

---

# *Virginia's Occupational Therapy Workforce: 2014*

---

Healthcare Workforce Data Center

May 2015

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](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

*2,486 Occupational Therapists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Medicine express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

***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*

Laura Jackson  
*Operations Manager*

Christopher Coyle  
*Research Assistant*

# Virginia Occupational Therapy Advisory Board

## ***Chair***

Mitch Lovinger, OT  
*Bridgewater*

## ***Vice-Chair***

Kathleen C. Smith, OT  
*McLean*

## ***Members***

Karen Lebo  
*Richmond*

Eugenio Monasterio, MD  
*Mechanicsville*

Kathryn Skibek, OT  
*Woodbridge*

# Contents

---

<b>At a Glance</b> .....	<b>1</b>
<b>Results in Brief</b> .....	<b>2</b>
<b>Survey Response Rates</b> .....	<b>3</b>
<b>The OT Workforce</b> .....	<b>4</b>
<b>Demographics</b> .....	<b>5</b>
<b>Background</b> .....	<b>6</b>
<b>Education</b> .....	<b>8</b>
<b>Credentials</b> .....	<b>9</b>
<b>Current Employment Situation</b> .....	<b>10</b>
<b>Employment Quality</b> .....	<b>11</b>
<b>2014 Labor Market</b> .....	<b>12</b>
<b>Work Site Distribution</b> .....	<b>13</b>
<b>Establishment Type</b> .....	<b>14</b>
<b>Time Allocation</b> .....	<b>16</b>
<b>Retirement &amp; Future Plans</b> .....	<b>17</b>
<b>Full-Time Equivalency Units</b> .....	<b>19</b>
<b>Maps</b> .....	<b>20</b>
Council on Virginia’s Future Regions .....	20
Area Health Education Center Regions .....	21
Workforce Investment Areas .....	22
Health Services Areas .....	23
Planning Districts.....	24
<b>Appendices</b> .....	<b>25</b>
Weights .....	25

## The Occupational Therapy Workforce: At a Glance:

### The Workforce

Licensees:	3,826
Virginia's Workforce:	3,231
FTEs:	2,602

### Background

Rural Childhood:	31%
HS Degree in VA:	39%
Prof. Degree in VA:	40%

### Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	58%
Satisfied?:	97%

### Survey Response Rate

All Licensees:	65%
Renewing Practitioners:	80%

### Education

Masters:	56%
Baccalaureate:	41%

### Job Turnover

Switched Jobs in 2014:	11%
Employed over 2 yrs:	59%

### Demographics

% Female:	93%
Diversity Index:	23%
Median Age:	41

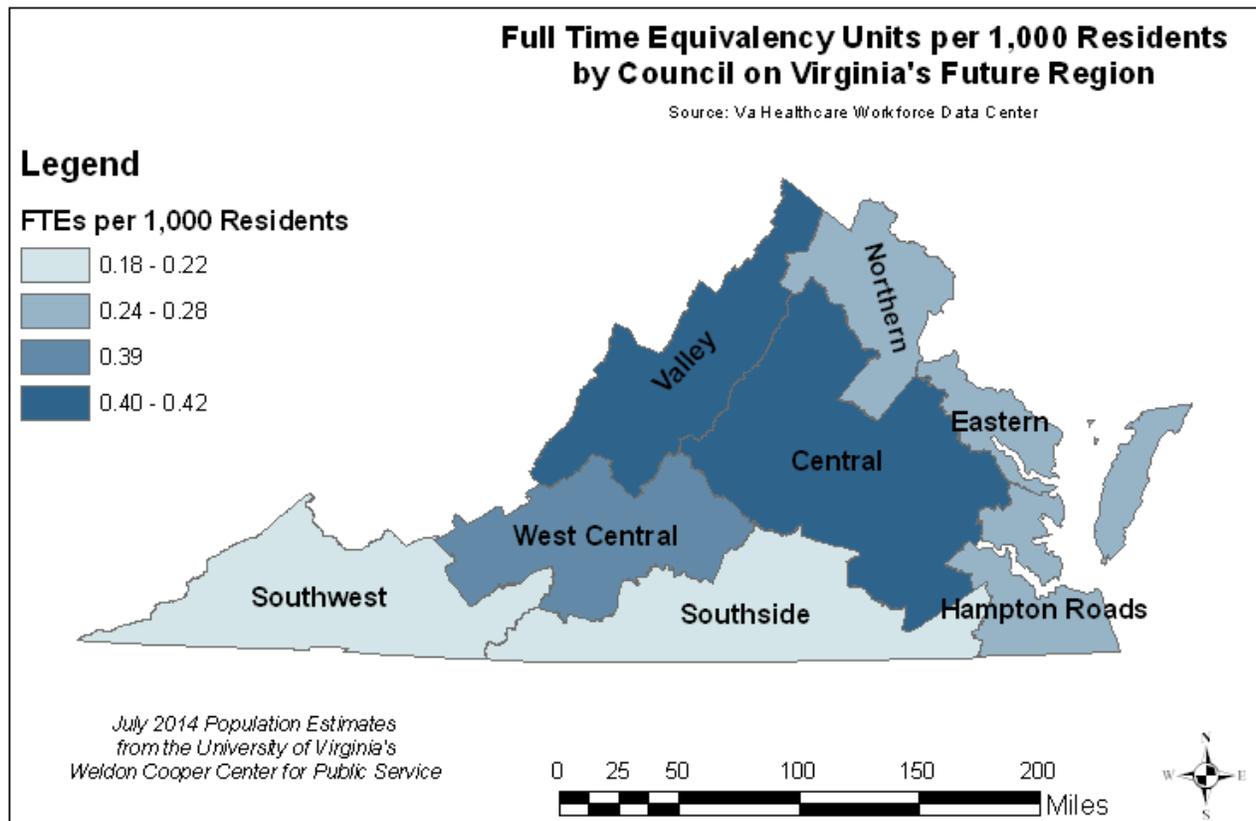
### Finances

Median Inc.:	\$60k-\$70k
Health Benefits:	62%
Under 40 w/ Ed debt:	65%

### Primary Roles

Patient Care:	83%
Administration:	5%
Education:	1%

Source: Va. Healthcare Workforce Data Center



2,486 occupational therapists (OTs) voluntarily took part in the 2014 Occupational Therapy Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place on even-numbered years during the birth month of each OT. These survey respondents represent 65% of the 3,826 OTs who are licensed in the state and 80% of renewing practitioners.

The HWDC estimates that 3,231 OTs 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 OT workforce provided 2,602 "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).

93% of all OTs are female, while the median age of the OT workforce is 41. In a random encounter between two OTs, there is only a 23% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, this same probability is 54%.

Nearly one-third of Virginia's OT workforce grew up in a rural area, and 18% of these professionals currently work in non-Metro areas of the state. Overall, however, just 9% of Virginia's OTs currently work in non-Metro areas of the state. Meanwhile, 39% of OTs went to high school in Virginia, and 40% also received their professional degree in the state. In total, one-half of all OTs received some form of education in the state.

56% of Virginia's OT workforce has earned a Masters as their highest professional degree, while just 3% of all OTs have a Doctorate. 43% of the OT workforce currently has educational debt, including nearly two-thirds of those professionals who are under the age of 40. For those OTs with education debt, the median debt load is between \$40,000 and \$50,000.

96% of all OTs are currently employed in the profession, and involuntarily unemployment is nearly nonexistent at the moment. 58% of Virginia's OTs hold one full-time position, while 20% have multiple positions at the moment. 59% of all OTs have been at their primary work location for at least two years, while 23% went to work at a new location at some point in 2014.

45% of Virginia's OT workforce receives an hourly wage at their primary work location, while 43% work on salary or commission. The median annual income for Virginia's OT workforce is between \$60,000 and \$70,000. Among professionals who receive either a salary or an hourly wage at their primary work location, 81% receive at least one employer-sponsored benefit, including 62% who receive health insurance. 97% of OTs indicate they are satisfied with their current employment situation, including 68% who indicate they are "very satisfied".

One-half of all OTs work at a for-profit establishment, while just 2% work for the federal government. Skilled Nursing Facilities was the most common establishment type in the state, employing 19% of Virginia's OT workforce. The K-12 School System and the Inpatient Department of General Hospitals were also common establishment types for Virginia's OT workforce.

A typical OT spends a majority of her time caring for patients. In fact, 83% of all OTs serve a patient care role, meaning that at least 60% of their time is spent in that activity. In addition, 5% of Virginia's OT workforce served an administrative role, while just 1% served in an educational role at their primary work location.

Nearly half of all OTs expect to retire by the age of 65. Although only 16% of the current workforce expects to retire in the next ten years, half of the current workforce plans on retiring by 2039. Over the next two years, just 1% of all OTs expect to leave the profession, while 5% expect to leave the state. Meanwhile, nearly one-quarter of Virginia's OT workforce expects to pursue additional educational opportunities within the next two years, and 13% plan to increase their patient care activities.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	3,110	81%
<b>New Licensees</b>	344	9%
<b>Non-Renewals</b>	372	10%
<b>All Licensees</b>	3,826	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 80% of renewing OTs submitted a survey. These represent 65% of OTs who held a license at some point in 2014.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	332	185	36%
<b>30 to 34</b>	257	409	61%
<b>35 to 39</b>	161	390	71%
<b>40 to 44</b>	144	367	72%
<b>45 to 49</b>	101	372	79%
<b>50 to 54</b>	109	283	72%
<b>55 to 59</b>	94	228	71%
<b>60 and Over</b>	142	252	64%
<b>Total</b>	1,340	2,486	65%
<b>New Licenses</b>			
<b>Issued in 2014</b>	344	0	0%
<b>Metro Status</b>			
<b>Non-Metro</b>	91	156	63%
<b>Metro</b>	775	2,010	72%
<b>Not in Virginia</b>	469	305	39%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed OTs**

Number:	3,826
New:	9%
Not Renewed:	10%

**Response Rates**

All Licensees:	65%
Renewing Practitioners:	80%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	2,486
<b>Response Rate, all licensees</b>	65%
<b>Response Rate, Renewals</b>	80%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted throughout 2014.
- 2. Target Population:** All OTs who held a Virginia license at some point in 2014.
- 3. Survey Population:** The survey was available to OTs who renewed their licenses online. It was not available to those who did not renew, including all OTs newly licensed in 2014.

## At a Glance:

### Workforce

2014 OT Workforce: 3,231  
 FTEs: 2,602

### Utilization Ratios

Licensees in VA Workforce: 84%  
 Licensees per FTE: 1.47  
 Workers per FTE: 1.24

Source: Va. Healthcare Workforce Data Center

Virginia's OT Workforce		
Status	#	%
Worked in Virginia in Past Year	3,172	98%
Looking for Work in Virginia	59	2%
Virginia's Workforce	3,231	100%
Total FTEs	2,602	
Licensees	3,826	

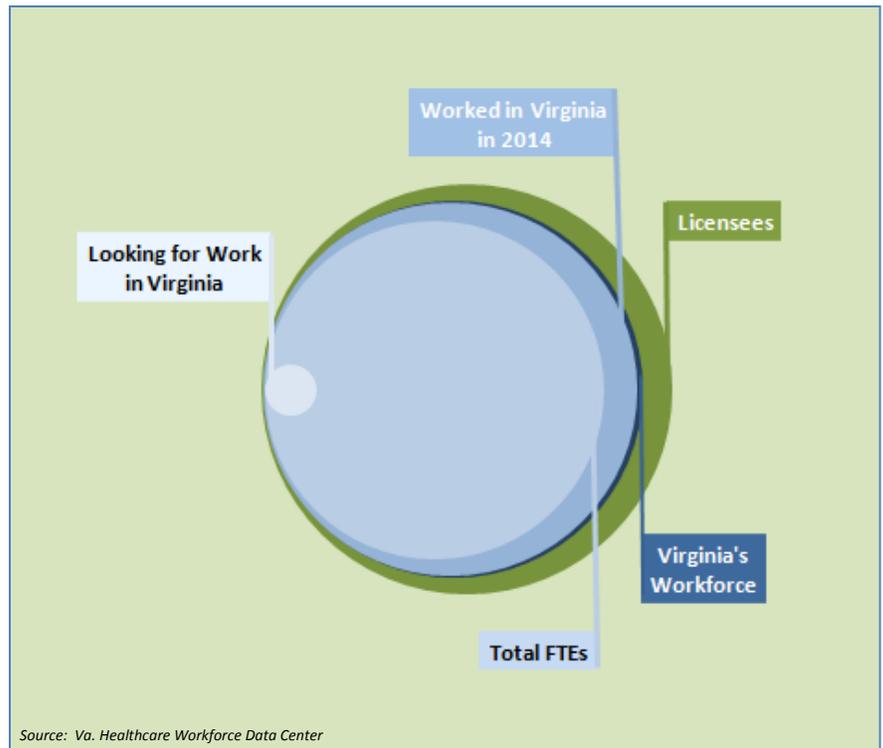
Source: Va. Healthcare Workforce Data Center

## 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.

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

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



Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	9	2%	452	98%	461	15%
30 to 34	38	7%	502	93%	541	17%
35 to 39	33	7%	417	93%	450	14%
40 to 44	34	8%	374	92%	408	13%
45 to 49	50	13%	332	87%	382	12%
50 to 54	29	9%	286	91%	315	10%
55 to 59	10	4%	252	96%	263	8%
60 +	26	9%	276	92%	302	10%
<b>Total</b>	<b>230</b>	<b>7%</b>	<b>2,891</b>	<b>93%</b>	<b>3,122</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	OTs		OTs under 40	
	%	#	%	#	%
White	64%	2,776	88%	1,272	87%
Black	19%	165	5%	82	6%
Asian	6%	107	3%	55	4%
Other Race	0%	20	1%	7	0%
Two or more races	2%	31	1%	14	1%
Hispanic	8%	64	2%	40	3%
<b>Total</b>	<b>100%</b>	<b>3,163</b>	<b>100%</b>	<b>1,470</b>	<b>100%</b>

\*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: 93%  
 % Under 40 Female: 94%

**Age**

Median Age: 41  
 % Under 40: 47%  
 % 55+: 18%

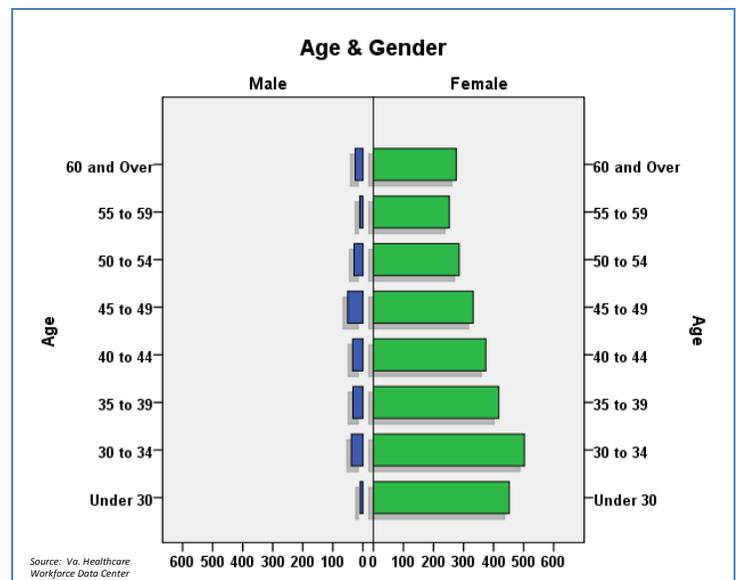
**Diversity**

Diversity Index: 23%  
 Under 40 Div. Index: 25%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two OTs, there is a 23% 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%.*

*47% of all OTs are under the age of 40, and 94% of these professionals are female. In addition, there is a 25% chance that two randomly chosen OTs from this group would be of a different race or ethnicity.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 11%  
 Rural Childhood: 31%

### Virginia Background

HS in Virginia: 39%  
 Prof. Education in VA: 40%  
 HS/Prof. Edu. in VA: 50%

### Location Choice

% Rural to Non-Metro: 18%  
 % Urban/Suburban to Non-Metro: 5%

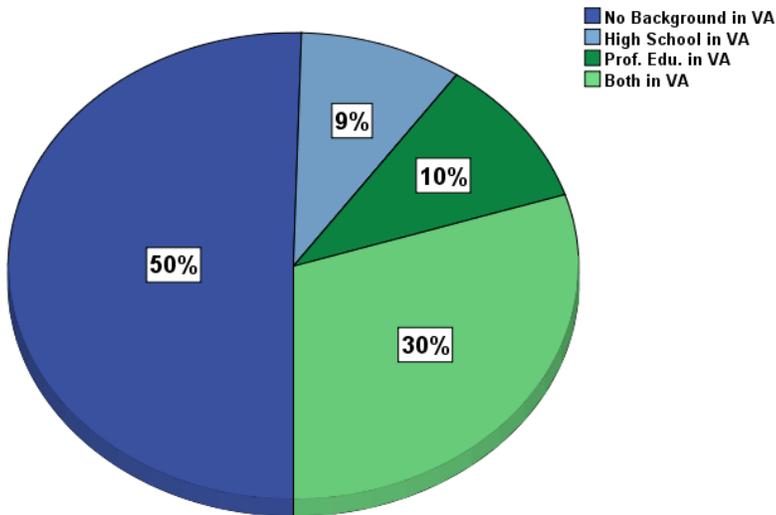
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	24%	65%	11%
2	Metro, 250,000 to 1 million	36%	49%	15%
3	Metro, 250,000 or less	42%	50%	8%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	58%	42%	0%
6	Urban pop, 2,500-19,999, Metro adj	61%	28%	11%
7	Urban pop, 2,500-19,999, nonadj	73%	25%	2%
8	Rural, Metro adj	65%	27%	9%
9	Rural, nonadj	46%	42%	13%
<b>Overall</b>		<b>31%</b>	<b>58%</b>	<b>11%</b>

Source: Va. Healthcare Workforce Data Center

### Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*31% of OTs grew up in self-described rural areas, and 18% of these professionals currently work in Non-Metro counties. Overall, 9% of Virginia's OT workforce works in non-Metro counties of the state.*

## Top Ten States for OT Recruitment

Rank	All OTs			
	High School	#	OT School	#
1	Virginia	1,250	Virginia	1,267
2	Pennsylvania	281	Pennsylvania	315
3	New York	252	New York	207
4	Maryland	168	Massachusetts	113
5	Outside U.S./Canada	143	North Carolina	108
6	New Jersey	96	Maryland	100
7	West Virginia	80	Florida	95
8	Ohio	71	Outside U.S./Canada	87
9	North Carolina	70	Michigan	68
10	Michigan	62	Washington, D.C.	66

*39% of OTs received their high school degree in Virginia, while 40% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	OT School	#
1	Virginia	395	Virginia	410
2	Pennsylvania	77	Pennsylvania	100
3	New York	69	New York	54
4	Maryland	52	Maryland	38
5	New Jersey	43	Florida	35
6	West Virginia	36	North Carolina	31
7	Outside U.S./Canada	33	Massachusetts	29
8	North Carolina	28	Washington, D.C.	29
9	Ohio	23	West Virginia	25
10	Massachusetts	20	Missouri	22

*Among OTs who have been licensed in the past five years, 40% received their high school degree in Virginia, while 42% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

*16% of licensed OTs did not participate in Virginia's workforce in 2014. 92% of these OTs worked at some point in the past year, including 87% who currently work as OTs.*

### At a Glance:

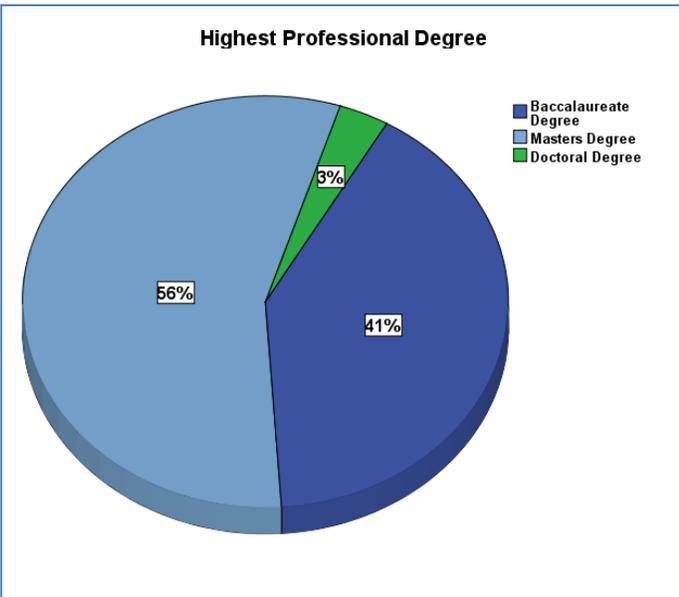
#### Not in VA Workforce

Total:	608
% of Licensees:	16%
Federal/Military:	7%
Va Border State/DC:	21%

A Closer Look:

Highest Professional Degree		
Degree	#	%
Baccalaureate Degree	1,265	41%
Masters Degree	1,747	56%
Doctorate	104	3%
<b>Total</b>	<b>3,117</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Masters: 56%  
 Baccalaureate: 41%

**Educational Debt**  
 With debt: 43%  
 Under age 40 with debt: 65%  
 Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center

56% of all OTs hold a Master's degree as their highest professional degree, while just 3% have gone on to earn a Doctorate.

43% of OTs currently have educational debt, including 65% of those under the age of 40. For those OTs with educational debt, the median debt burden is between \$40,000 and \$50,000.

Educational Debt				
Amount Carried	All OTs		OTs under 40	
	#	%	#	%
<b>None</b>	1,648	57%	480	35%
<b>\$20,000 or less</b>	264	9%	165	12%
<b>\$20,001-\$40,000</b>	278	10%	190	14%
<b>\$40,001-\$60,000</b>	207	7%	153	11%
<b>\$60,001-\$80,000</b>	194	7%	160	12%
<b>\$80,001-\$100,000</b>	145	5%	120	9%
<b>\$100,001-\$120,000</b>	88	3%	76	5%
<b>More than \$120,000</b>	55	2%	41	3%
<b>Total</b>	<b>2,879</b>	<b>100%</b>	<b>1,383</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:**

**Top Specializations**

Physical Rehabilitation: 28%  
 Pediatrics: 25%  
 Gerontology: 25%

**Top Certifications:**

Hand Therapist: 3%  
 Lymphedema Therapist: 2%  
 School Systems: 1%

Source: Va. Healthcare Workforce Data Center

Specializations		
Area	#	%
Physical Rehabilitation	872	28%
Pediatrics	789	25%
Gerontology	778	25%
Neurorehabilitation	538	17%
School Systems	564	18%
Sensory Processing	520	17%
Home Health	464	15%
Acute Care	438	14%
Developmental Disabilities	419	13%
Early Intervention	294	9%
Hand Therapy	278	9%
Mental Health	191	6%
Environmental Modification	172	6%
Feeding, Eating, Swallowing	172	6%
Low Vision	139	4%
Industrial/Workplace	62	2%
Driving and Community Mobility	57	2%
Other	155	5%
<b>At Least One Spec.</b>	<b>2551</b>	<b>82%</b>

*82% of all OTs have at least one specialization, while 14% of Virginia's OT workforce holds at least one certification. Physical Rehabilitation was the most common specialization, while Certified Hand Therapist (CHT) was the most common certification.*

Certifications		
Proficiency Area	#	%
Certified Hand Therapist (CHT)	106	3%
Certified Lymphedema Therapist	64	2%
School Systems	33	1%
Pediatrics (BCP)	25	1%
Other	261	8%
<b>At Least One Cert.</b>	<b>428</b>	<b>14%</b>

## At a Glance:

### Employment

Employed in Profession: 96%  
Involuntarily Unemployed: 0%

### Positions Held

1 Full-Time: 58%  
2 or more Positions: 20%

### Weekly Hours:

40 to 49: 49%  
60 or more: 2%  
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an occupational therapy related capacity	3,055	96%
Employed, NOT in an occupational therapy related capacity	29	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	4	0%
Voluntarily unemployed	91	3%
Retired	12	0%
<b>Total</b>	<b>3,190</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*96% of licensed OTs are currently employed in the profession, and involuntarily unemployed is nearly nonexistent at the moment. 58% of all OTs currently hold one full-time job, while 20% have multiple positions. Nearly half of all OTs work between 40 and 49 hours per week, while just 2% of OTs work at least 60 hours per week.*

Current Positions		
Positions	#	%
No Positions	107	3%
One Part-Time Position	587	19%
Two Part-Time Positions	187	6%
One Full-Time Position	1,844	58%
One Full-Time Position & One Part-Time Position	343	11%
Two Full-Time Positions	5	0%
More than Two Positions	83	3%
<b>Total</b>	<b>3,156</b>	<b>100%</b>

Current Weekly Hours		
Hours	#	%
0 hours	107	3%
1 to 9 hours	83	3%
10 to 19 hours	181	6%
20 to 29 hours	339	11%
30 to 39 hours	636	20%
40 to 49 hours	1,543	49%
50 to 59 hours	170	5%
60 to 69 hours	36	1%
70 to 79 hours	5	0%
80 or more hours	21	1%
<b>Total</b>	<b>3,121</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	5	0%
Less than \$30,000	191	7%
\$30,000-\$39,999	152	6%
\$40,000-\$49,999	232	9%
\$50,000-\$59,999	360	14%
\$60,000-\$69,999	493	19%
\$70,000-\$79,999	450	18%
\$80,000-\$89,999	380	15%
\$90,000-\$99,999	165	6%
\$100,000-\$109,999	87	3%
\$110,000-\$119,999	22	1%
\$120,000 or more	32	1%
<b>Total</b>	<b>2,567</b>	<b>100%</b>

## At a Glance:

**Earnings**  
Median Income: \$60k-\$70k

**Benefits**  
Employer Health Ins.: 62%  
Employer Retirement: 62%

**Satisfaction**  
Satisfied 97%  
Very Satisfied: 68%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,090	68%
Somewhat Satisfied	880	29%
Somewhat Dissatisfied	83	3%
Very Dissatisfied	13	0%
<b>Total</b>	<b>3,066</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

The typical OT earned between \$60,000 and \$70,000 in 2014. In addition, among OTs who received either an hourly wage or a salary at their primary work location, 70% received paid vacation and 62% received health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,959	64%	70%
Retirement	1,771	58%	62%
Health Insurance	1,755	57%	62%
Paid Sick Leave	1,692	55%	61%
Dental Insurance	1,651	54%	59%
Group Life Insurance	1,189	39%	43%
Signing/Retention Bonus	328	11%	11%
<b>At Least One Benefit</b>	<b>2,348</b>	<b>77%</b>	<b>81%</b>

\*From any employer at time of survey.

**A Closer Look:**

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	34	1%
Experience Voluntary Unemployment?	193	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	110	3%
Work two or more positions at the same time?	728	23%
Switch employers or practices?	342	11%
<b>Experienced at least 1</b>	<b>1,138</b>	<b>35%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia's OTs experienced involuntary unemployment at some point in 2014. By comparison, Virginia's average monthly unemployment rate was 5.2%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	78	3%	82	9%
<b>Less than 6 Months</b>	164	5%	140	15%
<b>6 Months to 1 Year</b>	259	8%	144	16%
<b>1 to 2 Years</b>	758	25%	193	21%
<b>3 to 5 Years</b>	680	22%	198	21%
<b>6 to 10 Years</b>	535	17%	107	12%
<b>More than 10 Years</b>	595	19%	63	7%
<b>Subtotal</b>	<b>3,069</b>	<b>100%</b>	<b>927</b>	<b>100%</b>
<b>Did not have location</b>	65		2,270	
<b>Item Missing</b>	96		34	
<b>Total</b>	<b>3,231</b>		<b>3,231</b>	

Source: Va. Healthcare Workforce Data Center

*45% of Virginia's OT workforce received an hourly wage at their primary work location, while 43% received salary.*

**At a Glance:**

**Unemployment Experience 2014**

Involuntarily Unemployed: 1%  
Underemployed: 3%

**Turnover & Tenure**

Switched Jobs: 11%  
New Location: 23%  
Over 2 years: 59%  
Over 2 yrs, 2<sup>nd</sup> location: 40%

**Employment Type**

Hourly Wage: 45%  
Salary/Commission: 43%

Source: Va. Healthcare Workforce Data Center

*59% of OTs have worked at their primary location for more than two years—the job tenure normally required to get a conventional mortgage loan.*

Employment Type		
Primary Work Site	#	%
<b>Hourly Wage</b>	1,158	45%
<b>Salary/ Commission</b>	1,113	43%
<b>By Contract</b>	264	10%
<b>Business/ Practice Income</b>	51	2%
<b>Unpaid</b>	4	0%
<b>Subtotal</b>	<b>2,591</b>	<b>100%</b>

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 5.6% in January/February to 4.5% in December.

## At a Glance:

### Concentration

Top Region:	32%
Top 3 Regions:	73%
Lowest Region:	1%

### Locations

2 or more (2014):	30%
2 or more (Now*):	27%

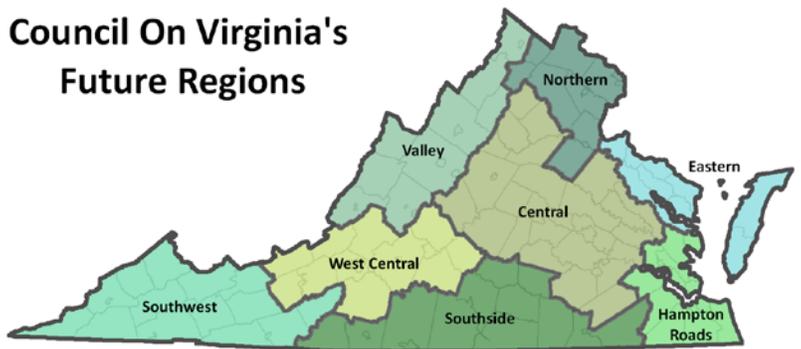
Source: Va. Healthcare Workforce Data Center

*Nearly three-quarters of all OTs work in one of three regions of the state: Northern Virginia, Central Virginia, and Hampton Roads.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	762	25%	225	24%
Eastern	41	1%	14	1%
Hampton Roads	504	16%	128	13%
Northern	982	32%	279	29%
Southside	85	3%	34	4%
Southwest	108	4%	39	4%
Valley	236	8%	75	8%
West Central	308	10%	96	10%
Virginia Border State/DC	31	1%	31	3%
Other US State	28	1%	28	3%
Outside of the US	0	0%	1	0%
<b>Total</b>	<b>3,085</b>	<b>100%</b>	<b>950</b>	<b>100%</b>
Item Missing	80		12	

## Council On Virginia's Future Regions



*27% of all OTs had multiple work locations at the time of the survey, while 30% of OTs had at least two work locations over the previous year.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	58	2%	107	3%
1	2,111	68%	2,159	69%
2	527	17%	497	16%
3	290	9%	271	9%
4	67	2%	38	1%
5	16	1%	24	1%
6 or More	51	2%	25	1%
<b>Total</b>	<b>3,120</b>	<b>100%</b>	<b>3,120</b>	<b>100%</b>

\*At the time of survey completion: 2014 (continual renewal cycle).

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,500	50%	655	71%
<b>Non-Profit</b>	816	27%	187	20%
<b>State/Local Government</b>	615	20%	67	7%
<b>Veterans Administration</b>	39	1%	2	0%
<b>U.S. Military</b>	21	1%	1	0%
<b>Other Federal Government</b>	15	0%	5	1%
<b>Total</b>	<b>3,006</b>	<b>100%</b>	<b>917</b>	<b>100%</b>
<b>Did not have location</b>	65		2,270	
<b>Item Missing</b>	161		43	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

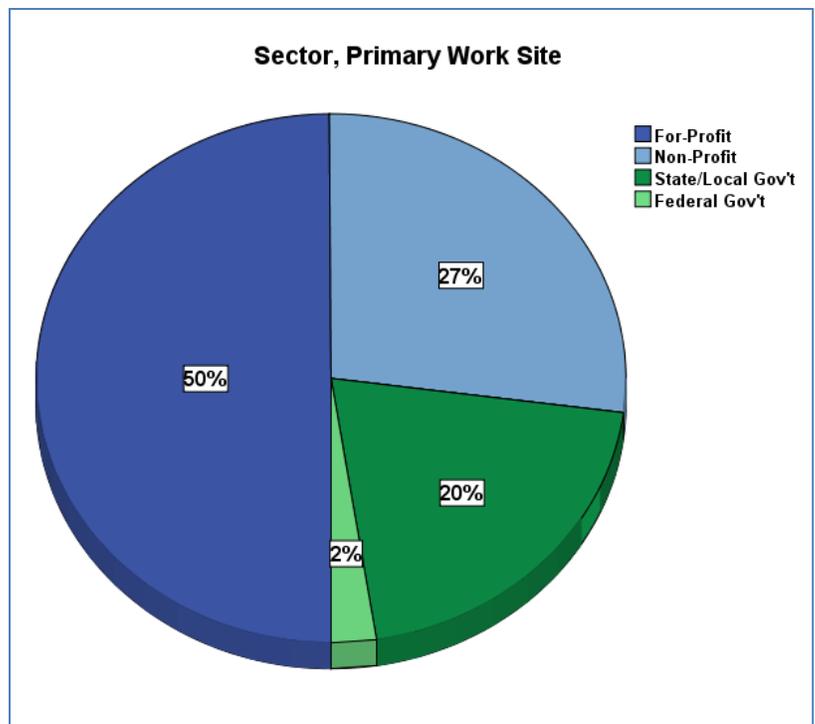
For Profit:	50%
Federal:	2%

**Top Establishments**

Skilled Nursing Facility:	19%
K-12 School System:	15%
Hospital, Inpatient:	15%

Source: Va. Healthcare Workforce Data Center

Approximately 77% of all OTs work in the private sector, including 50% who work at for-profit establishments. Another 20% of Virginia's OT workforce worked for either state or local governments.

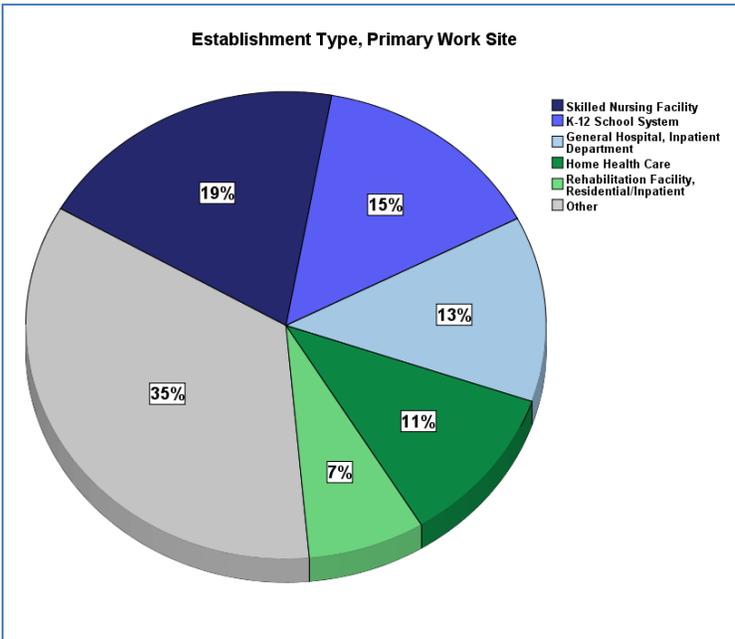


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	565	19%	216	24%
K-12 School System	424	15%	45	5%
General Hospital, Inpatient Department	372	13%	111	12%
Home Health Care	319	11%	192	21%
Rehabilitation Facility, Residential/Inpatient	211	7%	59	7%
Rehabilitation Facility, Outpatient Clinic	193	7%	36	4%
Private Practice, Group	147	5%	46	5%
General Hospital, Outpatient Department	139	5%	17	2%
Assisted Living or Continuing Care Facility	97	3%	49	5%
Academic Institution	95	3%	32	4%
Private Practice, Solo	76	3%	27	3%
Mental Health, Inpatient	53	2%	4	0%
Physician Office	23	1%	6	1%
PACE Center	16	1%	0	0%
Employment Services/Vocational Facility	15	1%	2	0%
Other	155	5%	60	7%
<b>Total</b>	<b>2,900</b>	<b>100%</b>	<b>902</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>65</b>		<b>2,270</b>	

*Skilled Nursing Facilities were the most common establishment type in Virginia, employing 19% of the state's OT workforce. K-12 School Systems and the Inpatient Department of Hospitals were also typical primary establishment types.*

*Skilled Nursing Facilities were also the most common establishment type among OTs who also had a secondary work location. Home Health Care and the Inpatient Department of Hospitals were also common secondary establishment types.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### A Typical OTs Time

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

### Roles

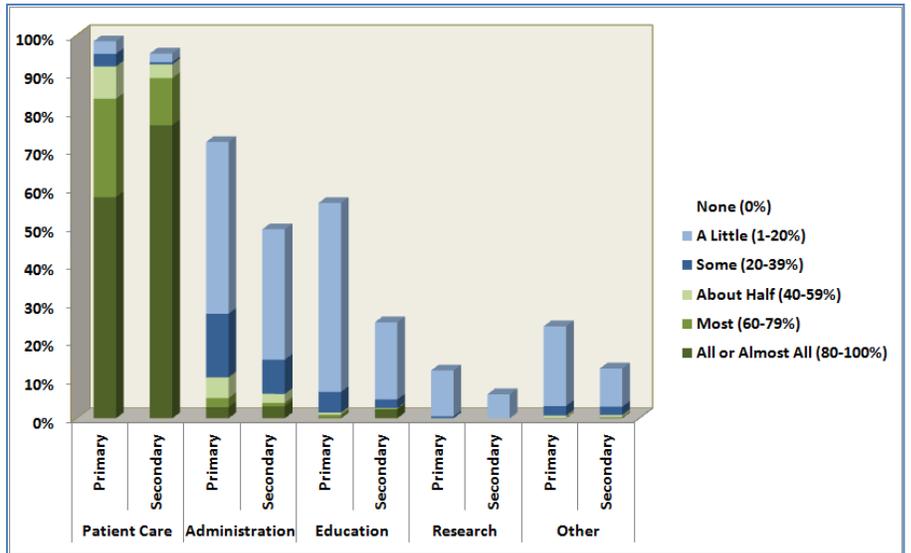
Patient Care: 83%  
Administrative: 5%  
Education: 1%

### Patient Care OTs

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

*The typical OT spends most of her time in patient care activities. In fact, 83% of all OTs fill a patient care role, defined as spending at least 60% of her time in that activity. In addition, most OTs also spent a small amount of time each week performing administrative and educational tasks.*

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
<b>All or Almost All (80-100%)</b>	58%	76%	3%	3%	0%	2%	0%	0%	0%	0%
<b>Most (60-79%)</b>	26%	12%	2%	1%	1%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	8%	4%	5%	2%	1%	0%	0%	0%	1%	1%
<b>Some (20-39%)</b>	3%	1%	17%	9%	5%	2%	0%	0%	2%	2%
<b>A Little (1-20%)</b>	3%	2%	45%	34%	49%	20%	12%	6%	21%	10%
<b>None (0%)</b>	2%	5%	28%	51%	44%	75%	88%	94%	76%	87%

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All OTs		OTs over 50	
	#	%	#	%
<b>Under age 50</b>	53	2%	-	-
<b>50 to 54</b>	138	5%	4	1%
<b>55 to 59</b>	370	13%	54	7%
<b>60 to 64</b>	785	29%	209	27%
<b>65 to 69</b>	974	35%	326	43%
<b>70 to 74</b>	249	9%	98	13%
<b>75 to 79</b>	62	2%	26	3%
<b>80 or over</b>	14	1%	8	1%
<b>I do not intend to retire</b>	98	4%	39	5%
<b>Total</b>	<b>2,744</b>	<b>100%</b>	<b>764</b>	<b>100%</b>

**At a Glance:**

Retirement Expectations

**All OTs**

Under 65: 49%

Under 60: 20%

**OTs 50 and over**

Under 65: 35%

Under 60: 8%

Time until Retirement

Within 2 years: 3%

Within 10 years: 16%

Half the workforce: by 2039

Source: Va. Healthcare Workforce Data Center

*Nearly half of all OTs expect to retire before the age of 65, while 15% plan on working until at least age 70. Among OTs who are age 50 and over, 35% still expect to retire by age 65, while 22% plan on working until at least age 70.*

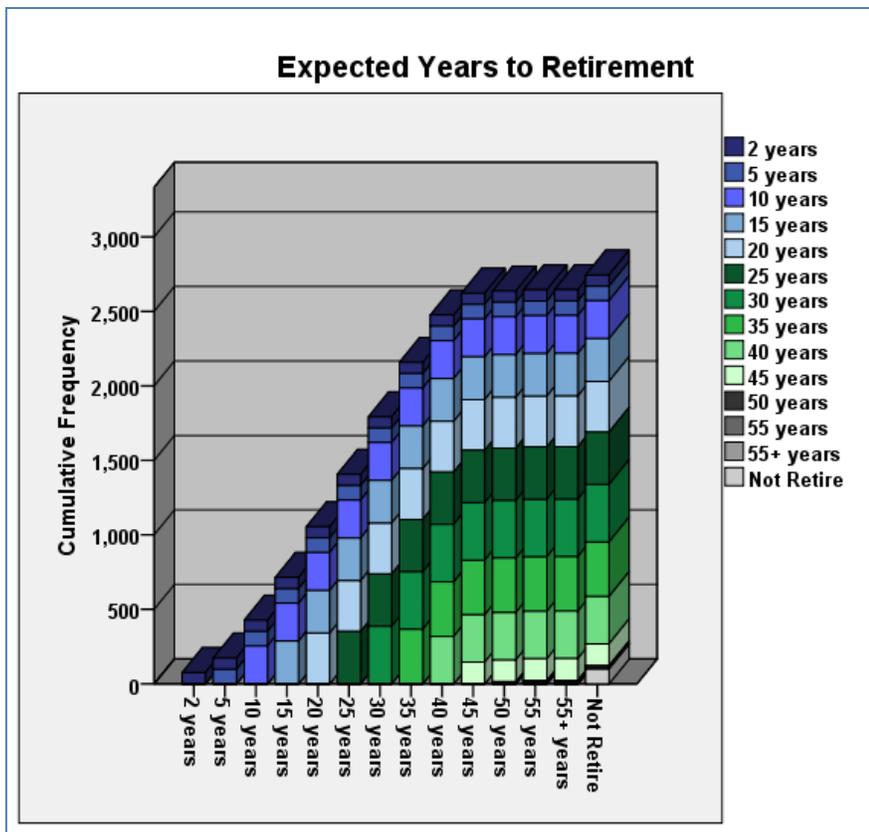
*Within the next two years, just 1% of Virginia's OTs expect to leave the profession and 5% plan on leaving the state. Meanwhile, 24% of OTs plan on pursuing additional educational opportunities, and 13% also plan to increase patient care hours.*

Future Plans		
1 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	19	1%
<b>Leave Virginia</b>	157	5%
<b>Decrease Patient Care Hours</b>	235	7%
<b>Decrease Teaching Hours</b>	11	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	425	13%
<b>Increase Teaching Hours</b>	284	9%
<b>Pursue Additional Education</b>	762	24%
<b>Return to Virginia's Workforce</b>	37	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for OTs. Only 3% of OTs expect to retire within the next two years, while 16% plan on retiring in the next ten years. Half of the current OT workforce expects to be retired by 2039.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	75	3%	3%
<b>5 years</b>	97	4%	6%
<b>10 years</b>	254	9%	16%
<b>15 years</b>	287	10%	26%
<b>20 years</b>	340	12%	38%
<b>25 years</b>	351	13%	51%
<b>30 years</b>	386	14%	65%
<b>35 years</b>	366	13%	63%
<b>40 years</b>	318	12%	90%
<b>45 years</b>	146	5%	95%
<b>50 years</b>	15	1%	96%
<b>55 years</b>	8	0%	96%
<b>In more than 55 years</b>	1	0%	96%
<b>Do not intend to retire</b>	98	4%	100%
<b>Total</b>	<b>2,744</b>	<b>100%</b>	



Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2029. Retirements will peak at 14% of the current workforce around 2044 before declining to under 10% of the current workforce again around 2059.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### FTEs

Total: 2,602  
 FTEs/1,000 Residents: 0.313  
 Average: 0.82

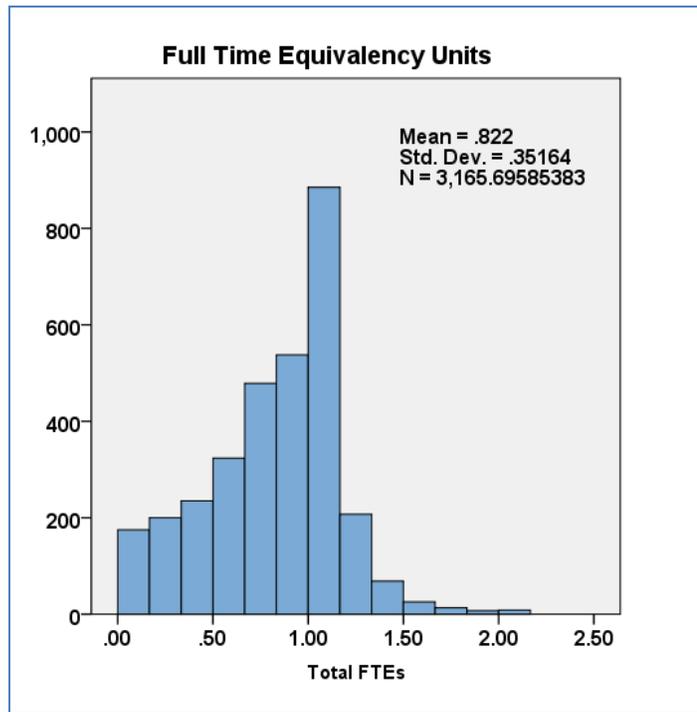
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

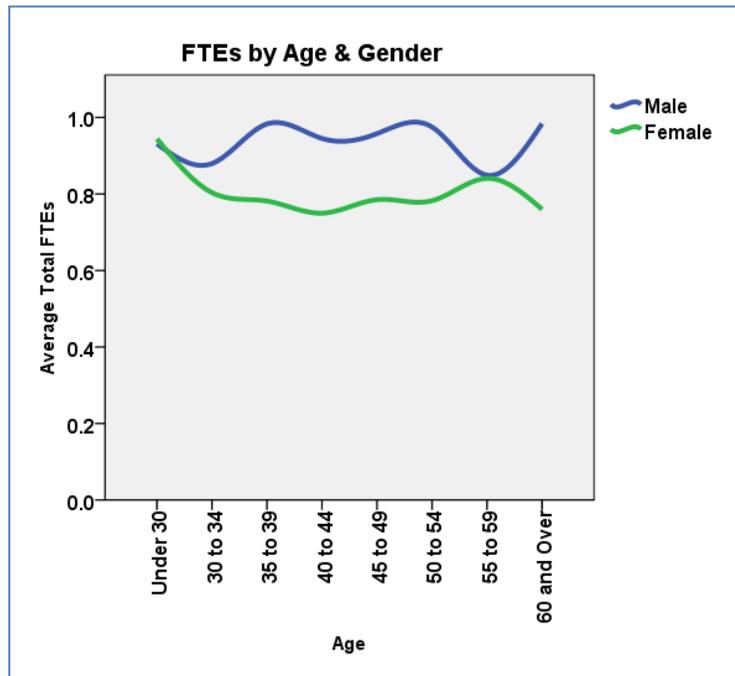


Source: Va. Healthcare Workforce Data Center

The typical OT provided 0.89 FTEs in 2014, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.<sup>2</sup>

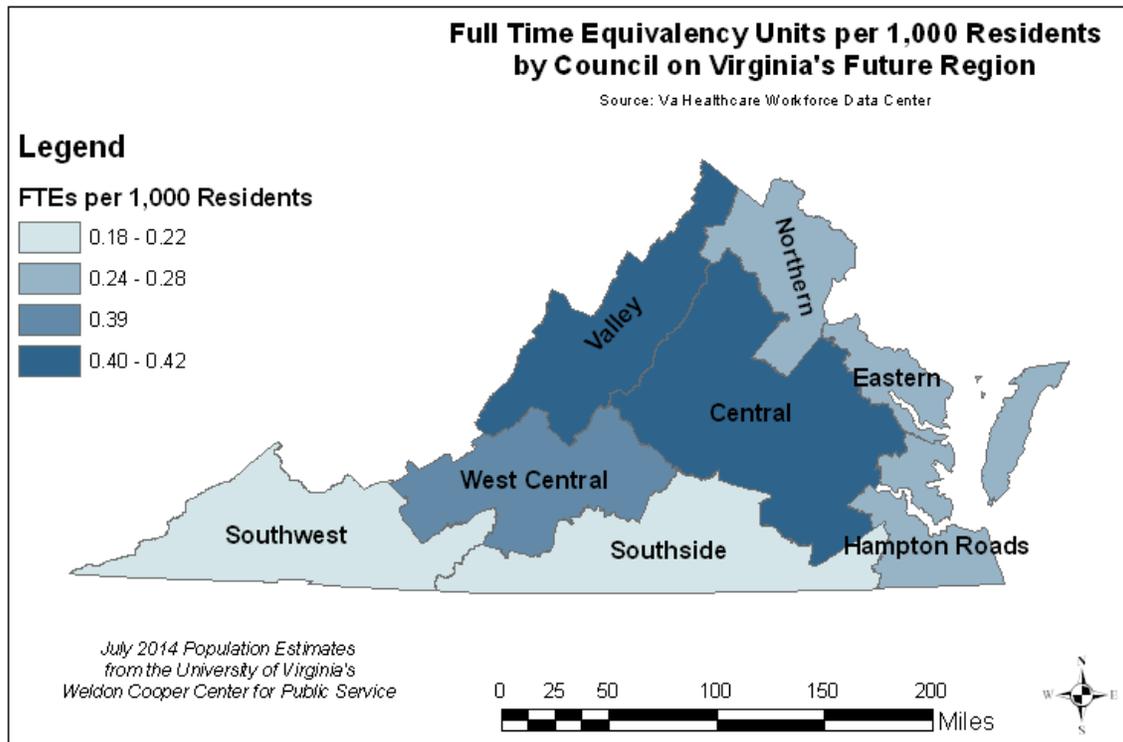
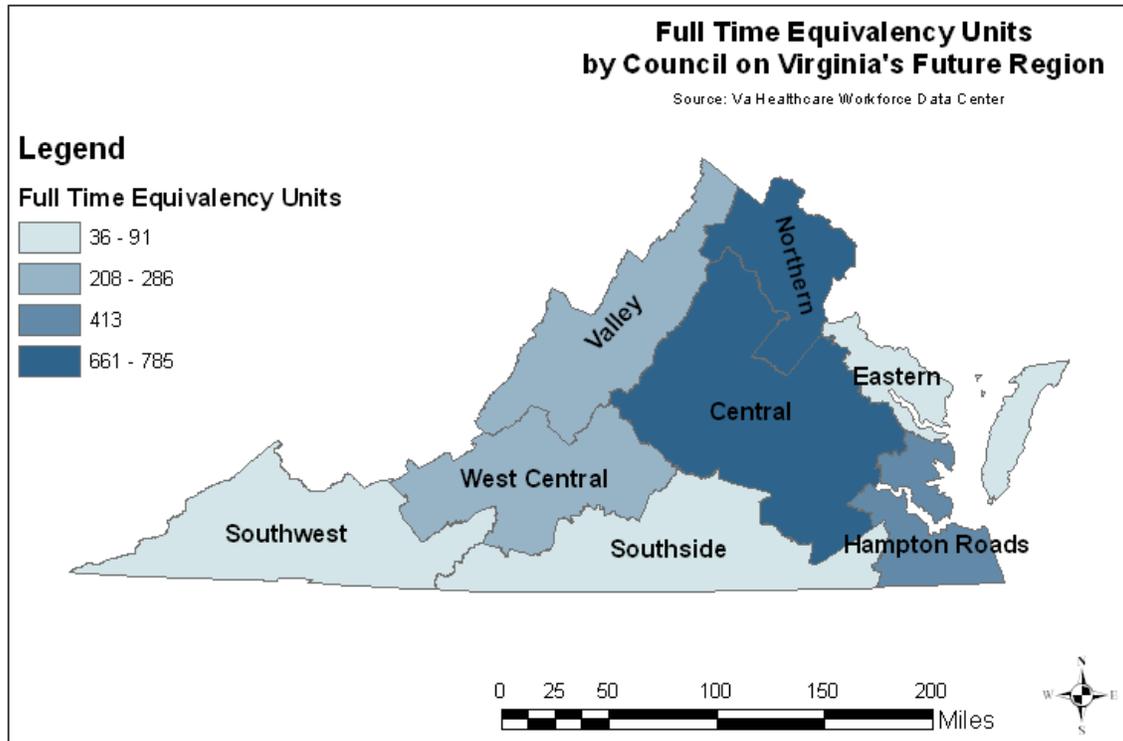
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.95	1.04
30 to 34	0.80	0.90
35 to 39	0.80	0.83
40 to 44	0.77	0.82
45 to 49	0.81	0.83
50 to 54	0.81	0.83
55 to 59	0.84	0.88
60 and Over	0.79	0.88
<b>Gender</b>		
Male	0.95	1.05
Female	0.81	0.88

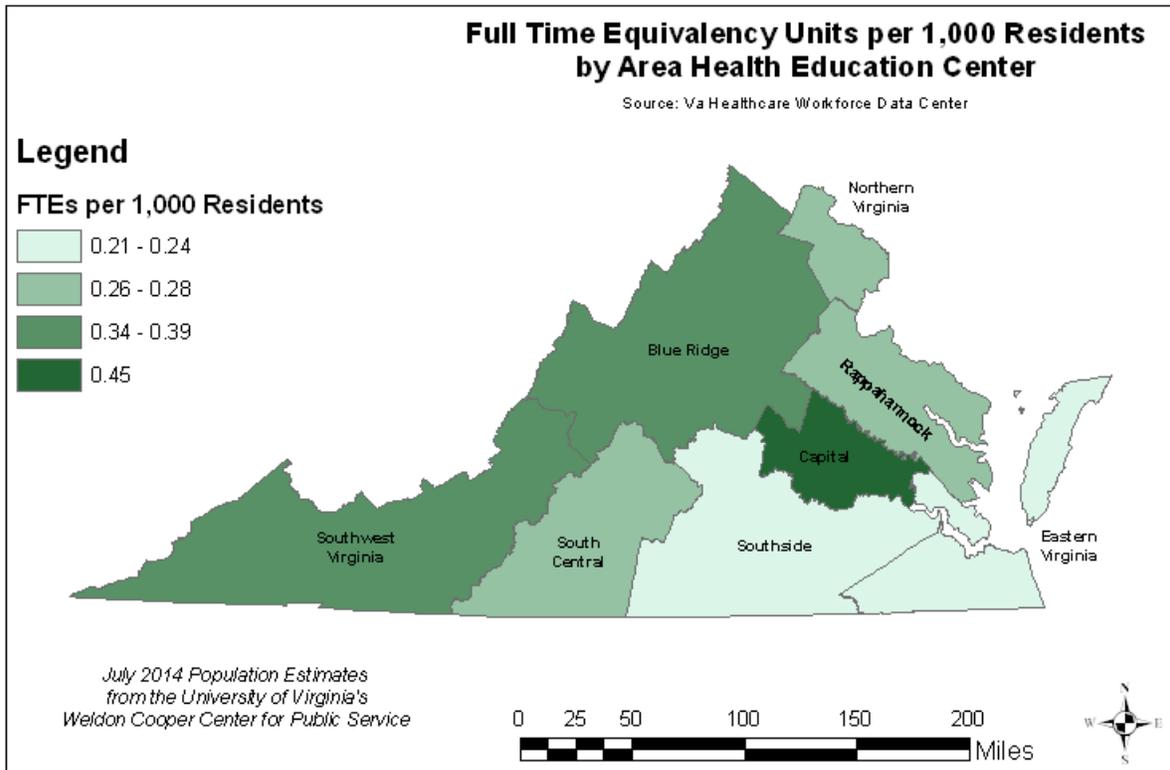
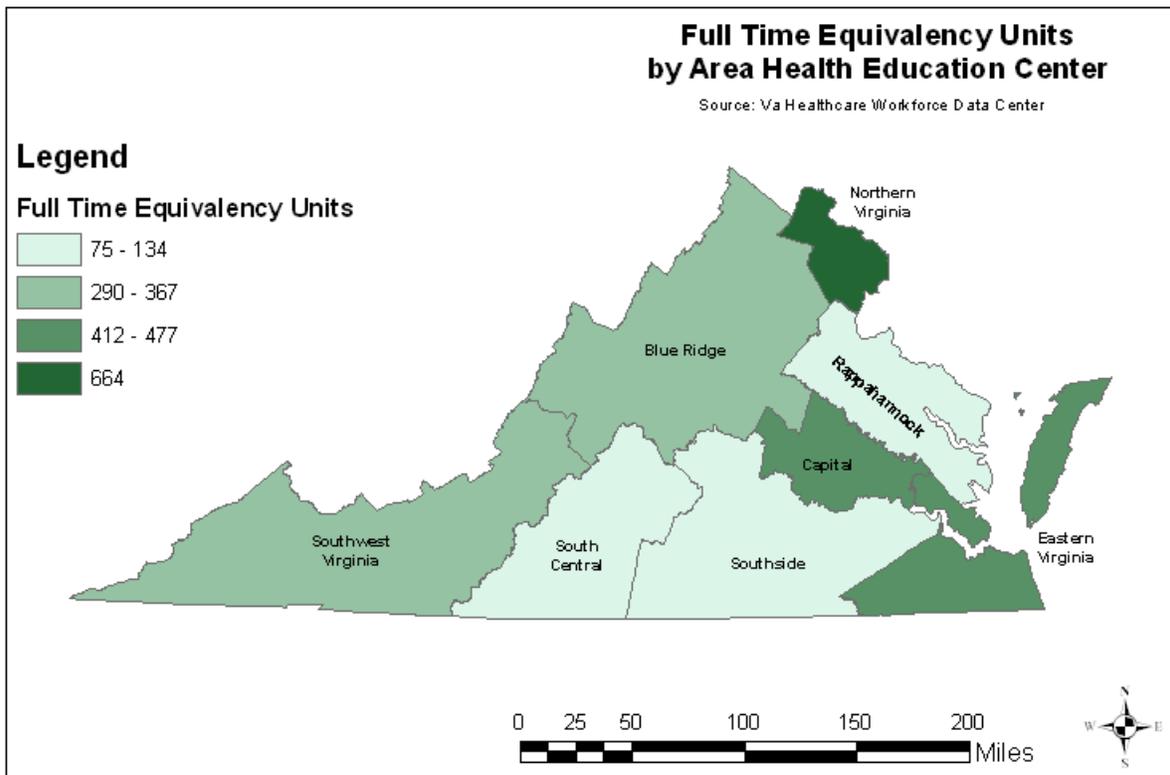
Source: Va. Healthcare Workforce Data Center

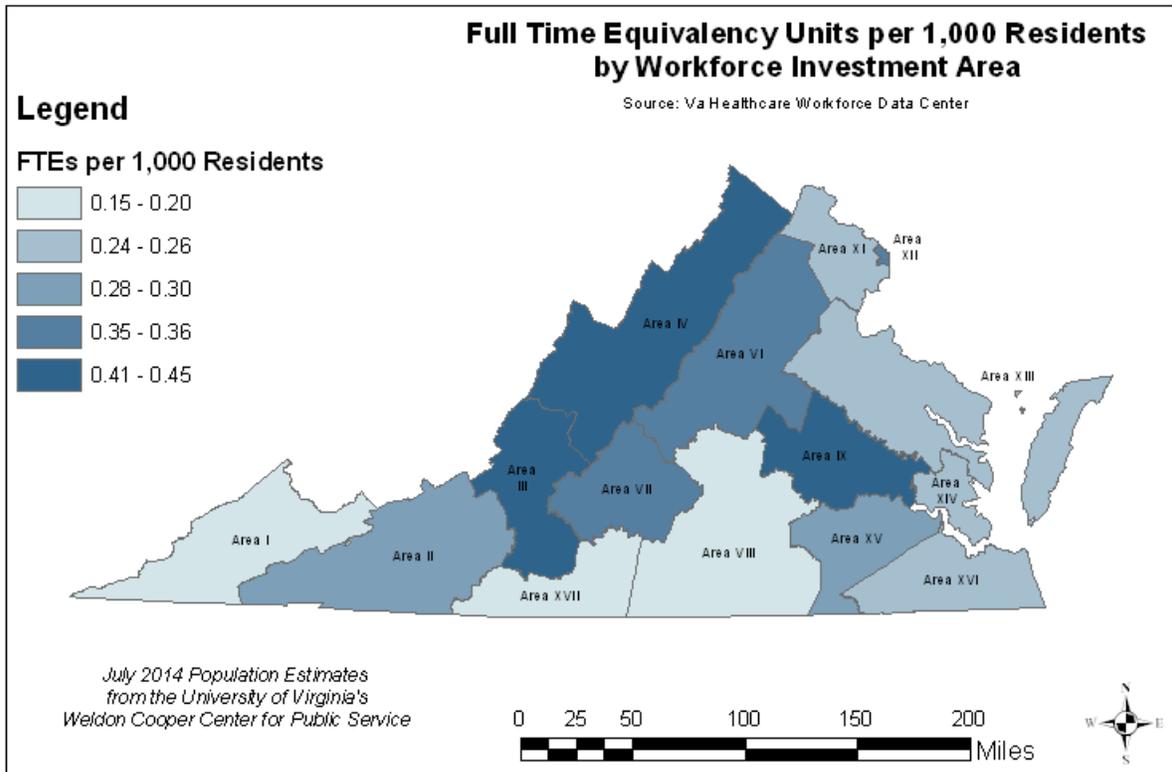
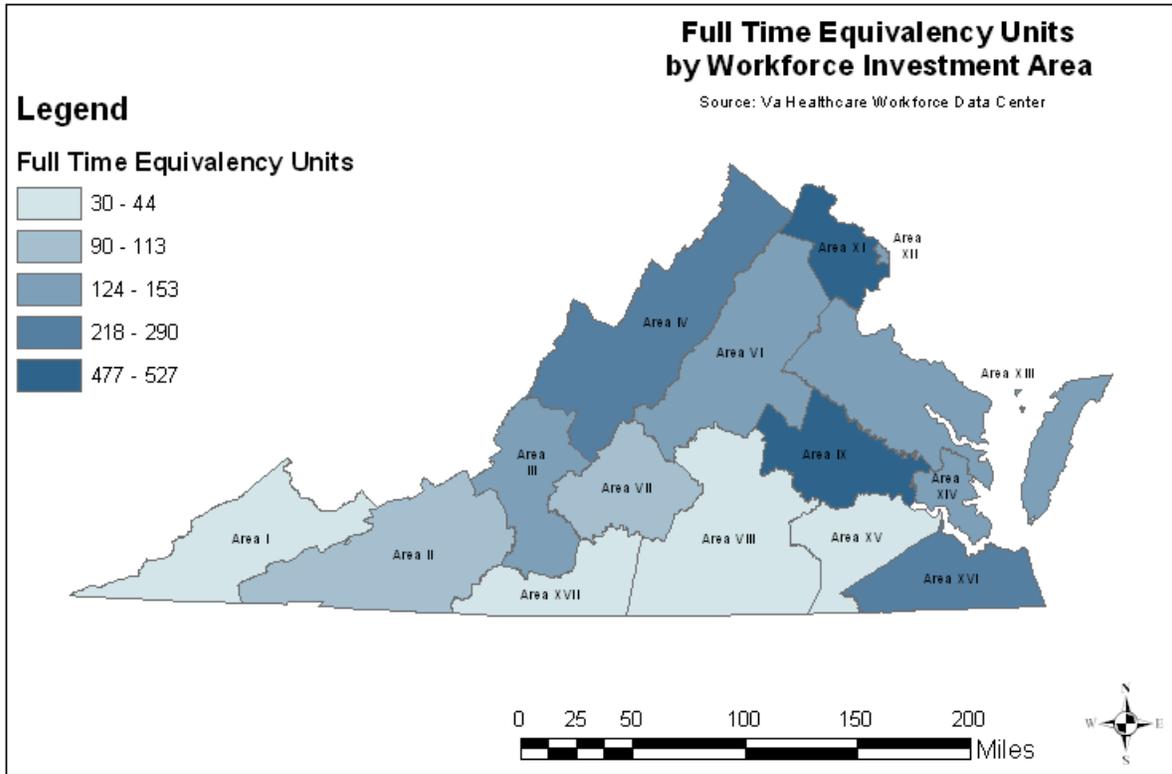


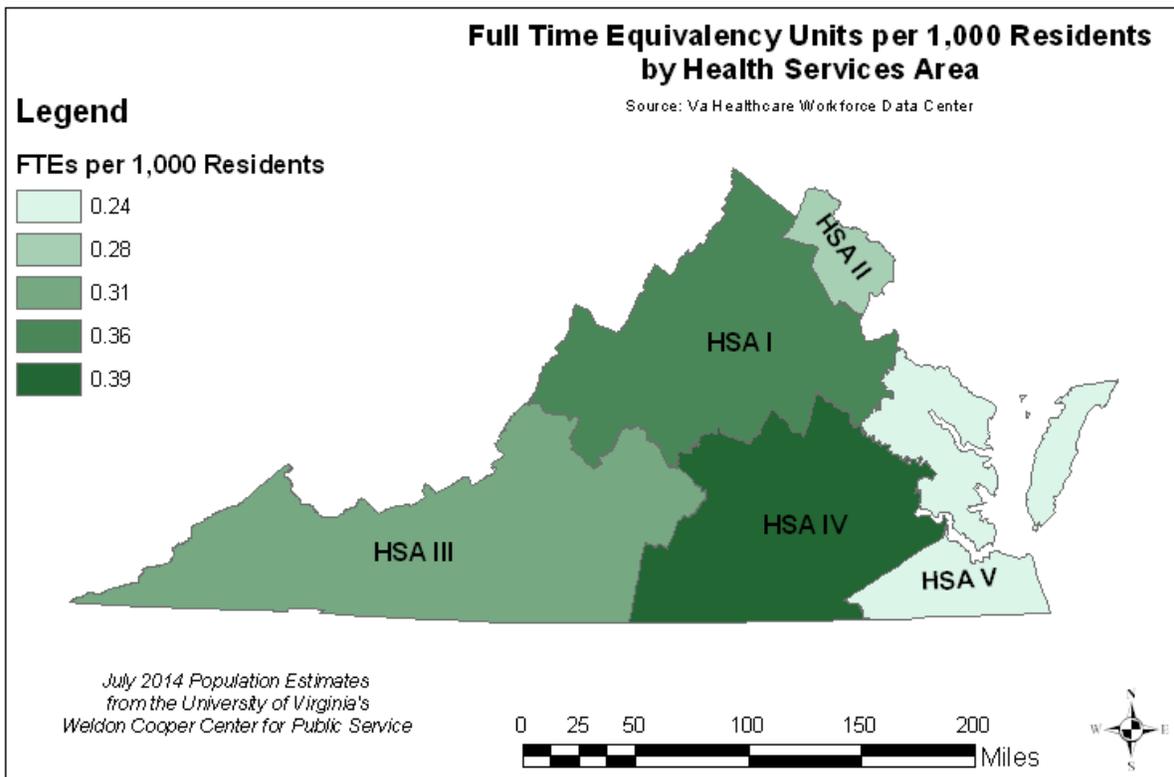
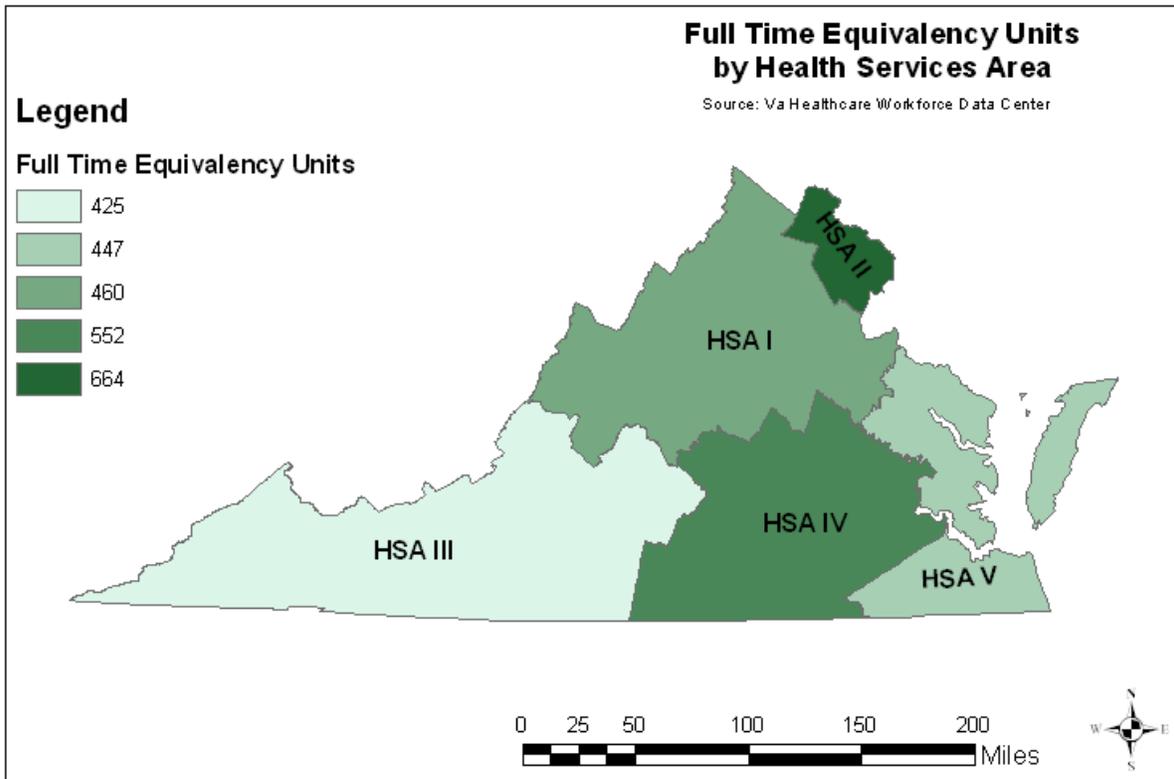
Source: Va. Healthcare Workforce Data Center

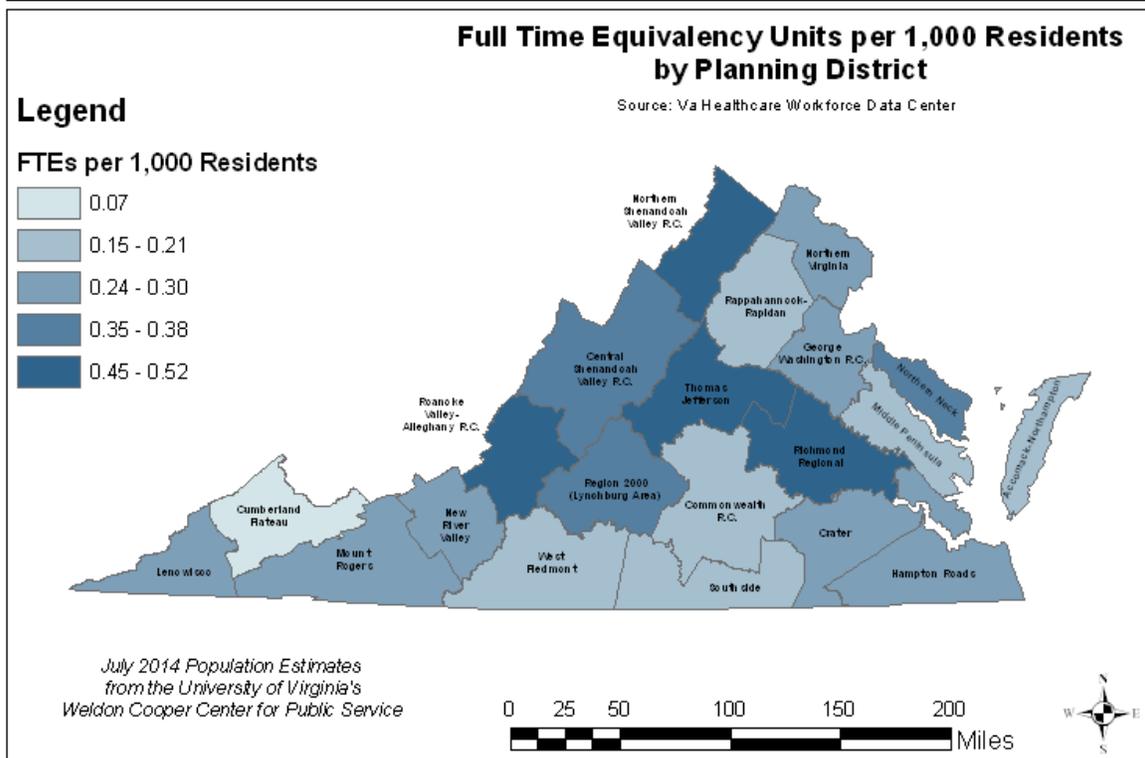
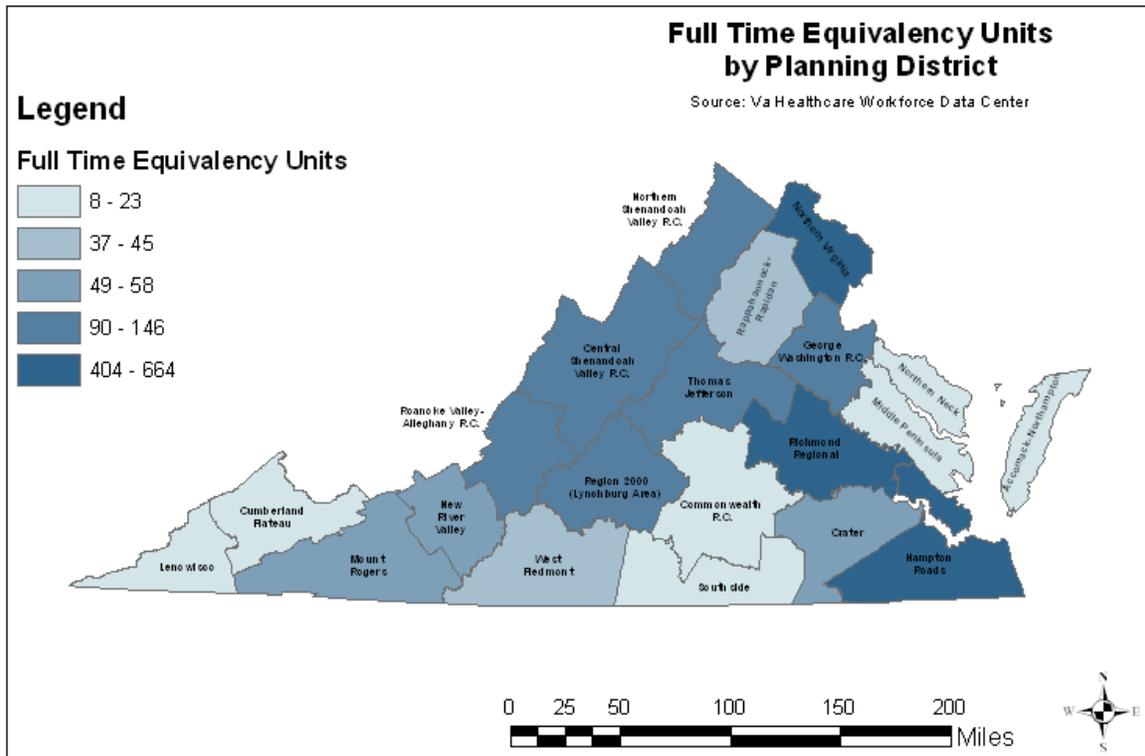
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendices

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,086	72.96%	1.370565	1.132333	2.488712
Metro, 250,000 to 1 million	303	71.29%	1.402778	1.158946	2.547205
Metro, 250,000 or less	396	68.69%	1.455882	1.20282	2.643634
Urban pop 20,000+, Metro adj	34	64.71%	1.545455	1.276823	2.806281
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	99	64.65%	1.546875	1.277996	2.808861
Urban pop, 2,500-19,999, nonadj	47	76.60%	1.305556	1.078623	2.370666
Rural, Metro adj	50	56.00%	1.785714	1.47532	3.242552
Rural, nonadj	17	35.29%	2.833333	2.340842	2.997814
Virginia border state/DC	396	46.72%	2.140541	1.76847	3.886856
Other US State	378	31.75%	3.15	2.602465	5.719862

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	517	35.78%	2.794595	2.370666	5.719862
30 to 34	666	61.41%	1.628362	1.381346	3.332864
35 to 39	551	70.78%	1.412821	1.198501	2.891703
40 to 44	511	71.82%	1.392371	1.181154	2.849847
45 to 49	473	78.65%	1.271505	1.078623	2.602465
50 to 54	392	72.19%	1.385159	1.175036	2.835087
55 to 59	322	70.81%	1.412281	1.198043	2.890598
60 and Over	394	63.96%	1.563492	1.326317	3.200091

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

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

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

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

**Overall Response Rate: 0.649765**

