

# Arizona Healthcare Workforce

## Home Health Agencies, 2015

The University of California, San Francisco conducted the *Survey of Health Care Employers in Arizona: Home Health Agencies, 2015* in the summer and fall of 2015. The survey elicited 25 unique responses, representing 11.4% of the total number of home health agencies in Arizona. Yuma, Gila, and Pinal Counties were not represented in this survey, since fewer than two responses were obtained for these counties. Overall survey results indicate:

### DEMAND for MEDICAL STAFF



Positions with the **MOST CONSISTENT** reports of high demand include:

- Occupational Therapists
- Physical Therapists
- Occupational Therapy Assistants

Respondents report a **MODERATE TO HIGH** demand for

- Registered Nurses – Staff
- Registered Nurses – Managerial
- Licensed Practical Nurses
- Home Health Aides
- Certified Nursing Assistants

Supply and demand were **BALANCED** for Licensed Practical Nurses and Home Health Aides.

**63%** of agencies **DID NOT** create new job classifications in the last year

**30%** **ANTICIPATE CREATING NEW** jobs within the next three years, related to care coordination and case management.

### VACANCY RATES

Positions with over **10%** vacancy rate:

- Registered Nurses – Managerial
- Certified Nursing Assistants
- Personal Care Aides
- Physical Therapy Assistants
- Occupational Therapists
- Social Workers

Positions with over **20%** vacancy rate:

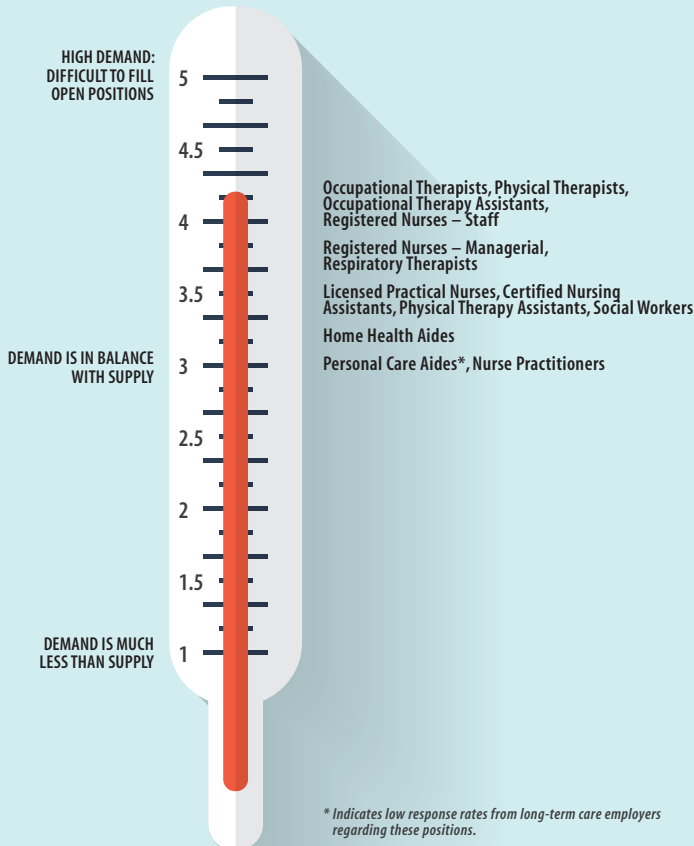
- Occupational Therapy Assistants
- Respiratory Therapists
- Staff Registered Nurses



**RURAL AND URBAN AGENCIES**

**RURAL** agencies reported higher demand for most positions compared to **URBAN** agencies, but less than urban demand for Personal Care Aides.

### LABOR MARKET DEMAND FOR LONG-TERM CARE FACILITIES IN MARICOPA COUNTY



### CONCERNS for HOME HEALTH AGENCIES

Agencies greatest concerns regarding the adequacy of their workforce were about:

- the impact of falling reimbursement levels
- potential state budget cuts to Medicaid
- how to manage the behavioral needs of their patients

