



# State of the U.S. Health Care Workforce, 2025

December 2025

High-quality health care starts with a well-trained, adequately supplied, and well-distributed health care workforce. This brief provides detailed data on the occupations within three major health care disciplines in the U.S. health care workforce: medicine, nursing, and oral health. For these critical occupations, this brief presents the most recent data on adequacy, distribution, and the educational pipelines of future health care providers within these disciplines. It also provides summary data for additional health care disciplines, including behavioral health, allied health, and health support occupations.

## About the National Center for Health Workforce Analysis

The National Center for Health Workforce Analysis informs public and private sector decision makers on health workforce issues by expanding and improving health workforce data, disseminating workforce data to the public, and improving and updating projections of the supply and demand for health workers.

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## Highlights

- A total of 990,869 physicians (including MDs and DOs and excluding residents) are professionally active, of which 839,108 are reported as patient care practicing physicians (AMA, 2023). Internists and family medicine physicians together constitute almost a quarter of all patient care practicing physicians.
- About 38% of active physicians are female. In medical schools, female students constitute a larger proportion of total enrollment than males.
- Across all physician specialties in the United States, there is a projected shortage of 141,160 full-time equivalent (FTE) physicians in 2038. Nonmetro areas will experience greater shortages of physicians than metro areas.
- There are over four million registered nurses (RNs), licensed practical nurses (LPNs), and advanced practice registered nurses (APRNs) as of 2024. The number of RNs increased by 9.4% between 2020 and 2024. During that period, the number of nurse practitioners (NPs) grew by 38.5%, while the number of LPNs declined by 6.0%.
- The nation's oral health workforce, comprised of dentists, dental hygienists, and dental assistants, totals 758,446 workers as of 2023, up 1.4% from 748,217 in 2019.
- A shortage of 33,220 FTEs dental hygienists and 19,860 FTEs general dentists is projected for 2038.

## Describing the U.S. health care workforce

The health care industry employed nearly 18 million people in 2024, making it the largest private employment sector in the United States (BLS, 2025). It comprises a wide range of skilled professionals with varying levels of education and training. In 2023, the United States spent \$14,570 per person on health care, which amounts to 17.6% of its gross domestic product (GDP) (CMS, 2024). Health care spending in the United States is higher than in any other major economy, both in absolute dollar terms and relative to GDP (Wager et al., 2025).

## Challenges facing the U.S. health care workforce

### Current Shortages

As of December 2, 2025, approximately 92 million people live in a primary care Health Professional Shortage Area (HPSA), and 64 million people live in a dental health HPSA. A total of 137 million people live in a mental health HPSA (HRSA, n.d.). In addition, the maldistribution of the health care workforce results in severe shortages in rural communities.

### Burnout and Mental Health

High stress and burnout have long been issues for the health care workforce (National Academy of Medicine, 2019). The COVID-19 pandemic further exacerbated these issues as frontline workers experienced long hours, exhaustion, increased exposure to death and suffering, and fear for their own health and safety (Hendrickson et al., 2022). A survey of more than 20,000 U.S. health care workers between May and October 2020 found high levels of burnout across a range of health care professions. Overall, 49% of respondents reported feelings of burnout, while 43% felt overworked (Prasad et al., 2021).

A Mayo Clinic survey found that nearly 63% of physicians experienced burnout in 2021, a significant increase in the share of physicians experiencing burnout from 2017 (44%) and 2020 (38%) (Shanafelt et al., 2022). However, a 2024 survey finds that 49% of physicians report feelings of burnout and 20% indicate feelings of depression, down from 2023 rates of 53% and 23%, respectively (Medscape, 2024).

A 2024 survey by the National Council of State Boards of Nursing (NCSBN) finds that 35% of RNs and 38% of LPNs experience feelings of burnout at least a few times a week (Smiley et al., 2025). A 2021 survey found that 71% of dentists reported an increase in feelings of burnout since the start of the pandemic, with 58% of dentists reporting they experienced feelings of burnout at least a few times a week (CareQuest Institute for Oral Health, 2022).

### Job and Career Satisfaction

The high levels of stress and burnout have led many health care workers to question their career choice. A Mayo Clinic survey found that physicians' satisfaction with work-life balance and professional fulfillment declined during the COVID-19 pandemic. As a result, in 2021, only 57.1% of physicians said they would become a physician again if given the chance to revisit their career choice, down from 72.2% in 2020 (Shanafelt et al., 2022).

Physicians were not the only health professionals with declines in job or career satisfaction due to the COVID-19 pandemic. As of 2023, more than a quarter of health care workers (28.7%) and 41% of nurses indicate they intend to leave their jobs within two years (Rotenstein et al., 2023). A recent cohort study utilizing U.S. Census Bureau data on job-to-job flows showed that post-pandemic exit rates for U.S. health care workers remain higher than pre-pandemic rates (Shen et al., 2024). This attrition could further exacerbate existing shortages and maldistributions of providers and place further stress on the health care system.

### **Aging of the Workforce and U.S. Population**

The trends of an aging workforce and U.S. population raise concerns of worsening shortage of the workforce. The average age of RNs in the United States is 43.3 years old (Census, 2019-2023), and less than 17% of all active physicians in 2023 are under 40 years old (AAMC, n.d.). This circumstance creates shortages as more professionals retire and many others reduce their working hours, while the demand for medical care accelerates as the population ages.

In 2022, 17% of the U.S. population (58 million) was 65 years old and older. By 2050, about 23% (82 million) of the U.S. population will be 65 years old or older (Census, 2025). Providers will need to have the skills and training to serve this older population with the specific type of care they'll require.

While the U.S. health workforce faces a number of challenges, there are also encouraging signs. Medical school enrollment has increased nearly 6% between the 2020-21 and 2024-25 academic years, and the number of female medical students increased by 13% over this same period. Similarly, the number of newly licensed RNs increased by 27.5% between 2020 and 2024 (AAMC, 2024). These numbers suggest continued interest in health care careers and continued growth in the workforce.

This report provides extensive data on the current state of physicians, nurses, and dentists in the United States. The data are for 2023-2024 unless indicated otherwise.

## Medicine

A total of 990,869 physicians were active as of 2023, of which 839,108 were reported as providing patient care (AMA, 2023). General internists and family medicine physicians together constitute approximately a quarter of all patient care physicians (Tables 1a-1d).

**Table 1a. Enumeration of Physician Workforce in Primary Care Specialties, 2023**

Specialty	Total Active Physicians	Total Patient Care Physicians <sup>d</sup>
Family medicine <sup>a</sup>	124,049	112,316
General internal medicine <sup>b</sup>	130,483	112,544
Geriatrics	6,431	5,362
Pediatrics <sup>c</sup>	79,356	67,757
All primary care	340,319	297,979

*Note.* Adapted from the American Medical Association's (AMA) *Physician Professional Data*, 2023. Data includes both MDs and DOs and excludes residents. In 2023, there were 54,274 residents in primary care. <sup>a</sup> Excludes geriatrics subspecialties. <sup>b</sup> Includes all internal medicine subspecialties, except cardiology, endocrinology, gastroenterology, geriatrics, hematology and oncology, infectious disease, nephrology, pulmonology, and rheumatology. <sup>c</sup> Excludes neonatal and perinatal medicine. <sup>d</sup> Excludes non-resident physicians working in administration, research, and other settings that do not involve direct contact with patients.

**Table 1b. Enumeration of Physician Workforce in Medical Specialties, 2023**

Specialty	Total Active Physicians	Total Patient Care Physicians <sup>a</sup>
Allergy and immunology	5,192	4,362
Cardiology	34,430	30,303
Dermatology	14,104	12,813
Endocrinology	8,758	7,011
Gastroenterology	16,588	14,689
Hematology and oncology	21,464	17,352
Infectious diseases	10,512	7,925
Neonatal and perinatal medicine	6,463	5,249
Nephrology	12,193	10,549
Pulmonology	15,948	13,550
Rheumatology	6,767	5,653
All medical specialties	152,419	129,456

*Note.* Adapted from the American Medical Association's (AMA) *Physician Professional Data*, 2023. Data includes both MDs and DOs and excludes residents. In 2023, there were 17,513 residents in medical specialties. <sup>a</sup> Excludes non-resident physicians working in administration, research, and other settings that do not involve direct contact with patients.

**Table 1c. Enumeration of Physician Workforce in Surgical Specialties, 2023**

Specialty	Total Active Physicians	Total Patient Care Physicians <sup>b</sup>
Colorectal surgery	2,370	2,124
General surgery <sup>a</sup>	34,245	28,453
Neurological surgery	6,322	5,477
Obstetrics and gynecology	45,790	41,496
Ophthalmology	19,889	17,815
Orthopedic surgery	27,653	24,895
Otolaryngology	10,868	9,699
Plastic surgery	7,879	7,211
Thoracic surgery	4,795	4,214
Urology	11,172	10,062
Vascular surgery	4,438	3,866
All surgical specialties	175,421	155,312

*Note.* Adapted from the *American Medical Association's (AMA) Physician Professional Data*, 2023. Data includes both MDs and DOs and excludes residents. In 2023, there were 32,453 residents in surgical specialties. <sup>a</sup> Includes all surgical subspecialties not separately listed in Table 1c. <sup>b</sup> Excludes non-resident physicians working in administration, research, and other settings that do not involve direct contact with patients.

**Table 1d. Enumeration of Physician Workforce in Other Specialties, 2023**

Specialty	Total Active Physicians	Total Patient Care Physicians <sup>a</sup>
Anesthesiology	48,532	43,755
Emergency medicine	52,829	47,037
Medical genetics	1,002	662
Neurology	22,064	17,448
Other specialties	58,420	35,320
Pathology	21,911	13,035
Physical medicine and rehabilitation	13,490	11,596
Preventive medicine	6,620	4,167
Psychiatry	52,164	44,512
Radiation oncology	5,698	5,053
Radiology	39,980	33,776
All other specialties	322,710	256,361

*Note.* Adapted from the *American Medical Association's (AMA) Physician Professional Data*, 2023. Data includes both MDs and DOs and excludes residents. In 2023, there were 55,185 residents in other specialties. <sup>a</sup> Excludes non-resident physicians working in administration, research, and other settings that do not involve direct contact with patients.

Approximately 38% of active physicians are female. Male physicians are more likely to be age 55 and older than female physicians. While half of male physicians are age 55 and older, only 32% of female physicians are in that age range. Overall, the average age of physicians is 52.5 years old in 2023. Compared to the U.S. population, a greater percentage of physicians are non-Hispanic Asian (22% compared to 6%). In contrast, the share of Hispanics (8%) and non-Hispanic Black and African Americans (5%) in the physician workforce is lower than in the U.S. population. See Tables 2a, 2b, and 2c.

**Table 2a. Physician Workforce by Sex, 2023**

Group	Male	Female
Physician workforce	61.7%	38.3%
U.S. population	49.5%	50.5%

*Note.* Adapted from the American Medical Association's (AMA) *Physician Professional Data*, 2023, and the *Annual estimates of the resident population by single year of age and sex for the United States: April 1, 2020 to July 1, 2024*, by the U.S. Census Bureau, 2025 (<https://www.census.gov/data/tables/time-series/demo/popest/2020s-national-detail.html>). Data excludes residents and physicians with unknown sex.

**Table 2b. Physician Workforce by Sex and Age, 2023**

Sex	Less than 35 Years Old	35 to 44 Years Old	45 to 54 Years Old	55 to 64 Years Old	65 or Older
Male	5.5%	21.7%	22.6%	23.7%	26.5%
Female	9.1%	31.8%	27.0%	19.8%	12.2%

*Note.* Adapted from the American Medical Association's (AMA) *Physician Professional Data*, 2023. Data excludes residents and physicians with unknown sex. Numbers may not add to 100% due to rounding.

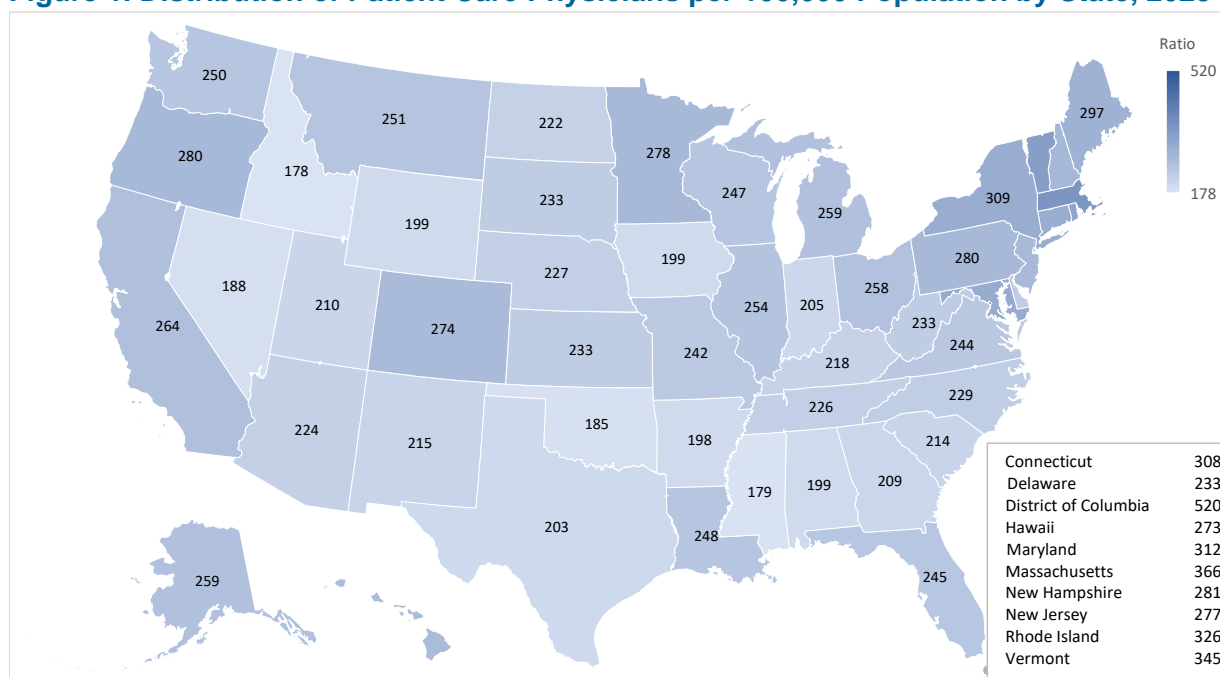
**Table 2c. Physician Workforce by Race/Ethnicity**

Group	Hispanic	White (Non-Hispanic)	Black or African American (Non-Hispanic)	Asian (Non-Hispanic)	Other or Multiple Races (Non-Hispanic)
Physician workforce	7.7%	61.2%	5.3%	21.7%	4.2%
U.S. population	19.0%	58.2%	12.0%	5.7%	5.1%

*Note.* Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). Numbers may not add to 100% due to rounding. Due to limited sample sizes, American Indian or Alaska Natives and Native Hawaiian and Other Pacific Islanders are included in "Other or Multiple Races."

The supply of physicians providing patient care varies significantly across states, even after adjusting for the differences in population size among the states. The highest concentration of physicians exists in Washington, DC, followed by Massachusetts and Vermont. Idaho, Mississippi, and Oklahoma have the lowest number of patient care physicians per capita.

**Figure 1. Distribution of Patient Care Physicians per 100,000 Population by State, 2023**



Note. Adapted from the American Medical Association's (AMA) *Physician Professional Data*, 2023, and the state population estimates from the *Annual estimates of the resident population for the United States, regions, states, District of Columbia and Puerto Rico: April 1, 2020 to July 1, 2024*, by the U.S. Census Bureau, 2024 (<https://www.census.gov/data/tables/time-series/demo/popest/2020s-state-total.html>). Data includes both MDs and DOs and excludes residents. In 2023, there were 159,425 residents.

Approximately 70% of active physicians (excluding residents) work in office-based patient care settings, while 14% work in hospitals (AMA, 2023).

Nationally, across all physician specialties in the United States, there is a projected shortage of 141,160 FTE physicians in 2038 (HRSA, 2025). Nonmetro areas will experience greater shortages of various types of physicians than metro areas (HRSA, 2025).

The number of medical students has increased by about 6% over the past five years. The growth varies considerably by sex (Table 3). While the number of female medical school students has grown by 13% from 2020 to 2025, the number of male medical students has decreased by 2%. As a result, female students constitute 55% of medical school enrollment in the 2024-2025 academic year.



**Table 3. Total Enrollment in Medical School by Sex, 2020-2025**

Academic Year	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2020-2025 Percent Change
Men	45,587	45,036	44,509	44,294	44,661	-2.0%
Women	48,478	50,291	51,845	53,375	54,705	12.8%
Total enrollment	94,068	95,340	96,385	97,797	99,562	5.8%

*Note.* Adapted from the Association of American Medical Colleges (AAMC) FACTS: Table B-1.2. Total enrollment by U.S. MD-granting medical school and sex, 2020-2021 through 2024-2025, by the AAMC, 2024

(<https://www.aamc.org/data-reports/students-residents/data/facts-enrollment-graduates-and-md-phd>). To reflect changes in how data are collected and in what data are collected, the AAMC may from time to time modify FACTS tables. The current tables reflect the most recent available data for each year. Students who declined to report sex are only reflected in total enrollment. Therefore, the sum for men and women may not equal the counts shown in the total enrollment row.



## Nursing

Nursing is the nation's largest health care profession, with more than four million registered nurses (RNs), licensed practical/vocational nurses (LPNs), and advanced practice registered nurses (APRNs) in the workforce in 2024. The nursing workforce increased by 8.4% over the past five years (Table 4). Over that period, the number of APRNs, particularly nurse practitioners (NPs), grew faster than the number of RNs. The number of LPNs declined by 6.0% over the past five years.

**Table 4. Enumeration of Nursing Workforce, 2020-2024**

Nurse Type	2020	2021	2022	2023	2024	2020-2024 Percent Change
Registered nurses <sup>a</sup>	3,001,270	3,047,530	3,072,700	3,175,390	3,282,010	9.4%
Licensed practical/vocational nurses	672,710	641,240	632,020	630,250	632,430	-6.0%
Advanced practice registered nurses						
Nurse practitioners	221,890	234,690	258,230	280,140	307,390	38.5%
Nurse anesthetists	44,500	43,950	46,540	47,810	50,350	13.1%
Nurse midwives	7,080	7,750	7,950	6,960	8,280	16.9%
Nursing workforce total	3,947,450	3,975,160	4,017,440	4,140,550	4,280,460	8.4%

*Note.* Adapted from the *Occupational Employment and Wage Statistics (OEWS)*, by the U.S. Bureau of Labor Statistics, various years (<https://www.bls.gov/oes/tables.htm>). Does not include self-employed nurses. Beginning with the May 2021 release, OEWS estimates were produced by a model-based estimation method using three years of OEWS data (MB3). For consistency, the data for 2020 presented here are produced using the same methodology and can be downloaded at <https://www.bls.gov/oes/oes-mb3-methods.htm>. <sup>a</sup> Includes Clinical Nurse Specialists.

Compared to the U.S. population, a greater percentage of nurses are non-Hispanic Black or African American (14% compared to 12%) and non-Hispanic Asian (9% compared to 6%). These numbers vary considerably by type of nurse, with LPNs having the highest percentages of Hispanics (13.5%) and non-Hispanic Black or African Americans (26%). See Table 5.

**Table 5. Nursing Workforce by Race/Ethnicity**

Nurse Type	Hispanic	White (non-Hispanic)	Black or African American (Non-Hispanic)	Asian (Non-Hispanic)	Other or Multiple Races (non-Hispanic)
Nursing workforce	9.4%	64.4%	13.6%	8.7%	3.9%
Registered nurses <sup>a</sup>	9.0%	65.8%	11.9%	9.5%	3.9%
Licensed practical/vocational nurses	13.5%	51.0%	26.1%	5.2%	4.3%
Advanced practice registered nurses	6.8%	75.3%	8.0%	6.4%	3.6%
U.S. population	19.0%	58.2%	12.0%	5.7%	5.1%

*Note.* Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). Numbers may not add to 100% due to rounding. Due to limited sample sizes, American Indian or Alaska Natives and Native Hawaiian and Other Pacific Islanders are included in "Other or Multiple Races." <sup>a</sup> Includes Clinical Nurse Specialists.

The majority of nurses of all types are women (Table 6). In fact, 88% of the nursing workforce is female, compared with 50.5% of the overall U.S. population.

**Table 6. Nursing Workforce by Sex**

Nurse Type	Male	Female
Nursing workforce	12.3%	87.7%
Registered nurses <sup>a</sup>	12.1%	87.9%
Licensed practical/vocational nurses	11.4%	88.6%
Advanced practice registered nurses	16.0%	84.0%
U.S. population	49.5%	50.5%

*Note.* Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). <sup>a</sup> Includes Clinical Nurse Specialists.

The average age of RNs in the United States is 43.3 years old, compared to 44.2 years old for APRNs and 43.5 years old for LPNs (Table 7). Overall, 43% of the nursing workforce is under the age of 40.

**Table 7. Nursing Workforce, Average Age and Age Distribution**

Nurse Type	Average Age	Less than 30 Years Old	30 to 39 Years Old	40 to 49 Years Old	50 to 59 Years Old	60 Years and Older
Nursing workforce	43.4	16.7%	26.6%	23.2%	19.6%	13.8%
Registered nurses <sup>a</sup>	43.3	17.4%	26.4%	22.8%	19.6%	13.8%
Licensed practical/vocational nurses	43.5	18.8%	23.1%	22.9%	20.3%	14.9%
Advanced practice registered nurses	44.2	5.2%	35.8%	28.5%	18.5%	12.0%
U.S. population	39.3	38.0%	13.6%	12.4%	12.6%	23.3%

*Note.* Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). Numbers may not add to 100% due to rounding. <sup>a</sup> Includes Clinical Nurse Specialists.

Nurses work in several roles in the U.S. health care system, ranging from administration and education to a variety of patient care roles. According to the 2022 National Sample Survey of Registered Nurses (NSSRN), approximately 85% of RNs (including APRNs) had patient care responsibilities as of 2021 (HRSA, 2024). RNs with patient care responsibilities work in a variety of settings and specialties (Table 8).

**Table 8. Clinical Specialties of Registered Nurses, Including Advanced Practice Registered Nurses, 2021**

Clinical Specialty	Count of RNs	Percentage
General medical surgical	399,864	13.7%
Surgery (pre-op, post-op, PACU, anesthesia)	302,775	10.3%
Critical care or intensive care	302,463	10.3%
Emergency or trauma care	224,047	7.7%
Ambulatory care – primary care	182,927	6.2%
Cardiac or cardiovascular care	177,117	6.0%
Home health or hospice	160,647	5.5%
Labor and delivery or neonatal care	130,785	4.5%
Psychiatric or mental health	126,175	4.3%
Ambulatory care – specialty	125,365	4.3%
Oncology	106,370	3.6%
School health service (K-12 or post-secondary)	84,304	2.9%
Obstetrics and gynecology	65,790	2.2%
Community or public health	64,403	2.2%
Rehabilitation	63,829	2.2%
Renal or dialysis	57,520	2.0%
Chronic care	52,419	1.8%
Gastrointestinal	36,047	1.2%
Neurological	33,803	1.2%
Orthopedics	33,737	1.2%
Infectious or communicable disease	19,705	0.7%
Pulmonary or respiratory	16,445	0.6%
Occupational health	15,422	0.5%
Substance use disorder	14,571	0.5%
Other	132,141	4.5%

*Note.* Adapted from the *National Center for Health Workforce Analysis (NCHWA) nursing workforce dashboard*, by the Health Resources and Services Administration, 2022 (<https://data.hrsa.gov/topics/health-workforce/nursing-workforce-dashboards>).

The National Center for Health Workforce Analysis (NCHWA) projects a 3% shortage of RNs nationwide and an 11% shortage in nonmetro areas in 2038 (HRSA, 2025). The demand for LPNs is projected to grow faster than supply between 2023 and 2038, resulting in a projected shortage of 245,950 LPN FTEs (a 30% shortage) in 2038 (HRSA, 2025).

A strong pipeline of new graduates is crucial to ensuring the future of the nursing profession. The number of candidates taking the National Council Licensure Examination for RNs (NCLEX-RN), the national licensure examination for RNs, declined in 2024 (from 359,201 in 2023 to 317,867) after increasing each year between 2020 and 2023 (Table 9). While pass rates declined from 2020 to 2022, they increased in both 2023 and 2024. Additionally, the number of

newly licensed RNs increased from 182,599 in 2020 to 250,264 in 2023 but decreased to 232,908 in 2024.

According to the American Association of Colleges of Nursing (AACN), most individuals enter the nursing profession with a Bachelor of Science in Nursing (BSN) degree. According to the latest AACN survey, enrollment in entry-level BSN programs increased by 0.6% in 2023 and 4.9% in 2024, after declining in 2022 for the first time in more than 20 years (AACN, 2024).

**Table 9. National Council Licensure Examination for Registered Nurses (NCLEX-RN) Candidates and Pass Rates, 2020-2024**

Candidate Type	2020	2021	2022	2023	2024
First-time U.S. educated	177,394	185,056	187,990	186,374	186,760
Repeat U.S. educated	44,983	55,205	69,718	58,675	32,030
First-time international	11,900	18,524	35,090	66,008	58,995
Repeat international	18,110	20,074	28,813	48,144	40,082
Total	252,387	278,859	321,611	359,201	317,867
Overall pass rates	72.3%	68.9%	63.4%	69.7%	73.3%
Estimated number of newly licensed RNs	182,599	192,007	203,902	250,264	232,908

*Note.* Adapted from the *Nurse licensure & NCLEX exam statistics*, by the National Council of State Boards of Nursing, various years (<https://www.ncsbn.org/exams/exam-statistics-and-publications/nurse-licensure-and-nclex-exam-statistics.page>).

The estimates of the number of candidates passing the National Council Licensure Examination for Practical Nurses (NCLEX-PN) and obtaining their LPN license increased by 14.4% from 2020 to 2024. Although, the increase in candidates taking the exam over this period was only 2.6%, pass rates increased by more than eight percentage points. (Table 10).

**Table 10. National Council Licensure Examination for Practical Nurses (NCLEX-PN) Candidates and Pass Rates, 2020-2024**

Candidate Type	2020	2021	2022	2023	2024
First-time U.S. educated	45,656	46,353	47,636	47,548	50,570
Repeat U.S. educated	14,622	17,423	17,689	17,206	11,779
First-time international	560	435	407	410	395
Repeat international	711	661	562	515	406
Total	61,549	64,872	66,294	65,679	63,150
Overall pass rates	70.9%	66.9%	67.5%	74.5%	79.1%
Estimated number of newly licensed LPNs	43,631	43,414	44,718	48,954	49,933

*Note.* Adapted from the *Nurse licensure & NCLEX exam statistics*, by the National Council of State Boards of Nursing, various years (<https://www.ncsbn.org/exams/exam-statistics-and-publications/nurse-licensure-and-nclex-exam-statistics.page>).

## Oral Health

The nation's oral health workforce, comprised of dentists, dental hygienists, and dental assistants, totaled 758,446 workers in 2023, up from 748,217 in 2019 (Table 11). Overall, the number of dentists increased by 1.8% over the past five years. Although the number of dental hygienists and dental assistants declined in 2020 and 2021, they increased in 2022 and 2023.

**Table 11. Enumeration of the Oral Health Workforce, 2019-2023**

Provider Type	2019	2020	2021	2022	2023	2019-2023 Percent Change
All dentists <sup>a</sup>	201,387	202,241	204,013	205,048	204,958	1.8%
General dentists	157,252	157,446	158,386	158,919	158,385	0.7%
Orthodontists	10,508	10,592	10,660	10,662	10,662	1.5%
Pediatric dentists	8,183	8,475	8,730	8,945	9,152	11.8%
Oral surgeons	7,171	7,200	7,156	7,149	7,190	0.3%
Periodontists	5,664	5,629	5,596	5,528	5,500	-2.9%
Endodontists	5,609	5,651	5,655	5,663	5,692	1.5%
Other dentists	7,000	7,248	7,830	8,182	8,377	19.7%
Dental hygienists <sup>b</sup>	202,927	198,941	198,259	206,090	213,494	5.2%
Dental assistants <sup>b</sup>	343,903	318,309	311,695	336,444	339,994	-1.1%
Oral health workforce total	748,217	719,491	713,967	747,582	758,446	1.4%

<sup>a</sup> Adapted from the *American Dental Association's (ADA) Year-End Master File*, by the ADA, various years. Includes active dentists located in the 50 states, Washington, DC, Puerto Rico, and Guam, as well as overseas military personnel. Licensed dentists over the age of 80 are excluded to account for dentists who have retired but still have an active license. <sup>b</sup> Adapted from the national- and person-level files from the *American Community Survey 1-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/1-Year/>).

Overall, compared to the U.S. population, a greater percentage of dentists are non-Hispanic White (66% compared to 58%) and non-Hispanic Asian (20% compared to 6%) (Table 12). While the share of dentists and hygienists who are Hispanic is lower than in the overall population, the share of dental assistants who are Hispanic is higher (29% compared to 19%).

**Table 12. Oral Health Workforce by Race/Ethnicity**

Provider Type	Hispanic	White (Non-Hispanic)	Black or African American (Non-Hispanic)	Asian (Non-Hispanic)	Other or Multiple Races (Non-Hispanic)
Oral health workforce	18.4%	62.8%	5.5%	9.3%	4.0%
Dentists	7.4%	65.8%	4.2%	19.6%	3.0%
Dental hygienists	10.7%	75.9%	4.1%	5.5%	3.8%
Dental assistants	29.2%	53.3%	7.0%	6.0%	4.5%
U.S. population	19.0%	58.2%	12.0%	5.7%	5.1%

*Note.* Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). Numbers may not add to 100% due to rounding. Due to limited sample sizes, American Indian or Alaska Natives and Native Hawaiian and Other Pacific Islanders are included in "Other or Multiple Races."

The majority (66%) of dentists are male (Table 13). However, according to the American Dental Association (ADA), the share of dentists who are female has grown in recent years, increasing from 24% in 2010 to 38.5% in 2024 (ADA, 2024). In contrast, most dental hygienists and dental assistants are women (94% and 93%, respectively).

**Table 13. Oral Health Workforce by Sex**

Provider Type	Male	Female
Oral health workforce	21.5%	78.5%
Dentists	65.8%	34.2%
Dental hygienists	6.0%	94.0%
Dental assistants	6.7%	93.3%
U.S. population	49.5%	50.5%

*Note.* Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>).

The average age of dentists in the United States is 48.3 years old, compared to 42.5 years old for hygienists and 37.1 years old for dental assistants (Table 14).



**Table 14. Oral Health Workforce, Average Age and Age Distribution**

Provider Type	Average Age	Less than 30 Years Old	30 to 39 Years Old	40 to 49 Years Old	50 to 59 Years Old	60 Years and Older
Oral health workforce	41.5	23.6%	26.4%	20.4%	16.6%	13.0%
Dentists	48.3	5.9%	27.0%	22.6%	19.3%	25.3%
Dental hygienists	42.5	17.8%	28.3%	22.6%	19.5%	11.7%
Dental assistants	37.1	36.8%	24.9%	17.9%	13.4%	7.0%

Note. Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). Numbers may not add to 100% due to rounding.

NCHWA projects shortages for all dentists (17,590 FTEs) and dental hygienists (33,220 FTEs) (Table 15). Supply adequacy varies considerably by provider type.

**Table 15. Projected Surplus or Shortage for Selected Oral Health Occupations and Specialties, 2038**

Provider Type	Surplus or (Shortage)	Percent Adequacy
All dentists	(17,590)	92%
Endodontists	(440)	93%
General dentists	(19,860)	88%
Oral surgeons	(660)	91%
Orthodontists	870	109%
Other dentists	620	113%
Pediatric dentists	2,740	132%
Periodontists	(860)	85%
Dental hygienists	(33,220)	83%

Note. Adapted from the *National Center for Health Workforce Analysis (NCHWA)'s Workforce projections*, by the Health Resources and Services Administration, 2025 (<https://data.hrsa.gov/topics/health-workforce/workforce-projections>). Demand and supply estimates and projections are in full-time equivalents (FTEs), defined as working 40 hours a week. FTE estimates may differ from estimates of the head counts of the health workforce. Percent adequacy is calculated as projected supply divided by projected demand.

The number of graduates from predoctoral dental programs increased by 4.0% between 2020 and 2024, while graduates from advanced dental programs declined by 0.5%. The number of individuals graduating from dental hygiene programs increased by 10.5% over this period. In contrast, graduates from dental assistant programs declined by 11.7% between 2020 and 2024 (Table 16).

**Table 16. Graduates from Dental Programs, 2020-2024**

Provider Type	2020	2021	2022	2023	2024	2020-2024 Percent Change
Predoctoral (DDS/DMD)	6,609	6,665	6,745	6,869	6,872	4.0%
Advanced Programs	3,768	3,774	3,825	3,770	3,749	-0.5%
General dentistry <sup>a</sup>	1,955	1,966	2,006	1,968	1,887	-3.5%
Orthodontists	391	386	398	389	405	3.6%
Pediatric dentists	477	479	472	479	479	0.4%
Oral surgeons	247	249	255	252	259	4.9%
Periodontists	185	185	181	193	188	1.6%
Endodontists	210	215	222	215	222	5.7%
Other <sup>b</sup>	303	294	291	274	309	2.0%
Dental hygienists	7,002	7,325	6,857	7,132	7,739	10.5%
Dental assistants	4,003	3,943	3,720	3,721	3,536	-11.7%

*Note.* Adapted from the *Dental education program enrollment and graduates trends report: 2024-25, Table 10: Graduates of accredited dental education programs, 2020 to 2024*, by the American Dental Association, various years (<https://www.ada.org/en/resources/research/health-policy-institute/dental-education>). <sup>a</sup> Includes advanced education in general dentistry and general practice residency. <sup>b</sup> Includes students enrolled in advanced programs for dental anesthesiology, oral and maxillofacial pathology, oral and maxillofacial radiology, oral medicine, orofacial pain, prosthodontics/maxillofacial prosthetics, and dental public health.

Despite the increase in the number of dental hygienists in 2024, the 2025 Quarter One Economic Outlook and Emerging Issues in Dentistry poll by the ADA's Health Policy Institute reported that 88% of dentists find recruitment of dental hygienists to be "very" or "extremely challenging," while 72% find recruitment of dental assistants "very" or "extremely challenging" (ADA, 2025).

## Conclusion

The U.S. health care workforce faces several challenges. Burnout continues to affect workers. Current and future shortages, as well as maldistribution, make it more difficult to provide care. An aging population will require providers who are trained to handle the needs of an aging population. With the health care delivery system rapidly changing, it becomes even more important to have a well-trained and well-distributed health care workforce that can adapt to the changing needs of the population.

## Additional health care occupations

Tables 17 to 20 provide demographic information for additional health care professions, including behavioral health providers, health care diagnosing or treating practitioners, health technologists and technicians, health care support occupations, and others.

**Table 17. Selected Additional Health Care Professions by Race/Ethnicity**

Provider Type	Total	Hispanic	White (Non-Hispanic)	Black or African American (Non-Hispanic)	Asian (Non-Hispanic)	Native Hawaiian and Other Pacific Islander	American Indian or Alaska Native	Other or Multiple Races
Behavioral health providers								
Psychologists <sup>a</sup>	104,012	7.3%	79.2%	5.1%	4.6%	**	0.1%	3.6%
Counselors <sup>b</sup>								
Substance abuse and behavioral disorder counselors	108,587	16.8%	57.2%	17.4%	3.8%	0.1%	0.7%	4.0%
Educational, guidance, and career counselors and advisors	15,567	12.7%	58.7%	20.3%	4.2%	**	**	3.4%
Marriage and family therapists	30,566	12.2%	69.4%	9.3%	3.3%	**	0.3%	5.5%
Mental health counselors	154,019	13.9%	62.1%	16.2%	3.0%	0.2%	0.2%	4.3%
All other counselors	139,693	12.2%	60.1%	20.2%	2.7%	0.2%	0.6%	4.0%
Social workers <sup>b</sup>								
Child, family, and school social workers	24,507	17.1%	55.0%	18.7%	1.8%	0.0%	0.6%	6.8%
Health care social workers	74,861	14.7%	52.5%	24.1%	3.3%	**	0.7%	4.0%
Mental health and substance abuse social workers	30,548	12.1%	67.8%	12.4%	2.8%	0.0%	0.2%	4.7%
All other social workers	401,307	15.4%	56.6%	20.0%	3.6%	0.1%	0.4%	3.8%
Health care diagnosing and treating practitioners								
Audiologists	19,595	6.2%	81.4%	3.2%	5.3%	0.0%	0.3%	3.4%

Provider Type	Total	Hispanic	White (Non-Hispanic)	Black or African American (Non-Hispanic)	Asian (Non-Hispanic)	Native Hawaiian and Other Pacific Islander	American Indian or Alaska Native	Other or Multiple Races
Chiropractors	72,999	6.9%	80.6%	2.9%	5.7%	**	0.2%	3.8%
Dietitians and nutritionists	113,680	9.3%	68.3%	11.9%	6.6%	0.0%	0.3%	3.6%
Optometrists	48,901	4.0%	72.9%	2.5%	17.0%	0.0%	0.1%	3.5%
Pharmacists	360,604	5.6%	62.1%	7.3%	21.8%	0.1%	0.2%	3.0%
Physician assistants	163,268	9.7%	71.1%	6.0%	8.8%	0.1%	0.2%	4.2%
Podiatrists	12,623	5.7%	78.5%	4.1%	8.7%	**	**	2.8%
Therapists								
Occupational therapists	150,001	6.3%	78.1%	5.2%	7.1%	0.0%	0.1%	3.2%
Physical therapists	293,404	6.9%	72.4%	4.5%	12.4%	0.1%	0.1%	3.6%
Radiation therapists	15,406	10.6%	67.2%	9.0%	8.0%	0.0%	0.0%	5.3%
Recreational therapists	17,362	9.4%	70.7%	11.2%	4.8%	**	**	3.7%
Respiratory therapists	125,291	11.3%	64.2%	13.1%	7.1%	**	0.4%	3.7%
Speech-language pathologists	192,833	9.4%	79.5%	4.5%	3.3%	**	0.4%	2.9%
Veterinarians	102,200	5.2%	83.9%	1.5%	5.0%	**	0.1%	4.3%
Health technologists and technicians								
Clinical laboratory technologists and technicians	339,619	13.9%	52.8%	16.0%	12.5%	0.2%	0.4%	4.1%
Cardiovascular technologists and technicians	50,981	13.6%	55.0%	16.3%	10.6%	0.2%	0.5%	3.8%
EMTs and paramedics	255,428	13.0%	71.4%	7.2%	3.3%	0.1%	0.7%	4.3%
Opticians, dispensing	72,974	18.3%	65.6%	6.0%	6.3%	0.1%	0.2%	3.5%

Provider Type	Total	Hispanic	White (Non-Hispanic)	Black or African American (Non-Hispanic)	Asian (Non-Hispanic)	Native Hawaiian and Other Pacific Islander	American Indian or Alaska Native	Other or Multiple Races
Pharmacy technicians	415,480	17.2%	55.2%	13.5%	9.1%	0.2%	0.6%	4.3%
Health practitioner support technologists and technicians <sup>c</sup>	444,137	15.5%	61.1%	14.0%	3.7%	0.2%	0.4%	5.1%
Medical records specialists	196,009	13.7%	61.7%	15.1%	5.1%	0.2%	1.1%	3.0%
Health care support occupations								
Home health aides	611,488	27.0%	28.8%	30.5%	8.9%	0.1%	0.6%	4.1%
Personal care aides	1,605,977	21.7%	40.0%	24.4%	8.5%	0.5%	0.8%	4.1%
Nursing, psychiatric aides, and orderlies	1,466,833	15.4%	40.2%	34.5%	5.1%	0.2%	0.7%	4.0%
Occupational therapy assistants and aides	57,878	12.9%	64.7%	14.1%	4.2%	**	0.4%	3.5%
Physical therapist assistants and aides	127,417	11.6%	70.7%	6.5%	7.1%	0.1%	0.4%	3.5%
Massage therapists	197,507	13.3%	63.8%	7.7%	10.1%	0.1%	0.2%	4.7%
Medical assistants	634,921	29.5%	46.5%	14.5%	5.2%	0.2%	0.5%	3.7%
Pharmacy aides	37,559	23.5%	45.1%	15.0%	11.1%	0.2%	0.4%	4.7%
Veterinary assistants and laboratory animal caretakers	78,878	16.1%	72.2%	4.1%	2.7%	**	0.2%	4.7%
Phlebotomists	132,335	20.2%	45.9%	22.5%	6.3%	0.1%	0.7%	4.4%
Medical transcriptionists	51,528	12.0%	63.7%	7.9%	12.4%	**	0.2%	3.8%
Other occupations								

Provider Type	Total	Hispanic	White (Non-Hispanic)	Black or African American (Non-Hispanic)	Asian (Non-Hispanic)	Native Hawaiian and Other Pacific Islander	American Indian or Alaska Native	Other or Multiple Races
Community health workers: other community and social service specialists <sup>d</sup>	116,704	19.7%	50.4%	18.9%	4.8%	0.1%	1.2%	4.9%
U.S. population	332,387,543	19.0%	58.2%	12.0%	5.7%	0.2%	0.5%	4.4%

*Note.* Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). Numbers may not add to 100% due to rounding.

<sup>a</sup> Limited to psychologists with doctoral-level education attainment. The total count for psychologists, regardless of degree level, is 254,657. <sup>b</sup> Limited to practitioners employed in a medical setting, defined as employed in NAICS sector 62 (health care and social assistance), excluding NAICS 6242 (community food and housing, and emergency services), 6243 (vocational rehabilitation services), and 6244 (child day care services). <sup>c</sup> Includes dietetic technicians, psychiatric technicians, surgical technologists, veterinary technologists and technicians, and ophthalmic medical technicians. <sup>d</sup> The variable name has changed from “other community and social service specialists including community health workers” to “other community and social service specialists” in the 2019-2023 PUMS. \*\* Data withheld due to a high standard error.



**Table 18. Selected Additional Health Care Professions by Sex**

Provider Type	Total	Male	Female
Behavioral health providers			
Psychologists <sup>a</sup>	104,012	32.0%	68.0%
Counselors <sup>b</sup>			
Substance abuse and behavioral disorder counselors	108,587	26.0%	74.0%
Educational, guidance, and career counselors and advisors	15,567	25.9%	74.1%
Marriage and family therapists	30,566	20.1%	79.9%
Mental health counselors	154,019	22.3%	77.7%
All other counselors	139,693	27.5%	72.5%
Social workers <sup>b</sup>			
Child, family, and school social workers	24,507	17.2%	82.8%
Health care social workers	74,861	20.8%	79.2%
Mental health and substance abuse social workers	30,548	17.2%	82.8%
All other social workers	401,307	15.9%	84.1%
Health care diagnosing and treating practitioners			
Audiologists	19,595	14.5%	85.5%
Chiropractors	72,999	69.2%	30.8%
Dietitians and nutritionists	113,680	10.3%	89.7%
Optometrists	48,901	51.5%	48.5%
Pharmacists	360,604	40.1%	59.9%
Physician assistants	163,268	33.7%	66.3%
Podiatrists	12,623	72.9%	27.1%
Therapists			
Occupational therapists	150,001	10.9%	89.1%
Physical therapists	293,404	35.4%	64.6%
Radiation therapists	15,406	28.1%	71.9%
Recreational therapists	17,362	18.6%	81.4%
Respiratory therapists	125,291	34.4%	65.6%
Speech-language pathologists	192,833	4.7%	95.3%
Veterinarians	102,200	34.7%	65.3%
Health technologists and technicians			
Clinical laboratory technologists and technicians	339,619	28.7%	71.3%
Cardiovascular technologists and technicians	50,981	42.3%	57.7%
EMTs and paramedics	255,428	64.2%	35.8%
Opticians, dispensing	72,974	27.0%	73.0%
Pharmacy technicians	415,480	22.5%	77.5%

Provider Type	Total	Male	Female
Health practitioner support technologists and technicians <sup>c</sup>	444,137	20.1%	79.9%
Medical records specialists	196,009	10.5%	89.5%
Health care support occupations			
Home health aides	611,488	12.6%	87.4%
Personal care aides	1,605,977	18.0%	82.0%
Nursing, psychiatric aides, and orderlies	1,466,833	13.2%	86.8%
Occupational therapy assistants and aides	57,878	16.6%	83.4%
Physical therapist assistants and aides	127,417	31.7%	68.3%
Massage therapists	197,507	20.3%	79.7%
Medical assistants	634,921	9.8%	90.2%
Pharmacy aides	37,559	23.4%	76.6%
Veterinary assistants and laboratory animal caretakers	78,878	15.1%	84.9%
Phlebotomists	132,335	15.2%	84.8%
Medical transcriptionists	51,528	19.3%	80.7%
Other occupations			
Community health workers: other community and social service specialists <sup>d</sup>	116,704	29.2%	70.8%

Note. Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). Numbers may not add to 100% due to rounding. <sup>a</sup> Limited to psychologists with doctoral-level education attainment. The total count for psychologists, regardless of degree level, is 254,657. <sup>b</sup> Limited to practitioners employed in a medical setting, defined as employed in NAICS sector 62 (health care and social assistance), excluding NAICS 6242 (community food and housing, and emergency services), 6243 (vocational rehabilitation services), and 6244 (child day care services). <sup>c</sup> Includes dietetic technicians, psychiatric technicians, surgical technologists, veterinary technologists and technicians, and ophthalmic medical technicians. <sup>d</sup> The variable name has changed from “other community and social service specialists including community health workers” to “other community and social service specialists” in the 2019-2023 PUMS. \*\* Data withheld due to a high standard error.

**Table 19. Selected Additional Health Care Professions by Age**

Provider Type	Total	Less than 30 Years Old	30 to 39 Years Old	40 to 49 Years Old	50 to 59 Years Old	60 Years and Older
Behavioral health providers						
Psychologists <sup>a</sup>	104,012	2.3%	23.7%	23.1%	18.3%	32.6%
Counselors <sup>b</sup>						
Substance abuse and behavioral disorder counselors	108,587	30.3%	27.6%	17.6%	13.7%	10.7%
Educational, guidance, and career counselors and advisors	15,567	22.7%	22.4%	24.6%	14.3%	16.0%
Marriage and family therapists	30,566	14.6%	28.9%	20.8%	15.6%	20.1%
Mental health counselors	154,019	20.0%	30.2%	22.0%	15.2%	12.6%
All other counselors	139,693	19.0%	24.3%	19.1%	18.3%	19.4%
Social workers <sup>b</sup>						
Child, family, and school social workers	24,507	23.9%	30.7%	20.4%	14.1%	10.9%
Health care social workers	74,861	14.9%	25.2%	23.2%	21.7%	14.9%
Mental health and substance abuse social workers	30,548	12.6%	24.7%	21.0%	17.0%	24.7%
All other social workers	401,307	19.7%	28.1%	23.2%	16.8%	12.3%
Health care diagnosing and treating practitioners						
Audiologists	19,595	14.0%	28.3%	24.5%	21.0%	12.2%
Chiropractors	72,999	8.5%	24.9%	23.2%	23.2%	20.1%
Dietitians and nutritionists	113,680	21.0%	27.2%	20.4%	16.8%	14.6%
Optometrists	48,901	8.8%	28.8%	22.9%	19.7%	19.9%
Pharmacists	360,604	17.1%	32.6%	23.1%	16.1%	11.1%
Physician assistants	163,268	20.0%	38.9%	22.3%	11.6%	7.1%
Podiatrists	12,623	4.0%	24.1%	23.0%	21.1%	27.8%
Therapists						

Provider Type	Total	Less than 30 Years Old	30 to 39 Years Old	40 to 49 Years Old	50 to 59 Years Old	60 Years and Older
Occupational therapists	150,001	20.9%	31.2%	23.3%	16.3%	8.4%
Physical therapists	293,404	16.9%	30.8%	24.9%	18.4%	8.9%
Radiation therapists	15,406	14.5%	33.4%	24.7%	18.6%	8.8%
Recreational therapists	17,362	30.4%	22.4%	17.1%	16.6%	13.5%
Respiratory therapists	125,291	13.6%	26.3%	23.6%	21.8%	14.6%
Speech-language pathologists	192,833	21.3%	30.7%	23.3%	15.4%	9.4%
Veterinarians	102,200	10.3%	31.9%	23.1%	16.9%	17.8%
Health technologists and technicians						
Clinical laboratory technologists and technicians	339,619	26.3%	22.5%	18.0%	18.4%	14.7%
Cardiovascular technologists and technicians	50,981	19.1%	24.5%	22.5%	19.4%	14.6%
EMTs and paramedics	255,428	39.5%	27.6%	17.1%	11.1%	4.7%
Opticians, dispensing	72,974	21.9%	24.0%	17.5%	18.7%	17.9%
Pharmacy technicians	415,480	37.9%	26.2%	16.7%	12.6%	6.7%
Health practitioner support technologists and technicians <sup>c</sup>	444,137	41.0%	26.0%	15.4%	11.6%	6.0%
Medical records specialists	196,009	11.3%	20.8%	24.5%	25.1%	18.3%
Health care support occupations						
Home health aides	611,488	15.6%	17.2%	20.8%	24.6%	21.8%
Personal care aides	1,605,977	21.1%	17.3%	18.3%	21.8%	21.6%
Nursing, psychiatric aides, and orderlies	1,466,833	33.2%	21.2%	18.1%	17.0%	10.6%
Occupational therapy assistants and aides	57,878	24.1%	26.7%	21.0%	19.3%	9.0%
Physical therapist assistants and aides	127,417	35.2%	24.6%	17.9%	15.4%	6.9%
Massage therapists	197,507	14.2%	26.0%	26.1%	20.1%	13.5%
Medical assistants	634,921	35.0%	28.3%	18.6%	12.4%	5.6%
Pharmacy aides	37,559	40.5%	25.0%	16.7%	9.7%	8.0%

Provider Type	Total	Less than 30 Years Old	30 to 39 Years Old	40 to 49 Years Old	50 to 59 Years Old	60 Years and Older
Veterinary assistants and laboratory animal caretakers	78,878	60.0%	22.6%	8.2%	5.3%	4.0%
Phlebotomists	132,335	30.7%	25.3%	20.3%	16.0%	7.6%
Medical transcriptionists	51,528	56.4%	11.6%	6.9%	11.4%	13.7%
Other occupations						
Community health workers: other community and social service specialists <sup>d</sup>	116,704	24.0%	26.2%	21.1%	16.0%	12.7%

Note. Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). Numbers may not add to 100% due to rounding.

<sup>a</sup> Limited to psychologists with doctoral-level education attainment. The total count for psychologists, regardless of degree level, is 254,657. <sup>b</sup> Limited to practitioners employed in a medical setting, defined as employed in NAICS sector 62 (health care and social assistance), excluding NAICS 6242 (community food and housing, and emergency services), 6243 (vocational rehabilitation services), and 6244 (child day care services). <sup>c</sup> Includes dietetic technicians, psychiatric technicians, surgical technologists, veterinary technologists and technicians, and ophthalmic medical technicians. <sup>d</sup> The variable name has changed from “other community and social service specialists including community health workers” to “other community and social service specialists” in the 2019-2023 PUMS. \*\* Data withheld due to a high standard error.

**Table 20. Selected Additional Health Care Professions by Employment Setting**

Provider Type	Total	Hospital	Ambulatory	Residential – Long Term Care	Other
Behavioral health providers					
Psychologists <sup>a</sup>	104,012	14.0%	57.9%	0.5%	27.5%
Counselors <sup>b</sup>					
Substance abuse and behavioral disorder counselors	108,587	7.3%	67.1%	9.2%	16.4%
Educational, guidance, and career counselors and advisors	15,567	6.2%	16.3%	13.2%	64.4%
Marriage and family therapists	30,566	2.9%	34.1%	2.7%	60.2%
Mental health counselors	154,019	8.8%	68.3%	3.0%	19.9%
All other counselors	139,693	6.3%	23.4%	10.2%	60.2%
Social workers <sup>b</sup>					
Child, family, and school social workers	24,507	1.9%	5.8%	7.1%	85.2%
Health care social workers	74,861	13.2%	12.1%	26.5%	48.1%
Mental health and substance abuse social workers	30,548	19.3%	52.9%	3.3%	24.5%
All other social workers	401,307	16.7%	18.9%	7.9%	56.5%
Health care diagnosing and treating practitioners					
Audiologists	19,595	28.2%	43.3%	**	28.1%
Chiropractors	72,999	0.5%	96.6%	0.2%	2.6%
Dietitians and nutritionists	113,680	32.7%	21.4%	10.9%	35.0%
Optometrists	48,901	3.3%	86.9%	**	9.7%
Pharmacists	360,604	29.6%	3.2%	0.3%	66.9%
Physician assistants	163,268	43.0%	45.7%	0.4%	10.8%
Podiatrists	12,623	16.1%	79.0%	**	4.6%
Therapists					
Occupational therapists	150,001	26.4%	37.7%	12.1%	23.8%

Provider Type	Total	Hospital	Ambulatory	Residential – Long Term Care	Other
Physical therapists	293,404	25.9%	56.9%	7.4%	9.8%
Radiation therapists	15,406	66.3%	26.3%	0.0%	7.4%
Recreational therapists	17,362	25.6%	13.8%	36.9%	23.7%
Respiratory therapists	125,291	84.5%	5.9%	2.7%	6.9%
Speech-language pathologists	192,833	11.4%	29.9%	5.2%	53.4%
Veterinarians	102,200	0.4%	0.1%	**	99.5%
Health technologists and technicians					
Clinical laboratory technologists and technicians	339,619	49.6%	12.7%	4.3%	33.4%
Cardiovascular technologists and technicians	50,981	69.7%	19.4%	0.4%	10.5%
EMTs and paramedics	255,428	20.1%	5.6%	0.4%	73.9%
Opticians, dispensing	72,974	1.5%	39.8%	0.1%	58.6%
Pharmacy technicians	415,480	16.8%	2.2%	0.3%	80.7%
Health practitioner support technologists and technicians <sup>c</sup>	444,137	25.3%	20.6%	8.2%	45.9%
Medical records specialists	196,009	40.2%	24.6%	4.7%	30.5%
Health care support occupations					
Home health aides	611,488	0.5%	78.9%	2.5%	18.2%
Personal care aides	1,605,977	1.6%	23.5%	18.0%	56.9%
Nursing, psychiatric aides, and orderlies	1,466,833	30.2%	15.7%	41.3%	12.7%
Occupational therapy assistants and aides	57,878	12.4%	42.9%	27.1%	17.7%
Physical therapist assistants and aides	127,417	16.9%	63.1%	14.0%	5.9%
Massage therapists	197,507	0.8%	8.2%	0.2%	90.8%
Medical assistants	634,921	25.6%	61.3%	1.5%	11.5%
Pharmacy aides	37,559	12.5%	3.0%	**	84.2%
Veterinary assistants and laboratory animal caretakers	78,878	0.4%	**	**	99.6%
Phlebotomists	132,335	43.9%	11.4%	0.6%	44.1%



Provider Type	Total	Hospital	Ambulatory	Residential – Long Term Care	Other
Medical transcriptionists	51,528	25.8%	33.0%	0.3%	40.9%
Other occupations					
Community health workers: other community and social service specialists <sup>d</sup>	116,704	8.4%	6.8%	1.1%	83.6%

*Note.* Adapted from the national- and person-level files from the *American Community Survey 5-Year Public Use Microdata Sample (PUMS)*, by the U.S. Census Bureau, 2019-2023 (<https://www2.census.gov/programs-surveys/acs/data/pums/2023/5-Year/>). Numbers may not add to 100% due to rounding.

<sup>a</sup> Limited to psychologists with doctoral-level education attainment. The total count for psychologists, regardless of degree level, is 254,657. <sup>b</sup> Limited to practitioners employed in a medical setting, defined as employed in NAICS sector 62 (health care and social assistance), excluding NAICS 6242 (community food and housing, and emergency services), 6243 (vocational rehabilitation services), and 6244 (child day care services). <sup>c</sup> Includes dietetic technicians, psychiatric technicians, surgical technologists, veterinary technologists and technicians, and ophthalmic medical technicians. <sup>d</sup> The variable name has changed from “other community and social service specialists including community health workers” to “other community and social service specialists” in the 2019-2023 PUMS. \*\* Data withheld due to a high standard error.

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## Appendix A

### Distribution of Patient Care Physicians Per 100,000 Population by State, 2023

State	Ratio
Alabama	199
Alaska	259
Arizona	224
Arkansas	198
California	264
Colorado	274
Connecticut	308
Delaware	233
District of Columbia	520
Florida	245
Georgia	209
Hawaii	273
Idaho	178
Illinois	254
Indiana	205
Iowa	199
Kansas	233
Kentucky	218
Louisiana	248
Maine	297
Maryland	312
Massachusetts	366
Michigan	259
Minnesota	278
Mississippi	179
Missouri	242
Montana	251
Nebraska	227
Nevada	188
New Hampshire	281
New Jersey	277
New Mexico	215
New York	309
North Carolina	229
North Dakota	222
Ohio	258
Oklahoma	185

State	Ratio
Oregon	280
Pennsylvania	280
Rhode Island	326
South Carolina	214
South Dakota	233
Tennessee	226
Texas	203
Utah	210
Vermont	345
Virginia	244
Washington	250
West Virginia	233
Wisconsin	247
Wyoming	199

*Note.* Adapted from the American Medical Association's (AMA) Physician Professional Data, 2023, and the 2023 state population estimates from the *Annual estimates of the resident population for the United States, regions, states, District of Columbia and Puerto Rico: April 1, 2020 to July 1, 2024*, by the U.S. Census Bureau, 2024 (<https://www.census.gov/data/tables/time-series/demo/popest/2020s-state-total.html>). Data includes both MDs and DOs and excludes residents. In 2023, there were 159,425 residents.