.4% | 5.4% |

Health care and social assistance is:

Employment-

- ✓ the largest ~1st~ industry
- ✓ with 14.6% share of total employment

Wages

- ✓ the second ~2nd~ largest
- ✓ with 11.2% share of the total payroll wages

In the past 10 years:

- ✓ Health care industry added over ~80,000 jobs

Washington's Employment Growth

Employment growth by industry, Washington state, 2022-2024, 4-Year CAAGR

| NAICS Code | Industry Name | Change in employment 2022-2024 | Percent change 2022-2024 | CAAGR 4-Year Average annual growth rate |
|------------|--|--------------------------------|--------------------------|---|
| 0 | Total Covered Employment | 82,156 | 2.3% | 2.5% |
| 11 | Agriculture, forestry, fishing and hunting | (765) | -0.8% | -1.4% |
| 21 | Mining, quarrying, and oil and gas extraction | 181 | 9.3% | 0.8% |
| 22 | Utilities | 1,178 | 6.0% | 1.6% |
| 23 | Construction | (7,310) | -3.3% | 1.5% |
| 31-33 | Manufacturing | 5,774 | 2.1% | 0.2% |
| 42 | Wholesale trade | 202 | 0.1% | 1.2% |
| 44-45 | Retail trade | (5,154) | -1.5% | -3.5% |
| 48-49 | Transportation and warehousing | 18,555 | 12.0% | 7.4% |
| 51 | Information | (7,831) | -4.5% | 2.2% |
| 52 | Finance and insurance | (3,120) | -3.2% | -0.1% |
| 53 | Real estate and rental and leasing | 921 | 1.5% | 2.5% |
| 54 | Professional, scientific, and technical services | 3,591 | 1.4% | 4.7% |
| 55 | Management of companies and enterprises | (2,611) | -2.5% | 2.6% |
| 56 | Administrative and support and waste management and remediation services | (5,640) | -3.0% | 2.7% |
| 61 | Educational services | 10,721 | 3.9% | 2.2% |
| 62 | Health care and social assistance | 26,228 | 5.3% | 2.0% |
| 71 | Arts, entertainment, and recreation | 10,183 | 14.4% | 10.7% |
| 72 | Accommodation and food services | 11,793 | 4.3% | 6.5% |
| 81 | Other services (except public administration) | 4,768 | 4.8% | 3.9% |
| 92 | Public administration | 20,493 | 11.8% | 3.3% |

Health care and social assistance:

- ✓ added over 26,228 jobs in the past two years
- ✓ had *The largest job addition of all industries

Washington's Industry Wages 2024

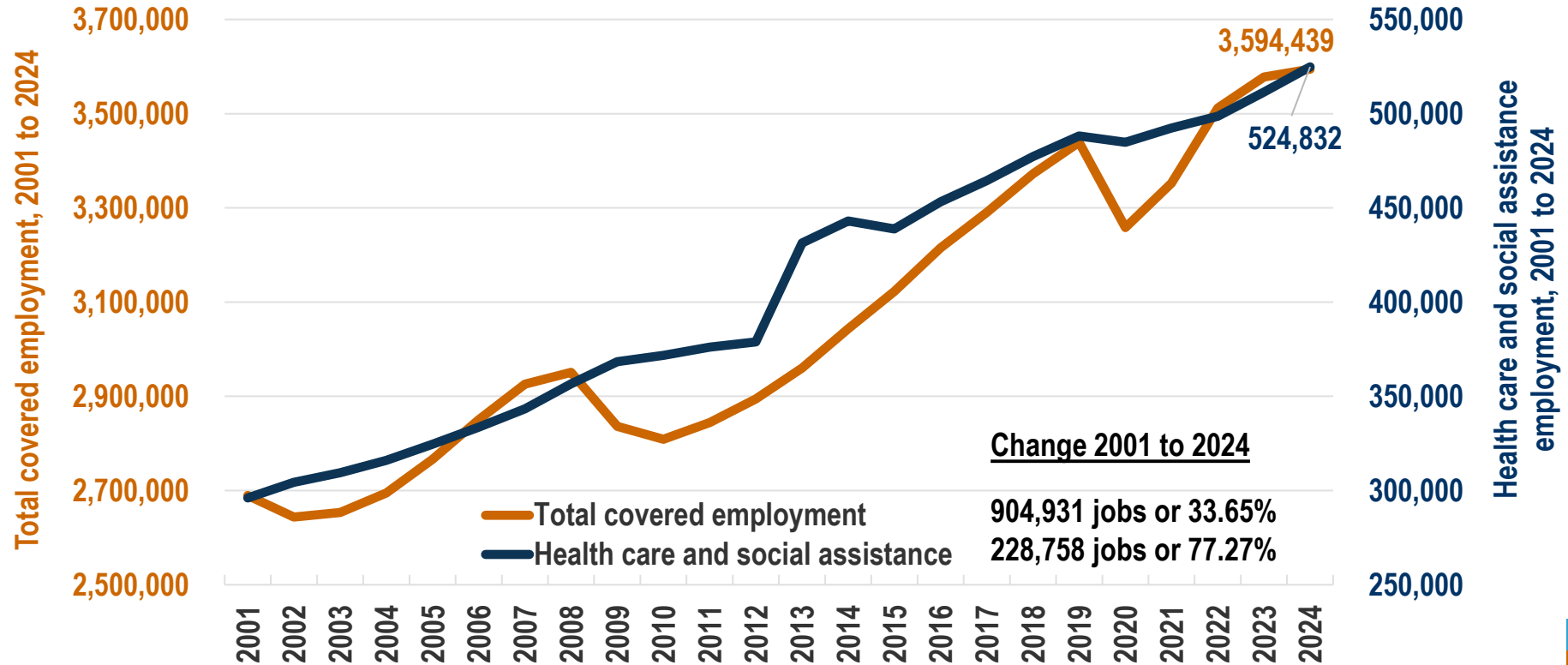
Wages by industry, Washington state, 2022-2024, 4-Year CAAGR

| NAICS Code | Industry Name | Average Annual Wages 2024 | Percent Share of Total Payroll Wages 2024 | Change in Wages 2022-2024 | Percent growth 2022-2024 | CAAGR 4-Year |
|------------|--|---------------------------|---|---------------------------|--------------------------|--------------|
| 0 | Total Covered Employment | \$94,998 | 100.0% | 10,977 | 13.1% | 5.5% |
| 11 | Agriculture, forestry, fishing and hunting | \$42,280 | 1.2% | 3,350 | 8.6% | 3.9% |
| 21 | Mining, quarrying, and oil and gas extraction | \$91,286 | 0.1% | 11,332 | 14.2% | 5.6% |
| 22 | Utilities | \$129,875 | 0.8% | 12,958 | 11.1% | 4.1% |
| 23 | Construction | \$85,665 | 5.3% | 9,171 | 12.0% | 5.2% |
| 31-33 | Manufacturing | \$96,999 | 8.1% | 8,384 | 9.5% | 4.2% |
| 42 | Wholesale trade | \$110,123 | 4.4% | 11,723 | 11.9% | 6.0% |
| 44-45 | Retail trade | \$48,588 | 4.7% | 2,626 | 5.7% | -9.2% |
| 48-49 | Transportation and warehousing | \$80,346 | 4.1% | 5,603 | 7.5% | 4.3% |
| 51 | Information | \$306,573 | 15.0% | 65,984 | 27.4% | 6.7% |
| 52 | Finance and insurance | \$134,503 | 3.7% | 9,625 | 7.7% | 4.3% |
| 53 | Real estate and rental and leasing | \$80,471 | 1.4% | 5,942 | 8.0% | 6.1% |
| 54 | Professional, scientific, and technical services | \$146,302 | 11.1% | 17,205 | 13.3% | 7.1% |
| 55 | Management of companies and enterprises | \$276,463 | 8.2% | 79,813 | 40.6% | 21.4% |
| 56 | Administrative and support and waste management and remediation services | \$72,040 | 3.8% | 4,916 | 7.3% | 5.9% |
| 61 | Educational services | \$68,672 | 5.8% | 4,525 | 7.1% | 3.1% |
| 62 | Health care and social assistance | \$72,904 | 11.2% | 7,106 | 10.8% | 5.4% |
| 71 | Arts, entertainment, and recreation | \$48,686 | 1.2% | 2,183 | 4.7% | 4.1% |
| 72 | Accommodation and food services | \$34,012 | 2.8% | 3,451 | 11.3% | 8.2% |
| 81 | Other services (except public administration) | \$58,606 | 1.8% | 6,707 | 12.9% | 5.7% |
| 92 | Public administration | \$94,158 | 5.4% | 7,659 | 8.9% | 4.3% |

Source: Employment Security Department/LMIR Division; U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages

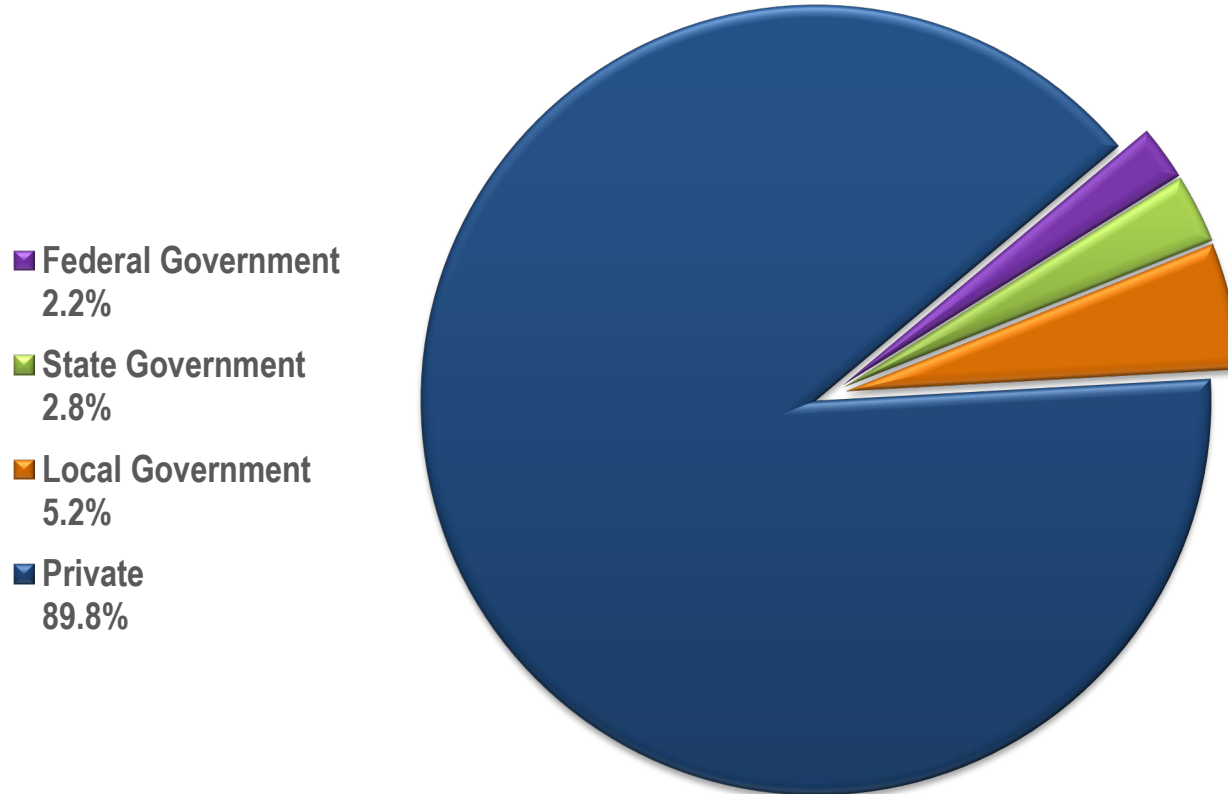
Washington's Health Care Industry

Employment growth total covered and health care and social assistance, Washington state, 2001-2024



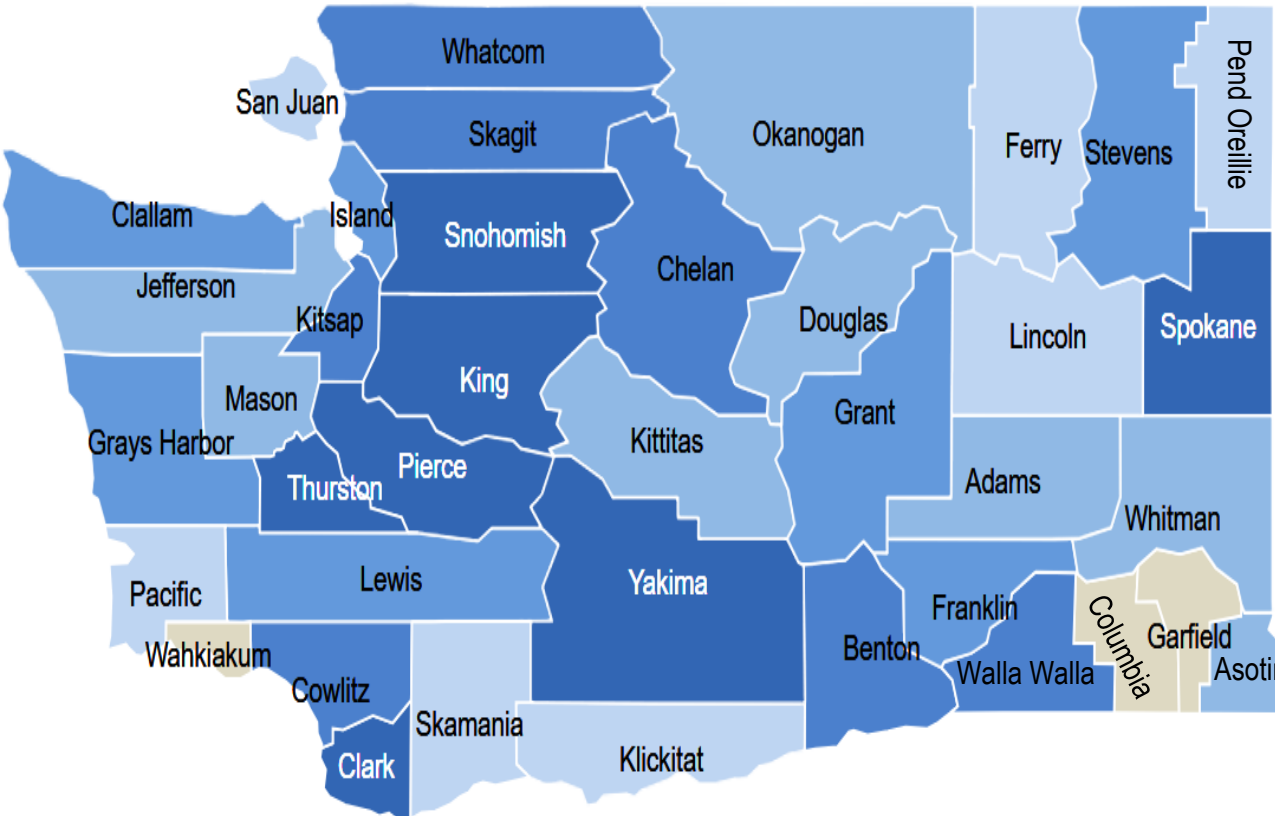
Washington's Health Care Industry

Health care and social assistance by ownership, Washington state, 2001-2024



Washington's Health Care Industry

Health care and social assistance by County, Washington state, 2024



| Health care and social assistance % share of total employment | | | |
|---|-------|--------------|-------|
| U.S. TOTAL | 15.7% | Washington | 14.6% |
| Asotin | 21.9% | | |
| Spokane | 21.0% | Snohomish | 12.6% |
| Clallam | 20.6% | Klickitat | 11.9% |
| Pierce | 19.2% | Whitman | 11.8% |
| Clark | 17.4% | Island | 11.6% |
| Walla Walla | 17.1% | Lincoln | 11.4% |
| Stevens | 17.0% | Grant | 10.4% |
| Skagit | 16.7% | Pacific | 9.4% |
| Yakima | 16.1% | Mason | 9.2% |
| Benton | 15.9% | Adams | 9.0% |
| Chelan | 15.9% | Jefferson | 8.6% |
| Lewis | 15.6% | Pend Oreille | 8.6% |
| Cowlitz | 15.6% | Franklin | 8.5% |
| Okanogan | 15.5% | Kittitas | 8.4% |
| Ferry | 15.4% | Douglas | 7.6% |
| Whatcom | 14.3% | San Juan | 6.0% |
| Kitsap | 14.1% | Wahkiakum | 5.0% |
| Grays Harbor | 13.4% | Skamania | 4.3% |
| King | 12.9% | Columbia | 3.7% |
| Thurston | 12.8% | Garfield | 0.0% |

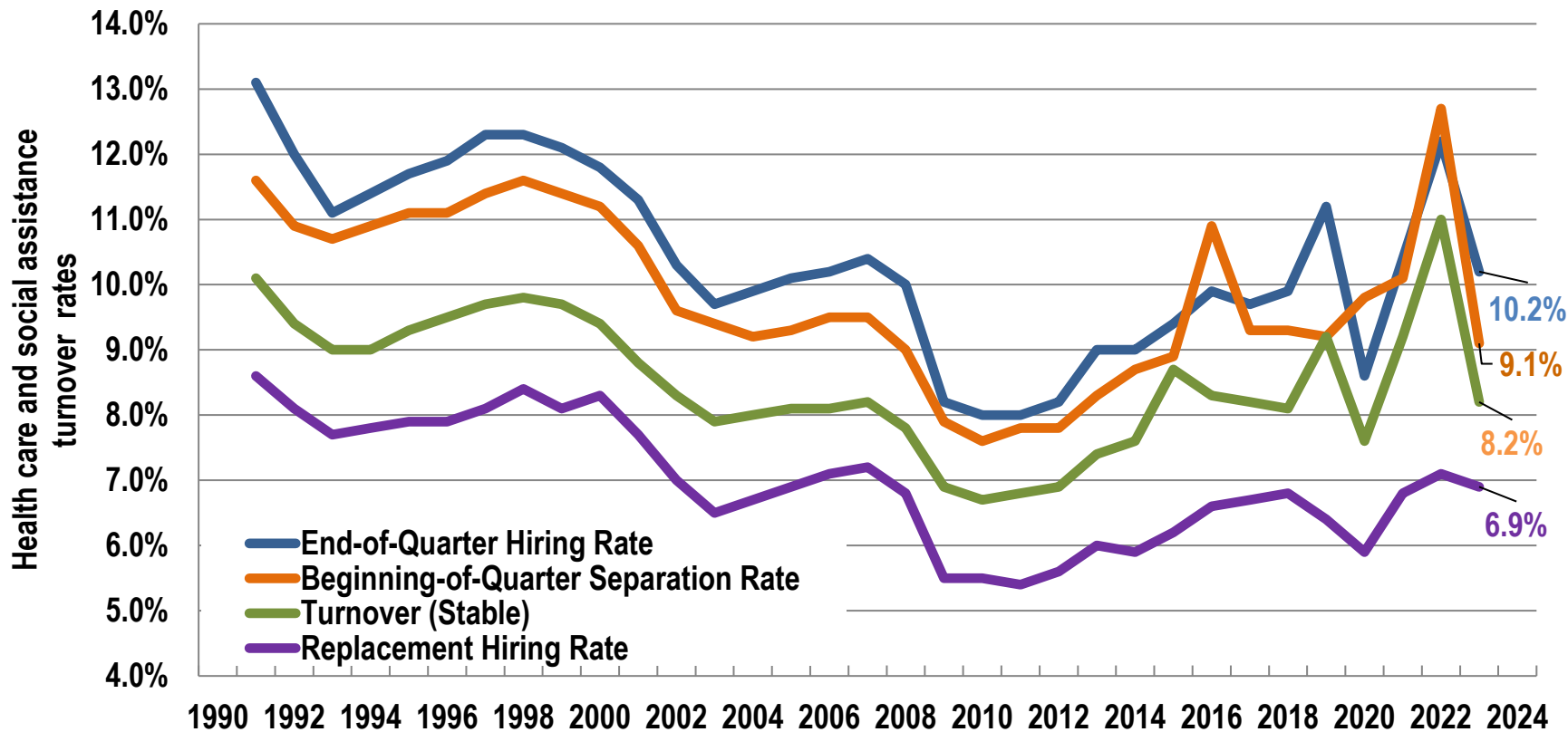
Source: Employment Security Department/LMIR Division; U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Washington's Health Care Industry 2024

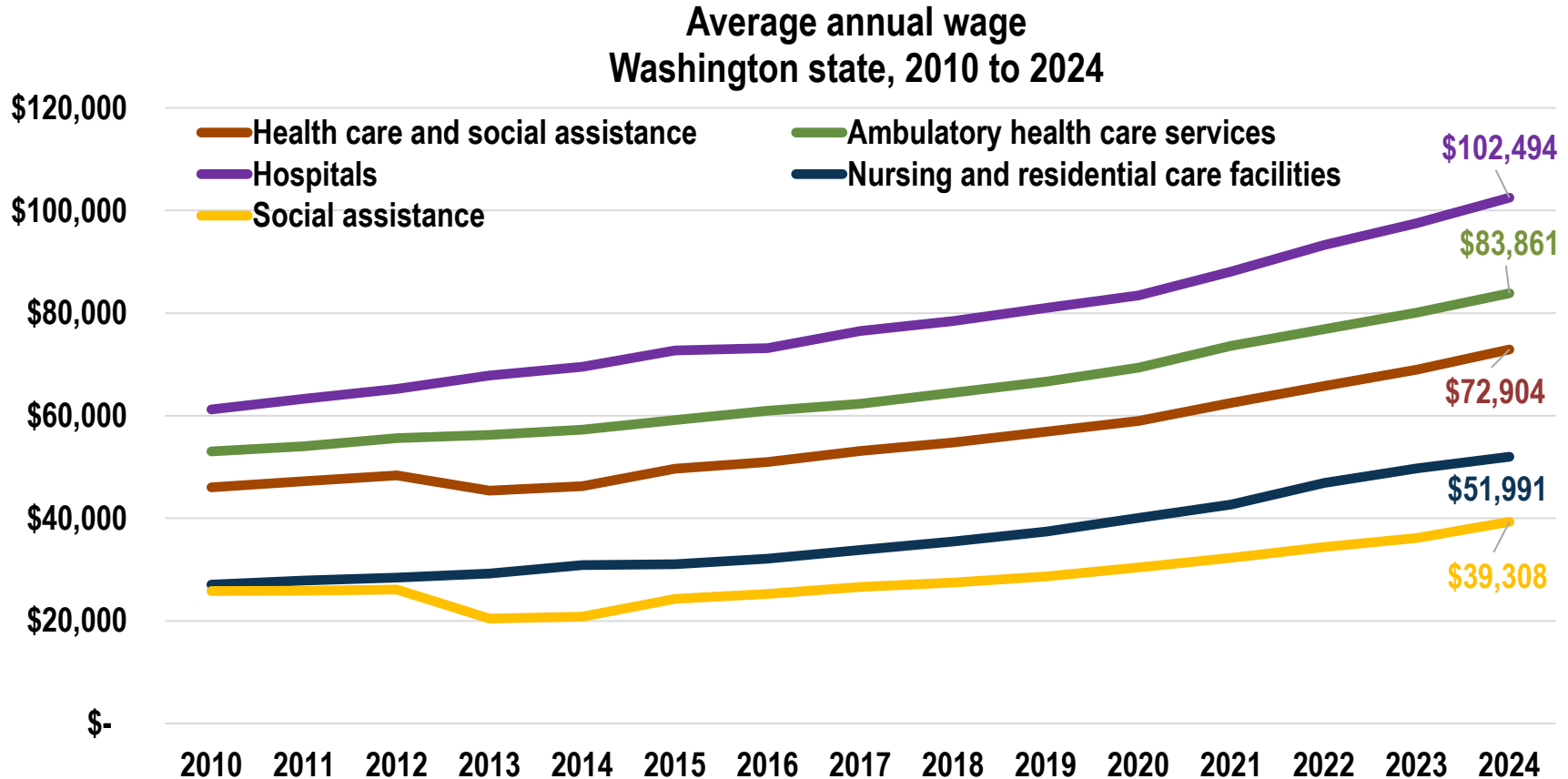
| Sub-Industry Share | Employment 2024 | Number Change 2014-2024 | Percent Change 2014-2024 | Percent Share 2024 |
|---|--------------------|-------------------------------|--------------------------------|--------------------------|
| Health care and social assistance | 524,832 | 81,804 | 22.0% | 100.0% |
| Ambulatory health care services | 175,963 | 35,918 | 27.5% | 33.5% |
| Hospitals | 141,590 | 28,439 | 26.1% | 27.0% |
| Nursing and residential care facilities | 66,717 | 872 | 1.5% | 12.7% |
| Social assistance | 140,561 | 16,575 | 23.5% | 26.8% |

Washington's Health Care Industry 2024

Hiring and churn patterns over the years

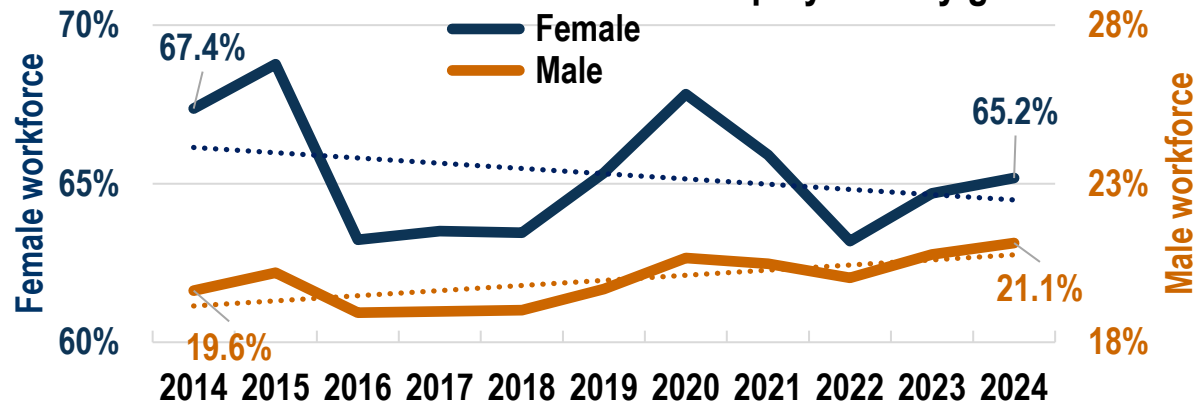


Washington's Health Care Industry 2024

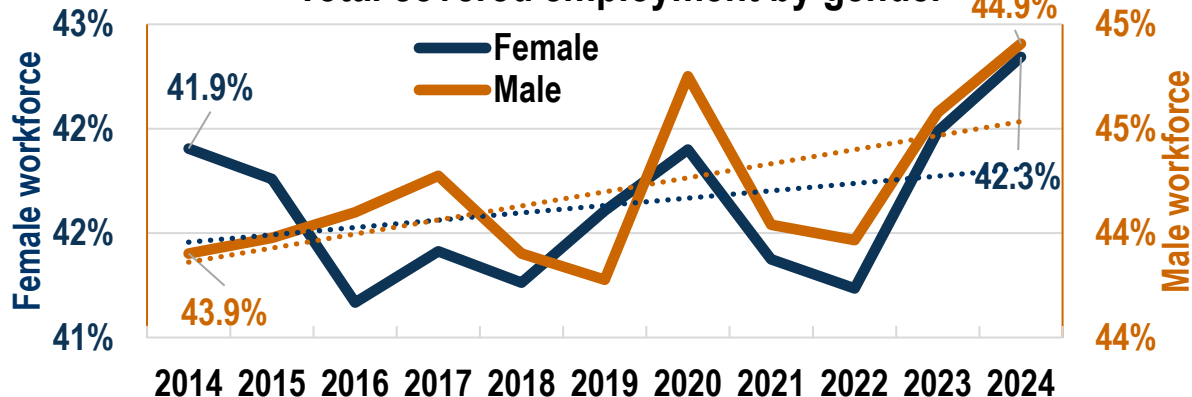


Washington's Health Care Industry 2024

Health care and social assistance employment by gender



Total covered employment by gender



Average monthly earnings in health care and social assistance

| | 2014 | 2024 | # Change | % Change |
|--------|---------|---------|----------|----------|
| Male | \$5,835 | \$9,553 | \$3,718 | 63.7% |
| Female | \$3,722 | \$6,385 | \$2,663 | 71.5% |

Average monthly earnings in total covered employment

| | 2014 | 2024 | # Change | % Change |
|--------|---------|---------|----------|----------|
| Male | \$5,848 | \$8,155 | \$2,307 | 39.4% |
| Female | \$3,581 | \$5,686 | \$2,105 | 58.8% |

Health Care Industry-Occupations 2024

| Employment in Health care and Social assistance by Major Occupational Group in Year 2024 | Total estimated employment | Percent share of the total all occupations | Average hourly wage | Average annual wage |
|--|----------------------------|--|---------------------|---------------------|
| Management Occupations | 15,860 | 3.1% | \$67.79 | \$141,010.0 |
| Business and Financial Operations Occupations | 16,070 | 3.2% | \$40.83 | \$84,930.0 |
| Computer and Mathematical Occupations | 5,520 | 1.1% | \$50.47 | \$104,970.0 |
| Architecture and Engineering Occupations | 80 | 0.0% | \$52.07 | \$108,310.0 |
| Life, Physical, and Social Science Occupations | 2,850 | 0.6% | \$50.07 | \$104,140.0 |
| Community and Social Service Occupations | 35,640 | 7.0% | \$31.29 | \$65,090.0 |
| Legal Occupations | 170 | 0.0% | \$60.26 | \$125,340.0 |
| Educational Instruction and Library Occupations | 18,440 | 3.6% | \$20.71 | \$43,090.0 |
| Arts, Design, Entertainment, Sports, and Media Occupations | 700 | 0.1% | \$35.47 | \$73,770.0 |
| Healthcare Practitioners and Technical Occupations | 143,180 | 28.3% | \$64.26 | \$133,650.0 |
| Healthcare Support Occupations | 168,720 | 33.4% | \$24.03 | \$49,980.0 |
| Protective Service Occupations | 1,540 | 0.3% | \$25.76 | \$53,580.0 |
| Food Preparation and Serving Related Occupations | 12,610 | 2.5% | \$21.56 | \$44,840.0 |
| Building and Grounds Cleaning and Maintenance Occupations | 9,300 | 1.8% | \$21.39 | \$44,500.0 |
| Personal Care and Service Occupations | 7,080 | 1.4% | \$23.07 | \$47,980.0 |
| Sales and Related Occupations | 970 | 0.2% | \$29.21 | \$60,770.0 |
| Office and Administrative Support Occupations | 59,000 | 11.7% | \$26.51 | \$55,130.0 |
| Farming, Fishing, and Forestry Occupations | ** | ** | ** | ** |
| Construction and Extraction Occupations | 340 | 0.1% | \$37.21 | \$77,400.0 |
| Installation, Maintenance, and Repair Occupations | 3,940 | 0.8% | \$30.87 | \$64,200.0 |
| Production Occupations | 1,040 | 0.2% | \$23.42 | \$48,710.0 |
| Transportation and Material Moving Occupations | 2,560 | 0.5% | \$23.71 | \$49,320.0 |

Health Care Industry-Occupations 2024

| Employment in Health care and social assistance by | Changes from 2018 to 2024 | | | |
|--|----------------------------|--|---------------------|---------------------|
| Major Occupational Group | Total estimated employment | Percent share of the total all occupations | Average hourly wage | Average annual wage |
| Management Occupations | -1,750 | -0.8% | \$21.20 | \$44,110.0 |
| Business and Financial Operations Occupations | 4,910 | 0.7% | \$10.68 | \$22,220.0 |
| Computer and Mathematical Occupations | -80 | -0.2% | \$9.86 | \$20,510.0 |
| Architecture and Engineering Occupations | ** | ** | ** | *** |
| Life, Physical, and Social Science Occupations | -320 | -0.1% | \$11.54 | \$23,990.0 |
| Community and Social Service Occupations | 7,590 | 0.8% | \$8.79 | \$18,290.0 |
| Legal Occupations | ** | ** | ** | ** |
| Education, Training, and Library Occupations | 3,050 | 0.2% | \$5.06 | \$10,540.0 |
| Arts, Design, Entertainment, Sports, and Media Occupations | -440 | -0.1% | \$10.65 | \$22,150.0 |
| Healthcare Practitioners and Technical Occupations | 14,750 | -0.5% | \$18.14 | \$37,720.0 |
| Healthcare Support Occupations | 93,130 | 16.4% | \$5.88 | \$12,220.0 |
| Protective Service Occupations | 140 | 0.0% | \$6.96 | \$14,470.0 |
| Food Preparation and Serving Related Occupations | -1,250 | -0.6% | \$6.87 | \$14,290.0 |
| Building and Grounds Cleaning and Maintenance Occupations | -410 | -0.3% | \$6.30 | \$13,100.0 |
| Personal Care and Service Occupations | -53,330 | -12.1% | \$8.77 | \$18,230.0 |
| Sales and Related Occupations | -10 | 0.0% | \$8.27 | \$17,220.0 |
| Office and Administrative Support Occupations | -4,650 | -2.6% | \$6.40 | \$13,300.0 |
| Farming, Fishing, and Forestry Occupations | ** | ** | ** | ** |
| Construction and Extraction Occupations | 60 | 0.0% | \$11.04 | \$22,960.0 |
| Installation, Maintenance, and Repair Occupations | -270 | -0.2% | \$10.14 | \$21,080.0 |
| Production Occupations | -980 | -0.2% | \$5.52 | \$11,470.0 |
| Transportation and Material Moving Occupations | -740 | -0.2% | \$6.03 | \$12,550.0 |

Health Care Industry-Occupations 2024

| Employment in Health care and Social assistance by Top employing occupations in Year 2024 | | Total estimated employment | Percent share of the total all occupations | Average hourly wage | Average annual wage |
|---|---|----------------------------|--|---------------------|---------------------|
| 31-1120 | Home Health and Personal Care Aides | 100,220 | 19.8% | \$22.57 | \$46,940.0 |
| 29-1141 | Registered Nurses | 54,340 | 10.8% | \$55.71 | \$115,870.0 |
| 31-1131 | Nursing Assistants | 25,970 | 5.1% | \$23.79 | \$49,490.0 |
| 31-9092 | Medical Assistants | 17,100 | 3.4% | \$26.19 | \$54,460.0 |
| 31-9091 | Dental Assistants | 13,070 | 2.6% | \$26.94 | \$56,040.0 |
| 43-4171 | Receptionists and Information Clerks | 12,630 | 2.5% | \$22.39 | \$46,580.0 |
| 21-1018 | Substance Abuse, Behavioral Disorder, and Mental Health Technicians | 11,810 | 2.3% | \$33.05 | \$68,750.0 |
| 43-9061 | Office Clerks, General | 10,540 | 2.1% | \$27.28 | \$56,740.0 |
| 43-6013 | Medical Secretaries and Administrative Assistants | 9,500 | 1.9% | \$27.11 | \$56,390.0 |
| 29-2010 | Clinical Laboratory Technologists and Technicians | 6,330 | 1.3% | \$34.54 | \$71,850.0 |
| 21-1021 | Child, Family, and School Social Workers | 5,990 | 1.2% | \$31.58 | \$65,690.0 |
| 21-1093 | Social and Human Service Assistants | 5,850 | 1.2% | \$24.99 | \$51,970.0 |
| 43-3021 | Billing and Posting Clerks | 5,840 | 1.2% | \$26.51 | \$55,150.0 |
| 29-1229 | Physicians, All Other | 5,120 | 1.0% | \$149.79 | \$311,570.0 |
| 29-1292 | Dental Hygienists | 5,070 | 1.0% | \$60.25 | \$125,330.0 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 5,020 | 1.0% | \$38.64 | \$80,370.0 |
| 29-1123 | Physical Therapists | 4,660 | 0.9% | \$51.00 | \$106,080.0 |
| 29-1171 | Nurse Practitioners | 4,510 | 0.9% | \$68.76 | \$143,010.0 |
| 29-2034 | Radiologic Technologists and Technicians | 3,640 | 0.7% | \$44.93 | \$93,450.0 |
| 21-1022 | Healthcare Social Workers | 3,460 | 0.7% | \$37.96 | \$78,950.0 |
| 29-1051 | Pharmacists | 3,250 | 0.6% | \$79.05 | \$164,420.0 |
| 29-1021 | Dentists, General | 3,020 | 0.6% | \$98.16 | \$204,170.0 |
| 29-2099 | Health Technologists and Technicians, All Other | 3,010 | 0.6% | \$30.18 | \$62,780.0 |
| 29-2072 | Medical Records Specialists | 2,900 | 0.6% | \$30.73 | \$63,930.0 |
| 29-1071 | Physician Assistants | 2,800 | 0.6% | \$73.81 | \$153,520.0 |

Health Care Industry-Projections

| Workforce Investment Area | Estimated employment 2024q2 | Average annual growth rate 2024q2-2026q2 | Average annual growth rate 2023-2028 | Average annual growth rate 2028-2033 |
|---------------------------|-----------------------------|--|--------------------------------------|--------------------------------------|
| Washington State | 474,400 | 2.00% | 1.93% | 1.19% |
| Olympic | 16,600 | 1.79% | 1.68% | 1.34% |
| Pacific Mountain | 26,100 | 1.90% | 1.84% | 1.13% |
| Northwest | 21,400 | 1.62% | 2.04% | 1.28% |
| Snohomish | 36,500 | 1.90% | 1.79% | 1.11% |
| Seattle-King County | 165,400 | 2.09% | 1.88% | 1.17% |
| Tacoma-Pierce | 56,800 | 1.92% | 1.82% | 1.17% |
| Southwest | 37,200 | 2.00% | 2.09% | 1.37% |
| North Central | 13,900 | 2.14% | 2.14% | 1.31% |
| South Central | 20,500 | 1.93% | 1.94% | 1.08% |
| Eastern | 10,200 | 1.94% | 1.35% | 1.26% |
| Benton-Franklin | 19,000 | 2.08% | 2.33% | 1.35% |
| Spokane | 48,000 | 2.16% | 2.00% | 1.11% |

Health Care Occupational-Projections

| SOC code | Occupational title | Estimated employment 2023 | Estimated employment 2028 | Estimated employment 2033 | Average annual growth rate 2023-2028 | Average annual growth rate 2028-2033 | Average annual openings due to growth 2023-2028 | Average annual openings due to growth 2028-2033 | Average annual total openings 2023-2028 | Average annual total openings 2028-2033 |
|----------|--|---------------------------|---------------------------|---------------------------|--------------------------------------|--------------------------------------|---|---|---|---|
| 00-0000 | Total, All Occupations | 4,064,598 | 4,267,831 | 4,456,056 | 0.98% | 0.87% | 40,637 | 37,648 | 1,431,859 | 1,494,926 |
| 11-0000 | Management Occupations | 230,043 | 243,730 | 257,172 | 1.16% | 1.08% | 2,736 | 2,688 | 76,572 | 80,763 |
| 13-0000 | Business and Financial Operations Occupations | 293,411 | 308,973 | 325,841 | 1.04% | 1.07% | 3,112 | 3,375 | 91,368 | 96,424 |
| 15-0000 | Computer and Mathematical Occupations | 226,639 | 235,154 | 250,025 | 0.74% | 1.23% | 1,702 | 2,973 | 65,477 | 69,988 |
| 17-0000 | Architecture and Engineering Occupations | 83,271 | 87,590 | 89,495 | 1.02% | 0.43% | 862 | 380 | 22,617 | 22,913 |
| 19-0000 | Life, Physical, and Social Science Occupations | 61,702 | 67,514 | 71,160 | 1.82% | 1.06% | 1,165 | 730 | 19,378 | 20,285 |
| 21-0000 | Community and Social Service Occupations | 77,728 | 83,800 | 87,893 | 1.52% | 0.96% | 1,215 | 819 | 26,601 | 27,816 |
| 23-0000 | Legal Occupations | 29,713 | 30,992 | 31,802 | 0.85% | 0.52% | 256 | 161 | 8,057 | 8,230 |
| 25-0000 | Education, Training, and Library Occupations | 213,771 | 229,647 | 240,684 | 1.44% | 0.94% | 3,174 | 2,208 | 57,180 | 59,474 |
| 27-0000 | Arts, Design, Entertainment, Sports, and Media Occupations | 79,168 | 81,993 | 85,818 | 0.70% | 0.92% | 560 | 766 | 25,563 | 26,770 |
| 29-0000 | Healthcare Practitioners and Technical Occupations | 192,999 | 210,927 | 223,532 | 1.79% | 1.17% | 3,587 | 2,516 | 65,709 | 69,336 |
| 31-0000 | Healthcare Support Occupations | 161,100 | 178,141 | 189,927 | 2.03% | 1.29% | 3,408 | 2,358 | 70,463 | 75,080 |
| 33-0000 | Protective Service Occupations | 73,791 | 80,301 | 84,338 | 1.71% | 0.99% | 1,301 | 809 | 25,522 | 26,970 |
| 35-0000 | Food Preparation and Serving Related Occupations | 305,992 | 326,054 | 345,886 | 1.28% | 1.19% | 4,011 | 3,968 | 141,680 | 150,338 |
| 37-0000 | Building and Grounds Cleaning and Maintenance Occupations | 120,171 | 127,721 | 134,897 | 1.23% | 1.10% | 1,510 | 1,434 | 49,434 | 52,165 |
| 39-0000 | Personal Care and Service Occupations | 113,150 | 121,444 | 126,740 | 1.42% | 0.86% | 1,660 | 1,060 | 49,424 | 51,555 |
| 41-0000 | Sales and Related Occupations | 368,903 | 374,227 | 384,315 | 0.29% | 0.53% | 1,065 | 2,016 | 128,478 | 132,096 |
| 43-0000 | Office and Administrative Support Occupations | 441,201 | 455,969 | 469,196 | 0.66% | 0.57% | 2,955 | 2,647 | 143,694 | 147,881 |
| 45-0000 | Farming, Fishing, and Forestry Occupations | 98,980 | 100,575 | 103,388 | 0.32% | 0.55% | 318 | 563 | 43,052 | 44,251 |
| 47-0000 | Construction and Extraction Occupations | 237,884 | 243,091 | 254,111 | 0.43% | 0.89% | 1,042 | 2,206 | 91,261 | 95,397 |
| 49-0000 | Installation, Maintenance, and Repair Occupations | 150,461 | 157,457 | 163,475 | 0.91% | 0.75% | 1,396 | 1,203 | 51,592 | 53,580 |
| 51-0000 | Production Occupations | 180,489 | 183,651 | 185,601 | 0.35% | 0.21% | 631 | 392 | 53,570 | 54,057 |
| 53-0000 | Transportation and Material Moving Occupations | 324,031 | 338,880 | 350,760 | 0.90% | 0.69% | 2,971 | 2,376 | 125,167 | 129,557 |

Health Care Occupational-Projections


| SOC code | Fastest growing occupations through 2028 | Average annual growth rate 2023-2028 | Average annual growth rate 2028-2033 | Average annual openings due to growth 2023-2028 | Average annual openings due to growth 2028-2033 | Average annual total openings 2023-2028 | Average annual total openings 2028-2033 |
|----------|--|--------------------------------------|--------------------------------------|---|---|---|---|
| 29-1171 | Nurse Practitioners | 4.07% | 3.78% | 183 | 207 | 1,563 | 1,879 |
| 31-2011 | Occupational Therapy Assistants | 3.26% | 2.48% | 30 | 27 | 391 | 442 |
| 31-9011 | Massage Therapists | 2.77% | 2.55% | 269 | 282 | 4,251 | 4,821 |
| 29-1071 | Physician Assistants | 2.64% | 2.24% | 88 | 84 | 1,167 | 1,300 |
| 31-9096 | Veterinary Assistants and Laboratory Animal Caretakers | 2.47% | 2.19% | 119 | 119 | 1,970 | 2,195 |
| 29-2056 | Veterinary Technologists and Technicians | 2.46% | 2.17% | 71 | 70 | 1,171 | 1,303 |
| 31-2021 | Physical Therapist Assistants | 2.45% | 1.76% | 49 | 39 | 824 | 898 |
| 29-2053 | Psychiatric Technicians | 2.27% | 0.40% | 25 | 5 | 358 | 361 |
| 31-1131 | Nursing Assistants | 2.26% | 1.10% | 860 | 457 | 16,404 | 17,329 |
| 29-1123 | Physical Therapists | 2.21% | 1.61% | 170 | 137 | 2,918 | 3,156 |
| 29-1122 | Occupational Therapists | 2.21% | 1.47% | 68 | 50 | 1,076 | 1,153 |
| 29-1126 | Respiratory Therapists | 2.17% | 0.92% | 48 | 22 | 571 | 586 |
| 31-1132 | Orderlies | 2.14% | 0.91% | 10 | 4 | 114 | 116 |
| 31-9092 | Medical Assistants | 2.14% | 1.76% | 387 | 351 | 6,011 | 6,542 |
| 29-1041 | Optometrists | 2.12% | 2.05% | 35 | 37 | 673 | 744 |
| 29-9091 | Athletic Trainers | 2.09% | 1.69% | 14 | 13 | 248 | 269 |
| 29-2051 | Dietetic Technicians | 2.08% | 0.92% | 5 | 2 | 60 | 61 |
| 29-1131 | Veterinarians | 2.05% | 1.77% | 63 | 59 | 1,234 | 1,346 |
| 21-1099 | Community and Social Service Specialists, All Other | 2.05% | 1.23% | 61 | 40 | 972 | 1,027 |
| 29-1128 | Exercise Physiologists | 2.04% | 1.06% | 5 | 3 | 63 | 66 |
| 29-9092 | Genetic Counselors | 2.04% | 1.13% | 2 | 1 | 25 | 26 |
| 29-1011 | Chiropractors | 2.03% | 1.80% | 31 | 30 | 635 | 694 |
| 29-2032 | Diagnostic Medical Sonographers | 1.96% | 1.20% | 40 | 27 | 582 | 613 |
| 29-2055 | Surgical Technologists | 1.96% | 0.99% | 50 | 27 | 695 | 721 |
| 31-1120 | Home Health and Personal Care Aides | 1.95% | 1.04% | 1,350 | 781 | 31,699 | 33,439 |
| 31-9093 | Medical Equipment Preparers | 1.94% | 0.94% | 36 | 19 | 529 | 548 |
| 31-2012 | Occupational Therapy Aides | 1.94% | 1.30% | 2 | 2 | 45 | 49 |
| 29-1141 | Registered Nurses | 1.93% | 0.91% | 1,256 | 639 | 19,320 | 20,002 |
| 21-1019 | Counselors, All Other | 1.93% | 1.49% | 519 | 439 | 9,416 | 10,119 |

Health Care Occupational-Projections

| SOC code | Occupations with the largest average annual job openings due to growth through 2028 | Average annual growth rate 2023-2028 | Average annual growth rate 2028-2033 | Average annual openings due to growth 2023-2028 | Average annual openings due to growth 2028-2033 | Average annual total openings 2023-2028 | Average annual total openings 2028-2033 |
|----------|---|--------------------------------------|--------------------------------------|---|---|---|---|
| 31-1120 | Home Health and Personal Care Aides | 1.95% | 1.04% | 1,350 | 781 | 31,699 | 33,439 |
| 29-1141 | Registered Nurses | 1.93% | 0.91% | 1,256 | 639 | 19,320 | 20,002 |
| 31-1131 | Nursing Assistants | 2.26% | 1.10% | 860 | 457 | 16,404 | 17,329 |
| 21-1019 | Counselors, All Other | 1.93% | 1.49% | 519 | 439 | 9,416 | 10,119 |
| 31-9092 | Medical Assistants | 2.14% | 1.76% | 387 | 351 | 6,011 | 6,542 |
| 31-9011 | Massage Therapists | 2.77% | 2.55% | 269 | 282 | 4,251 | 4,821 |
| 29-9099 | Healthcare Practitioners and Technical Workers, All Other | 1.84% | 1.28% | 212 | 159 | 3,581 | 3,797 |
| 31-9091 | Dental Assistants | 1.63% | 1.48% | 187 | 184 | 4,415 | 4,751 |
| 29-1171 | Nurse Practitioners | 4.07% | 3.78% | 183 | 207 | 1,563 | 1,879 |
| 29-1123 | Physical Therapists | 2.21% | 1.61% | 170 | 137 | 2,918 | 3,156 |
| 29-1229 | Physicians, All Other | 1.55% | 1.11% | 151 | 115 | 3,103 | 3,267 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 1.63% | 0.56% | 139 | 51 | 3,458 | 3,553 |
| 29-1292 | Dental Hygienists | 1.69% | 1.55% | 138 | 137 | 3,183 | 3,437 |
| 21-1093 | Social and Human Service Assistants | 1.19% | 0.64% | 131 | 73 | 4,426 | 4,566 |
| 31-9096 | Veterinary Assistants and Laboratory Animal Caretakers | 2.47% | 2.19% | 119 | 119 | 1,970 | 2,195 |
| 21-1021 | Child, Family, and School Social Workers | 1.06% | 0.41% | 100 | 40 | 2,932 | 2,977 |
| 21-1012 | Educational, Guidance, School, and Vocational Counselors | 1.38% | 0.98% | 91 | 69 | 1,614 | 1,684 |
| 29-2010 | Clinical Laboratory Technologists and Technicians | 1.25% | 0.86% | 90 | 65 | 2,223 | 2,312 |
| 29-1071 | Physician Assistants | 2.64% | 2.24% | 88 | 84 | 1,167 | 1,300 |
| 21-1022 | Healthcare Social Workers | 1.68% | 0.88% | 82 | 46 | 1,571 | 1,632 |
| 29-2040 | Emergency Medical Technicians and Paramedics | 1.75% | 1.45% | 79 | 71 | 1,370 | 1,468 |
| 29-1021 | Dentists, General | 1.78% | 1.64% | 78 | 78 | 1,689 | 1,831 |
| 29-2034 | Radiologic Technologists | 1.70% | 0.94% | 73 | 43 | 1,220 | 1,267 |
| 29-2056 | Veterinary Technologists and Technicians | 2.46% | 2.17% | 71 | 70 | 1,171 | 1,303 |
| 29-1122 | Occupational Therapists | 2.21% | 1.47% | 68 | 50 | 1,076 | 1,153 |
| 29-1127 | Speech-Language Pathologists | 1.75% | 1.19% | 64 | 47 | 1,105 | 1,166 |
| 29-1131 | Veterinarians | 2.05% | 1.77% | 63 | 59 | 1,234 | 1,346 |
| 21-1099 | Community and Social Service Specialists, All Other | 2.05% | 1.23% | 61 | 40 | 972 | 1,027 |
| 21-1094 | Community Health Workers | 1.66% | 1.07% | 61 | 42 | 1,450 | 1,527 |

Health Care Occupational-Projections

| SOC code | Occupations with the largest *Total average annual job openings through 2028 | Average annual growth rate 2023-2028 | Average annual growth rate 2028-2033 | Average annual openings due to growth 2023-2028 | Average annual openings due to growth 2028-2033 | Average annual total openings 2023-2028 | Average annual total openings 2028-2033 |
|----------|--|--------------------------------------|--------------------------------------|---|---|---|---|
| 31-1120 | Home Health and Personal Care Aides | 1.95% | 1.04% | 1,350 | 781 | 31,699 | 33,439 |
| 29-1141 | Registered Nurses | 1.93% | 0.91% | 1,256 | 639 | 19,320 | 20,002 |
| 31-1131 | Nursing Assistants | 2.26% | 1.10% | 860 | 457 | 16,404 | 17,329 |
| 21-1019 | Counselors, All Other | 1.93% | 1.49% | 519 | 439 | 9,416 | 10,119 |
| 31-9092 | Medical Assistants | 2.14% | 1.76% | 387 | 351 | 6,011 | 6,542 |
| 21-1093 | Social and Human Service Assistants | 1.19% | 0.64% | 131 | 73 | 4,426 | 4,566 |
| 31-9091 | Dental Assistants | 1.63% | 1.48% | 187 | 184 | 4,415 | 4,751 |
| 31-9011 | Massage Therapists | 2.77% | 2.55% | 269 | 282 | 4,251 | 4,821 |
| 29-9099 | Healthcare Practitioners and Technical Workers, All Other | 1.84% | 1.28% | 212 | 159 | 3,581 | 3,797 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 1.63% | 0.56% | 139 | 51 | 3,458 | 3,553 |
| 29-1292 | Dental Hygienists | 1.69% | 1.55% | 138 | 137 | 3,183 | 3,437 |
| 29-2052 | Pharmacy Technicians | 0.40% | 0.59% | 34 | 52 | 3,147 | 3,243 |
| 29-1229 | Physicians, All Other | 1.55% | 1.11% | 151 | 115 | 3,103 | 3,267 |
| 21-1021 | Child, Family, and School Social Workers | 1.06% | 0.41% | 100 | 40 | 2,932 | 2,977 |
| 29-1123 | Physical Therapists | 2.21% | 1.61% | 170 | 137 | 2,918 | 3,156 |
| 29-1051 | Pharmacists | 0.80% | 0.73% | 59 | 55 | 2,505 | 2,596 |
| 29-2010 | Clinical Laboratory Technologists and Technicians | 1.25% | 0.86% | 90 | 65 | 2,223 | 2,312 |
| 31-9096 | Veterinary Assistants and Laboratory Animal Caretakers | 2.47% | 2.19% | 119 | 119 | 1,970 | 2,195 |
| 29-1021 | Dentists, General | 1.78% | 1.64% | 78 | 78 | 1,689 | 1,831 |
| 21-1012 | Educational, Guidance, School, and Vocational Counselors | 1.38% | 0.98% | 91 | 69 | 1,614 | 1,684 |
| 21-1022 | Healthcare Social Workers | 1.68% | 0.88% | 82 | 46 | 1,571 | 1,632 |
| 29-1171 | Nurse Practitioners | 4.07% | 3.78% | 183 | 207 | 1,563 | 1,879 |
| 21-1094 | Community Health Workers | 1.66% | 1.07% | 61 | 42 | 1,450 | 1,527 |
| 29-2040 | Emergency Medical Technicians and Paramedics | 1.75% | 1.45% | 79 | 71 | 1,370 | 1,468 |
| 21-1015 | Rehabilitation Counselors | 0.92% | 0.20% | 43 | 10 | 1,364 | 1,368 |
| 31-9099 | Healthcare Support Workers, All Other | 1.55% | 0.98% | 58 | 39 | 1,264 | 1,322 |
| 29-1131 | Veterinarians | 2.05% | 1.77% | 63 | 59 | 1,234 | 1,346 |
| 29-2034 | Radiologic Technologists | 1.70% | 0.94% | 73 | 43 | 1,220 | 1,267 |
| 29-2056 | Veterinary Technologists and Technicians | 2.46% | 2.17% | 71 | 70 | 1,171 | 1,303 |

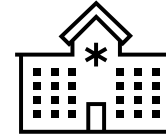


Out-Flow Cohort 2019 forward look back to 2020, 2021 and 2022

Washington Records-Workforce movements

Cohort 2nd QTR 2019 workers in WA 3,393,992

Private Education and Healthcare **12.9%**
over 438,431 workers



Around 73.3% of workforce stayed in Washington jobs in Q2 2022

decrease of 117,066 or 26.7% workers (2nd largest decrease amongst other industries)


| | | 2020 Q2 (Period 1) | | | 2021 Q2 (Period 2) | | | 2022 Q2 (Period 3) | | | |
|-------------------------------|------------------------------|--------------------|-------|---------|--------------------|-------|---------|--------------------|-------|---------|----------------------|
| Industry Super Sector | WA_Emp loyment Q2_2019 | OR | ID | WA | OR | ID | WA | OR | ID | WA | Change Washington |
| Education and Health Services | 438,431 | 4,113 | 1,866 | 369,367 | 5,173 | 2,662 | 342,079 | 6,480 | 3,335 | 321,365 | (117,066) |
| Education and Health Services | 438,431 | 0.9% | 0.4% | 84.2% | 1.2% | 0.6% | 78.0% | 1.5% | 0.8% | 73.3% | -26.7% |

Washington Records-Workforce movements

Cohort 2nd QTR 2019 workers in WA 3,393,992

Private Education and Healthcare cohort of 438,431 workers 2nd QTR 2019

| Education and Health Services 2nd QTR 2022 | Saying in | Working in | Working in |
|--|--------------|--------------|--------------|
| | Washington | Oregon | Idaho |
| Counts | 321,365 | 6,480 | 3,335 |
| Agriculture | 0.2% | 1.8% | 0.7% |
| Construction | 0.6% | 1.9% | 1.9% |
| Education and Health Services | 79.4% | 53.4% | 46.1% |
| Financial Activities | 1.3% | 1.7% | 3.5% |
| Information | 0.4% | 0.9% | 0.5% |
| Leisure and Hospitality | 1.8% | 5.0% | 6.4% |
| Manufacturing | 0.7% | 3.0% | 2.7% |
| Other Services | 1.1% | 2.3% | 2.1% |
| Professional and Business Services | 5.5% | 14.0% | 10.5% |
| Public Admin | 6.0% | 10.0% | 17.3% |
| Retail Trade | 1.9% | 3.8% | 5.4% |
| Transportation Warehousing and Utilities | 0.5% | 2.7% | 1.6% |
| Wholesale Trade | 0.5% | 1.3% | 1.3% |

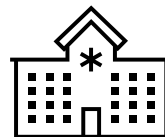


In-Flow Cohort 2022 retro look back to 2021, 2020 and 2019

Washington Records-Workforce movements

Cohort 2nd QTR 2019 workers in WA 3,393,992

Private Education and Healthcare **13.4%**
over 463,333 workers



Around 70.4% of workforce in 2022 worked in WA in 2ndQtr 2019
increase of 137,063 or 29.6% more workers

2.0% came from Oregon and 0.7% came from Idaho

| | | 2021 Q2 (Period 1) | | | 2020 Q2 (Period 2) | | | 2019 Q2 (Period 3) | | | Change Washingt on |
|-------------------------------|------------------------------|--------------------|-------|---------|--------------------|-------|---------|--------------------|-------|---------|--------------------------|
| Industry Super Sector | WA_Emplo yment Q2_2019 | OR | ID | WA | OR | ID | WA | OR | ID | WA | |
| Education and Health Services | 463,333 | 6,142 | 2,386 | 388,435 | 7,557 | 2,628 | 358,063 | 9,236 | 3,156 | 326,270 | 137,063 |
| Education and Health Services | | 1.3% | 0.5% | 83.8% | 1.6% | 0.6% | 77.3% | 2.0% | 0.7% | 70.4% | 29.6% |

Washington Records-Workforce movements

Cohort 2nd QTR 2019 workers in WA 3,393,992

Private Education and Healthcare cohort of 463,333 workers 2nd QTR 2022

| Education and Health Services 2nd QTR | 2021 | 2020 | 2019 | 2021 | 2020 | 2019 | 2021 | 2020 | 2019 |
|--|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|
| | Came from | Came from | Came from | Came from | Came from | Came from | Within | Within | Within |
| | Oregon | Oregon | Oregon | Idaho | Idaho | Idaho | Washington | Washington | Washington |
| Agriculture | 2.0% | 1.7% | 1.3% | 1.0% | 1.1% | 0.9% | 0.2% | 0.4% | 0.5% |
| Construction | 1.7% | 1.5% | 1.4% | 2.2% | 1.9% | 1.4% | 0.2% | 0.3% | 0.4% |
| Education and Health Services | 54.6% | 55.6% | 53.3% | 42.9% | 44.5% | 43.6% | 89.5% | 84.6% | 78.3% |
| Financial Activities | 2.6% | 2.5% | 2.6% | 2.3% | 2.7% | 2.8% | 0.5% | 0.8% | 1.0% |
| Information | 0.6% | 0.4% | 0.6% | 0.3% | 0.3% | 0.4% | 0.2% | 0.3% | 0.4% |
| Leisure and Hospitality | 5.6% | 5.6% | 8.5% | 12.7% | 9.9% | 14.2% | 2.0% | 2.8% | 5.0% |
| Manufacturing | 3.0% | 3.1% | 3.2% | 2.5% | 3.0% | 2.9% | 0.4% | 0.7% | 1.1% |
| Other Services | 2.0% | 1.9% | 2.7% | 0.1% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% |
| Professional and Business Services | 10.3% | 9.7% | 9.1% | 1.9% | 1.9% | 2.2% | 0.6% | 0.8% | 1.3% |
| Public Admin | 7.3% | 7.1% | 7.3% | 8.7% | 9.2% | 7.5% | 2.0% | 2.5% | 3.3% |
| Retail Trade | 5.9% | 5.9% | 5.9% | 16.6% | 16.1% | 14.9% | 1.7% | 2.7% | 3.6% |
| Transportation Warehousing and Utilities | 3.3% | 3.9% | 2.5% | 6.9% | 8.0% | 7.5% | 2.2% | 3.4% | 4.0% |
| Wholesale Trade | 1.2% | 1.1% | 1.4% | 1.0% | 0.6% | 0.6% | 0.2% | 0.4% | 0.5% |

Healthcare Industry in Washington State:

Conclusion

- ❖ Healthcare employment in Washington grew more than twice as fast as total employment, signaling sustained expansion
- ❖ Investments in primary care, behavioral health, and telemedicine laid the foundation for broader service delivery
- ❖ High hiring and separation rates reflect both intense demand and systemic stress, but also opportunity for innovation and reform
- ❖ The sector remains resilient despite a cooling job market, driven by aging populations and rising chronic disease prevalence
- ❖ Behavioral health needs are surging, outpacing workforce capacity and straining existing systems
- ❖ Post-pandemic burnout and staffing shortages are impacting retention and recruitment across clinical roles



Healthcare Industry in Washington State: Outlook

- ❖ Healthcare and social assistance are projected to be the leading drivers employment growth from 2023 to 2033
- ❖ Washington will require thousands of new professionals: especially in allied health and behavioral health to meet both current and unmet demand
- ❖ Technology, including telehealth and AI-driven diagnostics, will be essential to expanding access and improving efficiency
- ❖ Strategic workforce planning and cross-sector collaboration are critical to sustaining momentum and ensuring equitable care.



Thank you!

**Note: All statistics and data are available also at the
local Workforce Investment Area**

Any questions?

You can find me at
509-734-5928

Ajsa.Suljic@esd.wa.gov
ESD.WA.GOV/labormarketinfo

What is Labor Market Information (LMI)?

- Data that describe and predict the relationship between labor supply and demand
- LMI provides data on a variety of subjects:
 - ▷ Population and labor force trends
 - ▷ Industry and occupational employment trends and projections
 - ▷ Wage and benefit information
 - ▷ Career information relating to skills and education
- Data are often available at different geographic levels
 - ▷ e.g., State, county, metro area, workforce development region, etc.

Credits

Special thanks to all the people who made this possible and all that made these awesome resources:

- Presentation and analysis by Ajsa Suljic, Regional Labor Economist
- Work by LMEA-DATA team from ESD and Wage Records team from BLS