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# *Virginia's Respiratory Therapist Workforce: 2015*

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Healthcare Workforce Data Center

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*2,903 Respiratory Therapists voluntarily participated in this survey. Without their efforts the work of the Center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Medicine express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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## The Respiratory Therapist Workforce: At a Glance:

### The Workforce

Licensees:	4,291
Virginia's Workforce:	3,706
FTEs:	3,310

### Background

Rural Childhood:	44%
HS Degree in VA:	54%
Prof. Degree in VA:	62%

### Current Employment

Employed in Prof.:	94%
Hold 1 Full-time Job:	70%
Satisfied?:	95%

### Survey Response Rate

All Licensees:	68%
Renewing Practitioners:	84%

### Education

Associate:	80%
Bachelor's:	15%

### Job Turnover

Switched Jobs in 2015:	6%
Employed over 2 yrs:	75%

### Demographics

Female:	70%
Diversity Index:	41%
Median Age:	47

### Finances

Median Income:	\$50k-\$60k
Health Benefits:	69%
Under 40 w/ Ed debt:	55%

### Primary Roles

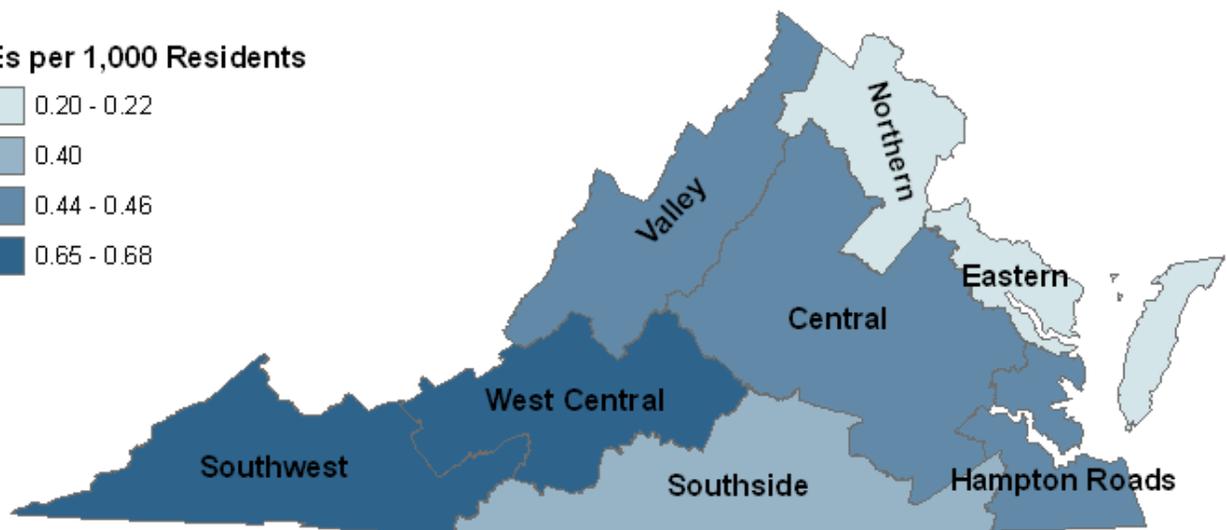
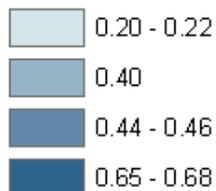
Client Care:	81%
Administration:	8%
Education:	1%

Source: Va. Healthcare Workforce Data Center

## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014  
Source: U.S. Census Bureau, Population Division



2,903 respiratory therapists (RTs) voluntarily took part in the 2015 Respiratory Therapist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every odd year on the birth month of each RT. These survey respondents represent 68% of the 4,291 respiratory therapists who are licensed in the state and 84% of renewing practitioners.

The HWDC estimates that 3,706 RTs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a RT at some point in the future. In 2015, Virginia's RT workforce provided 3,310 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

70% of all RTs are female, including three-quarters of those who are under the age of 40. In a random encounter between two RTs, there is a 41% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's RT workforce less diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities.

44% of all RTs grew up in a rural area, but only 24% of these professionals currently work in non-Metro areas of the state. Overall, 13% of Virginia's RTs work in rural areas of the state. Meanwhile, 54% of Virginia's RTs graduated from high school in Virginia, and 62% earned their initial professional degree in the state. In total, two-thirds of Virginia's RTs have some educational background in the state.

80% of all RTs hold an Associate degree as their highest professional degree, while another 15% hold a Bachelor's degree. One-third of RTs currently carry educational debt, including 55% of those under the age of 40. The median debt burden for those RT with educational debt is between \$20,000 and \$30,000.

94% of RTs are currently employed in the profession. Only 2% of Virginia's RTs were involuntarily unemployed at some point in the past year, while 4% were underemployed. At the same time, just 6% of RTs switched jobs in 2015, while three-quarters of Virginia's RT workforce have been at the same primary work location for at least two years.

The typical RT earned between \$50,000 and \$60,000 in 2015. In addition, 86% of RT who are compensated with either an hourly wage or salary at their primary work location received at least one employer-sponsored benefit, including 69% who received health insurance. 95% of all RTs are satisfied with their current employment situation, including 67% who indicate they are "very satisfied".

23% of RTs work in Central Virginia, while 22% work in Hampton Roads. Meanwhile, 51% of all RTs work in the non-profit sector, and another 40% work in the for-profit sector. 60% of Virginia's RTs are employed at the inpatient departments of general hospitals.

A typical RT spends nearly all of her time treating patients, although they also spend a small amount of time providing education to other professionals. In addition, 81% of RTs serve a client care role, meaning that at least 60% of their time is spent in client care activities. 8% of RTs also serve an administrative role, while just 1% serve an education role.

46% of all RTs expect to retire by the age of 65. Although just 6% of the current workforce expects to retire in the next two years, half of all RTs expect to retire by 2035. Over the next two years, 4% of Virginia's RTs workforce plan on leaving the state to practice elsewhere, and 4% plan on leaving the state entirely. At the same time, 12% of RTs plan on increasing patient care activities, and 28% expect to pursue additional educational opportunities.

**A Closer Look:**

Licensee Counts		
License Status	#	%
<b>Renewing Practitioners</b>	3,470	81%
<b>New Licensees</b>	239	6%
<b>Non-Renewals</b>	582	14%
<b>All Licensees</b>	4,291	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 84% of renewing RTs submitted a survey. These represent 68% of RTs who held a license at some point in 2015.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	188	183	49%
<b>30 to 34</b>	161	336	68%
<b>35 to 39</b>	180	333	65%
<b>40 to 44</b>	152	370	71%
<b>45 to 49</b>	159	422	73%
<b>50 to 54</b>	157	429	73%
<b>55 to 59</b>	161	397	71%
<b>60 and Over</b>	230	433	65%
<b>Total</b>	1,388	2,903	68%
<b>New Licenses</b>			
<b>Issued in 2015</b>	239	0	0%
<b>Metro Status</b>			
<b>Non-Metro</b>	154	438	74%
<b>Metro</b>	800	2,055	72%
<b>Not in Virginia</b>	434	410	49%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed RTs**

Number:	4,291
New:	6%
Not Renewed:	14%

**Survey Response Rates**

All Licensees:	68%
Renewing Practitioners:	84%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	2,903
<b>Response Rate, all licensees</b>	68%
<b>Response Rate, Renewals</b>	84%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted throughout 2015 on the birth month of each practitioner.
- 2. Target Population:** All RTs who held a Virginia license at some point in 2015.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some RTs newly licensed in 2015.

## At a Glance:

### Workforce

2015 RTs Workforce: 3,706  
 FTEs: 3,310

### Utilization Ratios

Licensees in VA Workforce: 86%  
 Licensees per FTE: 1.30  
 Workers per FTE: 1.12

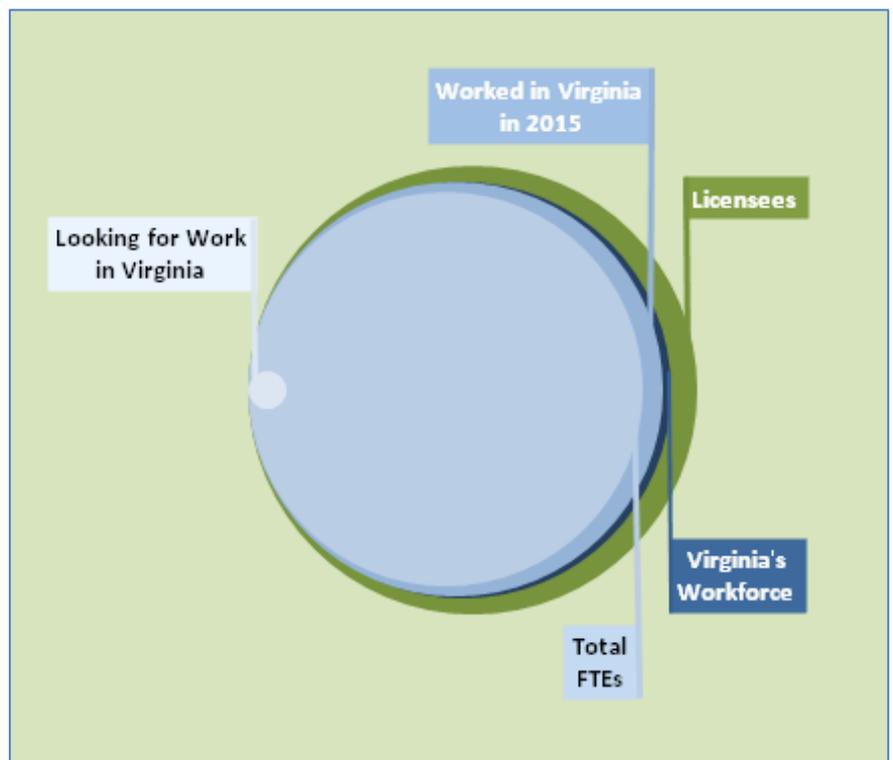
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's RTs Workforce		
Status	#	%
Worked in Virginia in Past Year	3,673	99%
Looking for Work in Virginia	32	1%
Virginia's Workforce	3,706	100%
Total FTEs	3,310	
Licensees	4,291	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:*

[www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)

**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	74	23%	251	77%	325	9%
30 to 34	111	27%	303	73%	415	11%
35 to 39	102	24%	326	76%	428	12%
40 to 44	123	28%	324	73%	446	12%
45 to 49	140	29%	346	71%	485	13%
50 to 54	155	31%	347	69%	502	14%
55 to 59	139	31%	318	70%	457	13%
60 +	238	43%	320	57%	558	15%
<b>Total</b>	<b>1,082</b>	<b>30%</b>	<b>2,534</b>	<b>70%</b>	<b>3,616</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RTs		RTs Under 40	
	%	#	%	#	%
White	63%	2,760	75%	824	70%
Black	19%	561	15%	211	18%
Asian	6%	134	4%	60	5%
Other Race	0%	59	2%	24	2%
Two or more races	2%	67	2%	23	2%
Hispanic	9%	96	3%	42	4%
<b>Total</b>	<b>100%</b>	<b>3,677</b>	<b>100%</b>	<b>1,184</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

Nearly one-third of RTs are under the age of 40, and three-quarters of these professionals are female. In addition, the diversity index among RTs who are under the age of 40 is 48%.

**At a Glance:**

**Gender**

% Female: 70%  
% Under 40 Female: 75%

**Age**

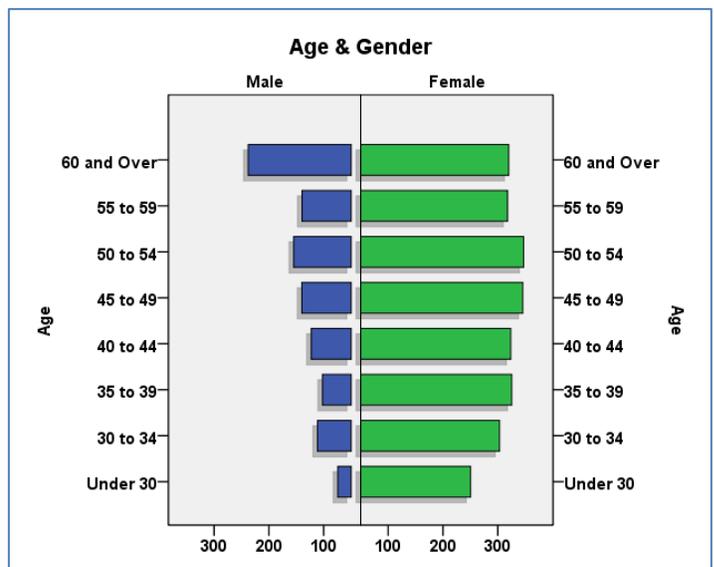
Median Age: 47  
% Under 40: 32%  
% 55+: 28%

**Diversity**

Diversity Index: 41%  
Under 40 Div. Index: 48%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RTs, there is a 41% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index. For Virginia's population as a whole, the comparable number is 55%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 16%  
Rural Childhood: 44%

### Virginia Background

HS in Virginia: 54%  
Prof. Education in VA: 62%  
HS/Prof. Educ. in VA: 67%

### Location Choice

% Rural to Non-Metro: 24%  
% Urban/Suburban to Non-Metro: 5%

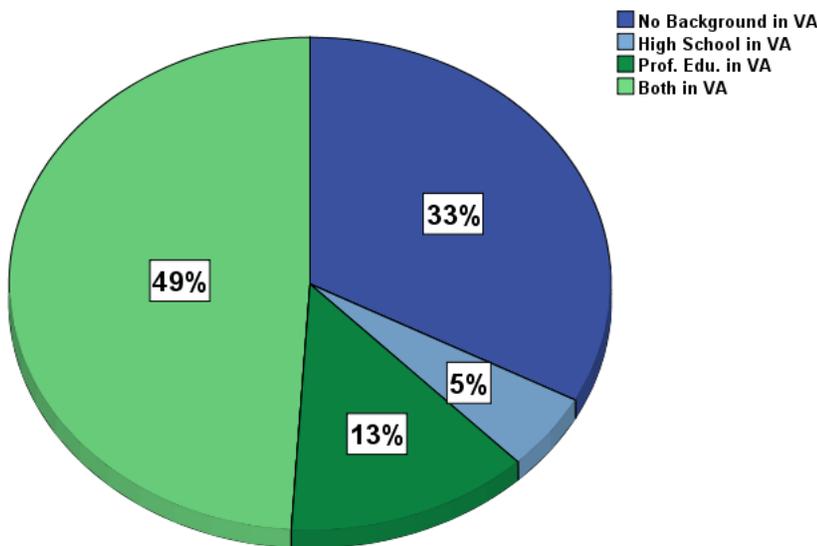
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	28%	51%	22%
2	Metro, 250,000 to 1 million	59%	31%	10%
3	Metro, 250,000 or less	58%	31%	11%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	66%	23%	11%
6	Urban pop, 2,500-19,999, Metro adj	69%	23%	9%
7	Urban pop, 2,500-19,999, nonadj	91%	6%	4%
8	Rural, Metro adj	85%	15%	
9	Rural, nonadj	81%	12%	7%
<b>Overall</b>		<b>44%</b>	<b>40%</b>	<b>16%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

44% of RTs grew up in self-described rural areas, and 24% of these professionals currently work in non-Metro counties. Overall, 13% of all RTs currently work in non-Metro counties.

## Top Ten States for Respiratory Therapist Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	1,989	Virginia	2,268
2	Outside U.S./Canada	201	Maryland	181
3	Pennsylvania	165	California	150
4	Maryland	156	Pennsylvania	100
5	New York	150	North Carolina	97
6	West Virginia	123	Florida	76
7	North Carolina	98	New York	69
8	Ohio	89	Texas	69
9	Florida	68	Ohio	60
10	California	63	West Virginia	60

Source: Va. Healthcare Workforce Data Center

*54% of licensed RTs received their high school degree in Virginia, and 62% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	392	Virginia	464
2	Outside U.S./Canada	68	Maryland	68
3	Maryland	51	North Carolina	29
4	Pennsylvania	32	California	28
5	West Virginia	23	Pennsylvania	24
6	Florida	19	Florida	21
7	California	18	Tennessee	19
8	Ohio	18	Texas	19
9	North Carolina	16	Ohio	13
10	New York	13	New Jersey	11

Source: Va. Healthcare Workforce Data Center

*Among RTs who received their license in the past five years, 49% received their high school degree in Virginia, while 58% received their initial professional degree in the state.*

*14% of licensed RTs did not participate in Virginia's workforce in 2015. 95% of these RTs worked at some point in the past year, including 89% are currently employed as RTs.*

### At a Glance:

#### Not in VA Workforce

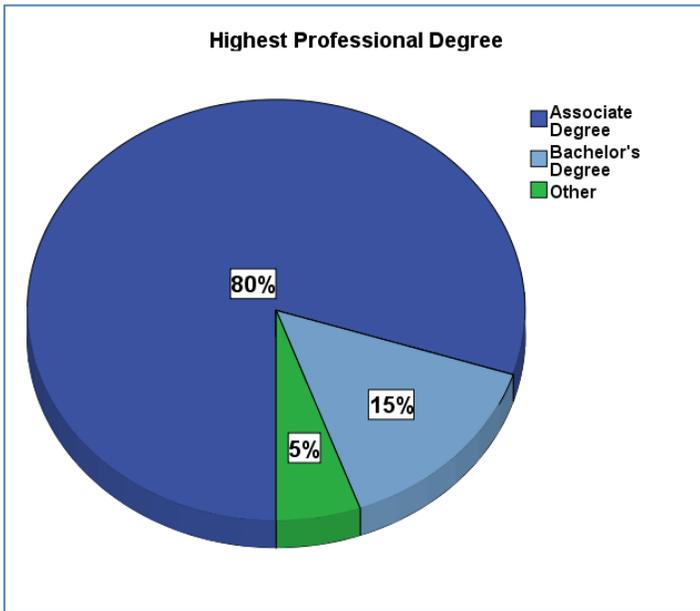
Total:	583
% of Licensees:	14%
Federal/Military:	6%
Va Border State/DC:	25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	2,809	80%
Bachelor's Degree	512	15%
Post-Graduate Certificate	130	4%
Master's Degree	56	2%
Doctoral Degree	7	0%
<b>Total</b>	<b>3,515</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

34% of RTs currently have educational debt, including 55% of those under the age of 40. For those with educational debt, the median outstanding balance on their loans is between \$20,000 and \$30,000.

## At a Glance:

**Education**  
 Associate Degree: 80%  
 Bachelor's Degree: 15%

**Educational Debt**  
 Carry debt: 34%  
 Under age 40 w/ debt: 55%  
 Median debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

80% of all RTs have an Associate Degree as their highest professional degree.

Amount Carried	All RTs		RTs Under 40	
	#	%	#	%
None	2,118	66%	465	45%
Less than \$10,000	313	10%	144	14%
\$10,000-\$19,999	219	7%	121	12%
\$20,000-\$29,999	167	5%	102	10%
\$30,000-\$39,999	112	4%	55	5%
\$40,000-\$49,999	77	2%	48	5%
\$50,000-\$59,999	50	2%	30	3%
\$60,000-\$69,999	42	1%	30	3%
\$70,000-\$79,999	25	1%	9	1%
\$80,000-\$89,999	21	1%	13	1%
\$90,000-\$99,999	23	1%	7	1%
\$100,000 or more	28	1%	11	1%
<b>Total</b>	<b>3,194</b>	<b>100%</b>	<b>1,038</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties

Critical Care:	54%
Neonatal-Pediatrics:	27%
Long-Term Care:	23%

### Top Certifications

Registered RT:	74%
Certified RT:	54%
Neonatal/Pediatric:	8%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Certifications		
Certification	#	% of Workforce
<b>Registered Respiratory Therapist (RRT)</b>	2,734	74%
<b>Certified Respiratory Therapist (CRT)</b>	2,013	54%
<b>Neonatal/Pediatric Specialty (NPS)</b>	302	8%
<b>Certified Pulmonary Function Technologist (CPFT)</b>	217	6%
<b>Registered Pulmonary Function Technologist (RPFT)</b>	92	2%
<b>Registered Polysomnographic Technologist (RPSGT)</b>	82	2%
<b>Adult Critical Care Specialty (ACCS)</b>	77	2%
<b>Certified Asthma Educator (AE-C)</b>	59	2%
<b>Sleep Disorders Specialty (SDS)</b>	10	0%
<b>Other</b>	76	2%
<b>At Least One Certification</b>	<b>3,611</b>	<b>97%</b>

Source: Va. Healthcare Workforce Data Center

## Self-Designated Specialties

Specialty	#	% of Workforce
<b>Critical Care</b>	1,990	54%
<b>Neonatal-Pediatrics</b>	996	27%
<b>Long-Term Care</b>	846	23%
<b>Home Care</b>	687	19%
<b>Education</b>	531	14%
<b>Pulmonary Diagnostics</b>	482	13%
<b>Pulmonary Rehab</b>	407	11%
<b>Polysomnography/Sleep Disorders</b>	263	7%
<b>Surface &amp; Air Transport</b>	208	6%
<b>ECMO/ECLS</b>	111	3%
<b>Case Management</b>	100	3%
<b>Other</b>	160	4%
<b>At Least One Specialty</b>	<b>2,870</b>	<b>77%</b>

Source: Va. Healthcare Workforce Data Center

*97% of all RTs have at least one certification, while 7% have at least one self-designated specialty as well. Registered Respiratory Therapists is the most common certification, while Critical Care is the most common self-designated specialty.*

## At a Glance:

### Employment

Employed in Profession: 94%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-time: 70%  
2 or More Positions: 15%

### Weekly Hours:

40 to 49: 33%  
60 or more: 5%  
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an RT-related capacity	3,456	94%
Employed, NOT in an RT-related capacity	129	4%
Not working, reason unknown	0	0%
Involuntarily unemployed	24	1%
Voluntarily unemployed	45	1%
Retired	10	0%
<b>Total</b>	<b>3,664</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*94% of Virginia's RTs are currently employed in the profession, and only 1% are involuntarily unemployed. 70% of all RTs have one full-time job, and 86% work at least 30 hours per week.*

Current Positions		
Positions	#	%
No Positions	79	2%
One Part-Time Position	478	13%
Two Part-Time Positions	100	3%
One Full-Time Position	2,536	70%
One Full-Time Position & One Part-Time Position	378	10%
Two Full-Time Positions	9	0%
More than Two Positions	49	1%
<b>Total</b>	<b>3,629</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	79	2%
1 to 9 hours	36	1%
10 to 19 hours	80	2%
20 to 29 hours	288	8%
30 to 39 hours	1,542	43%
40 to 49 hours	1,179	33%
50 to 59 hours	188	5%
60 to 69 hours	63	2%
70 to 79 hours	54	2%
80 or more hours	53	1%
<b>Total</b>	<b>3,562</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
Volunteer Work Only	24	1%
Less than \$30,000	189	7%
\$30,000-\$39,999	335	12%
\$40,000-\$49,999	654	24%
\$50,000-\$59,999	648	23%
\$60,000-\$69,999	461	17%
\$70,000-\$79,999	210	8%
\$80,000-\$89,999	133	5%
\$90,000-\$99,999	61	2%
\$100,000-\$109,999	28	1%
\$110,000-\$119,999	15	1%
\$120,000 or more	15	1%
<b>Total</b>	<b>2,773</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,405	67%
Somewhat Satisfied	1,024	28%
Somewhat Dissatisfied	132	4%
Very Dissatisfied	46	1%
<b>Total</b>	<b>3,607</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Hourly Earnings**

Median Income: \$50k-60k

**Benefits**

Health Insurance: 69%

Retirement: 66%

**Satisfaction**

Satisfied: 95%

Very Satisfied: 67%

Source: Va. Healthcare Workforce Data Center

*The typical RT earned between \$50,000 and \$60,000 in the past year. Among RTs who received either an hourly wage or salary as compensation at their primary work location, 86% also received at least one employee-sponsored benefit.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,706	78%	80%
Health Insurance	2,399	69%	69%
Dental Insurance	2,367	68%	68%
Retirement	2,295	66%	66%
Paid Sick Leave	2,287	66%	67%
Group Life Insurance	1,873	54%	55%
Signing/Retention Bonus	166	5%	5%
<b>At Least One Benefit</b>	<b>2,968</b>	<b>86%</b>	<b>86%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	62	2%
Experience Voluntary Unemployment?	127	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	150	4%
Work two or more positions at the same time?	671	18%
Switch employers or practices?	208	6%
<b>Experienced at least 1</b>	<b>1,036</b>	<b>28%</b>

Source: Va. Healthcare Workforce Data Center

*Only 2% of Virginia’s RTs were involuntary unemployed at some point in 2015. For comparison, Virginia’s average monthly unemployment rate was 4.4%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	62	2%	62	8%
<b>Less than 6 Months</b>	133	4%	94	12%
<b>6 Months to 1 Year</b>	170	5%	84	11%
<b>1 to 2 Years</b>	538	15%	153	20%
<b>3 to 5 Years</b>	718	20%	175	23%
<b>6 to 10 Years</b>	730	21%	104	13%
<b>More than 10 Years</b>	1,196	34%	103	13%
<b>Subtotal</b>	<b>3,548</b>	<b>100%</b>	<b>775</b>	<b>100%</b>
<b>Did not have location</b>	58		2,885	
<b>Item Missing</b>	99		46	
<b>Total</b>	<b>3,706</b>		<b>3,706</b>	

Source: Va. Healthcare Workforce Data Center

*86% of RTs receive an hourly wage at their primary work location, while 12% either receive a salary or work on commission.*

## At a Glance:

**Unemployment Experience**  
 Involuntarily Unemployed: 2%  
 Underemployed: 4%

**Turnover & Tenure**  
 Switched: 6%  
 New Location: 14%  
 Over 2 years: 75%  
 Over 2 yrs, 2<sup>nd</sup> location: 49%

**Employment Type**  
 Hourly Wage: 86%  
 Salary/Commission: 12%

Source: Va. Healthcare Workforce Data Center

*75% of RTs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.*

Employment Type		
Primary Work Site	#	%
<b>Hourly Wage</b>	2,331	86%
<b>Salary/Commission</b>	324	12%
<b>By Contract/Per Diem</b>	54	2%
<b>Business/Practice Income</b>	7	0%
<b>Unpaid</b>	7	0%
<b>Subtotal</b>	<b>2,723</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.9% in December to 5.1% in January.

## At a Glance:

### Concentration

Top Region:	23%
Top 3 Regions:	63%
Lowest Region:	1%

### Locations

2 or more (2015):	23%
2 or more (Now*):	21%

Source: Va. Healthcare Workforce Data Center

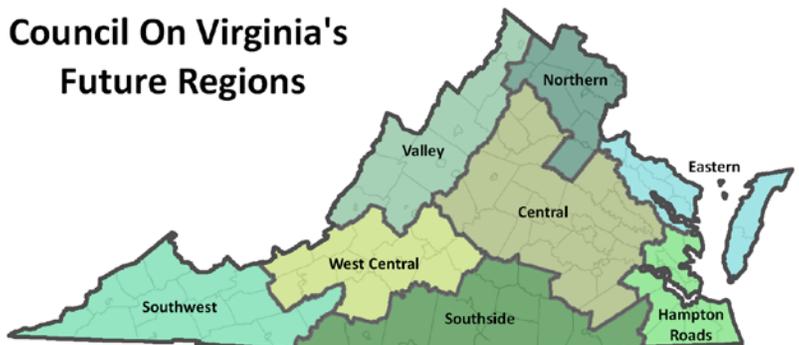
23% of RTs work in Central Virginia, the most of any region in the state. In addition, another 22% of RTs work in Hampton Roads, and 18% work in Northern Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	797	23%	150	19%
Eastern	32	1%	9	1%
Hampton Roads	792	22%	180	23%
Northern	623	18%	140	18%
Southside	156	4%	39	5%
Southwest	295	8%	51	6%
Valley	253	7%	33	4%
West Central	525	15%	81	10%
Virginia Border State/DC	19	1%	20	3%
Other US State	34	1%	78	10%
Outside of the US	0	0%	4	1%
<b>Total</b>	<b>3,526</b>	<b>100%</b>	<b>785</b>	<b>100%</b>
Item Missing	122		35	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



21% of RTs currently have multiple work locations, while 23% have had multiple work locations in 2015.

Locations	Number of Work Locations			
	Work Locations in 2015		Work Locations Now*	
	#	%	#	%
0	32	1%	77	2%
1	2,724	76%	2,760	77%
2	523	15%	497	14%
3	244	7%	210	6%
4	21	1%	13	0%
5	11	0%	8	0%
6 or More	18	1%	8	0%
<b>Total</b>	<b>3,573</b>	<b>100%</b>	<b>3,573</b>	<b>0%</b>

\*At the time of survey completion, January-December 2015.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,359	40%	354	49%
<b>Non-Profit</b>	1,707	51%	291	40%
<b>State/Local Government</b>	213	6%	50	7%
<b>Veterans Administration</b>	46	1%	9	1%
<b>U.S. Military</b>	41	1%	14	2%
<b>Other Federal Gov't</b>	7	0%	3	0%
<b>Total</b>	<b>3,373</b>	<b>100%</b>	<b>721</b>	<b>100%</b>
<b>Did not have location</b>	58		2,885	
<b>Item Missing</b>	275		100	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

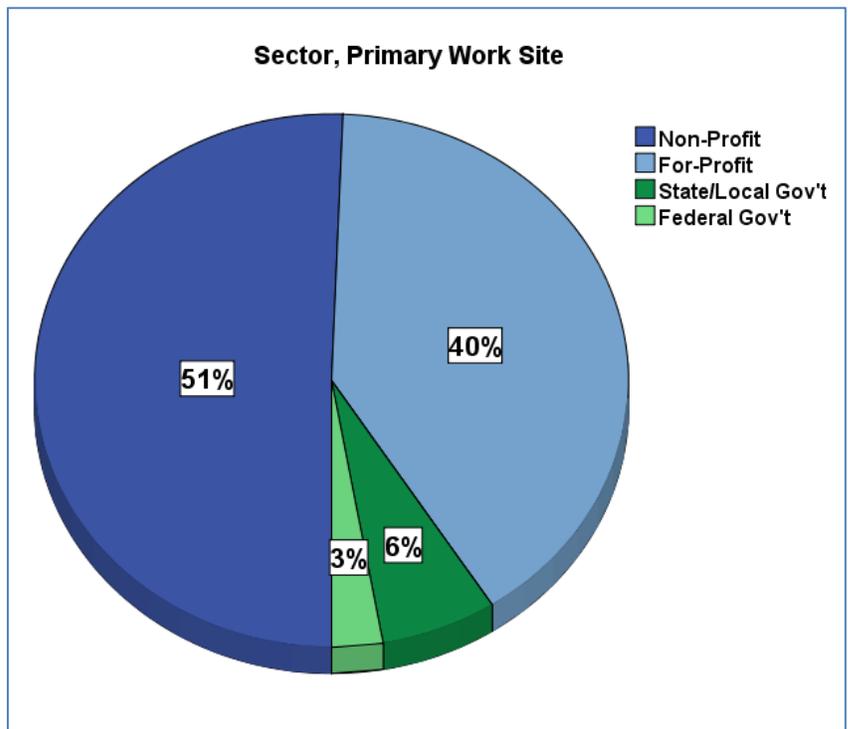
For Profit:	40%
Federal:	3%

**Top Establishments**

Hospital, Inpatient:	60%
Academic Institution:	8%
Home Health Care:	6%

Source: Va. Healthcare Workforce Data Center

*91% of Virginia's RTs work in the private sector, including 51% who work at non-profit establishments.*

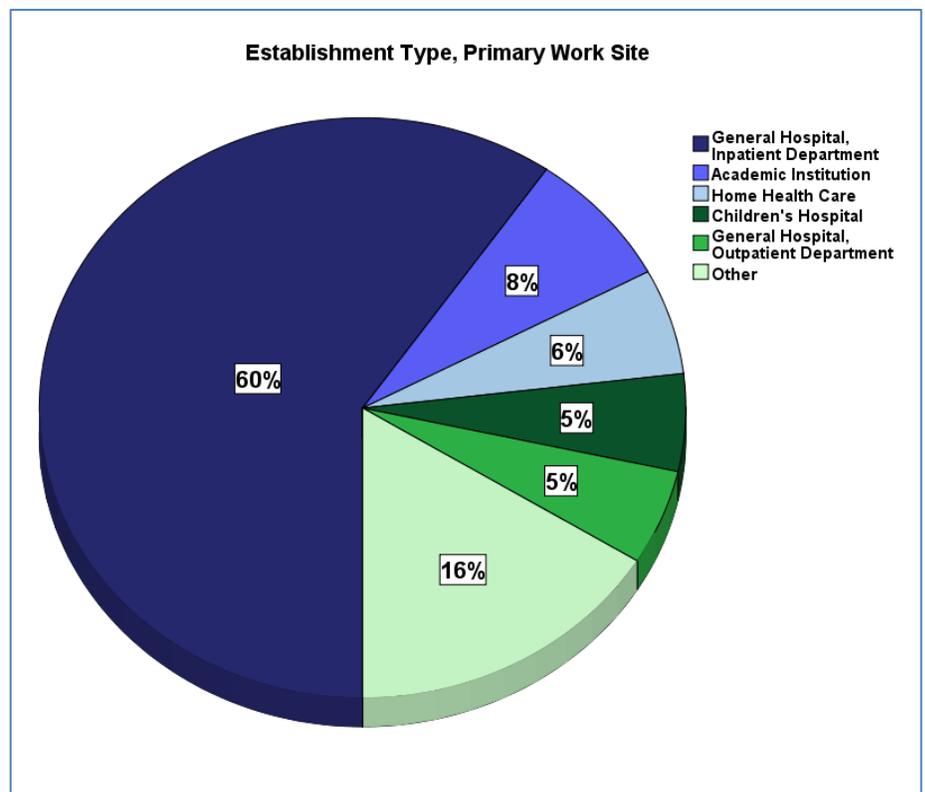


Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
General Hospital, Inpatient Department	1,971	60%	336	47%
Academic Institution	251	8%	40	6%
Home Health Care	194	6%	77	11%
Children's Hospital	179	5%	36	5%
General Hospital, Outpatient Department	176	5%	34	5%
Rehabilitation Facility, Residential/Inpatient	82	2%	48	7%
Health Equipment Rental Company	73	2%	16	2%
Skilled Nursing Facility	63	2%	13	2%
Physician Office	52	2%	14	2%
Other	263	8%	100	14%
<b>Total</b>	<b>3,304</b>	<b>100%</b>	<b>714</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>58</b>		<b>2885</b>	

*60% of all RTs in Virginia are employed by the inpatient departments of general hospitals.*

Source: Va. Healthcare Workforce Data Center



*Among those RTs who also have a secondary work location, the inpatient department of general hospitals was still the most common establishment type, employing 47% of Virginia's RT workforce.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Client Care: 90%-99%  
Education: 1%-9%

### Roles

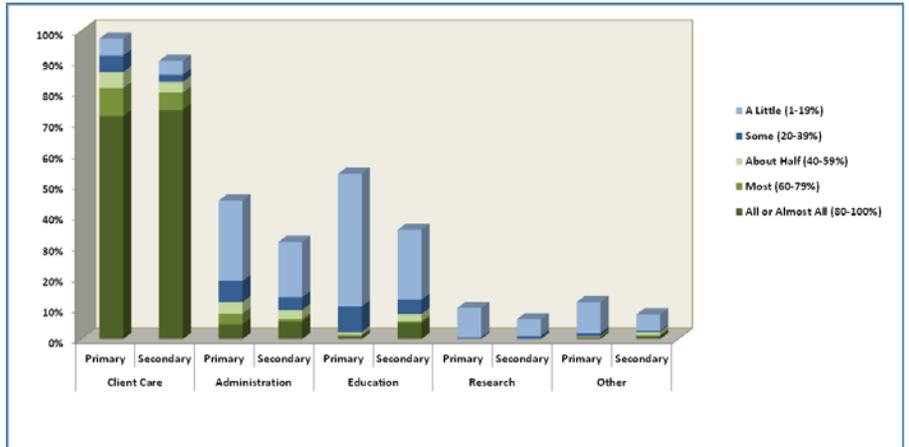
Patient Care: 81%  
Administration: 8%  
Education: 1%

### Patient Care RTs

Median Admin Time: None  
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*A typical RT spends most of her time in client care activities. In fact, 81% of RTs fill a client care role, defined as spending at least 60% of their time in that activity.*

Time Allocation										
Time Spent	Client Care		Admin.		Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
<b>All or Almost All (80-100%)</b>	72%	74%	5%	6%	1%	5%	0%	0%	0%	1%
<b>Most (60-79%)</b>	9%	6%	3%	1%	0%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	5%	3%	4%	3%	1%	2%	0%	0%	0%	1%
<b>Some (20-39%)</b>	5%	2%	7%	4%	8%	5%	0%	1%	1%	0%
<b>A Little (1-19%)</b>	5%	4%	26%	18%	43%	23%	10%	5%	10%	5%
<b>None (0%)</b>	3%	10%	55%	68%	46%	64%	90%	93%	88%	92%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
<b>Under age 50</b>	119	4%	-	-
<b>50 to 54</b>	119	4%	14	1%
<b>55 to 59</b>	288	9%	67	5%
<b>60 to 64</b>	909	29%	388	30%
<b>65 to 69</b>	1,232	39%	615	47%
<b>70 to 74</b>	242	8%	139	11%
<b>75 to 79</b>	56	2%	26	2%
<b>80 or over</b>	26	1%	11	1%
<b>I do not intend to retire</b>	154	5%	50	4%
<b>Total</b>	<b>3,144</b>	<b>100%</b>	<b>1,310</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All RTs**

Under 65: 46%

Under 60: 17%

**RTs 50 and over**

Under 65: 36%

Under 60: 6%

**Time until Retirement**

Within 2 years: 6%

Within 10 years: 26%

Half the workforce: By 2035

Source: Va. Healthcare Workforce Data Center

*While 17% of RTs expect to retire by the age of 60, 46% expect to retire by the age of 65. Among RTs who are age 50 and over, 36% still expect to retire by the age of 65.*

*Within the next two years, 12% of RTs plan to increase patient care hours. In addition, 28% of RTs also expect to pursue additional educational opportunities.*

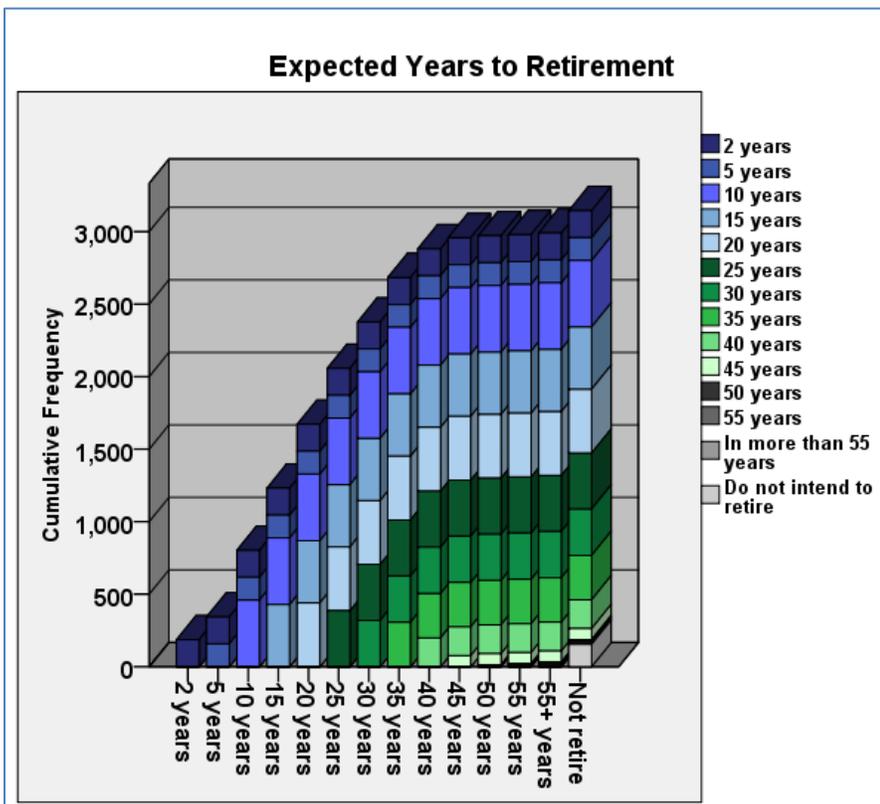
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	132	4%
<b>Leave Virginia</b>	150	4%
<b>Decrease Client Care Hours</b>	241	7%
<b>Decrease Teaching Hours</b>	19	1%
<b>Increase Participation</b>		
<b>Increase Client Care Hours</b>	427	12%
<b>Increase Teaching Hours</b>	269	7%
<b>Pursue Additional Education</b>	1,041	28%
<b>Return to Virginia's Workforce</b>	22	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RTs. Only 6% of RTs plan on retiring in the next two years, while 26% plan on retiring in the next ten years. Half of the current RT workforce expects to be retired by 2035.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	186	6%	6%
<b>5 years</b>	157	5%	11%
<b>10 years</b>	459	15%	26%
<b>15 years</b>	429	14%	39%
<b>20 years</b>	440	14%	53%
<b>25 years</b>	386	12%	65%
<b>30 years</b>	319	10%	76%
<b>35 years</b>	306	10%	85%
<b>40 years</b>	198	6%	92%
<b>45 years</b>	76	2%	94%
<b>50 years</b>	14	0%	94%
<b>55 years</b>	8	0%	95%
<b>In more than 55 years</b>	11	0%	95%
<b>Do not intend to retire</b>	154	5%	100%
<b>Total</b>	<b>3,144</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirements will begin to reach 10% of the current workforce every five years starting in 2025. Retirements will peak at 15% of the current workforce around the same time before declining to under 10% of the current workforce again around 2055.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### FTEs

Total: 3,310  
 FTEs/1,000 Residents: 0.398  
 Average: 0.91

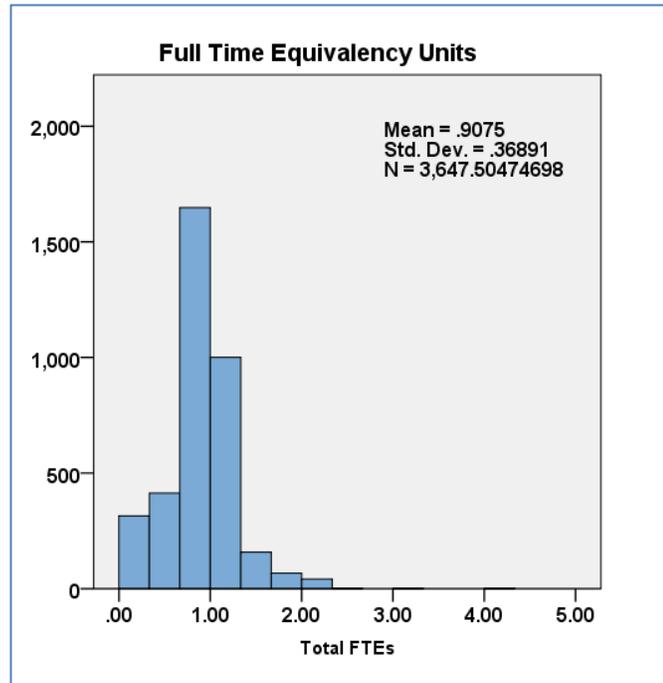
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: Small

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

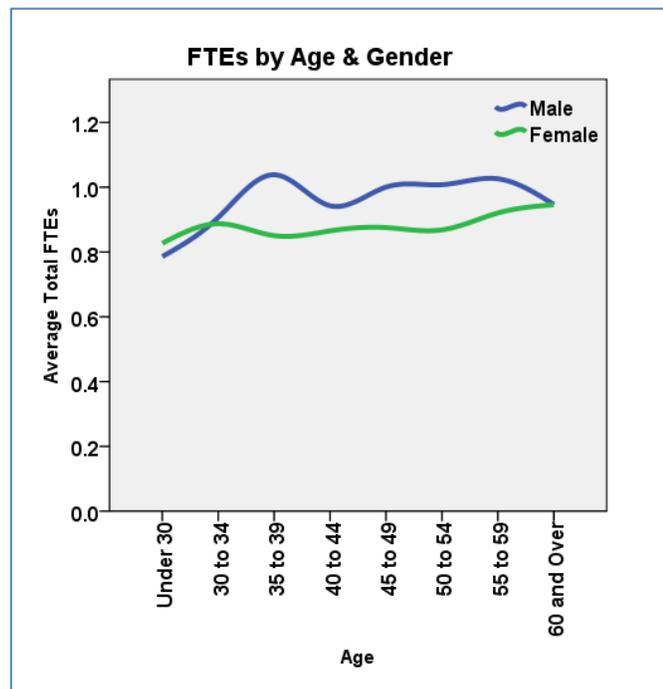


Source: Va. Healthcare Workforce Data Center

*The typical RT provided 0.96 FTEs in 2015, or about 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>2</sup>*

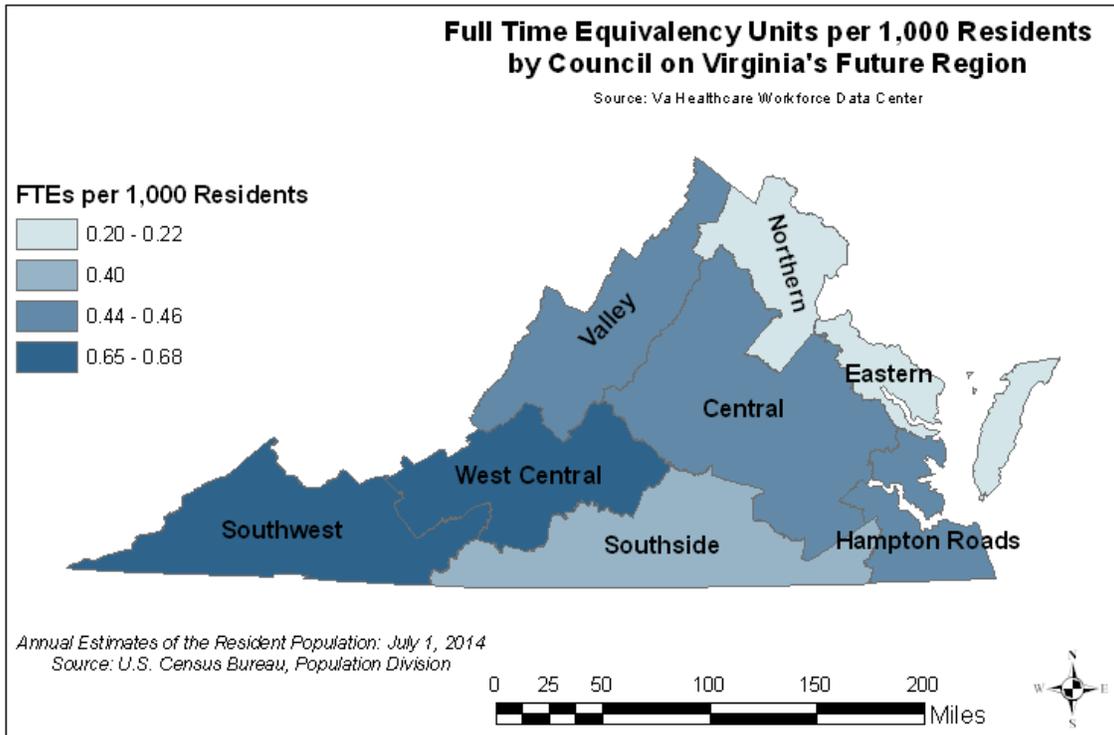
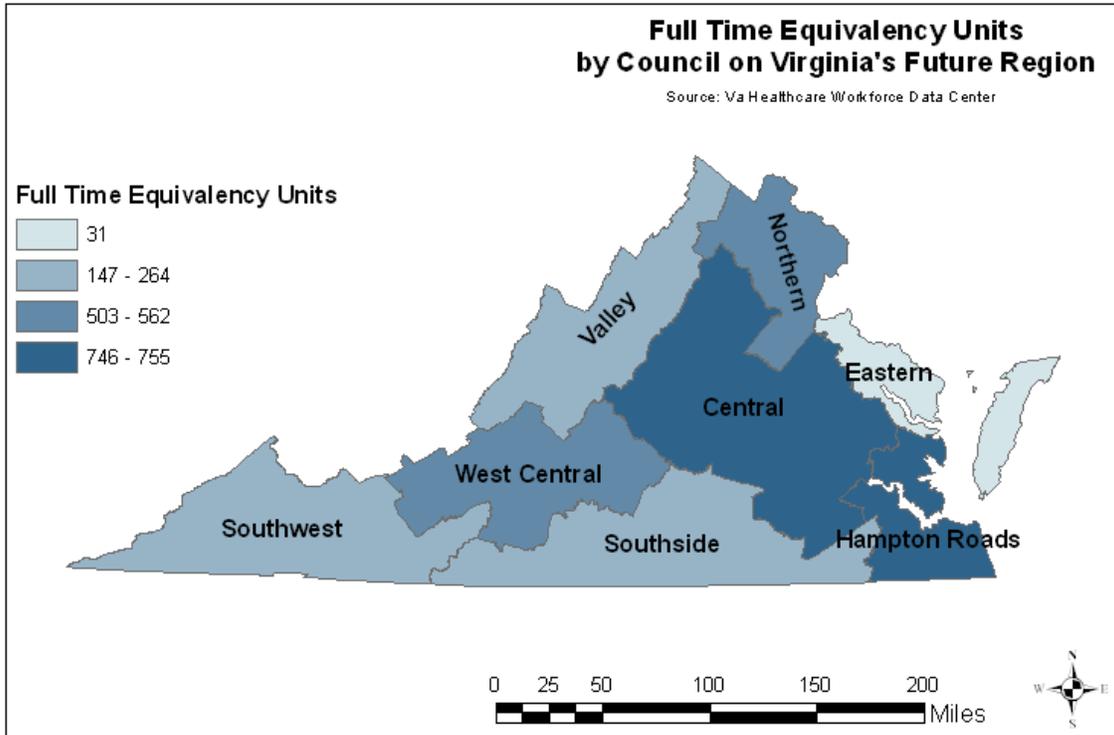
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.82	0.93
30 to 34	0.89	0.95
35 to 39	0.90	0.96
40 to 44	0.89	0.96
45 to 49	0.91	0.96
50 to 54	0.92	0.96
55 to 59	0.95	0.96
60 and Over	0.95	0.96
Gender		
Male	0.97	0.96
Female	0.88	0.94

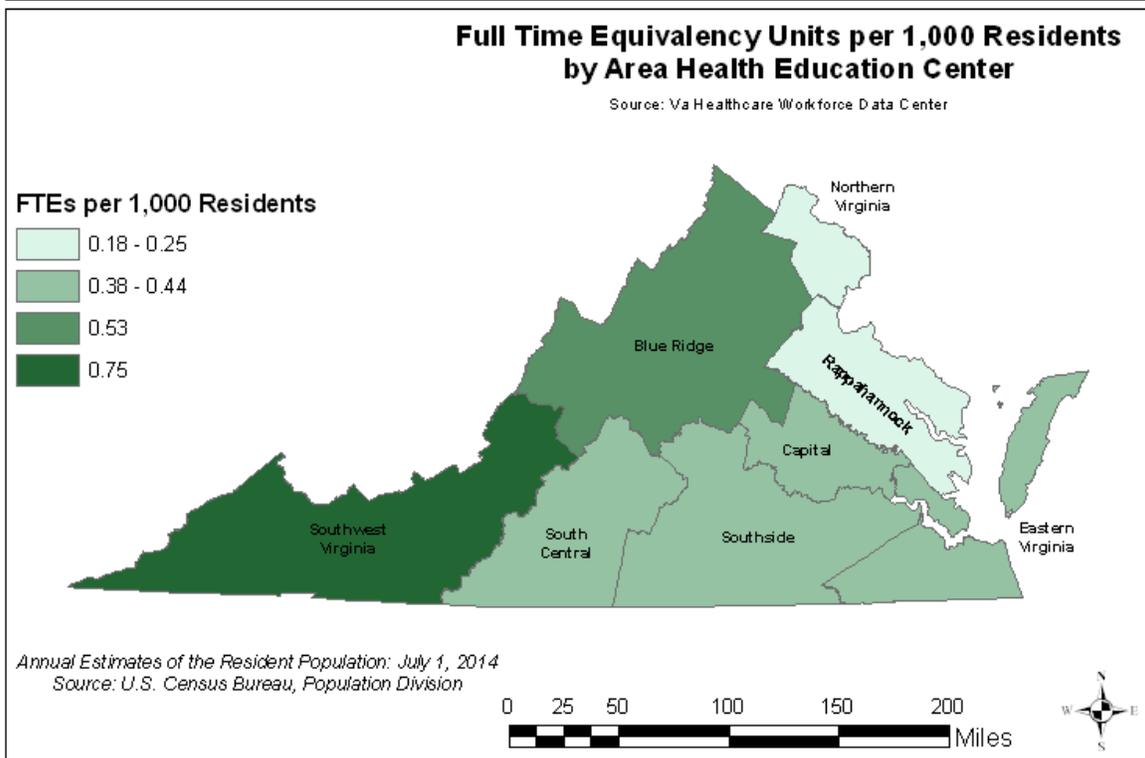
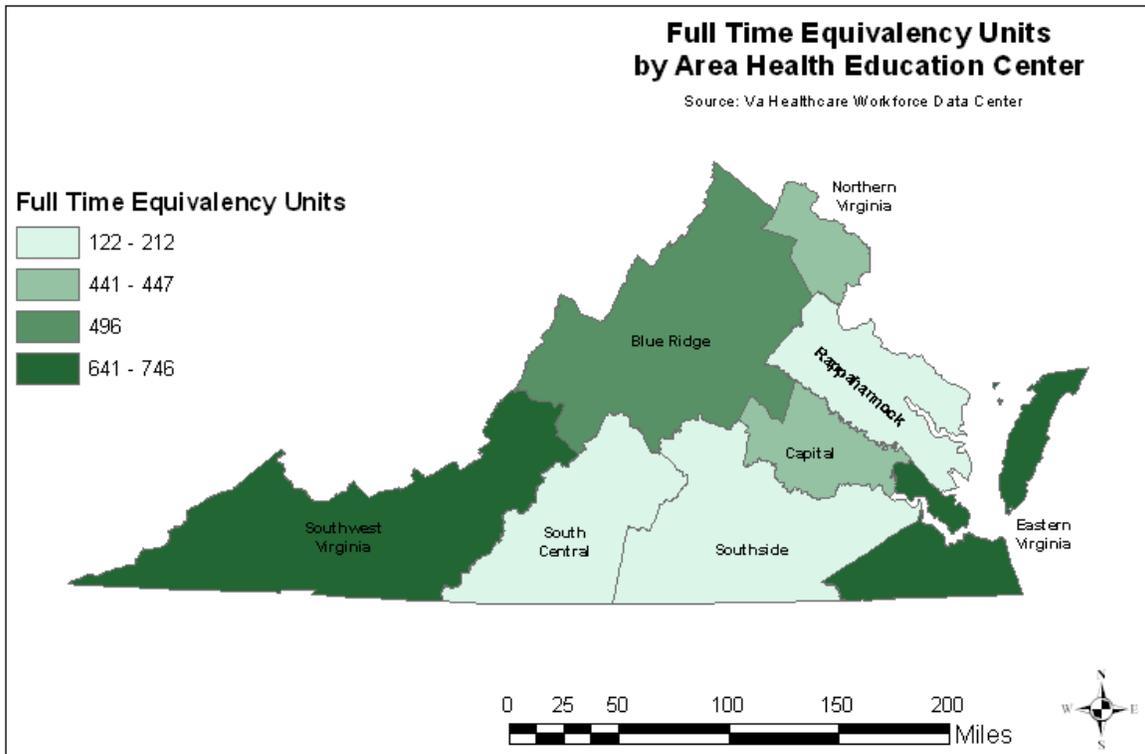
Source: Va. Healthcare Workforce Data Center

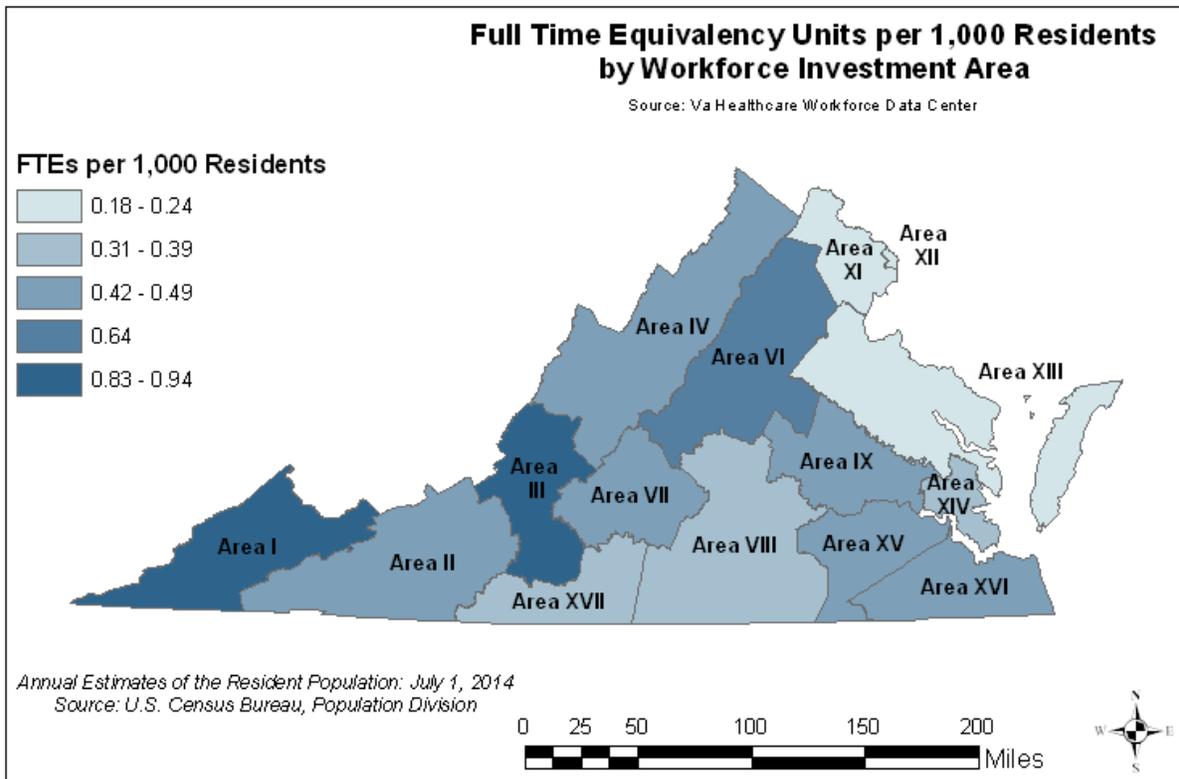
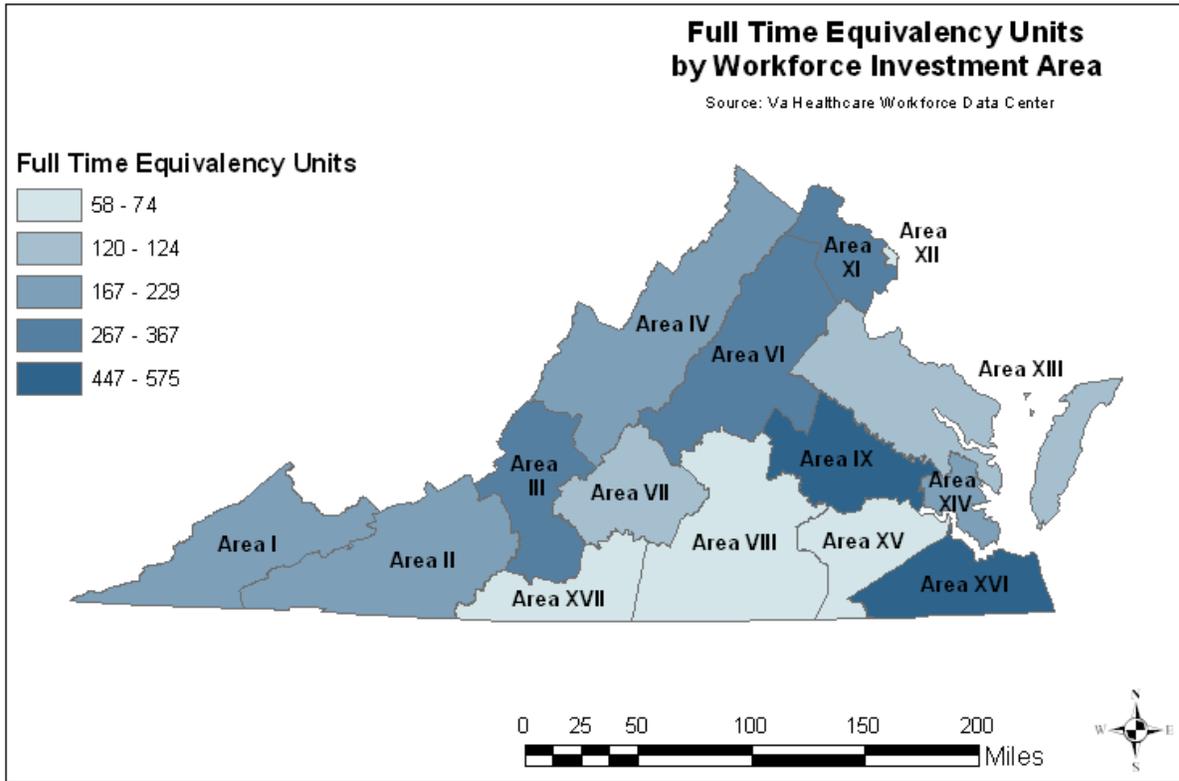


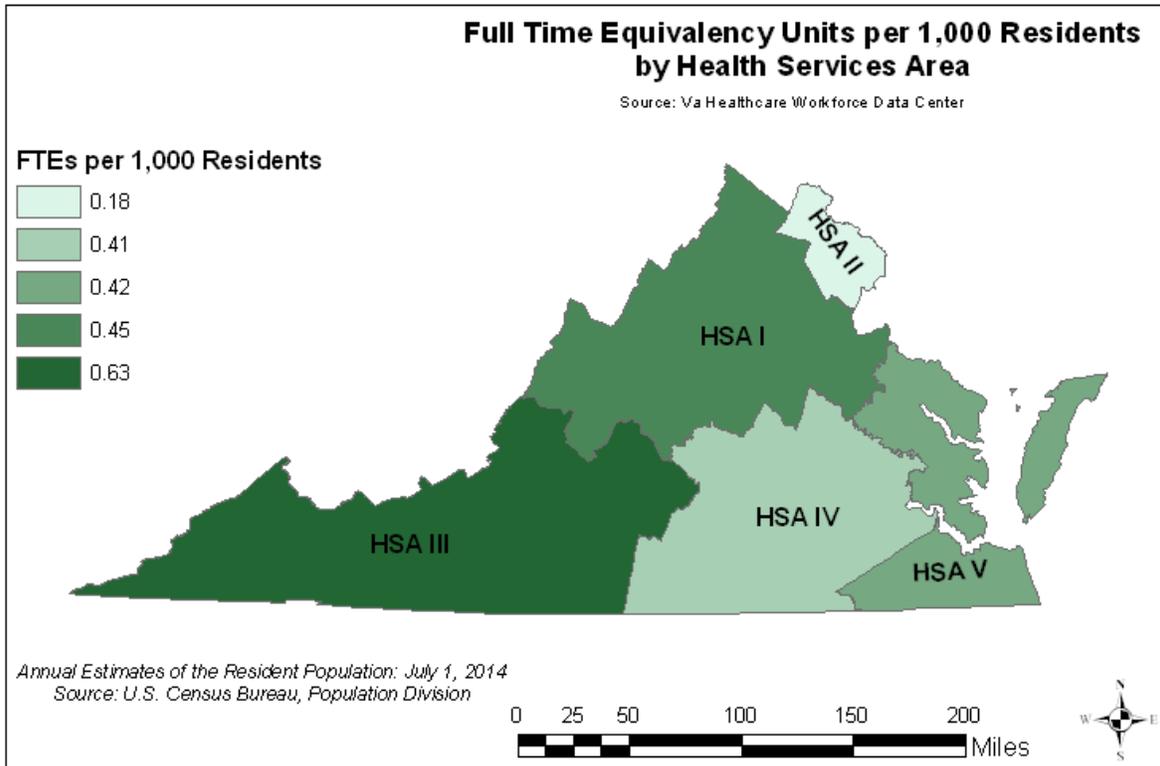
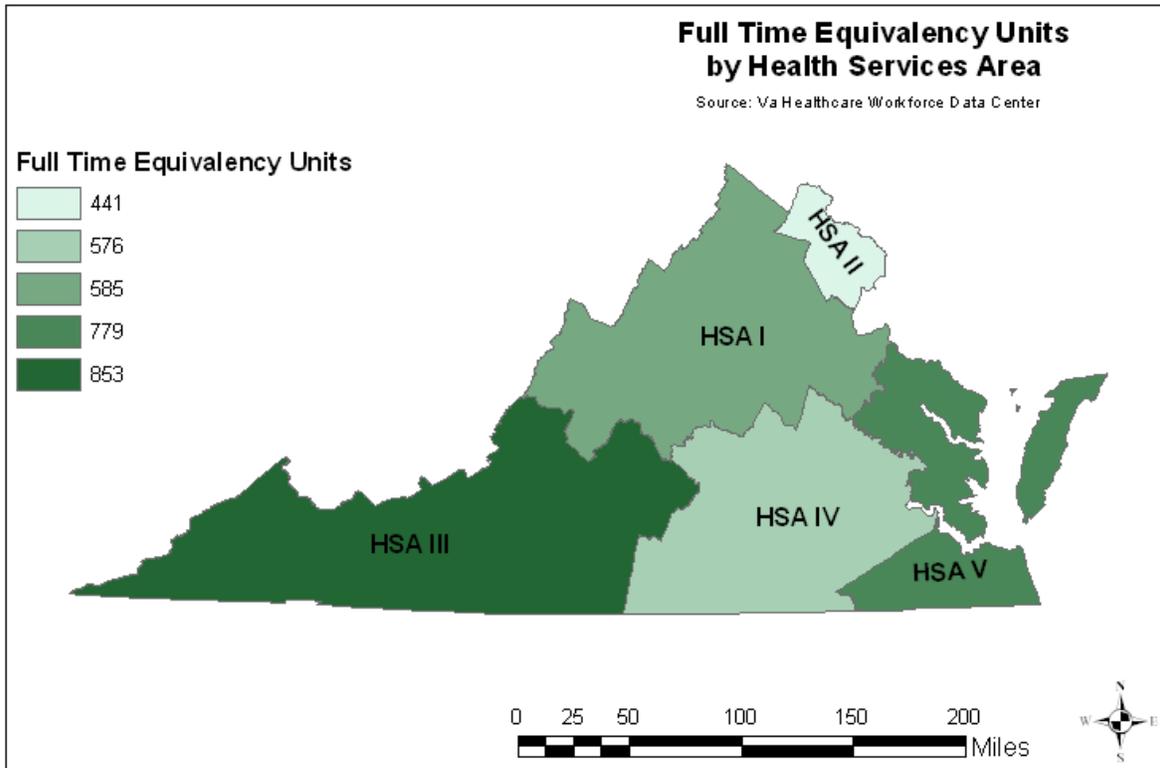
Source: Va. Healthcare Workforce Data Center

<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1,963	71.98%	1.389243	1.28383	1.90542
Metro, 250,000 to 1 million	519	71.68%	1.395161	1.2893	1.91353
Metro, 250,000 or less	373	72.39%	1.381481	1.27666	1.89477
Urban pop 20,000+, Metro adj	81	83.95%	1.191176	1.10079	1.63376
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	161	77.64%	1.288	1.19027	1.76656
Urban pop, 2,500-19,999, nonadj	204	65.69%	1.522388	1.40687	2.08803
Rural, Metro adj	84	72.62%	1.377049	1.27256	1.88869
Rural, nonadj	62	80.65%	1.24	1.14591	1.70072
Virginia border state/DC	581	52.84%	1.892508	1.74891	2.59567
Other US State	263	39.16%	2.553398	2.35965	3.50211

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	371	49.33%	2.027322	1.63376	3.50211
30 to 34	497	67.61%	1.479167	1.19202	2.5552
35 to 39	513	64.91%	1.540541	1.24147	2.66122
40 to 44	522	70.88%	1.410811	1.13693	2.43711
45 to 49	581	72.63%	1.376777	1.1095	2.37832
50 to 54	586	73.21%	1.365967	1.10079	2.35965
55 to 59	558	71.15%	1.405542	1.13268	2.42801
60 and Over	663	65.31%	1.531178	1.23393	2.64504

See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight}$$

**Overall Response Rate: 0.676532**

