
Virginia's Radiologic Technologist Workforce: 2017

Healthcare Workforce Data Center

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3,458 Radiologic 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 Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Radiologic Technologist Workforce: At a Glance:

The Workforce

Licensees:	5,622
Virginia's Workforce:	4,828
FTEs:	4,104

Background

Rural Childhood:	41%
HS Degree in VA:	60%
Prof. Degree in VA:	72%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-time Job:	67%
Satisfied?:	96%

Survey Response Rate

All Licensees:	62%
Renewing Practitioners:	84%

Education

Associate:	54%
RT Certificate:	30%

Job Turnover

Switched Jobs in 2017:	6%
Employed over 2 yrs:	66%

Demographics

Female:	81%
Diversity Index:	38%
Median Age:	43

Finances

Median Income:	\$40k-\$50k
Health Benefits:	66%
Under 40 w/ Ed debt:	46%

Primary Roles

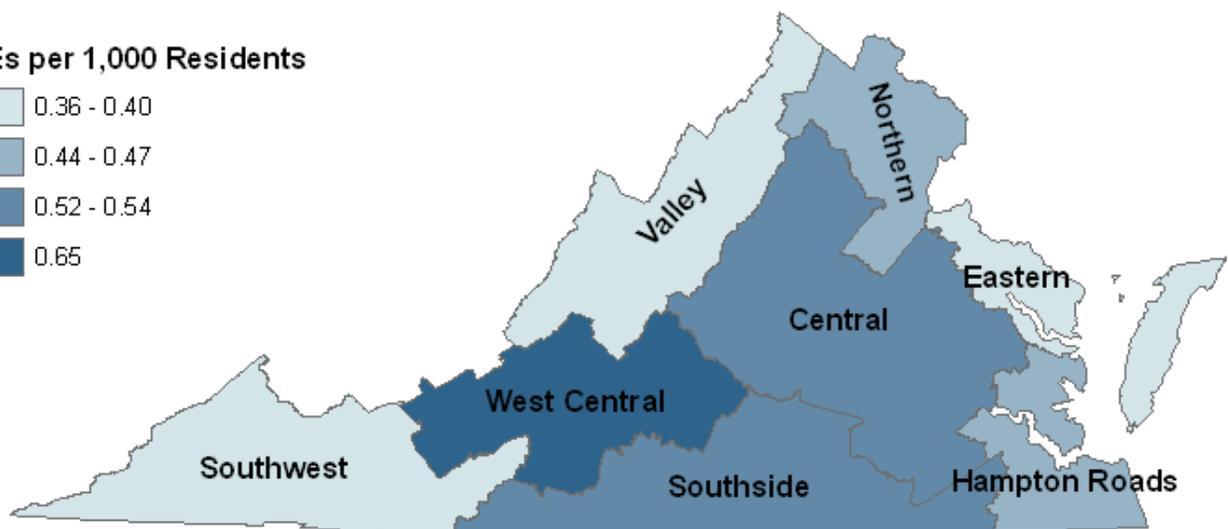
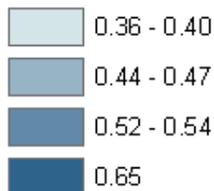
Client Care:	79%
Administration:	9%
Education:	1%

Source: Va. Healthcare Workforce Data Center

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

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



3,458 radiologic technologists (RTs) voluntarily took part in the 2017 Radiologic 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 every odd year on the birth month of each RT. These survey respondents represent 62% of the 5,622 radiologic technologists who are licensed in the state and 84% of renewing practitioners.

The HWDC estimates that 4,828 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 a RT at some point in the future. In 2017, Virginia's RT workforce provided 4,104 "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).

81% of all RTs are female, including 84% of those RTs who are under the age of 40. The median age of Virginia's RT workforce is 43 years. In a random encounter between two RTs, there is a 38% chance that they would be of different races or ethnicities, a measure known as the diversity index. Among RTs who are under the age of 40, this diversity index increases to 40%. Regardless, Virginia's overall RT workforce is less diverse than the state's overall population, where there is a 56% chance that two randomly chosen people would be of different races or ethnicities.

41% of all RTs grew up in a rural area, and 20% of these professionals currently work in non-metro areas of the state. Overall, 11% of Virginia's RTs work in rural areas of Virginia. Meanwhile, 60% of Virginia's RTs graduated from high school in Virginia, and 72% earned their initial professional degree in the state. In total, 75% of Virginia's RTs have some educational background in the state, including 58% who received both their high school and initial professional degree in Virginia.

54% of all RTs hold an Associate degree as their highest professional degree, while another 30% hold a RT certificate. In addition, 69% of all RTs hold a certification in radiation therapy. 30% of RTs currently carry educational debt, including 46% of those under the age of 40. The median debt burden for those RT with educational debt is between \$10,000 and \$20,000.

90% of RTs are currently employed in the profession. 67% of Virginia's RT workforce currently holds one full-time job, and 51% work between 40 and 49 hours per week. Only 1% of Virginia's RTs were involuntarily unemployed at some point in the past year, while 4% were underemployed. At the same time, 6% of RTs switched jobs in 2017, while 66% of Virginia's RT workforce has been at the same primary work location for at least two years.

The typical RT earned between \$40,000 and \$50,000 in 2017. In addition, 85% of RTs who are compensated with either an hourly wage or salary at their primary work location received at least one employer-sponsored benefit, including 66% who received health insurance. 96% of all RTs are satisfied with their current employment situation, including 65% who indicate they are "very satisfied".

29% of RTs work in Northern Virginia, the most of any region in the state. Another 22% of RTs work in Central Virginia, while 20% of RTs are employed in Hampton Roads. Meanwhile, 69% of all RTs work in the for-profit sector, and another 24% work in the non-profit sector. 25% of Virginia's RTs are employed at a physician office. At the same time, another 18% of Virginia's RT work at an outpatient/community clinic.

A typical RT spends nearly all of her time treating patients. In fact, 79% of RTs serve a client care role, meaning that at least 60% of their time is spent in client care activities. Another 9% of RTs also serve an administrative role, while 1% serve an education role.

46% of all RTs expect to retire by the age of 65. Although just 5% of the current workforce expects to retire in the next two years, half of all RTs expect to retire by 2042. Over the next two years, 2% of Virginia's RTs workforce plan on leaving the state to practice elsewhere, and 3% plan on leaving the profession entirely. At the same time, 21% of RTs plan on pursuing additional educational opportunities, and 8% expect to increase patient care activities.

Summary of Trends

Over the past two years, the number of licensed radiologic technologists (RTs) in the state increased from 5,462 to 5,622. In addition, these licensed RTs were far more likely to respond to the HWDC Radiologic Technology survey. While only 37% of licensed RTs replied to the survey in 2015, 62% responded to the survey in 2017. At the same time, the size of the Virginia's RT workforce increased from 4,680 to 4,828. In addition, the Virginia RT workforce supplied more FTEs across the state. In 2015, 4,070 FTEs were furnished by Virginia's RTs, but this total increased to 4,104 FTEs in 2017.

In 2015, 42% of all RTs grew up in a rural area, but this percentage fell slightly in 2017 to 41%. In addition, those RTs who grew up in rural areas were less likely to work in non-metro areas of the state. While 23% of all RTs who were raised in a rural area chose to work in a non-metro area of Virginia in 2015, only 20% did the same in 2017. In fact, the overall percentage of RTs who work in non-metro areas of the state has decreased over the past two years from 13% to 11%.

In addition, Virginia's RTs were less likely to study in Virginia. Whereas 77% of all RTs received either a high school diploma or their initial professional degree in Virginia in 2015, only 75% received some educational background in the state in 2017. Virginia's RTs are also more likely to have earned more advanced degrees in 2017. 35% of all RTs earned an RT certificate as their highest professional degree in 2015, but this percentage fell to 30% in 2017. Instead, Virginia's RTs were more likely to have earned either an Associate or Bachelor's degree. The percentage of RTs with an Associate degree as their highest professional degree increased from 51% to 54%, while the percentage with a Bachelor's degree increased from 9% to 12%.

In general, the employment situation of Virginia's RT workforce has improved. For example, the percentage of RTs who are currently employed in the profession has increased from 85% in 2015 to 90% in 2017. In addition, Virginia's RTs were slightly more likely to hold one full-time position. Over the past two years, the percentage of RTs with one full-time job increased from 66% to 67%. Meanwhile, the rate of involuntary unemployment decreased from 2% in 2015 to 1% in 2017, and the rate of underemployment fell from 5% to 4% over the same time period.

Although there was no change in the median income of Virginia's RT workforce, these professionals were more likely to receive additional employer-sponsored benefits. While 82% of all RTs received at least one employer-sponsored benefit in 2015, 85% received such a benefit in 2017. This increase was even more pronounced with respect to certain specific benefits. For instance, the percentage of wage and salaried RTs who receive health insurance from their employer has increased over the past two years from 54% to 65%. At the same time, Virginia's RT workforce seems to be more satisfied with their present working environment. Since 2015, the percentage of RTs who indicated that they are satisfied with their job has increased from 94% to 96%. In addition, the percentage who indicates that they are "very satisfied" has increased from 62% in 2015 to 65% in 2017.

In 2015, 71% of all RTs worked in the for-profit sector, but this percentage fell to 69% in 2017. Instead, Virginia's RT workforce was more likely to work in the non-profit sector. Whereas 22% of all RTs work in the non-profit sector in 2015, 24% did so in 2017. Although a physician office remained the most common employer among Virginia's RT workforce, the percentage of RTs who worked in this establishment type fell from 29% in 2015 to 25% in 2017. On the other hand, the percentage of RTs who work at an outpatient/community clinic increased over the past two years from 15% to 18%.

In 2015, 46% of all RTs expected to retire by the age of 65, and this percentage did not change in 2017. However, among those RTs who are age 50 or over, the percentage who expects to retire by the age of 65 fell from 37% in 2015 to 32% in 2017. In addition, the percentage of RTs who expect to retire within the next ten years has fallen from 22% to 18%. Meanwhile, there was a small decrease in the percentage of RTs who expect to pursue additional educational opportunities over the next two years from 22% in 2015 to 21% in 2017.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	4,116	73%
New Licensees	489	9%
Non-Renewals	1,017	18%
All Licensees	5,622	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 84% of renewing RTs submitted a survey. These represent 62% of RTs who held a license at some point in 2017.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	463	369	44%
30 to 34	333	437	57%
35 to 39	277	411	60%
40 to 44	212	423	67%
45 to 49	214	511	71%
50 to 54	191	446	70%
55 to 59	172	404	70%
60 and Over	302	457	60%
Total	2,164	3,458	62%
New Licenses			
Issued in 2017	489	0	0%
Metro Status			
Non-Metro	211	382	64%
Metro	1489	2,573	63%
Not in Virginia	464	503	52%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RTs

Number:	5,622
New:	9%
Not Renewed:	18%

Survey Response Rates

All Licensees:	62%
Renewing Practitioners:	84%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	3,458
Response Rate, all licensees	62%
Response Rate, Renewals	84%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2017 on the birth month of each practitioner.
- 2. Target Population:** All RTs who held a Virginia license at some point in 2017.
- 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 RTs newly licensed in 2017.

At a Glance:

Workforce

2017 RTs Workforce: 4,828
 FTEs: 4,104

Utilization Ratios

Licensees in VA Workforce: 86%
 Licensees per FTE: 1.37
 Workers per FTE: 1.18

Source: Va. Healthcare Workforce Data Center

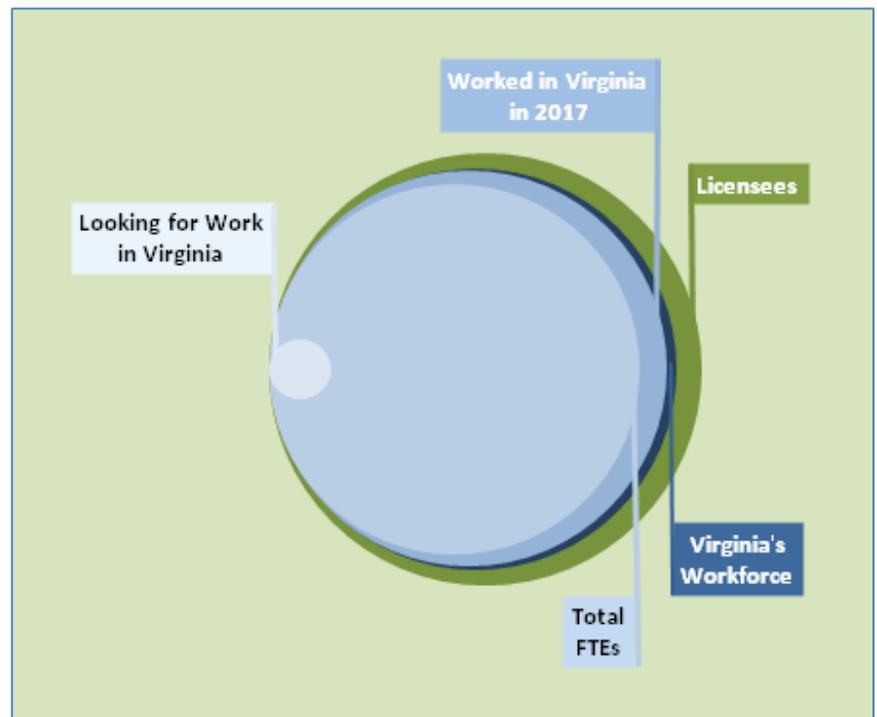
Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's RTs Workforce		
Status	#	%
Worked in Virginia in Past Year	4,719	98%
Looking for Work in Virginia	109	2%
Virginia's Workforce	4,828	100%
Total FTEs	4,104	
Licensees	5,622	

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	78	11%	656	89%	734	16%
30 to 34	128	20%	508	80%	636	14%
35 to 39	100	18%	467	82%	567	13%
40 to 44	119	23%	391	77%	510	11%
45 to 49	115	21%	439	79%	554	12%
50 to 54	111	22%	406	79%	518	11%
55 to 59	80	18%	357	82%	437	10%
60 +	110	20%	452	80%	563	12%
Total	843	19%	3,677	81%	4,520	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RTs		RTs Under 40	
	%	#	%	#	%
White	63%	3,574	78%	1,504	77%
Black	19%	482	10%	175	9%
Asian	6%	184	4%	90	5%
Other Race	< 1%	63	1%	12	1%
Two or more races	3%	125	3%	60	3%
Hispanic	9%	180	4%	119	6%
Total	100%	4,608	100%	1,960	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, 2015.

Source: Va. Healthcare Workforce Data Center

43% of RTs are under the age of 40, and 84% of these professionals are female. In addition, the diversity index among RTs who are under the age of 40 is 40%.

At a Glance:

Gender

% Female: 81%
% Under 40 Female: 84%

Age

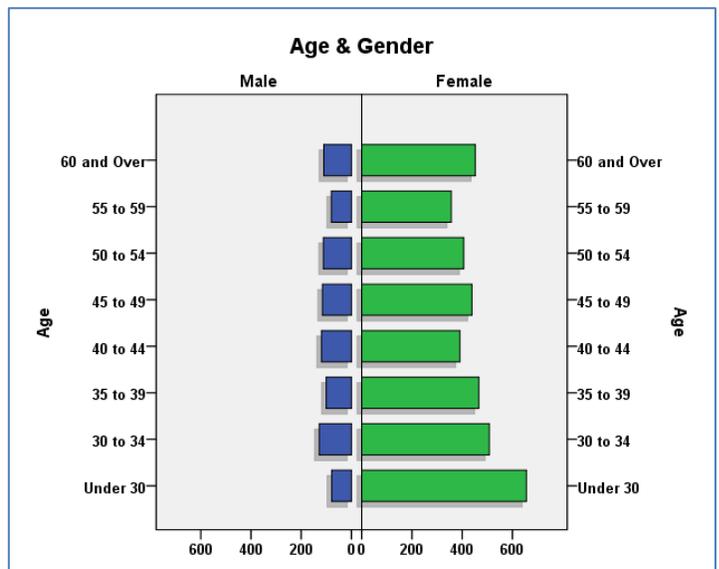
Median Age: 43
% Under 40: 43%
% 55+: 22%

Diversity

Diversity Index: 38%
Under 40 Div. Index: 40%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RTs, there is a 38% 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%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
 Rural Childhood: 41%

Virginia Background

HS in Virginia: 60%
 Prof. Education in VA: 72%
 HS/Prof. Educ. in VA: 75%

Location Choice

% Rural to Non-Metro: 20%
 % Urban/Suburban to Non-Metro: 4%

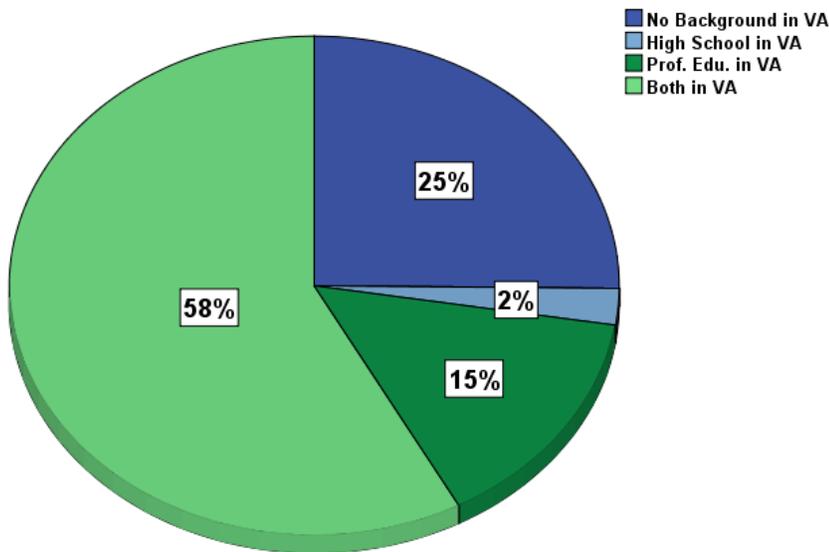
Source: Va. Healthcare Workforce Data Center

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+	29%	53%	18%
2	Metro, 250,000 to 1 million	60%	31%	9%
3	Metro, 250,000 or less	60%	30%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	59%	26%	15%
6	Urban pop, 2,500-19,999, Metro adj	83%	14%	4%
7	Urban pop, 2,500-19,999, nonadj	90%	7%	3%
8	Rural, Metro adj	85%	9%	6%
9	Rural, nonadj	63%	35%	3%
Overall		41%	44%	15%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

41% of RTs grew up in self-described rural areas, and 20% of these professionals currently work in non-metro counties. Overall, 11% of all RTs currently work in non-metro counties.

Top Ten States for Radiological Technologist Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	2,742	Virginia	3,276
2	Outside U.S./Canada	250	Maryland	191
3	Pennsylvania	196	Pennsylvania	123
4	New York	166	West Virginia	97
5	Maryland	165	New York	85
6	West Virginia	138	Florida	73
7	North Carolina	89	Texas	70
8	New Jersey	83	North Carolina	66
9	Florida	68	Washington, D.C.	56
10	California	65	Tennessee	46

60% of licensed RTs received their high school degree in Virginia, and 72% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	849	Virginia	1,020
2	Outside U.S./Canada	77	Maryland	58
3	Maryland	51	Florida	29
4	Pennsylvania	37	Pennsylvania	26
5	West Virginia	35	West Virginia	23
6	New York	33	Tennessee	21
7	North Carolina	29	Texas	19
8	Florida	29	North Carolina	16
9	California	23	California	15
10	Tennessee	22	New York	15

Among RTs who received their license in the past five years, 61% received their high school degree in Virginia, while 73% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

14% of licensed RTs did not participate in Virginia's workforce in 2017. 88% of these RTs worked at some point in the past year, including 79% are currently employed as RTs.

At a Glance:

Not in VA Workforce

Total:	790
% of Licenses:	14%
Federal/Military:	4%
Va Border State/DC:	21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
RT Certificate	1,317	30%
Associate	2,396	54%
Baccalaureate Degree	511	12%
Post-Graduate Certificate	142	3%
Master's Degree	69	2%
Doctorate	7	< 1%
Total	4,442	100%

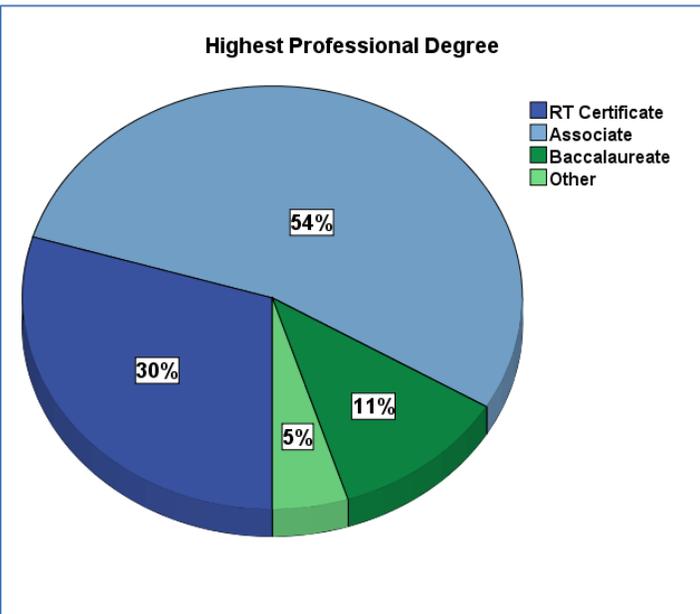
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Associate Degree: 54%
 Bachelor's Degree: 30%

Educational Debt
 Carry debt: 30%
 Under age 40 w/ debt: 46%
 Median debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

54% of all RTs have an Associate Degree as their highest professional degree.

30% of RTs currently have educational debt, including 46% of those under the age of 40. For those with educational debt, the median outstanding balance on their loans is between \$10,000 and \$20,000.

Amount Carried	All RTs		RTs Under 40	
	#	%	#	%
None	2,737	70%	924	54%
Less than \$10,000	331	8%	219	13%
\$10,000-\$19,999	296	8%	215	13%
\$20,000-\$29,999	206	5%	141	8%
\$30,000-\$39,999	140	4%	102	6%
\$40,000-\$49,999	57	1%	31	2%
\$50,000-\$59,999	51	1%	31	2%
\$60,000-\$69,999	29	1%	15	1%
\$70,000-\$79,999	14	< 1%	14	1%
\$80,000-\$89,999	9	< 1%	5	< 1%
\$90,000-\$99,999	9	< 1%	5	< 1%
\$100,000 or more	16	< 1%	4	< 1%
Total	3,897	100%	1,707	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

Radiation Therapy:	69%
Mammography:	14%
Tomography:	12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

77% of all RTs have at least one certification. Radiation Therapy is the most common certification among Virginia's RT workforce.

Certifications		
Certification	#	% of Workforce
Radiation Therapy	3,310	69%
Mammography	698	14%
Tomography	602	12%
Magnetic Resonance Imaging	180	4%
Bone Densitometry	139	3%
Nuclear Medicine	102	2%
Diagnostic Medical Sonography	58	1%
Vascular Interventional	54	1%
Nuclear Medicine Technology	52	1%
Quality Management	29	1%
Breast Sonography	21	< 1%
Cardiac Interventional	20	< 1%
Registered Radiologic Assistant	13	< 1%
Sonography	12	< 1%
Vascular Technology	11	< 1%
Positron Emission Technology	10	< 1%
Medical Dosimetry	9	< 1%
Diagnostic Cardiac Sonography	3	< 1%
Vascular Sonography	4	< 1%
Nuclear Cardiology Technology	1	< 1%
At Least One Certification	3,722	77%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 67%
 2 or More Positions: 14%

Weekly Hours:

40 to 49: 51%
 60 or more: 3%
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	< 1%
Employed in an RT-related capacity	4,096	90%
Employed, NOT in an RT-related capacity	312	7%
Not working, reason unknown	0	0%
Involuntarily unemployed	35	1%
Voluntarily unemployed	104	2%
Retired	20	< 1%
Total	4,569	100%

Source: Va. Healthcare Workforce Data Center

90% of Virginia's RTs are currently employed in the profession, and just 1% are involuntarily unemployed at the moment. 67% of all RTs have one full-time job, and 51% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	159	4%
One Part-Time Position	691	15%
Two Part-Time Positions	100	2%
One Full-Time Position	3,027	67%
One Full-Time Position & One Part-Time Position	448	10%
Two Full-Time Positions	20	< 1%
More than Two Positions	43	1%
Total	4,488	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	159	4%
1 to 9 hours	91	2%
10 to 19 hours	144	3%
20 to 29 hours	310	7%
30 to 39 hours	1,120	25%
40 to 49 hours	2,259	51%
50 to 59 hours	196	4%
60 to 69 hours	58	1%
70 to 79 hours	20	< 1%
80 or more hours	59	1%
Total	4,416	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	19	1%
Less than \$30,000	425	13%
\$30,000-\$39,999	621	18%
\$40,000-\$49,999	686	20%
\$50,000-\$59,999	578	17%
\$60,000-\$69,999	457	13%
\$70,000-\$79,999	282	8%
\$80,000-\$89,999	153	5%
\$90,000-\$99,999	83	2%
\$100,000-\$109,999	51	2%
\$110,000-\$119,999	23	1%
\$120,000 or more	30	1%
Total	3,406	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,898	65%
Somewhat Satisfied	1,372	31%
Somewhat Dissatisfied	145	3%
Very Dissatisfied	46	1%
Total	4,462	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Hourly Earnings

Median Income: \$40k-50k

Benefits

Health Insurance: 66%

Retirement: 64%

Satisfaction

Satisfied: 96%

Very Satisfied: 65%

Source: Va. Healthcare Workforce Data Center

The typical RT earned between \$40,000 and \$50,000 in the past year. Among RTs who received either an hourly wage or salary as compensation at their primary work location, 85% also received at least one employee-sponsored benefit.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	3,239	79%	78%
Health Insurance	2,697	66%	65%
Retirement	2,639	64%	63%
Dental Insurance	2,484	61%	60%
Paid Sick Leave	2,407	59%	58%
Group Life Insurance	1,902	46%	46%
Signing/Retention Bonus	174	4%	4%
At Least One Benefit	3,525	86%	85%

*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?	61	1%
Experience Voluntary Unemployment?	176	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	212	4%
Work two or more positions at the same time?	853	18%
Switch employers or practices?	313	6%
Experienced at least 1	1,369	28%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s RTs were involuntary unemployed at some point in 2017. For comparison, Virginia’s average monthly unemployment rate was 3.8%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	75	2%	84	8%
Less than 6 Months	221	5%	93	9%
6 Months to 1 Year	325	8%	143	14%
1 to 2 Years	842	19%	218	21%
3 to 5 Years	934	22%	206	20%
6 to 10 Years	780	18%	127	12%
More than 10 Years	1,152	27%	146	14%
Subtotal	4,330	100%	1,017	100%
Did not have location	168		3,747	
Item Missing	330		63	
Total	4,828		4,828	

Source: Va. Healthcare Workforce Data Center

87% of RTs receive an hourly wage at their primary work location, while 11% either receive a salary or work on commission.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 4%

Turnover & Tenure

Switched: 6%
New Location: 85%
Over 2 years: 66%
Over 2 yrs, 2nd location: 47%

Employment Type

Hourly Wage: 87%
Salary/Commission: 11%

Source: Va. Healthcare Workforce Data Center

66% 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	#	%
Hourly Wage	2,941	87%
Salary/Commission	385	11%
By Contract/Per Diem	39	1%
Business/Practice Income	9	< 1%
Unpaid	3	< 1%
Subtotal	3,378	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.2% in January to 3.4% in December. At the time of publication, results from December were still preliminary.

At a Glance:

Concentration

Top Region:	29%
Top 3 Regions:	71%
Lowest Region:	1%

Locations

2 or more (2017):	24%
2 or more (Now*):	22%

Source: Va. Healthcare Workforce Data Center

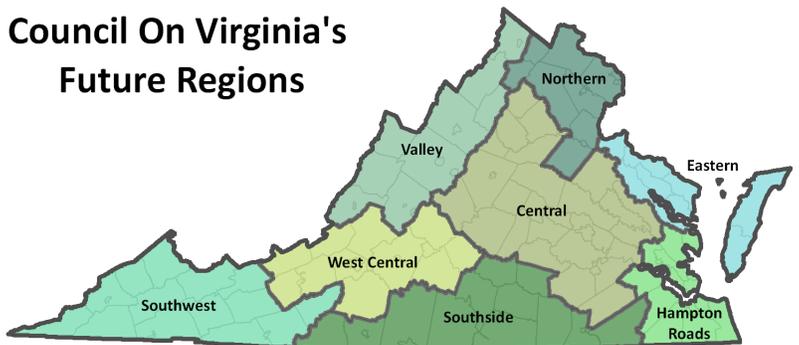
29% of RTs work in Northern Virginia, the most of any region in the state. In addition, another 22% of RTs work in Central Virginia, and 20% work in Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	955	22%	232	22%
Eastern	59	1%	12	1%
Hampton Roads	845	20%	215	21%
Northern	1,266	29%	296	28%
Southside	222	5%	53	5%
Southwest	177	4%	39	4%
Valley	194	5%	22	2%
West Central	529	12%	103	10%
Virginia Border State/DC	23	1%	30	3%
Other US State	40	1%	34	3%
Outside of the US	0	0%	3	< 1%
Total	4,310	100%	1,039	100%
Item Missing	348		43	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



22% of RTs currently have multiple work locations, while 24% have had multiple work locations in 2017.

Locations	Number of Work Locations			
	Work Locations in 2017		Work Locations Now*	
	#	%	#	%
0	109	3%	160	4%
1	3,238	73%	3,303	75%
2	600	14%	561	13%
3	368	8%	328	7%
4	36	1%	18	0%
5	28	1%	22	1%
6 or More	43	1%	29	1%
Total	4,422	100%	4,421	100%

*At the time of survey completion, December 2017.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,829	69%	698	72%
Non-Profit	992	24%	209	21%
State/Local Government	136	3%	37	4%
Veterans Administration	33	1%	3	0%
U.S. Military	73	2%	23	2%
Other Federal Gov't	36	1%	6	1%
Total	4,099	100%	976	100%
Did not have location	168		3747	
Item Missing	561		105	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

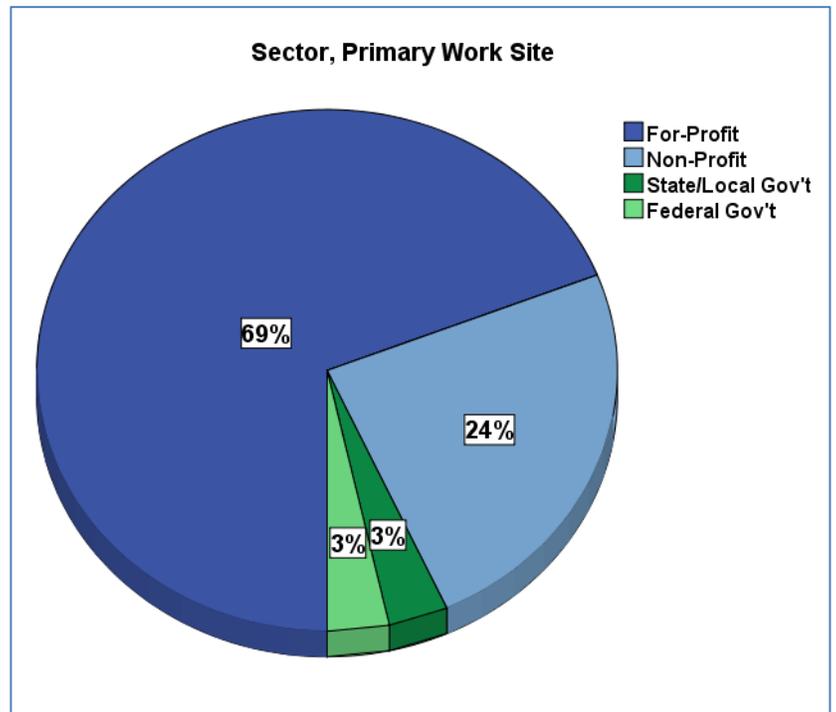
For Profit:	69%
Federal:	3%

Top Establishments

Physician Office:	25%
Outpatient/Community Clinic:	18%
Diagnostic Imaging Center, Stationary:	17%

Source: Va. Healthcare Workforce Data Center

93% of Virginia's RTs work in the private sector, including 69% who work at non-profit establishments.



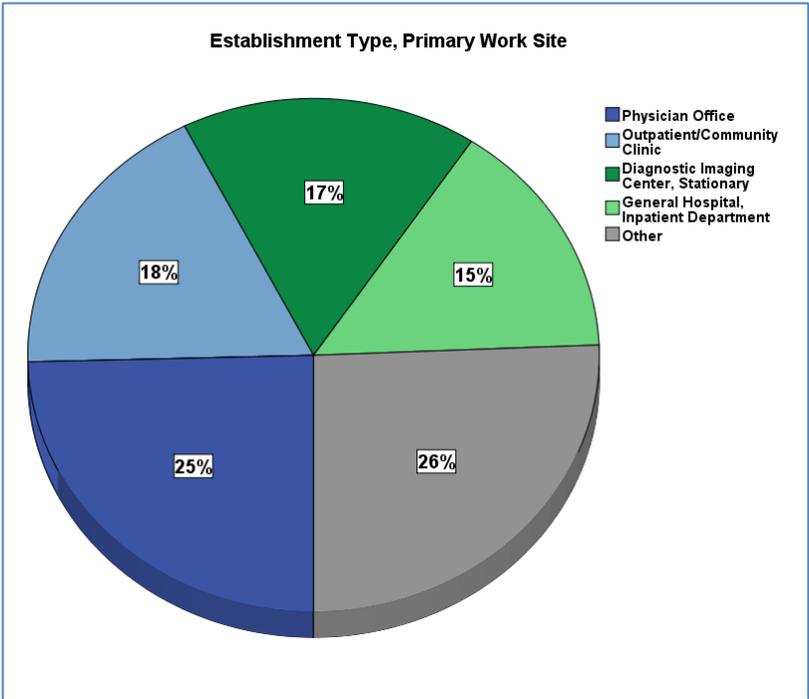
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Physician Office	986	25%	171	18%
Outpatient/Community Clinic	720	18%	195	20%
Diagnostic Imaging Center, Stationary	673	17%	121	13%
General Hospital, Inpatient Department	603	15%	174	18%
General Hospital, Outpatient Department	364	9%	108	11%
Diagnostic Imaging Center, Mobile	153	4%	45	5%
Academic Institution	97	2%	19	2%
Skilled Nursing Facility	19	< 1%	19	2%
Device manufacturer/distributor	4	< 1%	0	0%
Dentist Office	3	< 1%	1	< 1%
Other	388	10%	99	10%
Total	4,010	100%	952	100%
Did Not Have a Location	168		3747	

25% of all RTs in Virginia are employed at physician offices, the most of any establishment type in the state.

Source: Va. Healthcare Workforce Data Center

Among those RTs who also have a secondary work location, 20% were employed at an outpatient or community clinic.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Client Care: 90%-99%
Education: 1%-9%

Roles

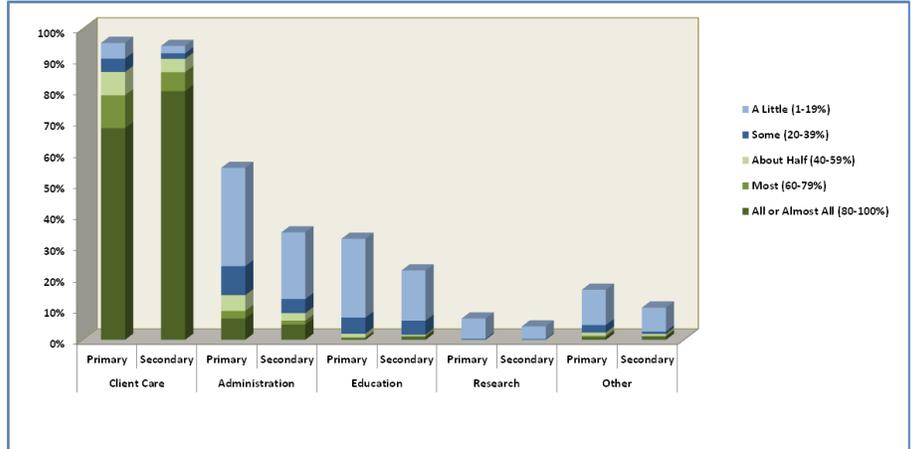
Patient Care: 79%
Administration: 9%
Education: 1%

Patient Care RTs

Median Admin Time: None
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 in client care activities. In fact, 79% of RTs fill a client care role, defined as spending at least 60% of their time in that activity.

Time Allocation										
Time Spent	Client 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%)	68%	80%	7%	5%	1%	1%	0%	0%	1%	1%
Most (60-79%)	11%	6%	2%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	7%	4%	5%	2%	1%	0%	0%	0%	1%	1%
Some (20-39%)	4%	2%	9%	5%	5%	5%	0%	0%	2%	1%
A Little (1-19%)	5%	2%	32%	21%	25%	16%	7%	4%	11%	8%
None (0%)	5%	6%	45%	65%	68%	78%	93%	96%	84%	90%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	135	4%	-	-
50 to 54	138	4%	9	1%
55 to 59	382	10%	68	6%
60 to 64	1,047	28%	302	25%
65 to 69	1,355	37%	544	45%
70 to 74	356	10%	187	16%
75 to 79	59	2%	20	2%
80 or over	46	1%	17	1%
I do not intend to retire	177	5%	55	5%
Total	3,694	100%	1,202	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RTs

Under 65: 46%

Under 60: 18%

RTs 50 and over

Under 65: 32%

Under 60: 6%

Time until Retirement

Within 2 years: 5%

Within 10 years: 18%

Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

46% of all RTs expect to retire by the age of 65, including 18% who plan on retiring by the age of 60. Among RTs who are age 50 and over, 32% still expect to retire by the age of 65.

Within the next two years, 21% of RTs expect to pursue additional educational opportunities, and 8% plan on increasing client care hours.

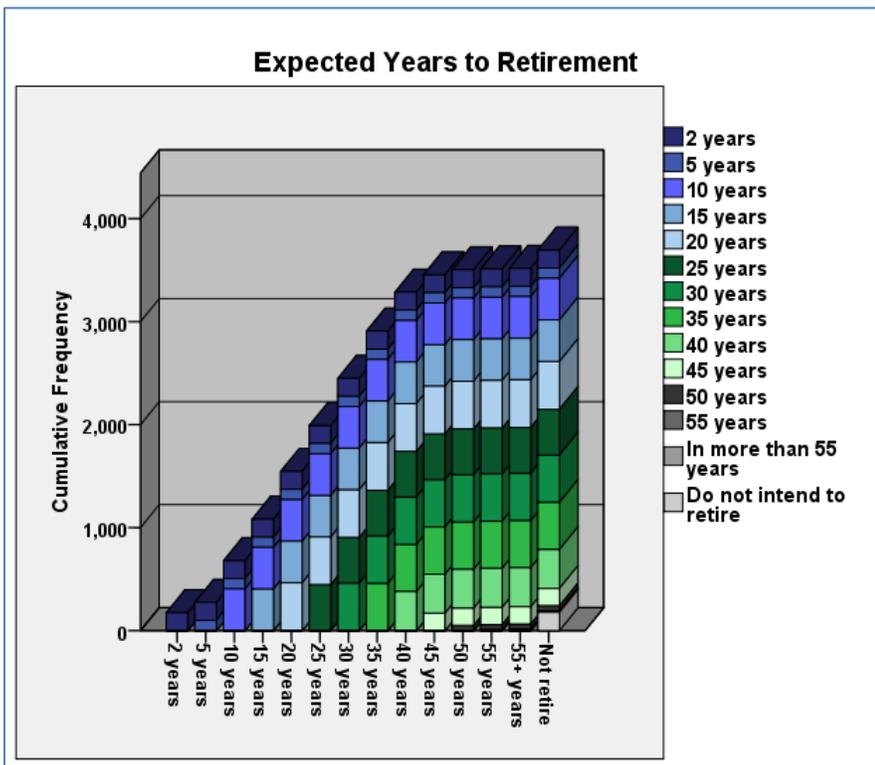
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	125	3%
Leave Virginia	100	2%
Decrease Client Care Hours	231	5%
Decrease Teaching Hours	29	1%
Increase Participation		
Increase Client Care Hours	371	8%
Increase Teaching Hours	136	3%
Pursue Additional Education	1,012	21%
Return to Virginia's Workforce	47	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RTs. Only 5% of RTs plan on retiring in the next two years, while 18% plan on retiring in the next ten years. Half of the current RT workforce expects to be retired by 2042.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	174	5%	5%
5 years	100	3%	7%
10 years	405	11%	18%
15 years	403	11%	29%
20 years	464	13%	42%
25 years	444	12%	54%
30 years	459	12%	66%
35 years	458	12%	79%
40 years	379	10%	89%
45 years	168	5%	94%
50 years	48	1%	95%
55 years	9	< 1%	95%
In more than 55 years	5	< 1%	95%
Do not intend to retire	177	5%	100%
Total	3,694	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce every five years starting in 2027. Retirements will peak at 13% of the current workforce around 2037 before declining to under 10% of the current workforce again around 2062.

At a Glance:

FTEs

Total: 4,104
 FTEs/1,000 Residents: 0.490
 Average: 0.88

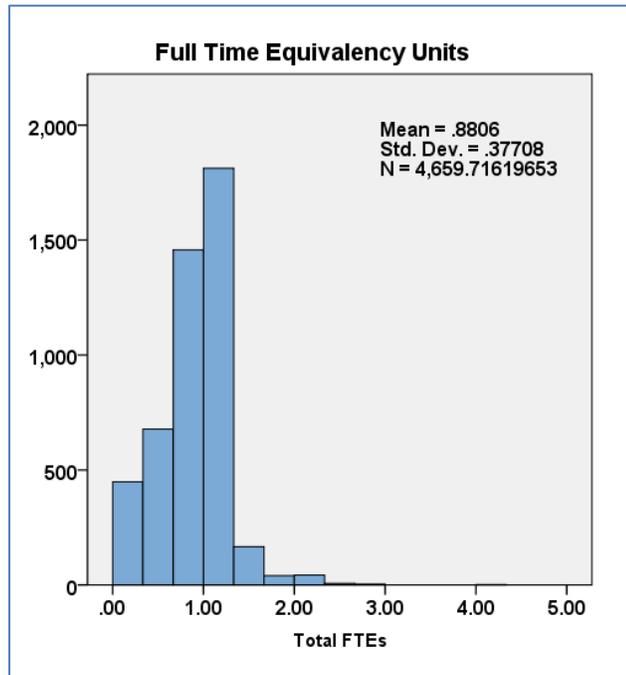
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

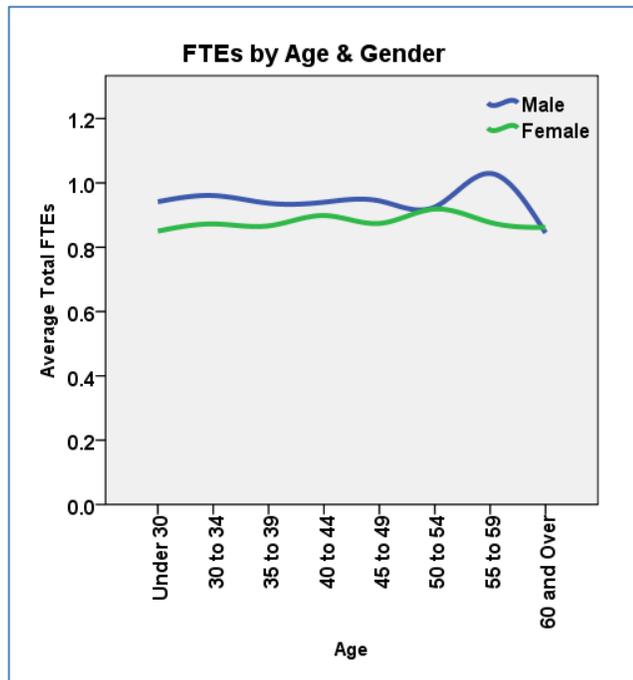


Source: Va. Healthcare Workforce Data Center

The typical RT provided 0.96 FTEs in 2017, or about 38 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.²

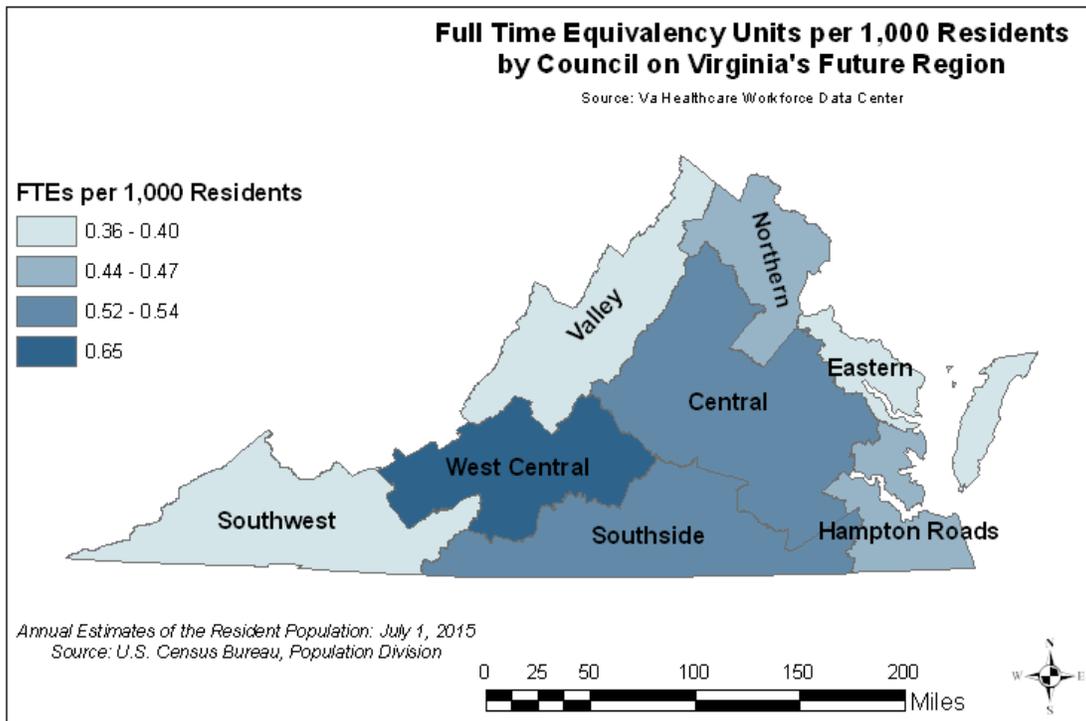
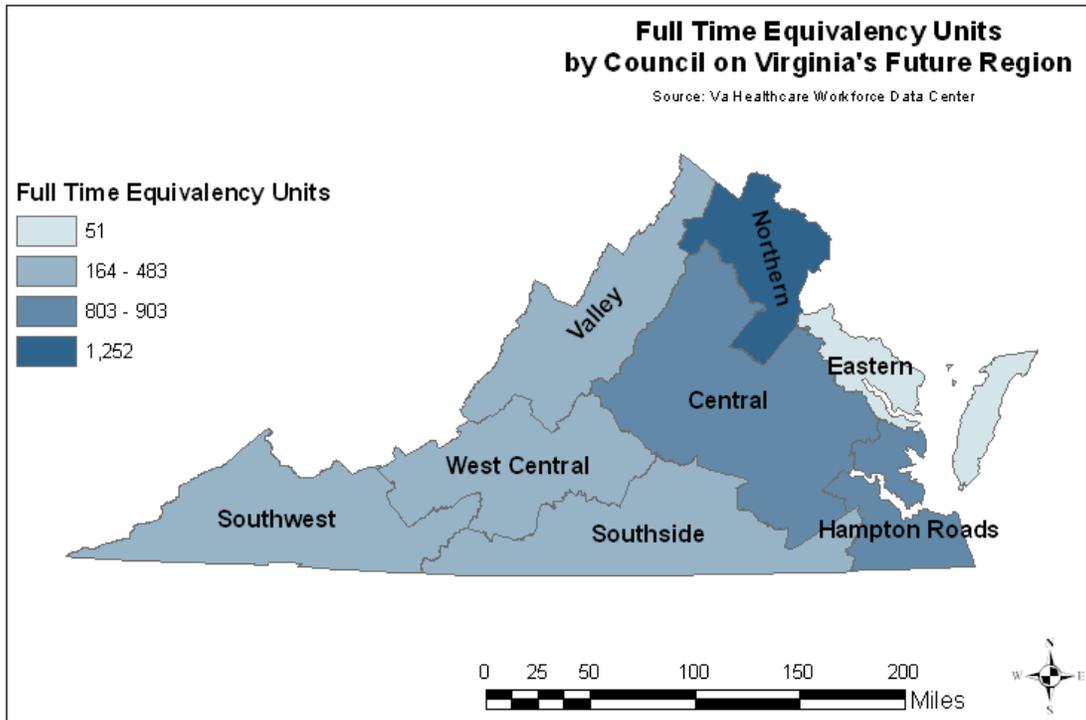
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.86	0.95
30 to 34	0.89	0.94
35 to 39	0.88	0.96
40 to 44	0.90	0.96
45 to 49	0.90	1.01
50 to 54	0.90	0.96
55 to 59	0.89	0.99
60 and Over	0.83	0.91
Gender		
Male	0.94	1.03
Female	0.87	0.96

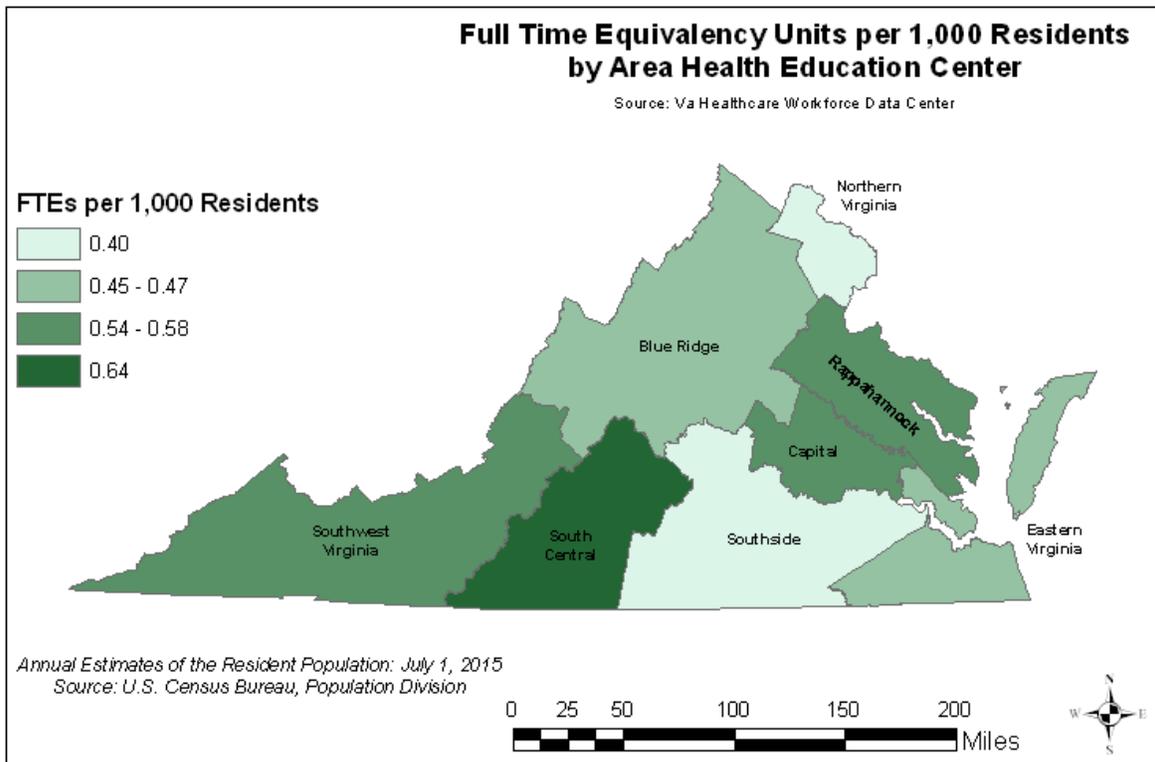
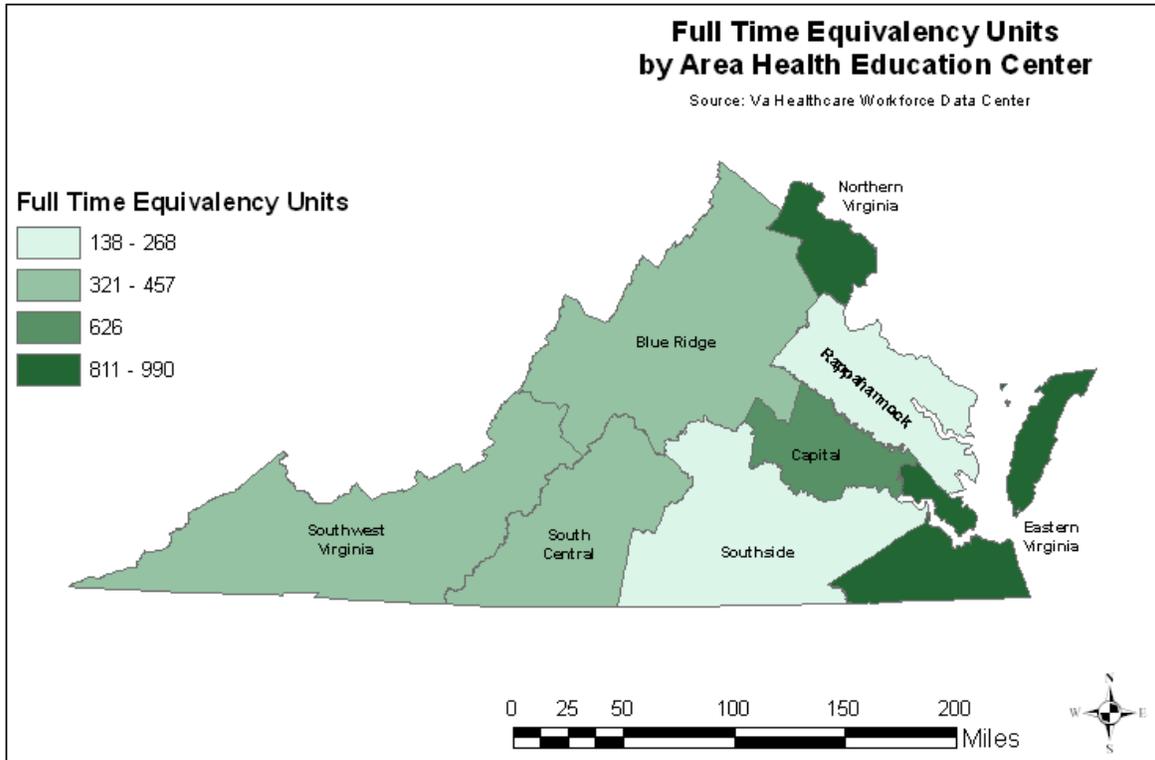
Source: Va. Healthcare Workforce Data Center

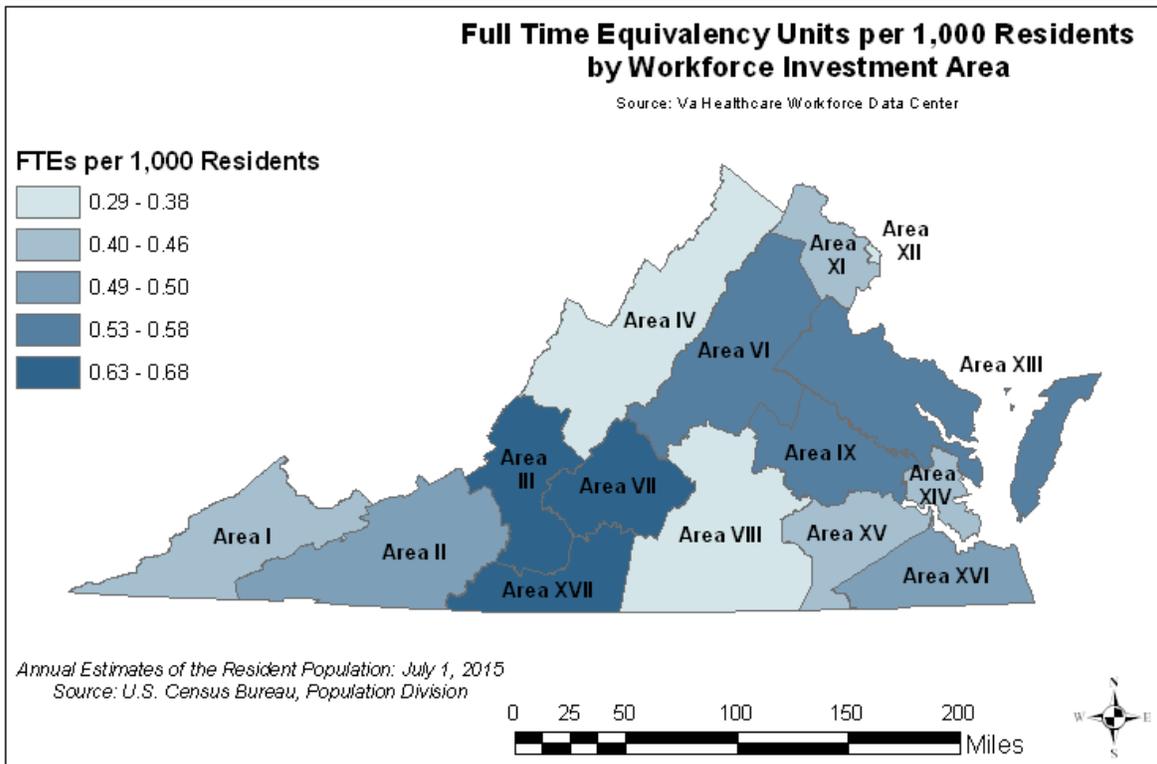
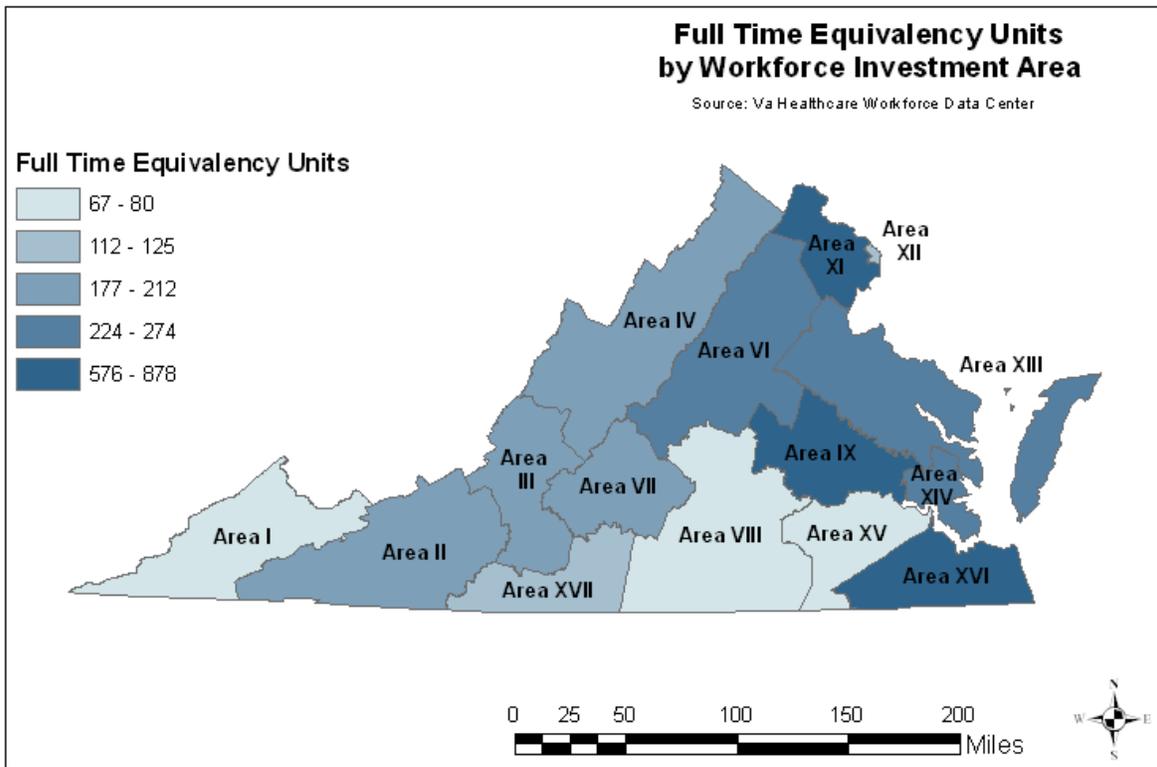


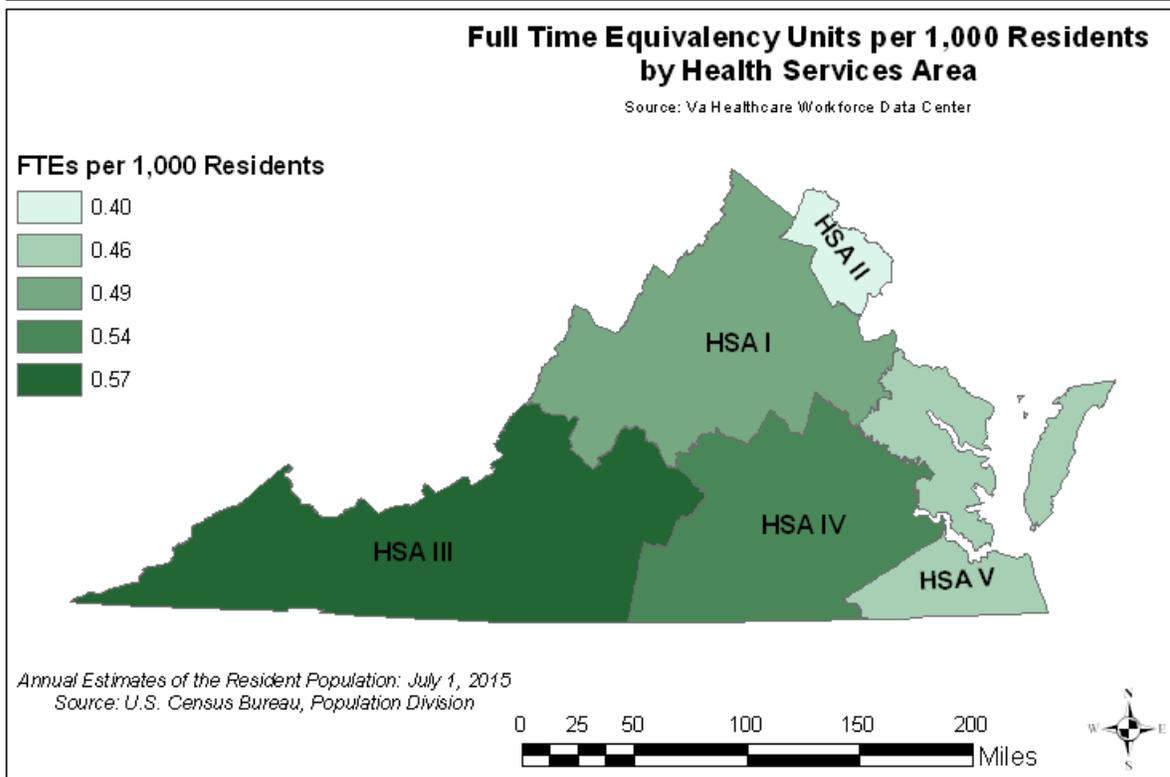
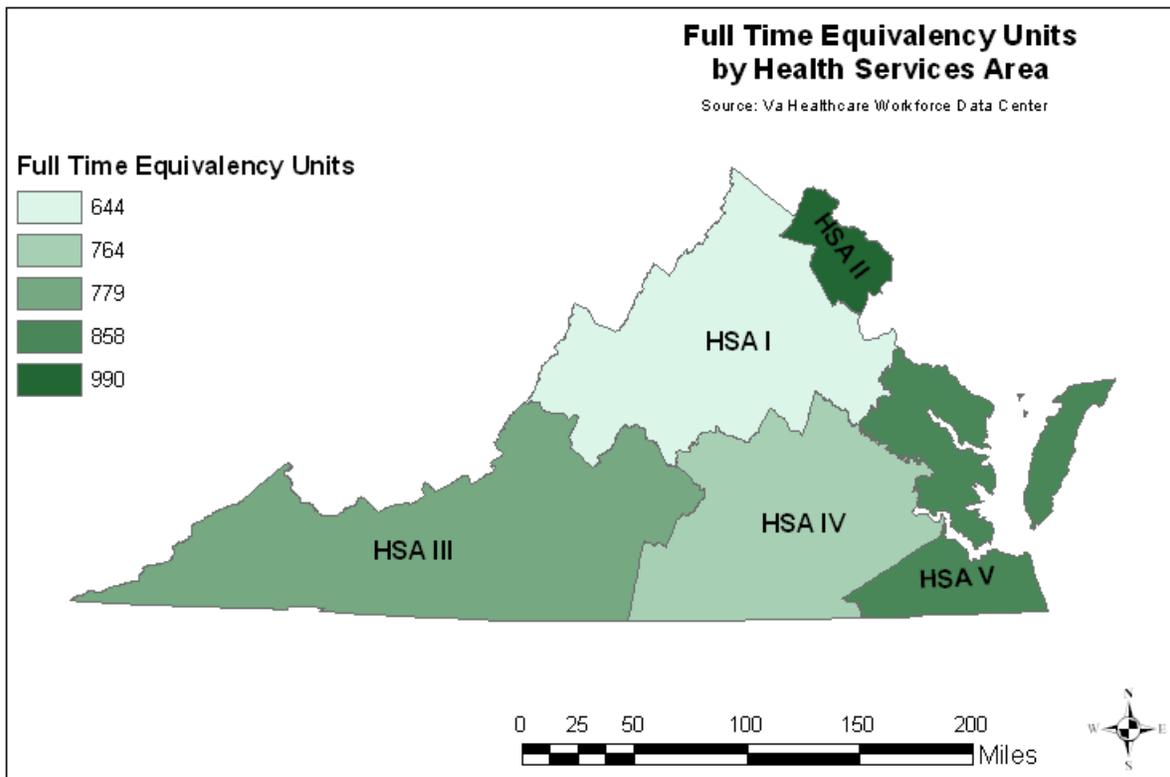
Source: Va. Healthcare Workforce Data Center

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









Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	3,141	63.04%	1.586364	1.38438	2.20006
Metro, 250,000 to 1 million	469	62.90%	1.589831	1.3874	2.20487
Metro, 250,000 or less	452	65.93%	1.516779	1.32365	2.10355
Urban pop 20,000+, Metro adj	154	68.83%	1.45283	1.26785	2.01487
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	169	60.36%	1.656863	1.4459	2.29783
Urban pop, 2,500-19,999, nonadj	108	67.59%	1.479452	1.29108	2.05179
Rural, Metro adj	118	59.32%	1.685714	1.47108	2.33784
Rural, nonadj	44	70.45%	1.419355	1.23863	1.53828
Virginia border state/DC	651	57.45%	1.740642	1.51901	2.41402
Other US State	316	40.82%	2.449612	2.13771	3.39726

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	832	44.35%	2.254743	2.01487	3.39726
30 to 34	770	56.75%	1.762014	1.53828	2.65486
35 to 39	688	59.74%	1.673966	1.46141	2.52219
40 to 44	635	66.61%	1.501182	1.31057	2.26186
45 to 49	725	70.48%	1.418787	1.23863	2.13771
50 to 54	637	70.02%	1.428251	1.24689	2.15197
55 to 59	576	70.14%	1.425743	1.2447	2.14819
60 and Over	759	60.21%	1.660832	1.44994	2.5024

Source: Va. Healthcare Workforce Data Center

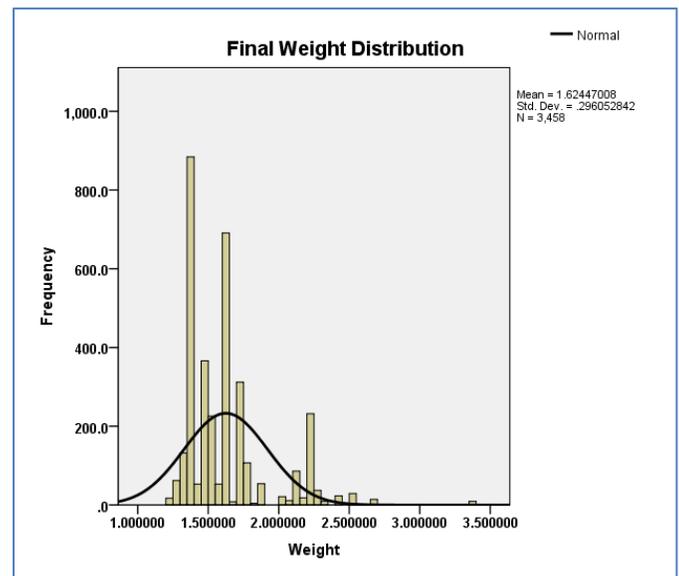
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.615084



Source: Va. Healthcare Workforce Data Center