
Virginia's Radiologic Technologist Workforce: 2019

Healthcare Workforce Data Center

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More than 3,700 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:	5,740
Virginia's Workforce:	4,915
FTEs:	4,135

Background

Rural Childhood:	41%
HS Degree in VA:	61%
Prof. Degree in VA:	71%

Current Employment

Employed in Prof.:	91%
Hold 1 Full-Time Job:	68%
Satisfied?:	96%

Survey Response Rate

All Licensees:	65%
Renewing Practitioners:	89%

Education

Associate:	55%
RT Certificate:	27%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	64%

Demographics

Female:	80%
Diversity Index:	40%
Median Age:	43

Finances

Median Income:	\$50k-\$60k
Health Insurance:	65%
Under 40 w/ Ed. Debt:	44%

Primary Roles

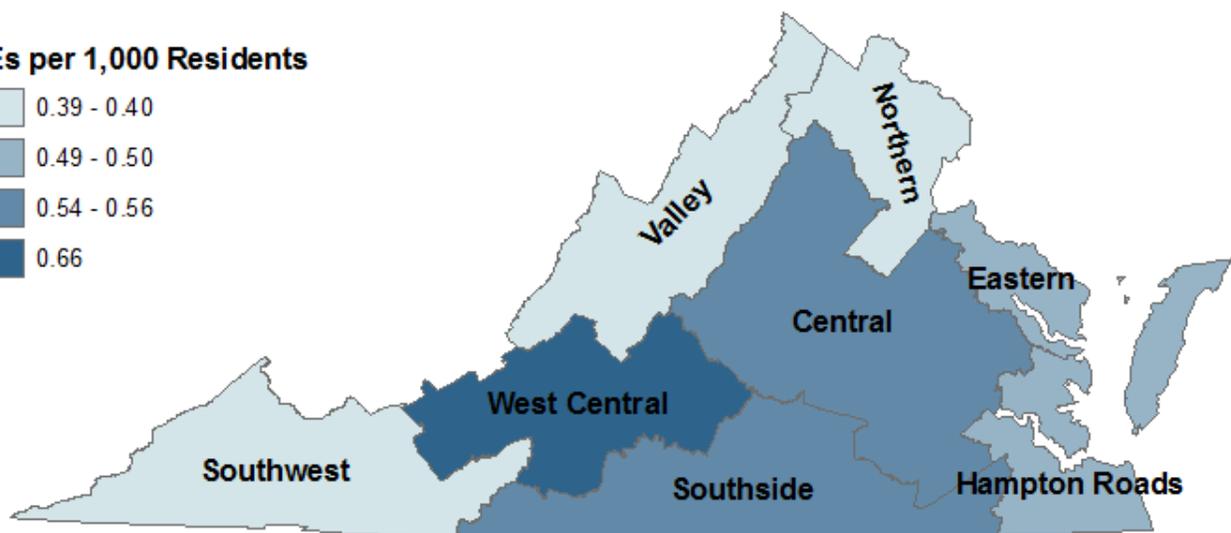
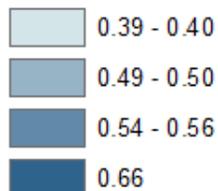
Client Care:	80%
Administration:	9%
Education:	1%

Source: Va. Healthcare Workforce Data Center

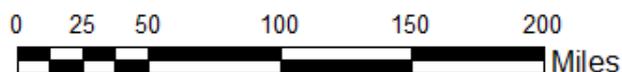
Full-Time Equivalency Units Provided by Radiologic Technologists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2019 Radiologic Technologist Workforce Survey. More than 3,700 radiologic technologists (RTs) voluntarily took part in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during the birth month of each RT on odd-numbered years. These survey respondents represent 65% of the 5,740 RTs who are licensed in the state and 89% of renewing practitioners.

The HWDC estimates that 4,915 RTs participated in Virginia's workforce during the survey period, which is defined as those professionals who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's RTs provided 4,135 "full-time equivalency units" in the past year, which the HWDC defines simply as working 2,000 hours per year.

Four out of every five RTs are female, including 84% of those RTs who are under the age of 40. In a random encounter between two RTs, there is a 40% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes the RT workforce less diverse than Virginia's population as a whole, which has a diversity index of 57%. More than 40% of all RTs grew up in a rural area, and one-fifth of these professionals currently work in non-metro areas of the state. In total, 11% of all RTs work in non-metro areas of Virginia.

More than 90% of all RTs are currently employed in the profession, 68% hold one full-time job, and 52% work between 40 and 49 hours per week. Nearly one-quarter of all RTs in Virginia work in physicians' offices. Another 19% of RTs work in outpatient/community clinics, and 16% work in the inpatient department of hospitals. The typical RT earns between \$50,000 and \$60,000 per year. In addition, 86% of all RTs receive at least one employer-sponsored benefit, including 65% who have access to health insurance. Nearly all RTs indicate that they are satisfied with their current work situation, including 66% who indicate that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to those of the 2015 RT workforce. Virginia's licensed RTs are nearly twice as likely to respond to this survey (65% vs. 37%). The number of licensed RTs in the state (5,740 vs. 5,462) and the size of Virginia's RT workforce (4,915 vs. 4,680) have both increased by 5%. At the same time, the number of FTEs provided by this workforce has increased by 2% (4,135 vs. 4,070).

Although a majority of RTs in the state are female, females' percentage in the RT workforce fell slightly (80% vs. 81%). On the other hand, the diversity index of the RT workforce increased slightly (40% vs. 39%). However, this increase is less than the comparable increase in the diversity index of the state's overall population (57% vs. 55%). At the same time, the median age of the RT workforce has fallen (43 vs. 44). Fewer RTs grew up in rural areas (41% vs. 42%), and these professionals are less likely to work in non-metro areas of the state (20% vs. 23%). In addition, the overall percentage of RTs who work in non-metro areas of Virginia has fallen (13% vs. 11%).

Virginia's RTs are more likely to pursue additional education. The percentage who hold an associate degree (55% vs. 51%) or a baccalaureate degree (14% vs. 9%) has risen. By contrast, the percentage of RTs who hold a RT certificate as their highest professional degree has fallen (27% vs. 35%). Although there has been no change in the median debt burden among those RTs who carry education debt, the percentage of all RTs with education debt has increased (31% vs. 29%). However, the opposite is the case among those RTs who are under the age of 40 (44% vs. 47%).

RTs are more likely to be employed in the profession (91% vs. 85%) and to hold one full-time job (68% vs. 66%). At their primary work location, RTs are more likely to work at outpatient/community clinics (19% vs. 15%) and the inpatient department of hospitals (16% vs. 13%) relative to physicians' offices (24% vs. 29%) and stationary diagnostic imaging centers (15% vs. 18%). The median annual income of RTs has increased (\$50k-\$60k vs. \$40k-\$50k), but RTs are less likely to receive at least one employer-sponsored benefit (86% vs. 87%). RTs indicate that they are more satisfied with their current work situation (96% vs. 94%), including those who indicate that they are "very satisfied" (66% vs. 62%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	4,191	73%
New Licensees	497	9%
Non-Renewals	1,052	18%
All Licensees	5,740	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly 90% of renewing RTs submitted a survey. These represent 65% of all RTs who held a license at some point in 2019.

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2019 in the birth month of each practitioner.
- 2. Target Population:** All RTs who held a Virginia license at some point in 2019.
- 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 2019.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	437	359	45%
30 to 34	319	464	59%
35 to 39	276	494	64%
40 to 44	188	420	69%
45 to 49	194	541	74%
50 to 54	165	478	74%
55 to 59	145	443	75%
60 and Over	281	536	66%
Total	2,005	3,735	65%
New Licenses			
Issued in 2019	497	0	0%
Metro Status			
Non-Metro	188	396	68%
Metro	1,295	2,694	68%
Not in Virginia	522	645	55%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,735
Response Rate, All Licensees	65%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RTs

Number: 5,740
 New: 9%
 Not Renewed: 18%

Survey Response Rates

All Licensees: 65%
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2019 RT Workforce: 4,915
 FTEs: 4,135

Utilization Ratios

Licensees in VA Workforce: 86%
 Licensees per FTE: 1.39
 Workers per FTE: 1.19

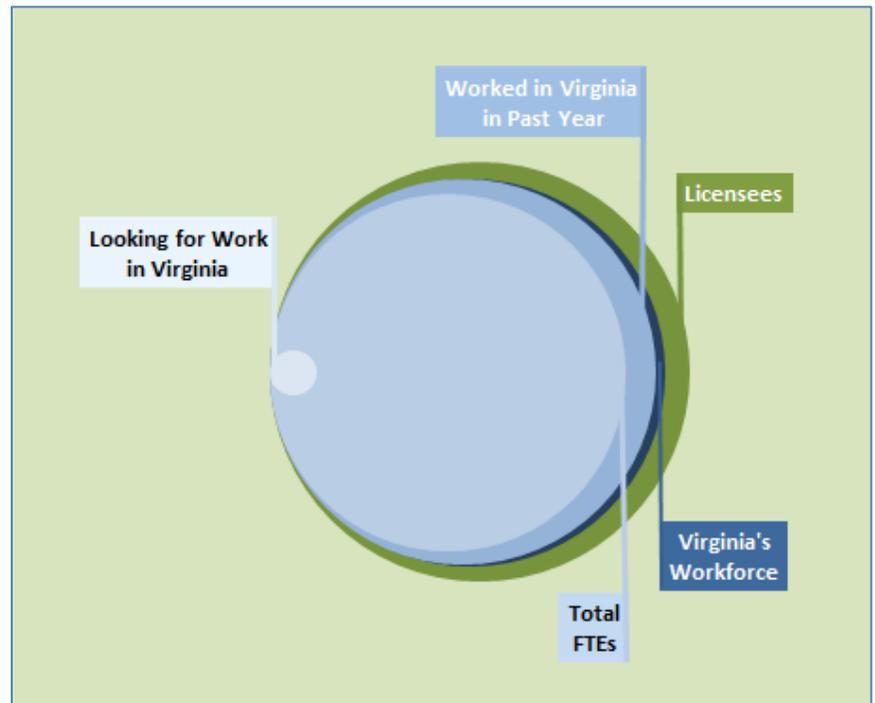
Source: Va. Healthcare Workforce Data Center

Virginia's RT Workforce		
Status	#	%
Worked in Virginia in Past Year	4,845	99%
Looking for Work in Virginia	70	1%
Virginia's Workforce	4,915	100%
Total FTEs	4,135	
Licensees	5,740	

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.



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:

[https://www.dhp.virginia.gov/
 PublicResources/HealthcareW
 orkforceDataCenter/](https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/)

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	72	11%	616	90%	689	16%
30 to 34	101	16%	536	84%	638	14%
35 to 39	125	21%	474	79%	598	13%
40 to 44	124	25%	369	75%	493	11%
45 to 49	125	23%	422	77%	547	12%
50 to 54	112	24%	350	76%	463	10%
55 to 59	85	20%	347	80%	432	10%
60 and Over	123	22%	449	78%	572	13%
Total	868	20%	3,563	80%	4,431	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RTs		RTs Under 40	
	%	#	%	#	%
White	61%	3,410	76%	1,476	76%
Black	19%	474	11%	163	8%
Asian	7%	185	4%	86	4%
Other Race	0%	76	2%	21	1%
Two or More Races	3%	123	3%	67	3%
Hispanic	10%	213	5%	130	7%
Total	100%	4,481	100%	1,943	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 80%
% Under 40 Female: 84%

Age

Median Age: 43
% Under 40: 43%
% 55 and Over: 23%

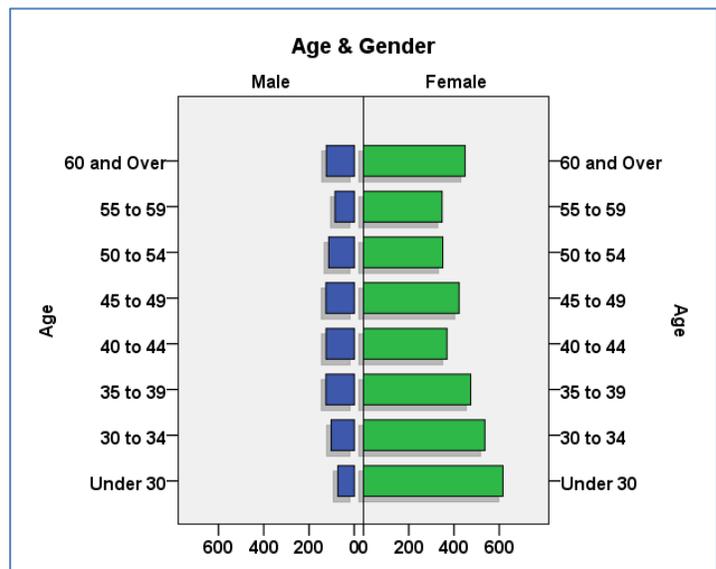
Diversity

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

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RTs, there is a 40% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 57%.

More than 40% 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 41%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 41%

Virginia Background

HS in Virginia: 61%
 Prof. Education in VA: 71%
 HS/Prof. Edu. in VA: 74%

Location Choice

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

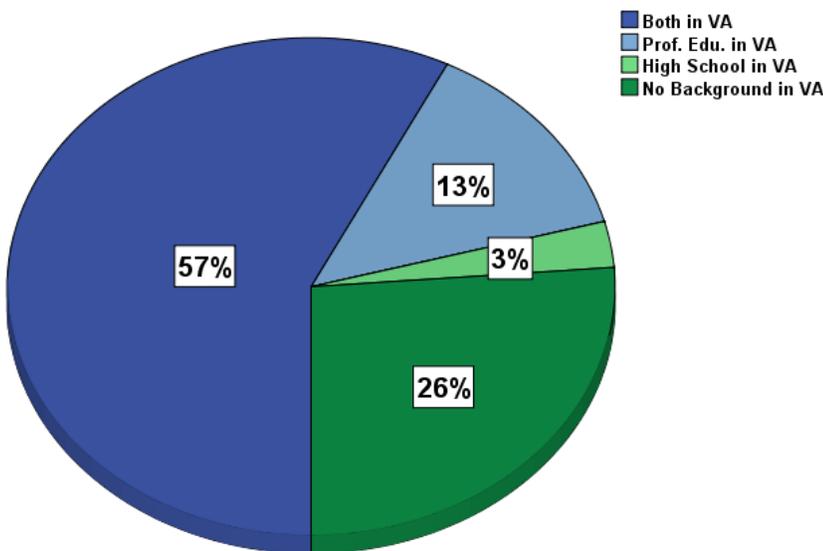
Source: Va. Healthcare Workforce Data Center

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%	54%	17%
2	Metro, 250,000 to 1 Million	63%	29%	8%
3	Metro, 250,000 or Less	58%	33%	8%
Non-Metro Counties				
4	Urban Pop., 20,000+, Metro Adjacent	68%	19%	13%
6	Urban Pop., 2,500-19,999, Metro Adjacent	79%	15%	7%
7	Urban Pop., 2,500-19,999, Non-Adjacent	93%	6%	1%
8	Rural, Metro Adjacent	87%	0%	13%
9	Rural, Non-Adjacent	44%	42%	13%
Overall		41%	45%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than 40% 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 Radiologic Technologist Recruitment

All Radiologic Technologists				
Rank	High School	#	Professional School	#
1	Virginia	2,703	Virginia	3,132
2	Outside U.S./Canada	217	Maryland	198
3	Maryland	199	West Virginia	118
4	Pennsylvania	176	Pennsylvania	115
5	New York	159	North Carolina	94
6	West Virginia	140	New York	86
7	North Carolina	97	Florida	74
8	New Jersey	81	Texas	74
9	Florida	70	Washington, D.C.	53
10	Ohio	54	New Jersey	51

Source: Va. Healthcare Workforce Data Center

More than 60% of licensed RTs received their high school degree in Virginia, and 71% received their initial professional degree in the state.

Licensed in the Past Five Years				
Rank	High School	#	Professional School	#
1	Virginia	819	Virginia	928
2	Maryland	76	Maryland	62
3	Outside U.S./Canada	55	West Virginia	49
4	Pennsylvania	51	North Carolina	43
5	New York	44	Pennsylvania	37
6	North Carolina	42	Florida	30
7	West Virginia	38	New York	26
8	Florida	24	Texas	24
9	California	21	California	18
10	New Jersey	21	Washington, D.C.	16

Source: Va. Healthcare Workforce Data Center

Among RTs who received their license in the past five years, 59% received their high school degree in Virginia, while 68% received their initial professional degree in the state.

Nearly 15% of licensed RTs did not participate in Virginia's workforce in 2019. Nearly 90% of these RTs worked at some point in the past year, including 81% who are currently employed as RTs.

At a Glance:

Not in VA Workforce

Total:	823
% of Licensees:	14%
Federal/Military:	3%
Va. Border State/D.C.:	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
RT Certificate	1,151	27%
Associate	2,409	55%
Baccalaureate	598	14%
Post-Graduate Certificate	110	3%
Master's	68	2%
Doctorate	6	0%
Total	4,342	100%

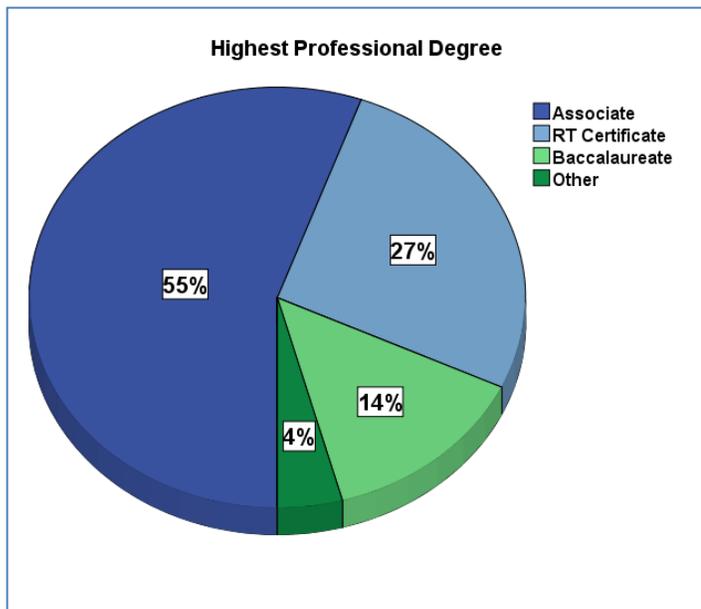
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Associate Degree: 55%
 RT Certificate: 27%

Education Debt
 Carry Debt: 31%
 Under Age 40 w/ Debt: 44%
 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.

Nearly one-third of all RTs carry education debt, including 44% of those under the age of 40. For those with education debt, the median amount is between \$10,000 and \$20,000.

Education Debt				
Amount Carried	All RTs		RTs Under 40	
	#	%	#	%
None	2,665	69%	948	56%
Less than \$10,000	317	8%	186	11%
\$10,000-\$19,999	311	8%	213	13%
\$20,000-\$29,999	169	4%	115	7%
\$30,000-\$39,999	149	4%	97	6%
\$40,000-\$49,999	50	1%	28	2%
\$50,000-\$59,999	62	2%	39	2%
\$60,000-\$69,999	39	1%	20	1%
\$70,000-\$79,999	28	1%	15	1%
\$80,000-\$89,999	16	0%	7	0%
\$90,000-\$99,999	13	0%	6	0%
\$100,000 or More	37	1%	21	1%
Total	3,854	100%	1,696	100%

Source: Va. Healthcare Workforce Data Center

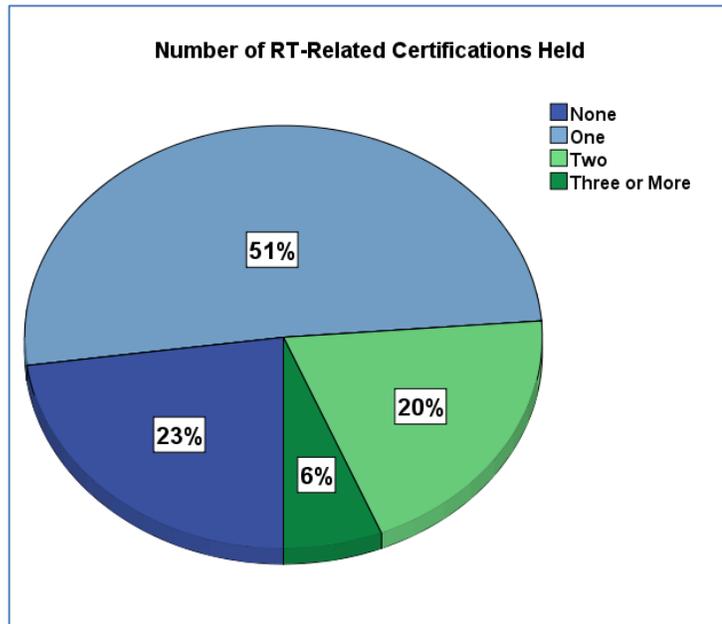
At a Glance:

Top Certifications

Radiography:	67%
Tomography:	14%
Mammography:	13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Top Ten Certifications

Certification	#	% of Workforce
Radiography	3,281	67%
Tomography	692	14%
Mammography	631	13%
Magnetic Resonance Imaging	256	5%
Radiation Therapy	123	3%
Bone Densitometry	116	2%
Nuclear Medicine Technology	73	1%
Vascular Interventional	63	1%
Nuclear Medicine	43	1%
Diagnostic Medical Sonography	40	1%
At Least One Certification	3,790	77%

Source: Va. Healthcare Workforce Data Center

More than three-quarters of all RTs have at least one certification, including two-thirds who hold a certification in radiography.

At a Glance:

Employment

Employed in Profession: 91%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 68%
 2 or More Positions: 15%

Weekly Hours:

40 to 49: 52%
 60 or More: 3%
 Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	3	< 1%
Employed in an RT-Related Capacity	4,057	91%
Employed, NOT in an RT-Related Capacity	291	7%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	16	< 1%
Voluntarily Unemployed	97	2%
Retired	19	< 1%
Total	4,484	100%

Source: Va. Healthcare Workforce Data Center

More than 90% of Virginia's RTs are currently employed in the profession, 68% have one full-time job, and 52% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	132	3%
One Part-Time Position	587	13%
Two Part-Time Positions	127	3%
One Full-Time Position	3,016	68%
One Full-Time Position & One Part-Time Position	496	11%
Two Full-Time Positions	10	0%
More than Two Positions	49	1%
Total	4,417	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	132	3%
1 to 9 Hours	76	2%
10 to 19 Hours	100	2%
20 to 29 Hours	302	7%
30 to 39 Hours	1,129	26%
40 to 49 Hours	2,234	52%
50 to 59 Hours	212	5%
60 to 69 Hours	83	2%
70 to 79 Hours	15	0%
80 or More Hours	40	1%
Total	4,323	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	21	1%
Less than \$30,000	352	11%
\$30,000-\$39,999	494	15%
\$40,000-\$49,999	718	21%
\$50,000-\$59,999	584	17%
\$60,000-\$69,999	460	14%
\$70,000-\$79,999	308	9%
\$80,000-\$89,999	188	6%
\$90,000-\$99,999	114	3%
\$100,000-\$109,999	58	2%
\$110,000-\$119,999	27	1%
\$120,000 or More	35	1%
Total	3,360	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income
Median Income: \$50k-\$60k

Benefits
Health Insurance: 65%
Retirement: 66%

Satisfaction
Satisfied: 96%
Very Satisfied: 66%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,906	66%
Somewhat Satisfied	1,293	30%
Somewhat Dissatisfied	137	3%
Very Dissatisfied	50	1%
Total	4,386	100%

Source: Va. Healthcare Workforce Data Center

The typical RT earns between \$50,000 and \$60,000 per year. In addition, 86% of RTs also receive at least one employer-sponsored benefit, including 65% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	3,189	79%	76%
Retirement	2,695	66%	64%
Health Insurance	2,656	65%	64%
Dental Insurance	2,516	62%	61%
Paid Sick Leave	2,330	57%	55%
Group Life Insurance	1,880	46%	46%
Signing/Retention Bonus	189	5%	5%
At Least One Benefit	3,507	86%	83%

*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 . . . ?	#	%
Work Two or More Positions at the Same Time?	902	18%
Switch Employers or Practices?	319	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	230	5%
Experience Voluntary Unemployment?	206	4%
Experience Involuntary Unemployment?	41	1%
Experienced At Least One	1,429	29%

Source: Va. Healthcare Workforce Data Center

Only 1% of RTs were involuntarily unemployed at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 2.8%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	77	2%	120	11%
Less than 6 Months	231	5%	114	10%
6 Months to 1 Year	326	8%	119	11%
1 to 2 Years	895	21%	252	23%
3 to 5 Years	962	22%	239	22%
6 to 10 Years	699	16%	116	11%
More than 10 Years	1,096	26%	141	13%
Subtotal	4,286	100%	1,101	100%
Did Not Have Location	128		3,742	
Item Missing	500		72	
Total	4,915		4,915	

Source: Va. Healthcare Workforce Data Center

Nearly 90% 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: 5%

Turnover & Tenure

Switched: 6%
New Location: 18%
Over 2 Years: 64%
Over 2 Yrs., 2nd Location: 45%

Employment Type

Hourly Wage: 87%
Salary/Commission: 11%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all RTs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	2,858	87%
Salary/Commission	360	11%
By Contract/Per Diem	55	2%
Business/Practice Income	8	0%
Unpaid	8	0%
Subtotal	3,289	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.2%. The unemployment rate from December 2019 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	29%
Top 3 Regions:	71%
Lowest Region:	2%

Locations

2 or More (Past Year):	27%
2 or More (Now*):	24%

Source: Va. Healthcare Workforce Data Center

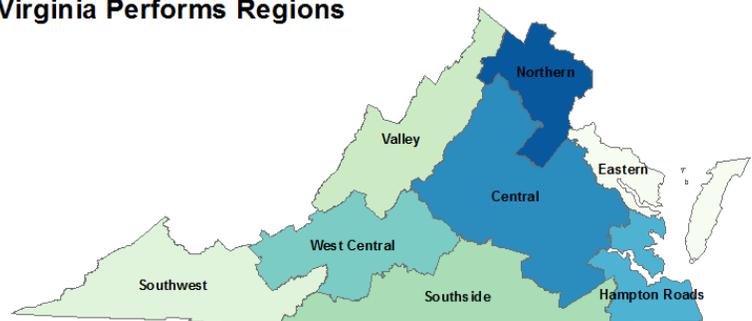
More than 70% of all RTs work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	1,236	29%	338	30%
Central	949	22%	266	23%
Hampton Roads	838	20%	216	19%
West Central	512	12%	107	9%
Southside	215	5%	45	4%
Valley	195	5%	44	4%
Southwest	162	4%	32	3%
Eastern	70	2%	18	2%
Virginia Border State/D.C.	30	1%	29	3%
Other U.S. State	44	1%	42	4%
Outside of the U.S.	0	0%	5	0%
Total	4,251	100%	1,142	100%
Item Missing	535		32	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all RTs currently have multiple work locations, while 27% have had multiple work locations in the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	70	2%	131	3%
1	3,103	72%	3,184	73%
2	628	15%	563	13%
3	385	9%	360	8%
4	51	1%	25	1%
5	23	1%	24	1%
6 or More	83	2%	55	1%
Total	4,343	100%	4,342	100%

*At the time of survey completion, January-December 2019.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,779	68%	761	73%
Non-Profit	1,054	26%	227	22%
State/Local Government	117	3%	27	3%
Veterans Administration	32	1%	7	1%
U.S. Military	74	2%	22	2%
Other Federal Gov't	30	1%	4	0%
Total	4,086	100%	1,048	100%
Did Not Have Location	128		3,742	
Item Missing	701		126	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

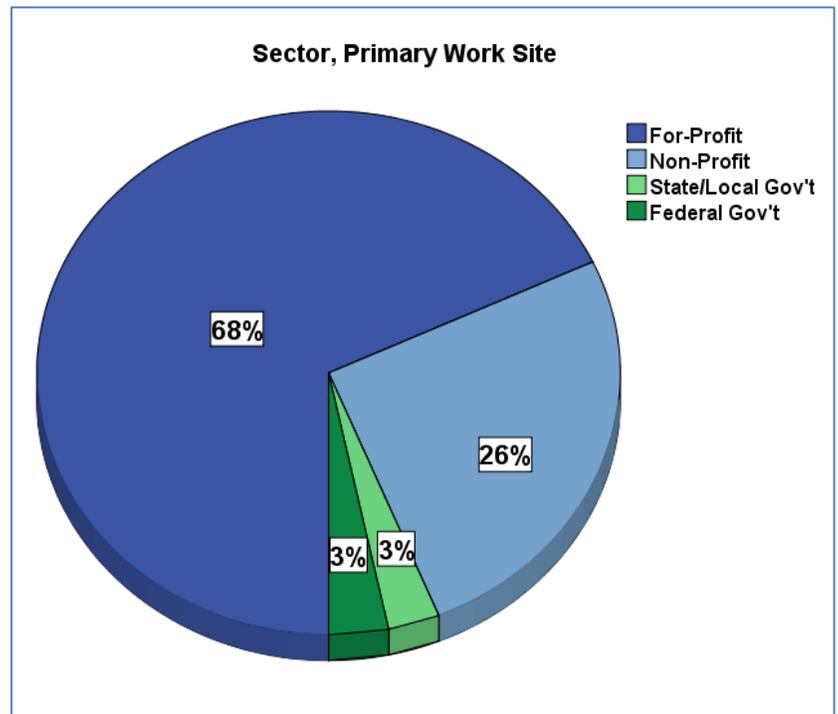
For-Profit:	68%
Federal:	3%

Top Establishments

Physician Office:	24%
Outpatient/Community Clinic:	19%
General Hospital, Inpatient:	16%

Source: Va. Healthcare Workforce Data Center

More than 90% of Virginia's RTs work in the private sector, including 68% who work at for-profit establishments.



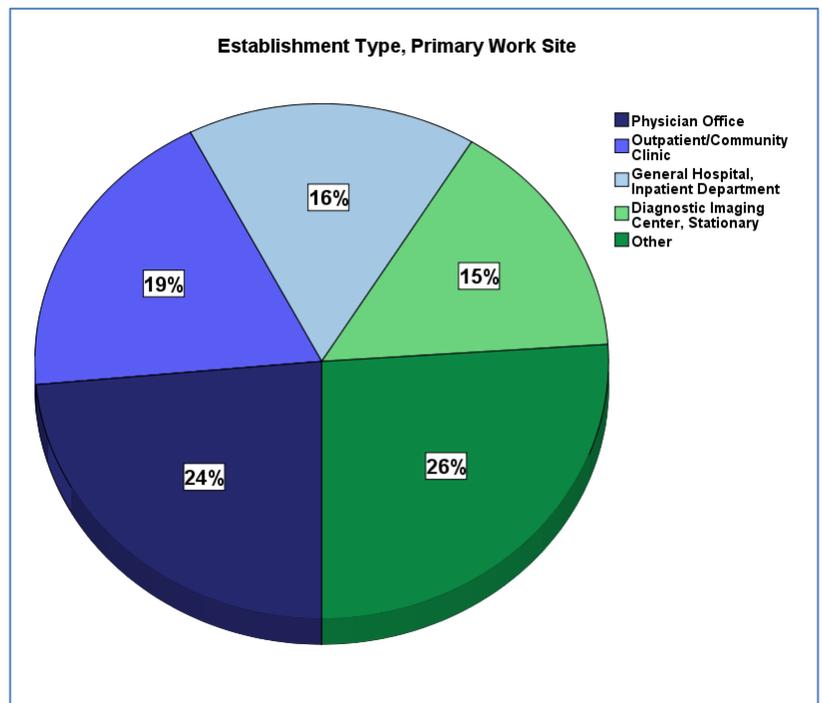
Source: Va. Healthcare Workforce Data Center

Top Ten Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Physician Office	927	24%	150	15%
Outpatient/Community Clinic	743	19%	242	24%
General Hospital, Inpatient Department	643	16%	212	21%
Diagnostic Imaging Center, Stationary	598	15%	106	10%
General Hospital, Outpatient Department	360	9%	115	11%
Diagnostic Imaging Center, Mobile	147	4%	60	6%
Academic Institution	87	2%	15	1%
Skilled Nursing Facility	10	0%	6	1%
Device Manufacturer/Distributor	6	0%	0	0%
Dentist Office	4	0%	1	0%
Other Practice Setting	411	10%	111	11%
Total	3,936	100%	1,018	100%
Did Not Have a Location	128		3,742	

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of RTs work in physicians' offices, while 19% work in outpatient or community clinics.

For RTs who also have a secondary work location, 24% work at outpatient or community clinics, while another 21% work at the inpatient department of general hospitals.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

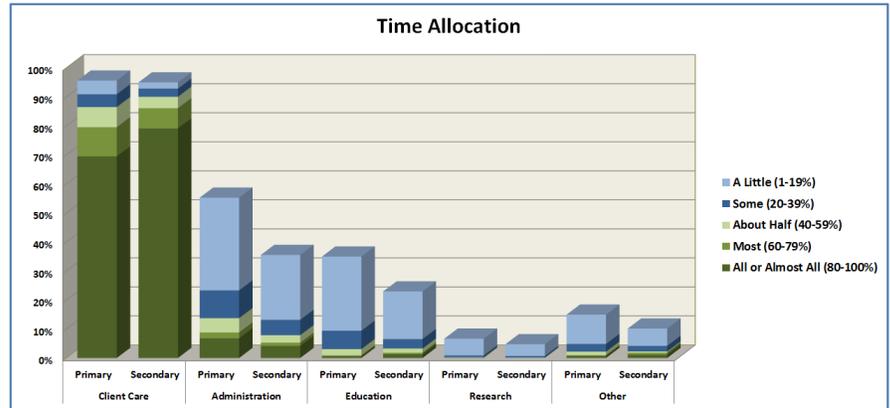
Patient Care: 80%
Administration: 9%
Education: 1%

Patient Care RTs

Median Admin. Time: None
Avg. 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, 80% 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	69%	79%	7%	4%	1%	1%	0%	0%	1%	1%
Most (60-79%)	10%	7%	2%	1%	0%	0%	0%	0%	0%	1%
About Half (40-59%)	7%	4%	5%	3%	2%	1%	0%	0%	1%	0%
Some (20-39%)	4%	3%	10%	5%	6%	3%	1%	1%	3%	2%
A Little (1-19%)	5%	2%	32%	22%	26%	16%	6%	4%	10%	6%
None (0%)	4%	5%	45%	65%	65%	77%	93%	95%	85%	90%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	146	4%	-	-
50 to 54	164	5%	13	1%
55 to 59	352	10%	43	4%
60 to 64	969	27%	278	24%
65 to 69	1,423	39%	562	49%
70 to 74	348	10%	170	15%
75 to 79	46	1%	22	2%
80 and Over	43	1%	13	1%
I Do Not Intend to Retire	142	4%	49	4%
Total	3,632	100%	1,150	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RTs

Under 65: 45%

Under 60: 18%

RTs 50 and Over

Under 65: 29%

Under 60: 5%

Time Until Retirement

Within 2 Years: 5%

Within 10 Years: 18%

Half the Workforce: By 2044

Source: Va. Healthcare Workforce Data Center

Nearly half of all RTs expect to retire by the age of 65. Among RTs who are age 50 and over, 29% expect to retire by the age of 65.

Within the next two years, 20% of all RTs expect to pursue additional educational opportunities, and 8% expect to increase their client care hours.

Future Plans

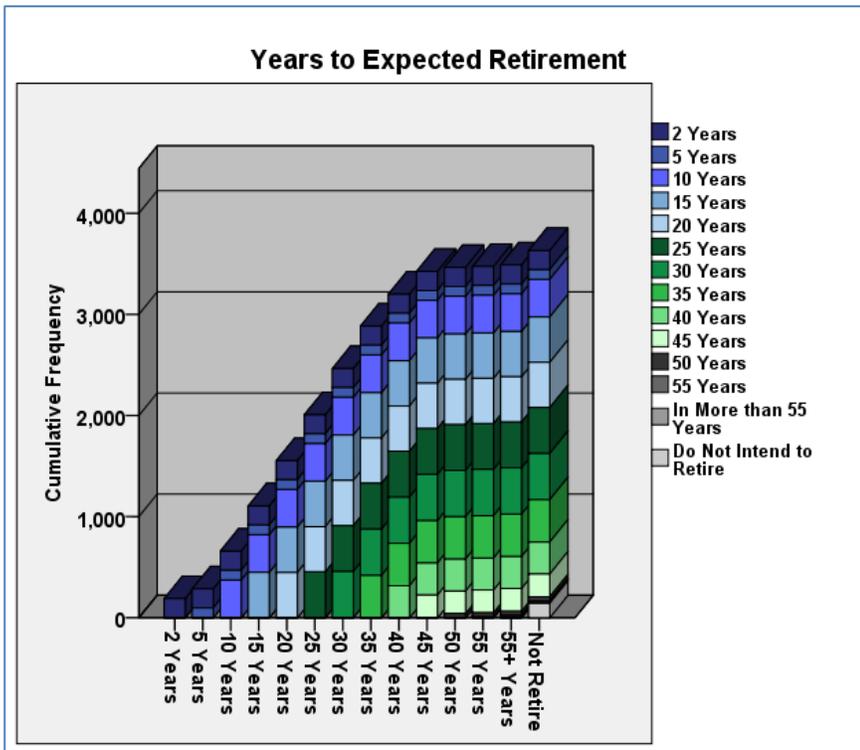
Two-Year Plans:	#	%
Decrease Participation		
Decrease Client Care Hours	227	5%
Leave Virginia	161	3%
Leave Profession	127	3%
Decrease Teaching Hours	37	1%
Increase Participation		
Pursue Additional Education	965	20%
Increase Client Care Hours	381	8%
Increase Teaching Hours	147	3%
Return to Virginia's Workforce	36	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RTs. While 5% of RTs expect to retire in the next two years, 18% expect to retire within the next ten years. Half of the current workforce expect to retire by 2044.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	189	5%	5%
5 Years	97	3%	8%
10 Years	373	10%	18%
15 Years	448	12%	30%
20 Years	448	12%	43%
25 Years	454	13%	55%
30 Years	457	13%	68%
35 Years	419	12%	79%
40 Years	317	9%	88%
45 Years	225	6%	94%
50 Years	39	1%	95%
55 Years	10	0%	96%
In More than 55 Years	15	0%	96%
Do Not Intend to Retire	142	4%	100%
Total	3,632	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 2029. Retirement will peak at 13% of the current workforce around 2049 before declining to under 10% of the current workforce again around 2059.

At a Glance:

FTEs

Total: 4,135
 FTEs/1,000 Residents²: 0.485
 Average: 0.86

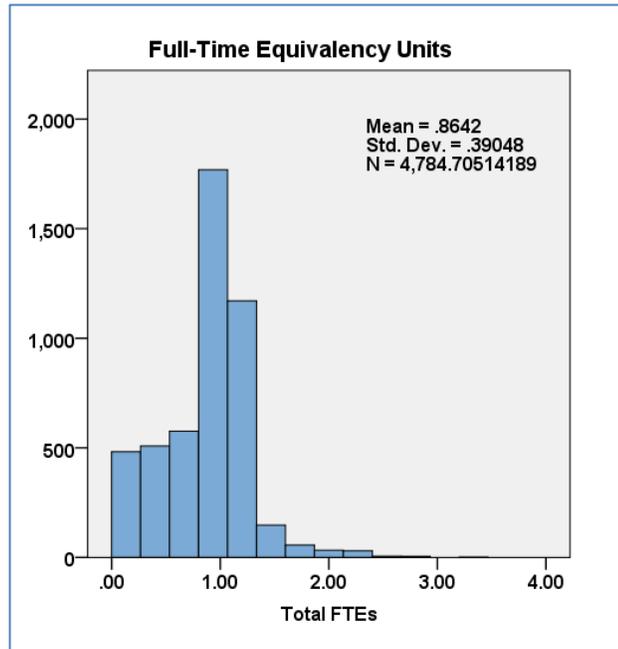
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

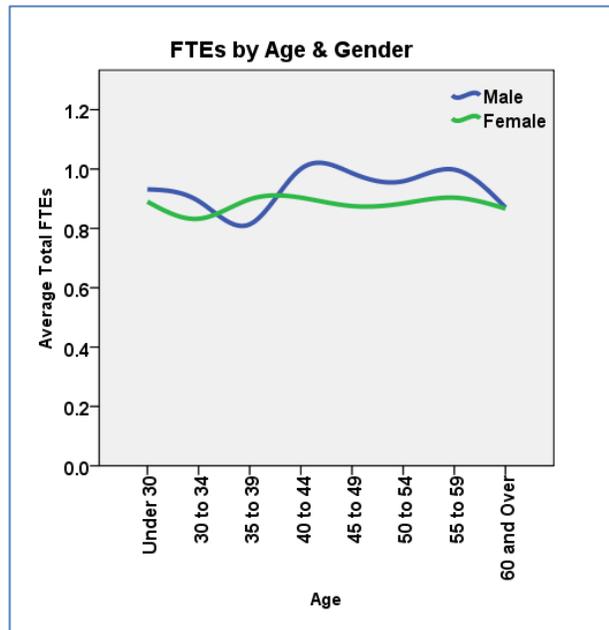


Source: Va. Healthcare Workforce Data Center

The typical RT provided 0.94 FTEs in the past year, or about 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.88	0.96
30 to 34	0.82	0.93
35 to 39	0.87	0.91
40 to 44	0.87	0.96
45 to 49	0.92	1.05
50 to 54	0.81	0.93
55 to 59	0.92	0.96
60 and Over	0.82	0.89
Gender		
Male	0.93	1.01
Female	0.88	0.96

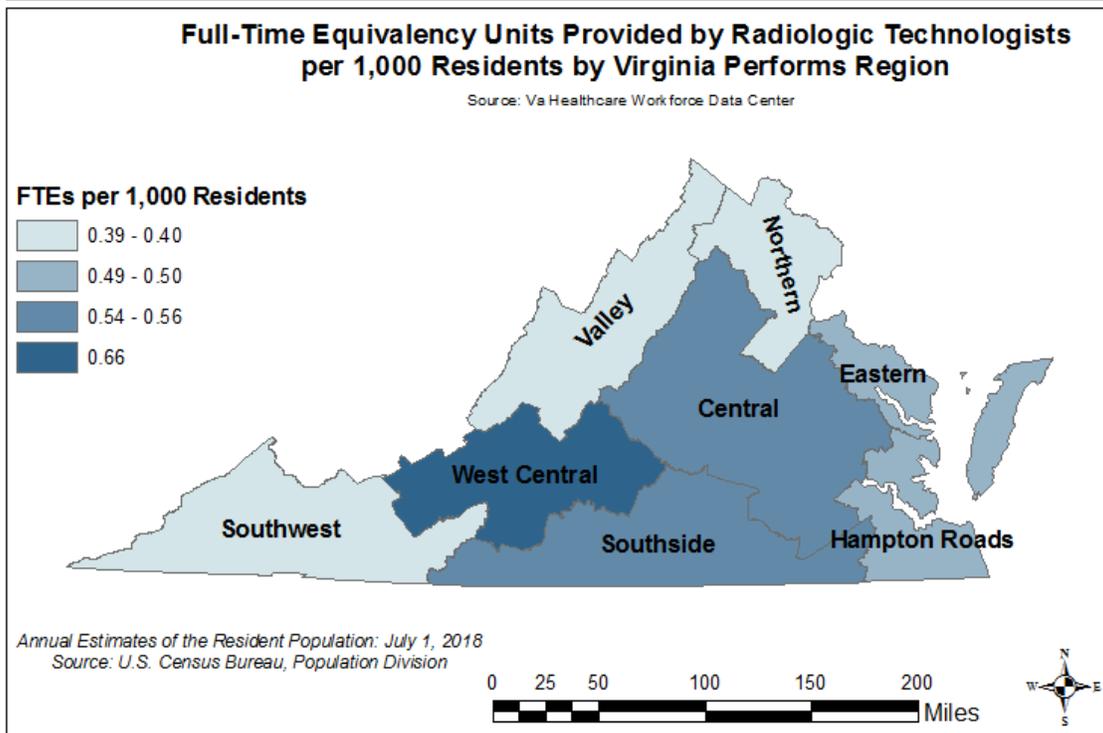
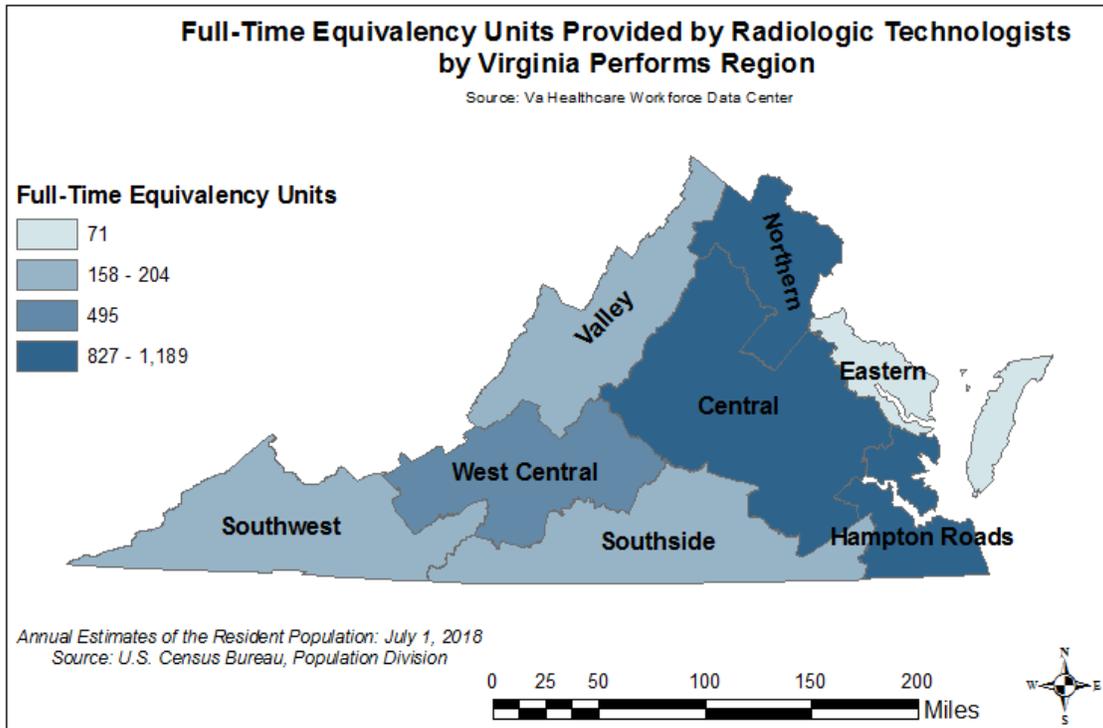
Source: Va. Healthcare Workforce Data Center

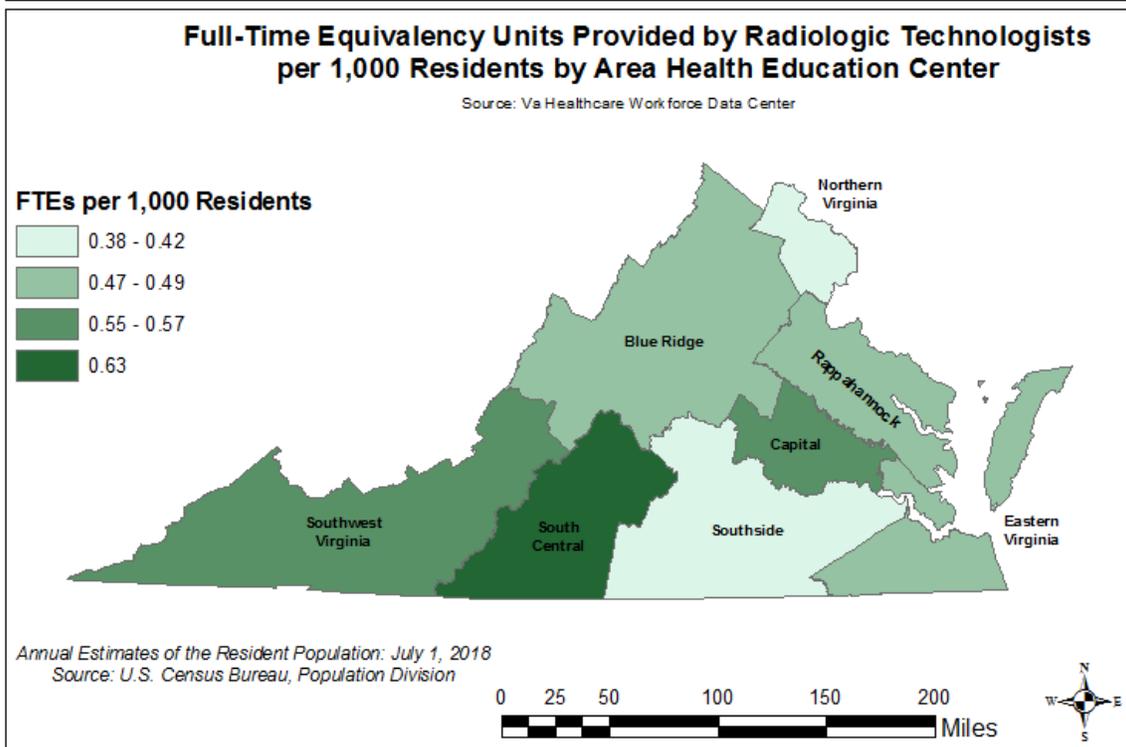
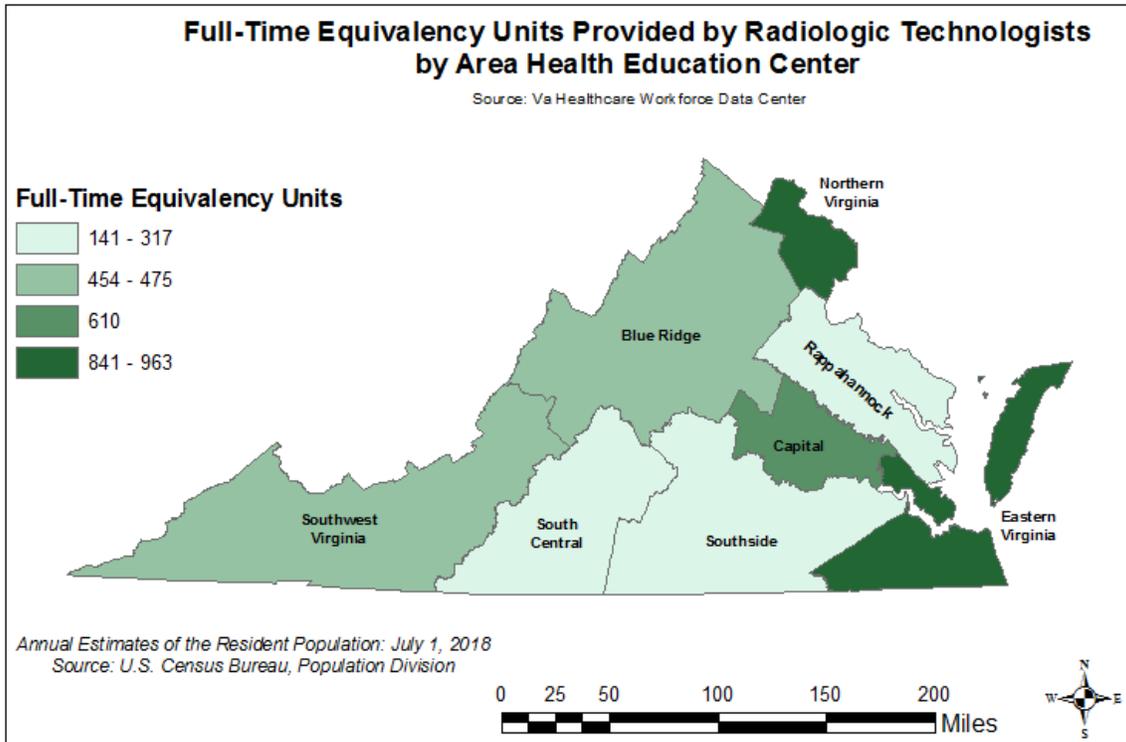


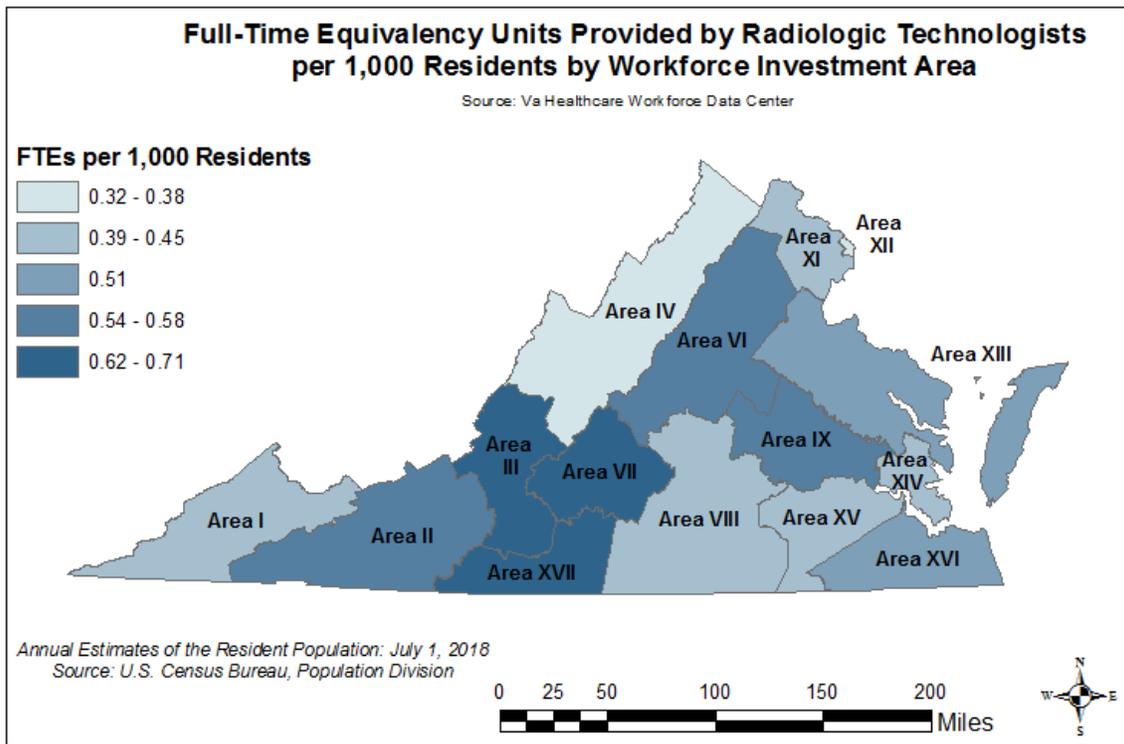
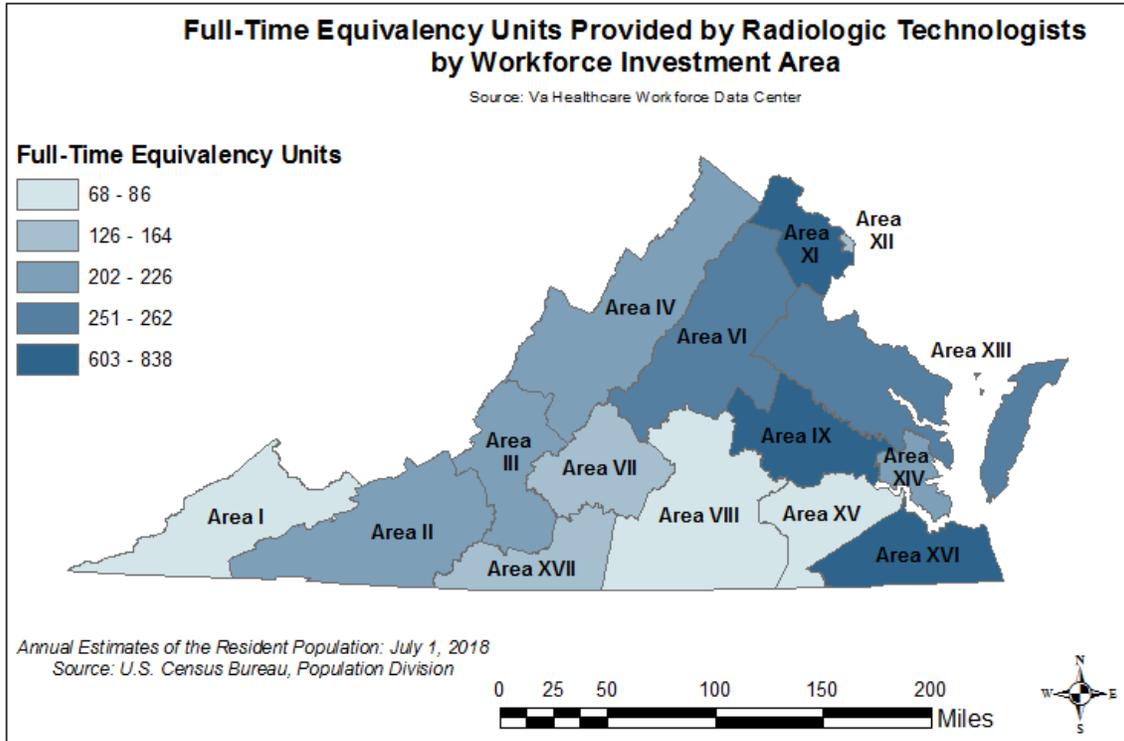
Source: Va. Healthcare Workforce Data Center

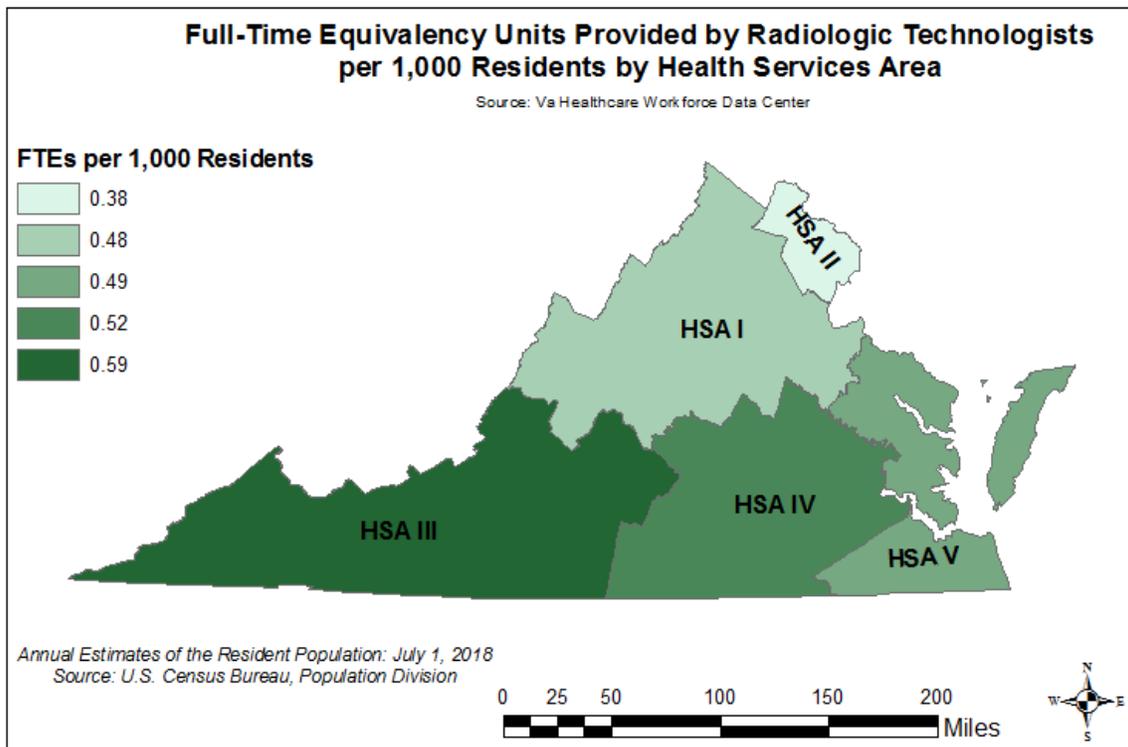
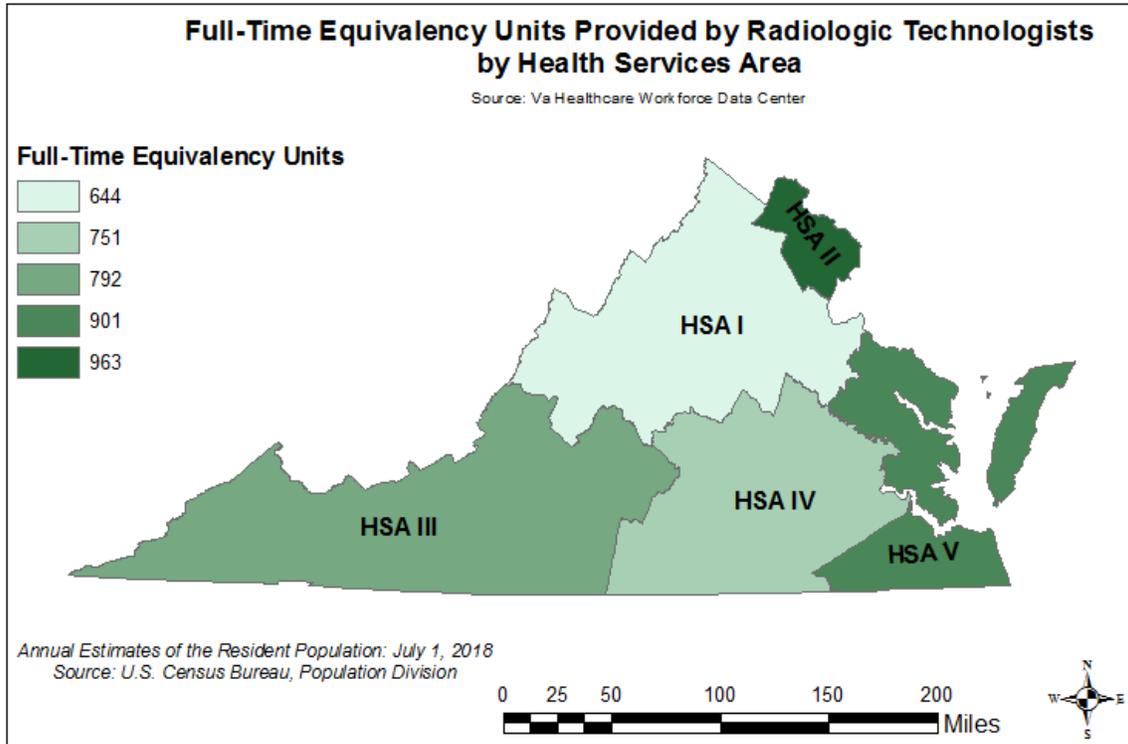
² Number of residents in 2018 was used as the denominator.

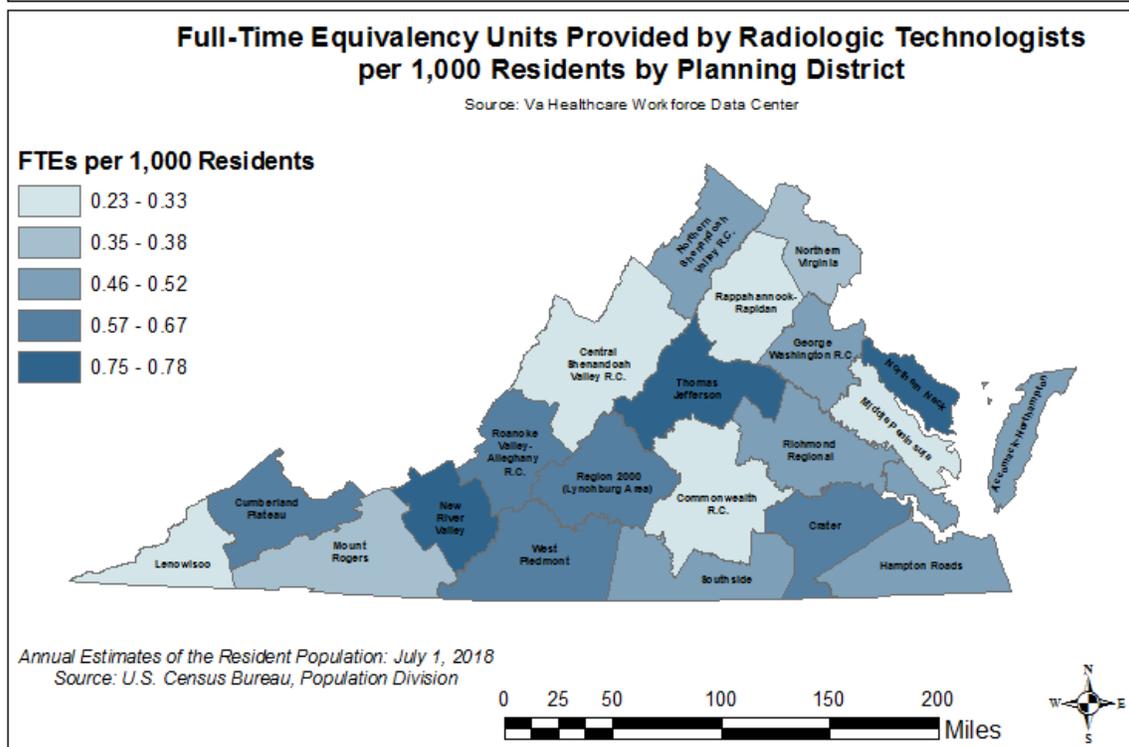
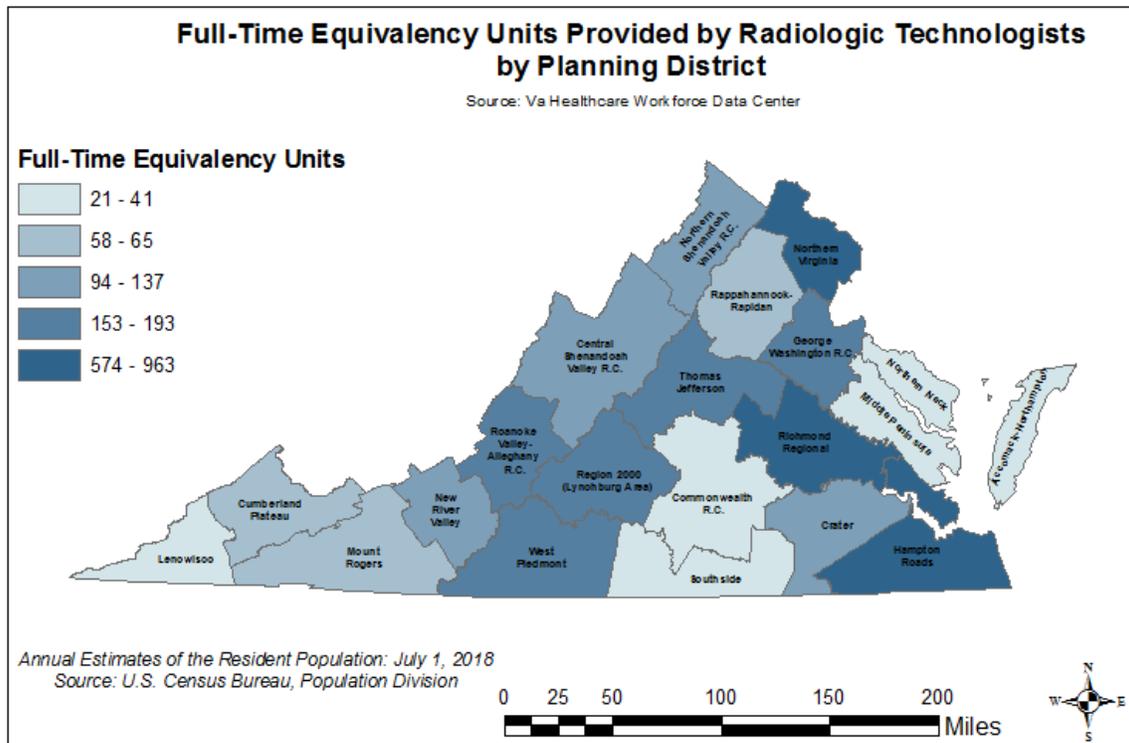
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 Million+	3,080	67.63%	1.478637	1.27707	2.13333
Metro, 250,000 to 1 Million	456	67.54%	1.480519	1.27869	2.13605
Metro, 250,000 or Less	453	66.89%	1.49505	1.29124	2.15701
Urban Pop., 20,000+, Metro Adj.	149	68.46%	1.460784	1.26165	2.10758
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	166	67.47%	1.482143	1.2801	2.13839
Urban Pop., 2,500-19,999, Non-Adj.	98	70.41%	1.42029	1.22667	2.04915
Rural, Metro Adj.	129	64.34%	1.554217	1.34234	2.24238
Rural, Non-Adj.	42	71.43%	1.4	1.20915	2.01988
Virginia Border State/D.C.	705	58.30%	1.715328	1.48149	2.47483
Other U.S. State	462	50.65%	1.974359	1.70521	2.84855

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	796	45.10%	2.21727	2.01988	2.84855
30 to 34	783	59.26%	1.6875	1.53727	2.16795
35 to 39	770	64.16%	1.558704	1.41994	2.00248
40 to 44	608	69.08%	1.447619	1.31875	1.85977
45 to 49	735	73.61%	1.358595	1.23765	1.7454
50 to 54	643	74.34%	1.345188	1.22543	1.72818
55 to 59	588	75.34%	1.327314	1.20915	1.70521
60 and Over	817	65.61%	1.524254	1.38856	1.95822

Source: Va. Healthcare Workforce Data Center

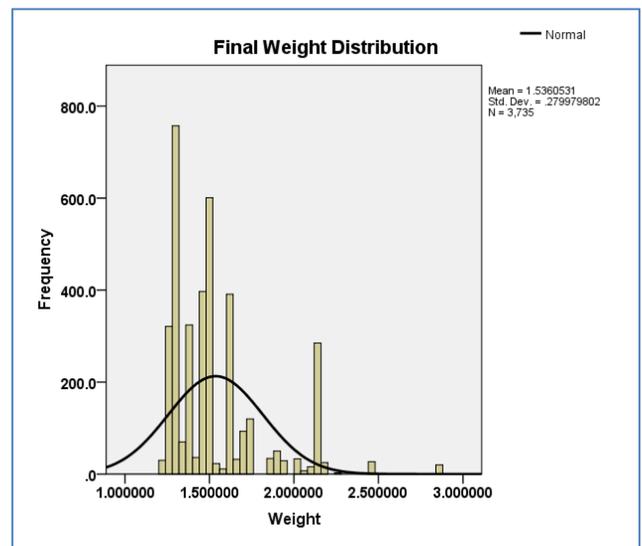
See the Methods section on the HWDC website for details on HWDC Methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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: 0.650697



Source: Va. Healthcare Workforce Data Center