

KEY FINDING

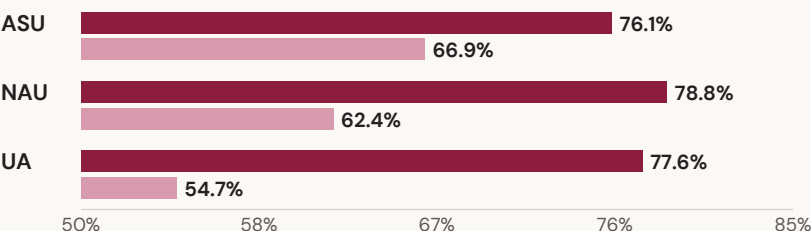
Arizona retains 77% of its public university health care graduates one year after graduation, but loses nearly a quarter by year ten — with the steepest losses at NAU and UA.

Graduate Retention by Institution

Institution	Y1	Y5	Y10	Decline
ASU	76.1%	69.4%	66.9%	−9.2 pp
NAU	78.8%	68.7%	62.4%	−16.4 pp
UA	77.6%	61.8%	54.7%	−22.9 pp

Retention: Year 1 vs Year 10

■ Y1 ■ Y10



Arizona Context

- Arizona ranks 9th nationally for health professional shortage areas
- 65% of primary care HPSAs are medically underserved
- State meets only 40% of primary care physician needs
- OEO projects +113,466 health care jobs by 2034 (2.1%/yr growth)

Source: Arizona Health Workforce Initiative, 2024; Arizona OEO, 2025

Where Graduates Work — One Year After Graduation

REGIONAL DISTRIBUTION

Health care graduates are the second-stickiest cohort in the panel: 77% are employed in Arizona one year after graduation and 80% remain in the broader Mountain region, with the remaining ~20% distributed across other regions — the Pacific region being the next largest destination. This concentration reflects Arizona's regional role in clinical training, hospital systems, and rural health employment.

WHERE DEPARTING CLINICIANS GO

Health care graduates who leave the Mountain region most often move to the Pacific region, with smaller flows to the West South Central region. This points to academic medical centers, residency capacity, and specialty career ladders in adjacent markets — a regional dynamic worth further investigation as a lever for retention strategy.

What This Means for Employers

Arizona's public universities produce health care graduates who initially stay in state at high rates, but retention erodes significantly over 5–10 years — particularly for NAU and UA graduates who may serve rural and southern Arizona communities. Strengthening employer partnerships, residency pipelines, and career advancement pathways could help retain graduates who might otherwise leave for opportunities in other states.

Alignment with Workforce Demand

HIGH GROWTH

Health Care: projected growth
OEO 2024–2034

YEAR 1: ALIGNED

Graduates stay in-state
77% retention

YEAR 10: AT RISK

Retention declines
54–67% retention

Engagement Opportunities for Industry Partners

1 Build Pipelines

Partner with universities on clinical placements and internships

2 Strengthen Roots

Support loan repayment and rural practice incentives

3 Grow Careers

Develop management pathways to retain mid-career professionals

ABOUT PSEO DATA & LIMITATIONS

PSEO (U.S. Census Bureau Postsecondary Employment Outcomes) captures only graduates with covered employment under state unemployment insurance — excluding self-employed individuals, independent contractors, federal workers, and those working outside the U.S. Industries are reported at the 2-digit NAICS level, small cells are suppressed to protect privacy, and 10-year retention is only observable for the 2004, 2007, and 2010 cohorts.

Learn more about the PSEO data ecosystem: census.gov/programs-surveys/ces/data/public-use-data/pseo.html