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# *Virginia's Licensed Radiological Technologist Workforce: 2015*

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

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

*More than 2,000 Licensed Radiological Technologists 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 Nursing express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

***Virginia Department of Health Professions***

**David E. Brown, D.C.**

*Director*

**Lisa R. Hahn, MPA**

*Chief Deputy Director*

*Healthcare Workforce Data Center Staff:*

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*Executive Director*

**Yetty Shobo, Ph.D.**  
*Deputy Director*

**Laura Jackson**  
*Operations Manager*

**Christopher Coyle**  
*Research Assistant*

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# The Licensed Radiological Technologist Workforce: At a Glance:

## The Workforce

Licenses:	5,462
Virginia's Workforce:	4,680
FTEs:	4,070

## Background

Rural Childhood:	42%
HS Degree in VA:	65%
Prof. Degree in VA:	74%

## Current Employment

Employed in Prof.:	85%
Hold 1 Full-time Job:	66%
Satisfied?:	94%

## Survey Response Rate

All Licensees:	37%
Renewing Practitioners:	46%

## Education

Associates Degree:	51%
RT Cert.:	35%

## Job Turnover

Switched Jobs:	5%
Employed over 2 yrs:	69%

## Demographics

Female:	81%
Diversity Index:	39%
Median Age:	44

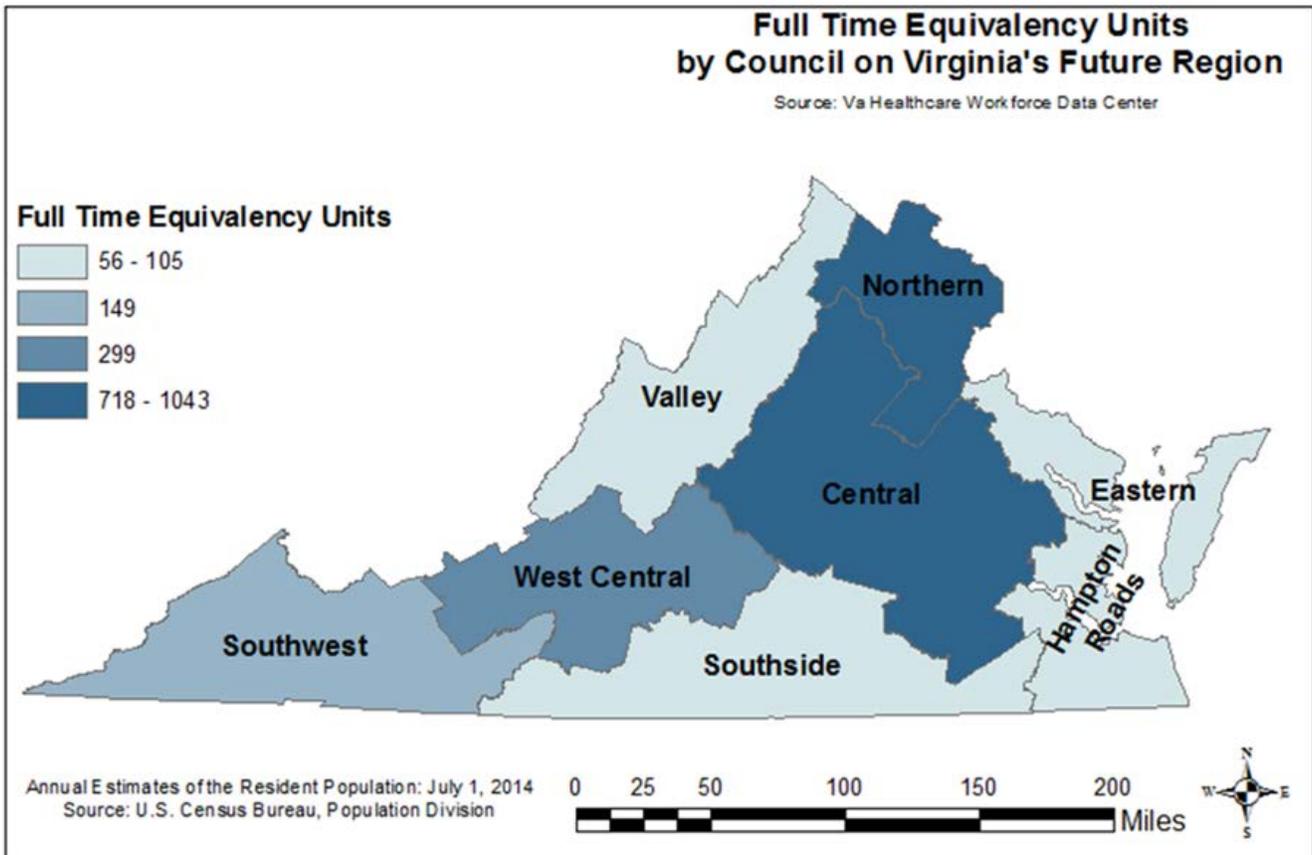
## Finances

Median Income:	\$40k-\$50k
Health Benefits:	54%
Under 40 w/ Ed debt:	47%

## Time Allocation

Patient Care:	90%-99%
Patient Care Role:	78%
Admin. Role:	10%

Source: Va. Healthcare Workforce Data Center



Over 2,000 Licensed Radiological Technologists (RTs) voluntarily took part in the 2015 Licensed Radiological Technologist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place in December every odd year. The survey respondents represent just 37% of the 5,462 RTs who are licensed in the state but 46% of renewing practitioners.

The HWDC estimates that 4,680 RTs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an RT at some point in the future. In 2015, Virginia's RT workforce provided 4,070 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Eighty-one percent of all RTs are female, while the median age of all RTs is 44. In a random encounter between two RTs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's RT workforce considerably less diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities. Among RTs who are under the age of 40, however, the diversity index increases somewhat to 41%.

Forty-two percent of RTs grew up in a rural area, and 23% of these professionals currently work in non-Metro areas of the state. Meanwhile, 65% of Virginia's RTs graduated from high school in Virginia, and 74% of RTs earned their initial professional degree in the state. In total, 77% of Virginia's RT workforce has some educational background in the state.

Fifty-one percent of all RTs hold an Associate degree as their highest professional degree, while another 35% have a post-secondary RT certificate. 29% of all RTs currently carry educational debt, including 47% of those under the age of 40. The median debt burden for those RTs with educational debt is between \$10,000 and \$20,000.

Eighty-five percent of RTs are currently employed in the profession, and 1% of RTs are currently unemployed. Nearly two-thirds of all RTs hold one full-time position, while 14% hold two or more positions simultaneously. Additionally, 51% of RTs work between 40 and 49 hours per week, while just 3% of RTs work at least 60 hours per week. Meanwhile, 69% of RTs have been at their primary work location for more than two years, and just 2% of RTs have experienced involuntary unemployment at some point in the past year.

The median annual income for RTs is between \$40,000 and \$50,000. In addition, 82% of wage or salaried RTs receive at least one employer-sponsored benefit, including 54% who receive health insurance. Further, 94% of RTs are satisfied with their current employment situation, including 62% who indicate they are "very satisfied".

Nearly one-quarter of RTs have worked at two or more locations in the past year, while 19% of RTs currently do so. Nine out of every 10 RTs work in the private sector, including nearly three-quarters who work at a for-profit institution. The physician office is the most common working establishment type for Virginia's RTs.

A typical RT spends nearly all of her time treating patients, although a typical RT also spends a small amount of time undertaking administrative and educational activities. 78% of RTs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities.

Forty-six percent of RTs expect to retire by the age of 65. Just 6% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2040. Over the next two years, only 5% of RTs plan on leaving either the state or the profession. Meanwhile, 8% of RTs plan on increasing patient care activities over the next two years, and 22% expect to pursue additional educational opportunities.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	4,024	74%
<b>New Licensees</b>	494	9%
<b>Non-Renewals</b>	944	17%
<b>All Licensees</b>	<b>5,462</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*This is the first time we are administering a survey to this professional group. Hence, the response rates are lower than we normally have. 46% of renewing RTs submitted a survey. These represent 37% of RTs who held a license at some point during the licensing period.*

**At a Glance:**

Licensed RTs

Number:	5,462
New:	9%
Not Renewed:	17%

Response Rates

All Licensees:	37%
Renewing Practitioners:	46%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	<b>2,045</b>
<b>Response Rate, all licensees</b>	<b>37%</b>
<b>Response Rate, Renewals</b>	<b>46%</b>

Source: Va. Healthcare Workforce Data Center

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	571	167	23%
<b>30 to 34</b>	485	246	34%
<b>35 to 39</b>	397	229	37%
<b>40 to 44</b>	374	265	42%
<b>45 to 49</b>	396	302	43%
<b>50 to 54</b>	377	280	43%
<b>55 to 59</b>	333	242	42%
<b>60 and Over</b>	484	314	39%
<b>Total</b>	<b>3,417</b>	<b>2,045</b>	<b>37%</b>
<b>New Licenses</b>			
<b>Issued in 2015</b>	494	0	0%
<b>Metro Status</b>			
<b>Non-Metro</b>	334	241	42%
<b>Metro</b>	2444	1,537	39%
<b>Not in Virginia</b>	639	267	29%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in December 2015.
- 2. Target Population:** All radiological technologists who held a Virginia license at some point in 2015.
- 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 radiological technologists newly licensed in 2015.

## At a Glance:

### Workforce

Virginia's RTP Workforce: 4,680  
 FTEs: 4,070

### Utilization Ratios

Licenses in VA Workforce: 86%  
 Licenses per FTE: 1.34  
 Workers per FTE: 1.15

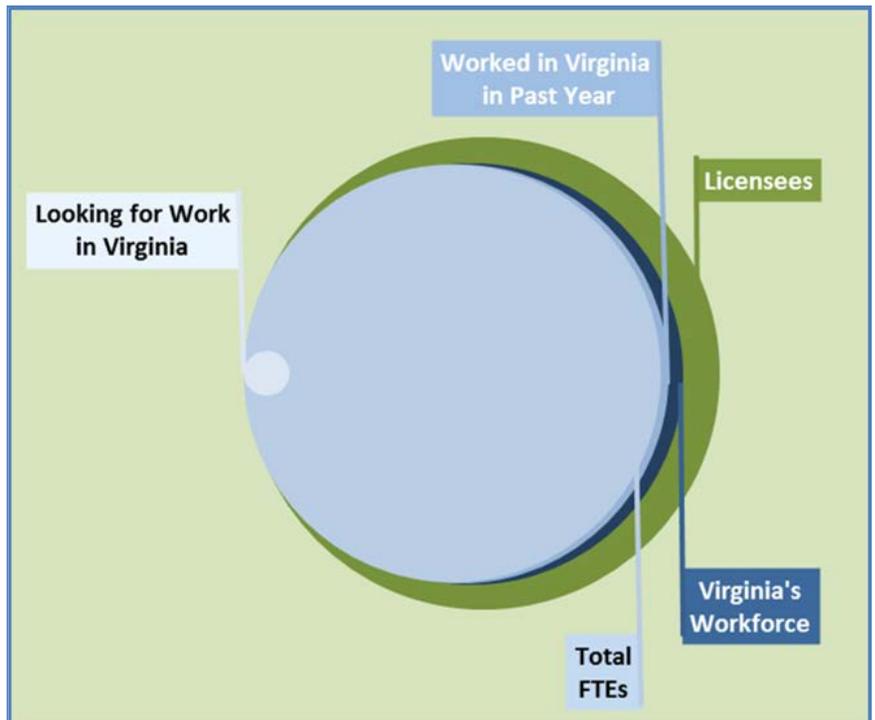
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe 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. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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 RT Workforce		
Status	#	%
Worked in Virginia in Past Year	4,540	97%
Looking for Work in Virginia	139	3%
Virginia's Workforce	4,680	100%
Total FTEs	4,070	
Licenses	5,462	

Source: Va. Healthcare Workforce Data Center



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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	73	11%	594	89%	667	15%
30 to 34	117	19%	513	82%	630	14%
35 to 39	105	20%	416	80%	521	11%
40 to 44	135	26%	384	74%	519	11%
45 to 49	106	19%	464	82%	570	13%
50 to 54	103	19%	427	81%	529	12%
55 to 59	87	19%	371	81%	457	10%
60 +	120	19%	520	81%	641	14%
<b>Total</b>	<b>845</b>	<b>19%</b>	<b>3,689</b>	<b>81%</b>	<b>4,534</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RTs		RTs under 40	
	%	#	%	#	%
White	63%	3,543	77%	1,383	76%
Black	19%	485	11%	163	9%
Asian	6%	183	4%	81	4%
Other Race	0%	81	2%	40	2%
Two or more races	2%	120	3%	56	3%
Hispanic	9%	180	4%	101	6%
<b>Total</b>	<b>100%</b>	<b>4,592</b>	<b>100%</b>	<b>1,824</b>	<b>100%</b>

\* 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, 2014.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Gender**  
 % Female: 81%  
 % Under 40 Female: 84%

**Age**  
 Median Age: 44  
 % Under 40: 40%  
 % 55+: 24%

**Diversity**  
 Diversity Index: 39%  
 Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two RTs, there is a 39% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.*

*40% of RTs are under the age of 40. 84% of these professionals are female. In addition, the diversity index among RTs under the age of 40 is 41%, which is higher than the diversity index among Virginia's overall RT workforce.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 16%  
 Rural Childhood: 42%

### Virginia Background

HS in Virginia: 65%  
 Prof. Ed. in VA: 74%  
 HS or Prof. Ed. in VA: 77%

### Location Choice

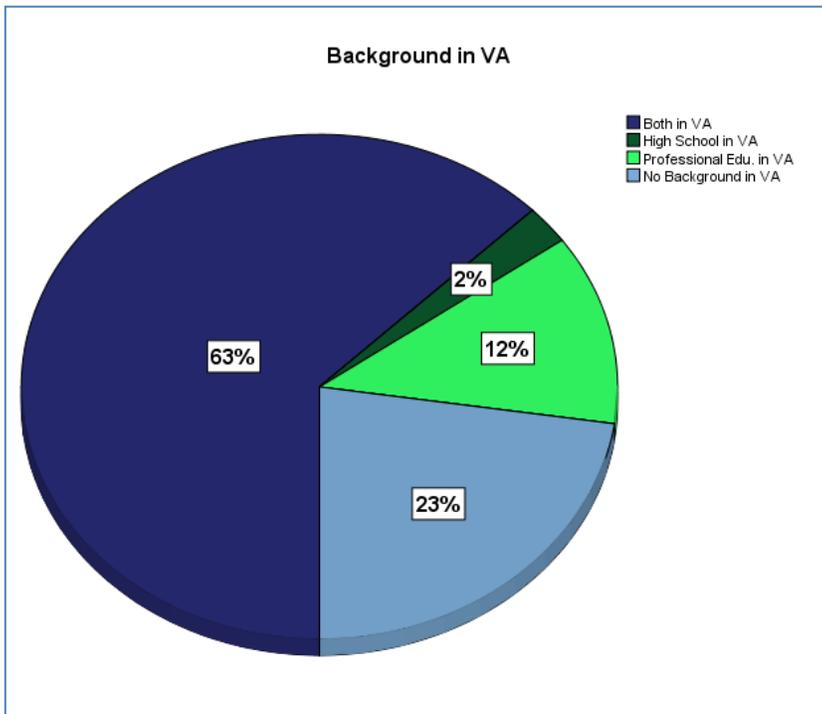
% Rural to Non-Metro: 23%  
 % Urban/Suburban to Non-Metro: 6%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	30%	50%	19%
2	Metro, 250,000 to 1 million	61%	34%	5%
3	Metro, 250,000 or less	59%	30%	11%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	77%	17%	6%
6	Urban pop, 2,500-19,999, Metro adj	71%	16%	13%
7	Urban pop, 2,500-19,999, nonadj	87%	9%	4%
8	Rural, Metro adj	77%	14%	9%
9	Rural, nonadj	54%	29%	18%
<b>Overall</b>		<b>42%</b>	<b>42%</b>	<b>16%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*42% of all RTs grew up in self-described rural areas, and 23% of these professionals currently work in non-Metro counties. Overall, 13% of all RTs currently work in non-Metro counties.*

## Top Ten States for Licensed Radiological Technologist Recruitment

Rank	All RTs			
	High School	#	Prof Degree	#
1	Virginia	2,814	Virginia	3,343
2	Pennsylvania	211	Maryland	189
3	Maryland	170	Pennsylvania	130
4	New York	167	New York	92
5	West Virginia	131	West Virginia	89
6	New Jersey	94	Texas	70
7	Ohio	72	New Jersey	50
8	North Carolina	60	Florida	47
9	California	57	North Carolina	46
10	Florida	50	Washington, D.C.	46

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	Prof Degree	#
1	Virginia	901	Virginia	1,095
2	Pennsylvania	55	Maryland	65
3	Maryland	43	Pennsylvania	32
4	New York	35	Texas	29
5	West Virginia	30	West Virginia	22
6	Florida	25	New York	20
7	California	24	California	18
8	New Jersey	21	Washington, D.C.	16
9	Ohio	19	Ohio	15
10	North Carolina	17	Washington	15

Source: Va. Healthcare Workforce Data Center

*15% of Virginia's licensees did not participate in Virginia's RT workforce during the past year. 90% of these licensees worked at some point in the past year, including 36% who worked in a RT-related capacity.*

### At a Glance:

#### Not in VA Workforce

Total:	800
% of Licensees:	15%
Federal/Military:	6%
Va. Border State/DC:	30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
RT Certificate	1,527	35%
Associate	2,245	51%
Baccalaureate Degree	414	9%
Post-Graduate Certificate	139	3%
Master's Degree	41	1%
Doctorate	14	0%
<b>Total</b>	<b>4,379</b>	<b>100%</b>

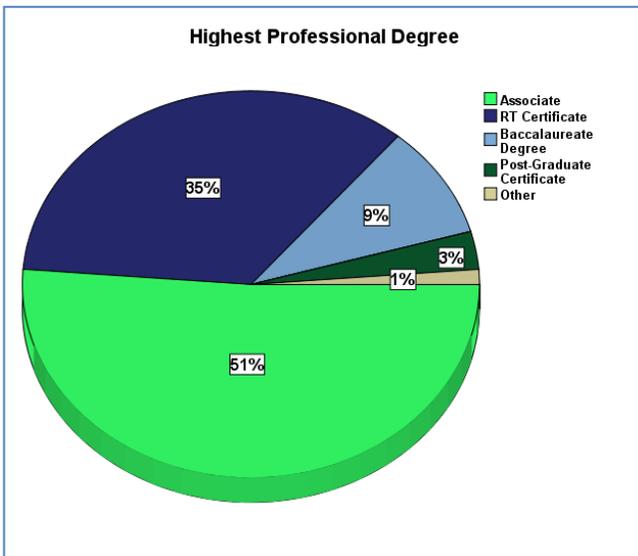
Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Associate: 51%  
 RT Certificate.: 35%

**Educational Debt**  
 Carry debt: 29%  
 Under age 40 w/ debt: 47%  
 Median debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*More than half of all RTs hold an Associate degree as their highest professional degree. 29% of RTs carry education debt, including 47% of those under the age of 40. The median debt burden among RTs with educational debt is between \$10,000 and \$20,000.*

Amount Carried	All RTs		RTs under 40	
	#	%	#	%
None	2,724	71%	819	53%
\$10,000 or less	382	10%	252	16%
\$10,000-\$19,999	295	8%	207	13%
\$20,000-\$29,999	174	5%	113	7%
\$30,000-\$39,999	110	3%	72	5%
\$40,000-\$49,999	53	1%	44	3%
\$50,000-\$59,999	28	1%	11	1%
\$60,000-\$69,999	24	1%	15	1%
\$70,000-\$79,999	8	0%	5	0%
\$80,000-\$89,999	2	0%	0	0%
\$90,000-\$99,999	2	0%	0	0%
\$100,000-\$109,999	9	0%	0	0%
\$110,000-\$119,999	2	0%	0	0%
\$120,000 or more	13	0%	4	0%
<b>Total</b>	<b>3,828</b>	<b>100%</b>	<b>1,542</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Primary Specialty

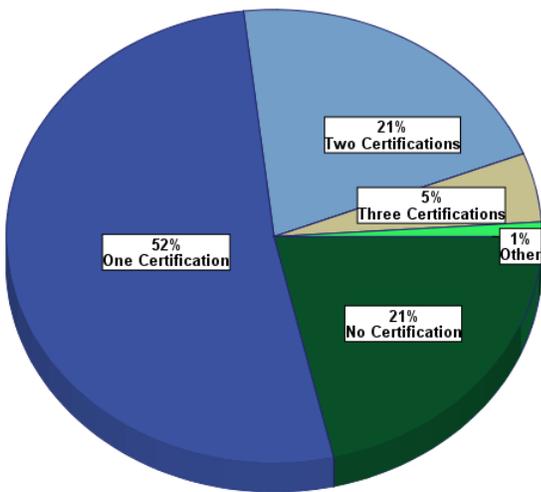
Radiation Therapy:	71%
Mammography:	15%
Tomography:	12%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Radiation Therapy	3,314	71%
Mammography	716	15%
Tomography	536	12%
Magnetic Resonance Imaging	162	3%
Bone Densitometry	154	3%
Nuclear Medicine	86	2%
Diagnostic Medical Sonography	57	1%
Vascular Intervention	46	1%
Nuclear Medicine Technology	35	1%
Quality Management	24	1%
All Other	107	2%
<b>At least one certification</b>	<b>3,656</b>	<b>79%</b>

Source: Va. Healthcare Workforce Data Center

Number of RT-Related Certifications Received



Source: Va. Healthcare Workforce Data Center

*Close to three-quarters of all RTs have certification in radiation therapy. Another 15% have certification in mammography. 79% of all RTs have at least one certification.*

## At a Glance:

### Employment

Employed in Profession: 85%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-time: 66%  
2 or More Positions: 14%

### Weekly Hours:

40 to 49: 51%  
60 or more: 3%  
Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed in a RT-related capacity	3,961	85%
Employed, NOT in a RT-related capacity	384	8%
Not working, reason unknown	53	1%
Involuntarily unemployed	142	3%
Voluntarily unemployed	33	1%
Retired	79	2%
<b>Total</b>	<b>4,653</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*85% of RTs are currently employed in their profession. 66% of RTs hold one full-time job, while 14% currently have multiple jobs. 51% of all RTs work between 40 and 49 hours per week, while just 3% work at least 60 hours per week.*

Current Weekly Hours		
Hours	#	%
0 hours	254	6%
1 to 9 hours	104	2%
10 to 19 hours	146	3%
20 to 29 hours	326	7%
30 to 39 hours	1,058	24%
40 to 49 hours	2,247	51%
50 to 59 hours	161	4%
60 to 69 hours	62	1%
70 to 79 hours	20	0%
80 or more hours	51	1%
<b>Total</b>	<b>4,429</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	254	6%
One Part-Time Position	666	15%
Two Part-Time Positions	114	3%
One Full-Time Position	3,006	66%
One Full-Time Position & One Part-Time Position	448	10%
Two Full-Time Positions	5	0%
More than Two Positions	59	1%
<b>Total</b>	<b>4,552</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	47	1%
Less than \$40,000	1,225	24%
\$40,000-\$49,999	641	19%
\$50,000-\$59,999	531	16%
\$60,000-\$69,999	399	12%
\$70,000-\$79,999	225	7%
\$80,000-\$89,999	145	4%
\$90,000-\$99,999	73	2%
\$100,000-\$109,999	33	1%
\$110,000-\$119,999	6	0%
\$120,000 or more	24	1%
<b>Total</b>	<b>3,349</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$40k-\$50k

**Benefits**  
Retirement: 75%  
Health Insurance: 54%

**Satisfaction**  
Satisfied: 94%  
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,762	62%
Somewhat Satisfied	1,435	32%
Somewhat Dissatisfied	180	4%
Very Dissatisfied	54	1%
<b>Total</b>	<b>4,431</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

The typical RT had an annual income of between \$40,000 and \$50,000. Among RTs who received either a wage or salary as compensation at the primary work location, 75% also had access to a retirement plan and 54% received health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	2,315	58%	55%
Dental Insurance	2,510	63%	60%
Health Insurance	2,319	59%	54%
Paid Leave	1,791	45%	43%
Group Life Insurance	2,517	64%	61%
Retirement	3,140	79%	75%
<b>*Receive at least one benefit</b>	<b>3,430</b>	<b>87%</b>	<b>82%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	112	2%
Experience voluntary unemployment?	213	5%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	301	6%
Work two or more positions at the same time?	830	18%
Switch employers or practices?	210	5%
<b>Experienced at least 1</b>	<b>1,378</b>	<b>30%</b>

Source: Va. Healthcare Workforce Data Center

*Only 2% of Virginia's RTs experienced involuntary unemployment at some point in the prior year. For comparison, Virginia's average monthly unemployment rate was 4.4%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	93	2%	84	9%
<b>Less than 6 Months</b>	156	4%	72	8%
<b>6 Months to 1 Year</b>	260	6%	110	12%
<b>1 to 2 Years</b>	827	19%	178	20%
<b>3 to 5 Years</b>	956	22%	211	24%
<b>6 to 10 Years</b>	871	20%	140	16%
<b>More than 10 Years</b>	1,111	26%	100	11%
<b>Subtotal</b>	<b>4,275</b>	<b>100%</b>	<b>895</b>	<b>100%</b>
<b>Did not have location</b>	220		3,705	
<b>Item Missing</b>	158		52	
<b>Total</b>	<b>4,653</b>		<b>4,653</b>	

Source: Va. Healthcare Workforce Data Center

*12% of RTs receive a salary at their primary work location, while 88% receive an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 2%  
Underemployed: 5%

**Turnover & Tenure**

Switched Jobs: 5%  
New Location: 14%  
Over 2 years: 69%  
Over 2 yrs, 2<sup>nd</sup> location: 50%

**Employment Type**

Salary: 12%  
Hourly Wage: 88%

Source: Va. Healthcare Workforce Data Center

*69% of RTs 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	#	%
<b>Salary/ Commission</b>	384	12%
<b>Hourly Wage</b>	2,839	88%
<b>By Contract</b>	0	0%
<b>Business/ Practice Income</b>	0	0%
<b>Unpaid</b>	0	0%
<b>Subtotal</b>	<b>3,223</b>	<b>100%</b>
<b>Did not have location</b>	0	
<b>Item Missing</b>	0	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 5.1% in January to 3.9% in December 2015.

## At a Glance:

### Concentration

Top Region:	40%
Top 3 Regions:	79%
Lowest Region:	2%

### Locations

2 or more (Past Year):	21%
2 or more (Now*):	19%

Source: Va. Healthcare Workforce Data Center

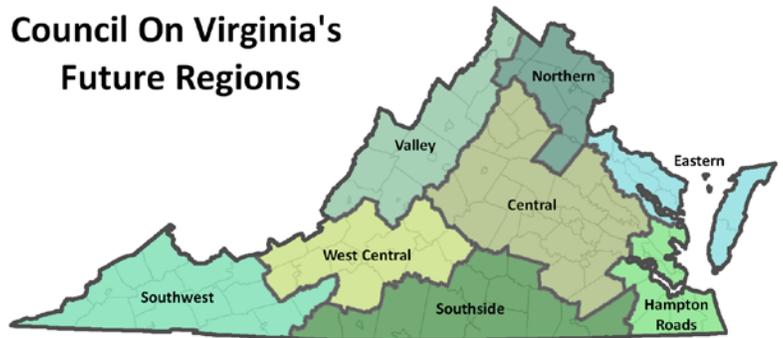
*Northern Virginia is the COVF region that has the largest number of RTs in the state, while Hampton Roads has the fewest number of RTs in Virginia.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	742	27%	211	33%
Eastern	98	4%	17	3%
Hampton Roads	55	2%	16	3%
Northern	1,119	40%	236	37%
Southside	122	4%	12	2%
Southwest	168	6%	33	5%
Valley	106	4%	7	1%
West Central	337	12%	63	10%
Virginia Border State/DC	14	1%	15	2%
Other US State	27	1%	29	5%
Outside of the US	0	0%	0	0%
<b>Total</b>	<b>2,788</b>	<b>100%</b>	<b>639</b>	<b>100%</b>
Item Missing	116		45	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



*76% of all RTs had just one work location during the past year, while 21% of RTs had multiple work locations.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	137	3%	218	5%
1	3,326	76%	3,351	76%
2	498	11%	446	10%
3	364	8%	342	8%
4	26	1%	15	0%
5	28	1%	13	0%
6 or More	26	1%	20	0%
<b>Total</b>	<b>4,404</b>	<b>100%</b>	<b>4,404</b>	<b>100%</b>

\*At the time of survey completion in December 2015.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	2,847	71%	627	73%
<b>Non-Profit</b>	892	22%	169	20%
<b>State/Local Government</b>	139	3%	29	3%
<b>Veterans Administration</b>	33	1%	2	0%
<b>U.S. Military</b>	75	2%	27	3%
<b>Other Federal Government</b>	25	1%	7	1%
<b>Total</b>	<b>4,012</b>	<b>100%</b>	<b>861</b>	<b>100%</b>
<b>Did not have location</b>	220		3,705	
<b>Item Missing</b>	421		87	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

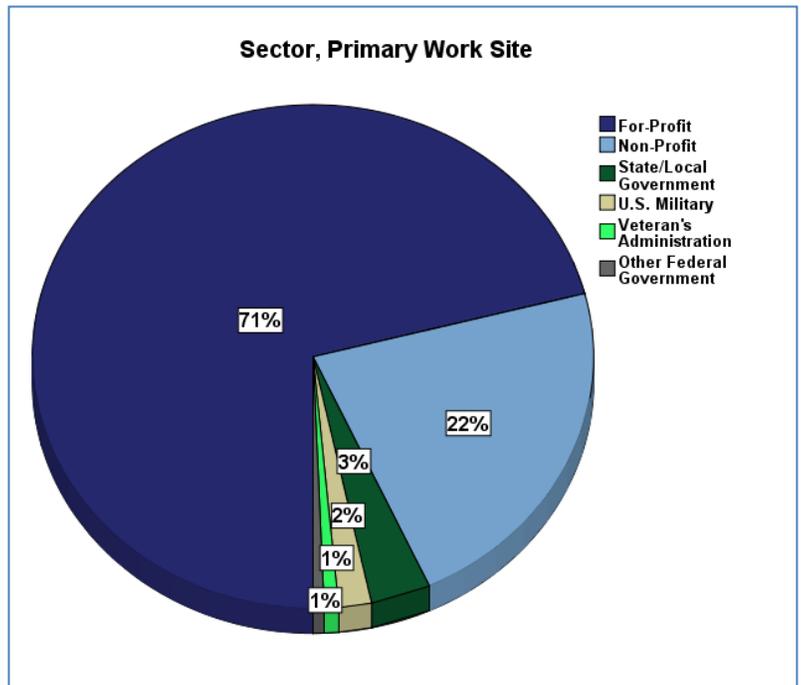
For Profit:	71%
Federal:	3%

**Top Establishments**

Physician Office:	29%
Diagnostic Imaging Center, Stationary:	18%
Community Clinic:	15%

Source: Va. Healthcare Workforce Data Center

More than 90% of all RTs work in the private sector, including 71% in for-profit establishments. Meanwhile, 3% of RTs work for state or local government; another 3% work for the federal government.

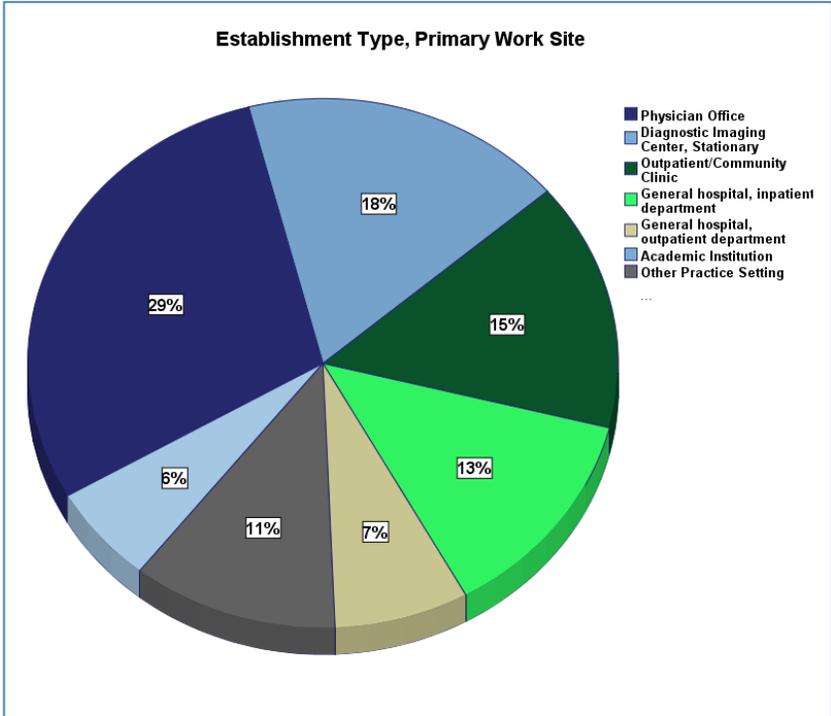


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Physician Office	1,156	29%	166	20%
Diagnostic Imaging Center, Stationary	703	18%	112	13%
Outpatient/Community Clinic	599	15%	179	21%
General hospital, inpatient department	515	13%	143	17%
General hospital, outpatient department	292	7%	72	8%
Diagnostic Imaging Center, Mobile	129	3%	26	3%
Academic Institution	81	2%	23	3%
Skilled Nursing Facility	22	1%	4	0%
Other Practice Setting	453	11%	125	15%
<b>Subtotal</b>	<b>3,949</b>	<b>100%</b>	<b>850</b>	<b>100%</b>
Item Missing	704		3,803	

*A majority of Virginia's RTs are employed in a physician office. Stationary diagnostic imaging centers and community clinics also employ a significant proportion of RTs. Over 60% are employed in these three primary establishment types.*

Source: Va. Healthcare Workforce Data Center



*Among those RTs who also have a secondary work location, 21% work at community clinics and 20% work in a physician office. Inpatient departments of hospitals employ another 17%.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 90%-99%  
Administration: 1%-9%  
Education: None

### Roles

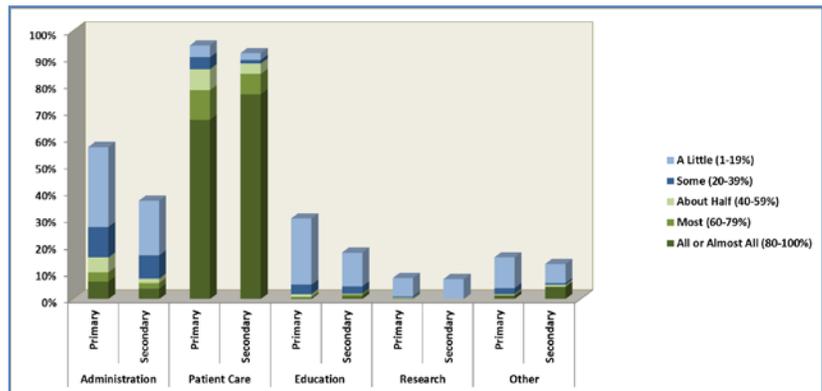
Patient Care: 78%  
Administrative: 10%  
Education: 1%

### Patient Care RTs

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*A typical RT spends most of her time on patient care activities, with most of the remaining time focused on administrative tasks. 78% of all RTs fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation										
Time Spent	Admin.		Patient Care		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>	7%	4%	67%	76%	0%	1%	0%	0%	1%	5%
<b>Most (60-79%)</b>	3%	2%	11%	8%	0%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	6%	2%	8%	4%	1%	0%	0%	0%	0%	1%
<b>Some (20-39%)</b>	11%	9%	4%	1%	3%	3%	0%	0%	2%	1%
<b>A Little (1-20%)</b>	30%	20%	4%	3%	25%	13%	7%	7%	11%	7%
<b>None (0%)</b>	43%	63%	5%	8%	70%	83%	92%	93%	84%	87%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All RTs		RTs over 50	
	#	%	#	%
<b>Under age 50</b>	161	4%	-	-
<b>50 to 54</b>	134	4%	16	1%
<b>55 to 59</b>	321	9%	85	6%
<b>60 to 64</b>	1,075	29%	388	29%
<b>65 to 69</b>	1,360	37%	607	46%
<b>70 to 74</b>	318	9%	143	11%
<b>75 to 79</b>	48	1%	24	2%
<b>80 or over</b>	41	1%	10	1%
<b>I do not intend to retire</b>	199	5%	62	5%
<b>Total</b>	<b>3,657</b>	<b>100%</b>	<b>1,333</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All RTs**

Under 65: 46%

Under 60: 17%

**RTs 50 and over**

Under 65: 37%

Under 60: 8%

**Time until Retirement**

Within 2 years: 6%

Within 10 years: 22%

Half the workforce: By 2040

Source: Va. Healthcare Workforce Data Center

46% of RTs expect to retire by the age of 65, while 37% of RTs who are age 50 or over still expect to retire by the same age. Meanwhile, 37% of all RTs expect to retire in their late 60s, and only 16% of all RTs expect to work until at least age 70, including 5% who do not expect to retire at all.

Within the next two years, only 5% of Virginia's RTs plan on leaving either the profession or the state.

Meanwhile, 8% of RTs plan on increasing patient care hours, and 22% plan on pursuing additional educational opportunities.

**Future Plans**

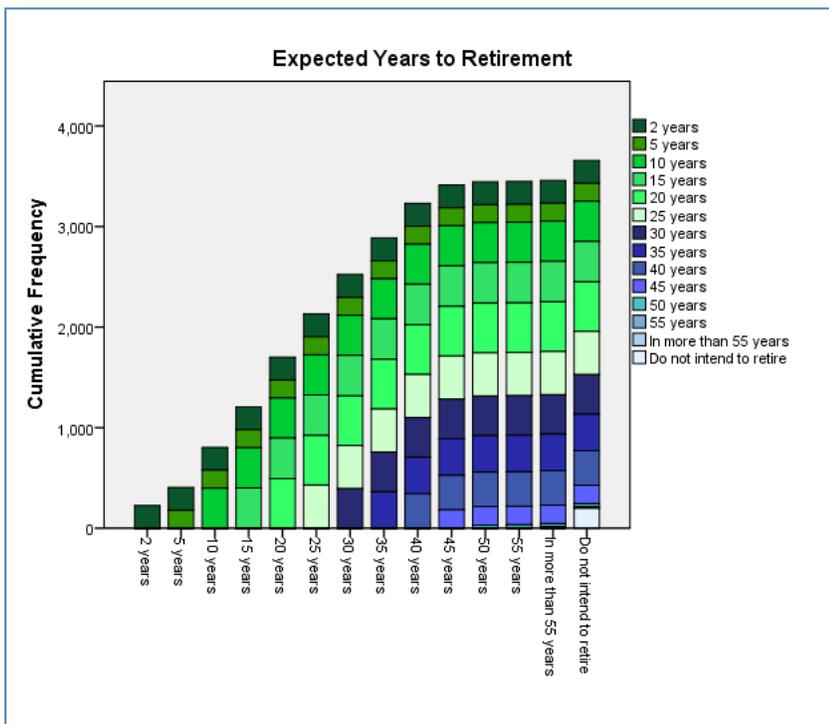
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	117	3%
<b>Leave Virginia</b>	114	2%
<b>Decrease Patient Care Hours</b>	225	5%
<b>Decrease Teaching Hours</b>	27	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	371	8%
<b>Increase Teaching Hours</b>	136	3%
<b>Pursue Additional Education</b>	1,026	22%
<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 RTs. 6% of RTs expect to retire in the next two years, while 22% expect to retire in the next 10 years. More than half of the current RT workforce expects to retire by 2040.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	227	6%	6%
<b>5 years</b>	178	5%	11%
<b>10 years</b>	399	11%	22%
<b>15 years</b>	402	11%	33%
<b>20 years</b>	494	14%	47%
<b>25 years</b>	430	12%	58%
<b>30 years</b>	393	11%	69%
<b>35 years</b>	363	10%	79%
<b>40 years</b>	344	9%	88%
<b>45 years</b>	183	5%	93%
<b>50 years</b>	32	1%	94%
<b>55 years</b>	3	0%	94%
<b>In more than 55 years</b>	11	0%	95%
<b>Do not intend to retire</b>	199	5%	100%
<b>Total</b>	<b>3,657</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2025. Retirements will peak at 14% of the current workforce around 2035 before declining to under 10% of the current workforce again around 2055.

## At a Glance:

### FTEs

Total: 4,070  
 FTEs/1,000 Residents: 0.49  
 Average: 0.93

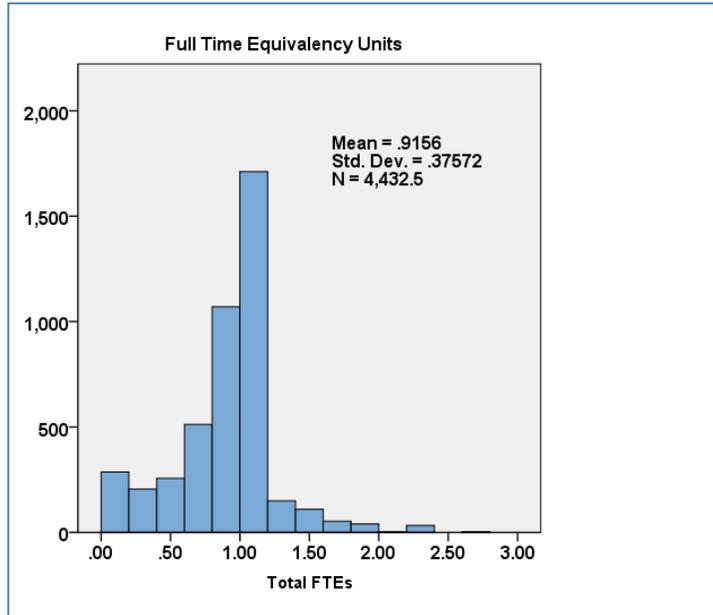
### Age & Gender Effect

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

*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:

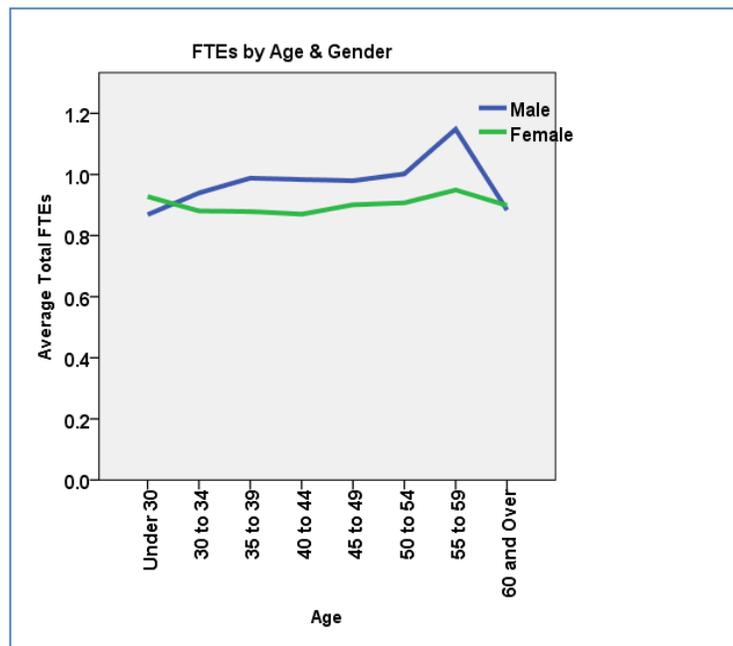


Source: Va. Healthcare Workforce Data Center

The typical (median) RT provided 0.94 FTEs, or approximately 38 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>2</sup>

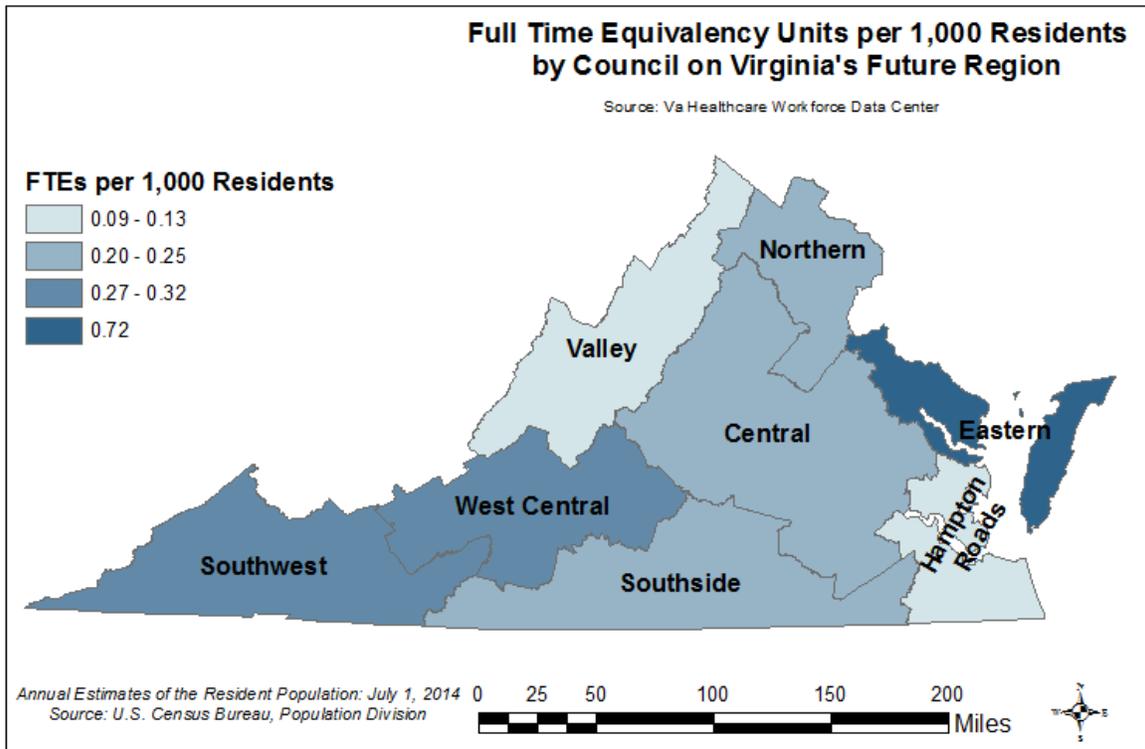
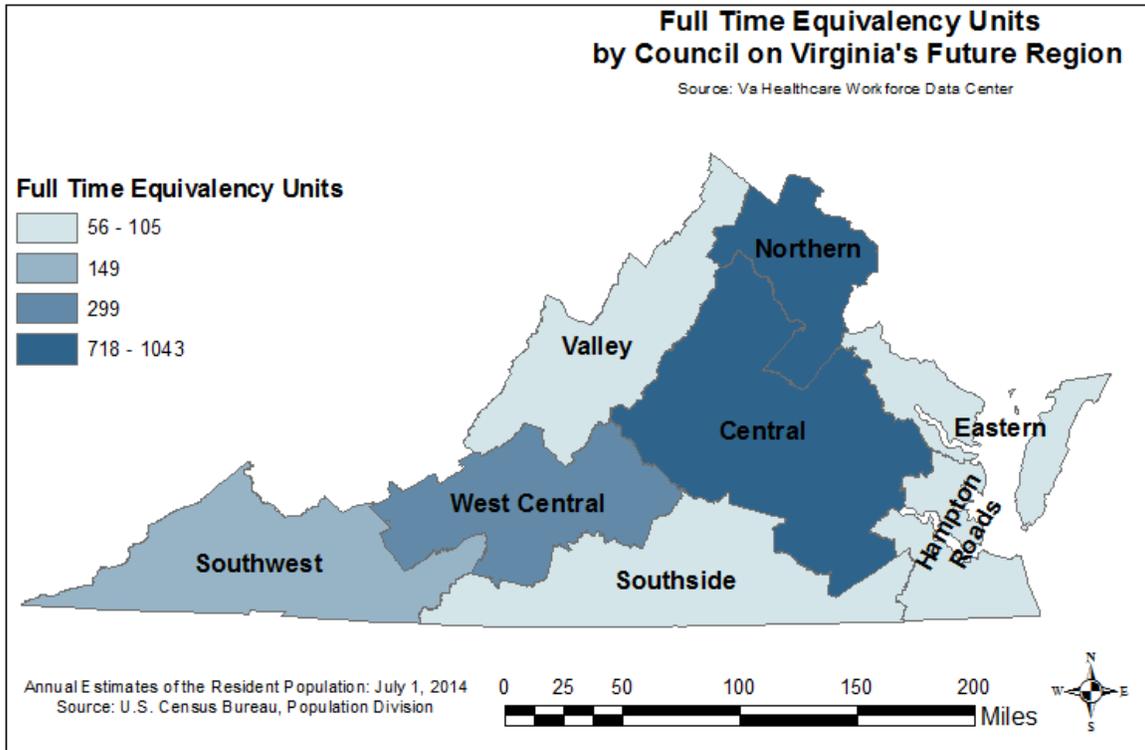
Full-Time Equivalency Units		
Age	Average Age	Median
Under 30	0.92	0.91
30 to 34	0.89	0.91
35 to 39	0.89	0.91
40 to 44	0.90	0.95
45 to 49	0.93	0.91
50 to 54	0.94	1.04
55 to 59	1.03	1.10
60 and Over	0.93	0.94
Gender		
Male	0.98	1.06
Female	0.92	0.91

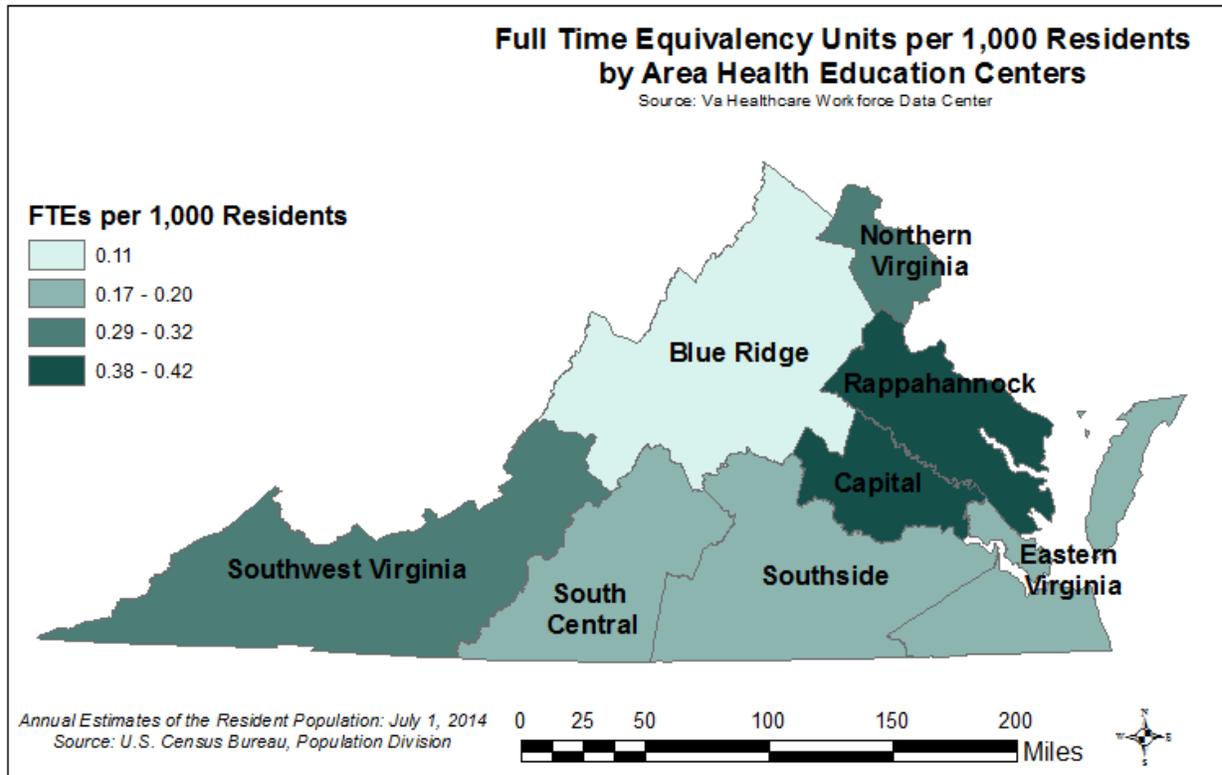
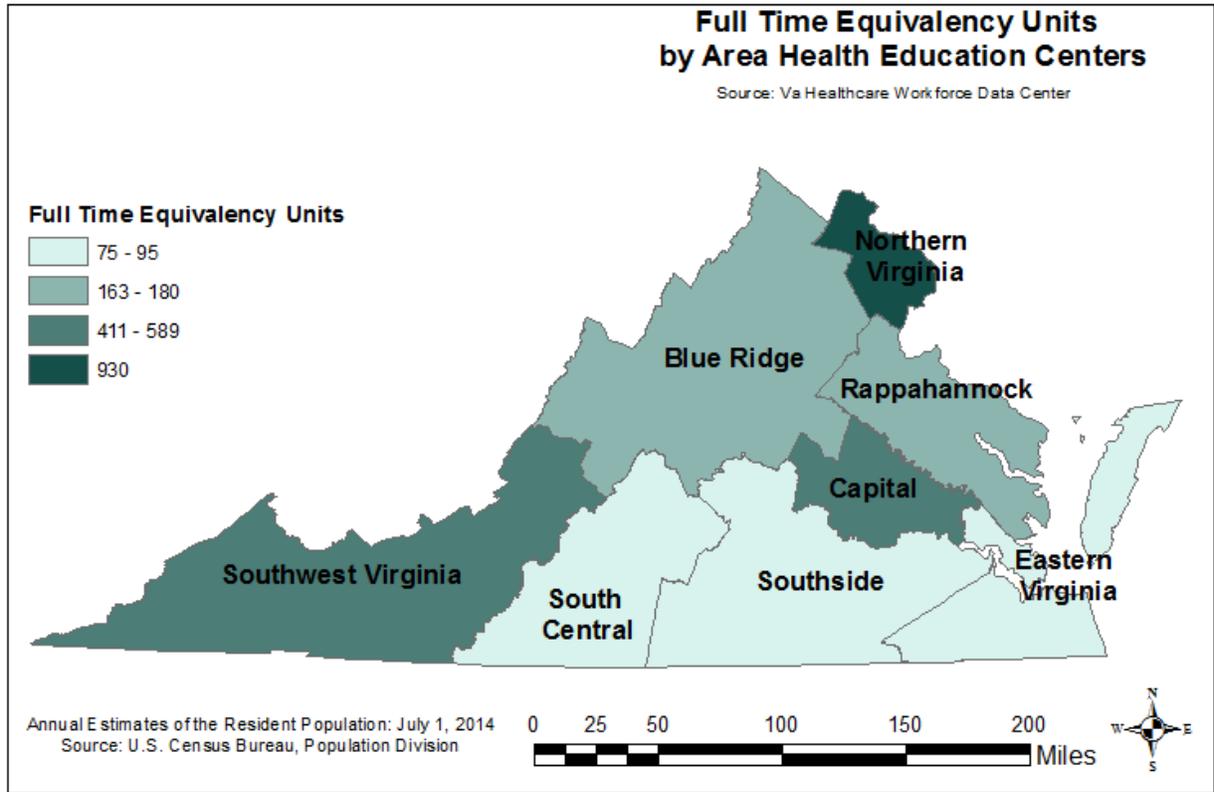
Source: Va. Healthcare Workforce Data Center

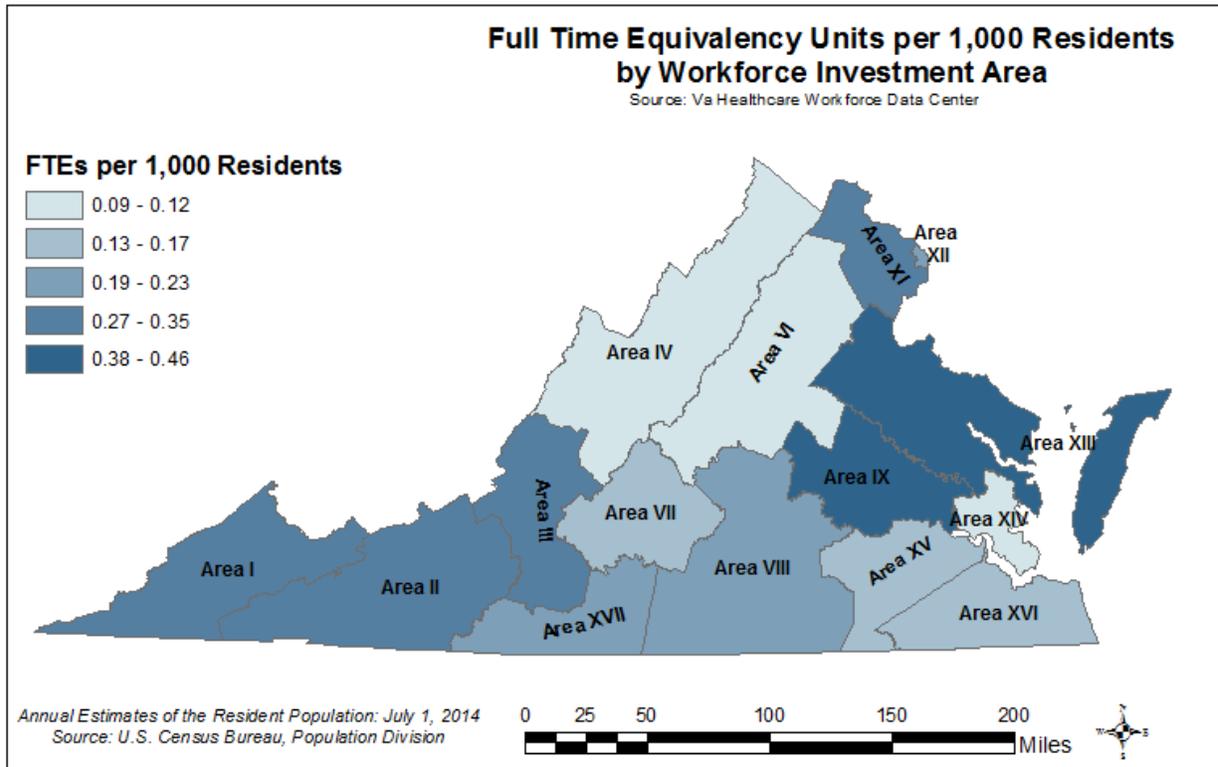
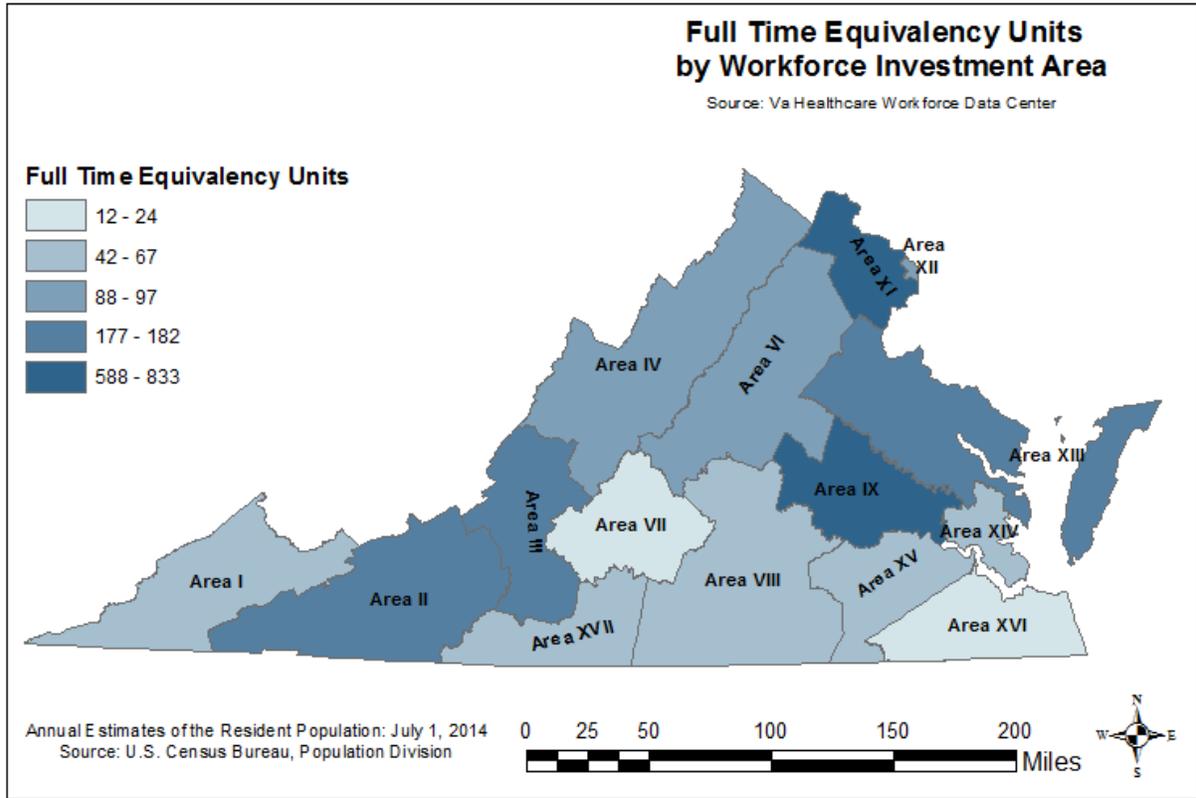


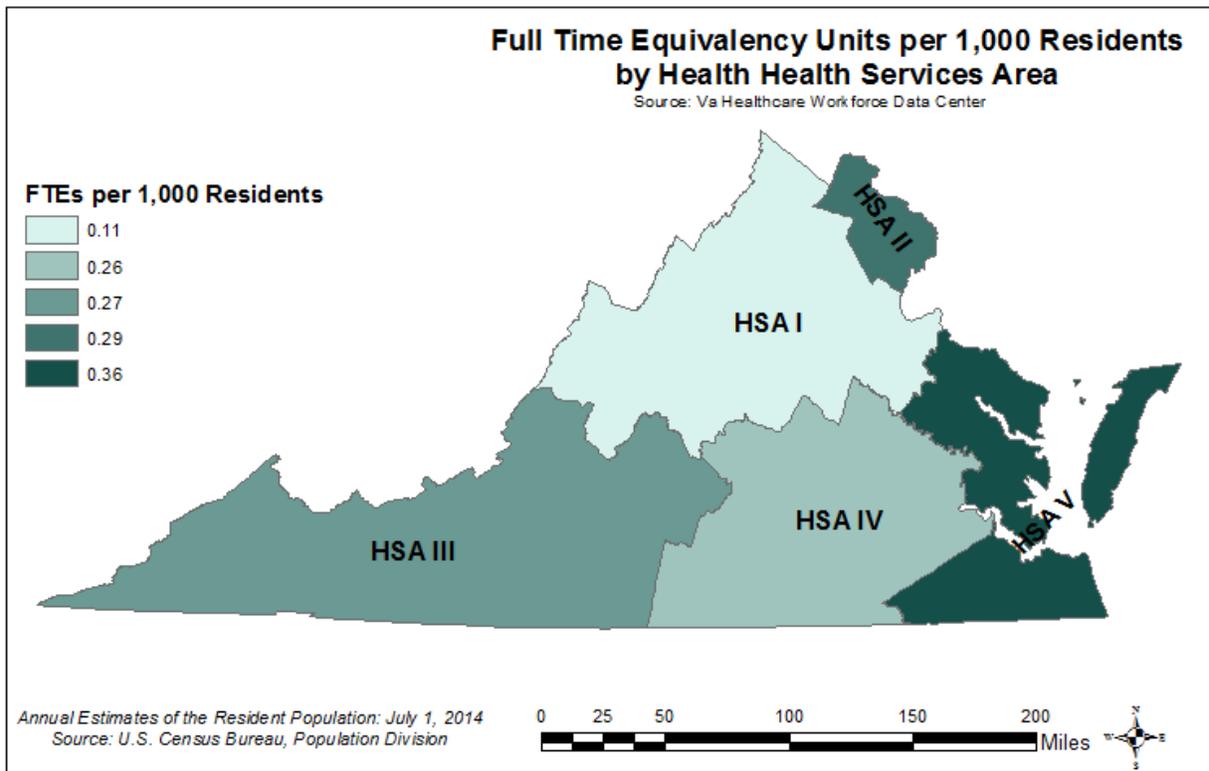
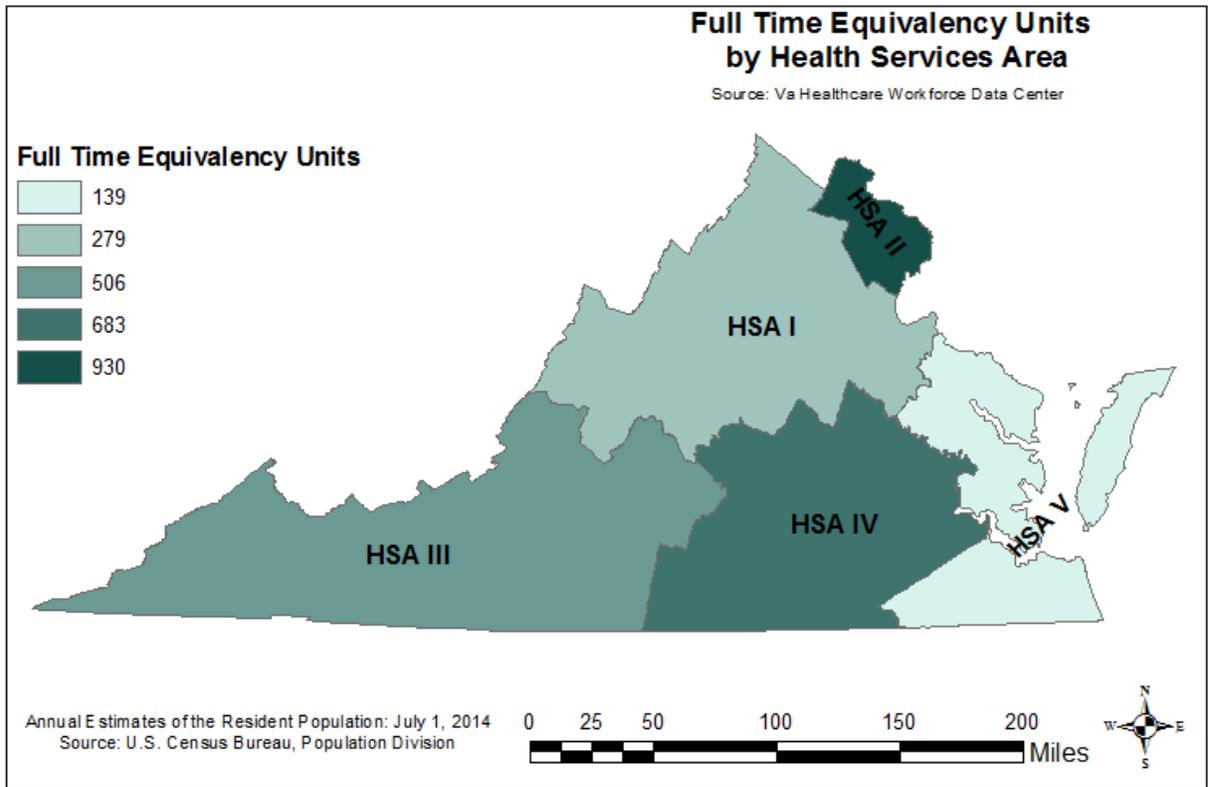
Source: Va. Healthcare Workforce Data Center

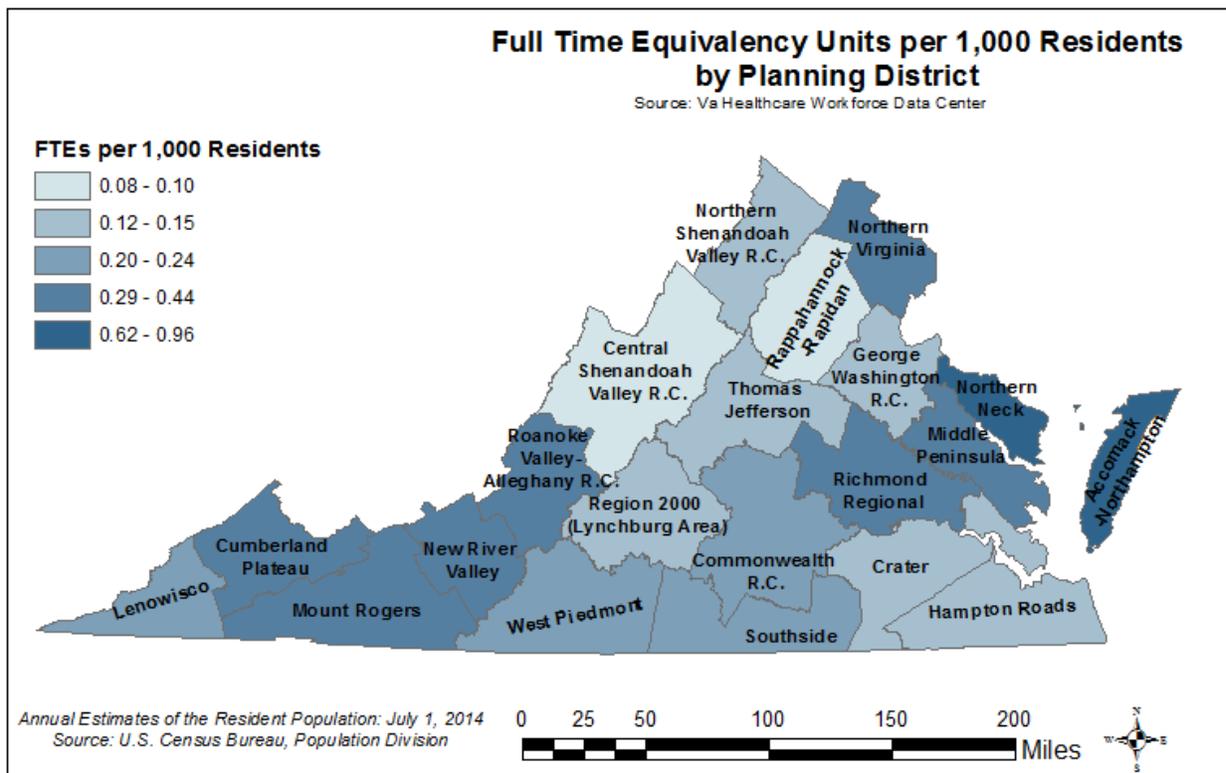
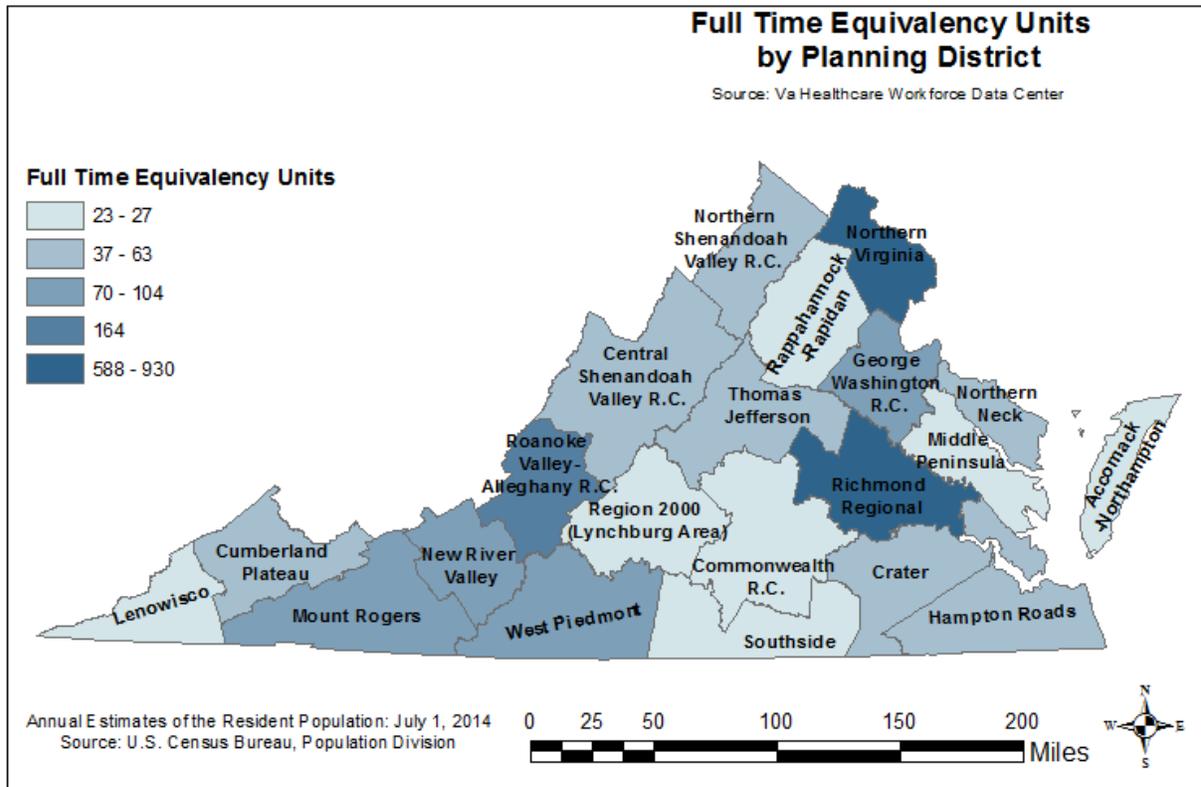
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	3076	39.30%	2.544251447	2.201659	4.209607
Metro, 250,000 to 1 million	463	37.37%	2.676300578	2.315928	4.42809
Metro, 250,000 or less	442	35.07%	2.851612903	2.467634	4.718154
Urban pop 20,000+, Metro adj	154	44.81%	2.231884058	1.931353	3.692777
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	163	39.26%	2.546875	2.20393	4.213948
Urban pop, 2,500-19,999, nonadj	109	35.78%	2.794871795	2.418533	4.624272
Rural, Metro adj	107	48.60%	2.057692308	1.780617	3.404567
Rural, nonadj	42	40.48%	2.470588235	2.137915	4.087727
Virginia border state/DC	629	31.80%	3.145	2.721515	5.203579
Other US State	277	24.19%	4.134328358	3.577627	6.840478

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	738	22.63%	4.419161677	3.404567	6.840478
30 to 34	731	33.65%	2.971544715	2.289308	4.599693
35 to 39	626	36.58%	2.733624454	2.106012	4.231413
40 to 44	639	41.47%	2.411320755	1.857706	3.732515
45 to 49	698	43.27%	2.311258278	1.780617	3.577627
50 to 54	657	42.62%	2.346428571	1.807713	3.632068
55 to 59	575	42.09%	2.376033058	1.83052	3.677893
60 and Over	798	39.35%	2.541401274	1.957922	3.933868

Source: Va. Healthcare Workforce Data Center

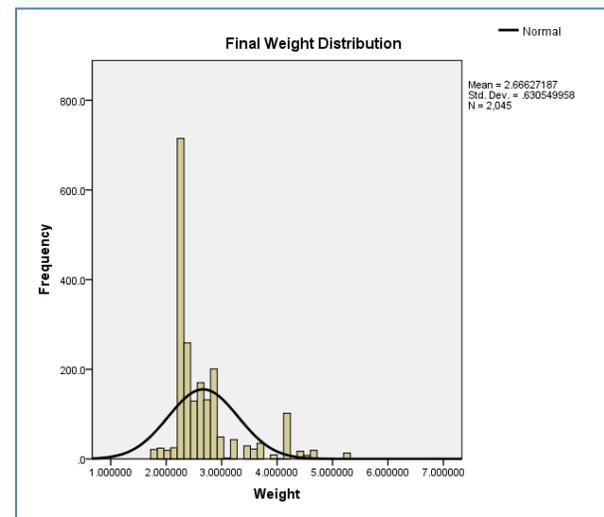
See the Methods section on the HWDC website for details on HWDC Methods:

[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: 0.374405**



Source: Va. Healthcare Workforce Data Center