
Virginia's Occupational Therapy Workforce: 2018

Healthcare Workforce Data Center

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3,420 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!

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The Occupational Therapy Workforce: At a Glance:

The Workforce

Licensees:	4,556
Virginia's Workforce:	3,860
FTEs:	3,199

Background

Rural Childhood:	31%
HS Degree in VA:	41%
Prof. Degree in VA:	41%

Current Employment

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

Survey Response Rate

All Licensees:	75%
Renewing Practitioners:	92%

Education

Masters:	65%
Baccalaureate:	31%

Job Turnover

Switched Jobs in 2018:	10%
Employed over 2 yrs:	58%

Demographics

% Female:	92%
Diversity Index:	24%
Median Age:	40

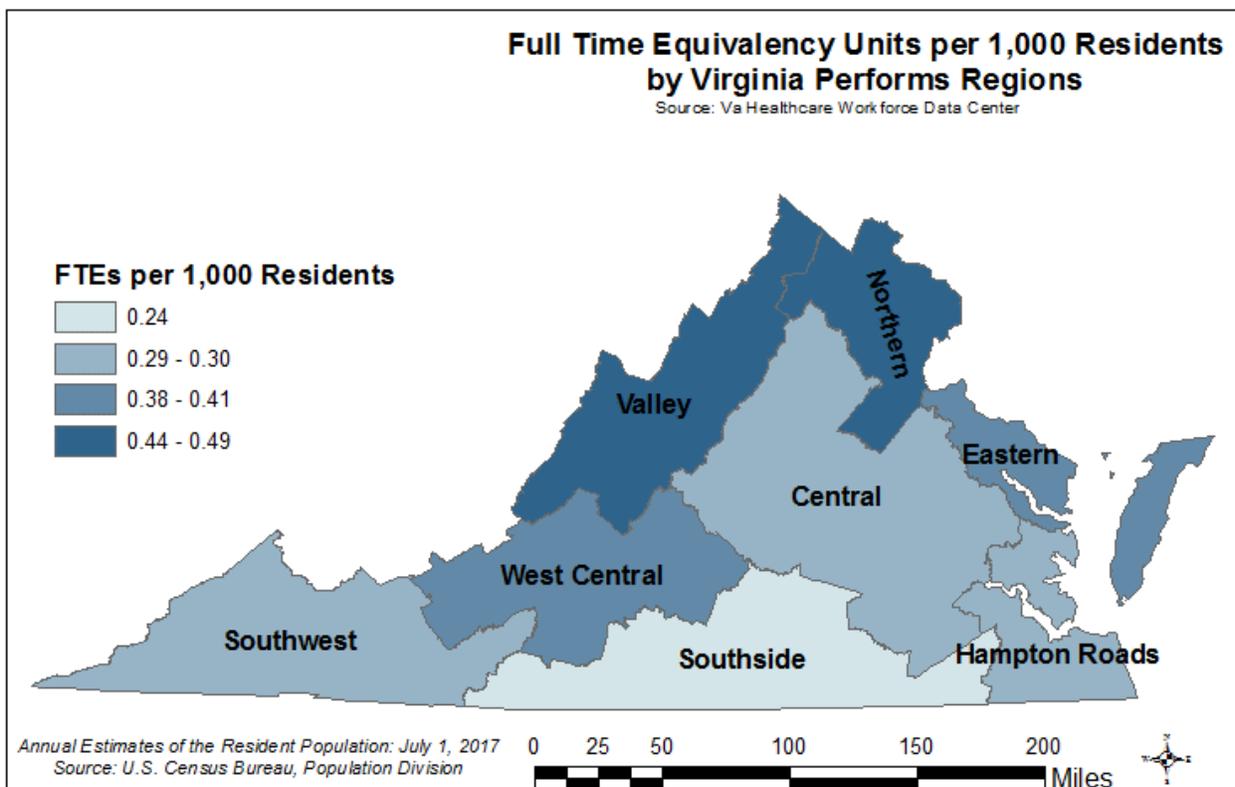
Finances

Median Inc.:	\$70k-\$80k
Health Benefits:	62%
Under 40 w/ Ed debt:	68%

Primary Roles

Patient Care:	81%
Administration:	5%
Education:	2%

Source: Va. Healthcare Workforce Data Center



Results in Brief

The 2018 Occupational Therapy Workforce Survey, administered by the Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) during the license renewal process, which takes place on even-numbered years during the birth month of each OT, was completed by 3,420 OTs. These respondents represent 75% of the 4,556-licensed OTs in the state and 92% of renewing practitioners. There were 3,860 OTs in Virginia's workforce during the survey period and they provided 3,199 "full-time equivalency units (FTE)" during the period.

Ninety-two percent of all OTs are female, including 93% of those OTs who are under the age of 40. The median age of the OT workforce is 40. Thirty-one percent of Virginia's OT workforce grew up in a rural area, and 19% 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.

Sixty-five percent of Virginia's OT workforce have earned a Master's degree as their highest professional degree, while 31% have earned a baccalaureate degree. Forty-six percent of the OT workforce currently have educational debt, including 68% of those professionals who are under age 40. For those OTs with education debt, the median debt is between \$50,000 and \$60,000. By contrast, the median annual income for Virginia's OT workforce is between \$70,000 and \$80,000.

Ninety-seven percent of all OTs are currently employed in the profession. Slightly over half of all OTs work at a for-profit establishment, whereas 29% work at a non-profit institution. Skilled nursing facilities is the most common establishment type in the state, employing 16% of Virginia's OT workforce. The inpatient department of general hospitals and home health care centers are also common establishment types for Virginia's OT workforce. Forty-six percent of all OTs expect to retire by the age of 65. Although only 16% of the current workforce expect to retire in the next ten years, half of the current workforce plan to retire by 2043.

Summary of Trends

The OT population has changed significantly in the past four years. The number of licensed OTs and OTs in Virginia's workforce have both increased by 20% since 2014. The FTEs provided by the OTs also increased by 23%. Further, educational attainment of Virginia's OTs has also increased, with the percent with Master's degrees increasing from 56% in 2014 to 65% in 2018. Not surprisingly, the percent with Bachelor's degrees declined from 41% in 2014 to 31% in 2018. Additionally, both OTs' median debt and the median income increased by \$10,000 for the first time since 2014. The percent with education debt also increased from 43% in 2014 to 46% in 2018.

By contrast, there has been little or no change in the gender, age, and racial/ethnic diversity of Virginia's OT workforce since 2014. Further, with a diversity index of 24%, Virginia's OT workforce remains significantly less diverse than the state's overall population which has a diversity index of 56%. Further, skilled nursing facilities remained the single largest employer of Virginia's OT workforce in 2018. However, 16% of OTs worked in such facilities in 2018 compared to 19% in 2014. The percent working at inpatient departments of general hospitals did not change; it remained at 13%. However, 13% of OTs now work at home health care centers compared to 11% in 2014 and 13% work in the K-12 school systems compared to 15% in 2014.

There were some changes with respect to the retirement expectations of Virginia's OTs. In 2014, 49% of all OTs expected to retire by the age of 65, but this percentage fell to 46% in 2018. A similar trend can be observed among those OTs who are age 50 or over. Whereas 35% of these professionals still expected to retire by the age of 65 in the 2014 survey, 30% indicated such an expectation in this year's survey. Further, the percentage considering pursuing additional education declined from 24% in 2014 to 22% in 2018.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,699	81%
New Licensees	404	9%
Non-Renewals	453	10%
All Licensees	4,556	100%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2018.
- 2. Target Population:** All OTs who held a Virginia license at some point in 2018.
- 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 2018.

HWDC surveys tend to achieve very high response rates. 92% of renewing OTs submitted a survey. These represent 75% of OTs who held a license at some point in 2018.

Response Rates

Completed Surveys	3,420
Response Rate, all licensees	75%
Response Rate, Renewals	92%

Source: Va. Healthcare Workforce Data Center

Response Rates

Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	380	269	41%
30 to 34	240	610	72%
35 to 39	128	507	80%
40 to 44	85	459	84%
45 to 49	79	455	85%
50 to 54	62	386	86%
55 to 59	52	314	86%
60 and Over	110	420	79%
Total	1,136	3,420	75%
New Licenses			
Issued in 2018	404	0	0%
Metro Status			
Non-Metro	69	218	76%
Metro	554	2,649	83%
Not in Virginia	513	553	52%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed OTs

Number:	4,556
New:	9%
Not Renewed:	10%

Response Rates

All Licensees:	75%
Renewing Practitioners:	92%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2018 OT Workforce: 3,860
 FTEs: 3,199

Utilization Ratios

Licensees in VA Workforce: 85%
 Licensees per FTE: 1.42
 Workers per FTE: 1.21

Source: Va. Healthcare Workforce Data Center

Virginia's OT Workforce		
Status	#	%
Worked in Virginia in Past Year	3,803	99%
Looking for Work in Virginia	57	1%
Virginia's Workforce	3,860	100%
Total FTEs	3,199	
Licensees	4,556	

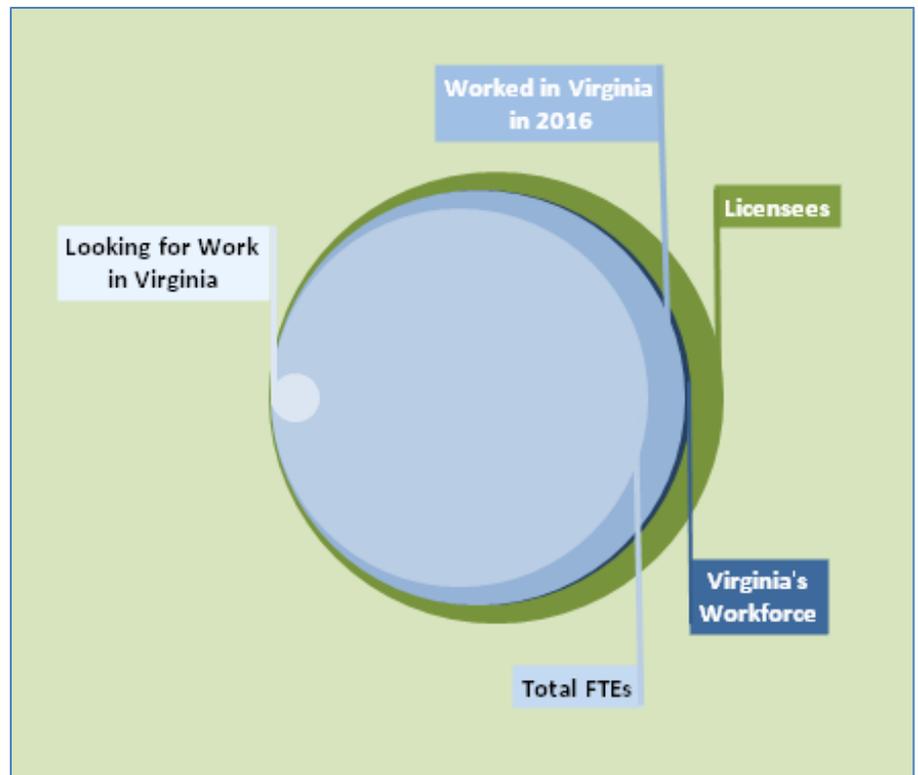
Source: Va. Healthcare Workforce Data Center

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 hours (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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	28	5%	533	95%	561	16%
30 to 34	39	6%	633	94%	672	19%
35 to 39	50	10%	453	90%	502	14%
40 to 44	27	6%	401	94%	428	12%
45 to 49	39	10%	343	90%	382	11%
50 to 54	52	15%	296	85%	348	10%
55 to 59	23	9%	235	91%	258	7%
60 +	30	8%	335	92%	365	10%
Total	288	8%	3,228	92%	3,516	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	OTs		OTs under 40	
	%	#	%	#	%
White	63%	3,099	87%	1,522	86%
Black	19%	180	5%	86	5%
Asian	6%	128	4%	63	4%
Other Race	0%	31	1%	10	1%
Two or more races	2%	50	1%	26	1%
Hispanic	9%	84	2%	53	3%
Total	100%	3,572	100%	1,761	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States and Counties: July 1, 2017.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 92%
% Under 40 Female: 93%

Age

Median Age: 40
% Under 40: 49%
% 55+: 16%

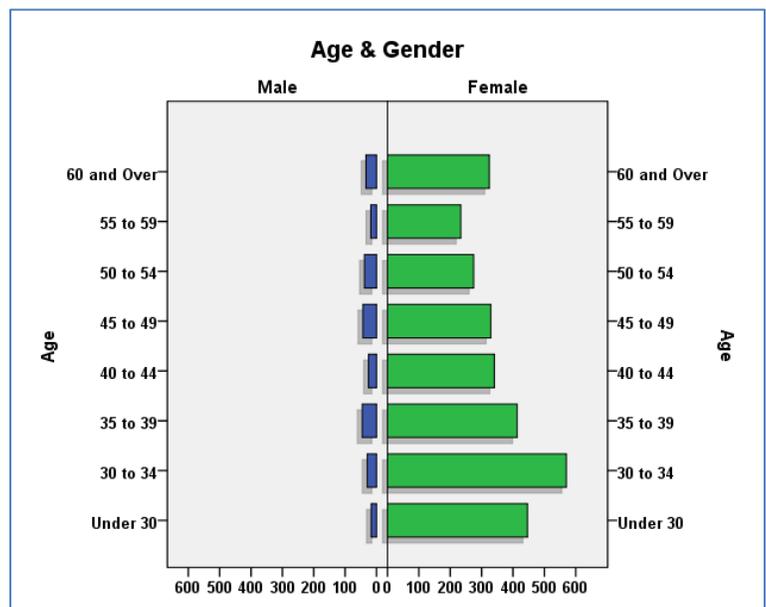
Diversity

Diversity Index: 24%
Under 40 Div. Index: 25%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two OTs, there is a 24% 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 56%.

49% of all OTs are under the age of 40, and 93% 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: 10%
Rural Childhood: 31%

Virginia Background

HS in Virginia: 41%
Prof. Education in VA: 41%
HS/Prof. Edu. in VA: 50%

Location Choice

% Rural to Non-Metro: 19%
% Urban/Suburban to Non-Metro: 4%

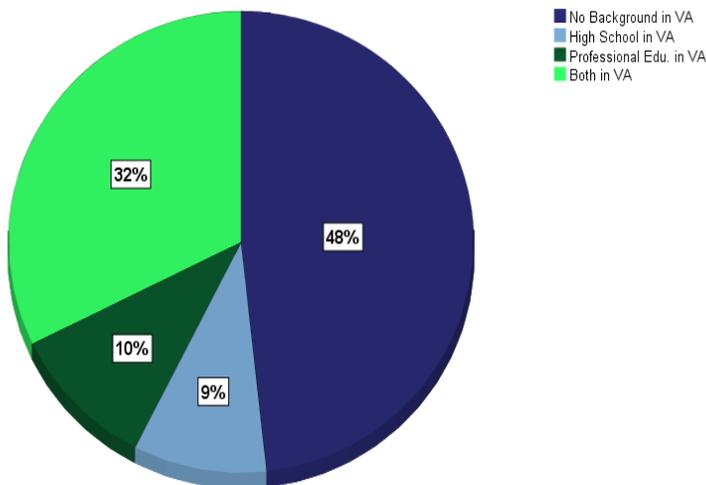
Source: Va. Healthcare Workforce Data Center

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+	23%	67%	11%
2	Metro, 250,000 to 1 million	37%	53%	11%
3	Metro, 250,000 or less	45%	50%	5%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent (adj)	68%	30%	2%
6	Urban pop, 2,500-19,999, Metro adj	65%	27%	8%
7	Urban pop, 2,500-19,999, nonadj	74%	22%	4%
8	Rural, Metro adj	64%	26%	10%
9	Rural, nonadj	44%	41%	15%
Overall		31%	60%	10%

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 19% 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	1,446	Virginia	1,472
2	Pennsylvania	325	Pennsylvania	357
3	New York	280	New York	244
4	Maryland	173	North Carolina	149
5	Outside U.S./Canada	139	Massachusetts	135
6	New Jersey	117	Florida	121
7	North Carolina	96	Outside U.S./Canada	85
8	West Virginia	85	Maryland	73
9	Ohio	80	Tennessee	73
10	Florida	77	Michigan	71

41% of OTs received their high school degree in Virginia, while 41% 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	639	Virginia	676
2	Pennsylvania	149	Pennsylvania	170
3	New York	123	New York	101
4	Maryland	61	North Carolina	67
5	New Jersey	58	Florida	55
6	North Carolina	51	Tennessee	53
7	West Virginia	42	Massachusetts	52
8	Ohio	42	West Virginia	40
9	Massachusetts	41	Michigan	30
10	Florida	37	Washington DC	28

Among OTs who were licensed in the past five years, 41% received their high school degree in Virginia, while 43% 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 2018. 94% of these OTs worked at some point in the past year, including 90% who currently work as OTs.

At a Glance:

Not in VA Workforce

Total:	719
% of Licensees:	16%
Federal/Military:	7%
Va Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Baccalaureate Degree	1,093	31%
Master's Degree	2,282	65%
Doctorate	151	4%
Total	3,525	100%

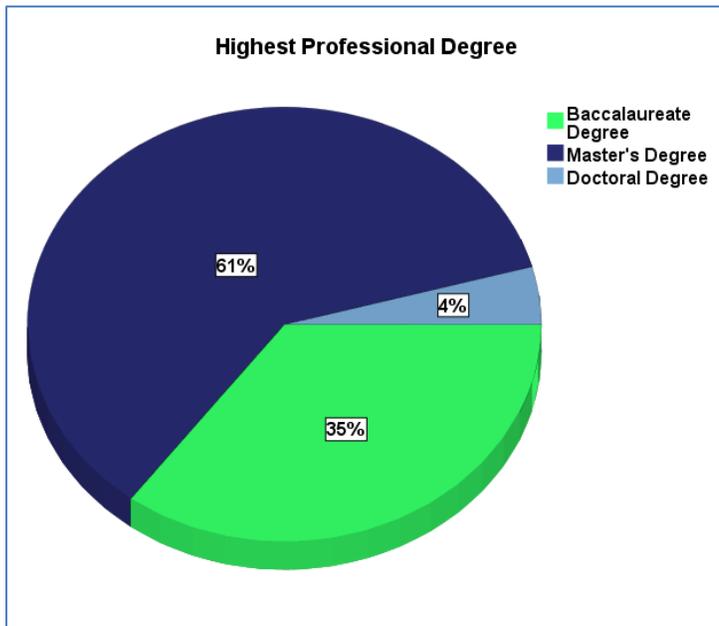
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Masters: 65%
 Baccalaureate: 31%

Educational Debt
 With debt: 46%
 Under age 40 with debt: 68%
 Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

65% of all OTs hold a Master's degree as their highest professional degree, while 4% have a Doctorate degree.

46% of OTs currently have educational debt, including 68% of those under the age of 40. For those OTs with educational debt, the median debt is between \$50,000 and \$60,000.

Educational Debt				
Amount Carried	All OTs		OTs under 40	
	#	%	#	%
None	1,745	54%	515	32%
\$20,000 or less	294	9%	172	11%
\$20,001-\$40,000	276	8%	170	11%
\$40,001-\$60,000	250	8%	177	11%
\$60,001-\$80,000	205	6%	170	11%
\$80,001-\$100,000	186	6%	153	9%
\$100,001-\$120,000	135	4%	117	7%
More than \$120,000	165	5%	140	9%
Total	3,256	100%	1,614	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Top Specializations

Physical Rehabilitation: 24%
 Pediatrics: 23%
 Gerontology: 21%

Top Certifications:

Cert. Hand Therapist: 3%
 Lymphedema Therapist: 2%
 Dementia Care: 1%
 Specialist

Source: Va. Healthcare Workforce Data Center

Specializations		
Area	#	% of Workforce
Physical Rehabilitation	934	24%
Pediatrics	905	23%
Gerontology	818	21%
Neurorehabilitation	670	17%
Sensory Processing	604	16%
School Systems	592	15%
Home Health	569	15%
Developmental Disabilities	474	12%
Acute Care	458	12%
Early Intervention	348	9%
Hand Therapy	279	7%
Feeding, Eating, Swallowing	228	6%
Mental Health	222	6%
Environmental Modification	221	6%
Low Vision	130	3%
Driving and Community Mobility	60	2%
Industrial/Workplace	53	1%
Other	173	4%
At Least One Specialty	2,824	73%

Source: Va. Healthcare Workforce Data Center

73% of Virginia's OT workforce have at least one specialization. Physical Rehabilitation is the most common specialization among Virginia's OTs.

14% of Virginia's OT workforce hold at least one certification. Certified Hand Therapist (CHT) is the most common certification among Virginia's OTs.

Certifications		
Proficiency Area	#	% of Workforce
Certified Hand Therapist (CHT)	109	3%
Certified Lymphedema Therapist	79	2%
Dementia Care Specialist	42	1%
School Systems	36	1%
Physical Rehabilitation (BCPR)	18	0%
Pediatrics (BCP)	16	0%
Other	262	7%
At Least One Certification	511	13%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 97%
 Involuntarily Unemployed: <1%

Positions Held

1 Full-Time: 58%
 2 or more Positions: 21%

Weekly Hours:

40 to 49: 47%
 60 or more: 2%
 Less than 30: 18%

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	3,458	97%
Employed, NOT in an occupational therapy related capacity	16	0%
Not working, reason unknown	0	0%
Involuntarily unemployed	14	0%
Voluntarily unemployed	73	2%
Retired	23	1%
Total	3,584	100%

Source: Va. Healthcare Workforce Data Center

97% of licensed OTs are currently employed in the profession. 58% of all OTs currently hold one full-time job, and 47% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	110	3%
One Part-Time Position	621	18%
Two Part-Time Positions	214	6%
One Full-Time Position	2,056	58%
One Full-Time Position & One Part-Time Position	435	12%
Two Full-Time Positions	1	0%
More than Two Positions	92	3%
Total	3,529	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	110	3%
1 to 9 hours	100	3%
10 to 19 hours	203	6%
20 to 29 hours	329	9%
30 to 39 hours	846	24%
40 to 49 hours	1,637	47%
50 to 59 hours	185	5%
60 to 69 hours	46	1%
70 to 79 hours	15	0%
80 or more hours	26	1%
Total	3,497	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	8	0%
Less than \$30,000	205	7%
\$30,000-\$39,999	125	4%
\$40,000-\$49,999	170	6%
\$50,000-\$59,999	338	12%
\$60,000-\$69,999	548	19%
\$70,000-\$79,999	566	20%
\$80,000-\$89,999	454	16%
\$90,000-\$99,999	264	9%
\$100,000-\$109,999	135	5%
\$110,000-\$119,999	45	2%
\$120,000 or more	30	1%
Total	2,888	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,335	67%
Somewhat Satisfied	1,019	29%
Somewhat Dissatisfied	92	3%
Very Dissatisfied	22	1%
Total	3,468	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$70k-\$80k

Benefits

Employer Health Ins.: 62%

Employer Retirement: 64%

Satisfaction

Satisfied 97%

Very Satisfied: 67%

Source: Va. Healthcare Workforce Data Center

The typical OT earned between \$70,000 and \$80,000 in 2018. In addition, among OTs who received either an hourly wage or a salary at their primary work location, 81% received at least one employer-sponsored benefit.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,225	64%	70%
Retirement	2,066	60%	64%
Health Insurance	1,975	57%	62%
Dental Insurance	1,882	54%	59%
Paid Sick Leave	1,751	51%	55%
Group Life Insurance	1,231	36%	40%
Signing/Retention Bonus	238	7%	7%
At Least One Benefit	2,622	76%	81%

*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?	49	1%
Experience Voluntary Unemployment?	215	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	124	3%
Work two or more positions at the same time?	883	23%
Switch employers or practices?	384	10%
Experienced at least 1	1,312	34%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s OTs experienced involuntary unemployment at some point in 2018. By comparison, Virginia’s average monthly unemployment rate was 3.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	86	2%	96	9%
Less than 6 Months	202	6%	166	15%
6 Months to 1 Year	308	9%	119	11%
1 to 2 Years	853	25%	252	23%
3 to 5 Years	807	23%	251	23%
6 to 10 Years	513	15%	125	11%
More than 10 Years	703	20%	97	9%
Subtotal	3,471	100%	1,105	100%
Did not have location	57		2,731	
Item Missing	332		24	
Total	3,860		3,860	

Source: Va. Healthcare Workforce Data Center

Nearly 88% of Virginia’s OT workforce receive either a salary or an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 10%
New Location: 23%
Over 2 years: 58%
Over 2 yrs, 2nd location: 43%

Employment Type

Salary/Commission: 46%
Hourly Wage: 42%

Source: Va. Healthcare Workforce Data Center

58% 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	#	%
Salary/Commission	1,316	46%
Hourly Wage	1,178	42%
By Contract	292	10%
Business/ Practice Income	36	1%
Unpaid	9	0%
Subtotal	2,831	100%

Source: Va. Healthcare Workforce Data Center

¹As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate fell from 3.7% in January 2018 to 2.6% in December 2018. The unemployment rate for December 2018 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	30%
Top 3 Regions:	73%
Lowest Region:	1%

Locations

2 or more (2018):	32%
2 or more (Now*):	29%

Source: Va. Healthcare Workforce Data Center

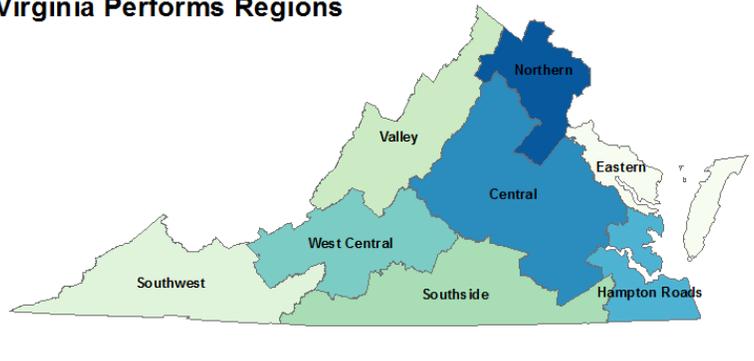
73% of all OTs work in one of three regions of the state: Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	908	26%	261	23%
Eastern	46	1%	16	1%
Hampton Roads	568	16%	170	15%
Northern	1,047	30%	324	29%
Southside	98	3%	27	2%
Southwest	137	4%	54	5%
Valley	258	7%	74	7%
West Central	344	10%	93	8%
Virginia Border State/DC	34	1%	33	3%
Other US State	34	1%	59	5%
Outside of the US	0	0%	2	0%
Total	3,474	100%	1,113	100%
Item Missing	330		16	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



29% of all OTs had multiple work locations at the time of the survey, while 32% 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	57	2%	110	3%
1	2,336	66%	2,389	68%
2	671	19%	649	19%
3	317	9%	294	8%
4	68	2%	32	1%
5	24	1%	14	0%
6 or More	43	1%	27	1%
Total	3,515	100%	3,515	100%

*At the time of survey completion: 2018 (continual renewal cycle).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,710	52%	765	72%
Non-Profit	968	29%	205	19%
State/Local Government	567	17%	86	8%
Veterans Administration	47	1%	0	0%
U.S. Military	15	0%	1	0%
Other Federal Government	9	0%	0	0%
Total	3,316	100%	1,057	100%
Did not have location	57		2,731	
Item Missing	486		74	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

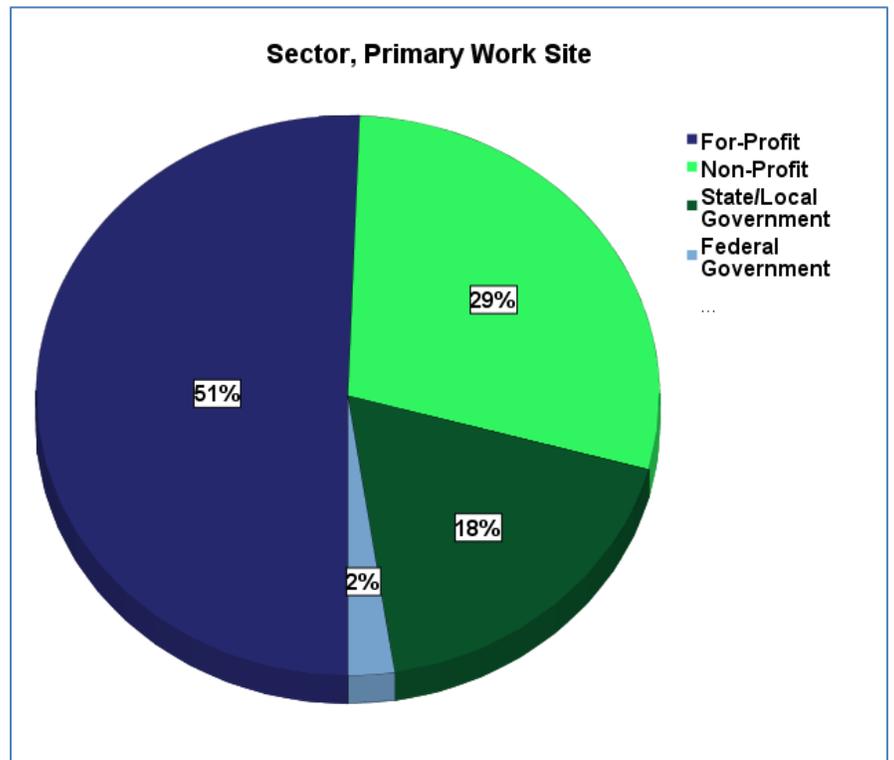
For Profit:	52%
Federal:	3%

Top Establishments

Skilled Nursing Facility:	16%
Hospital, Inpatient:	13%
Home Health Care:	13%

Source: Va. Healthcare Workforce Data Center

81% of all OTs work in the private sector, including 52% who work at for-profit establishments. Another 17% of Virginia's OT workforce worked for either state or local governments.

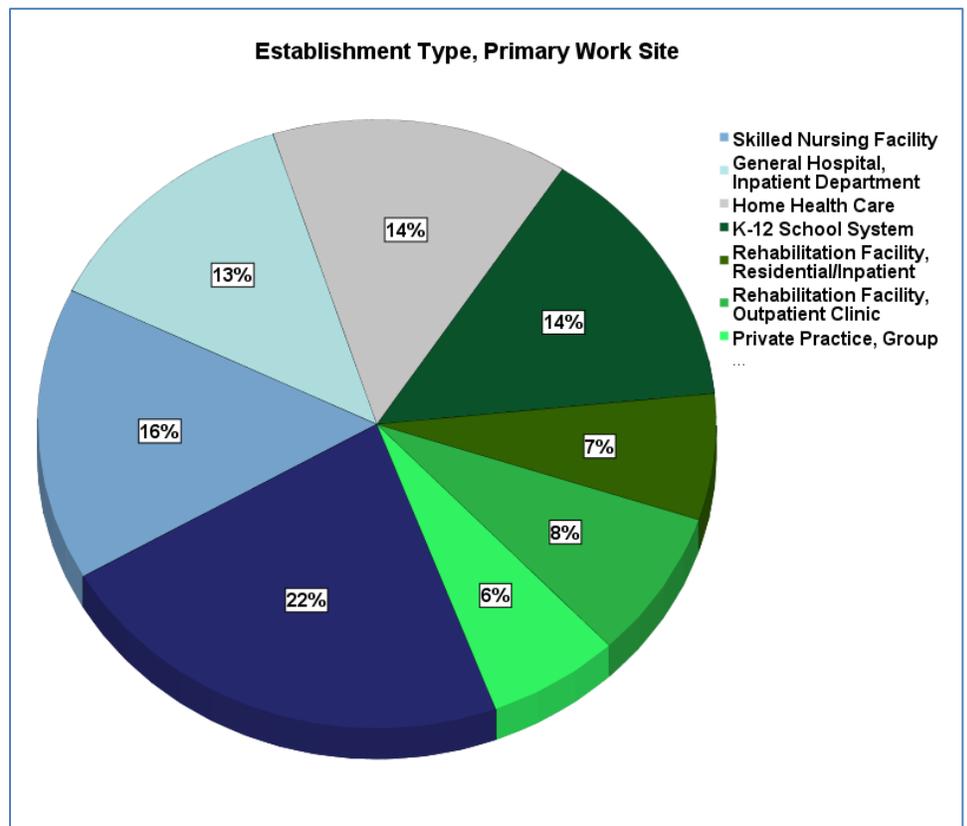


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	521	16%	235	23%
General Hospital, Inpatient Department	433	13%	116	11%
Home Health Care	425	13%	195	19%
K-12 School System	418	13%	65	6%
Rehabilitation Facility, Outpatient Clinic	265	8%	55	5%
Rehabilitation Facility, Residential/Inpatient	238	7%	89	9%
Private Practice, Group	213	7%	78	8%
General Hospital, Outpatient Department	160	5%	11	1%
Academic Institution	116	4%	39	4%
Assisted living or continuing care facility	101	3%	45	4%
Private Practice, Solo	69	2%	27	3%
Other	254	8%	84	8%
Total	3,213	100%	1,039	100%
Did Not Have a Location	57		2731	

Skilled nursing facilities were the most common establishment type in Virginia, employing 16% of the state's OT workforce. The inpatient department of hospitals and home health care centers were also typical primary establishment types.

Source: Va. Healthcare Workforce Data Center



Skilled nursing facilities were also the most common establishment type among OTs who also had a secondary work location. This establishment employed nearly one-quarter of all OTs with a secondary work location.

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

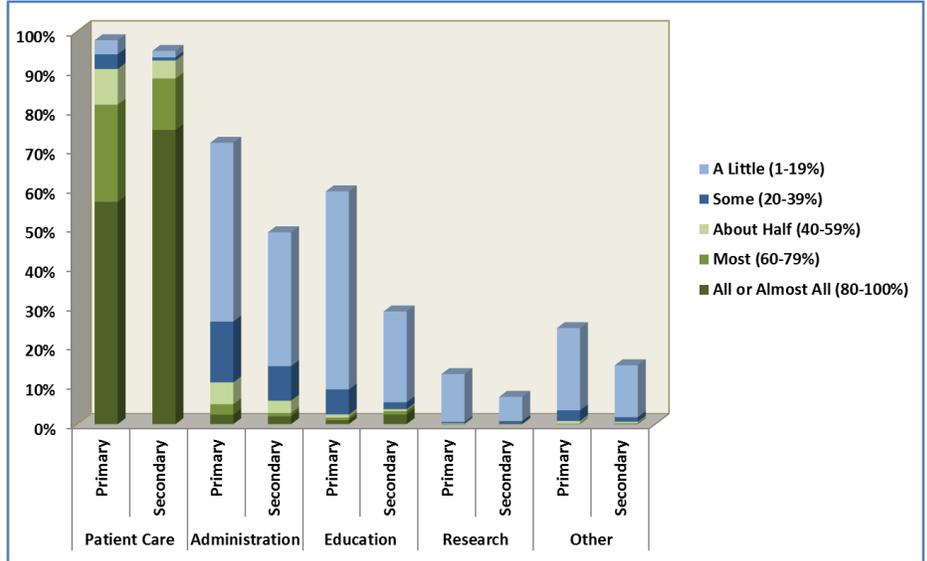
Patient Care: 81%
Administrative: 5%
Education: 2%

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, 81% of all OTs fill a patient care role, defined as spending at least 60% of her time in that activity.

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
All or Almost All (80-100%)	57%	75%	2%	2%	1%	2%	0%	0%	0%	0%
Most (60-79%)	25%	13%	3%	1%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	9%	5%	6%	3%	1%	0%	0%	0%	1%	0%
Some (20-39%)	4%	1%	15%	9%	6%	2%	0%	1%	3%	1%
A Little (1-19%)	4%	2%	46%	34%	50%	23%	12%	6%	21%	13%
None (0%)	2%	5%	28%	51%	41%	71%	87%	93%	76%	85%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All OTs		OTs over 50	
	#	%	#	%
Under age 50	72	2%	-	-
50 to 54	142	5%	6	1%
55 to 59	337	11%	51	6%
60 to 64	873	28%	203	24%
65 to 69	1,167	38%	394	46%
70 to 74	333	11%	145	17%
75 to 79	46	1%	23	3%
80 or over	21	1%	6	1%
I do not intend to retire	110	4%	31	4%
Total	3,101	100%	859	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All OTs

Under 65: 46%

Under 60: 18%

OTs 50 and over

Under 65: 30%

Under 60: 7%

Time until Retirement

Within 2 years: 3%

Within 10 years: 16%

Half the workforce: By 2043

Source: Va. Healthcare Workforce Data Center

46% all OTs expect to retire before the age of 65, while 17% plan on working until at least age 70. Among OTs who are age 50 and over, 30% expect to retire by age 65, while 25% plan on working until at least age 70.

Within the next two years, 22% of all OTs plan to pursue additional educational opportunities, while 13% plan to increase patient care hours.

Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	37	1%
Leave Virginia	168	4%
Decrease Patient Care Hours	298	8%
Decrease Teaching Hours	12	0%
Increase Participation		
Increase Patient Care Hours	487	13%
Increase Teaching Hours	344	9%
Pursue Additional Education	841	22%
Return to Virginia's Workforce	27	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 expect to be retired by 2043.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	108	3%	3%
5 years	119	4%	7%
10 years	273	9%	16%
15 years	282	9%	25%
20 years	377	12%	37%
25 years	392	13%	50%
30 years	399	13%	63%
35 years	443	14%	61%
40 years	378	12%	89%
45 years	180	6%	95%
50 years	27	1%	96%
55 years	6	0%	96%
In more than 55 years	9	0%	97%
Do not intend to retire	110	4%	100%
Total	3,101	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2038. Retirement will peak at 14% of the current workforce around 2053 before declining to under 10% of the current workforce again around 2063.

At a Glance:

FTEs

Total: 3,199
 FTEs/1,000 Residents²: 0.380
 Average: 0.84

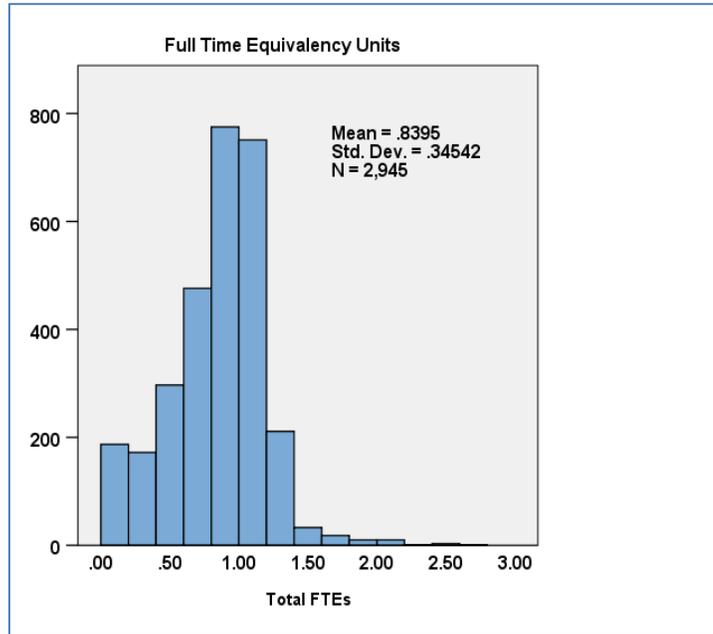
Age & Gender Effect

Age, Partial Eta³: Negligible
 Gender, Partial Eta³: Small

Partial Eta³ Explained:
 Partial Eta³ is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

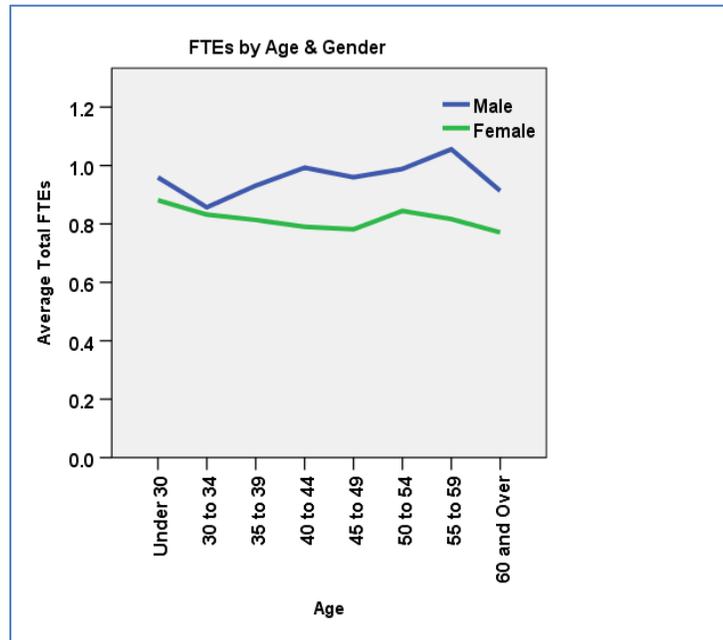


Source: Va. Healthcare Workforce Data Center

The typical OT provided 0.90 FTEs in 2018, 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.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.89	0.96
30 to 34	0.82	0.88
35 to 39	0.83	0.88
40 to 44	0.81	0.91
45 to 49	0.80	0.80
50 to 54	0.88	0.95
55 to 59	0.86	0.92
60 and Over	0.84	0.89
Gender		
Male	0.95	1.03
Female	0.82	0.88

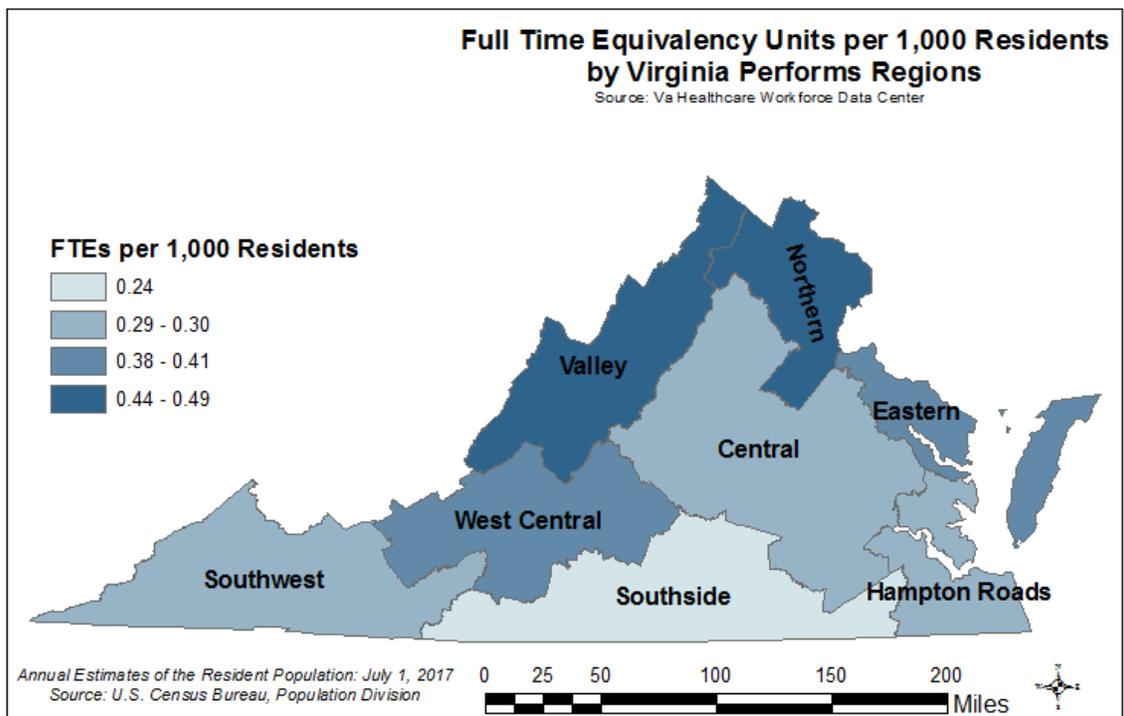
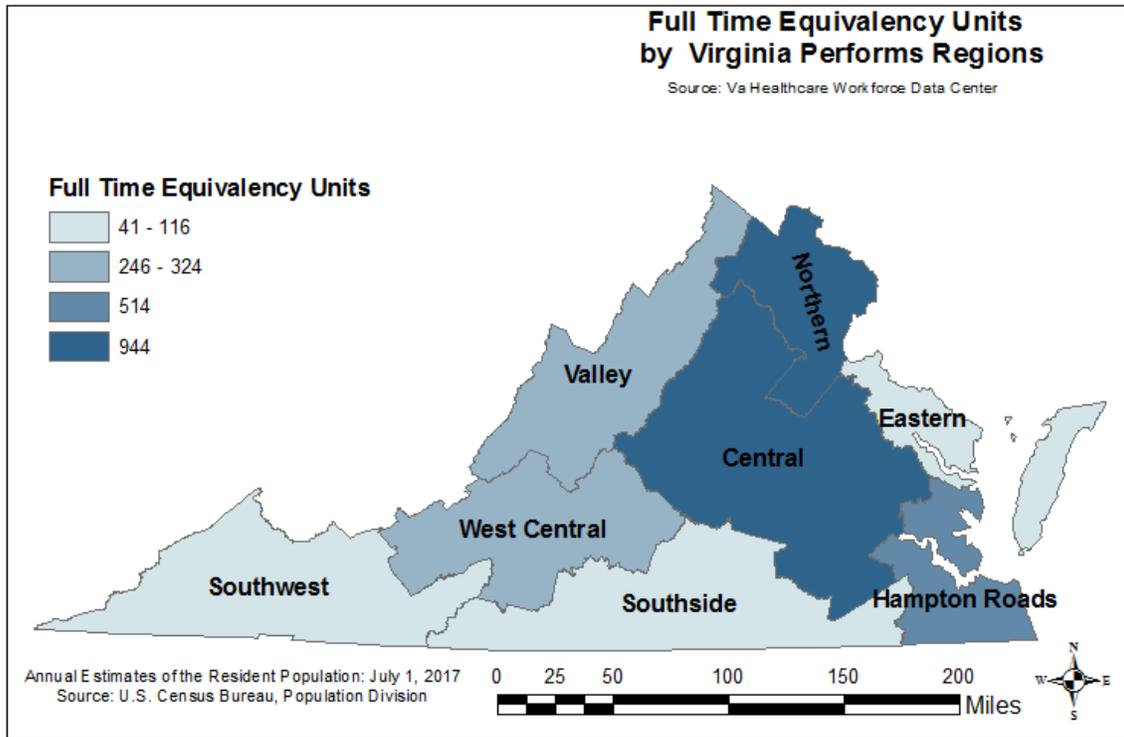
Source: Va. Healthcare Workforce Data Center

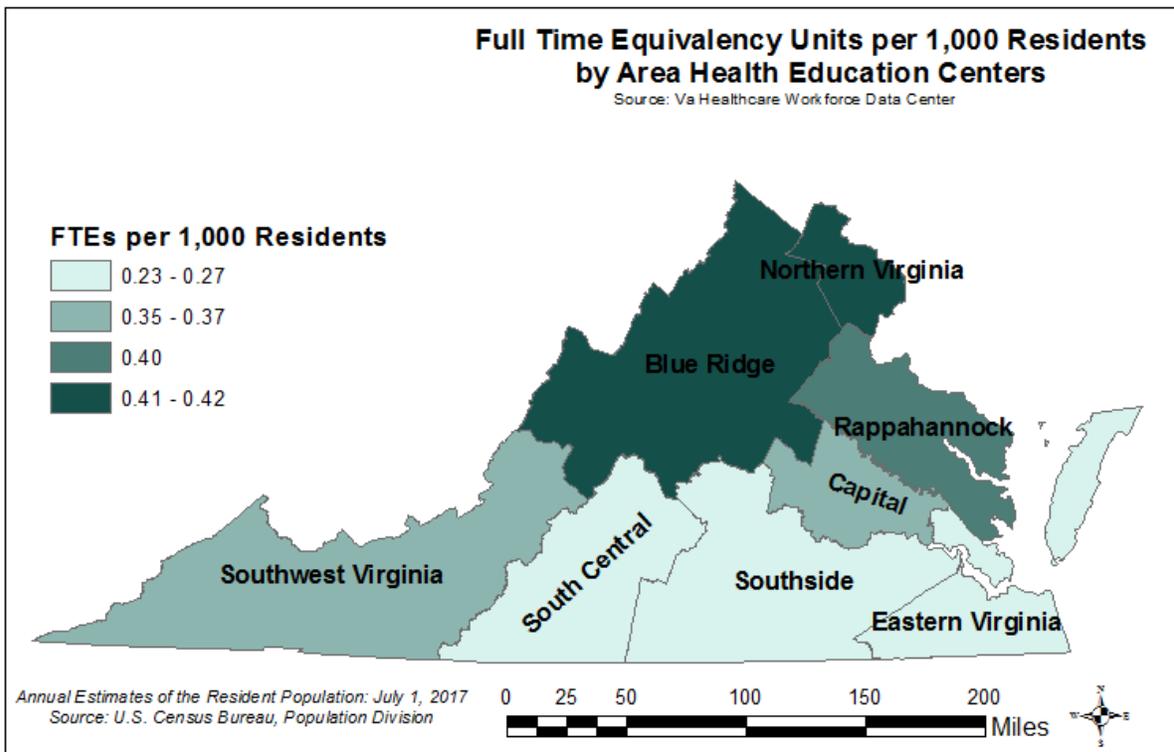
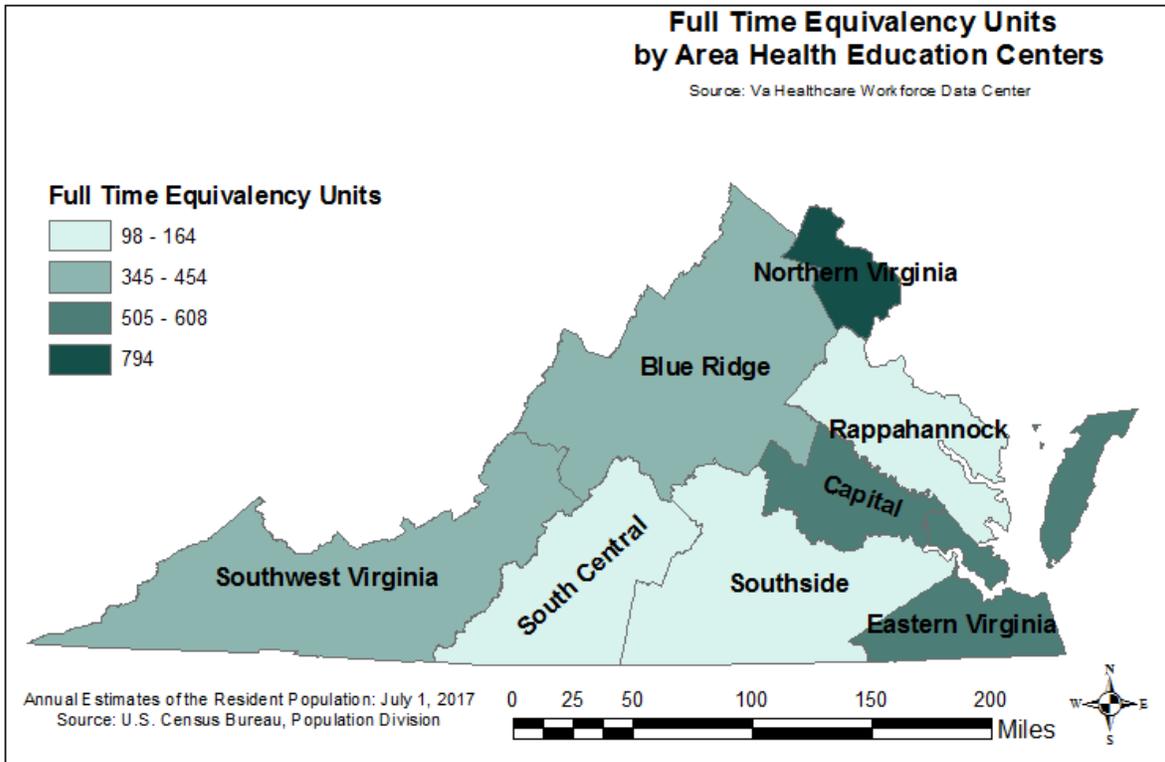


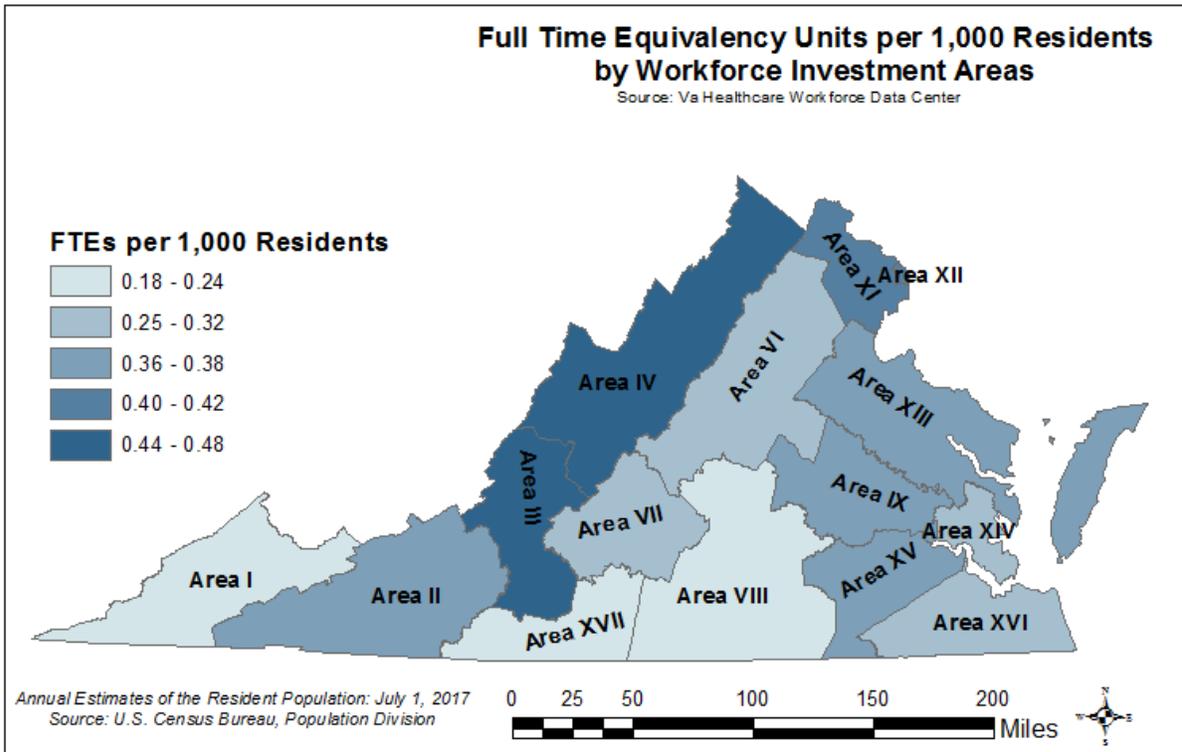
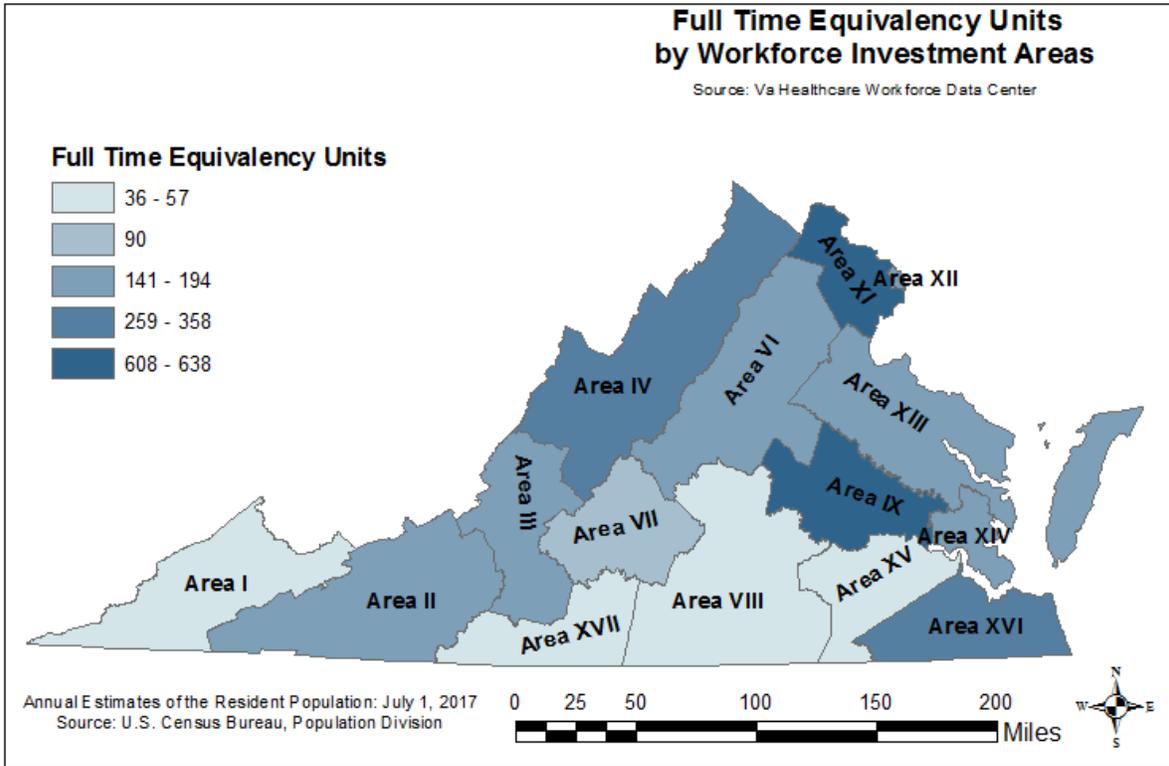
Source: Va. Healthcare Workforce Data Center

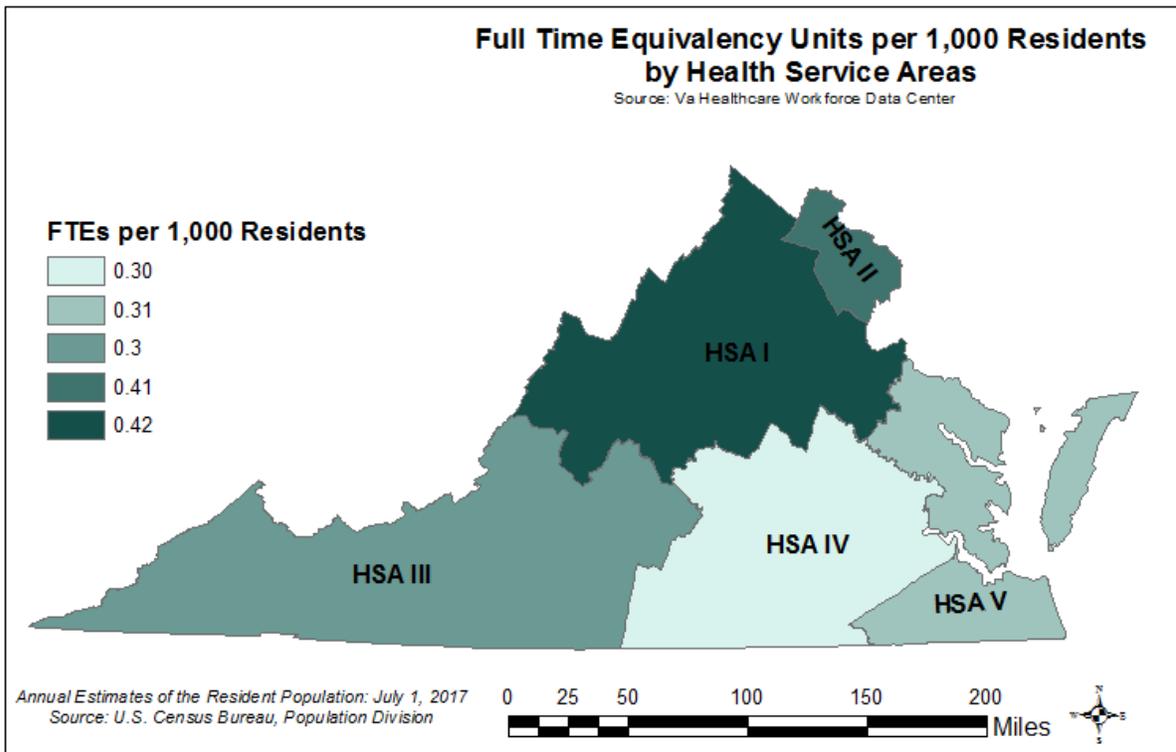
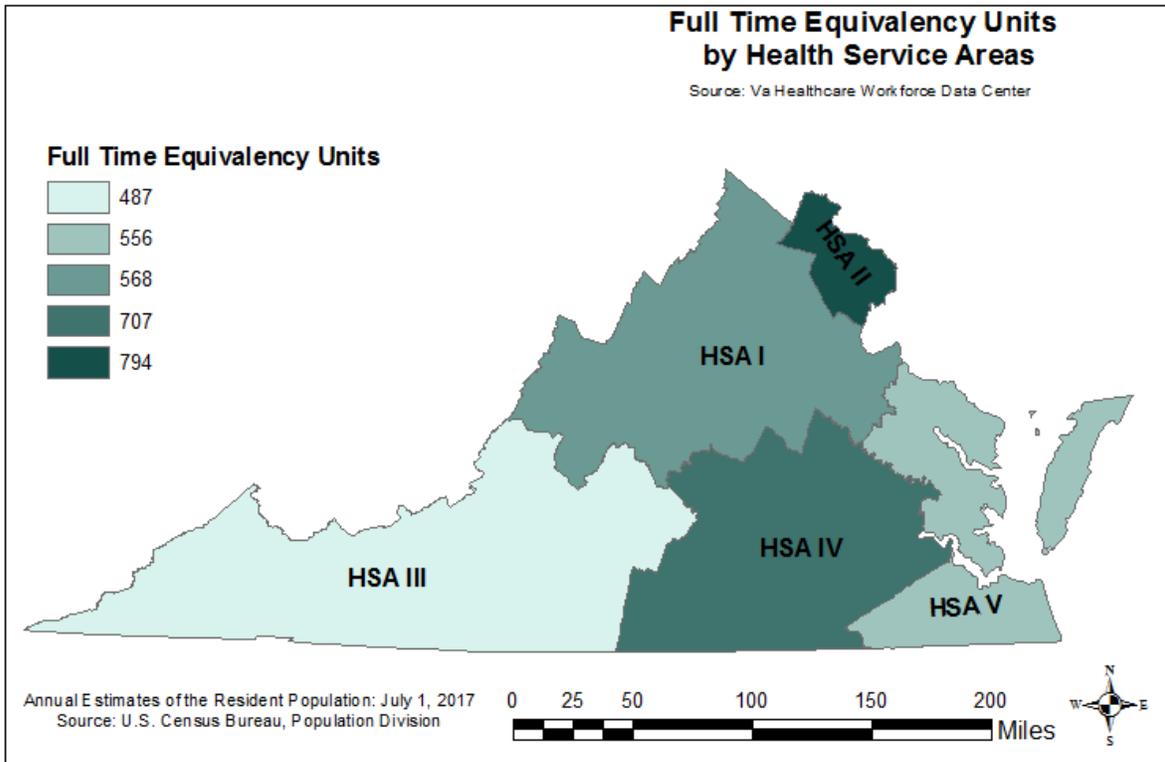
² Number of residents in 2017 was used as the denominator.

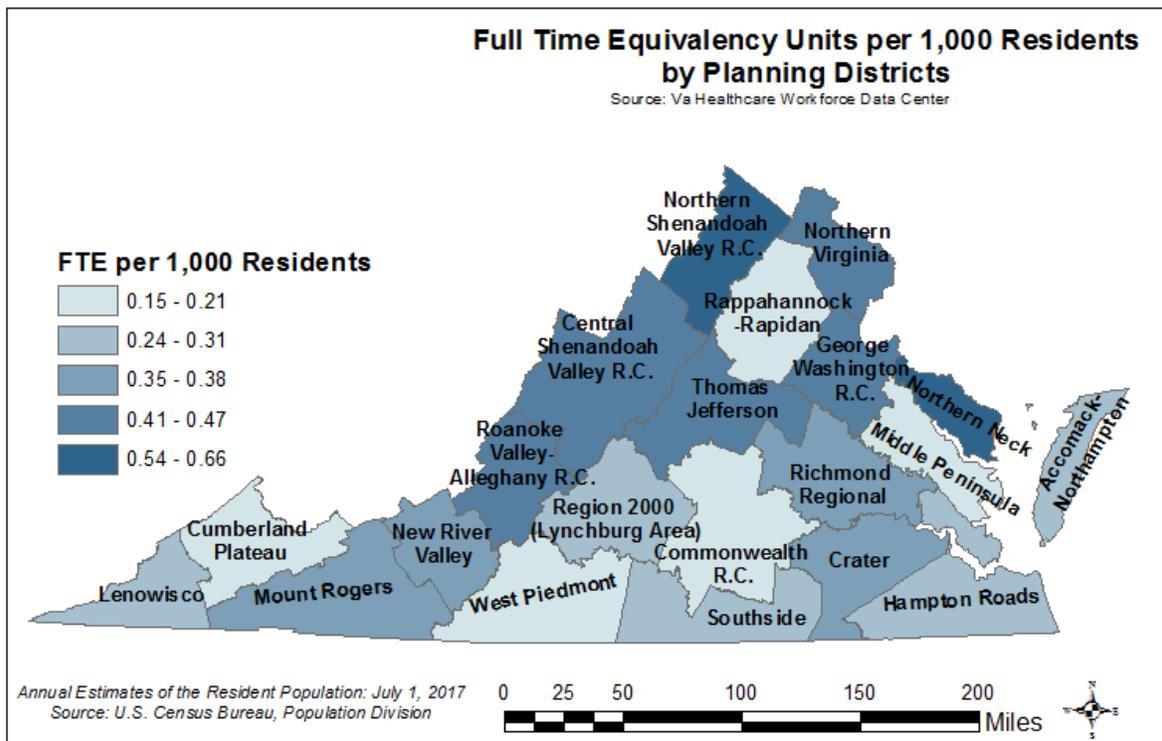
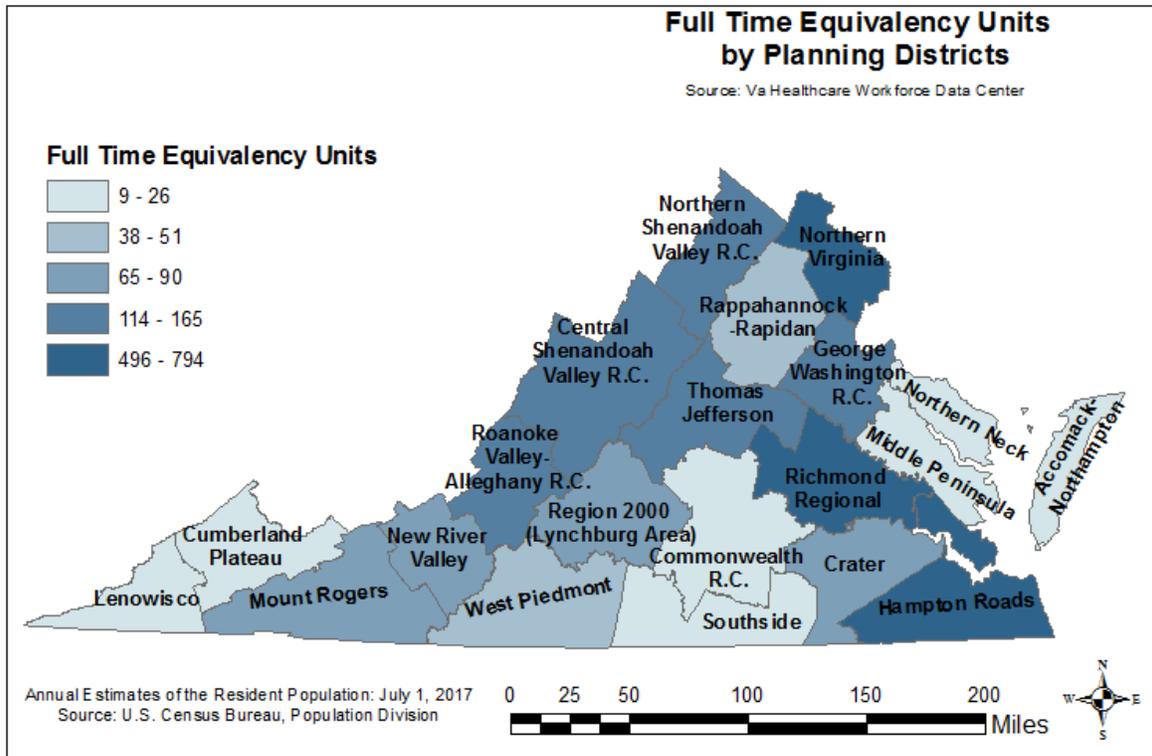
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,424	82.14%	1.2175	1.0607	2.2049
Metro, 250,000 to 1 million	321	87.23%	1.1464	0.9988	2.0763
Metro, 250,000 or less	458	82.53%	1.2116	1.0556	2.1944
Urban pop 20,000+, Metro adj	34	85.29%	1.1724	1.0214	2.1233
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	115	73.91%	1.3529	1.1787	2.4503
Urban pop, 2,500-19,999, nonadj	51	84.31%	1.1860	1.0333	2.1480
Rural, Metro adj	60	68.33%	1.4634	1.2750	2.6503
Rural, nonadj	27	74.07%	1.3500	1.1762	2.4449
Virginia border state/DC	461	57.92%	1.7266	1.5043	3.1270
Other US State	605	47.27%	2.1154	1.8430	3.8311

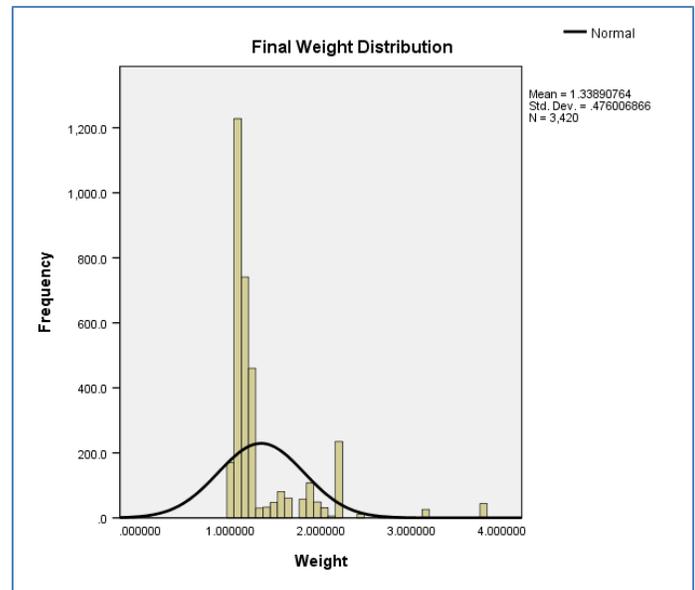
Source: Va. Healthcare Workforce Data Center

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: 0.75066



Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	649	41.45%	2.4126	2.0763	3.8311
30 to 34	850	71.76%	1.3934	1.1992	2.2127
35 to 39	635	79.84%	1.2525	1.0778	1.9888
40 to 44	544	84.38%	1.1852	1.0199	1.8820
45 to 49	534	85.21%	1.1736	1.0100	1.8636
50 to 54	448	86.16%	1.1606	0.9988	1.8430
55 to 59	366	85.79%	1.1656	1.0031	1.8509
60 and Over	530	79.25%	1.2619	1.0860	2.0038

Source: Va. Healthcare Workforce Data Center