
Virginia's Pharmacy Technician Workforce: 2014

Healthcare Workforce Data Center

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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 Pharmacy Technicians 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

David E. Brown, D.C.
Director

Jaime H. Hoyle, J.D.
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

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Harrisonburg

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Lorton

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Caroline D. Juran
Richmond

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The Pharmacy Technician Workforce: At a Glance:

The Workforce

Licenses:	14,686
Virginia's Workforce:	13,783
FTEs:	10,487

Background

Rural Childhood:	41%
HS Degree in VA:	75%
% Work Rural:	14%

Current Employment

Employed in Prof.:	78%
Hold 1 Full-time Job:	62%
Satisfied?:	89%

Survey Response Rate

All Licenses:	71%
Renewing Practitioners:	95%

Education

High School/GED:	59%
Associate Degree:	20%

Job Turnover

Switched Jobs in 2014:	4%
Employed over 2 yrs:	54%

Demographics

Female:	84%
Diversity Index:	58%
Median Age:	34

Finances

Median Inc.:	\$20k-\$25k
Health Benefits:	52%
Under 40 w/ Ed debt:	51%

Primary Roles

Medication Disp.:	64%
Administration:	4%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

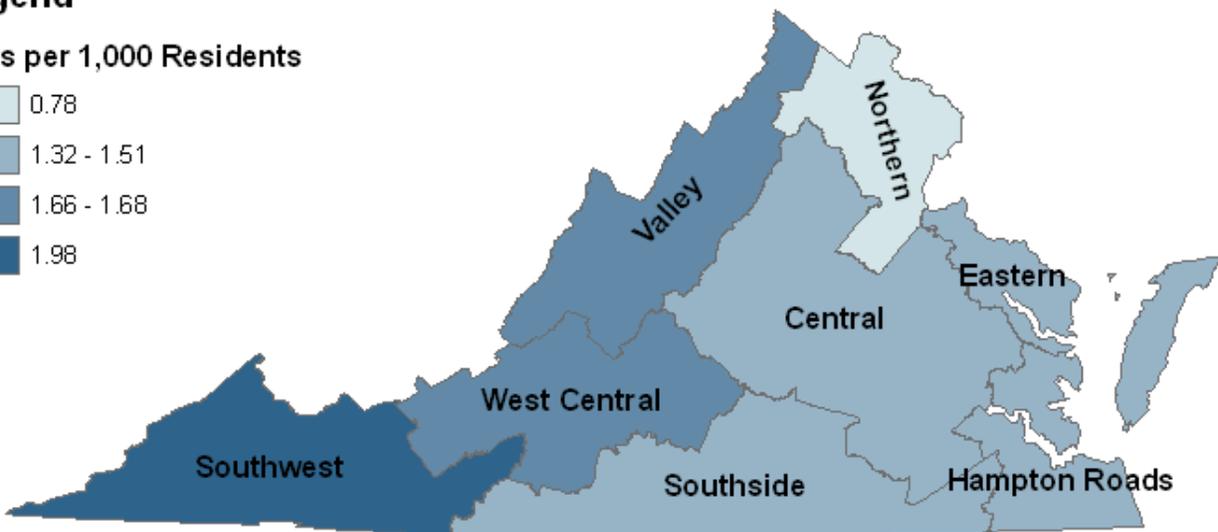
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

0.78
1.32 - 1.51
1.66 - 1.68
1.98



July 2013 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



10,498 pharmacy technicians voluntarily took part in the 2014 Pharmacy Technician 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 pharmacy technicians. These survey respondents represent 71% of the 14,686 pharmacy technicians who are licensed in the state and 95% of renewing practitioners.

The HWDC estimates that 13,783 pharmacy technicians 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 in the profession at some point in the future. Virginia's pharmacy technician workforce provided 10,487 "full-time equivalency units" during the survey time 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).

The pharmacy technician workforce tends to be young, female, and diverse. 84% of pharmacy technicians are female and the median age of the workforce is 34. In addition, more than one-third of Virginia's pharmacy technicians are under the age of 30. Meanwhile, in a random encounter between two pharmacy technicians, there is a 58% chance that they would be of a different race or ethnicity, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%.

41% of all pharmacy technicians grew up in a rural area, and 28% of these professionals currently work in non-Metro areas of the state. Overall, 14% of pharmacy technicians work in non-Metro areas of the state. Three-quarters of Virginia's pharmacy technicians graduated from high school in Virginia.

Nearly three out of five pharmacy technicians earned a high school degree or GED as their highest professional degree, while 20% have earned an Associate degree. More than half of pharmacy technicians who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$12,000 and \$14,000.

78% of pharmacy technicians are currently employed in the profession, while only 2% are involuntarily unemployed. 62% of Virginia's pharmacy technician workforce holds one full-time position, while 9% have multiple positions. 54% of pharmacy technicians have been at their primary work location for at least two years, while nearly one-quarter of all professionals began work at a new location in 2014.

Most pharmacy technicians receive an hourly wage at their primary work location. In total, the median annual income for pharmacy technicians is between \$20,000 and \$25,000. Among professional who receive an hourly wage or salary at their primary work location, two-thirds receive at least one employer-sponsored benefit, including 52% who receive employer-sponsored health insurance. 89% of pharmacy technicians indicate they are satisfied with their current employment situation, including 46% who indicate they are "very satisfied".

Nearly 90% of all pharmacy technicians work in the private sector, including 76% who work at a for-profit establishment. Large Chain Community Pharmacies (i.e. pharmacies with more than 10 locations) employ more than one-third of Virginia's pharmacy technician workforce, the most of any establishment type in the state.

A typical pharmacy technician spends approximately three-quarters of her time dispensing medication. In fact, 64% of all pharmacy technicians serve a medication dispensing role, meaning that at least 60% of their time is spent in such activities. A small number of pharmacy technicians fill other roles related to administration, supervision, or education.

53% of pharmacy technicians expect to retire by the age of 65. Although only 4% of the current workforce expects to retire in the next two years, half of the current workforce expects to retire by 2044. Over the next two years, 9% of all pharmacy technicians expect to leave the profession, while 5% expect to leave the state entirely. However, nearly one quarter of Virginia's pharmacy technician workforce expect to pursue additional educational opportunities within the next two years.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	10,194	69%
New Licensees	2,107	14%
Non-Renewals	2,385	16%
All Licensees	14,686	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 95% of renewing pharmacy technicians submitted a survey. These represent 71% of pharmacy technicians who held a license at some point in 2014.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	1,869	3,395	65%
30 to 34	644	1,690	72%
35 to 39	420	1,217	74%
40 to 44	287	973	77%
45 to 49	266	938	78%
50 to 54	205	810	80%
55 to 59	220	725	77%
60 and Over	277	750	73%
Total	4,188	10,498	72%
New Licenses			
Issued in 2014	1,270	837	40%
Metro Status			
Non-Metro	531	1,583	75%
Metro	3,316	8,502	72%
Not in Virginia	339	406	54%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacy Tech.

Number:	14,686
New:	14%
Not Renewed:	16%

Survey Response Rates

All Licensees:	71%
Renewing Practitioners:	95%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	10,498
Response Rate, all licensees	71%
Response Rate, Renewals	95%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2014.
- 2. Target Population:** All professionals who held a Virginia license at some point in 2014.
- 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 professionals newly licensed in 2014.

At a Glance:

Workforce

2014 Pharm. Tech. Workforce: 13,783
 FTEs: 10,487

Utilization Ratios

Licensees in VA Workforce: 94%
 Licensees per FTE: 1.40
 Workers per FTE: 1.31

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 Pharm. Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	13,436	97%
Looking for Work in Virginia	347	3%
Virginia's Workforce	13,783	100%
Total FTEs	10,487	
Licensees	14,686	

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	919	19%	3,808	81%	4,727	37%
30 to 34	336	16%	1,721	84%	2,057	16%
35 to 39	212	15%	1,208	85%	1,420	11%
40 to 44	153	14%	920	86%	1,073	8%
45 to 49	142	14%	908	87%	1,051	8%
50 to 54	97	11%	776	89%	873	7%
55 to 59	96	12%	702	88%	798	6%
60 +	124	15%	712	85%	836	7%
Total	2,080	16%	10,754	84%	12,834	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 84%
 % Under 40 Female: 82%

Age

Median Age: 34
 % Under 40: 64%
 % 55+: 13%

Diversity

Diversity Index: 58%
 Under 40 Div. Index: 62%

Source: Va. Healthcare Workforce Data Center

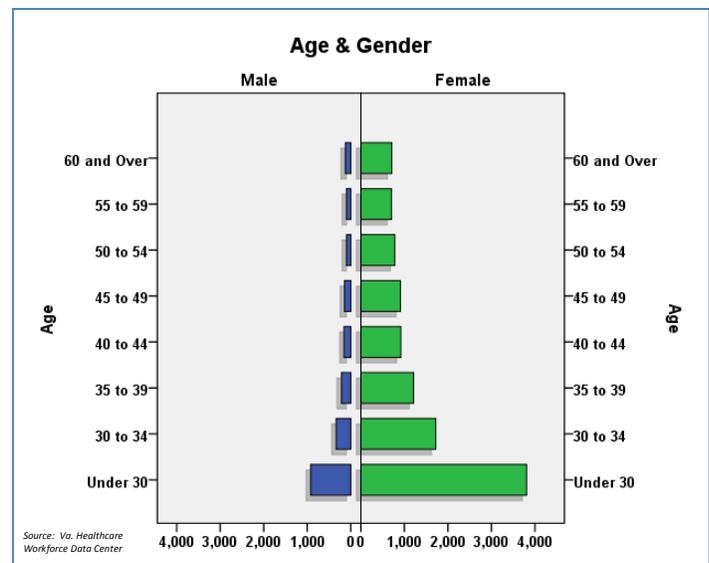
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharm. Tech. Under 40	
	%	#	%	#	%
White	64%	7,815	60%	4,641	56%
Black	19%	2,781	22%	1,881	23%
Asian	6%	1,211	9%	834	10%
Other Race	0%	180	1%	129	2%
Two or more races	2%	364	3%	303	4%
Hispanic	8%	579	4%	456	6%
Total	100%	12,930	100%	8,244	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 professionals, there is a 58% 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%.

Nearly two-thirds of all pharmacy technicians are under the age of 40, and 82% of these professionals are female. In addition, pharmacy technicians who are under the age of 40 are more diverse than the overall pharmacy technician workforce.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
 Rural Childhood: 41%

Virginia Background

HS in Virginia: 75%

Location Choice

% Work Rural: 14%
 % Rural to Non-Metro: 28%
 % Urban/Suburban to Non-Metro: 5%

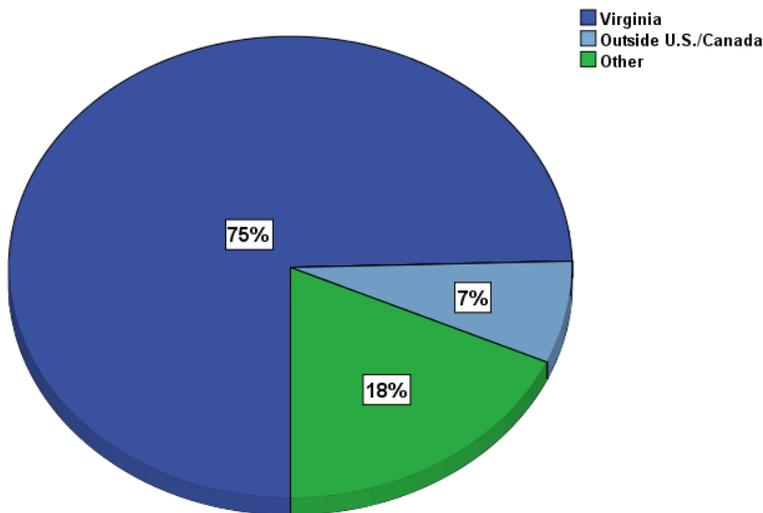
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	25%	50%	26%
2	Metro, 250,000 to 1 million	58%	29%	13%
3	Metro, 250,000 or less	64%	26%	10%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	65%	22%	13%
6	Urban pop, 2,500-19,999, Metro adj	80%	14%	7%
7	Urban pop, 2,500-19,999, nonadj	89%	6%	5%
8	Rural, Metro adj	86%	11%	3%
9	Rural, nonadj	73%	18%	9%
Overall		41%	40%	20%

Source: Va. Healthcare Workforce Data Center

High School Location



Source: Va. Healthcare Workforce Data Center

41% of pharmacy technicians grew up in self-described rural areas, and 28% of these professionals currently work in non-Metro counties. Overall, 14% of Virginia's pharmacy technician workforce is employed in non-Metro areas of the state.

Top Ten States for Pharmacy Technician Recruitment

Rank	High School Location			
	All Pharmacy Technicians		Licensed in Past 5 Years	
	State	#	State	#
1	Virginia	9,566	Virginia	4,588
2	Outside U.S./Canada	920	Outside U.S./Canada	429
3	New York	230	North Carolina	103
4	North Carolina	199	Maryland	95
5	Maryland	169	New York	88
6	Pennsylvania	164	Florida	71
7	West Virginia	161	West Virginia	69
8	Florida	142	Pennsylvania	64
9	California	112	California	52
10	New Jersey	111	Illinois	50

Source: Va. Healthcare Workforce Data Center

Three-quarters of Virginia's pharmacy technician workforce received their high school diploma in Virginia. Among those pharmacy technicians who received their initial license in the past five years, 74% received their high school degree in the state.

Just 6% of Virginia's licensed pharmacy technicians did not participate in Virginia's workforce in 2014. 81% of these professionals worked at some point in the past year, including 60% who currently work as pharmacy technicians.

At a Glance:

Not in VA Workforce

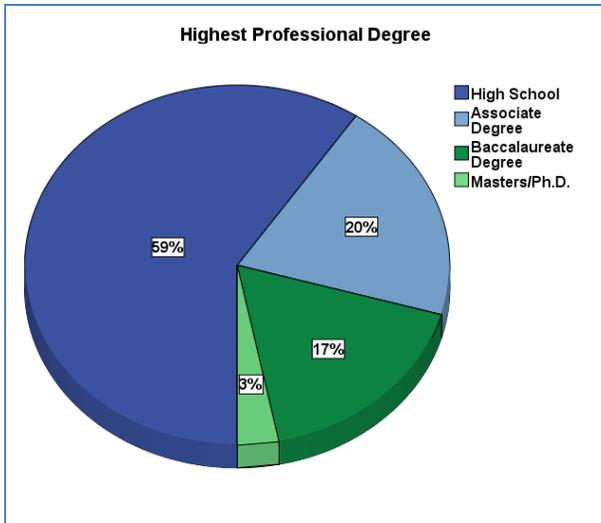
Total:	903
% of Licensees:	6%
Federal/Military:	5%
Va Border State/DC:	39%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	7,547	59%
Associate	2,539	20%
Baccalaureate	2,211	17%
Masters	372	3%
Ph.D.	27	0%
Total	12,697	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

39% of pharmacy technicians currently carry educational debt, including more than half of those under the age of 40. For those with educational debt, the median amount is between \$12,000 and \$14,000.

At a Glance:

Education
 High School/GED: 59%
 Associate Degree: 20%

Educational Debt
 Carry debt: 39%
 Under age 40 w/ debt: 51%
 Median debt: \$12k-\$14k

Source: Va. Healthcare Workforce Data Center

Nearly 40% of all pharmacy technicians have at least some college education.

Amount Carried	Educational Debt			
	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
None	6,262	61%	3,217	49%
Less than \$10,000	1,583	15%	1,310	20%
\$10,000-\$19,999	902	9%	759	12%
\$20,000-\$29,999	646	6%	539	8%
\$30,000 or more	882	9%	746	11%
Total	10,275	100%	6,571	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

PTCB:	68%
ExCPT:	8%
Total w/ Cert.:	76%

Nat'l Certifications

Required:	41%
Pay Raise w/ Cert.:	35%

Source: Va. Healthcare Workforce Data Center

Professional Certifications

Certification	#	% of Workforce
Pharmacy Technician Certification	9,373	68%
Exam for Certification of Pharmacy Technicians	1,119	8%
Total	10,492	76%

More than three-quarters of all pharmacy technicians in Virginia's workforce hold a professional certification.

More than 40% of pharmacy technicians work for an employer that requires a national certification as a condition of employment. Meanwhile, 35% of employers offer a pay raise for those pharmacy technicians that have earned a national certification.

National Certifications

Required for Employment?	#	%
Yes	5,129	41%
No	7,353	59%
Pay Raise with Certification?	#	%
Yes	3,760	35%
No	5,410	51%
No Certification Held	1,508	14%

At a Glance:

Employment

Employed in Profession: 78%
 Involuntarily Unemployed: 2%

Positions Held

1 Full-time: 62%
 2 or More Positions: 9%

Weekly Hours:

40 to 49: 40%
 60 or more: 3%
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	19	0%
Employed in a pharmacy technician-related capacity	9,889	78%
Employed, NOT in a pharmacy technician-related capacity	2,102	17%
Not working, reason unknown	0	0%
Involuntarily unemployed	276	2%
Voluntarily unemployed	367	3%
Retired	57	1%
Total	12,711	100%

Source: Va. Healthcare Workforce Data Center

78% of Virginia's pharmacy technicians were employed in the profession, and only 2% were involuntarily unemployed at the time the survey was completed. 62% of all pharmacy technicians hold one full-time job, and 40% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	700	6%
One Part-Time Position	2,905	23%
Two Part-Time Positions	311	2%
One Full-Time Position	7,792	62%
One Full-Time Position & One Part-Time Position	749	6%
Two Full-Time Positions	29	0%
More than Two Positions	56	0%
Total	12,542	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	700	6%
1 to 9 hours	395	3%
10 to 19 hours	755	6%
20 to 29 hours	1,199	10%
30 to 39 hours	3,502	29%
40 to 49 hours	4,886	40%
50 to 59 hours	411	3%
60 to 69 hours	138	1%
70 to 79 hours	79	1%
80 or more hours	143	1%
Total	12,208	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	188	3%
Less than \$10,000	950	16%
\$10,000-\$14,999	624	10%
\$15,000-\$19,999	730	12%
\$20,000-\$24,999	955	16%
\$25,000-\$29,999	755	13%
\$30,000-\$34,999	748	13%
\$35,000-\$39,999	382	6%
\$40,000-\$44,999	296	5%
\$45,000-\$49,999	124	2%
\$50,000 or more	219	4%
Total	5,973	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income

Median Income: \$20k-25k

Benefits

Employer Health Insurance: 52%

Employer Retirement: 45%

Satisfaction

Satisfied: 89%

Very Satisfied: 46%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,744	46%
Somewhat Satisfied	5,270	43%
Somewhat Dissatisfied	964	8%
Very Dissatisfied	431	4%
Total	12,409	100%

Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician earned between \$20,000 and \$25,000 in 2014. Among pharmacy technicians who received either an hourly wage or a salary as compensation at the primary work location, 52% received health insurance and 45% also had access to a retirement plan.

Employer-Sponsored Benefits		
Benefit	#	%
Health Insurance	5,819	59%
Paid Leave	5,722	58%
Dental Insurance	5,387	54%
Retirement	5,051	51%
Group Life Insurance	3,233	33%
Signing/Retention Bonus	291	3%
At Least One Benefit	7,521	76%

*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?	270	2%
Experience Voluntary Unemployment?	459	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	685	5%
Work two or more positions at the same time?	1,591	12%
Switch employers or practices?	561	4%
Experienced at least 1	3,002	22%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s pharmacy technicians were involuntarily unemployed at some point in 2014. For comparison, Virginia’s average monthly unemployment rate was 5.1%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	440	4%	329	14%
Less than 6 Months	1,004	9%	335	14%
6 Months to 1 Year	1,131	10%	286	12%
1 to 2 Years	2,806	24%	489	20%
3 to 5 Years	2,554	22%	457	19%
6 to 10 Years	1,835	16%	285	12%
More than 10 Years	1,888	16%	238	10%
Subtotal	11,657	100%	2,419	100%
Did not have location	787		11,004	
Item Missing	1,339		360	
Total	13,783		13,783	

Source: Va. Healthcare Workforce Data Center

More than 90% of pharmacy technicians received an hourly wage at their primary work location.

At a Glance:

Unemployment Experience 2014

Involuntarily Unemployed: 2%
Underemployed: 5%

Stability

Switched: 4%
New Location: 24%
Over 2 years: 54%
Over 2 yrs, 2nd location: 41%

Employment Type

Hourly Wage: 91%

Source: Va. Healthcare Workforce Data Center

54% of pharmacy technicians 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	833	8%
Hourly Wage	10,091	91%
By Contract	54	0%
Business/ Practice Income	16	0%
Unpaid	89	1%
Subtotal	11,084	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 5.7% in August to 4.5% in November and December. At the time of publication, December’s unemployment rate was still preliminary.

At a Glance:

Concentration

Top Region:	23%
Top 3 Regions:	66%
Lowest Region:	2%

Locations

2 or more (Past Year):	20%
2 or more (Now*):	18%

Source: Va. Healthcare Workforce Data Center

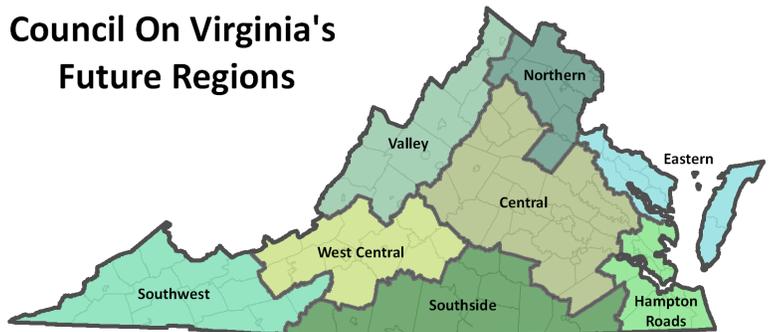
More pharmacy technicians work in Central Virginia than in any other COVF region in the state.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,670	23%	602	23%
Eastern	248	2%	56	2%
Hampton Roads	2,503	22%	577	22%
Northern	2,522	22%	600	23%
Southside	525	5%	95	4%
Southwest	846	7%	154	6%
Valley	889	8%	166	6%
West Central	1,316	11%	268	10%
Virginia Border State/DC	38	0%	27	1%
Other US State	19	0%	40	2%
Outside of the US	3	0%	10	0%
Total	11,579	100%	2,595	100%
Item Missing	1,418		182	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Over the past year, 20% of Virginia's pharmacy technician workforce has worked at multiple locations.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	783	6%	687	6%
1	10,224	74%	9,054	76%
2	1,628	12%	1,320	11%
3	1,013	7%	793	7%
4	61	0%	35	0%
5	26	0%	15	0%
6 or More	47	0%	32	0%
Total	13,783	100%	11,936	100%

*At the time of survey completion, December 2014.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	8,365	76%	1,606	71%
Non-Profit	1,411	13%	324	14%
State/Local Government	809	7%	221	10%
Veterans Administration	56	1%	5	0%
U.S. Military	183	2%	51	2%
Other Federal Gov't	154	1%	47	2%
Total	10,978	100%	2,254	100%
Did not have location	787		11,004	
Item Missing	2,017		525	

At a Glance: (Primary Locations)

Sector

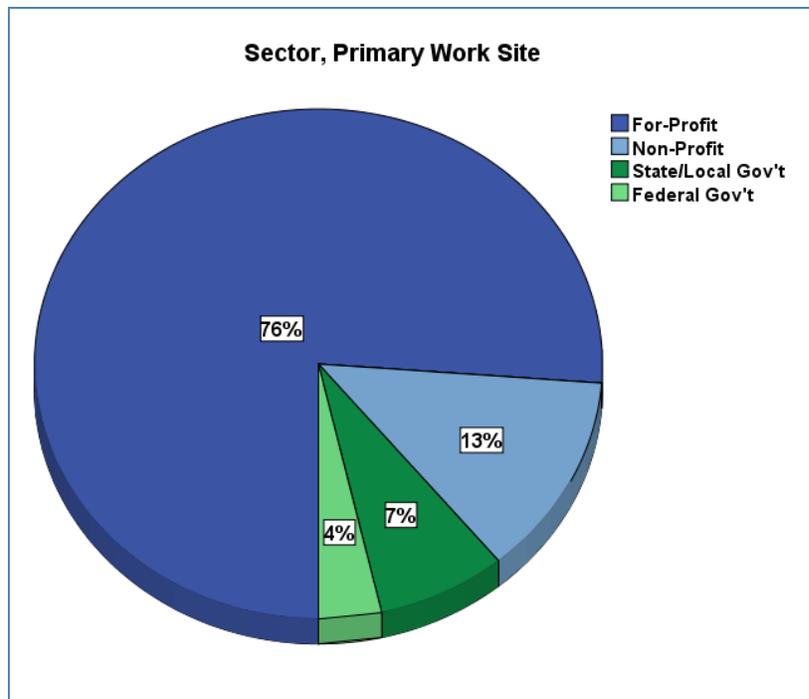
For Profit:	76%
Federal:	4%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	36%
Hospital/Health System: (Inpatient)	13%
Independent Pharmacy: (1-4 Stores)	11%

Source: Va. Healthcare Workforce Data Center

Nearly 90% of Virginia's pharmacy technicians work in the private sector, including 76% who work in a for-profit establishment. Another 7% of pharmacy technicians work for either the state or local government.

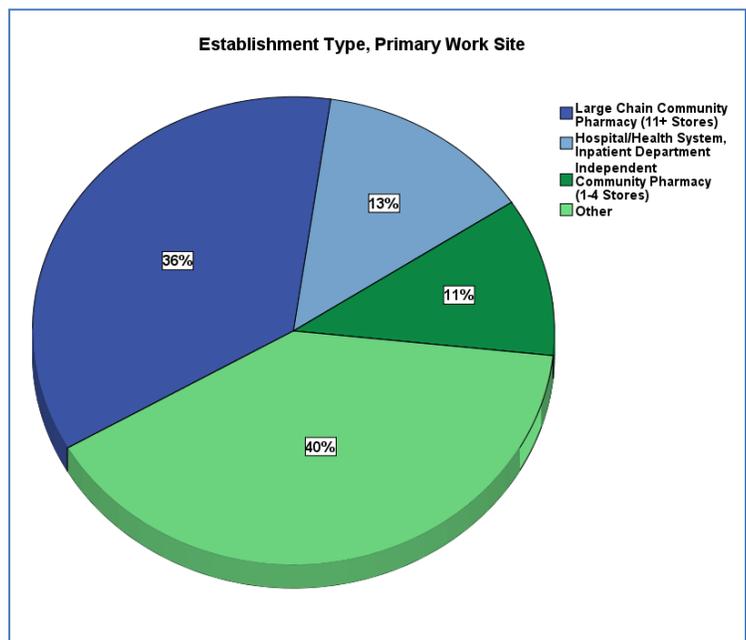


Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	3,910	36%	735	33%
Hospital/Health System, Inpatient Department	1,477	13%	255	11%
Independent Community Pharmacy (1-4 Stores)	1,200	11%	198	9%
Supermarket Pharmacy	980	9%	151	7%
Nursing Home/Long-Term Care	529	5%	104	5%
Mass Merchandiser (i.e. Big Box Store)	519	5%	86	4%
Hospital/Health System, Outpatient Department	488	4%	95	4%
Clinic-Based Pharmacy	237	2%	61	3%
Home Health/Infusion	152	1%	28	1%
Benefit Administration	150	1%	33	1%
Academic Institution	118	1%	71	3%
Small Chain Community Pharmacy (5-10 Stores)	113	1%	37	2%
Wholesale Distributor	66	1%	14	1%
Mail Service Pharmacy	54	0%	8	0%
Manufacturer	39	0%	10	0%
Other	944	9%	372	16%
Total	10,976	100%	2,258	100%
Did Not Have a Location	787		11004	

Large Chain Community Pharmacies (i.e. pharmacies with more than 10 stores) employ more than one-third of Virginia's pharmacy technician workforce, the most of any establishment type.

For pharmacy technicians who also have a secondary work location, large chain community pharmacies are still the most common establishment type.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Medication Disp.: 70%-79%
Administration: 1%-9%
Teaching 1%-9%

Roles

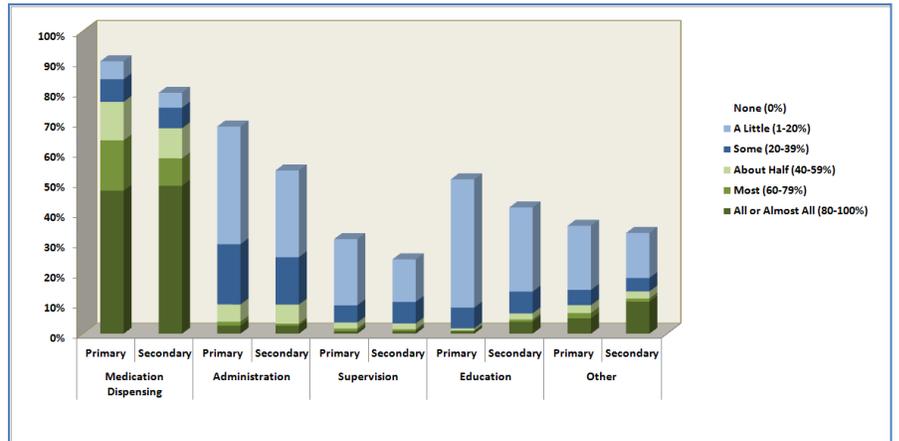
Medication Disp.: 64%
Administration: 4%
Supervision: 2%
Education: 1%

Patient Care Pharm. Techs.

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

64% of pharmacy technicians fill a medication dispensing & customer service role, defined as spending 60% or more of their time in that activity.

Time Allocation										
Time Spent	Medication Disp.		Admin.		Supervision		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%)	47%	49%	3%	3%	1%	1%	1%	4%	5%	11%
Most (60-79%)	17%	9%	1%	1%	1%	1%	0%	1%	2%	1%
About Half (40-59%)	13%	10%	6%	6%	2%	2%	1%	2%	3%	2%
Some (20-39%)	7%	7%	20%	16%	6%	7%	7%	7%	5%	4%
A Little (1-20%)	6%	5%	39%	29%	22%	14%	42%	28%	21%	15%
None (0%)	10%	20%	32%	46%	69%	75%	49%	58%	64%	67%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	2,528	25%	-	-
50 to 54	465	5%	41	2%
55 to 59	594	6%	123	6%
60 to 64	1,664	17%	528	27%
65 to 69	2,064	21%	751	38%
70 to 74	633	6%	218	11%
75 to 79	176	2%	49	3%
80 or over	118	1%	27	1%
I do not intend to retire	1,679	17%	218	11%
Total	9,923	100%	1,955	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians

Under 65: 53%

Under 60: 36%

Pharm. Tech. 50 and over

Under 65: 35%

Under 60: 8%

Time until Retirement

Within 2 years: 4%

Within 10 years: 13%

Half the workforce: by 2044

Source: Va. Healthcare Workforce Data Center

53% of all pharmacy technicians expect to retire by the age of 65, including 36% who expect to retire no later than the age of 60. Among pharmacy technicians who are age 50 and over, more than one-third still expect to retire by the age of 65.

Within the next two years, 9% of Virginia’s pharmacy technician workforce expects to leave the profession and 5% expect to leave the state. Meanwhile, 24% of all pharmacy technicians also expect to pursue additional educational opportunities.

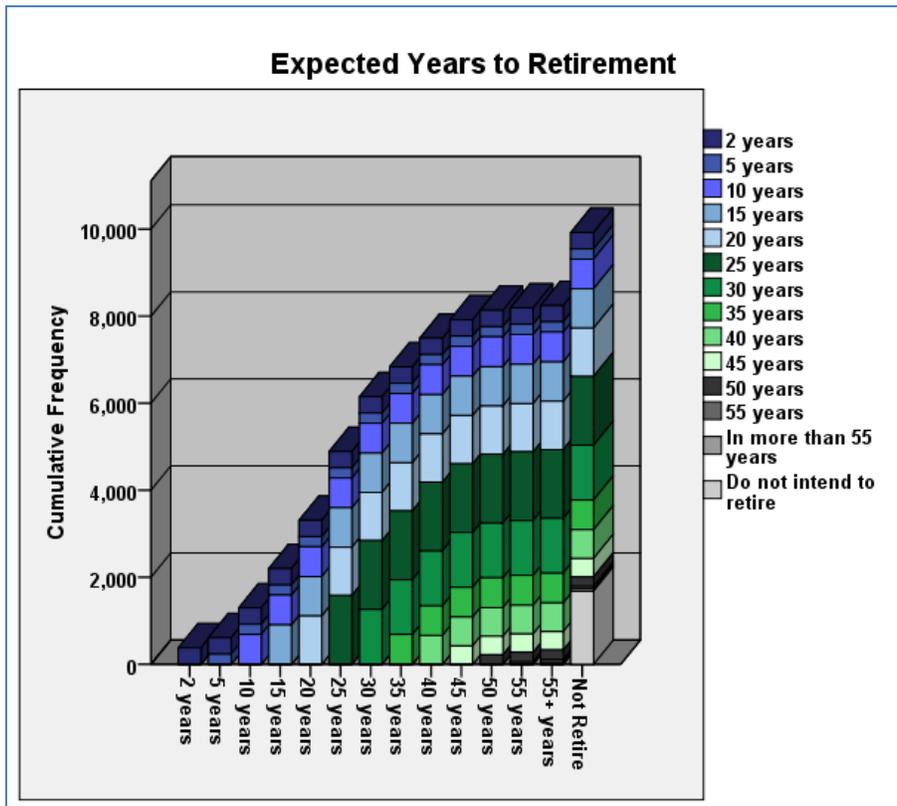
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,192	9%
Leave Virginia	626	5%
Decrease Patient Care Hours	191	1%
Decrease Teaching Hours	112	1%
Increase Participation		
Increase Patient Care Hours	987	7%
Increase Teaching Hours	707	5%
Pursue Additional Education	3,257	24%
Return to Virginia’s Workforce	190	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacy technicians. Only 4% of pharmacy technicians plan on retiring in the next two years, while 13% plan on retiring in the next ten years. Half of the current workforce expects to be retired by 2044.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	377	4%	4%
5 years	234	2%	6%
10 years	685	7%	13%
15 years	904	9%	22%
20 years	1,109	11%	33%
25 years	1,581	16%	49%
30 years	1,259	13%	62%
35 years	684	7%	69%
40 years	660	7%	76%
45 years	423	4%	80%
50 years	218	2%	82%
55 years	55	1%	83%
In more than 55 years	54	1%	83%
Do not intend to retire	1,679	17%	100%
Total	9,923	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 2034. Retirements will peak at 16% of the current workforce around 2039 before declining to below 10% of the current workforce again around 2049.

At a Glance:

FTEs

Total: 10,487
 FTEs/1,000 Residents: 1.270
 Average: 0.81

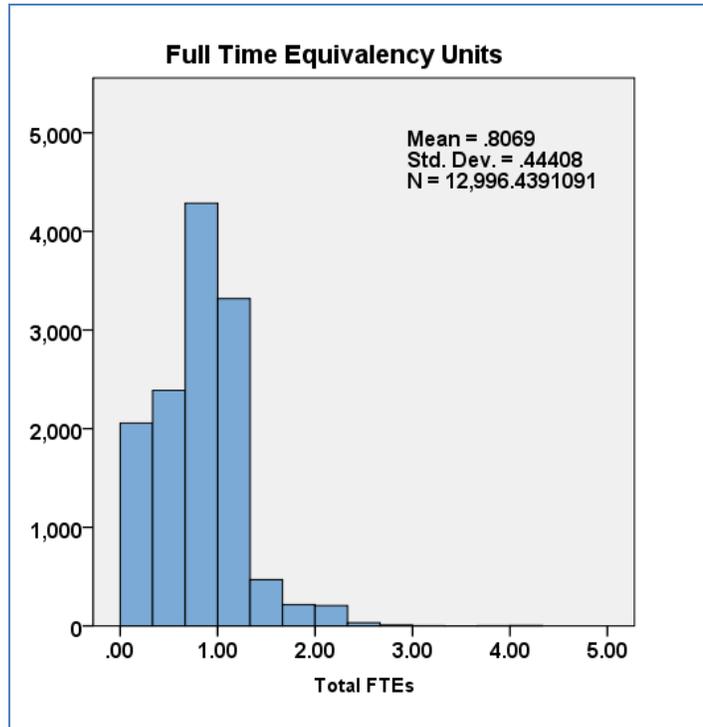
Age & Gender Effect

Age, Partial Eta²: Medium
 Gender, Partial Eta²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

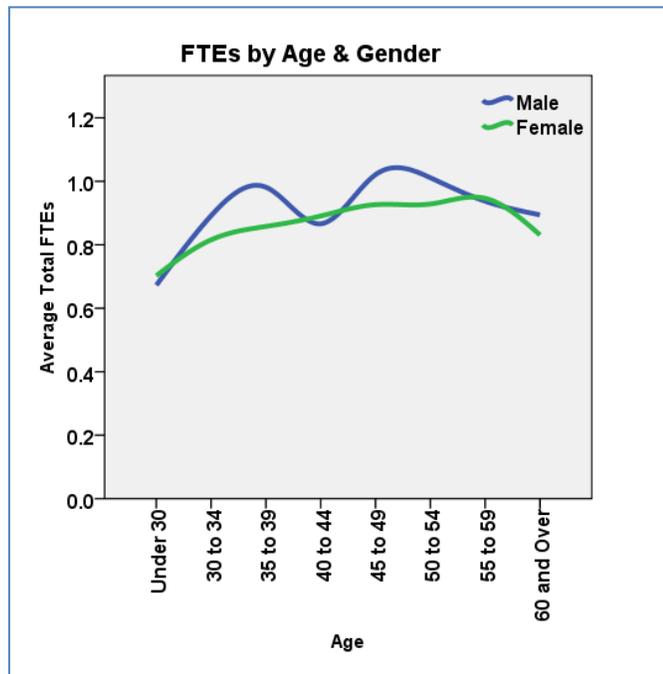


Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician provided 0.84 FTEs in 2014, or approximately 32 hours per week for 52 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.²

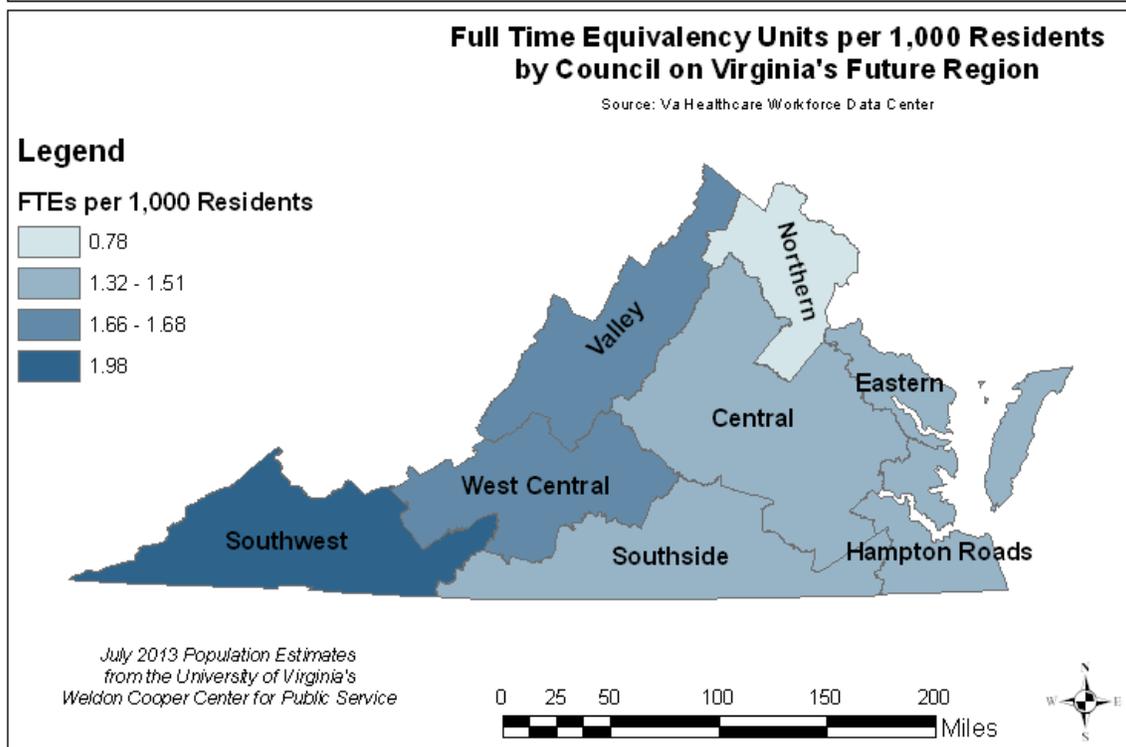
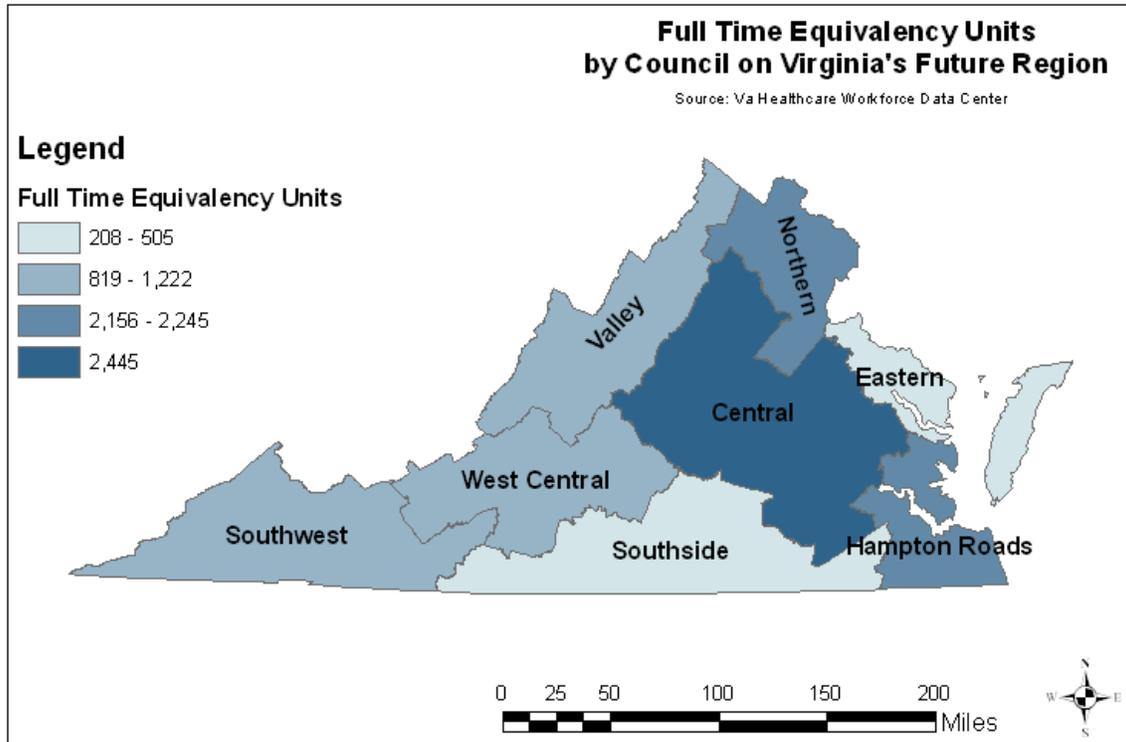
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.69	0.67
30 to 34	0.83	0.88
35 to 39	0.87	0.93
40 to 44	0.88	0.93
45 to 49	0.92	0.96
50 to 54	0.92	0.96
55 to 59	0.94	0.96
60 and Over	0.84	0.83
Gender		
Male	0.82	0.86
Female	0.81	0.89

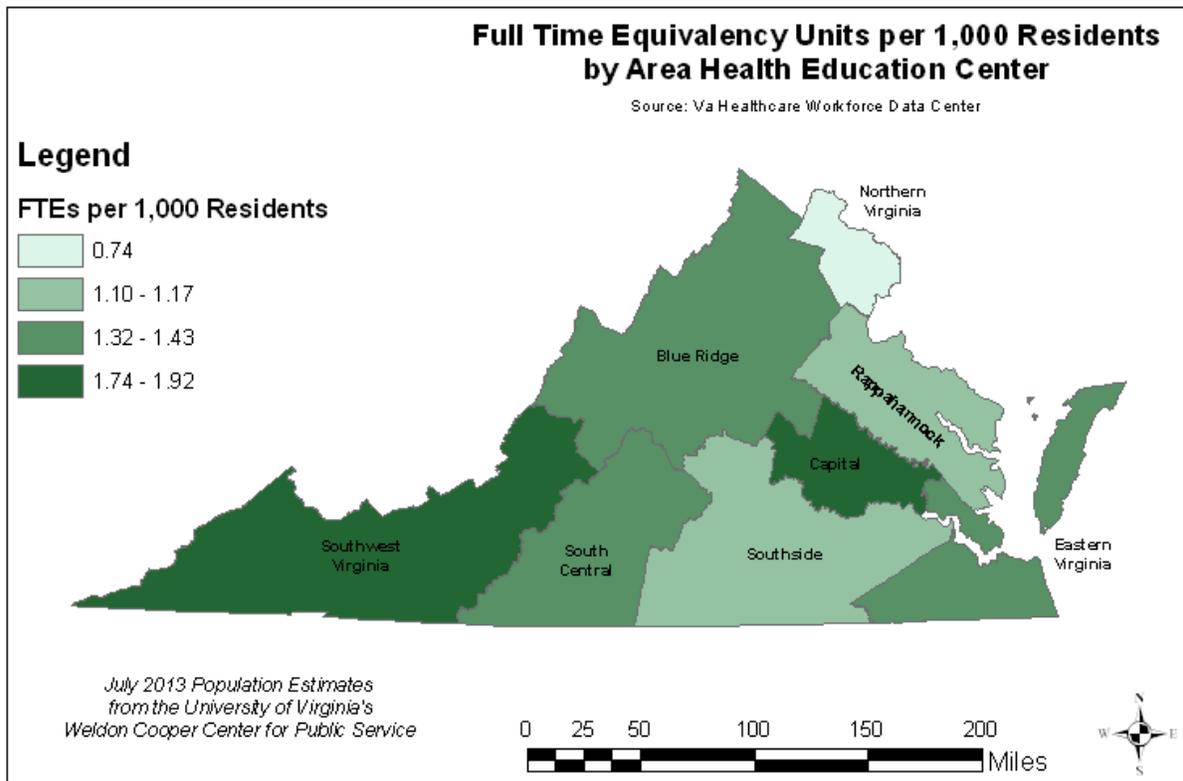
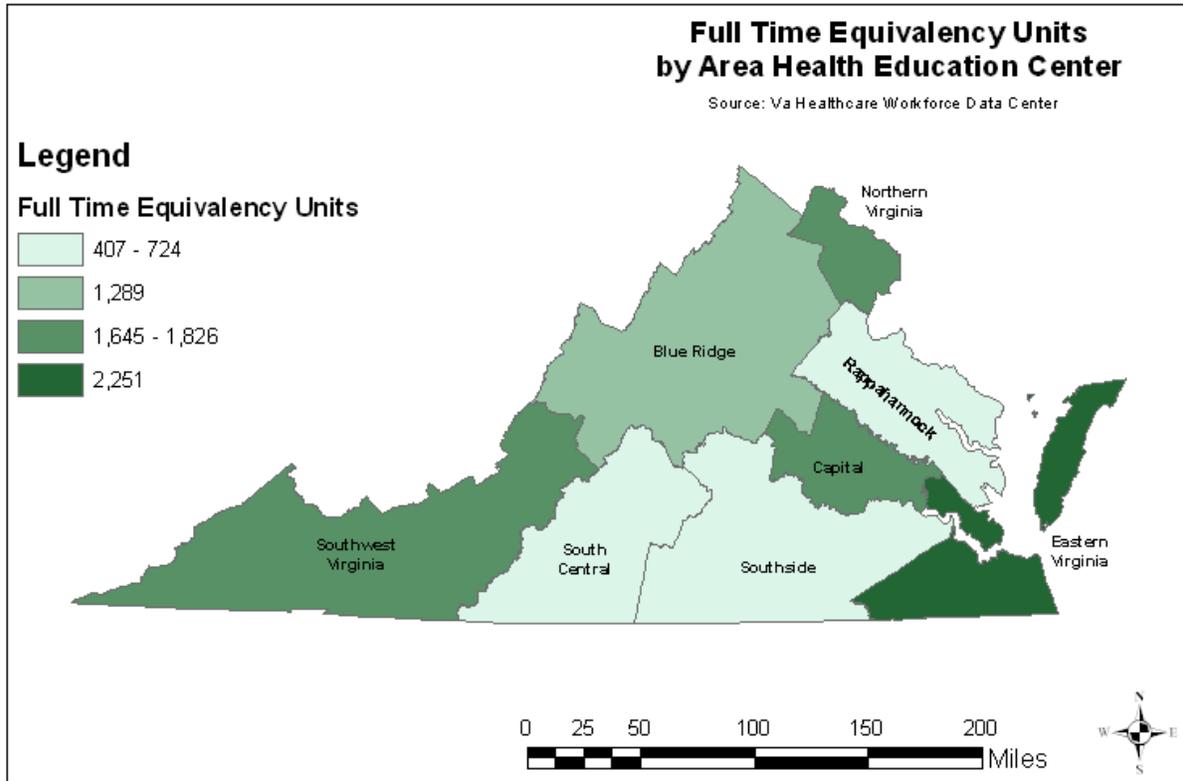
Source: Va. Healthcare Workforce Data Center

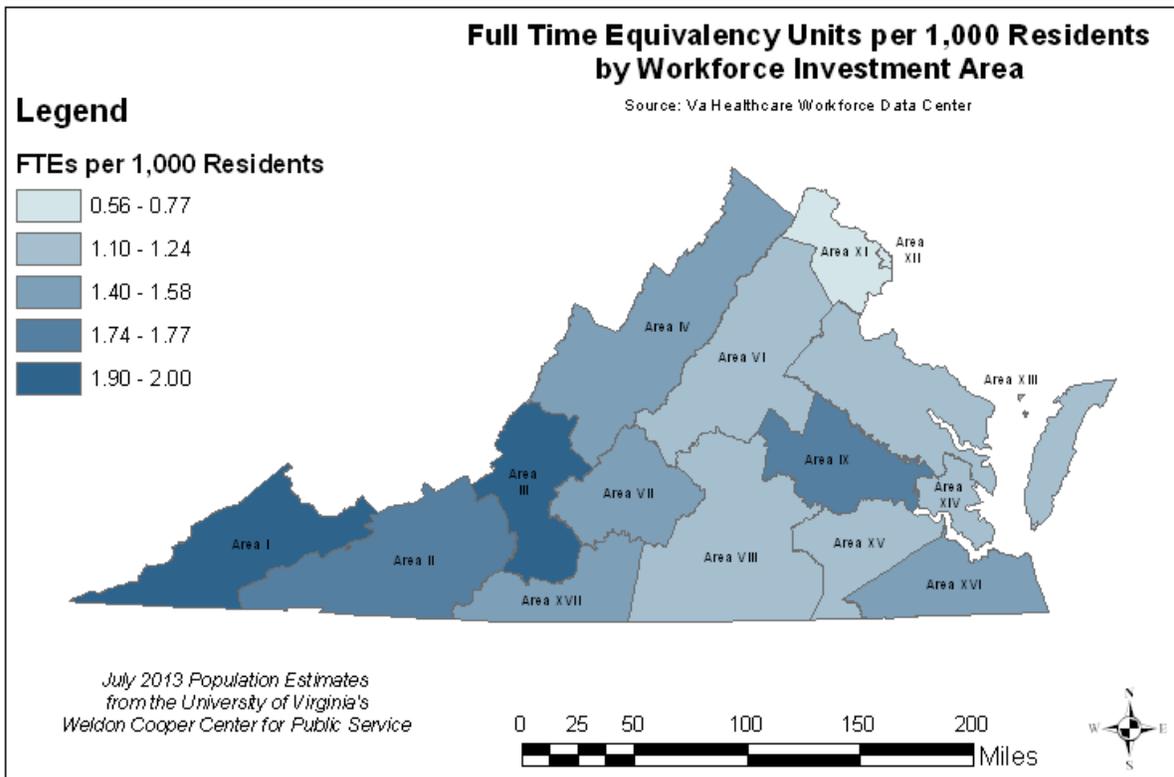
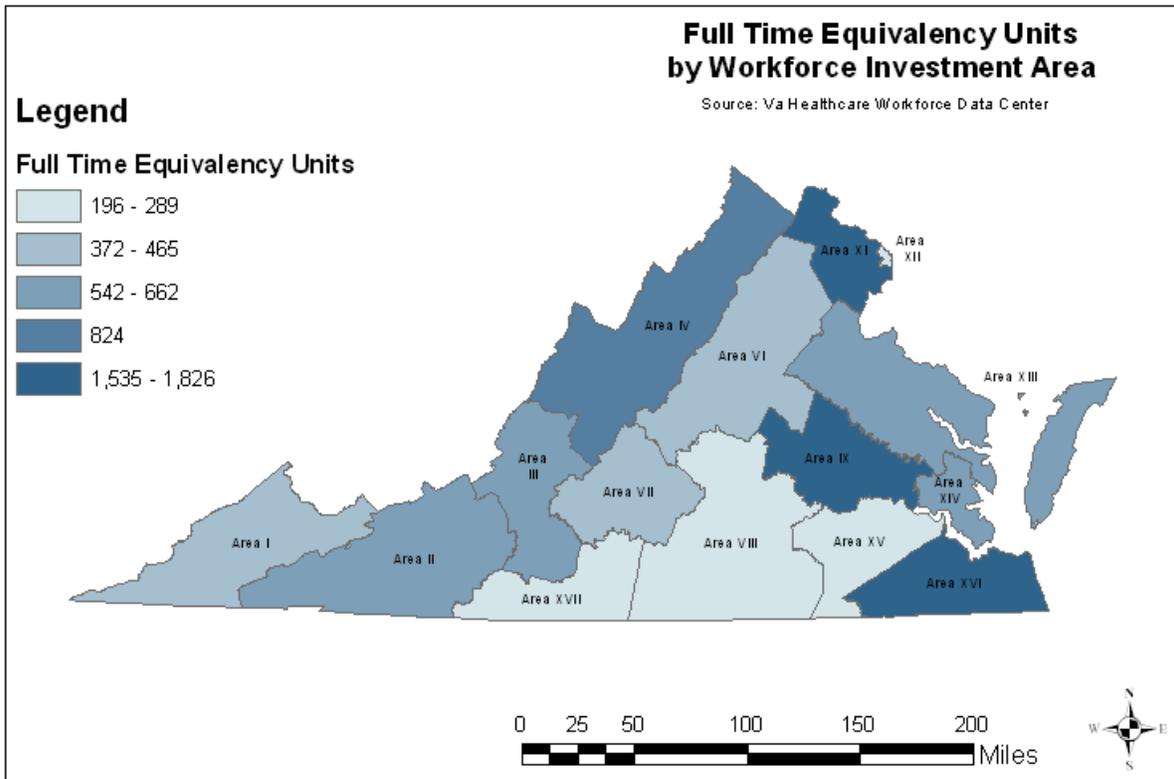


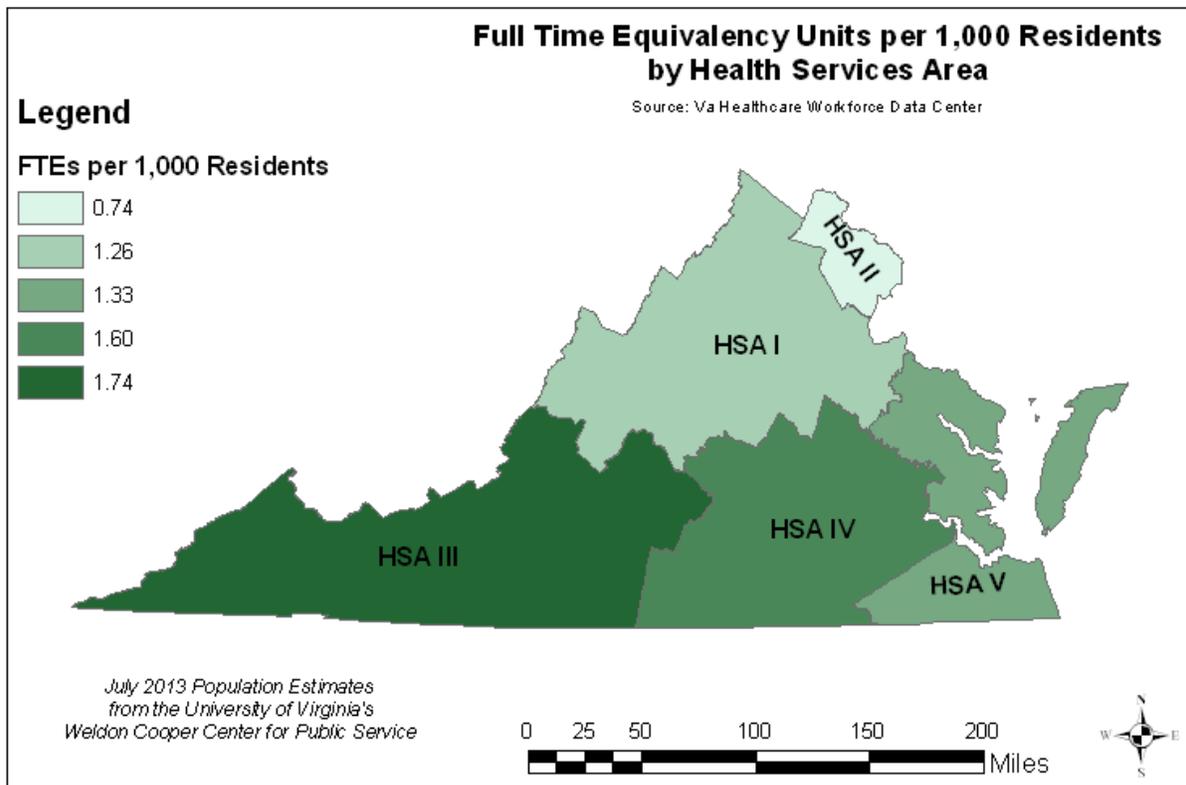
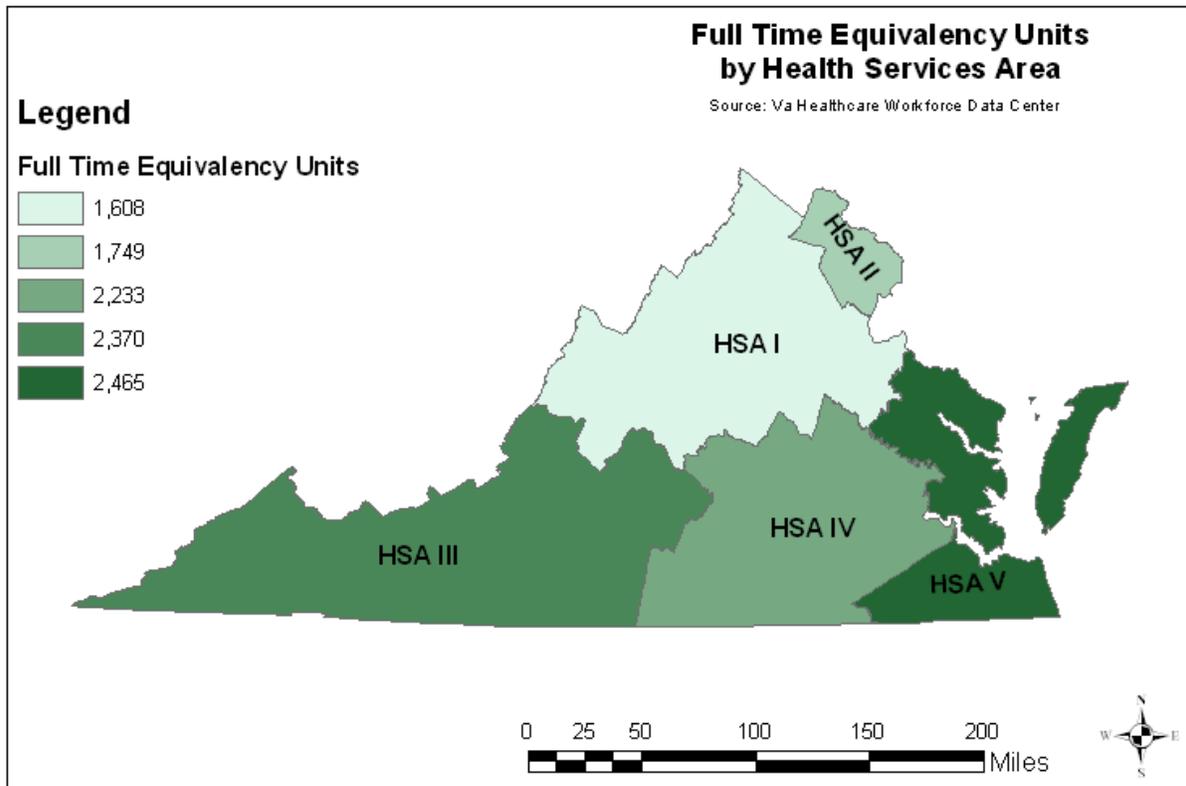
Source: Va. Healthcare Workforce Data Center

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+	9,021	70.62%	1.415947	1.268327	1.569373
Metro, 250,000 to 1 million	1,397	76.45%	1.308052	1.171681	1.449787
Metro, 250,000 or less	1,400	75.93%	1.317027	1.17972	1.459735
Urban pop 20,000+, Metro adj	345	76.81%	1.301887	1.166158	1.442954
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	687	75.55%	1.323699	1.185696	1.46713
Urban pop, 2,500-19,999, nonadj	544	73.90%	1.353234	1.212152	1.499864
Rural, Metro adj	294	74.83%	1.336364	1.19704	1.481166
Rural, nonadj	244	72.54%	1.378531	1.234811	1.527903
Virginia border state/DC	546	59.34%	1.685185	1.509495	1.867785
Other US State	199	41.21%	2.426829	2.173819	2.68979

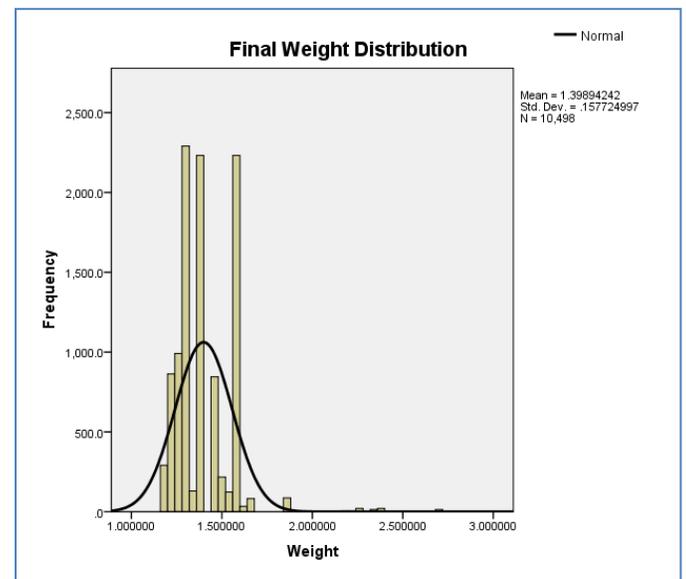
Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	5,264	64.49%	1.550515	1.442954	2.68979
30 to 34	2,334	72.41%	1.381065	1.285258	2.395832
35 to 39	1,637	74.34%	1.345111	1.251798	2.33346
40 to 44	1,260	77.22%	1.294964	1.20513	2.246467
45 to 49	1,204	77.91%	1.283582	1.194538	2.226722
50 to 54	1,015	79.80%	1.253086	1.166158	2.173819
55 to 59	945	76.72%	1.303448	1.213026	2.261185
60 and Over	1,027	73.03%	1.369333	1.27434	2.37548

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:

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



Overall Response Rate: 0.714830