
Virginia's Pharmacist Workforce: 2012

Healthcare Workforce Data Center

October 2013

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

More than 10,000 Pharmacists 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 Pharmacy express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

Dianne L. Reynolds-Cane, M.D.
Director

Arne W. Owens
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Justin Crow, MPA
Research Analyst

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

The Board of Pharmacy

Chair

Jody H. Allen
Midlothian

Vice-Chair

Ellen B. Shinaberry
Harrisonburg

Members

R. Crady Adams
Vinton

David C. Kozera
Lynchburg

Dinny Li
Lorton

Empsy Munden
Virginia Beach

Robert M. Rhodes
Winchester

Pratt P. Stelly
Richmond

Rebecca Thornbury
Grundy

Cynthia Warriner
Chester

Executive Director

Caroline D. Juran
Richmond

Contents

Results in Brief	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education	8
Credentials	9
Current Employment Situation	10
Employment Quality	11
2012 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Retirement & Future Plans	17
Full-Time Equivalency Units	19
Maps	20
Council on Virginia’s Future Regions	20
Area Health Education Center Regions	21
Workforce Investment Areas	22
Health Services Areas	23
Planning Districts.....	24
Appendix	25
Weights	25

The Pharmacist Workforce: At a Glance:

The Workforce

Licensees:	12,265
Virginia's Workforce:	7,777
FTEs:	7,052

Background

Rural Childhood:	34%
HS Degree in VA:	46%
Prof. Degree in VA:	47%

Current Employment

Employed in Prof.:	93%
Hold 1 Full-time Job:	71%
Satisfied?:	89%

Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	87%

Education

Baccalaureate:	52%
PhD/Professional:	48%

Job Turnover

Switched Jobs in 2012:	5%
Employed over 2 yrs:	64%

Demographics

Female:	61%
Diversity Index:	46%
Median Age:	45

Finances

Median Salary: \$55-\$60/hr	
Health Benefits:	68%
Under 40 w/ Ed debt:	75%

Primary Roles

Medication Dispense:	50%
Patient Care:	10%
Administration:	6%

Source: Va. Healthcare Workforce Data Center

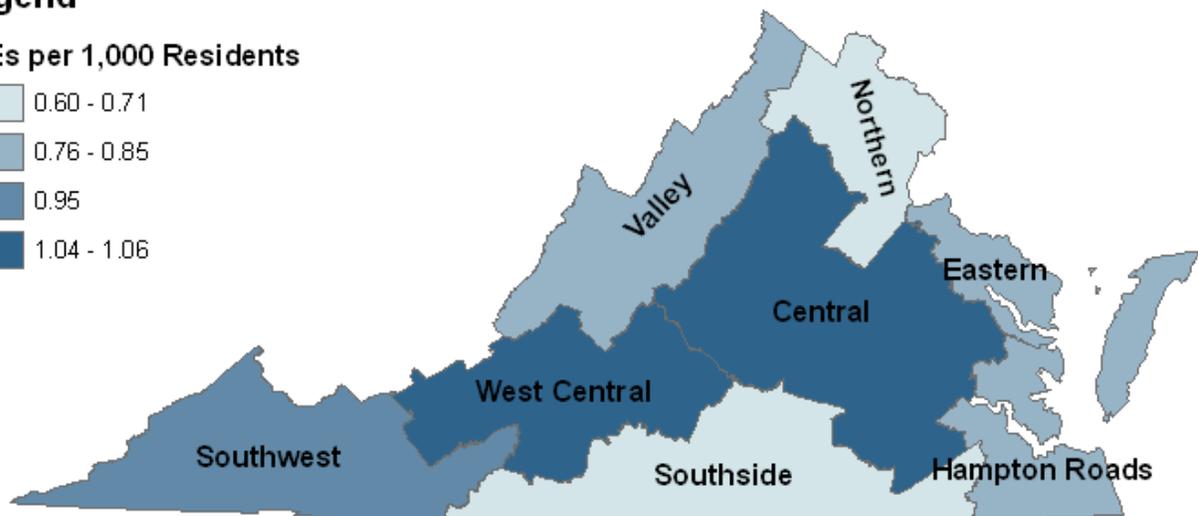
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.60 - 0.71
	0.76 - 0.85
	0.95
	1.04 - 1.06



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



10,185 pharmacists voluntarily took part in the 2012 Pharmacist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal period, which occurs in December for pharmacists. These survey respondents represent 83% of the 12,265 pharmacists licensed in the state and 87% of renewing practitioners.

The HWDC estimates that 7,777 pharmacists participated in Virginia's workforce in 2012, which is defined as those who worked at least a portion of the year in the state or who live in the state and plan on returning to work as a pharmacist at some point in the future. These pharmacists provided 7,052 "full-time equivalency units" in 2012, which the HWDC defines as working 2,000 hours per year (or 40 hours per week for 50 weeks per year, assuming two weeks off).

93% of pharmacists were employed in the profession at the time of the survey. 71% held one full-time position, while 15% held one part-time position. Another 9% of pharmacists held two or more positions. Overall, nearly nine in ten pharmacists were satisfied with their current employment status, including half of all pharmacists who considered themselves "very satisfied."

Women make up the majority of the pharmacist workforce, accounting for 61% of those in the profession. Women also account for nearly three out of four pharmacists under the age of 40. The median age for pharmacists is 45, which is four years higher than the median age for Virginia's overall workforce. Although some groups are better represented than others, the pharmacy workforce is diverse. In a random encounter between two pharmacists, the probability that they would be of a different race or ethnicity is 46%. This probability increases to 57% for those pharmacists under the age of 40. For the state population as a whole, the same probability is 54%.

Approximately half of pharmacists grew up in a suburban environment as children. One-third had a rural background, of which 24% now work primarily in a non-Metro county. 46% of Virginia's pharmacists went to high school in the state, and 47% earned their pharmacy degree in the state.

Virginia's pharmacy workforce is roughly split between those who have a baccalaureate degree and those who have a doctor of pharmacy (Pharm.D.) degree as their highest level of academic attainment. One-third of all pharmacists currently carry education debt, including three-fourths of pharmacists under 40. For those who carried education debt, the median debt level was between \$90,000 and \$100,000.

The median hourly income for pharmacists was between \$55.00 and \$60.00, and half of all pharmacists earned between \$50.00 and \$65.00 per hour. 82% of pharmacists also received at least one employer-sponsored benefit in addition to their incomes. 68% of pharmacists received health insurance, while 67% had a retirement plan. 64% of pharmacists have been working at their primary work location for at least two years. However, 20% of pharmacists had a new work location at some point in 2012, while 5% switched jobs during the year.

Pharmacists focused most of their attention on dispensing medication. The typical pharmacist spent between 50% and 59% of his or her time on dispensing medication and between 10% and 19% on patient care. Half of pharmacists spent at least 60% of their time dispensing medication, while 10% did the same in patient care.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	11,099	90%
New Licensees	793	6%
Non-Renewals	373	3%
All Licensees	12,265	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 87% of renewing pharmacists submitted a survey. These represent 83% of pharmacists who held a license at some point in 2012.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	135	889	87%
30 to 34	235	1,365	85%
35 to 39	261	1,349	84%
40 to 44	276	1,440	84%
45 to 49	252	1,234	83%
50 to 54	211	1,147	85%
55 to 59	194	1,090	85%
60 and Over	516	1,671	76%
Total	2,080	10,185	83%
New Licenses			
Issued in 2012	206	587	74%
Metro Status			
Non-Metro	140	692	83%
Metro	1,076	5,918	85%
Not in Virginia	867	3,585	81%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacists

Number:	12,265
New:	6%
Not Renewed:	3%

Survey Response Rates

All Licensees:	83%
Renewing Practitioners:	87%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	10,185
Response Rate, all licensees	83%
Response Rate, Renewals	87%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2012.
- 2. Target Population:** All pharmacists who held a Virginia license at some point in 2012.
- 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 pharmacists newly licensed in 2012.

At a Glance:

Workforce

2012 Pharmacist Workforce: 7,777
 FTEs: 7,052

Utilization Ratios

Licensees in VA Workforce: 63%
 Licensees per FTE: 1.74
 Workers per FTE: 1.10

Source: Va. Healthcare Workforce Data Center

Definitions

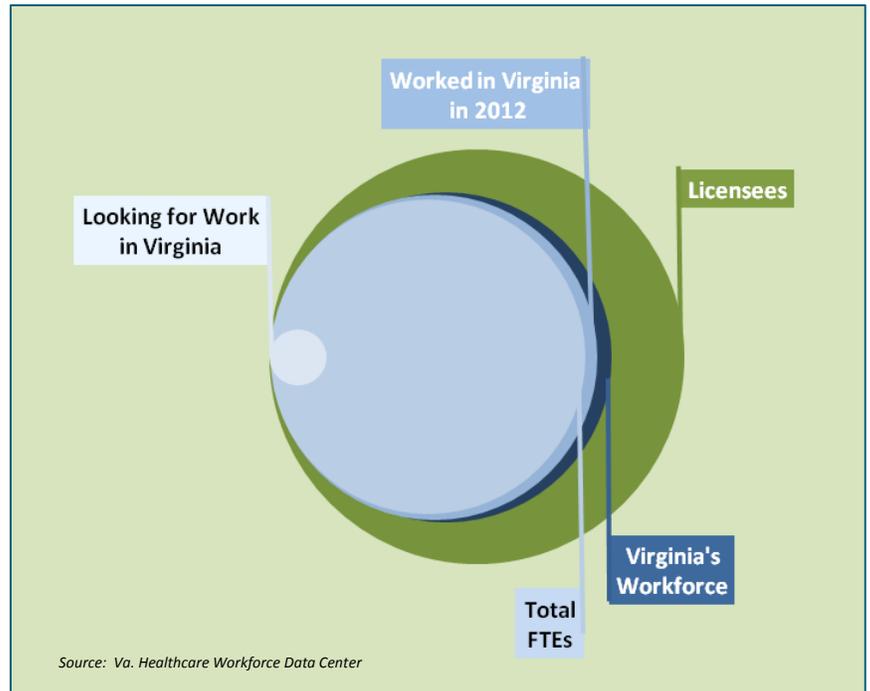
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2012 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure 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 Pharmacist Workforce		
Status	#	%
Worked in Virginia in Past Year	7,549	97%
Looking for Work in Virginia	228	3%
Virginia's Workforce	7,777	100%
Total FTEs	7,052	
Licensees	12,265	

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



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	206	28%	540	72%	746	10%
30 to 34	262	25%	786	75%	1,047	14%
35 to 39	288	29%	691	71%	979	13%
40 to 44	296	29%	734	71%	1,030	14%
45 to 49	318	35%	598	65%	915	12%
50 to 54	294	36%	522	64%	816	11%
55 to 59	378	49%	390	51%	768	10%
60 +	935	71%	378	29%	1,313	17%
Total	2,976	39%	4,639	61%	7,615	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 61%
% Under 40 Female: 73%

Age

Median Age: 45
% Under 40: 36%
% 55+: 27%

Diversity

Diversity Index: 46%
Under 40 Div. Index: 57%

Source: Va. Healthcare Workforce Data Center

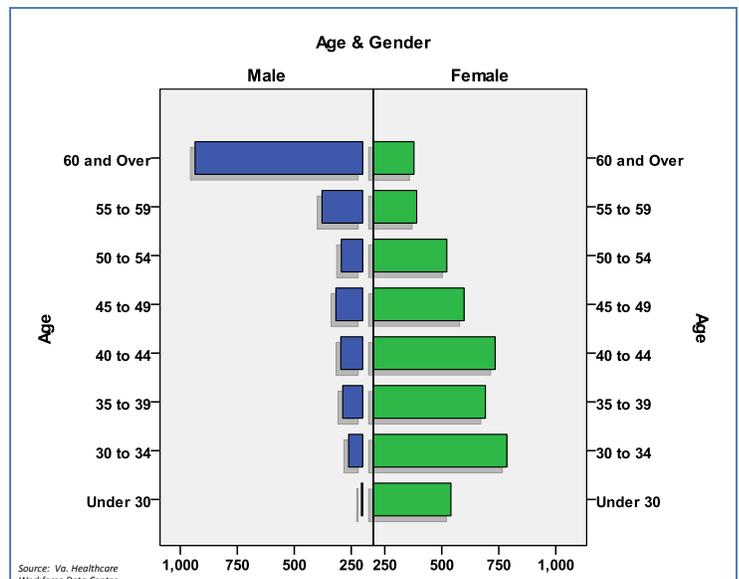
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacists		Pharmacists Under 40	
	%	#	%	#	%
White	64%	5,446	71%	1,679	61%
Black	19%	752	10%	334	12%
Asian	6%	1,130	15%	589	21%
Other Race	0%	132	2%	74	3%
Two or more races	2%	101	1%	53	2%
Hispanic	8%	95	1%	44	2%
Total	100%	7,656	100%	2,773	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two Pharmacists, there is a 46% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index), which is comparable to the 54% chance for Virginia's population.

61% of all pharmacists are women, including nearly three out of four pharmacists under the age of 40. The median age of pharmacists is 45, which is four years greater than Virginia's workforce as a whole. More than one in three pharmacists are under the age of 40, while only 27% are over the age of 55.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 19%
 Rural Childhood: 34%

Virginia Background

HS in Virginia: 46%
 Pharm. Education in VA: 47%
 HS/Pharm. Educ. in VA: 53%

Location Choice

% Rural to Non-Metro: 24%
 % Urban/Suburban to Non-Metro: 6%

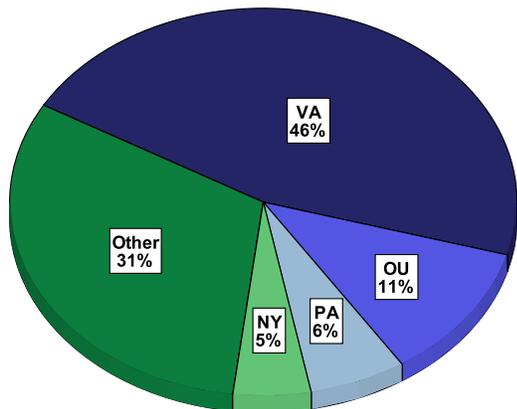
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location:		Rural Status of Childhood Location		
USDA Rural Urban Continuum		Rural	Suburban	Urban
Code	Description			
Metro Counties				
1	Metro, 1 million+	24%	53%	22%
2	Metro, 250,000 to 1 million	50%	39%	11%
3	Metro, 250,000 or less	43%	42%	15%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	51%	33%	16%
6	Urban pop, 2,500-19,999, Metro adj	64%	22%	13%
7	Urban pop, 2,500-19,999, nonadj	88%	9%	3%
8	Rural, Metro adj	60%	28%	12%
9	Rural, nonadj	60%	27%	14%
Overall		34%	47%	19%

Source: Va. Healthcare Workforce Data Center

Location, High School

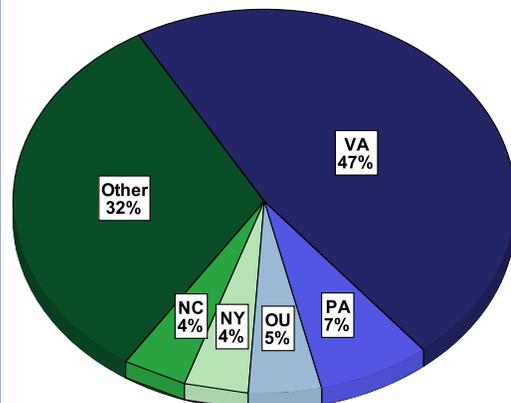


Source: Va. Healthcare Workforce Data Center

One in three pharmacists grew up in self-described rural areas, but only 12% of all pharmacists currently work in Non-Metro counties. One in four pharmacists who grew up in rural areas work in a Non-Metro county today, but only 6% who grew up in urban or suburban areas work in Non-Metro counties.

More than half of Virginia's pharmacists have a background (i.e., a high school or professional degree) in the state. 38% received both their high school diploma and their initial professional degree in the state.

Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

Top Ten States for SLP Recruitment

Rank	All Pharmacists			
	High School	#	Professional School	#
1	Virginia	3,507	Virginia	3,555
2	Outside of U.S.	867	Pennsylvania	544
3	Pennsylvania	471	Outside of U.S.	352
4	New York	377	North Carolina	311
5	West Virginia	232	New York	309
6	Maryland	213	Washington, D.C.	244
7	North Carolina	209	Massachusetts	236
8	New Jersey	177	West Virginia	201
9	Ohio	158	Maryland	185
10	Massachusetts	114	Georgia	168

Source: Va. Healthcare Workforce Data Center

46% of all pharmacists received their high school degree in Virginia, while 47% earned their initial professional degree in the state. For those pharmacists who did not get a degree in Virginia, Pennsylvania, New York and North Carolina were the most common states for receiving such a degree. In addition, many licensed pharmacists are international graduates.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	664	Virginia	747
2	Outside of U.S.	315	Pennsylvania	162
3	Pennsylvania	140	Outside of U.S.	150
4	New York	103	North Carolina	97
5	Maryland	71	New York	79
6	North Carolina	66	Washington, D.C.	74
7	New Jersey	53	Massachusetts	55
8	Ohio	44	Maryland	51
9	West Virginia	40	West Virginia	40
10	Florida	40	Ohio	38

Source: Va. Healthcare Workforce Data Center

Licenses who did not participate in Virginia's Pharmacy Workforce A potential source of pharmacists for Virginia?

More than one-third of licensed pharmacists did not participate in Virginia's workforce in 2012. 89% had worked at some point in the past year, and 84% are currently working as pharmacists. 15% worked in a state bordering Virginia or in Washington DC. 7% were in federal service, including 2% who were in the military.

At a Glance:

Not in VA Workforce

Total:	4,498
% of Licenses:	37%
Federal/Military:	7%
Va Border State/DC:	15%

A Closer Look:

Highest Professional Degree		
Degree	#	%
B.S. Pharmacy	3,853	52%
Pharm.D.	3,579	48%
Total	7,432	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 B.S. Pharmacy: 52%
 Pharm.D.: 48%

Educational Debt
 Carry debt: 35%
 Under age 40 w/ debt: 75%
 Median debt: \$90k-\$100k

Source: Va. Healthcare Workforce Data Center

Approximately half of all pharmacists had a B.S. in Pharmacy degree as their highest academic degree, while the other half had a Doctor of Pharmacy degree. 35% of pharmacists currently carry educational debt, including three out of four of those under age 40. For those who do have educational debt, the median amount was \$90,000 to \$100,000.

Educational Debt				
Amount Carried	All Pharmacists		Pharmacists Under 40	
	#	%	#	%
None	4,167	65%	574	25%
\$10,000 or less	136	2%	63	3%
\$10,001-\$20,000	104	2%	59	3%
\$20,001-\$30,000	104	2%	70	3%
\$30,001-\$40,000	127	2%	86	4%
\$40,001-\$50,000	114	2%	76	3%
\$50,001-\$60,000	132	2%	89	4%
\$60,001-\$70,000	136	2%	100	4%
\$70,001-\$80,000	129	2%	99	4%
\$80,001-\$90,000	135	2%	100	4%
\$90,001-\$100,000	157	2%	121	5%
\$100,001-\$110,000	155	2%	131	6%
\$110,001-\$120,000	150	2%	130	6%
Over \$120,000	658	10%	603	26%
Total	6,404	100%	2,301	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Board Certifications

BPS - Pharmacotherapy:	309
CCGP - Geriatrics:	42
BPS - Ambulatory Care:	29

Top Residencies (PGY1)

Pharmacy Practice: (Post 1993)	604
Community Pharmacy:	494
Pharmacy Practice: (Pre 1993)	441

Nearly one-quarter of pharmacists completed a postgraduate year one (PGY1) pharmacy residency, while nearly one in ten completed a postgraduate year two (PGY2) pharmacy residency.

PGY1		
Residency	#	%
Pharmacy Practice (Post 1993)	604	8%
Community Pharmacy	494	6%
Pharmacy Practice (Pre 1993)	441	6%
Other	257	3%
Managed Care Pharmacy	28	0%
PGY2		
Ambulatory Care	98	1%
Drug Information	55	1%
Critical Care	43	1%
Health-System Pharmacy Administration	41	1%
Pharmacotherapy	39	1%
Internal Medicine	34	0%
Managed Care Pharmacy Systems	24	0%
Geriatrics	21	0%
Psychiatry	19	0%
Oncology	16	0%
Infectious Disease	16	0%
Cardiology	16	0%
Pediatrics	14	0%
All Others	280	4%

Source: Va. Healthcare Workforce Data Center

Board Certifications

Certification	#	%
BPS - Pharmacotherapy	309	4%
CCGP - Geriatrics	42	1%
BPS - Ambulatory Care	29	0%
BPS - Oncology	22	0%
BPS - Psychiatric	22	0%
BPS - Nutrition Support	20	0%
BPS - Nuclear Pharmacy	12	0%
ABAT - Applied Toxicology	4	0%
Have at least 1 Cert.	440	6%

Source: Va. Healthcare Workforce Data Center

Approximately 1 in 20 pharmacists hold a board certification. Of this group, a majority have a board certification in Pharmacotherapy.

At a Glance:

Employment

Employed in Profession: 93%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 71%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 51%
60 or more: 5%
Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	9	0%
Employed in a physical therapy related capacity	7,024	93%
Employed, NOT in a physical therapy related capacity	167	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	94	1%
Voluntarily unemployed	157	2%
Retired	140	2%
Total	7,589	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	391	5%
One Part-Time Position	1,084	15%
Two Part-Time Positions	148	2%
One Full-Time Position	5,320	71%
One Full-Time Position & One Part-Time Position	448	6%
Two Full-Time Positions	8	0%
More than Two Positions	46	1%
Total	7,445	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	391	5%
1 to 9 hours	219	3%
10 to 19 hours	287	4%
20 to 29 hours	458	6%
30 to 39 hours	1,263	17%
40 to 49 hours	3,790	51%
50 to 59 hours	645	9%
60 to 69 hours	172	2%
70 to 79 hours	87	1%
80 or more hours	74	1%
Total	7,386	100%

Source: Va. Healthcare Workforce Data Center

93% of Virginia's pharmacists were employed within the profession when they renewed their licenses, while 94 were involuntarily unemployed. 71% of pharmacists held one full-time job, while less than one in ten held two or more jobs. Half of all pharmacists worked between 40 and 49 hours per week. Meanwhile, 18% of pharmacists worked less than 30 hours per week, while just 5% worked 60 or more hours per week.

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	43	1%
\$20.00 or Less	46	1%
\$20.01 to \$30.00	52	1%
\$30.01 to \$40.00	115	2%
\$40.01 to \$45.00	179	3%
\$45.01 to \$50.00	469	8%
\$50.01 to \$55.00	1,046	19%
\$55.01 to \$60.00	1,612	29%
\$60.01 to \$65.00	1,428	26%
\$65.01 to \$70.00	364	7%
\$70.01 to \$75.00	118	2%
\$75.01 to \$80.00	50	1%
More than \$80.00	82	2%
Total	5,602	100%

Employer-Sponsored Benefits		
Benefit	#	%
Paid Leave	5,490	78%
Health Insurance	4,755	68%
Retirement	4,729	67%
Dental Insurance	4,473	64%
Group Life Insurance	3,734	53%
Signing/Retention Bonus	710	10%
Receive at least one benefit*	5,752	82%

*From any employer at time of survey.
 Source: Va. Healthcare Workforce Data Center

Nearly nine in ten pharmacists were satisfied with their jobs, including one-half who were very satisfied. Only one in ten pharmacists were dissatisfied with their current employment situation.

At a Glance:

Hourly Earnings
 Median Income: \$55.01-\$60.00
 Middle 50%: \$50.01-\$65.00

Benefits
 Employer Health Insurance: 68%
 Employer Retirement: 67%

Satisfaction
 Satisfied: 89%
 Very Satisfied: 50%

Source: Va. Healthcare Workforce Data Center

The median hourly income for pharmacists was between \$55.01 and \$60.00. Two out of three pharmacists received health insurance and retirement benefits, while more than four out of five pharmacists received at least one employer-sponsored benefit.

Job Satisfaction		
Level	#	%
Very Satisfied	3,635	50%
Somewhat Satisfied	2,806	39%
Somewhat Dissatisfied	556	8%
Very Dissatisfied	228	3%
Total	7,225	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	215	3%
Experience Voluntary Unemployment?	268	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	251	3%
Work two or more positions at the same time?	793	10%
Switch employers or practices?	366	5%
Experienced at least 1	1,554	20%

Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia’s pharmacists were involuntarily unemployed at some point in 2012. For comparison, Virginia’s average monthly unemployment rate was 5.9%.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	185	3%	211	15%
Less than 6 Months	554	8%	142	10%
6 Months to 1 Year	577	8%	140	10%
1 to 2 Years	1,218	17%	217	16%
3 to 5 Years	1,634	23%	274	20%
6 to 10 Years	1,206	17%	216	15%
More than 10 Years	1,738	24%	200	14%
Subtotal	7,113	100%	1,400	100%
Did not have location	268		6,230	
Item Missing	396		147	
Total	7,777		7,777	

Source: Va. Healthcare Workforce Data Center

56% of pharmacists received a salary at their primary work location, while 41% received an hourly wage.

At a Glance:

Unemployment Experience 2012

Involuntarily Unemployed: 3%
Underemployed: 3%

Stability

Switched: 5%
New Location: 20%
Over 2 years: 64%
Over 2 yrs, 2nd location: 49%

Employment Type

Salary or Wage: 97%

Source: Va. Healthcare Workforce Data Center

Nearly two in three pharmacists 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	#	%
Salary/ Commission	3,772	56%
Hourly Wage	2,734	41%
By Contract	94	1%
Business/ Practice Income	65	1%
Unpaid	49	1%
Subtotal	6,714	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 6.4% in January to 5.4% in November.

At a Glance:

Concentration

Top Region:	25%
Top 3 Regions:	69%
Lowest Region:	2%

Locations

2 or more (2012):	20%
2 or more (Now*):	16%

Source: Va. Healthcare Workforce Data Center

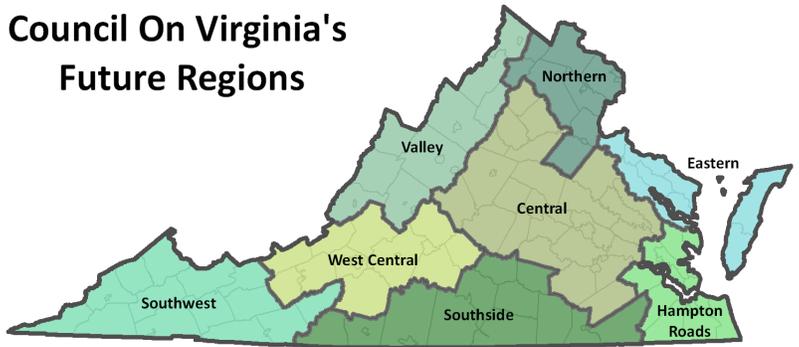
Half of all pharmacists had their primary work location in either Northern or Central Virginia. In addition, nearly one in three pharmacists worked in either Hampton Roads or West Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,750	25%	262	19%
Eastern	136	2%	28	2%
Hampton Roads	1,327	19%	250	18%
Northern	1,799	25%	341	25%
Southside	285	4%	49	4%
Southwest	399	6%	95	7%
Valley	460	7%	100	7%
West Central	818	12%	154	11%
Virginia Border State/DC	40	1%	37	3%
Other US State	45	1%	52	4%
Outside of the US	1	0%	8	1%
Total	7,060	100%	1,376	100%
Item Missing	448		36	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



More than three in four pharmacists had just one work location in 2012, while one in five had at least two locations during the year. Only 2% of pharmacists worked at four or more work location at some point in 2012.

Locations	Number of Work Locations			
	Work Locations in 2012		Work Locations Now*	
	#	%	#	%
0	268	4%	368	5%
1	5,962	77%	5,802	79%
2	1,253	16%	925	13%
3	170	2%	153	2%
4	35	1%	24	0%
5	8	0%	5	0%
6 or More	80	1%	58	1%
Total	7,777	100%	7,333	100%

*At the time of survey completion, December 2012.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	4,786	72%	840	72%
Non-Profit	1,326	20%	229	20%
State/Local Government	257	4%	48	4%
Veterans Administration	121	2%	16	1%
U.S. Military	128	2%	17	1%
Other Federal Gov't	65	1%	12	1%
Total	6,683	100%	1,162	100%
Did not have location	268		6,365	
Item Missing	825		251	

At a Glance: (Primary Locations)

Sector

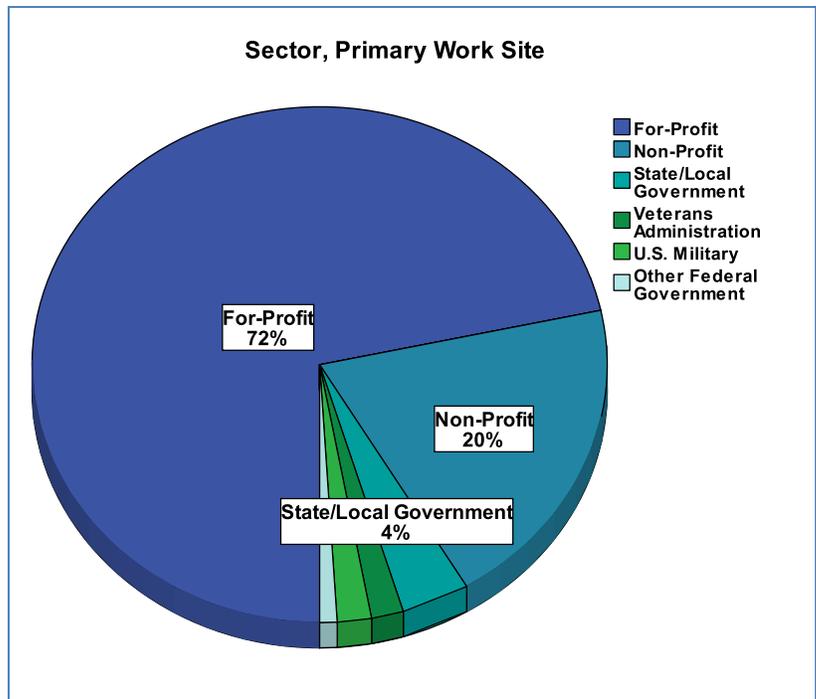
For Profit:	72%
Federal:	5%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	32%
Hospital/Health System: (Inpatient or Outpatient)	24%
Independent Pharmacy: (1-4 Stores)	10%

Source: Va. Healthcare Workforce Data Center

More than 90% of pharmacists worked in the private sector, including one in five who worked in the non-profit sector. Only 9% of pharmacists worked for a government organization, approximately half of whom worked for the federal government.



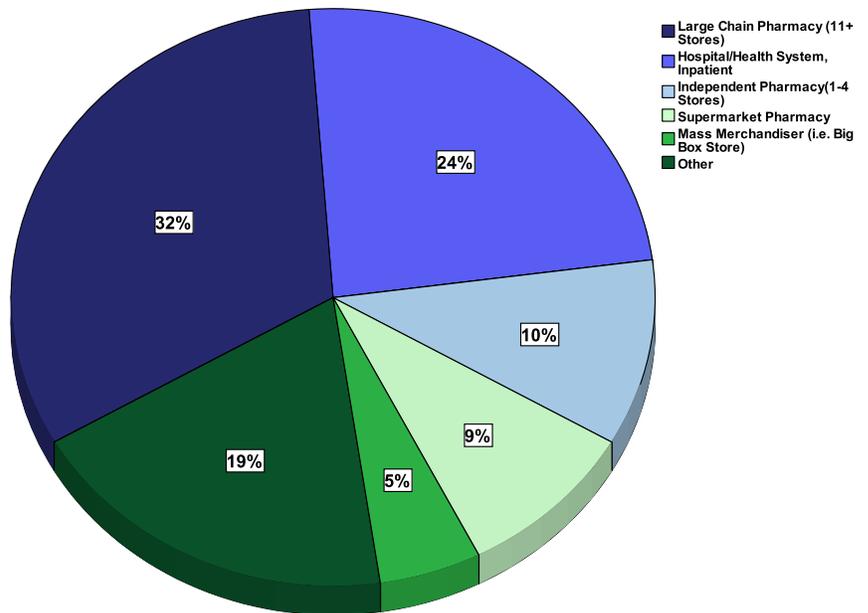
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	2,042	32%	316	28%
Hospital/Health System, Inpatient	1,532	24%	205	18%
Independent Community Pharmacy (1-4 Stores)	663	10%	175	15%
Supermarket Pharmacy	583	9%	66	6%
Mass Merchandiser (i.e. Big Box Stores)	326	5%	57	5%
Hospital/Health System, Outpatient	255	4%	48	4%
Nursing Home/Long-Term Care	227	4%	49	4%
Clinic-Based Pharmacy	211	3%	69	6%
Academic Institution	126	2%	29	3%
Home Health/Infusion	104	2%	19	2%
All Other Types	286	5%	107	9%
Total	6,355	100%	1,140	100%
Does not have location	268		6,365	

Source: Va. Healthcare Workforce Data Center

One in three pharmacists work at a large chain community pharmacy, while one in four work at an inpatient hospital or health system. Additionally, 14% work in a supermarket or big box store-based pharmacy. Only 10% work in independent community pharmacies.

Establishment Type, Primary Work Site



For secondary work locations, 28% of pharmacists worked at a large chain pharmacy, while 18% worked at an inpatient hospital or health system. Another 15% worked at independent community pharmacies.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Medical Dispensing: 50%-59%
 Patient Care: 10%-19%
 Administration: 1%-9%
 Insurance: 1%-9%

Roles

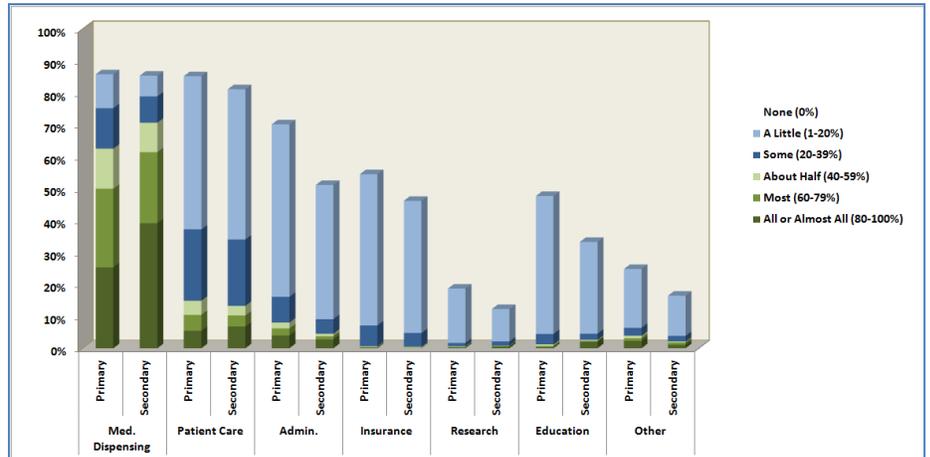
Medical Dispensing: 50%
 Patient Care: 10%
 Administration: 6%
 Education: 1%

Administration Time

Median Admin Time: 1%-9%
 Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



A typical pharmacist spent 50/59% of his or her time on medical dispensing and 10-19% on patient care. Half of all pharmacists fill a medical dispensing role, defined as spending 60% or more of their time in that activity.

Time Allocation												
Time Spent	Medical Dispensing		Patient Care		Admin.		Insurance		Research		Education	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	25%	39%	5%	7%	4%	3%	0%	0%	0%	1%	0%	2%
Most (60-79%)	25%	22%	5%	3%	2%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	13%	9%	4%	3%	2%	1%	0%	0%	0%	0%	0%	0%
Some (20-39%)	13%	8%	22%	21%	8%	5%	7%	4%	1%	1%	3%	2%
A Little (1-20%)	11%	6%	48%	47%	54%	42%	47%	41%	17%	10%	43%	29%
None (0%)	14%	15%	15%	19%	30%	49%	45%	54%	81%	88%	52%	67%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	119	2%	5	0%
50 to 54	171	3%	7	0%
55 to 59	621	10%	113	5%
60 to 64	1,447	23%	473	20%
65 to 69	2,261	36%	986	41%
70 to 74	822	13%	431	18%
75 to 79	234	4%	118	5%
80 or over	88	1%	43	2%
I do not intend to retire	454	7%	213	9%
Total	6,216	100%	2,389	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacists

Under 65: 38%

Under 60: 15%

Pharmacists 50 and over

Under 65: 25%

Under 60: 5%

Time until Retirement

Within 2 years: 6%

Within 10 years: 21%

Half the workforce: by 2037

Source: Va. Healthcare Workforce Data Center

More than one-third of pharmacists expect to retire between the ages of 65 and 69. In addition, 38% expect to retire before age 65. Among those pharmacists who are age 50 or over, one in four still expect to retire before age 65, and 41% expect to retire between the ages of 65 and 69. Within the next ten years, more than one in five pharmacists plan to retire, and half the current workforce expects to be retired by 2037.

Within the next two years approximately 4% of pharmacists plan to leave either the profession or Virginia. Meanwhile, 13% of pharmacists plan on pursuing additional educational opportunities, and 12% plan on increasing patient care hours.

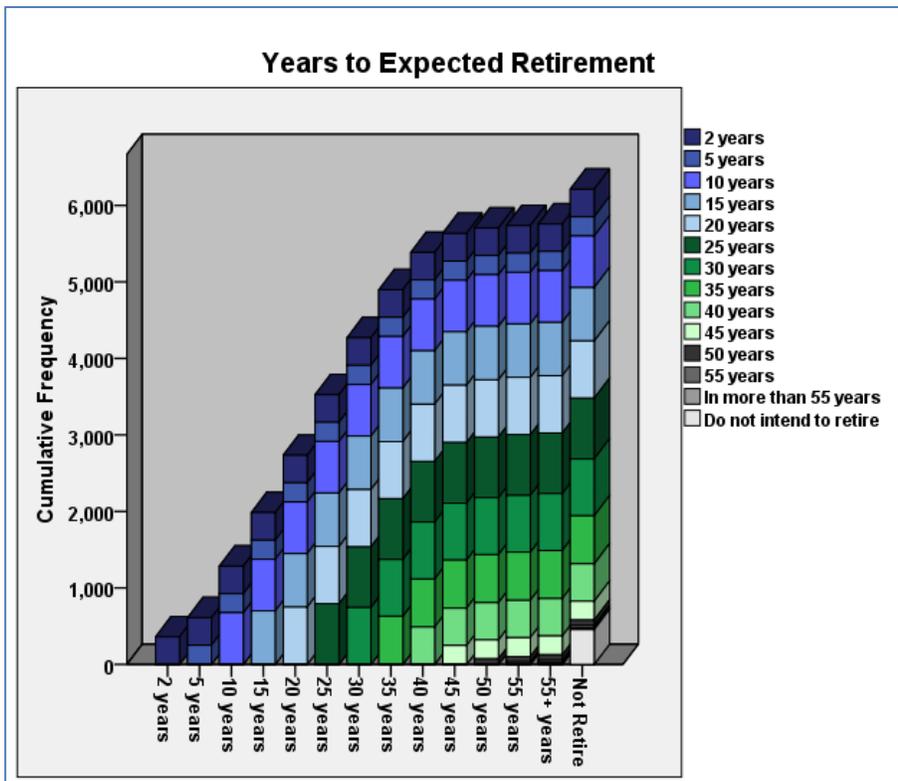
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	113	1%
Leave Virginia	258	3%
Decrease Patient Care Hours	186	2%
Decrease Teaching Hours	35	0%
Increase Participation		
Increase Patient Care Hours	902	12%
Increase Teaching Hours	483	6%
Pursue Additional Education	996	13%
Return to Virginia's Workforce	96	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacists. Only 6% of pharmacists plan on retiring in the next two years, while 21% plan on retiring in the next ten years. Meanwhile, more than half of pharmacists plan on working for at least the next 20 years, and more than 20% plan on working for at least the next 35 years.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	360	6%	6%
5 years	250	4%	10%
10 years	675	11%	21%
15 years	699	11%	32%
20 years	749	12%	44%
25 years	793	13%	57%
30 years	744	12%	69%
35 years	628	10%	79%
40 years	488	8%	87%
45 years	247	4%	91%
50 years	72	1%	92%
55 years	31	0%	92%
In more than 55 years	22	0%	93%
Do not intend to retire	454	7%	100%
Total	6,212	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2022. Peak retirement years will take place around 2037, when 13% of the current workforce expects to retire every five years. Retirements will not fall below 10% of the current workforce every 5 years again until 2052. Half the current workforce expects to retire by 2037.

At a Glance:

FTEs

Total: 7,052
Average: .94

Age & Gender Effect

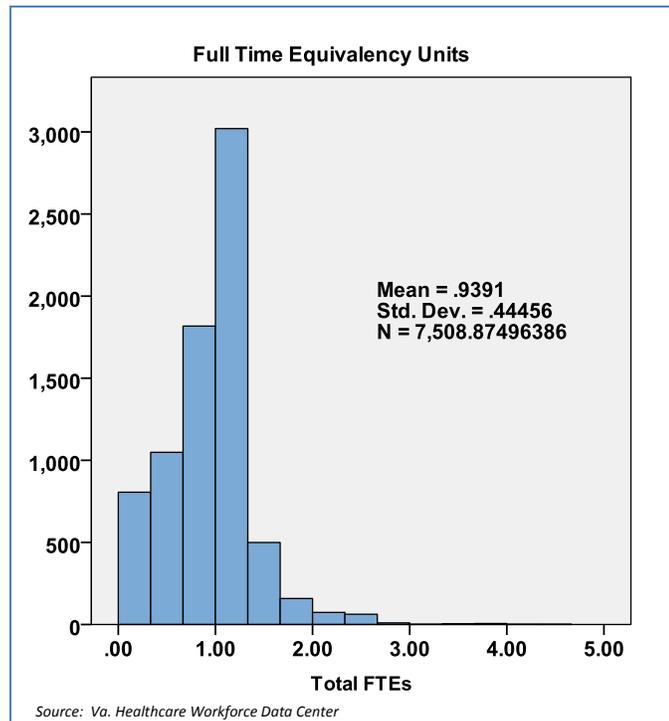
Age, Partial Eta²: .02
Gender, Partial Eta²: .009

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

.01=Small Effect
.06=Medium Effect
.138=Large Effect

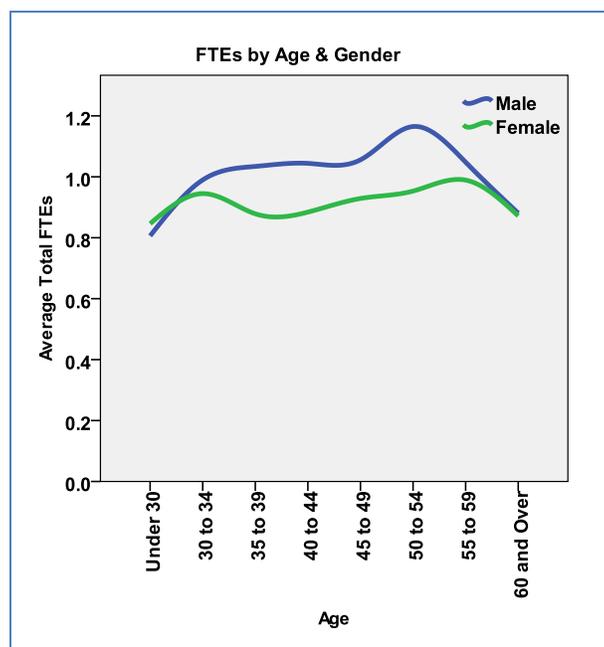
Source: Va. Healthcare Workforce Data Center

A Closer Look:



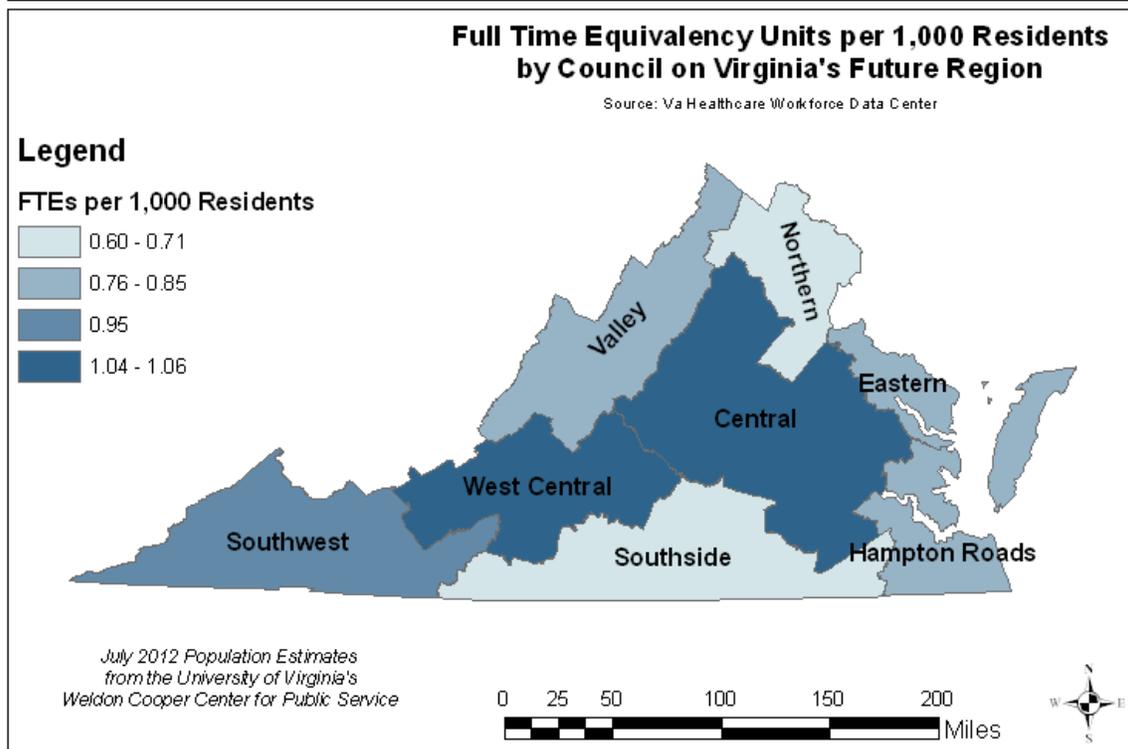
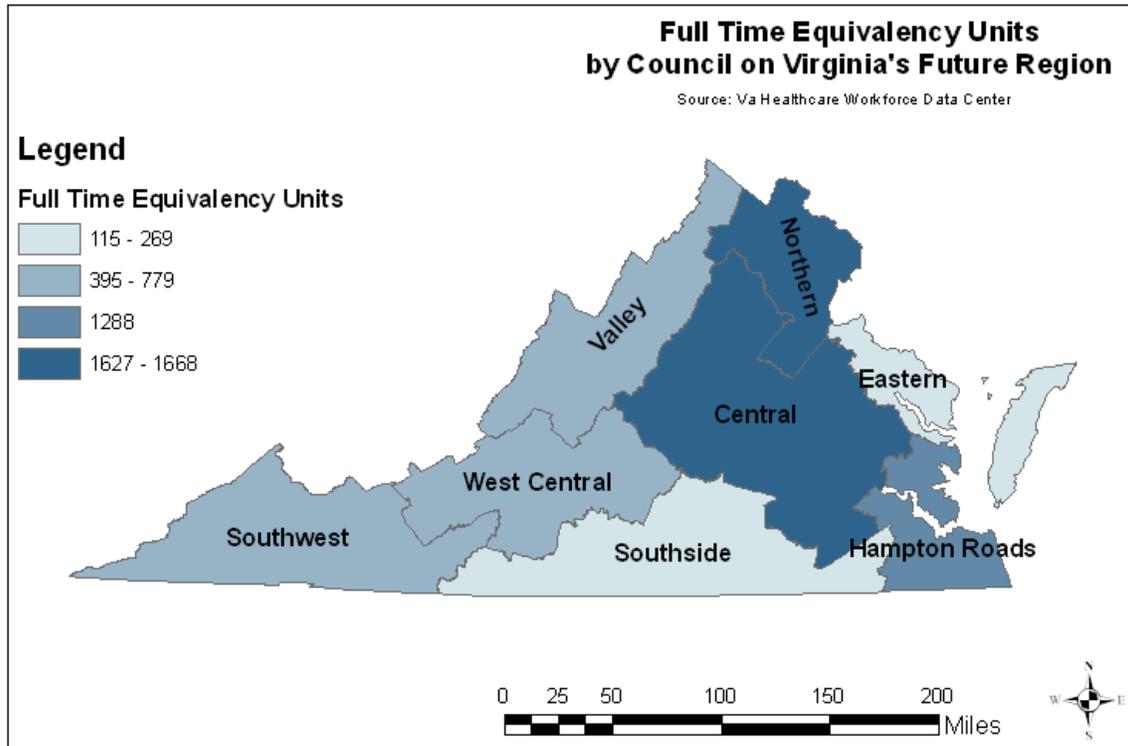
The average pharmacist provided 0.94 FTEs in 2012, or about 36 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical test did not verify that a difference exists.² Combined, gender and age account for approximately 3% of variation in FTEs.

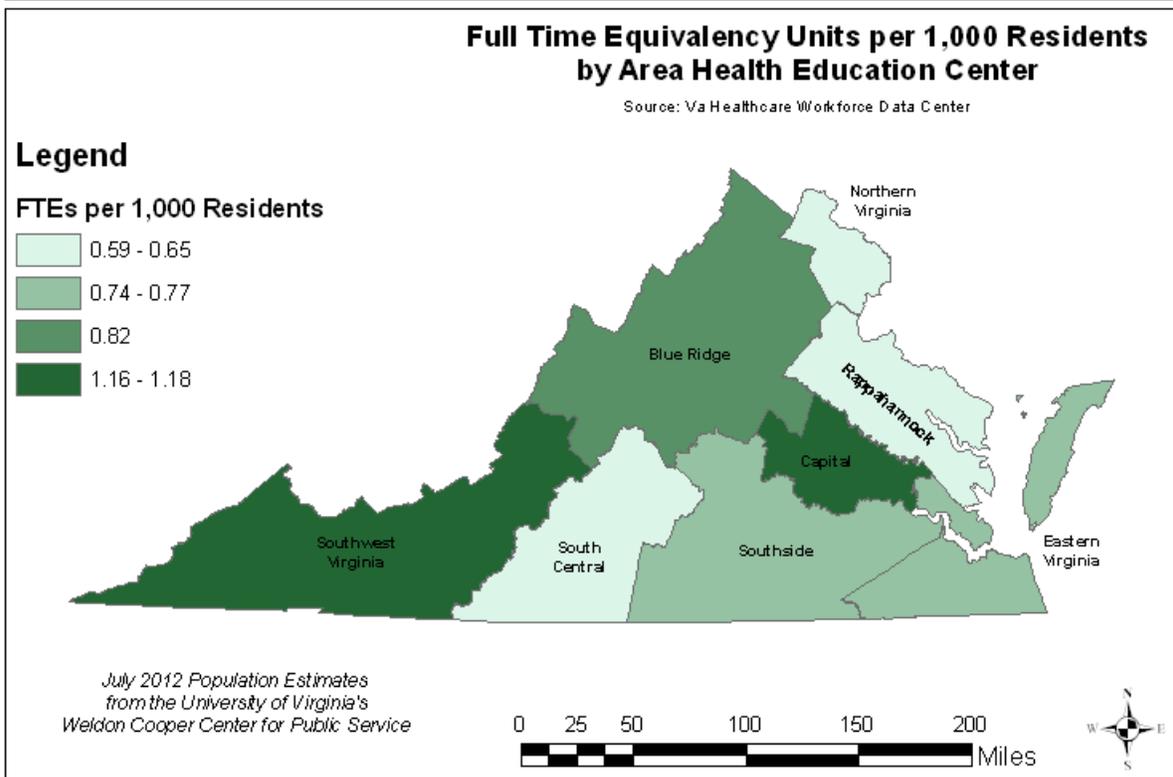
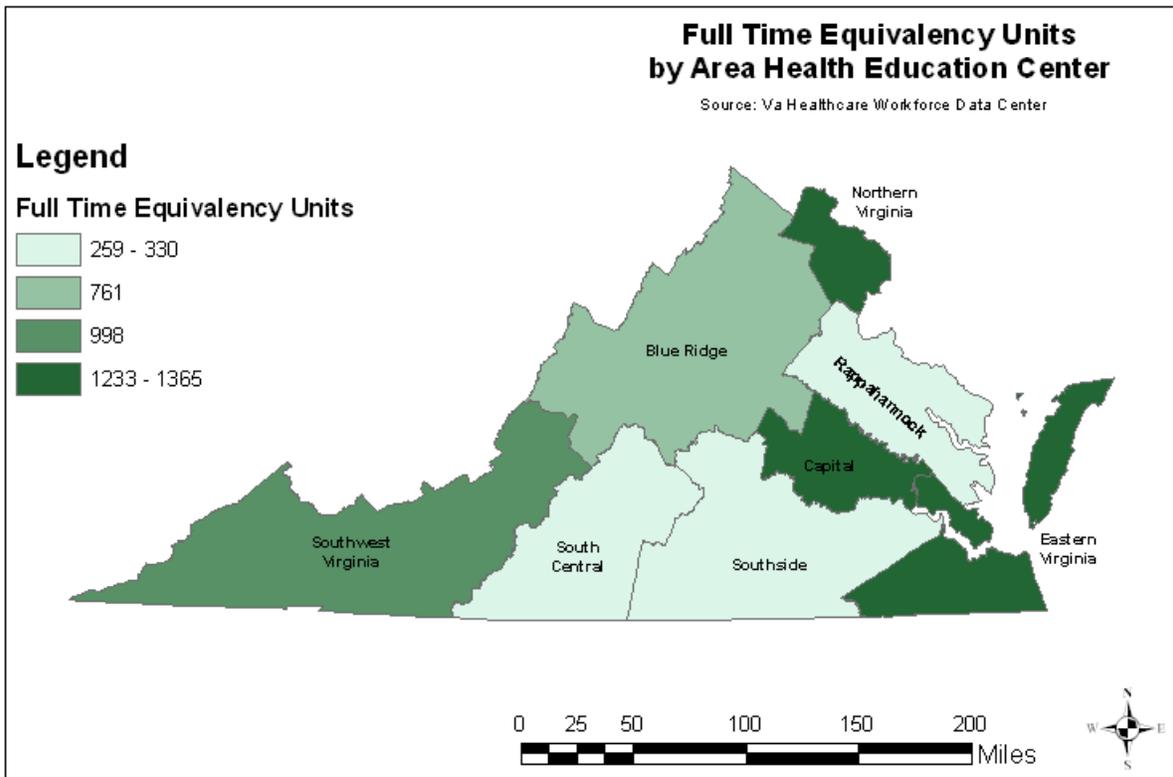
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.84	0.89
30 to 34	0.96	1.08
35 to 39	0.92	0.95
40 to 44	0.93	0.97
45 to 49	0.97	1.06
50 to 54	1.03	1.08
55 to 59	1.02	1.08
60 and Over	0.88	0.91
Gender		
Male	0.99	1.08
Female	0.91	0.97

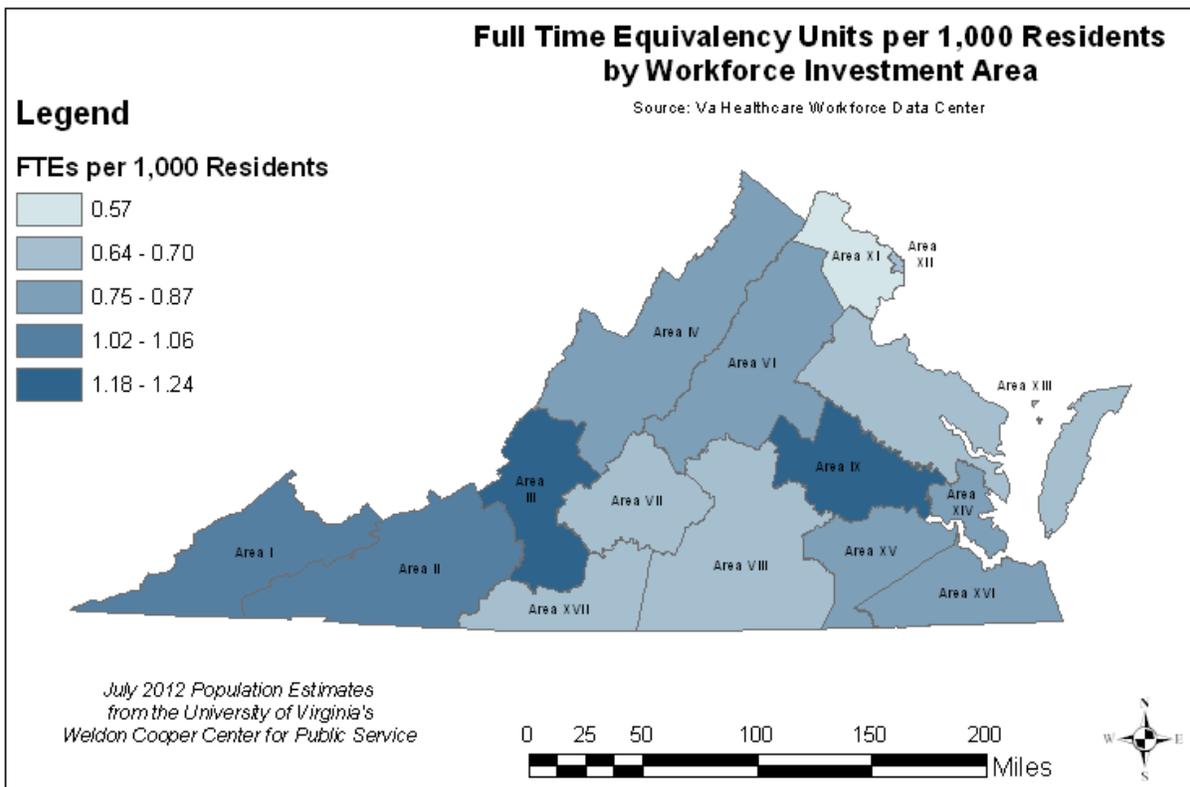
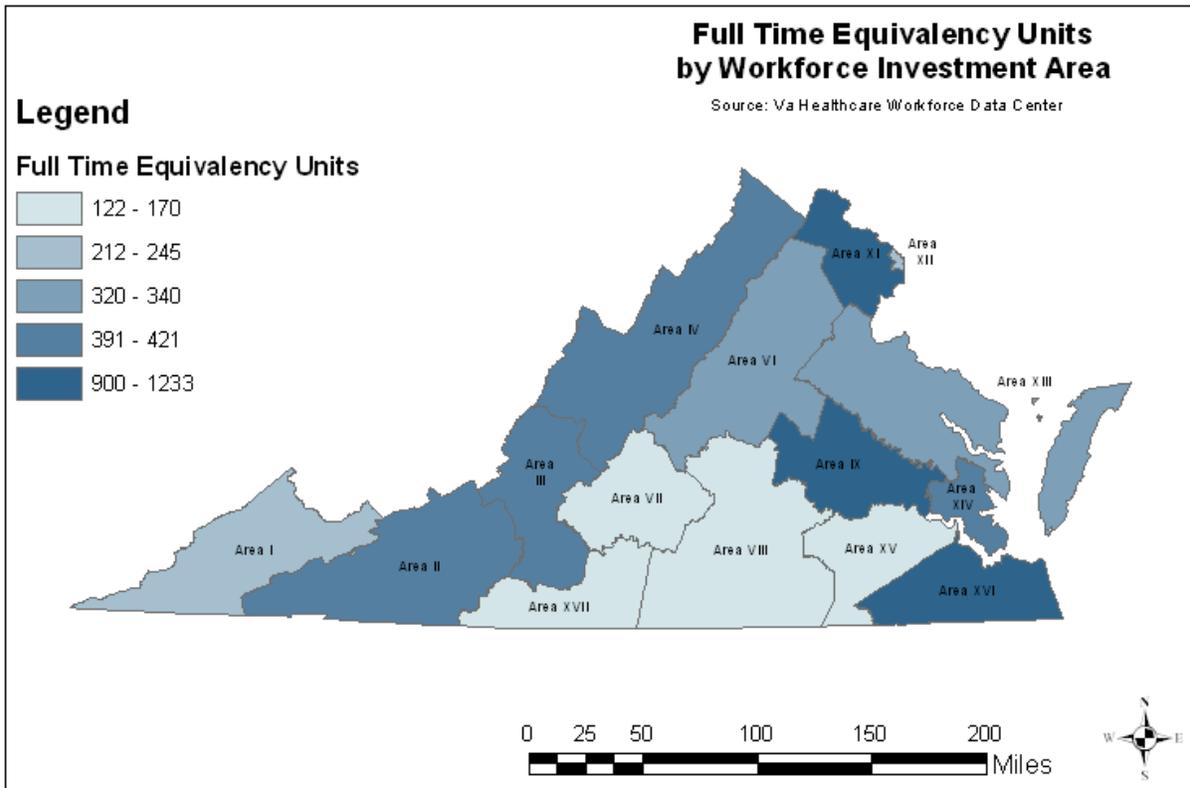


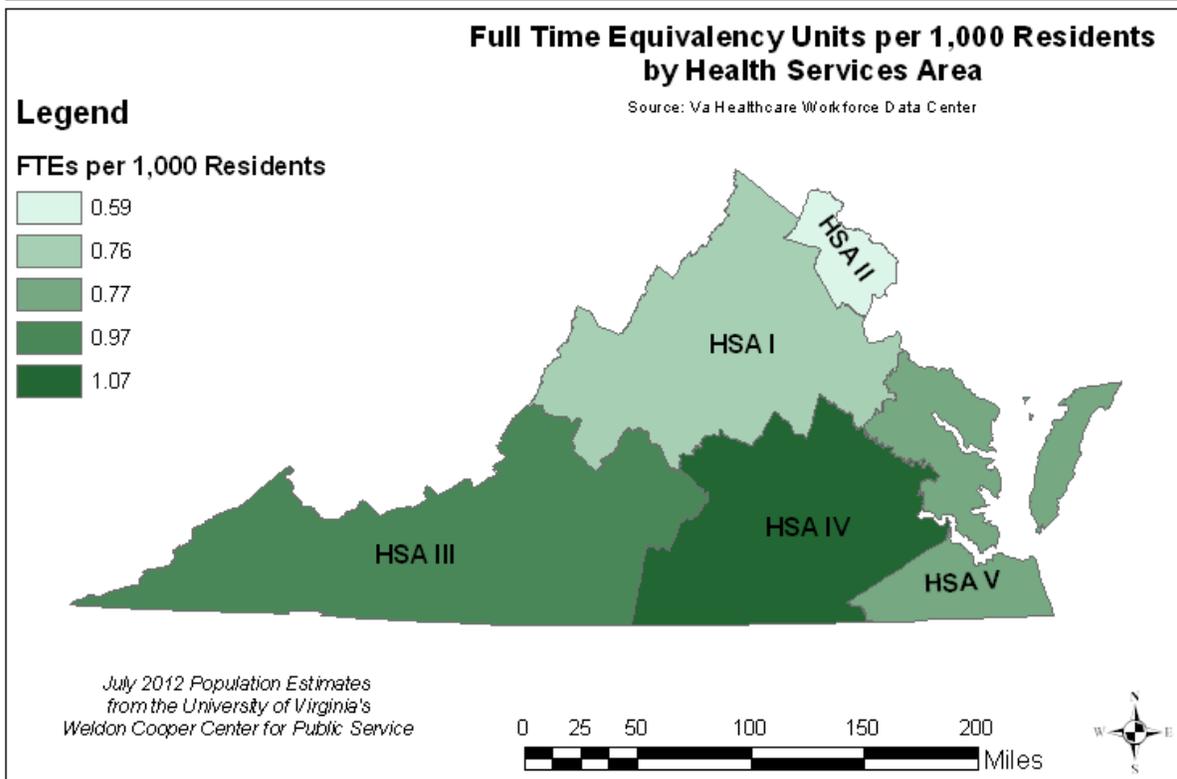
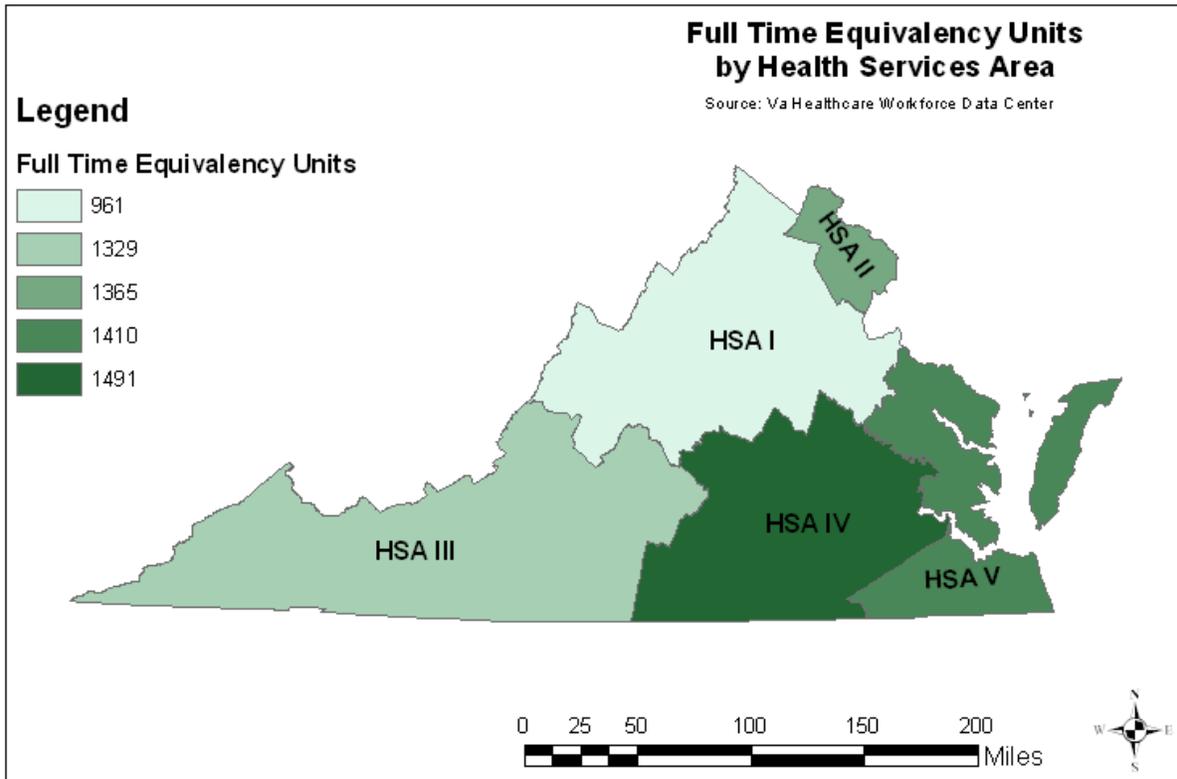
Source: Va. Healthcare Workforce Data Center

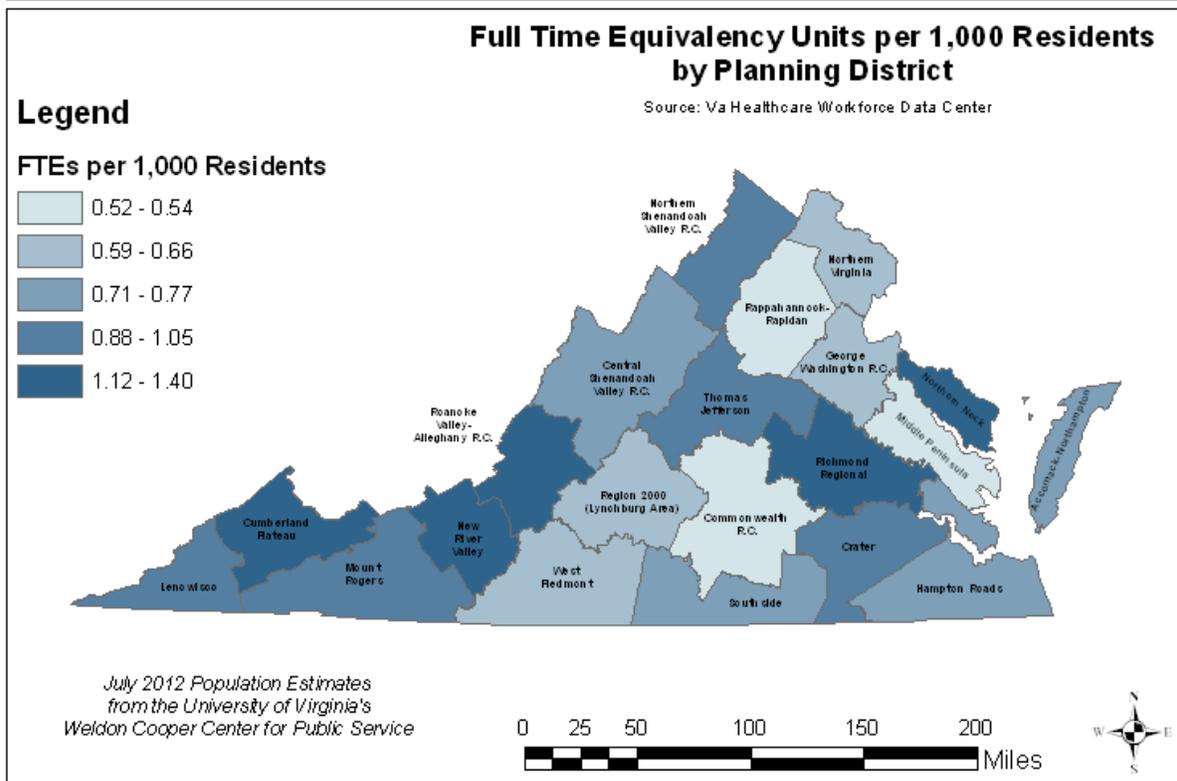
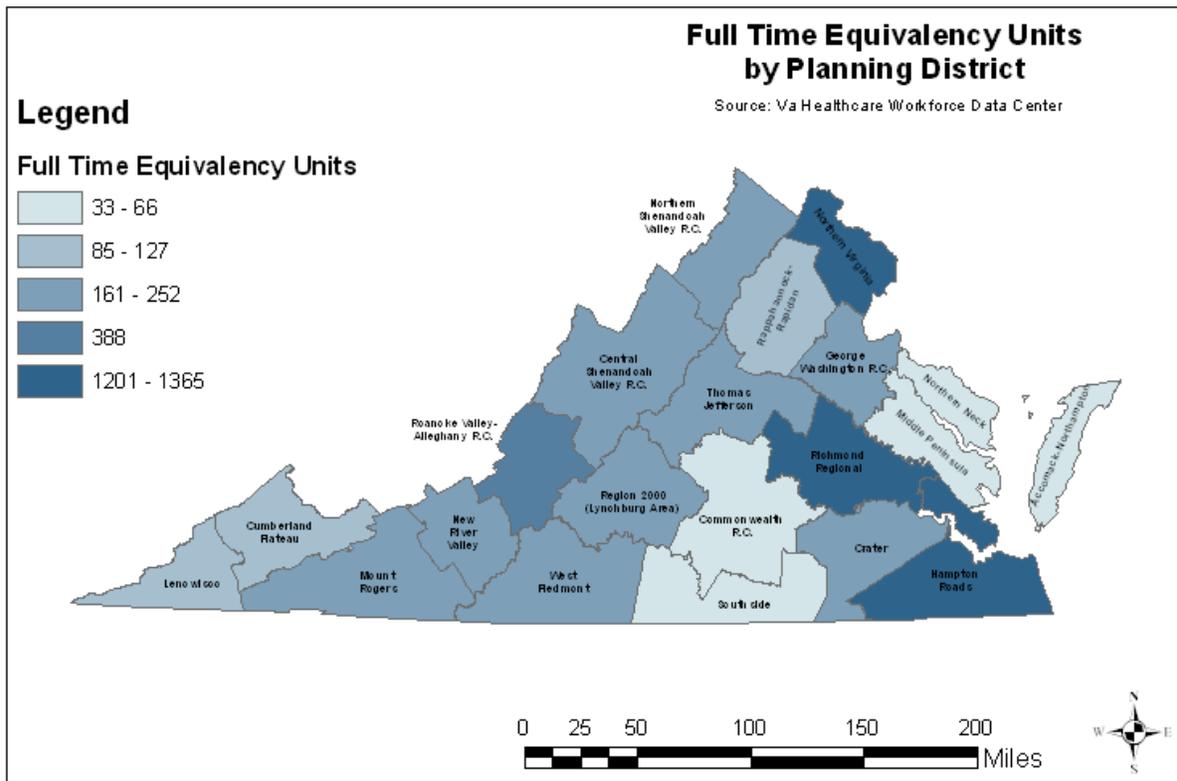
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	5,450	83.91%	1.191778	1.139605	1.294877
Metro, 250,000 to 1 million	782	86.70%	1.153392	1.1029	1.25317
Metro, 250,000 or less	762	87.53%	1.142429	1.092416	1.241258
Urban pop 20,000+, Metro adj	117	83.76%	1.193878	1.141613	1.297158
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	276	80.43%	1.243243	1.188817	1.350794
Urban pop, 2,500-19,999, nonadj	243	86.42%	1.157143	1.106486	1.257245
Rural, Metro adj	112	81.25%	1.230769	1.176889	1.337241
Rural, nonadj	84	84.52%	1.183099	1.131305	1.285446
Virginia border state/DC	1,822	83.21%	1.201847	1.149233	1.305817
Other US State	2,630	78.67%	1.271145	1.215498	1.38111

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	1,024	86.82%	1.151856	1.092416	1.215498
30 to 34	1,600	85.31%	1.172161	1.111673	1.236925
35 to 39	1,610	83.79%	1.193477	1.131889	1.259418
40 to 44	1,716	83.92%	1.191667	1.130172	1.257508
45 to 49	1,486	83.04%	1.204214	1.142072	1.270749
50 to 54	1,358	84.46%	1.183958	1.122862	1.249374
55 to 59	1,284	84.89%	1.177982	1.117193	1.243067
60 and Over	2,187	76.41%	1.308797	1.241258	1.38111

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}$.

Overall Response Rate: 0.830412

