
Virginia's Pharmacist Workforce: 2013

Healthcare Workforce Data Center

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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!

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The Pharmacist Workforce: At a Glance:

The Workforce

Licensees:	12,732
Virginia's Workforce:	7,913
FTEs:	6,846

Background

Rural Childhood:	35%
HS Degree in VA:	46%
Prof. Degree in VA:	48%

Current Employment

Employed in Prof.:	93%
Hold 1 Full-time Job:	72%
Satisfied?:	90%

Survey Response Rate

All Licensees:	82%
Renewing Practitioners:	91%

Education

Baccalaureate:	49%
PhD/Professional:	51%

Job Turnover

Switched Jobs in 2013:	5%
Employed over 2 yrs:	64%

Demographics

Female:	62%
Diversity Index:	47%
Median Age:	45

Finances

Median Inc.:	\$110k-\$120k
Health Benefits:	69%
Under 40 w/ Ed debt:	77%

Primary Roles

Patient Care:	74%
Administration:	7%
Education:	1%

Source: Va. Healthcare Workforce Data Center

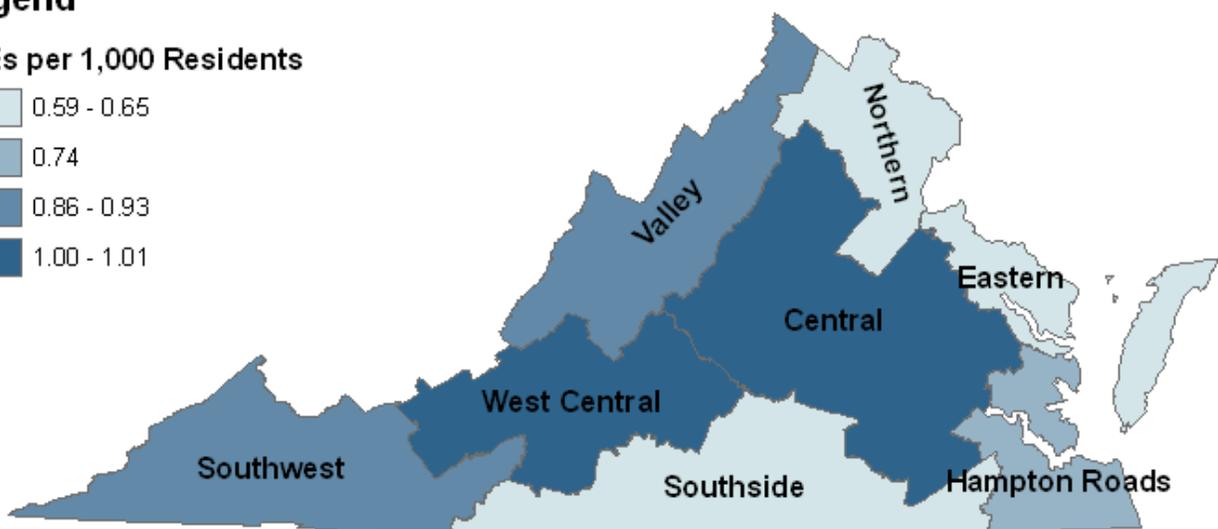
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.59 - 0.65
	0.74
	0.86 - 0.93
	1.00 - 1.01



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



Nearly 10,500 pharmacists voluntarily took part in the 2013 Pharmacy 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 December for pharmacists. These survey respondents represent 82% of the 12,732 pharmacists who are licensed in the state and 91% of renewing practitioners.

The HWDC estimates that 7,913 pharmacists 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 pharmacist at some point in the future. Virginia's pharmacist workforce provided 6,846 "full-time equivalency units" during the survey period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

62% of pharmacists are female, and the median age of all pharmacists is 45. In a random encounter between two pharmacists, there is a 47% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. Meanwhile, for pharmacists who are under the age of 40, the diversity index increases to 57%.

More than one-third of all pharmacists grew up in a rural area, and nearly one-quarter of these professionals currently work in non-Metro areas of the state. Meanwhile, 46% of Virginia's pharmacists graduated from high school in Virginia, while 48% received their initial professional degree in the state. In total, 54% of Virginia's pharmacist workforce has some educational background in the state.

Educational background is split rather evenly between those pharmacists with a baccalaureate degree and those with a doctorate/professional degree. More than three-quarters of pharmacists who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$90,000 and \$100,000.

93% of pharmacists were employed in the profession at the time of the survey. 72% held one full-time position, while another 15% held one part-time position. Only 1% of pharmacists were involuntarily unemployed, while 2% were voluntarily unemployed. Nearly two-thirds of all pharmacists have been at their primary work location for at least two years.

The median annual income for pharmacists is between \$110,000 and \$120,000, while one-quarter earn more than \$130,000 per year. In addition to monetary compensation, 83% of Virginia's pharmacists receive at least one employer-sponsored benefit, including 69% who receive employer-sponsored health insurance. Nine out of ten pharmacists indicate they are satisfied with their current employment situation, including more than half who indicate they are "very satisfied".

Nearly 70% of all pharmacists work in Central Virginia, Northern Virginia or Hampton Roads. 17% of pharmacists worked at two or more locations in the past year. More than 90% of pharmacists work in the private sector, including 71% who work at a for-profit institution. Nearly one-third of pharmacists work in a large-chain community pharmacy, while nearly one-quarter work in an inpatient hospital/health system.

Pharmacists focus most of their efforts on patient care activities. A typical pharmacist spends between 80% and 90% of their time interacting with patients, with most of the remaining time spent on administrative duties. Nearly three-quarters of pharmacists serve a patient care role, meaning that at least 60% of their time is spent in patient care activities.

40% of pharmacists expect to retire by the age of 65. 22% of the workforce expects to retire in the next decade, while half the current workforce expects to retire by 2038. Over the next two years, only 5% of the pharmacist workforce plans on leaving either the state or the profession. Meanwhile, 13% of pharmacists expect to pursue additional educational opportunities, while 12% plan on increasing patient care activities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	11,465	90%
New Licensees	795	6%
Non-Renewals	472	4%
All Licensees	12,732	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 82% of renewing pharmacists submitted a survey. These represent 91% of pharmacists who held a license at some point in 2013.



Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	159	881	85%
30 to 34	275	1,473	84%
35 to 39	259	1,407	85%
40 to 44	295	1,446	83%
45 to 49	253	1,299	84%
50 to 54	234	1,145	83%
55 to 59	208	1,070	84%
60 and Over	558	1,770	76%
Total	2,241	10,491	82%
New Licenses			
Issued in 2013	193	602	76%
Metro Status			
Non-Metro	162	671	81%
Metro	1,120	6,085	85%
Not in Virginia	958	3,730	80%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacists

Number:	12,732
New:	6%
Not Renewed:	4%

Survey Response Rates

All Licensees:	82%
Renewing Practitioners:	91%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	10,491
Response Rate, all licensees	82%
Response Rate, Renewals	91%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2013.
- 2. Target Population:** All pharmacists who held a Virginia license at some point in 2013.
- 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 2013.

At a Glance:

Workforce

2013 Pharmacist Workforce: 7,913
 FTEs: 6,846

Utilization Ratios

Licensees in VA Workforce: 62%
 Licensees per FTE: 1.86
 Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

Definitions

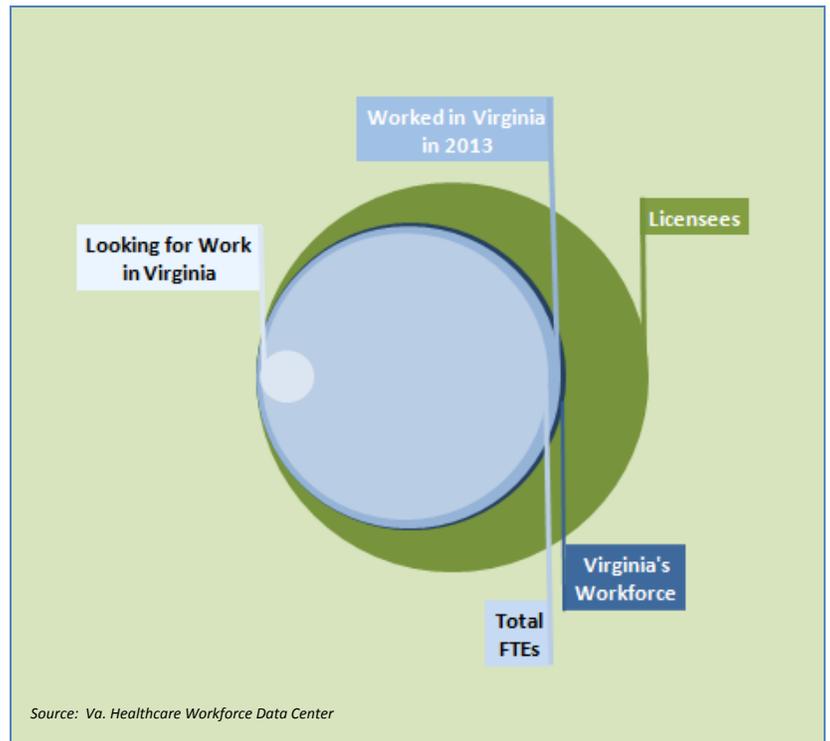
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2013 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure 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	7,680	97%
Looking for Work in Virginia	233	3%
Virginia's Workforce	7,913	100%
Total FTEs	6,846	
Licensees	12,732	

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	215	29%	517	71%	732	9%
30 to 34	307	27%	836	73%	1,143	15%
35 to 39	292	30%	691	70%	984	13%
40 to 44	281	27%	748	73%	1,029	13%
45 to 49	309	33%	642	68%	951	12%
50 to 54	292	36%	521	64%	813	10%
55 to 59	335	44%	423	56%	758	10%
60 +	959	70%	414	30%	1,373	18%
Total	2,991	38%	4,791	62%	7,782	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacists		Pharmacists Under 40	
	%	#	%	#	%
White	64%	5,483	71%	1,735	61%
Black	19%	755	10%	346	12%
Asian	6%	1,168	15%	582	20%
Other Race	0%	141	2%	69	2%
Two or more races	2%	124	2%	63	2%
Hispanic	8%	98	1%	45	2%
Total	100%	7,769	100%	2,840	100%

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 62%
% Under 40 Female: 71%

Age

Median Age: 45
% Under 40: 37%
% 55+: 27%

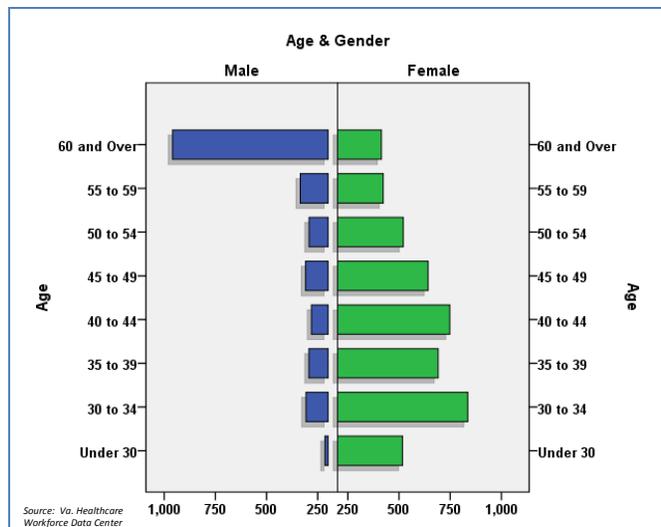
Diversity

Diversity Index: 47%
Under 40 Div. Index: 57%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two Pharmacists, there is a 47% 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 54%.

62% of all pharmacists are women, including 71% of pharmacists under the age of 40. The median age of pharmacists is 45. 37% of pharmacists are under the age of 40, while 27% are over the age of 55.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 19%
 Rural Childhood: 35%

Virginia Background

HS in Virginia: 46%
 Prof. Education in VA: 48%
 HS/Prof. Educ. in VA: 54%

Location Choice

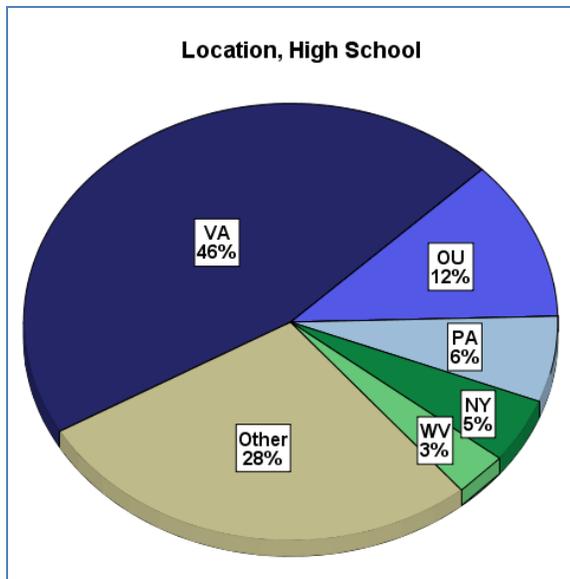
% Rural to Non-Metro: 23%
 % Urban/Suburban to Non-Metro: 6%

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
Metro Counties				
1	Metro, 1 million+	25%	54%	22%
2	Metro, 250,000 to 1 million	50%	40%	11%
3	Metro, 250,000 or less	47%	39%	15%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	42%	41%	18%
6	Urban pop, 2,500-19,999, Metro adj	65%	22%	13%
7	Urban pop, 2,500-19,999, nonadj	85%	10%	4%
8	Rural, Metro adj	58%	29%	13%
9	Rural, nonadj	69%	20%	11%
Overall		35%	47%	19%

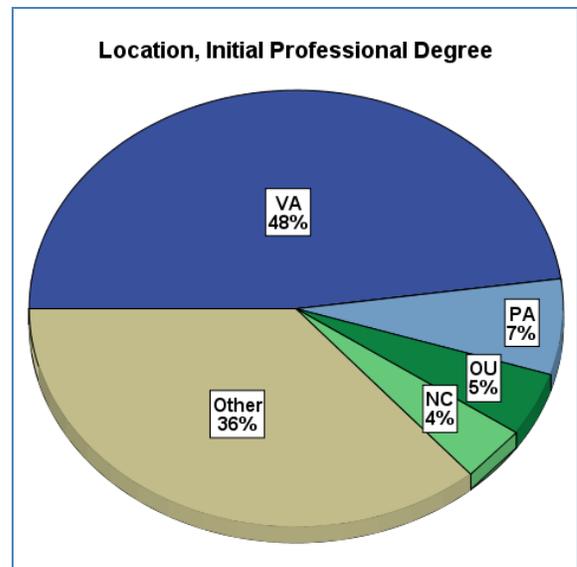
Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than half of Virginia's pharmacists have a background (i.e., a high school or professional degree) in the state.

35% of pharmacists grew up in self-described rural areas, but only 12% of all pharmacists currently work in Non-Metro counties.



Source: Va. Healthcare Workforce Data Center

Top Ten States for Pharmacy Recruitment

Rank	All Pharmacists			
	High School	#	Professional School	#
1	Virginia	3,571	Virginia	3,641
2	Outside of U.S.	919	Pennsylvania	539
3	Pennsylvania	493	Outside of U.S.	359
4	New York	371	North Carolina	310
5	West Virginia	251	New York	302
6	Maryland	218	Washington, D.C.	237
7	North Carolina	212	Massachusetts	217
8	New Jersey	163	West Virginia	314
9	Ohio	158	Maryland	202
10	Florida	110	Ohio	166

Source: Va. Healthcare Workforce Data Center

46% of all pharmacists received their high school degree in Virginia, while 48% earned their initial professional degree in the state. Outside of Virginia, Pennsylvania was the most common state where Virginia's pharmacists received either a high school or initial professional degree.

Among pharmacists who have been licensed in the past five years, one-third received their high school degree in Virginia, while 40% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	674	Virginia	772
2	Outside of U.S.	296	Pennsylvania	160
3	Pennsylvania	154	Outside of U.S.	128
4	New York	103	North Carolina	95
5	Maryland	75	New York	81
6	North Carolina	67	Maryland	70
7	West Virginia	56	Washington, D.C.	54
8	New Jersey	52	West Virginia	54
9	Ohio	46	Ohio	51
10	Florida	38	Massachusetts	45

Source: Va. Healthcare Workforce Data Center

Nearly 40% of licensed pharmacists did not participate in Virginia's workforce in 2013. Nine out of ten had worked at some point in the past year, and 83% currently work as pharmacists. 7% were in federal service, including 2% who were in the military.

At a Glance:

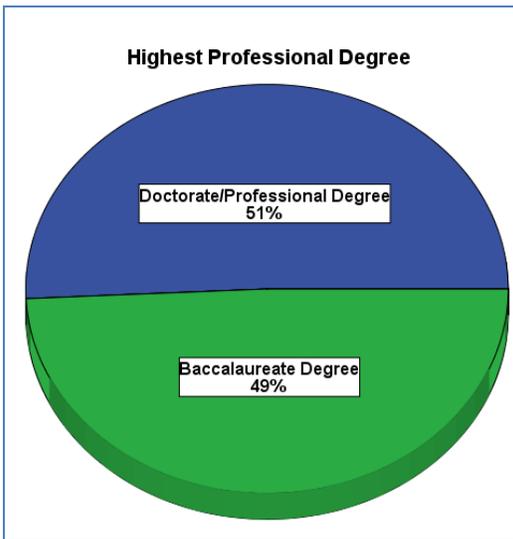
Not in VA Workforce

Total:	4,819
% of Licensees:	38%
Federal/Military:	7%
Va Border State/DC:	17%

A Closer Look:

Highest Professional Degree		
Degree	#	%
B.S. Pharmacy	3,720	49%
Pharm.D.	3,834	51%
Total	7,555	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Just more than half of all pharmacists have a Doctor of Pharmacy degree, while the rest have a B.S. in Pharmacy. More than one-third of pharmacists currently carry educational debt, including more than three-quarters of those under age 40. For those who do have educational debt, the median amount is between \$90,000 and \$100,000.

At a Glance:

Education

B.S. Pharmacy: 49%

Pharm.D.: 51%

Educational Debt

Carry debt: 36%

Under age 40 w/ debt: 77%

Median debt: \$90k-\$100k

Source: Va. Healthcare Workforce Data Center

Amount Carried	Educational Debt			
	All Pharmacists		Pharmacists Under 40	
	#	%	#	%
None	4,236	64%	569	23%
\$20,000 or less	258	4%	132	5%
\$20,001-\$40,000	214	3%	130	5%
\$40,001-\$60,000	262	4%	197	8%
\$60,001-\$80,000	281	4%	210	9%
\$80,001-\$100,000	309	5%	236	10%
\$100,001-\$120,000	298	4%	247	10%
\$120,001-\$140,000	204	3%	174	7%
\$140,001-\$160,000	170	3%	144	6%
\$160,001-\$180,000	168	3%	149	6%
\$180,001-\$200,000	97	1%	83	3%
Over \$200,000	171	3%	160	7%
Total	6,668	100%	2,431	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Immunization:	25%
Community Pharmacy:	12%
Compounding:	4%

Top Board Certifications

BPS - Pharmacotherapy:	4%
CCGP - Geriatrics:	1%
BPS - Ambulatory Care:	1%

Top Residencies (PGY1)

Pharmacy Practice (Post 1993):	9%
Community Pharmacy:	8%
Pharmacy Practice (Pre 1993):	7%

Source: Va. Healthcare Workforce Data Center

PGY1		
Residency	#	%
Pharmacy Practice (Post 1993)	704	9%
Community Pharmacy	600	8%
Pharmacy Practice (Pre 1993)	563	7%
Managed Care Pharmacy	39	0%
Other	0	0%
Total	1,906	24%
PGY2		
Ambulatory Care	135	2%
Drug Information	71	1%
Critical Care	52	1%
Internal Medicine/Cardiology	37	0%
Health-System Pharm. Admin.	34	0%
Psychiatry	27	0%
Oncology	26	0%
Pharmacotherapy	25	0%
Geriatrics	24	0%
Managed Care Pharm. Systems	22	0%
Infectious Disease	21	0%
Pediatrics	21	0%
Other	271	3%
Total	768	10%

Source: Va. Healthcare Workforce Data Center

Board Certifications		
Certification	#	%
BPS - Pharmacotherapy	356	4%
CCGP - Geriatrics	57	1%
BPS - Ambulatory Care	40	1%
BPS - Oncology	32	0%
BPS - Psychiatric	25	0%
BPS - Nutrition	20	0%
BPS - Nuclear Pharmacy	10	0%
ABAT - Applied Toxicology	1	0%
Other Board Certification	149	2%
Have at least 1 Cert.	655	8%

Source: Va. Healthcare Workforce Data Center

Nearly one in ten pharmacists hold a board certification, including 4% who hold a certification in Pharmacotherapy and 1% each who hold certifications in Geriatrics or Ambulatory Care.

At a Glance:

Employment

Employed in Profession: 93%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 72%
2 or More Positions: 8%

Weekly Hours:

40 to 49: 56%
60 or more: 4%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	5	0%
Employed in a pharmacy-related capacity	7,135	93%
Employed, NOT in a pharmacy-related capacity	164	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	73	1%
Voluntarily unemployed	164	2%
Retired	138	2%
Total	7,679	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	375	5%
One Part-Time Position	1,120	15%
Two Part-Time Positions	153	2%
One Full-Time Position	5,443	72%
One Full-Time Position & One Part-Time Position	421	6%
Two Full-Time Positions	8	0%
More than Two Positions	39	1%
Total	7,559	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	375	5%
1 to 9 hours	211	3%
10 to 19 hours	295	4%
20 to 29 hours	493	7%
30 to 39 hours	1,281	17%
40 to 49 hours	3,984	53%
50 to 59 hours	590	8%
60 to 69 hours	148	2%
70 to 79 hours	80	1%
80 or more hours	51	1%
Total	7,508	100%

Source: Va. Healthcare Workforce Data Center

93% of licensed pharmacists are employed in the profession, and only 1% is involuntary unemployed. Nearly three out of four licensed pharmacists have full-time work, while 8% have two or more positions. More than half of licensed pharmacists work between 40 and 49 hours per week. Only 4% of pharmacists work 60 hours or more per week.

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	64	1%
\$50,000 or less	543	9%
\$50,001-\$60,000	133	2%
\$60,001-\$70,000	148	2%
\$70,001-\$80,000	158	3%
\$80,001-\$90,000	222	4%
\$90,001-\$100,000	450	7%
\$100,001-\$110,000	859	14%
\$110,001-\$120,000	1,036	17%
\$120,001-\$130,000	1,110	18%
\$130,001-\$140,000	615	10%
\$140,001-\$150,000	323	5%
More than \$150,000	399	7%
Total	6,062	100%

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	5,637	79%
Health Insurance	4,926	69%
Dental Insurance	4,644	65%
Retirement	4,555	64%
Paid Sick Leave	4,520	63%
Group Life Insurance	3,820	54%
Signing/Retention Bonus	648	9%
Receive at least one benefit*	5,934	83%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

Nine out of ten pharmacists are satisfied with their jobs, including more than half who are very satisfied.

At a Glance:

Annual Income
 Median Income: \$110k-120k
 Middle 50%: \$90k-\$130k

Benefits
 Employer Health Insurance: 69%
 Employer Retirement: 64%

Satisfaction
 Satisfied: 90%
 Very Satisfied: 52%

Source: Va. Healthcare Workforce Data Center

The median annual income for pharmacists is between \$110,000 and \$120,000, while one-quarter of pharmacists earn more than \$130,000 per year. 83% of pharmacists receive at least one employer-sponsored benefit, including more than two-thirds who receive health insurance.

Job Satisfaction		
Level	#	%
Very Satisfied	3,826	52%
Somewhat Satisfied	2,793	38%
Somewhat Dissatisfied	553	8%
Very Dissatisfied	199	3%
Total	7,371	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	171	2%
Experience Voluntary Unemployment?	270	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	204	3%
Work two or more positions at the same time?	743	9%
Switch employers or practices?	431	5%
Experienced at least 1	1,515	19%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s pharmacists were involuntary unemployed at some point in 2013. For comparison, Virginia’s average monthly unemployment rate was 5.5%.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	151	2%	225	18%
Less than 6 Months	619	9%	153	12%
6 Months to 1 Year	625	9%	130	10%
1 to 2 Years	1,214	17%	172	14%
3 to 5 Years	1,535	21%	241	19%
6 to 10 Years	1,259	17%	179	14%
More than 10 Years	1,809	25%	165	13%
Subtotal	7,211	100%	1,264	100%
Did not have location	275		6,573	
Item Missing	427		75	
Total	7,913		7,913	

Source: Va. Healthcare Workforce Data Center

48% of pharmacists receive a salary at their primary work location, while 45% receive an hourly wage. Only 6% report receiving income from business ownership.

At a Glance:

Unemployment Experience 2013

Involuntarily Unemployed: 2%
Underemployed: 3%

Stability

Switched: 5%
New Location: 21%
Over 2 years: 64%
Over 2 yrs, 2nd location: 46%

Employment Type

Salary or Wage: 92%

Source: Va. Healthcare Workforce Data Center

64% of 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	3,219	48%
Hourly Wage	2,996	45%
By Contract	57	1%
Business/ Practice Income	422	6%
Unpaid	36	1%
Subtotal	6,730	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics for 2013. The not seasonally adjusted monthly unemployment rate ranged from 6.3% in January to 4.8% in December.

At a Glance:

Concentration

Top Region:	26%
Top 3 Regions:	69%
Lowest Region:	2%

Locations

2 or more (2013):	17%
2 or more (Now*):	14%

Source: Va. Healthcare Workforce Data Center

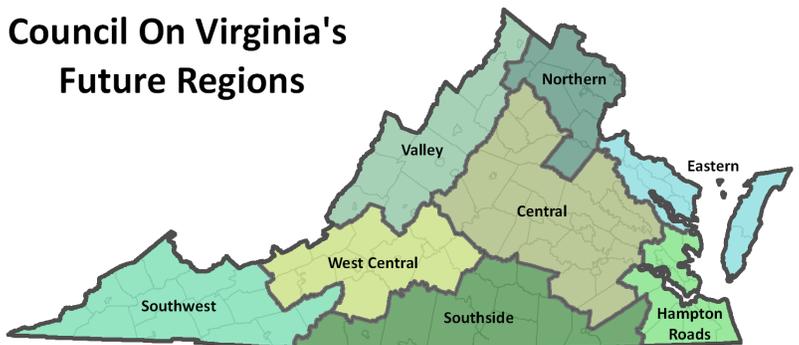
More than half of pharmacists work in either Northern Virginia or Central Virginia, while another 19% work in Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,762	25%	204	17%
Eastern	123	2%	27	2%
Hampton Roads	1,388	19%	187	16%
Northern	1,844	26%	303	26%
Southside	280	4%	41	3%
Southwest	425	6%	103	9%
Valley	461	6%	84	7%
West Central	798	11%	120	10%
Virginia Border State/DC	53	1%	33	3%
Other US State	55	1%	70	6%
Outside of the US	2	0%	8	1%
Total	7,191	100%	1,180	100%
Item Missing	447		51	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Four out of five pharmacists had just one work location in 2013, while another 12% had two work locations during the year.

Locations	Number of Work Locations			
	Work Locations in 2013		Work Locations Now*	
	#	%	#	%
0	273	4%	349	5%
1	6,301	80%	6,026	81%
2	934	12%	719	10%
3	245	3%	226	3%
4	42	1%	22	0%
5	23	0%	16	0%
6 or More	94	1%	69	1%
Total	7,913	100%	7,426	100%

*At the time of survey completion, December 2013.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	4,831	71%	809	72%
Non-Profit	1,427	21%	232	21%
State/Local Government	232	3%	47	4%
Veterans Administration	114	2%	2	0%
U.S. Military	138	2%	21	2%
Other Federal Gov't	57	1%	12	1%
Total	6,799	100%	1,123	100%
Did not have location	275		6,680	
Item Missing	839		109	

At a Glance: (Primary Locations)

Sector

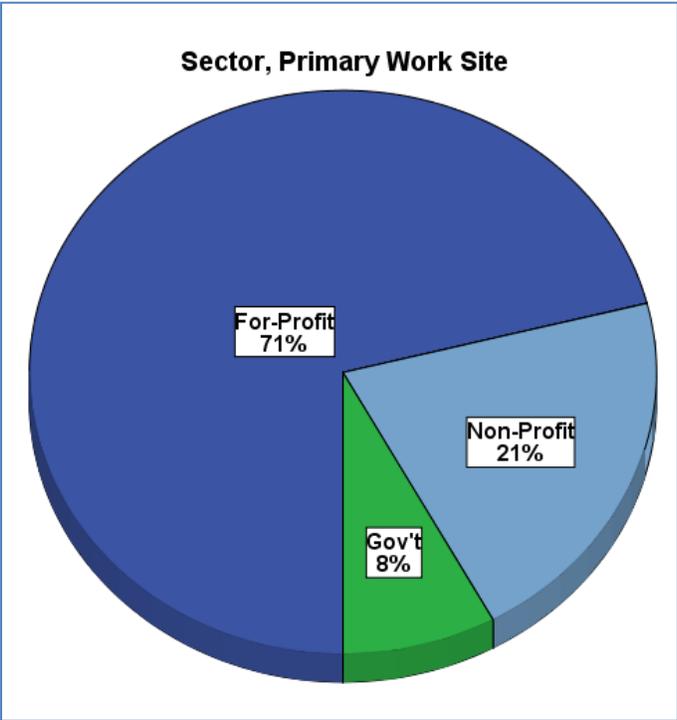
For Profit:	71%
Federal:	5%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	32%
Hospital/Health System: (Inpatient)	23%
Independent Pharmacy: (1-4 Stores)	10%

Source: Va. Healthcare Workforce Data Center

71% of pharmacists work in for-profit establishments, while another 21% work in non-profit institutions. Meanwhile, 5% of pharmacists work for the federal government, and 3% work for state or local governments.

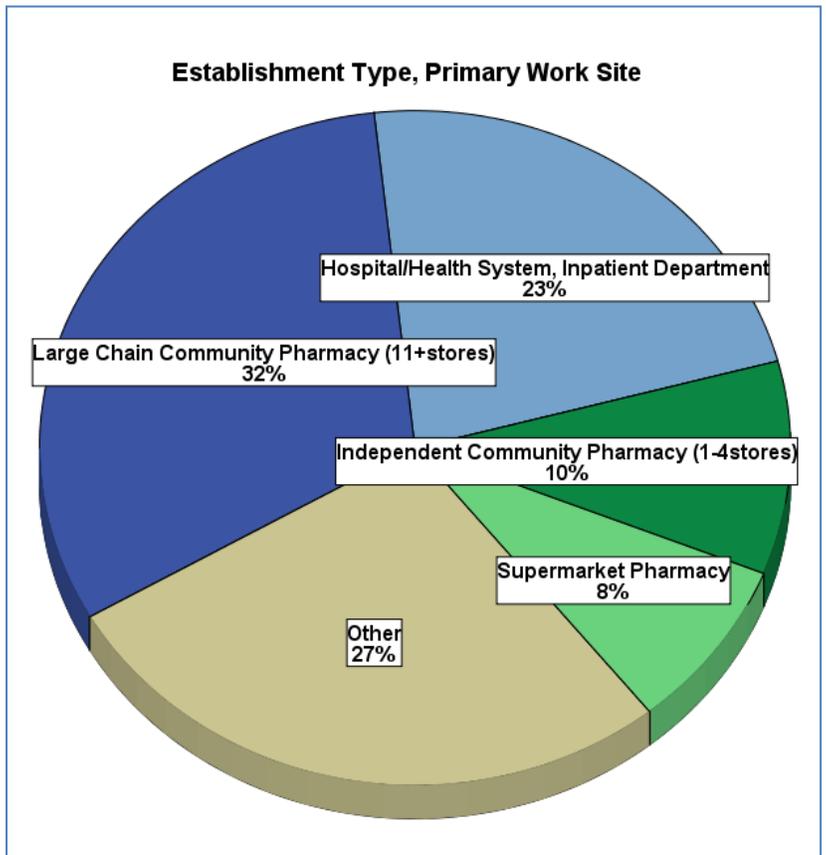


Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	2,129	32%	295	27%
Hospital/Health System, Inpatient	1,522	23%	191	17%
Independent Community Pharmacy (1-4 Stores)	688	10%	179	16%
Supermarket Pharmacy	553	8%	51	5%
Mass Merchandiser (i.e. Big Box Stores)	337	5%	55	5%
Hospital/Health System, Outpatient	276	4%	37	3%
Nursing Home/Long-Term Care	229	3%	54	5%
Clinic-Based Pharmacy	200	3%	72	7%
Benefit Administration	120	2%	10	1%
Academic Institution	114	2%	36	3%
All Other Types	572	8%	122	11%
Total	6,740	100%	1,102	100%
Does not have location	275		6,680	

Source: Va. Healthcare Workforce Data Center

42% of pharmacists work in a community pharmacy, including 32% who work in large chain community pharmacies of more than 10 stores. Meanwhile, 27% of pharmacists work in a hospital, including 23% in inpatient hospitals.



For secondary work locations, 44% of pharmacists work at a community pharmacy, while 21% work in either inpatient or outpatient hospitals.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%
Administration: 1%-9%

Roles

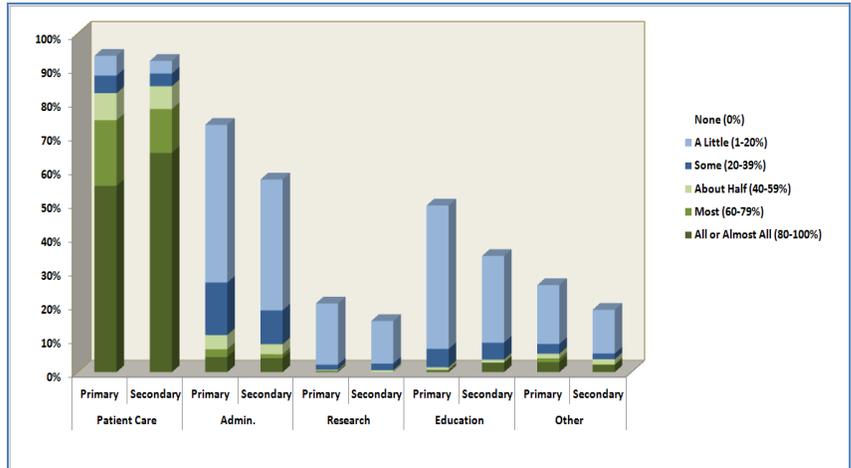
Patient Care: 74%
Administration: 7%
Education: 1%
Research: 0%

Administration Time

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical pharmacist spends most of her time in patient care activities, with most of the remaining time handling administrative tasks. Three-quarters of pharmacists fill a patient care role, defined as spending 60% or more of her time in that activity.

Time Allocation										
Time Spent	Patient Care		Admin.		Research		Education		Other	
	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%)	55%	65%	4%	4%	0%	0%	0%	3%	3%	2%
Most (60-79%)	19%	13%	2%	1%	0%	0%	0%	0%	1%	0%
About Half (40-59%)	8%	7%	4%	3%	0%	1%	1%	1%	1%	1%
Some (20-39%)	5%	4%	15%	10%	1%	2%	5%	5%	3%	2%
A Little (1-20%)	6%	4%	47%	39%	18%	13%	42%	26%	17%	13%
None (0%)	7%	8%	27%	43%	80%	85%	51%	66%	74%	82%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	133	2%	-	-
50 to 54	186	3%	11	0%
55 to 59	669	10%	128	5%
60 to 64	1,582	24%	498	20%
65 to 69	2,392	37%	1,060	42%
70 to 74	800	12%	435	17%
75 to 79	215	3%	118	5%
80 or over	96	1%	59	2%
I do not intend to retire	417	6%	200	8%
Total	6,489	100%	2,509	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacists

Under 65: 40%

Under 60: 15%

Pharmacists 50 and over

Under 65: 25%

Under 60: 6%

Time until Retirement

Within 2 years: 6%

Within 10 years: 22%

Half the workforce: by 2038

Source: Va. Healthcare Workforce Data Center

More than one-third of pharmacists expect to retire between the ages of 65 and 69, and more than 60% expect to retire at some point in their 60s. Among those pharmacists who are over the age of 50, more than six in ten still expect to retire in their 60s. Approximately one-third of pharmacists over the age of 50 expect to work through at least age 70, including 8% who do not intend on retiring at all.

Within the next two years approximately 5% of pharmacists expect 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

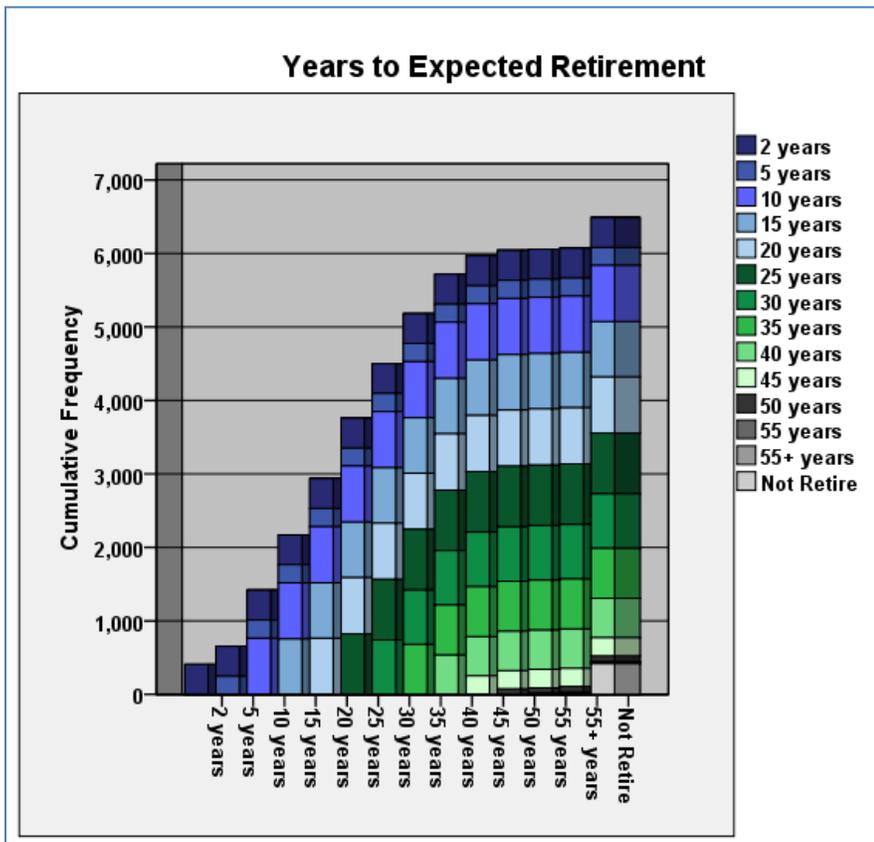
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	119	2%
Leave Virginia	245	3%
Decrease Patient Care Hours	259	3%
Decrease Teaching Hours	24	0%
Increase Participation		
Increase Patient Care Hours	980	12%
Increase Teaching Hours	525	7%
Pursue Additional Education	1,009	13%
Return to Virginia's Workforce	99	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 22% plan on retiring in the next ten years. Half of the current pharmacist workforce expects to be retired by 2038.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	407	6%	6%
5 years	246	4%	10%
10 years	765	12%	22%
15 years	753	12%	33%
20 years	765	12%	45%
25 years	823	13%	58%
30 years	741	11%	69%
35 years	681	10%	80%
40 years	535	8%	88%
45 years	251	4%	92%
50 years	73	1%	93%
55 years	16	0%	93%
In more than 55 years	15	0%	94%
Do not intend to retire	417	6%	100%
Total	6,489	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 2023. Peak retirement years will take place around 2038, 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 2053.

At a Glance:

FTEs

Total: 6,846
Average: .90

Age & Gender Effect

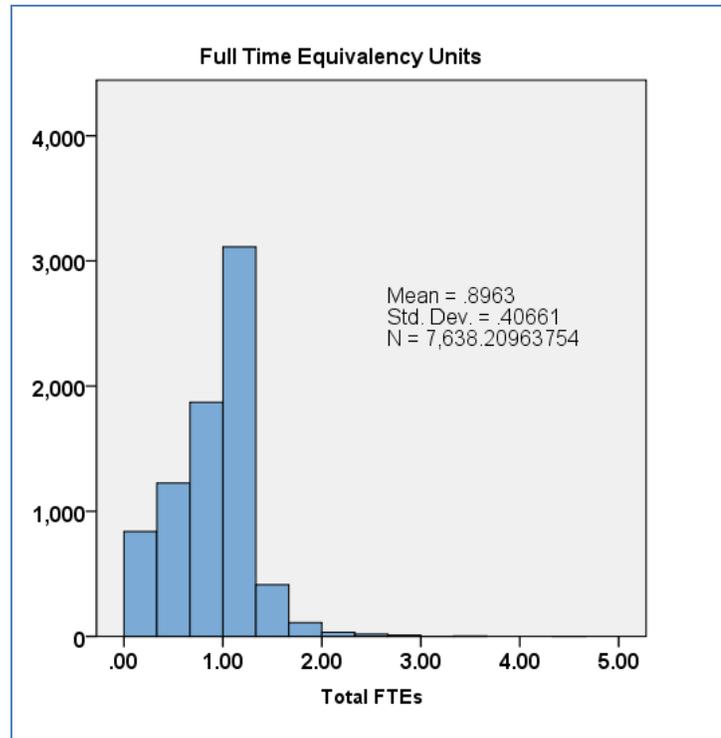
Age, Partial Eta²: .024
Gender, Partial Eta²: .013

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:

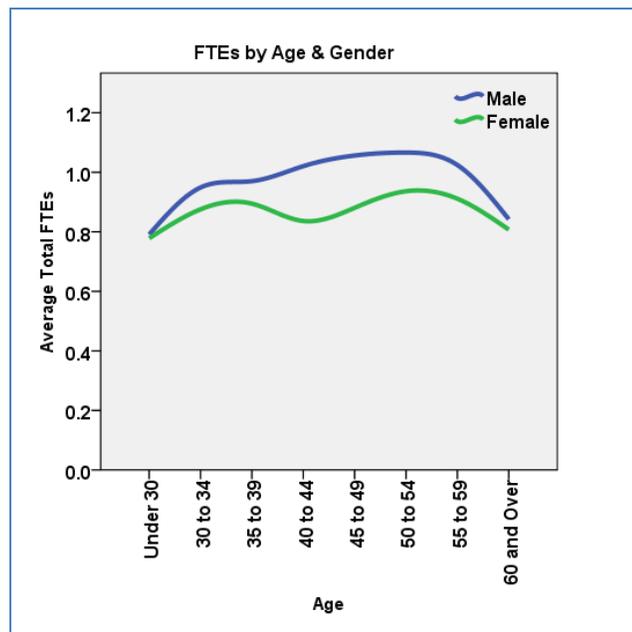


Source: Va. Healthcare Workforce Data Center

The average pharmacist provided 0.90 FTEs in 2013, or about 35 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

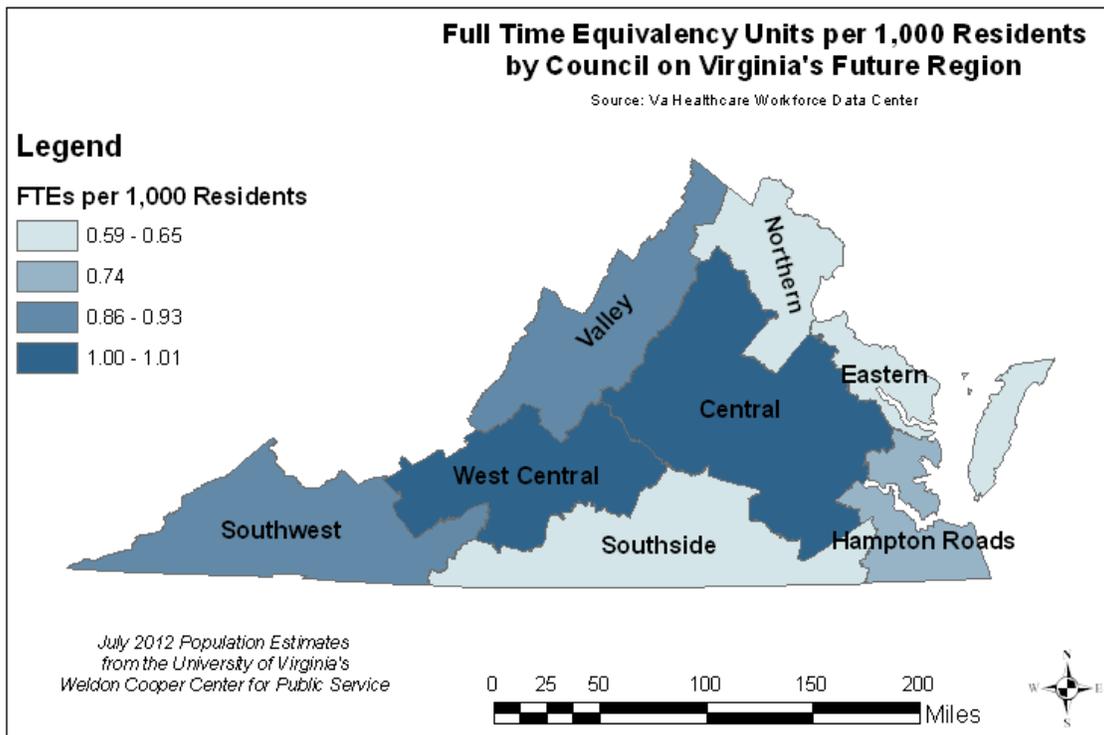
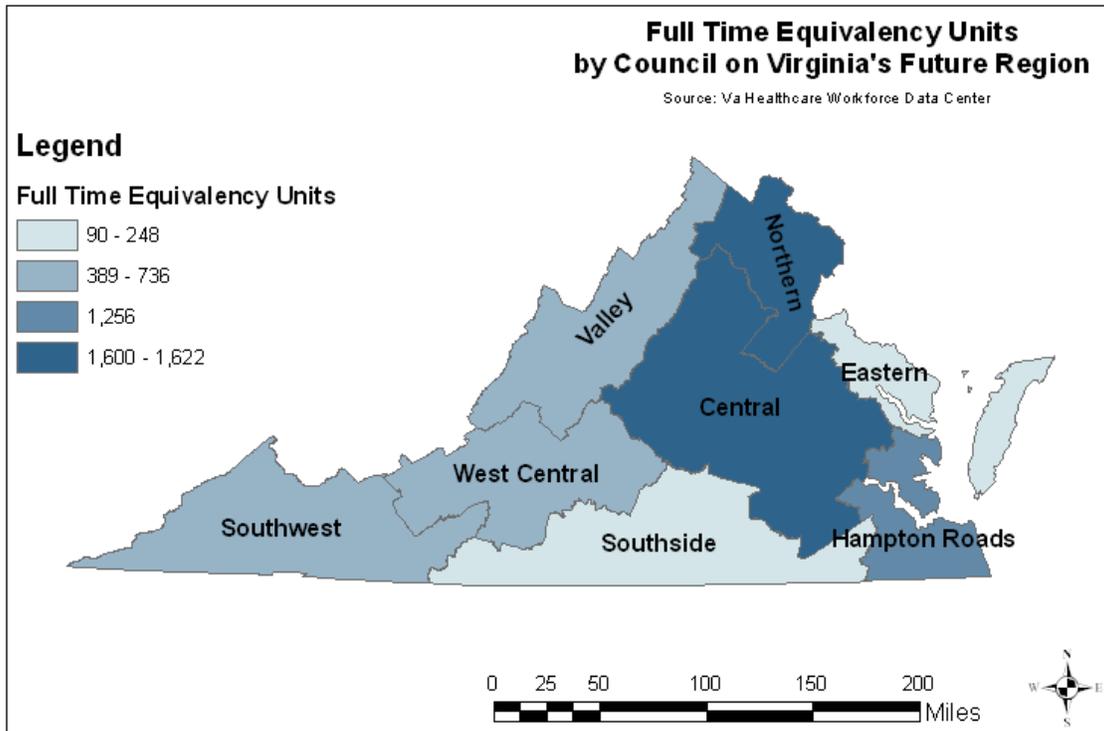
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.78	0.80
30 to 34	0.90	0.97
35 to 39	0.91	1.01
40 to 44	0.89	0.91
45 to 49	0.94	0.99
50 to 54	0.98	1.08
55 to 59	0.96	1.08
60 and Over	0.83	0.90
Gender		
Male	0.94	1.08
Female	0.87	0.91

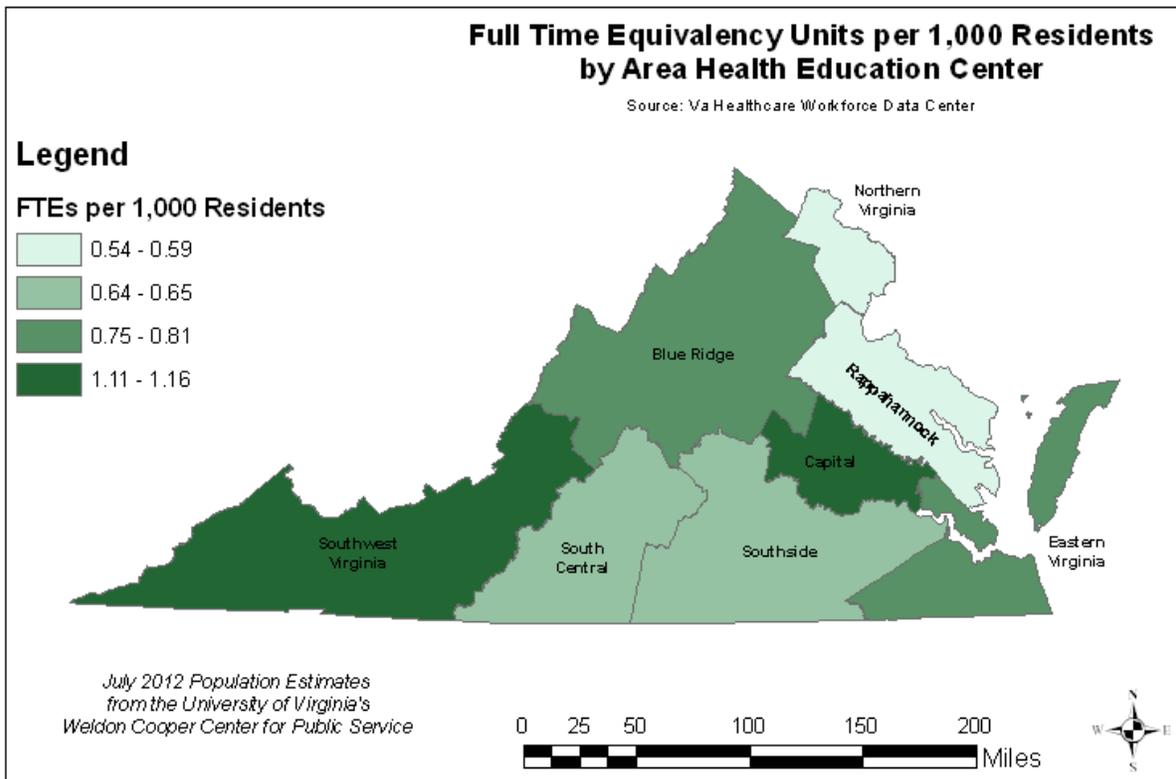
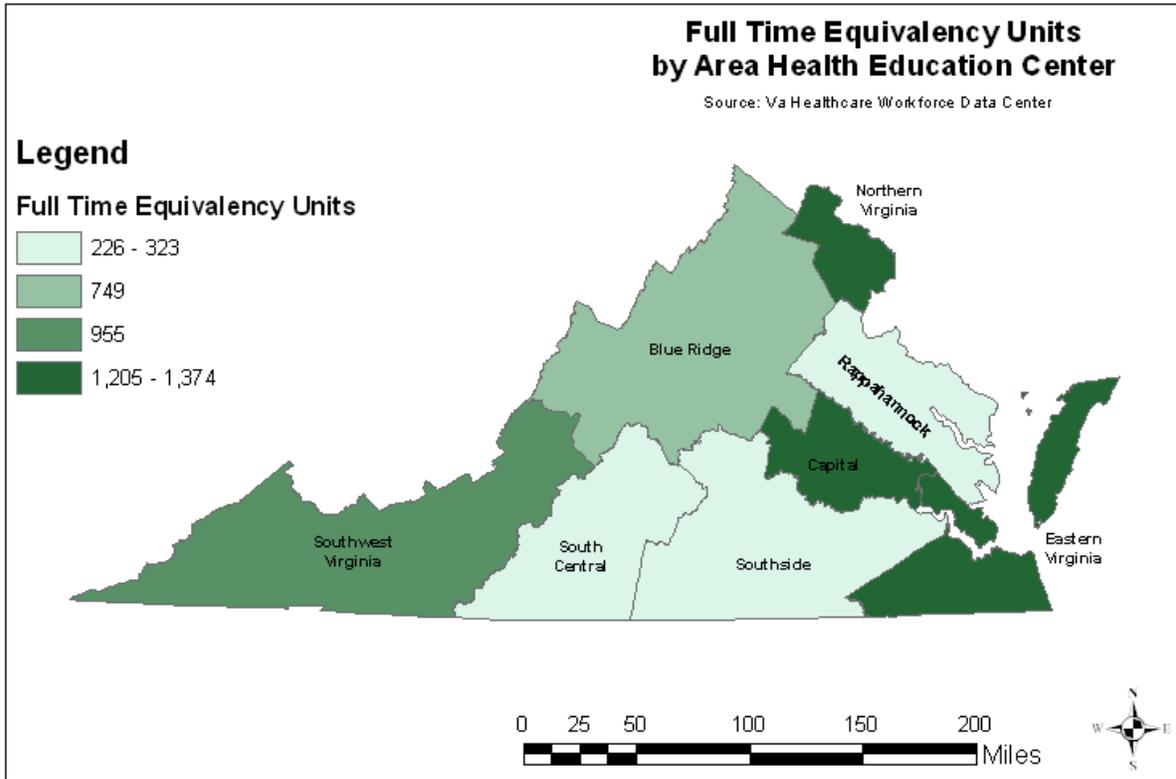
Source: Va. Healthcare Workforce Data Center

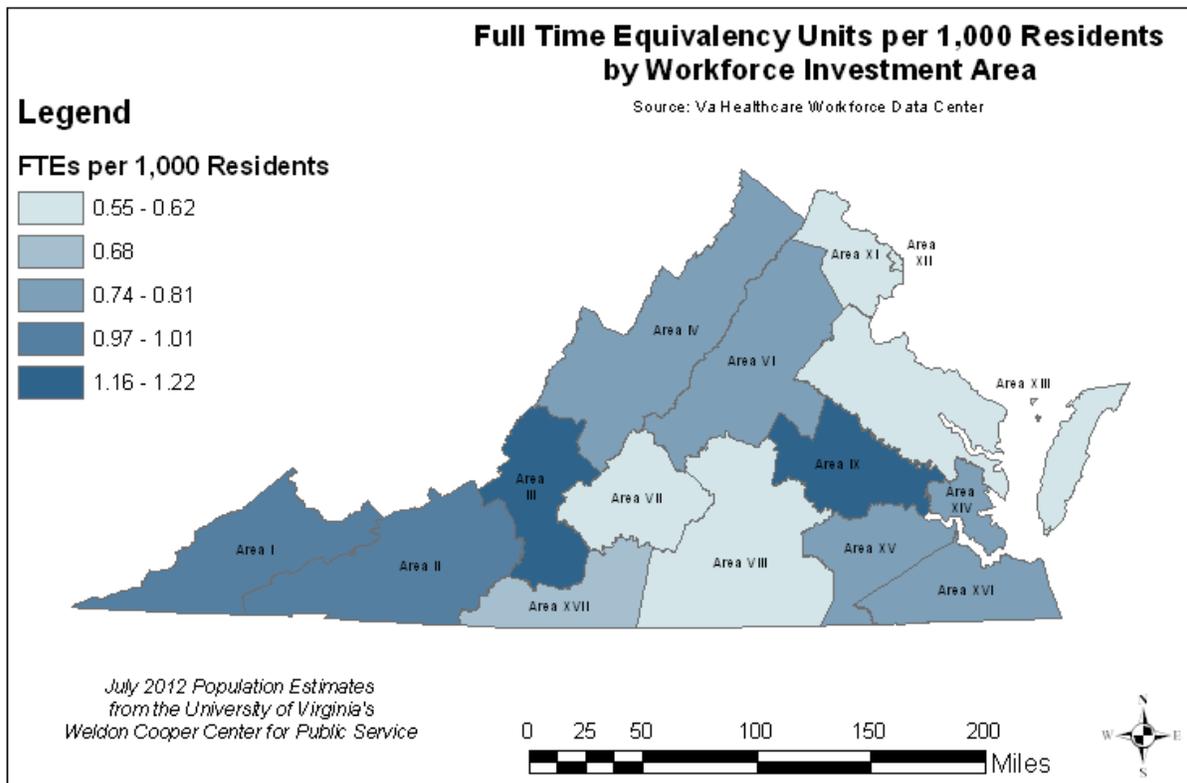
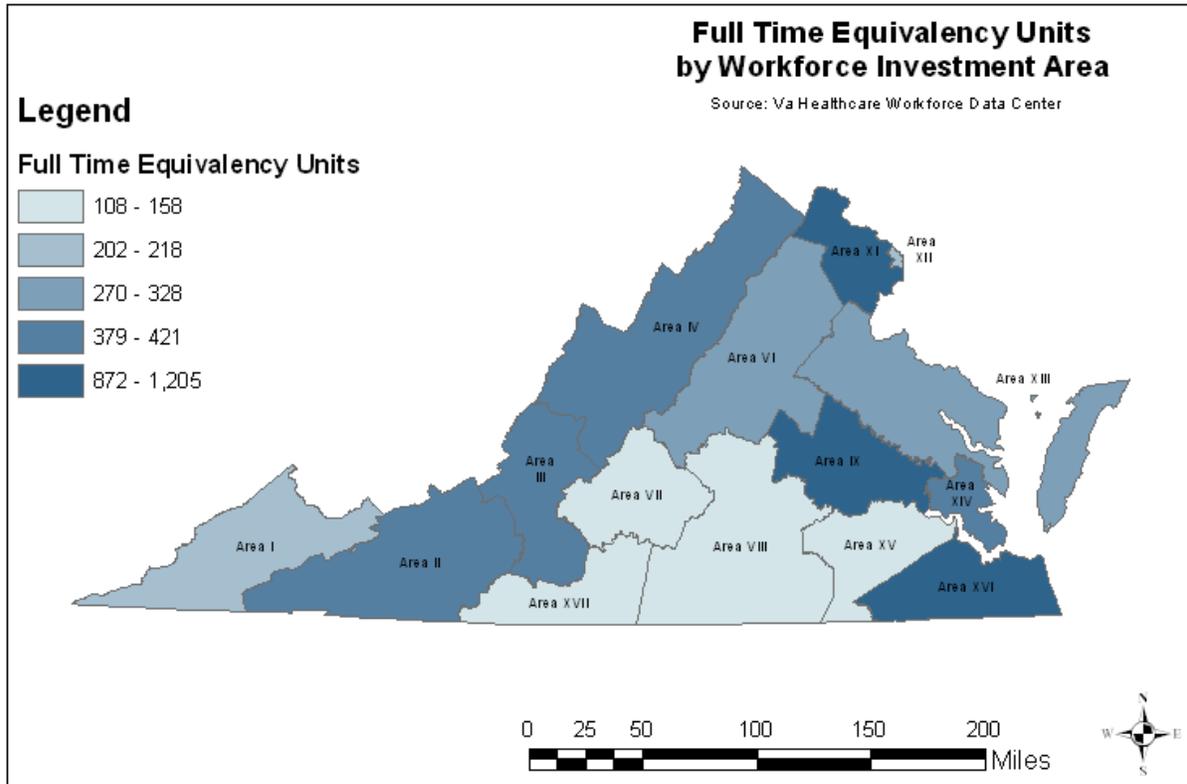


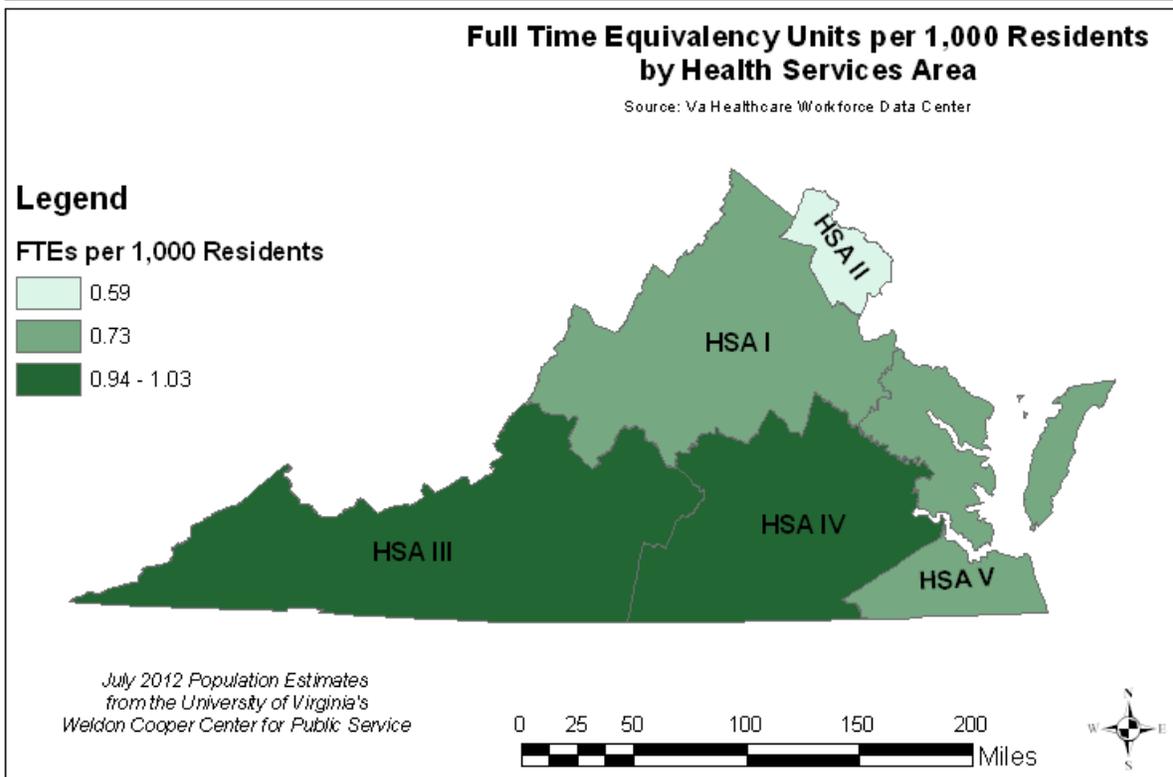
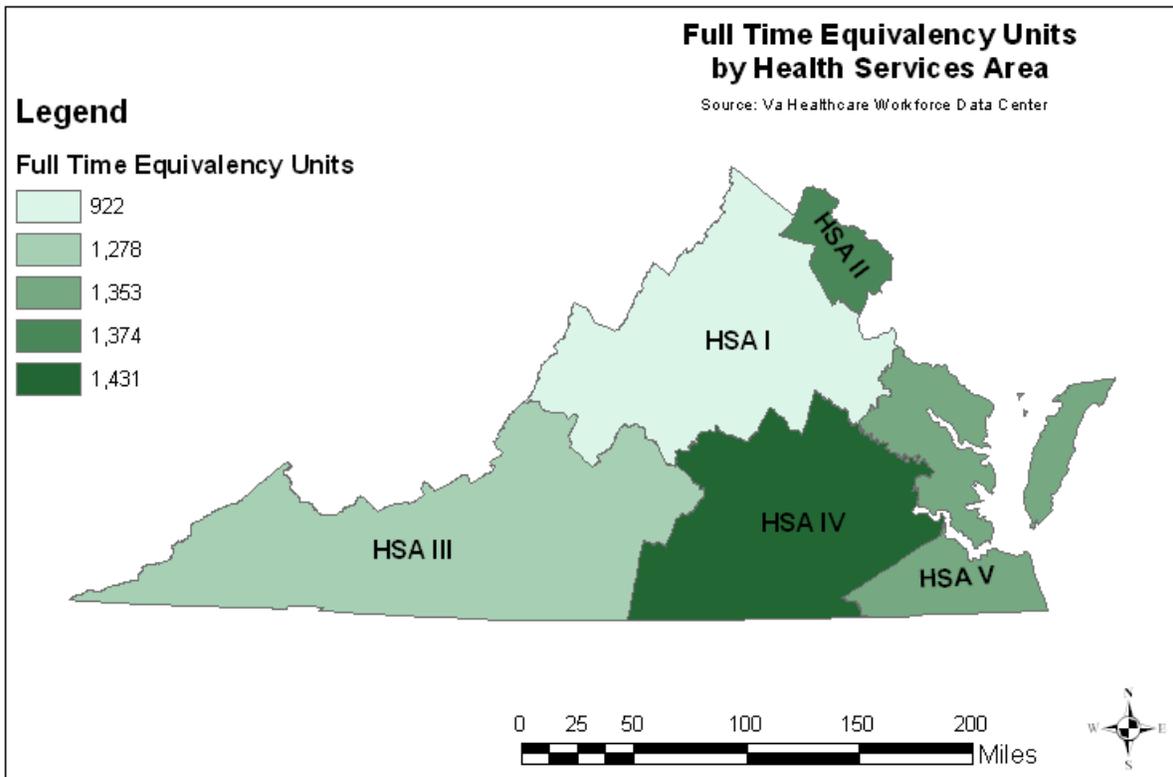
Source: Va. Healthcare Workforce Data Center

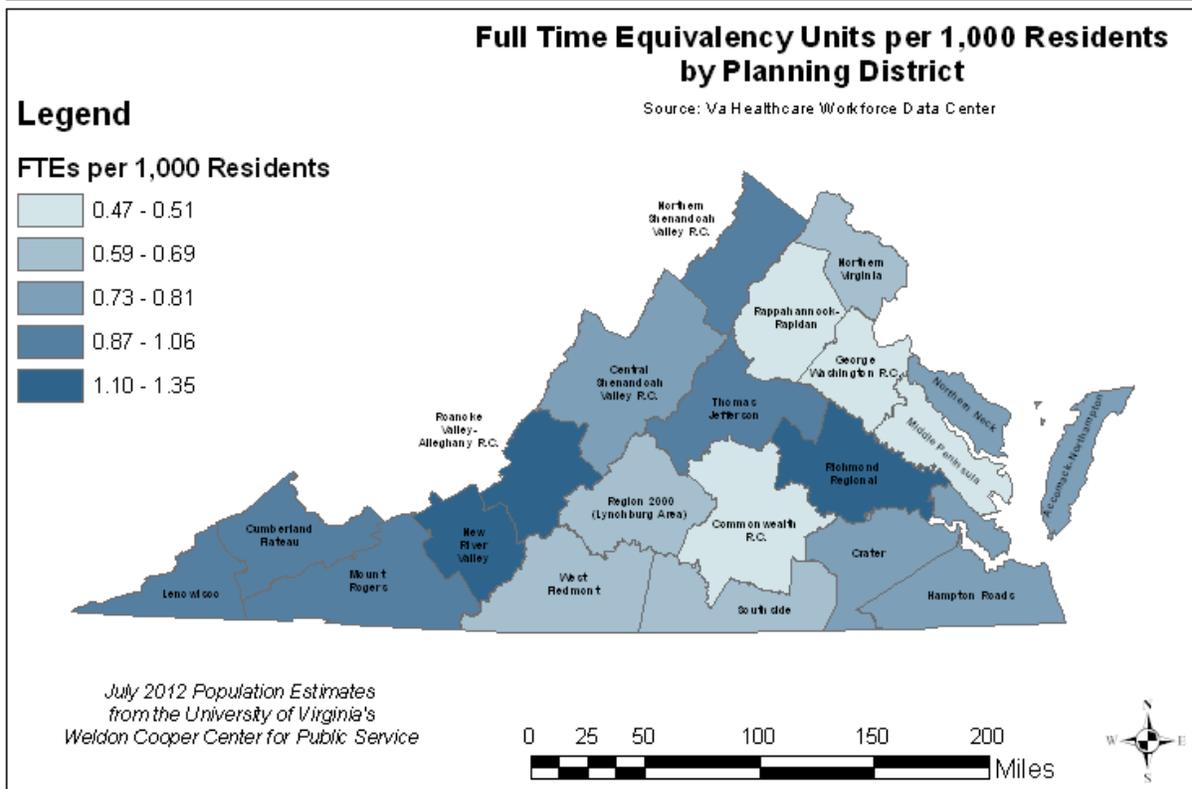
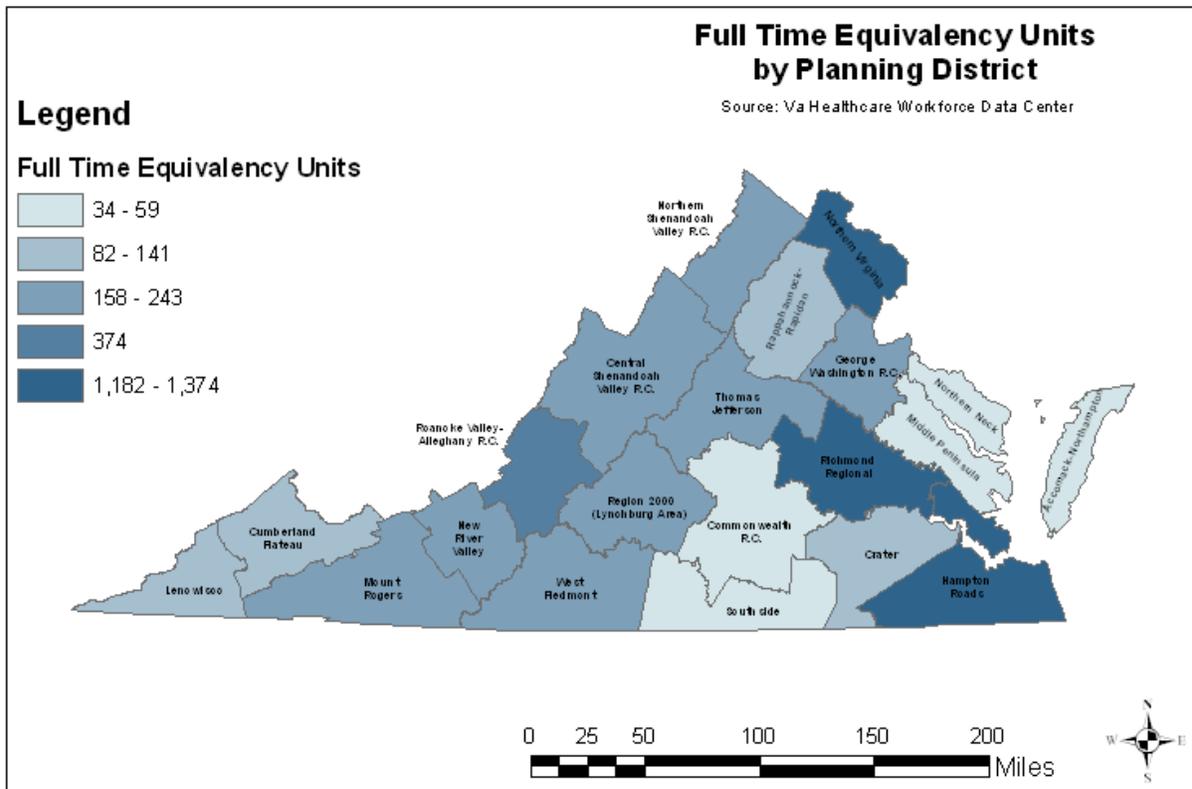
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	5,593	83.78%	1.193555	1.160968	1.293518
Metro, 250,000 to 1 million	809	87.64%	1.141044	1.10989	1.236609
Metro, 250,000 or less	803	85.93%	1.163768	1.131994	1.261236
Urban pop 20,000+, Metro adj	116	80.17%	1.247312	1.213257	1.351777
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	266	81.20%	1.231481	1.197859	1.334621
Urban pop, 2,500-19,999, nonadj	249	80.32%	1.245	1.211008	1.349271
Rural, Metro adj	116	75.86%	1.318182	1.282192	1.428582
Rural, nonadj	86	86.05%	1.162162	1.130432	1.259496
Virginia border state/DC	1,929	80.09%	1.248544	1.214455	1.353112
Other US State	2,759	79.20%	1.2627	1.228225	1.368454

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	1,040	84.71%	1.180477	1.10989	1.282192
30 to 34	1,748	84.27%	1.186694	1.115735	1.288945
35 to 39	1,666	84.45%	1.18408	1.113278	1.286105
40 to 44	1,741	83.06%	1.204011	1.132017	1.307754
45 to 49	1,552	83.70%	1.194765	1.123324	1.297711
50 to 54	1,379	83.03%	1.204367	1.132352	1.30814
55 to 59	1,278	83.72%	1.194393	1.122974	1.297307
60 and Over	2,328	76.03%	1.315254	1.236609	1.428582

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: 0.823987

